AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT

1. CONTRACT ID CODE	PAGE OF PAGES	
12	1	3

2. AMENDMENT/MODIFICATION NO.	3. EFFECTIVE DATE	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. *(If applicable)*
30	January 18, 2005	4200095441	

6. ISSUED BY	CODE	7. ADMINISTERED BY *(If other than Item 6)*	CODE
Procurement Office George C. Marshall Space Flight Center National Aeronautics and Space Administration Marshall Space Flight Center, AL 35812	PS31-J	Jeffrey S. Jackson (256) 544-8935 Phone (256) 544-3223 Fax	PS31-J

8. NAME AND ADDRESS OF CONTRACTOR *(No., street, county, State, and Zip Code)*		9A. AMENDMENT OF SOLICITATION NO.
Science Applications International Corporation (SAIC) Company 6, Technology Services Company 10260 Campus Point Drive San Diego, CA 92121 c/o 6725 Odyssey Drive, Huntsville, AL 35806	(✓)	
		9B. DATED *(SEE ITEM 11)*
	X	10A. MODIFICATION OF CONTRACT/ORDER NO. NNM04AA02C
		10B. DATED *(SEE ITEM 13)* 1/1/04
CODE CAGE- 0T5L1	FACILITY CODE SAP- 103429	

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

[ ] The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers [ ] is extended, [ ] is not extended.

Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods:

(a) By completing Items 8 and 15 and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA *(If required)*
PR 4200095441 PLIs # 1 and 2 $37,716,985

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

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

E. **IMPORTANT:** Contractor [ ] is not, [X] is required to sign this document and return 3 copies to the issuing office.

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

	Negotiated Estimated Cost	Shared Savings Fee	Award Fee Earned	Potential Award Fee	Contract Value	Total Sum Allotted
Prev. Base Total	$485,381,508	$0	$2,696,331	$26,262,453	$514,340,292	$160,004,576
This Modification	$0	$0	$0	$0	$0	$37,716,985
Rev. Base Total	$485,381,508	$0	$2,696,331	$26,262,453	$514,340,292	$197,721,561

SEE PAGE 2 FOR DESCRIPTION OF AMENDMENT/MODIFICATION

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

15A. NAME AND TITLE OF SIGNER *(Type or print)*		16A. NAME AND TITLE OF CONTRACTING OFFICER *(Type or print)*	
Julia A. Whitt, Contracts Manager		Jeffrey S. Jackson, Contracting Officer	
15B. CONTRACTOR/OFFEROR	15C. DATE SIGNED	16B. UNITED STATES OF AMERICA	16C. DATE SIGNED
/s/ Julia A. Whitt *(Signature of person authorized to sign)*	January 18, 2005	BY */s/ Jeffrey S. Jackson* *(Signature of Contracting Officer)*	January 18, 2005

STANDARD FORM 30 (Rev. 10-83)
Prescribed by GSA
FAR (48 CFR) 53.243

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT
(continued)

The purposes of this modification are to: (1) provide an amount of $37,716,985 in incremental funding in order to extend coverage through May 10, 2005; (2) revise Attachment J-2 to reflect the correct Organizations of Primary Responsibility (OPR) and Document Manager (DM) resulting from the recent MSFC reorganization; (3) revise the name of the "Program/Project Status Review" to the "UNITeS Status Review" (this change will be reflected in Attachment J-2, Data Procurement Document); and (4) delete Attachment J-3, Wage Determinations, in its entirety in order to replace it with updated Wage Determinations as occurs on the approximate anniversary dates of contracts subject to the Service Contract Act of 1965, as Amended. Accordingly, NNM04AA02C is modified as follows:

A. Under Section B, Clause B.6, Contract Funding, the total amount allotted by the Government is increased by $37,716,985 (from $160,004,576 to $197,721,561). Of this amount, the total allotted to Estimated Cost is increased by $37,716,985 (from $151,007,180 to $188,724,165) and the total allotted to Provisional Award Fee remains unchanged. The funded through date is revised to May 10, 2005.

B. Attachment J-2, Data Procurement Document, is revised to reflect the change in name of the "Program/Project Status Review" to the "UNITeS Status Review" and the "Program/Project Status Review Report" to the "UNITeS Status Review Report." No change in content is required as a result of these changes.

C. Attachment J-2, Data Procurement Document, is deleted in its entirety and replaced with the revised Attachment J-2 to reflect the correct OPM and DM references that were changed as a result of the recent Center reorganization. These changes will not require resubmission of documents solely to reflect these changes. However, it is agreed that any revisions or updates to the specified documents will reflect these changes.

D. Attachment J-3, Wage Determinations, is deleted in its entirety and is replaced with the revised Attachment J-3 in order to reflect current wage rates as provided in Notice No. NNM04AA02C, A-2600722, USDOL #026485. The Wage Determinations affected by this change are delineated as follows:

Previous	New
1994-2008, Rev. 18, 5/29/03	1994-2008, Rev. 21, 8/11/04
1994-2044, Rev. 17, 9/22/03	1994-2044, Rev. 20, 8/10/04
1994-2048, Rev. 19, 6/03/03	1994-2048, Rev. 20, 6/17/04

1994-2054, Rev. 18, 6/03/03	1994-2054, Rev. 19, 6/17/04
1994-2062, Rev. 16, 6/03/03	1994-2062, Rev. 17, 6/17/04
1994-2064, Rev. 15, 4/25/03	1994-2064, Rev. 19, 11/10/04
1994-2096, Rev. 14, 8/13/02	1994-2096, Rev. 15, 8/05/04
1994-2104, Rev. 21, 6/03/03	1994-2104, Rev. 23, 6/11/04
1994-2118, Rev. 20, 9/23/03	1994-2118, Rev. 23, 8/06/04
1994-2234, Rev. 16, 4/12/02	1994-2234, Rev. 17, 8/06/04
1994-2248, Rev. 20, 6/03/03	1994-2248, Rev. 22, 6/11/04
1994-2302, Rev. 16, 5/29/03	1994-2302, Rev. 18, 9/30/04
1994-2376, Rev. 17, 6/05/03	1994-2376, Rev. 18, 8/06/04
1994-2416, Rev. 18, 8/28/03	1994-2416, Rev. 20, 6/21/04
1994-2512, Rev. 18, 2/28/02	1994-2512, Rev. 21, 7/21/04
1994-2516, Rev. 21, 6/03/03	1994-2516, Rev. 24, 8/10/04
1994-2544, Rev. 26, 7/29/03	1994-2544, Rev. 30, 11/10/04
1994-2574, Rev. 14, 2/25/02	1994-2574, Rev. 16, 6/11/04
2003-0068, Rev. 1, 4/02/03	N/A
N/A	2004-0434, Rev. 1, 12/02/04

It is mutually agreed that the incorporation of the revised Attachment J-3, Wage Determinations, is accomplished within the existing contract value and will not require an adjustment to that amount.

E. The modification(s) made above are reflected in total on the change page(s) enclosed herewith. In order to reflect the change(s) made, the page(s) listed below are hereby deleted from, or added to, NNM04AA02C. Changes are indicated in either bolded text or by a vertical line in the right margin to indicate the specific area(s) of change. For Attachment J-3, Wage Determinations, as the entire attachment is replaced, neither bolded text or a vertical change bar is included in the right margin to indicate the specific area(s) of change.

Page(s) Deleted	Page(s) Added
B-8	B-8
J-2-1 – J-2-44	J-2-1 – J-2-44
J-3-1 – J-3-160	J-3-1 – J-3-168

F. All other terms and conditions of NNM04AA02C remain unchanged.

B.5 PREMIUM FOR SCHEDULED OVERTIME (MSFC--52.222-90) (FEB 2001)

Pursuant to the clause entitled "Payment for Overtime Premiums," the amount of overtime premium authorized shall not exceed the amount specified below for the indicated period.

[(b)(4)]

(End of clause)

B.6 CONTRACT FUNDING (1852.232-81) (JUN 1990)

(a) For purposes of payment of cost, exclusive of fee, in accordance with the Limitation of Funds clause, the total amount allotted by the Government to this contract is $188,724,165. This allotment is for performance in all areas and covers the following estimated period of performance: contract award through May 10, 2005.

(b) An additional amount of $8,997,396 is obligated under this contract for payment of fees.

(c) Recapitulation of funding is as follows:

	Previous	This Action	Total
Estimated Cost	$151,007,180	$37,716,985	$188,724,165
Shared Savings Fee	$0	$0	$0
Provisional Award Fee (Funded at 60%)	$6,301,065	$0	$6,301,065
Award Fee Earned	$2,696,331	$0	$2,696,331
Total Sum Allotted	$160,004,576	$37,716,985	$197,721,561

(End of clause)

B.7 INDEFINITE DELIVERY/REQUIREMENTS

(a) The completion effort (definite quantity) of this contract is considered to be those services negotiated for the estimated cost and fees for the basic contract period and each priced option period. Work that cannot be sufficiently identified, predetermined, or quantified is identified as Requirements work.

(b) Requirements work is specified as that effort that exceeds the performance bands specified in **PWS sections 5.1, MSFC Applications and Web Services, and 3.9.4 and 5.10.4, Maintenance.**

DATA PROCUREMENT DOC. NO. 974

ISSUE Basic

NNM04AA02C

CONTRACT/RFP

EXHIBIT NUMBER

J-2

ATTACHMENT NUMBER

Unified NASA Information Technology Services (UNITeS)

PROJECT/SYSTEM

DATA PROCUREMENT DOCUMENT

Science Applications International Corporation

January 1, 2004

DATE

National Aeronautics and Space Administration

MSFC - Form 3461 (Rev September 1989)

National Aeronautics and Space Administration

DOCUMENT CHANGE LOG

DATA PROCUREMENT DOC. NO.	ISSUE
974	Basic

INCORPORATED REVISIONS OUTSTANDING REVISIONS	AS OF:	SUPERSEDING:	PAGE:
	01-01-04		

AUTHORITY	PORTION AFFECTED - PAGE NO./NO.				REMARKS
	INTRO	SGR	DRL	DRD	

MSFC - Form 3461-1 (Rev August 1970)

National Aeronautics and Space Administration

PAGE REVISION LOG

DATA PROCUREMENT DOC.
NO. 974 ISSUE Basic

NOTE: The current revision is denoted by a vertical line in the outer margin adjacent to the affected text.

AS OF: 01-01-04

SUPERSEDING:

PAGE:

INSERT LATEST REVISED PAGES. DISCARD SUPERSEDED PAGES.

ITEM	PAGE	STATUS	ITEM	PAGE	STATUS
Mod 3	J-2-1				
Mod. 3	J-2-3				
Mod. 3	J-2-19				
Mod. 3	J-2-28				
Mod. 3	J-2-35				
Mod. 3	J-2-38				
Mod. 5	J-2-22				
Mod. 10	J-2-9				
Mod. 10	J-2-25				
Mod. 10	J-2-36				
Mod. 10	J-2-37-A				
Mod. 22	J-2-12				
Mod. 24	J-2-37-A				
Mod. 30	ALL				

MSFC - Form 3461-2 (Rev August 1970)

1.0 INTRODUCTION

1.1 Scope: Subject to the Rights in Data clause, this Data Procurement Document (DPD) sets forth the data requirements in each Data Requirements Description (DRD) and shall govern that data required by the DPD for the contract. The contractor shall furnish data defined by the DRD's listed on the Data Requirements List (DRL) by category of data, attached hereto, and made a part of this DPD. Such data shall be prepared, maintained, and delivered to MSFC in accordance with the requirements set forth within this DPD. In cases where data requirements are covered by a Federal Acquisition Regulation (FAR) or NASA FAR Supplement (NFS) regulation or clause, the regulation will take precedence over the DPD, per FAR 52.215-8.

1.2 DPD Description: This DPD consists of a Document Change Log, a Page Revision Log, a Table of Contents, an Introduction, a Statement of General Requirements, DPD maintenance procedures, a DRL, and the DRD's.

1.2.1 General Requirements: The general requirements, as specified in paragraph 2.0 of this DPD, prescribe those requirements applicable to the preparation, maintenance, and delivery of data that are better defined in aggregate than in the individual DRD's.

1.2.2 Data Requirements List (DRL): Throughout the performance of the contract, the DRL provides a listing by data category of the data requirements of the DPD.

1.2.3 Data Requirements Descriptions (DRD's)

1.2.3.1 Each data requirement listed on the DRL is given complete definition by a DRD. The DRD prescribes content, format, maintenance instructions, and submittal requirements.

1.2.3.2 For the purpose of classification and control, DRD's of this DPD are grouped into the following broad functional data categories:

CATEGORY SYMBOL	DESCRIPTION
CD	Contractual Data
CM	Configuration Management
LS	Logistics/Support
MA	Management
RM	Reliability and Maintainability
SA	Safety

1.2.3.3 The symbols representing these data categories form part of the prefix of the DRD identification number. The first numerical characters reflect the DPD number.

1.2.3.4 To facilitate the usage and maintenance of the DPD, the DRD's have been sectionalized in accordance with the above data categories.

1.2.3.5 The DRD's are filed by data category and are in alpha-numeric sequence as listed on the DRL page (or pages) that precedes the DRD's.

1.2.4 Document Change Log (DCL) and Page Revision Log (PRL): The Document Change Log chronologically records all revision actions that pertain to the DPD. The Page Revision Log describes the current revision status of each page of the DPD and thus, at all times, provides its exact configuration.

1.2.5 DPD Maintenance Procedures: Maintenance procedures define the detailed methods to be employed in maintaining the DPD. Detailed maintenance procedures are specified in paragraph 3.0 of this DPD.

1.3 Data Types for Contractual Efforts: The types of data and their contractually applicable requirements for approval and delivery are:

TYPE	DESCRIPTION
1	All issues and interim changes to those issues require written approval from the requiring organization before formal release for use or implementation.
2	MSFC reserves a time-limited right to disapprove in writing any issues and interim changes to those issues. Data shall be submitted to the procuring activity for review not less than 45 calendar days prior to its release for use or implementation. The contractor shall clearly identify the release target date in the "submitted for review" transmittal. If the contractor has not been notified of any disapproval prior to the release target date, the data shall be considered approved. To be an acceptable delivery, disapproved data shall be revised to remove causes for the disapproval before its release.
3	These data shall be delivered by the contractor as required by the contract and do not require MSFC approval. However, to be a satisfactory delivery, the data must satisfy all applicable contractual requirements.
4	These data are produced or used during performance of the contract and are retained by the contractor. They shall be delivered when MSFC requests it according to instructions in the request. The contractor shall maintain a list of these data and shall furnish copies of the list to MSFC when requested to do so.
5	These data are incidental to contract performance and are retained by the contractor in those cases where contracting parties have agreed that delivery is not required. However, the Contracting Officer or the Contracting Officer's Representative shall have access to and can inspect this data at its location in the contractor's or subcontractor's facilities.

2.0 STATEMENT OF GENERAL REQUIREMENTS

2.1 Applicable Documents: Documents included as applicable documents in this DPD are the issue specified in the Statement of Work, and form a part of the DPD to the extent specified herein. References to documents other than applicable documents in the data requirements of this DPD may sometimes be utilized. These do not constitute a contractual obligation on the contractor. They are to be used only as a possible example or to provide related information to assist the contractor in developing a response to that particular data requirement.

2.2 Subcontractor Data Requirements

2.2.1 The contractor shall specify to subcontractors and vendors, if any, the availability source of all data required for the satisfactory accomplishment of their contracts. The contractor shall validate these requirements for documents when appropriate; where the requirement concerns other contractor data, the contractor shall provide his subcontractor or vendor with the necessary documents. All such requests shall be accomplished under the auspices of the contractor.

2.2.2 Reference to subcontractor data in the contractor's responses is permissible, providing the references are adequate and include such identification elements as title, number, revision, etc., and a copy of the referenced data is supplied with the response document at time of delivery to MSFC.

2.3 Distribution

2.3.1 Distribution of required documentation shall be in quantities determined by the Contracting Officer. Recipient names and email (if applicable) addresses shall be noted on a separate distribution list to be furnished by the Contracting Officer.

2.3.2 Electronic submission of data deliverables is preferred. The preferred formats include Microsoft Word, Excel, PowerPoint, or Adobe Acrobat PDF as appropriate. The software versions shall be confirmed prior to submittals. Marshall Policy Directive (MPD) 2210.1 specifies the requirements for utilizing the Documentation Repository. Electronic data submittals to the Repository shall be coordinated with the Repository. MSFC has the capability of receiving electronic data files for importing into the MSFC Documentation Repository system. Computer-Aided Design (CAD) drawings shall be submitted in the original native vector, Hewlett-Packard Graphic Language (HPGL) and raster image formats.

2.4 Printing: All printing, duplicating, or binding shall be in accordance with NFS 1852.208-81, Restrictions on Printing and Duplicating. Printing of formal reports and Type 1 and 2 data in book format shall be in accordance with the following general specifications:

a. Method of reproduction – offset/xerography.
b. Finished size – 8 1/2" X 11".
c. Paper – 20-pound opaque bond.
d. Cover – Litho cover stock.
e. Pages will be printed on both sides; blank pages will be avoided when possible.
f. Oversize pages will be avoided when possible, but if necessary will be folded to 8 1/2" X 11".
g. Binding shall be the most economical method commensurate with the size of the report and its intended use.

2.5 Contractor's Internal Documents: The contractor's internal documents shall be used to meet the data requirements of this DPD unless a specific format is required by the applicable DRD.

2.6 Document Identification: Type 1 and 2 documents published by the contractor and submitted in response to the data requirements of this DPD shall be identified within an organized identification numbering system prescribed to MSFC by the contractor and, if applicable, as approved by MSFC. This number, change legend, date, and title constitute the minimum identification of the specific document and shall appear on the cover and title page. The contract number shall also appear on the cover and title page as separate markings. The originator and organization shall be included on the title page. The document number, change legend, and date

shall appear on each page of the document. In the front matter of each document, identify the DPD number and applicable DRD number(s) required for document preparation. Successive issues or revisions of documents shall be identified in the same manner as the basic issue and shall have appropriate change identification. Drawings and ECP's are excluded from the marking provisions of this paragraph. All Type 1 documentation, excluding configuration management requirements, will be marked "PRELIMINARY PENDING MSFC APPROVAL," and once approved shall be reissued with "APPROVED BY MSFC" and the date and approval authority annotated on the cover.

2.7 Reference to Other Documents in Data Submittals: All referenced documents shall be made readily available to the cognizant MSFC organization upon request. The contractor should make sure that the references are available to MSFC in a manner which does not incur delays in the use of the response document.

2.8 Maintenance of Type 1 Document Submittals

2.8.1 Revisions of Type 1 documentation may be accomplished either by individual page revision or by a complete reissue of the document identified in accordance with requirements of 2.6 above, with the exception of drawings (which shall be revised in accordance with contract configuration management requirements).

2.8.2 Individual page revisions shall be made as deemed necessary by the contractor or as directed by the Contracting Officer.

2.8.3 A Type 1 document shall be completely reissued when, in the opinion of the contractor and/or MSFC, the document has been revised to the extent that it is unusable in its present state, or when directed by the Contracting Officer. When complete reissues are made, the entire contents of the document shall be brought up to date and shall incorporate revised pages. All revisions shall be recorded. A revision log shall identify complete reissues except for periodic reports and documents which are complete within themselves as final.

2.8.4 Changes of a minor nature to correct obvious typing errors, misspelled words, etc., shall only be made when a technical change is made, unless the accuracy of the document is affected.

2.8.5 All revised pages shall be identified by a revision symbol and a new date. Each document shall contain a log of revised pages that will identify the revision status of each page with the revision symbol. This list shall follow the table of contents in each document. The line or lines revised on a given page shall be designated by the use of vertical line in the margin of the page, and the change authority shall be indicated adjacent to the change.

2.8.6 Contractor Type 1 documents shall not be submitted containing pen and ink markups which correct, add to, or change the text, unless schedule problems exist and approval is obtained in writing from the Contracting Officer. Such markups, however, shall not exceed 20 percent of the page content and shall be acceptable provided that the reproduced copies are legible. In addition, hand-drawn schematics, block diagrams, data curves, and similar charts may be used in original reports in lieu of formally prepared art work, as long as legibility of copies is not impaired. Acceptability will be determined by the Contracting Officer.

3.0 DPD MAINTENANCE PROCEDURES

3.1 MSFC-Initiated Change: New and/or revised data requirements will be incorporated by contract modification to which the new or revised portion of the DPD will be appended. The contractor shall notify the Contracting Officer in the event a deliverable data requirement is imposed and is not covered by a DRD, or when a DRD is changed by a contract modification and for which no revision to DPD is appended. In such cases, the contractor shall submit the requested changes to MSFC for approval. See paragraph 3.3.1 for change procedures.

3.2 Contractor-Initiated Change: Contractor-proposed data requirements, or proposed changes to existing requirements shall be submitted to MSFC for approval.

3.3 DPD Change Procedures

3.3.1 Changes to a contractual issue of this DPD will be identified by MSFC on the Document Change Log and Page Revision Log. The actual revised material on the DPD page will be identified by placing a heavy vertical line in the right-hand margin extending the entire length of the change. In addition, the numerical control number of the contractual direction authorizing the change shall be placed adjacent to the vertical revision line. These revision identifiers shall be used to reflect the current revision only; any previous symbols on a page will be deleted by the current revision.

3.3.2 The date of the contractual direction paper, e.g., Change Order, Supplemental Agreement, or Contracting Officer's letter shall be entered under the "Status " column of the Page Revision Log adjacent to the affected page or DRD number, and in the "as of" block. The date that was in the "as of" block will be entered in the "Superseding" block.

3.3.3 The Document Change Log entitled "Incorporated Revisions" will be changed to indicate the number, portions affected, and associated Supplemental Agreement number, if applicable.

3.3.4 The Document Change Log entitled "Outstanding Revisions" is changed periodically to indicate outstanding Change Orders and Contracting Officer notification letters.

3.4 DPD Reissues

3.4.1 When conditions warrant, the DPD will be reissued by MSFC and will supersede the existing DPD in its entirety. Reissues will be issued by contractual direction.

3.4.2 All revision symbols (vertical lines and contractual direction control numbers) will be removed from all pages; revision dates shall remain in the Date Revised block on DRD's that have been revised. The issue symbol, which will commence with "A" and progress through "Z," will be entered in the DPD identification block of each DRD page of the DPD.

UNIFIED NASA INFORMATION TECHNOLOGY SERVICES (UNITeS)
Data Requirements List

DRD	DATA TYPE	TITLE	OPR
CD – Contractual Data			
974CD-001	2	Information Technology Security Plan	IS05
974CD-002	3	Employee Listing	PS10
974CD-003	3	Technology Reports (NFS 1852.227-70)	CS30
CM - Configuration Management			
974CM-001	2	Configuration Management Plan	ED43
LS – Logistics Support			
974LS-001	2	Government Property Management Plan	IS03
MA – Management			
974MA-001	1	Management Plan	IS01
974MA-002	2	Risk Management Plan, Analysis, and Tracking Reports	QD10
974MA-003	2	Major Information Systems Portfolio	IS01
974MA-004	2	Work Breakdown Structure (WBS) and WBS Dictionary	RS40
974MA-005	3	Financial Management Report (533M)	RS40
974MA-006	See DRD	Reports	IS01
974MA-007	See DRD	Documentation	IS01
974MA-008	3	Cost Reports	IS01
974MA-009	2/3	Export Control Plan and Reports	IS01
974MA-010	3	Contractor Self-Assessment Report	IS01
974MA-011	2	Certification of NISN Systems Readiness	IS01
974MA-012	3	Contractor UNITeS Status Review Report	IS01
RM – Reliability and Maintainability			
974RM-001	1	Operability/Maintainability Plan	IS01
SA – Safety			
974SA-001	2	On-site Safety and Health Plan	QD50
974SA-002	3	Mishap and Safety Statistics Reports	QD50

DATA REQUIREMENTS DESCRIPTION (DRD)

1. DPD NO.: 974 ISSUE: Basic
2. DRD NO.: 974CD-001
3. DATA TYPE: 2
4. DATE REVISED:
5. PAGE: 1/1

6. TITLE: Information Technology Security Plan

7. DESCRIPTION/USE: To document information technology security risk management and safeguards for protection of unclassified NASA electronic information and data processed by Federal general support computer systems and major software applications.

8. OPR: IS05 9. DM: IS01

10. DISTRIBUTION: Per Contracting Officer's letter

11. INITIAL SUBMISSION: Draft with proposal

12. SUBMISSION FREQUENCY: Final 45 days after effective date of the contract

13. REMARKS: The information technology security plan(s) must be consistent with and further detail the approach contained in the offeror's proposal or sealed bid that resulted in the award of this contract and in compliance with the requirements stated in NFS 1852.204-76.

14. INTERRELATIONSHIP: PWS paragraphs 2.7.2, 4.1.3.3, 4.2.1.2, 4.3.3.d, 5.5.g

15. DATA PREPARATION INFORMATION:

15.1 SCOPE: Information Technology Security Plan(s) shall document the safeguards necessary to ensure sufficient availability, integrity, and confidentiality of that information accessed or managed within the systems and/or applications, based on the contractor's assessment of risks.

15.2 APPLICABLE DOCUMENTS:

NPG 2810.1	*Security of Information Technology*
NFS 1804.470-3	*Security Plan for unclassified Federal Information Technology systems*
NFS 1852.204-76	*Security Requirements for Unclassified Information Technology Resources*

15.3 CONTENTS: The Information Technology Security Plan shall meet the requirements of the applicable documents in 15.2 and document how the contractor and subcontractor personnel will utilize, in a secure manner commensurate with the sensitivity of the information involved, those Federal computer systems and software applications managed by others. The plan shall describe the contractor's processes for implementing information security including personnel background screening, personnel awareness and training, information protection, and security incident response.

Additionally, a separate system-level Information Technology System Security Plan shall be prepared for each Federal general support computer system or major software application managed by the contractor and/or subcontractor personnel in the performance of this contract. The Information Technology System Security Plan(s) shall meet the requirements of the applicable documents in 15.2. NPG 2810.1 defines "general support computer systems" and "major applications" and provides plan requirements for both.

15.4 FORMAT: Contractor format is acceptable.

15.5 MAINTENANCE: Changes shall be incorporated by change page or complete reissue.

DATA REQUIREMENTS DESCRIPTION (DRD)

1. DPD NO.: 974 ISSUE: Basic
2. DRD NO.: 974CD-002
3. DATA TYPE: 3
4. DATE REVISED:
5. PAGE: 1/1

6. TITLE: Employee Listing

7. DESCRIPTION/USE: To assist NASA in conducting contractor floor checks, IT security training and screening.

8. OPR: PS10 9. DM: IS01

10. DISTRIBUTION: Per Contracting Officer's letter

11. INITIAL SUBMISSION: Fifteenth of month following first month of operation after effective date of the contract

12. SUBMISSION FREQUENCY: Update quarterly. If deemed necessary by the Contracting Officer, the contractor shall submit the list at times other than stated. The list shall be maintained online on the MICS.

13. REMARKS: Reference is made to FAR 52.215-2, *Federal Acquisition Regulation* Clause: Audit - Negotiation.
14. INTERRELATIONSHIP: PWS paragraph 2.4.c

15. DATA PREPARATION INFORMATION:
15.1 SCOPE: The Employee Listing shall provide NASA with a list of all contractor employees working under this contract and their designated locations.

15.2 APPLICABLE DOCUMENTS: None

15.3 CONTENTS: The list shall include the following information for each employee: employee's name, position, location (building/room number), shift assignment, U.S. citizenship status, supervisor's name, and supervisor's location (building/room number), computer system administrator, computer access level and IT security screened date. For each employee the list shall indicate if the employee is a "computer system administrator." For employee designated as "computer system administrator", indicate the platform type they administer (e.g., Window, UNIX, and Mac). The list shall indicate computer access level for each employee (privileged, limited privileged and non-privileged).

15.4 FORMAT: Contractor format is acceptable.

15.5 MAINTENANCE: None required

DATA REQUIREMENTS DESCRIPTION (DRD)

1. DPD NO.: 974 ISSUE: Basic
2. DRD NO.: 974CD-003
3. DATA TYPE: 3
4. DATE REVISED:
5. PAGE: 1/3

6. TITLE: Technology Reports (NFS 1852.227-70)

7. DESCRIPTION/USE: Provides NASA with technical information concerning any invention, discovery, improvement, or innovation made by a contractor in the performance of work under this contract for the purpose of disseminating this information to obtain increased use. Also, to provide NASA with data to review for possible patentable items.

8. OPR: CS30 9. DM: IS01

10. DISTRIBUTION: Per Contracting Officer's letter

11. INITIAL SUBMISSION: Technology Reporting Plan: Upon Contracting Officer's request.
Disclosure of Invention and New Technology (NASA Form 1679): Within 2 months of identification of reportable item.
Interim NASA-MSFC Technology Report (NASA Form 3401): 12 months from the date of the contract.

12. SUBMISSION FREQUENCY: Technology Reporting Plan: Upon Contracting Officer's request.
Disclosure of Invention and New Technology (NASA Form 1679): For each reportable item.
Interim NASA-MSFC Technology Report (NASA Form 3401): Every 12 months.
Final NASA-MSFC Technology Report (NASA Form 3401): Three months after completion of contracted work.

13. REMARKS:
14. INTERRELATIONSHIP: PWS paragraph 2.0.1

15. DATA PREPARATION INFORMATION:
15.1 SCOPE: The Technology Reports include technical detail as is necessary to identify and fully describe a "Reportable Item". Per NFS 1852.227-70, "Reportable Item" means any invention, discovery, improvement, or innovation of the contractor, whether or not the same is or may be patentable or otherwise protectable under Title 35 of the United States Code, conceived or first actually reduced to practice in the performance of any work under this contract or in the performance of any work that is reimbursable under any clause in this contract providing for reimbursement of costs incurred prior to the effective date of this contract.

15.2 APPLICABLE DOCUMENTS
NFS 1852.227-70 New Technology Clause

15.3 CONTENTS: The Technology Reports consist of:
a. Disclosure of Invention and New Technology (Including Software): In accordance with NFS 1852.227-70 (e)(2), the disclosure to the agency shall be in the form of a written report and shall identify the contract under which the reportable item was made and the inventor(s) or innovator(s). It shall be sufficiently complete in technical detail to convey a clear understanding, to the extent known at the time of the disclosure, of the nature, purpose, operation, and physical, chemical, biological, or electrical characteristics of the reportable item. The disclosure shall also identify any publication, on sale, or public use of any subject invention and whether a manuscript describing such invention has been submitted for publication and, if so, whether it

15. DATA PREPARATION INFORMATION (CONTINUED):

has been accepted for publication at the time of disclosure. In addition, after disclosure to the agency, the Contractor will promptly notify the agency of the acceptance of any manuscript describing a subject invention for publication or of any on sale or public use planned by the Contractor for such invention. This reporting requirement may be met by completing NASA Form 1679 (February 1998). Use of this form is preferred; however, if the form is not used the following information should be provided in order to meet the reporting requirement:

1. Descriptive title.
2. Innovator(s) name(s), title(s), phone number(s), and home address(es).
3. Employer when innovation made (name and division).
4. Address (place of performance).
5. Employer status (e.g., Government, college or university, non-profit organization, small business firm, large entity).
6. Origin (e.g., NASA grant number, NASA prime contract number, subcontractor, joint effort, multiple contractor contribution, other).
7. NASA Contracting Officer's Technical Representative (COTR).
8. Contractor/grantee New Technology Representative.
9. Brief abstract providing a general description of the innovation:
   (a) Description of the problem or objective that motivated the innovation's development.
   (b) Technically complete and easily understandable description of innovation developed to solve or meet the objective.
   (c) Unique or novel features of the innovation and the results or benefits of its application.
   (d) Speculation regarding potential commercial applications and points of contact (including names of companies producing or using similar products).
10. Additional documentation.
11. Degree of technological significance (e.g., modification of existing technology, substantial advancement in the art, major breakthrough).
12. State of development (e.g., concept only, design, prototype, modification, production model, used in current work).
13. Patent status.
14. Dates or approximate time period during which this innovation was developed.
15. Previous or contemplated publication or public disclosure including dates.
16. Answers to the following questions (for software only):
   (a) Using outsiders to beta-test code? If yes, done under beta-test agreement?
   (b) Modifications to this software continue by civil servant and/or contractual agreement?
   (c) Previously copyrighted (if so, by whom?)?
   (d) Were prior versions distributed (if yes, supply NASA or Contractor contract)?
   (e) Contains or is based on code owned by a non-federal entity (if yes, has a license for use been obtained?)?
   (f) Has the latest version been distributed without restrictions as to use or disclosure for more than one year (if yes, supply date of disclosure)?
17. Name(s) and signature(s) of innovator(s).

15. DATA PREPARATION INFORMATION (CONTINUED):

b. Interim NASA-MSFC Technology Report: This report shall consist of a listing of reportable items for the reporting period or certify that there are none. This report shall also contain a list of subcontracts containing a patent rights clause or certification that there were no such subcontracts. Completion of MSFC Form 4204 will satisfy this reporting requirement. Use of the form is preferred; however an alternate format is acceptable provided all required information is provided.

c. Final NASA-MSFC Technology Report: This report shall consist of a comprehensive list of all reportable items for the contract duration or certification that there are none. This report shall also contain a list of subcontracts containing a patent rights clause or certification that there were no such subcontracts. Completion of MSFC Form 4204 will satisfy this reporting requirement. Use of the form is preferred; however an alternate format is acceptable provided all required information is provided.

d. Subcontracts: The contractor shall provide copies of subcontracts containing a patent rights clause upon Contracting Officer's request.

15.4 FORMAT:

The Disclosure of Invention and New Technology (Including Software) report may use NASA Form 1679 (February 1998) or provide sufficient information to meet the reporting requirement.

The interim and final NASA-MSFC Technology Reports may use MSFC Form 4204 (February 1993) or provide sufficient information to meet the reporting requirement.

Referenced forms may be obtained from the Contracting Officer or New Technology Representative.

15.5 MAINTENANCE: None required.

DATA REQUIREMENTS DESCRIPTION (DRD)

1. DPD NO.: 974 ISSUE: Basic
2. DRD NO.: 974CM-001
3. DATA TYPE: 2
4. DATE REVISED:
5. PAGE: 1/1

6. TITLE: Configuration Management Plan

7. DESCRIPTION/USE: To describe the contractor's method for accomplishing the configuration management requirements of the contract.

8. OPR: ED43 9. DM: IS01

10. DISTRIBUTION: Per Contracting Officer's letter

11. INITIAL SUBMISSION: 60 days after effective date of the contract

12. SUBMISSION FREQUENCY: One time, revise as required

13. REMARKS: Reference is made to MIL-STD-973, *Configuration Management* (April 17, 1992, and Interim Notices 1 through 3, January 13, 1995). NOTE: Copies of MIL-STD-973 may be obtained through the NASA Technical Standards website (Click "Public Access").

14. INTERRELATIONSHIP: PWS paragraphs 3.9.3, 5.10.3. DRD 974MA-011, *Certification of NISN Systems Readiness*

15. DATA PREPARATION INFORMATION:

15.1 SCOPE: The Configuration Management Plan (CMP) provides the contractor's proposed management approach for implementation of configuration management.

15.2 APPLICABLE DOCUMENTS: None

15.3 CONTENTS: The CMP shall provide the guideline information defined in MIL-STD-973, Appendix A.

15.4 FORMAT: Contractor format is acceptable with MSFC approval.

15.5 MAINTENANCE: Changes shall be incorporated by change page or complete reissue. Update as required to maintain current with program changes.

DATA REQUIREMENTS DESCRIPTION (DRD)

1. DPD NO.: 974 ISSUE: Basic
2. DRD NO.: **974LS-001**
3. DATA TYPE: 2
4. DATE REVISED:
5. PAGE: 1/1

6. TITLE: Government Property Management Plan

7. DESCRIPTION/USE: To describe the method of controlling and managing Government property.

8. OPR: IS03 9. DM: IS01

10. DISTRIBUTION: Cognizant property administrator

11. INITIAL SUBMISSION: Preliminary three months after effective date of the contract

12. SUBMISSION FREQUENCY: Final six months after effective date of the contract, revise as required

13. REMARKS: This document shall be the official contract requirements document for the control and identification of all Government property.
14. INTERRELATIONSHIP: PWS paragraphs 2.6, 3.9.2.3.1.d, 5.10.2.3.1.d

15. DATA PREPARATION INFORMATION:

15.1 SCOPE: The Government Property Management Plan defines the contractor's methods of care, accounting, and control of Government property.

15.2 APPLICABLE DOCUMENTS

FAR	*Federal Acquisition Regulation, Part 45*
NPG 5100.4B	*Federal Acquisition Regulation Supplement, (NASA/FAR Supplement) Part 18-45* and latest revisions thereto

15.3 CONTENTS: This plan shall satisfy the requirements of the documents listed in 15.2, and the contract. This plan shall consist of those procedures which constitute the contractor's property management system and shall include the following categories:

a. Property management.
b. Acquisition.
c. Receiving.
d. Identification.
e. Records.
f. Movement.
g. Storage.
h. Physical inventories.
i. Reports.
j. Consumption.
k. Utilization.
l. Maintenance.
m. Subcontractor control.
n. Disposition.
o. Contract close-out.

15.4 FORMAT: Contractor format is acceptable.

15.5 MAINTENANCE: Changes shall be incorporated by change page or complete reissue.

DATA REQUIREMENTS DESCRIPTION (DRD)

1. DPD NO.: 974 ISSUE: Basic
2. DRD NO.: 974MA-001
3. DATA TYPE: 1
4. DATE REVISED:
5. PAGE: 1/1

6. TITLE: Management Plan

7. DESCRIPTION/USE: To provide a description of the contractor's overall management system and organization for accomplishing the requirements set forth in the contract.

8. OPR: IS01 9. DM: IS01

10. DISTRIBUTION: Per Contracting Officer's letter

11. INITIAL SUBMISSION: 30 days after effective date of the contract

12. SUBMISSION FREQUENCY: Revise as required

13. REMARKS:
14. INTERRELATIONSHIP: PWS paragraph 2.0.d, 2.10

15. DATA PREPARATION INFORMATION:

15.1 SCOPE: The Management Plan shall describe the contractor's concept plans, practice, and approach for accomplishing the requirements set forth in the contract, i.e., managing and controlling project tasks, experimental work, and management interfaces. The plan shall be in such detail as necessary to convey the contractor's internal procedures.

15.2 APPLICABLE DOCUMENTS: None

15.3 CONTENTS:

a. The plan shall include a description of the project tasks to be accomplished and an outline of methods by which the contractor proposes to accomplish each task down to the Level IV WBS task level.
b. The plan shall also include a description of management concepts, plans, project management and task/control systems, organizational approach, and communication channels between the contractor and the Government. This shall include descriptions, flow charts, schedules, and other documentation necessary to give a comprehensive plan of organization and accomplishment.
c. The plan shall be outlined by contractor organization with relationship clearly related to the WBS.
d. The plan shall include a process of setting goals and establishing policies, practices, procedures, and organizational structure to support the MSFC IT Governance processes.
e. The plan shall address quality assurance.
f. The plan shall address how the contractor's management structure and lines of authority will support the program management reporting requirements listed in the PWS in a fashion that contributes to the timely notice and resolution of ambiguities, concerns, and conflicts that arise in the performance of this contract.

15.4 FORMAT: Contractor format is acceptable.

15.5 MAINTENANCE: Changes shall be incorporated by change page or complete reissue.

DATA REQUIREMENTS DESCRIPTION (DRD)

1. DPD NO.: 974 ISSUE: Basic 2. DRD NO.: 974MA-002
3. DATA TYPE: 2 4. DATE REVISED:
5. PAGE: 1/1

6. TITLE: Risk Management Plan, Analysis, and Tracking Reports

7. DESCRIPTION/USE: To provide the contractor and the Government a baseline document for planning, management, control, and implementation of the contractor's risk management program.

8. OPR: QD10 9. DM: IS01

10. DISTRIBUTION: Per Contracting Officer's letter

11. INITIAL SUBMISSION: Plan, Analysis and Tracking Report -30 days after effective date of the contract

12. SUBMISSION FREQUENCY: Update Analysis and Tracking Report as part of Preliminary Design Review (PDR), Critical Design Review (CDR) and Acceptance Review (AR) data packages. Update Plan as required.

13. REMARKS:
14. INTERRELATIONSHIP: PWS paragraphs 2.1.g(4), 3.9.1.2.e, 5.10.1.2.e

15. DATA PREPARATION INFORMATION:
15.1 SCOPE: The Risk Management Plan addresses how NASA risk management requirements are to be implemented throughout the program's life cycle. Risk Analysis identifies, evaluates, prioritizes and classifies the identified risks. The Risk Tracking Report provides risk metrics, verifies risk mitigation actions and documents risk decisions.

15.2 APPLICABLE DOCUMENTS
NPG 7120.5 *Program and Project Management Processes and Requirements*

15.3 CONTENTS: The Risk Management Plan shall specify how the contractor will satisfy the risk management requirements of NPG 7120.5 in a manner that is compatible with the CIO's Risk Management Plan. The plan shall specify how the contractor will document risk management activities and how the contractor will communicate risk issues and concerns to the Government.

The Risk Analysis shall contain the following data: 1) References to source data for identified risk areas such as test data, lessons learned, FMEA, hazard analysis and technical analysis; 2) Catalog of all program/project risks; 3) Risk evaluation data that identifies the impact, probability and time frame for each risk; 4) Risk classification and prioritization data.

The Risk Tracking Report shall contain the following data: 1) Status of all risks and risk metrics; 2) Risk mitigation plans and verification of completed mitigation plans; 3) Risk decision summaries that will document replan of unsuccessful mitigation plans and risk acceptance/closures.

15.4 FORMAT: Contractor format is acceptable.

15.5 MAINTENANCE: Changes shall be incorporated by change page or complete reissue.

DATA REQUIREMENTS DESCRIPTION (DRD)

1. DPD NO.: 974 ISSUE: Basic
2. DRD NO.: 974MA-003
3. DATA TYPE: 2
4. DATE REVISED:
5. PAGE: 1/1

6. TITLE: Major Information Systems Portfolio

7. DESCRIPTION/USE: To provide information on the Agency's Information Technology (IT) resources.

8. OPR: IS01 9. DM: IS01

10. DISTRIBUTION: Per Contracting Officer's letter

11. INITIAL SUBMISSION: August 1, 2004

12. SUBMISSION FREQUENCY: Quarterly

13. REMARKS:
14. INTERRELATIONSHIP: PWS paragraph 2.2.h

15. DATA PREPARATION INFORMATION:
15.1 SCOPE: The Major Information Systems Portfolio monitors IT investments and prevents redundancy of existing or shared IT capabilities.

15.2 APPLICABLE DOCUMENTS: None

15.3 CONTENTS: The Major Information Systems Portfolio shall provide information demonstrating the impact of alternative IT investment strategies and funding levels, identify opportunities for sharing resources, and provide the Agency's inventory of information resources.

15.4 FORMAT: Contractor format is acceptable.

15.5 MAINTENANCE: Changes shall be incorporated by change page or complete reissue.

DATA REQUIREMENTS DESCRIPTION (DRD)

1. DPD NO.: 974 ISSUE: Basic 2. DRD NO.: **974MA-004**
3. DATA TYPE: 2 4. DATE REVISED:
5. PAGE: 1/2

6. TITLE: Work Breakdown Structure (WBS) and WBS Dictionary

7. DESCRIPTION/USE: To establish a framework for reporting program cost, schedule, and technical performance. To provide a basis for uniform planning, reporting status, program visibility, and assignment of responsibilities.

8. OPR: RS40 9. DM: IS01

10. DISTRIBUTION: Per Contracting Officer's letter

11. INITIAL SUBMISSION: Draft with proposal

12. SUBMISSION FREQUENCY: 30 days after effective date of the contract, update as required. Revised pages shall be submitted 10 calendar days after contract WBS changes (following Government approval).

13. REMARKS: NPD 7120.4B, *Program/Project Management*, and NPG 7120.5A, *Program and Project Management Processes and Requirements*, and MIL-HDBK-881, *Department of Defense Handbook Work Breakdown Structure*, shall be used as guides in the preparation of the WBS and the WBS dictionary.

14. INTERRELATIONSHIP: PWS paragraphs 1.2.4, 2.0.h(1)

15. DATA PREPARATION INFORMATION:

15.1 SCOPE: The Work Breakdown Structure (WBS) establishes a product-oriented logical subdivision of hardware, software, services, facilities, etc., that make up the total project scope of work. The WBS Dictionary provides a narrative description of the tasks and effort to be performed in each WBS element.

15.2 APPLICABLE DOCUMENTS: None

15.3 CONTENTS:

a. The WBS index shall include:
   1. Line item number.
   2. WBS elements/tasks listed by title and indentured to reflect the level (e.g., level 1 is total contract; levels 2 and following are successively lower levels).
   3. Indication of phase (i.e., research, development, test and evaluation; or production; or both) with which the WBS element is associated.
   4. Contract line item associated with the WBS element.
   5. Performance Work Statement (PWS) paragraph numbers associated with the WBS element.
   6. Specification number of the specification that covers the WBS element (if applicable). If the specification is associated with more than one WBS element, indicate the specification paragraph numbers associated with the WBS element.
   7. Contract end item number of WBS element (if applicable).

15. DATA PREPARATION INFORMATION (CONTINUED):

b. WBS Dictionary - The WBS dictionary shall describe the technical and cost content of every WBS element and efforts associated with each element (e.g., design, development, manufacturing). For WBS elements specified elsewhere for cost reporting, the WBS dictionary definitions shall also include the exact narrative of the directly associated PWS paragraphs. The WBS dictionary shall be arranged in the same order as the contract WBS index. Following the description of the WBS element shall be a listing of lower level WBS elements. The WBS dictionary shall include the following for each WBS element:

1. WBS element title, number, and element task description.
2. Performance measurement criteria (PMC).
3. PWS paragraph number.
4. Specification (number and title) associated with the WBS element.
5. Contract line item associated with the WBS element.
6. Date, revision number, revision authorization and approved changes.
7. Contract end item/data item number and quantity.
8. Cost content and description.
9. WBS code and work order/work authorization.
10. Technical content.
11. System contractor.
12. Associate or subcontractor.
13. Applicable PWS narrative.

15.4 FORMAT: The WBS shall be in a chart format showing element relationships, arranged in the same order as the WBS provided in the Request for Proposal. The WBS Dictionary shall be ordered in consonance with the WBS index and shall reference each WBS element by its identifier and name.

15.5 MAINTENANCE: Changes shall be incorporated by change page or complete reissue.

DATA REQUIREMENTS DESCRIPTION (DRD)

1. DPD NO.: 974 ISSUE: Basic
2. DRD NO.: 974MA-005
3. DATA TYPE: 3
4. DATE REVISED:
5. PAGE: 1/2

6. TITLE: Financial Management Report (533M)

7. DESCRIPTION/USE: To provide monthly financial reports for monitoring program costs. The 533 reports are the official cost documents used at NASA for cost type, price redetermination, and fixed price incentive contracts.

8. OPR: RS40 9. DM: IS01

10. DISTRIBUTION: Per Contracting Officer's letter

11. INITIAL SUBMISSION: Within 30 days after the incurrence of cost

12. SUBMISSION FREQUENCY: 15th calendar day of each month.

13. REMARKS:
14. INTERRELATIONSHIP: PWS paragraph 2.3.c

15. DATA PREPARATION INFORMATION:

15.1 SCOPE: The Financial Management Report provides data on accumulated costs and funding projections for management of the contract.

15.2 APPLICABLE DOCUMENTS

NFS 1852.242-73	*NASA Contractor Financial Management Reporting*, (July 1997)
NPG 9501.2	*NASA Contractor Financial Management Reporting*

15.3 CONTENTS: The elements of cost for financial reporting shall be mutually agreed by the contractor and NASA project office and cover labor hours by function, direct labor cost, materials, subcontracts, interdivisional work, other direct rates, overhead by pool, fringe, G&A, and fee. Changes or additions to elements of cost shall be by mutual agreement between the contractor and the NASA project manager. The data contained in the reports must be auditable using Generally Accepted Accounting Principles. The 533M Report shall include actuals and projections at the total contract level. A summary page at the contract level shall be included reflecting the cumulative since inception cost for the contract.

The following shall be addressed for each WBS element:

a. Categories of cost:
   1. Direct Labor Hours - Regular
   2. Equivalent Man-months - Regular
   3. Direct Labor Hours – Overtime
   4. Equivalent Man-months – Overtime
   5. Non-productive Hours – Paid absence (sick, vacation, and holiday)
   6. Equivalent Man-months – Paid Absence
   7. Total Direct Labor Dollars - Regular
   8. Total Direct Labor Dollars - Overtime

15. DATA PREPARATION INFORMATION (CONTINUED):

9. Total Direct Labor Dollars – Premium
10. Fringe Benefits
11. Labor Overhead
12. Labor Subtotal
13. Sub-Major
14. Sub-Major-Total
15. Sub-Minor
16. Sub-Minor-Total
17. Direct Material
18. IT Vendor Maintenance
19. Software
20. Equipment
21. Transmission Services
22. Materials & Equipment Total
23. Travel
24. Training
25. Relocation
26. Purchased Services
27. Other Direct (specify)
28. Subtotal Other Direct Costs
29. G&A
30. Subtotal Cost
31. Award-fee
32. Total

b. WBS Summary by IT categories.

c. Cover letter explanation of any major deviation from contractor plan (plus or minus 5 percent or $100,000 in any WBS).

d. Provisional award-fee billing will be prorated to each WBS.

e. Cost will be reported to the nearest dollar.

15.4 FORMAT: The NASA Form 533M shall be prepared per NPG 9501.2 and NFS 1852.242-73. Contractor format is acceptable provided all necessary requirements are met. Electronic submission of contractor data is required.

15.5 MAINTENANCE: None required

DATA REQUIREMENTS DESCRIPTION (DRD)

1. DPD NO.: 974 ISSUE: Basic
2. DRD NO.: 974MA-006
3. DATA TYPE: *See Remarks
4. DATE REVISED:
5. PAGE: 1/5
6. TITLE: Reports
7. DESCRIPTION/USE: These reports are used by NASA for visibility into contract activities.
8. OPR: IS01 9. DM: IS01
10. DISTRIBUTION: Per Contracting Officer's letter
11. INITIAL SUBMISSION: See Attachment 1. Specific due dates shall be as agreed between the contractor and the Contracting Officer's Technical Representative (COTR).
12. SUBMISSION FREQUENCY: See Attachment 1
13. REMARKS: *See Attachment 1 for Data Types
14. INTERRELATIONSHIP: See Attachment 1
15. DATA PREPARATION INFORMATION:

15.1 SCOPE: These reports detail activity/performance and utilization reporting for the Contractor's progress and accomplishments.

15.2 APPLICABLE DOCUMENTS: None

15.3 CONTENTS: See Attachment 1 for required reports. All reports shall be of sufficient depth and clarity to permit understanding and evaluation of progress made. Supporting data in the form of charts, graphs, etc., may be included as appropriate.

15.4 FORMAT: Contractor format is acceptable with COTR approval. See Attachment 1 for specific format requirements.

15.5 MAINTENANCE: None required

Attachment 1

Report/Information	PWS paragraph	Frequency	Data Type	Format	Content
Project plans, status and schedule reviews (work accomplished, schedules, resources across functional activities)	2.0.h(1), 2.1.a	Monthly	3	MICS/Online	Show interdependencies between functions and tasks; clearly delineate changes from previous month's schedule
Planned versus actual resource allocation	2.0.h(2)	Maintain current	3	MICS/Online	
Actual resource utilization by UNITeS service and customer	2.0.i(1)	Maintain current	3	COSMIS	
COSMIS rates	2.0i(2)	Annually	3		
Headcount Allocations Report	2.0.i(3)	Maintain current	3	Hardcopy	By full cost accounting pools of MSFC IT Services, Center G&A Services, NISN services, and corporate G&A Services
Weekly Activity Report	2.1.c, 3.9.2.3.b, 5.10.2.3.b	Weekly	3	Online	Significant accomplishments, problems encountered, quality assurance results, and corrective actions.
Tracking of official communication with COTR (e.g., technical direction, information requests, transmittals) and status concerning all such communication	2.1.d	Maintain current	3	Hardcopy	
Cost Accounting System	2.3.a	Maintain current	5	MICS/Online	
Contract administration information system	2.4.b	Maintain current	5	MICS/Online	
Procurement information system	2.5.a, 2.5.b	Maintain current	5	MICS/Online	Status tracking of individual procurements; funding verification; contractor policies/procedures, etc.

Attachment 1

Report/Information	PWS paragraph	Frequency	Data Type	Format	Content
Customer Satisfaction Surveys Summary Report	2.11.2.g, 2.11.3	Monthly	2	Online database	Summarize customer satisfaction survey data (number of surveys sent, responses received, action taken, and results) within each customer service area.
Consolidated NPPS data	3.1.2.f	Monthly	3	Online	Projections of computer time requirements, product schedules in response to customer inputs
Hostile probe database trending report	3.3.i	Weekly Monthly	3	Online	Information collected on hostile probes throughout Agency
Nature of NASA Network Traffic Report	3.3.1	Monthly	3	Online	NASA network traffic passing between NASA and partners, including Internet
Computer systems planned versus actual utilization by customer	3.4.2.h	Monthly Quarterly	3	Online	
Computer systems performance, throughput and capacity reports	3.4.2.g	Monthly	3	Online	
Network performance and capacity reports	3.4.3.d	Monthly	3	Hardcopy and online	Network performance, throughput, utilization & capacity
Midrange Services utilization reports	3.4.4.f, 5.2.1.f, 5.2.2.f	Monthly	3	Online	
Russian IT Security reports	3.5.3	Monthly	3	Online	Network metrics, web trending reporting, incident response
GSA vendor cost and usage reports	3.6.1	Monthly	3	Online	GSA vendor usage and cost
ViTS Reporting	3.6.3.1.c	Maintain current	3	Electronic	Scheduling
Mission Video Distribution Activities Report	3.6.3.6.e	Weekly	3	Online	Documentation of all operations, engineering, maintenance and repair activities
Mission Video Distribution Activities Daily Log	3.6.3.6.e	Maintain current	3	Online	
VoTS information	3.6.4.1.a, 3.6.4.1.d	Monthly	3	Online	Reservations and scheduling information; monthly usage and cost summaries by NASA Center

Attachment 1

Report/Information	PWS paragraph	Frequency	Data Type	Format	Content
Facsimile Broadcast Services performance and utilization metrics	3.6.10.c	Monthly	3	Online	
Network scheduling daily log	3.7.1.e	Maintain current	3	Online	
Network activity and outage reports	3.7.1.g	Archived	5	Online	
Network monitoring service performance metrics in support of service level agreements	3.7.2.f	Monthly	3	Hardcopy and online	Network performance, throughput, utilization & capacity
Network expansion plans	3.7.2.1	As required	3	Hardcopy	Expansion plans based on monitoring of system traffic patterns
Network carrier performance reports and recommendations	3.7.2.o, 3.7.2.p	Monthly and Quarterly	3	Hardcopy and online	Performance reports; recommendations for improvement of carrier performance and resolution of recurring problems.
Network problem reporting and resolution	3.7.4.b	As required	3	Online	
Customer trouble call log	3.7.4.d, 3.7.4.g	Update automatically	4	Online	Automatic log of customer trouble calls, including metrics (e.g., caller queue times, abandoned calls, etc)
Installation Daily Log	3.7.4.i	Maintain current	4	Online	Log of installation troubleshooting and restoration activities
Customer Support Center Status System	3.8.1.c, 3.8.1.e, 3.8.1.f, 3.8.2.a, 5.9.1.c, 5.9.1.e, 5.9.2.a, 5.10.1.2.b	Maintain current	4	Online	Information related to service requests, problems and resolutions
Service Request Status Reports	3.8.2.d, 5.9.2.d	Monthly	3	Online	
Maintenance information	3.9.4.b, 5.10.4.b	Monthly	3	Online	Information on operational failures, incidents, discrepancies, and problem disposition and resolution

Attachment 1

Report/Information	PWS paragraph	Frequency	Data Type	Format	Content
Maintenance Daily Log	3.9.4.b, 5.10.4.b	Maintain current	3	Online	Log of all maintenance and repair activities
Monthly Maintenance Reports	3.9.4.c, 5.10.4.c	Monthly	3	Online	Information on outages (e.g., component involved, period of downtime, corrective actions). To assist the Government in assessing credits due to the Government.
IFMP Integration Project Workplan/Schedule	4.2.1.1, 4.2.2.2	Monthly	3	Online	
IFMP Module Project Service Level Agreement (SLA) Metric Report(s)	4.3.5.1	Monthly	3	Online	Monthly reporting of IFMP Competency Center performance against SLA performance requirements
Applications and Web Services Reports	5.1, Attachment J-4-(F)	Quarterly	3	Online	Trouble ticket score with supporting data [ref. Attachment J-4-(F)]
Help Desk Status Reports	5.9.1.f	Monthly	3	Online	
Personnel Activity Report	**N/A**	**Quarterly**	**3**	**Online, Hardcopy to CO**	**Personnel levels, attrition rates, relocation, training expenses, etc**
Building Incident/Traffic Citations Report	**N/A**	**Quarterly**	**3**	**Online, Hardcopy to CO**	**Unsecured doors, speeding/parking tickets, etc.**

(Mod. 30)

DATA REQUIREMENTS DESCRIPTION (DRD)

1. DPD NO.: 974 ISSUE: Basic
2. DRD NO.: 974MA-007
3. DATA TYPE: *See Remarks
4. DATE REVISED:
5. PAGE: 1/5
6. TITLE: Documentation

7. DESCRIPTION/USE: To provide necessary information for effectively utilizing and operating hardware and software systems for which the contractor has responsibility.

8. OPR: IS01 9. DM: IS01

10. DISTRIBUTION: Per Contracting Officer's letter

11. INITIAL SUBMISSION: See Attachment 1

12. SUBMISSION FREQUENCY: See Attachment 1

13. REMARKS: *See Attachment 1 for Data Types
14. INTERRELATIONSHIP: See Attachment 1

15. DATA PREPARATION INFORMATION:

15.1 SCOPE: Documentation is to be provided on all hardware and software covered by the contract to the extent necessary to permit effective utilization.

15.2 APPLICABLE DOCUMENTS: None

15.3 CONTENTS: Documentation shall be in the form of manuals, plans, studies, technical bulletin, user guides, quick references, newsletters, and online files. Information is to be provided in sufficient detail and with such clarity to allow understanding necessary to plan and process work on the UNITeS systems. Administrative, operating, and technical information shall be included with examples as appropriate. A documentation tree shall be maintained for applicable documents. Specific documentation requirements are detailed in Attachment 1.

15.4 FORMAT: Contractor format is acceptable with COTR approval. See Attachment 1 for specific format requirements.

15.5 MAINTENANCE: Revisions made periodically to reflect current information.

Attachment 1

Documentation	PWS paragraph	Frequency	Data Type	Format	Content
MSFC Information Systems architecture for computers, applications, and data administration	2.2.d	Maintain current	3	Online	
Agency Information Systems Architecture Documentation for networks	2.2.d	Maintain current	3	Online	
Information Resources Strategic/Implementation Plans	2.2.e	Annually	1	Hardcopy	
Special Studies	2.2.f, 2.2.g, 2.2.i(6), 2.2.i(8), 2.11.2.d, 3.9.1.1.b, 3.9.1.2.a, 3.9.1.2.c, 3.9.1.2.d, 3.9.2.1.b, 5.10.1.1.b, 5.10.1.2.a, 5.10.1.2.c, 5.10.1.2.d, 5.10.2.1.b	As Required	3	Hardcopy	Trade studies, feasibility studies, trend analyses, business cases, hypothetical investigations, benchmarks, standards migration, pricing, etc.
Five Year Technology Plan	2.2.i(11)	Annually	1	Hardcopy and online	
Initial set of documentation/drawings generated under previous contracts	2.4.d(3)	Maintain	3	Hardcopy	
Documentation/drawings generated under this contract	2.4.d, 2.4.d(4), 3.7.7.a, 5.10.2.1	Maintain current	3	Online	Design drawings, specifications, technical configurations, diagrams, architectures, processes etc.
Documentation Tree	2.4.d(5)	Maintain current	3	Online	Categorizes, lists and describes all documentation generated under this contract.
Asset Management	2.6, 4.3.6.e	Maintain current	3	Online	Government property inventory and records
Disaster Recovery Plan	2.7.3.a, 2.7.4, 3.9.6, 4.3.6.b, 5.10.6	Annually	1	Hardcopy	

Attachment 1

Documentation	PWS paragraph	Frequency	Data Type	Format	Content
Business Continuity Plan	2.7.3.e, 2.7.4, 3.9.6, 5.10.6	Annually	1	Hardcopy	
Facilities Management documentation	2.9.a, 2.9.b, 2.9.c, 2.9.d, 2.9.e, 2.9.f, 2.9.h, 2.9.j, 2.9.k, 2.9.l	Maintain current	3	Hardcopy	Documentation, floor plans, records of changes/moves, schedules, status, projects, requirements
Customer requirements	2.11.1.b, 2.11.2.a, 3.9.1.1.a, 3.9.1.1.c, 3.9.2.1.a, 5.10.1.1.a, 5.10.1.1.c, 5.10.2.1.a	Semi-Annually	3	Hardcopy and online/database	NISN PSLA NACC MSFC
Customer service level agreements and commitment agreements	2.11.2.i	Maintain current	3	Hardcopy and online/database	NISN PSLA NACC MSFC
Applications and Web Services Manual	3.1, 5.1	Semi-Annually	2	Hardcopy and online	Descriptions of Agencywide computer applications services
Data Administration documentation	3.1.b, 5.1.b	Maintain current	1	Hardcopy	Policies, procedures, architecture, data dictionary and models, etc.
Digital Television service documentation	3.2.a, 3.2.b	Maintain current	1	Hardcopy	Customer television requirements; transition and implementation plans
IT Security Demilitarized Zone design, architecture and environment	3.3.4.b	Maintain current	1	Hardcopy	
Account management documentation	3.3.5.a, 3.4.4.f, 3.7.3.1.a, 3.7.3.1.b, 4.2.1.6, 4.2.2.5, 5.2.1.f, 5.2.2.f	Maintain current	5	Hardcopy	User account information (userids, access, quotas, requirements), smart cards, secure tokens, etc.
Software licenses	3.4.b, 3.9.4.1.b(2), 5.10.4.1.b(2)	Maintain current	5	Online	
Midrange Node Book	3.4.4, 5.2	As required	3	Online	System configuration documentation for Agencywide computer systems services defined in Appendix A, Category I.

Attachment 1

Documentation	PWS paragraph	Frequency	Data Type	Format	Content
ViTS Facilities documentation	3.6.3.2.b, 3.6.3.3.b	Maintain current	3	Hardcopy	Room layout, facility changes
VoTS Facilities documentation	3.6.4.2.b	Maintain current	3	Hardcopy	Room layout, facility changes
NISN Services Document	3.6.5.1, 3.7.2, 3.7.5	Maintain existing document	1	Hardcopy and electronic	Maintain existing NISN Services Document (NISN 001-001)
Problem management escalation procedures and contacts for contractor and suppliers	3.7.4.c, 3.7.4.e	Maintain current	2	Hardcopy and electronic	Processes, criteria and points of contact for problem resolution
Network and facilities drawings	3.7.7.c	As required	3	Hardcopy and electronic	
Connection database	3.7.7.d	Maintain current	4	Online	Document appliance, office jack, switch port, network connectivity, etc.
User training documentation	3.8.3.a, 3.8.3.b, 4.3.3.f, 5.9.3.a	Maintain current	2	Hardcopy and electronic	Class documentation, videotapes, hardcopy and computer-based tutorial information, reference information for user training and specialized training
Key contacts list for hardware/software maintenance functions	3.9.4.d, 5.10.4.d	Maintain current	3	Hardcopy	
Spare parts list	3.9.4.g, 5.10.4.g	Maintain current	3	Hardcopy	Spare parts and materials necessary to maintain equipment
Service Records	3.9.4.i, 5.10.4.i	Maintain current	5	Online; CCAIMS	Service records for each system shall include date and type of equipment, service performed, list of parts used and costs, staff-hours utilized and downtime
Vendor documentation	3.9.4.k, 5.10.4.k	Maintain current	5	Hardcopy and online	Vendor documentation for all systems

Attachment 1

Documentation	PWS paragraph	Frequency	Data Type	Format	Content
IFMP Business Architecture	4.1, 4.1.1, 4.2.1.3, 4.2.2.3	Maintain current	1	Online	Includes all modules; represents blueprint of the interaction between high-level functions and processes
IFMP Application Architecture	4.1, 4.1.2, 4.2.1.3, 4.2.2.3	Maintain current	1	Online	Includes key interfaces and information needs between modules; definition of how interfaces will be implemented
IFMP Technical Architecture	4.1, 4.1.3, 4.2.1.1, 4.2.2.7	Maintain current	1	Online	
IFMP Module Requirements	4.2.1.2, 4.2.1.6	Maintain current	1	Online	
IFMP Module Performance and Scalability Test Plan	4.2.1.6	Maintain current	1	Online	
IFMP Module Project Operations Plan(s)	4.2.1.7	As required	1	Online	
IFMP Module Project Service Level Agreement(s)	4.2.1.7, 4.3	Annually	1	Online	
IFMP Module Project Center Operational Level Agreement(s)	4.2.1.7	Annually	1	Online	
MSFC Telephone Directory	5.4.1.k	Maintain current	1	Hardcopy and online	
Cable documentation	5.4.3.c, 5.4.3.h	Maintain current	3	Hardcopy	Interbuilding cable systems and documentation; cable distribution systems and documentation
As-implemented systems configuration information	5.10.3	Maintain current	3	Hardcopy	Includes hardware numbers, software revision levels, user interface details, and circuit details, such as circuit numbers, circuit types, originating and terminating locations, installation date, and service request reference number

DATA REQUIREMENTS DESCRIPTION (DRD)

1. DPD NO.: 974 ISSUE: Basic
2. DRD NO.: 974MA-008
3. DATA TYPE: 3
4. DATE REVISED:
5. PAGE: 1/1
6. TITLE: Cost Reports
7. DESCRIPTION/USE: To provide current budget guidelines and cost variances.
8. OPR: IS01 9. DM: IS01
10. DISTRIBUTION: Per Contracting Officer's letter
11. INITIAL SUBMISSION: Within 30 days after the incurrence of cost
12. SUBMISSION FREQUENCY: No later than 10 working days following the end of the contractor's accounting month
13. REMARKS:
14. INTERRELATIONSHIP: PWS paragraph 2.3.b
15. DATA PREPARATION INFORMATION:

15.1 SCOPE: The cost reports shall comply with NASA budget guidelines and projected cost variances.

15.2 APPLICABLE DOCUMENTS: None

15.3 CONTENTS: The cost reports shall include projected and actual manpower and cost variances from the plan for the current fiscal year, magnitude of variances, reason for variances, and all projected activities that might affect the variances. The cost reports shall include:

a. Cost by NASA Organization (end-user)
b. Hardware/Software Procurement Status
c. Accrued versus Vouchered Cost Status

15.4 FORMAT: Contractor format is acceptable with Government approval.

15.5 MAINTENANCE: None required

DATA REQUIREMENTS DESCRIPTION (DRD)

1. DPD NO.: 974 ISSUE: Basic
2. DRD NO.: 974MA-009
3. DATA TYPE: 2/3*
4. DATE REVISED:
5. PAGE: 1/1

6. TITLE: Export Control Plan and Reports

7. DESCRIPTION/USE: To provide the contractor's plan for complying with export control requirements and reports of export control activities.

8. OPR: IS01 9. DM: IS01

10. DISTRIBUTION: Per Contracting Officer's letter

11. INITIAL SUBMISSION: March 1, 2004

12. SUBMISSION FREQUENCY: Update Plan as required. Submit report monthly.

13. REMARKS: *The plan is Data Type 2. The reports are Data Type 3.

14. INTERRELATIONSHIP: PWS paragraphs 2.1.e, 2.7.6

15. DATA PREPARATION INFORMATION:

15.1 SCOPE: The Export Control Plan shall provide export control processes and procedures and the report shall detail export control activities.

15.2 APPLICABLE DOCUMENTS:

NASA FAR 1852.225-70	*Export Licenses*
NPD 2190.1	*NASA Export Control Program*
MPD 2190.1	*MSFC Export Control Program*
MPG 2190.1	*MSFC Export Control Program*

15.3 CONTENTS:

a. The plan shall detail the contractor's plan for meeting the export control requirements of the Export Administration Regulations (EAR), the International Traffic and Arms (ITAR), NASA FAR Supplement 1852.225-70, NPD 2190.1, MPD 2190.1 and MPG 2190.1. The plan shall provide an approach that is functionally able to address the elements of export control, including software release; foreign visitors/workers; scientific and technical information release; hardware; shipments; internet and web page information; and US Postal services, facsimile, and electronic mail information exchange. The plan shall also provide an approach which is functionally able to address any issues and incidents related to MSFC and Agency support systems and training of all personnel on export control processes and procedures.

b. The report shall detail all export control activities for the month reported. The data for the report shall be retrieved from the contractor's online database of export control activities.

15.4 FORMAT: Contractor format is acceptable.

15.5 MAINTENANCE: Changes shall be incorporated by change page or complete reissue.

DATA REQUIREMENTS DESCRIPTION (DRD)

1. **DPD NO.:** 974 **ISSUE:** Basic
2. **DRD NO.:** **974MA-010**
3. **DATA TYPE:** 3
4. **DATE REVISED:**
5. **PAGE:** 1/1

6. **TITLE:** Contractor Self-Assessment Report

7. **DESCRIPTION/USE:** To provide the contractor's self-assessment of performance of contract tasks.

8. **OPR:** IS01 9. **DM:** IS01

10. **DISTRIBUTION:** Online with hard copy to CO and COTR

11. **INITIAL SUBMISSION:** Monthly report: submit online 10 days after first full month following effective date of the contract. Quarterly report: submit online by 15th day of month following the first quarterly reporting period. Semi-Annual Report: (Replaces 2nd quarterly report for each semi-annual reporting period) Submit online by 15th day of month following first semi-annual reporting period.

12. **SUBMISSION FREQUENCY:** Monthly report: submit online by 15th day of month following each monthly reporting period. (Report may be included as part of monthly submission of UNITeS Status Report (USR) in lieu of the written Monthly Report. If USR format is used for the Monthly Report, then the report shall be submitted in accordance with DRD 974MA-012. (USR's are normally scheduled on the 3rd Thursday of each month. Quarterly report: submit online by 15th day of month following each quarterly reporting period. Semi-Annual Report: (Replaces 2nd Quarterly report for each semi-annual reporting period) Submit online by 15th day of month following each semi-annual reporting period.

13. **REMARKS:**
14. **INTERRELATIONSHIP:** PWS paragraphs 1.2.4, 3.0, 5.0

15. **DATA PREPARATION INFORMATION:**

15.1 **SCOPE:** The report provides the contractor's self-assessment of performance of the contract tasks.

15.2 **APPLICABLE DOCUMENTS:** None

15.3 **CONTENTS:** The Contractor Self-Assessment Report shall:

a. Describe the contractor's self-assessment of performance of the PWS tasks.
b. Describe the contractor's self-assessment of performance against the contract performance standards.

15.4 **FORMAT:** Contractor format is acceptable.

15.5 **MAINTENANCE:** None required

DATA REQUIREMENTS DESCRIPTION (DRD)

1. DPD NO.: 974 ISSUE: Basic
2. DRD NO.: **974MA-011**
3. DATA TYPE: 2
4. DATE REVISED:
5. PAGE: 1/1

6. TITLE: Certification of NISN Systems Readiness

7. DESCRIPTION/USE: To report and/or certify that the contractor's networks and systems and services are ready to support mission and program milestones. The report may also be used to assess operational readiness of systems prior to deployment of upgrades and new service implementations.

8. OPR: IS01 9. DM: IS01

10. DISTRIBUTION: Formatting and electronic distribution shall be per Contracting Officer's letter

11. INITIAL SUBMISSION: First mission or program milestone or first system deployment after effective date of the contract.

12. SUBMISSION FREQUENCY: 14 calendar days prior to readiness review. Updates may be required prior to actual milestone.

13. REMARKS: The contractor shall provide readiness reports to the NISN Configuration Control Board (CCB) or the CCB's delegate(s), who are responsible for ensuring NISN networks and services are ready to support mission/program milestones, or that new systems are ready for operational deployment. Contractor signature may be required to certify readiness.

14. INTERRELATIONSHIP: PWS paragraphs 2.1.f, 3.7.5.d. DRD 974CM-001, *Configuration Management Plan.*

15. DATA PREPARATION INFORMATION:

15.1 SCOPE: The report shall provide visibility and commitment of the contractor's networks, services, and personnel to support milestones, as well as product and process status for certifying readiness to support milestones.

15.2 APPLICABLE DOCUMENTS

NSTS 08117 *Certification of Flight Readiness Requirements*
SSP 50108 *Certification of Flight Readiness for Space Station*
UNITeS Configuration Management Plan (prepared in accordance with 974CM-001)

15.3 CONTENTS: The readiness status report shall include network/system status, support details, issues/concerns, changes since the last readiness review, accomplished level of training, and completeness of testing. Status of major anomalies discovered during testing, training, and/or operations activities shall be provided along with necessary restrictions or workaround(s). The reports shall include data to support the contractor's readiness to support mission milestones as defined in applicable documents in 15.2.

15.4 FORMAT: Format shall be per Contracting Officer's letter.

15.5 MAINTENANCE: None required

DATA REQUIREMENTS DESCRIPTION (DRD)

1. **DPD NO.:** 974 **ISSUE:** Basic
2. **DRD NO.:** **974MA-012**
3. **DATA TYPE:** 3
4. **DATE REVISED:**
5. **PAGE:** 1/1

6. **TITLE:** Contractor UNITeS Status Review Report

7. **DESCRIPTION/USE:** To provide the contractor's status of major activities and projects across all UNITeS service areas, including performance against contract standards/metrics and any items or issues that may impact performance evaluation.

8. **OPR:** IS01 9. **DM:** IS01

10. **DISTRIBUTION:** Online with hard copy to CO and COTR

11. **INITIAL SUBMISSION:** Monthly report: submit online prior to initial UNITeS Status Review following the effective date of this modification.

12. **SUBMISSION FREQUENCY:** Monthly report: submit online prior to each monthly UNITeS Status Review.

13. **REMARKS:**
14. **INTERRELATIONSHIP:** PWS paragraph 2.1.a, 5.1.4.1, 5.1.4.2, 5.1.4.3, 5.1.4.4

15. **DATA PREPARATION INFORMATION:**

15.1 **SCOPE:** The report provides the contractor's status of major activities and projects across all UNITeS service areas, including performance against contract standards/metrics and any items or issues that may impact performance evaluation.

15.2 **APPLICABLE DOCUMENTS:** None

15.3 **CONTENTS:** The Contractor UNITeS Status Report shall:

a. Capture action items, provide status, metrics, critical projects, wrap-up, risks, and issues based on currently utilized format.
b. Describe the contractor's self-assessment of performance of the PWS tasks.
c. Describe the contractor's self-assessment of performance against the contract performance standards for both objectively and subjectively measured areas of the PWS.

15.4 **FORMAT:** Contractor format is acceptable.

15.5 **MAINTENANCE:** None required

DATA REQUIREMENTS DESCRIPTION (DRD)

1. DPD NO.: 974 ISSUE: Basic
2. DRD NO.: 974RM-001
3. DATA TYPE: 1
4. DATE REVISED:
5. PAGE: 1/2

6. TITLE: Operability/Maintainability Plan

7. DESCRIPTION/USE: To provide the Contractor and the Government a baseline document for Operability/Maintainability.

8. OPR: IS01 9. DM: IS01

10. DISTRIBUTION: Per Contracting Officer's letter.

11. INITIAL SUBMISSION: April 13, 2004

12. SUBMISSION FREQUENCY: One time and revisions to reflect significant changes.

13. REMARKS:

14. INTERRELATIONSHIP: PWS paragraphs 3.9.4, 3.9.4.a, 3.9.4.1, 3.9.4.1.a(1), 3.9.4.2.c, 3.9.4.2.d, 5.3.a, 5.3.b, 5.10.4, 5.10.4.a, 5.10.4.1, 5.10.4.1.a(1), 5.10.4.2.c, 5.10.4.2.d; Appendix A

15. DATA PREPARATION INFORMATION:

15.1 SCOPE: This plan shall define all system operability and maintainability activities appropriate for providing the services and performing the functions set forth in the PWS.

15.2 APPLICABLE DOCUMENTS: None

15.3 CONTENTS: The plan shall address for each system the applicable availability parameters, methodology for establishment of the parameters, identification and analysis of the risks associated with the parameters, and detailed approaches for performing within the defined parameters. The plan shall include:

a. Availability Parameters:
   1. Overall percentage of system availability.
   2. Preventive Maintenance:
      (a) Schedule for performing.
      (b) Downtime required.
      (c) Meantime between failures.
      (d) Define Principle Periods of Maintenance (PPM) for each system.
   3. Remedial Maintenance:
      (a) Response time.
      (b) Meantime to repair.
      (c) Operational procedures to ensure system continues to operate while any failed component is being replaced.
   4. Methodology used to establish parameters.

b. Identification and Analysis of Risks:
   1. Failure modes and effects.
   2. Impact of nonavailability.
   3. Trade-offs.

DRD Continuation Sheet

TITLE: Operability/Maintainability Plan **DRD NO.:** 974RM-001

DATA TYPE: 1 **PAGE:** 2/2

15. **DATA PREPARATION INFORMATION (CONTINUED):**

c. Detailed Performance Approach:
   1. Preventive maintenance.
   2. Remedial maintenance.
   3. System backups.
   4. Warranty identification and enforcement.

d. Baselined Operation Hours:
   1. Scheduled hours of service.
   2. Total hours in which business is scheduled.
   3. Specified time period, e.g., month or quarter.

e. Format and Content of Monthly Maintenance Report.

15.4 **FORMAT**: Contractor format is acceptable with MSFC approval.

15.5 **MAINTENANCE**: Changes shall be incorporated by change page or complete reissue.

DATA REQUIREMENTS DESCRIPTION (DRD)

1. **DPD NO.:** 974 **ISSUE:** Basic
2. **DRD NO.:** **974SA-001**
3. **DATA TYPE:** 2
4. **DATE REVISED:**
5. **PAGE:** 1/3

6. **TITLE:** On-site Safety and Health Plan

7. **DESCRIPTION/USE:** To provide the contractor and the Government a baseline document for planning, management, control, and implementation of the contractor's industrial/occupational safety, health, and environmental program.

8. **OPR:** QD50 9. **DM:** IS01

10. **DISTRIBUTION:** Per Contracting Officer's letter

11. **INITIAL SUBMISSION:** Preliminary with proposal

12. **SUBMISSION FREQUENCY:** Final ten days after effective date of the contract; update as required

13. **REMARKS:**

14. **INTERRELATIONSHIP:** NFS 1852.223-70, *Safety and Health;* FAR 52.223-3, *Hazardous Material Identification and Material Safety Data;* FAR 52.223-4, *Recovered Material Certification;* FAR 52.223-5, *Pollution Prevention and Right-to-Know Information;* FAR 52.223-7, *Notice of Radioactive Materials;* FAR 52.223-9, *Estimate of Percentage of Recovered Material Content for EPA-Designated Products;* FAR 52.223-10, *Waste Reduction Program;* FAR 52.223-11, *Ozone Depleting Substances;* FAR 52.223-12, *Refrigeration Equipment and Air Conditioners;* FAR 52.223-13, *Certification of Toxic Chemical Release Reporting;* and FAR 52.223-14, *Toxic Chemical Release Reporting.* PWS paragraph 2.8

15. **DATA PREPARATION INFORMATION:**

15.1 **SCOPE:** The On-site Safety and Health Plan describes the contractor's method of implementing occupational safety, health, and environmental standards over the duration of the contract.

15.2 **APPLICABLE DOCUMENTS:** Implementation of the following Occupational Safety and Health Standards and applicable requirements shall be specified in the plan.

29 CFR 1910	*Department of Labor; Occupational Safety and Health Administration Standards for General Industry*
29 CFR 1926	*Department of Labor; Occupational Safety and Health Administration Standards for Construction Industry* (if applicable to scope of this contract)
40 CFR	*Protection of the Environment*

ANSI Standards applicable to the scope of this contract
ASME Boiler and Pressure Vessel Code

MPG 8500.1	*MSFC Environmental Management Program*
MPG 1040.3	*MSFC Emergency Plan*
MPG 1840.3	*MSFC Hazardous Chemicals in Laboratories Protection Program*
MPG 1840.1	*MSFC Confined Space Entries*
MPD 1860.2	*MSFC Radiation Safety Program*
MPG 1810.1	*MSFC Occupational Medicine*
MPD 1840.3	*MSFC Respiratory Protection Program*
MPD 1840.2	*MSFC Hearing Conservation Program*
MPD 1840.1	*MSFC Environmental Health Program*

DRD Continuation Sheet

TITLE: On-site Safety and Health Plan DRD NO.: 974SA-001

DATA TYPE: 2 PAGE: 2/3

15. DATA PREPARATION INFORMATION (CONTINUED):

MPG 1840.2	*MSFC Hazard Communication Program*
MPD 1860.1	*Laser Safety*
MPG 1800.1	*Bloodborne Pathogens*
MWI 3410.1	*Personnel Certification Program*
MPG 8715.1	*Marshall Safety, Health and Environmental (SHE) Program*
MPD 8900.1	*Medical Operations Responsibilities for Human Space Flight Programs* (NOTE: This document only applies to Space Station contracts)
NFPA Standards	*National Fire Codes*
NPG 8715.3	*NASA Safety Manual*
NASA-STD-8719.11	*Safety Standard for Fire Protection*

15.3 CONTENTS: The plan shall describe the manner in which the contractor shall implement the intent of the requirements of the applicable documents as they pertain to the specific statement of work tasks to be performed. The plan shall define the safety, health, and environmental program, objectives and goals, management structure, and detailed description of the total safety program including responsibilities, procedures, reporting, training, compliance methodologies, and interface and coordination activities. The On-site Safety and Health Plan shall include:

a. Management commitment and employee involvement in the safety and health program:
   1. Statement of management policy, commitment, and accountability to provide for the safety and health of personnel (i.e., employees, customers, and public) and property and compliance with EPA, OSHA and NASA requirements.
   2. Provision for top-level management monthly safety and health committee meetings.
   3. Descriptions of safety and health awareness and motivation programs, including documented safety meeting requirements, and documented safety awareness training for employees. (Safety meeting statistics documented in the Supervisors Safety Web page: http://msfcsma3.msfc.nasa.gov/dbwebs/apps/sswp/SSWP_login.taf)
   4. Means of program evaluation, identifying duties, methods and frequency for internal evaluation of the safety and health program, and identification of personnel who perform evaluations and to whom evaluations are reported and who approves corrective action.
   5. Flowdown of safety responsibilities between appropriate tiers (i.e., subcontractors).
   6. Identification of employees (by type, classification, and qualification) responsible for the implementation of the above elements.

b. System and worksite hazard analysis:
   1. Methods of hazard identification and control, e.g., hazard analysis and risk assessment.
   2. Descriptions of OSHA programs that require documented plans (e.g., Personnel Protective Equipment (PPE), Confined Space, and Lockout/Tagout, etc. Include the interrelationships with the MSFC plans.) (Note: only programs applicable to the contract need to be addressed.)
   3. Requirements for formal safety inspections and correction of deficiencies.
   4. Requirements for documented safety visits (e.g., one per month per supervisor) documented in the Supervisors Safety Web page.
   5. Schedules of the frequency and documentation requirements for inspections, plan and procedure reviews, and certifications.

c. Hazard prevention and control:
   1. Methods to include clear statements of hazardous situations and necessary cautions in appropriate detail plans, procedures, and other working documents.
   2. Controls over the procurement, storage, issuance, and use of hazardous substances and procedures for recycling and disposal of hazardous waste.

15. DATA PREPARATION INFORMATION (CONTINUED):

3. Method of ensuring a documented emergency management program. Include a list of emergency points of contract. (Note: on-site contractors may use MPG 1040.3.)
4. Method of reporting and investigating all mishaps and close calls, including an outline of reporting requirements and a description of how root cause analysis is to be accomplished.
5. Provisions for safety, health, and environmental services such as hazardous waste disposal, industrial hygiene monitoring, emergency medical support, hearing conservation program, and hazard communication.
6. Provision for suspending work where safety or environmental conditions warrant such action.

d. Safety and health training:

1. Means for training each employee to recognize hazards and avoid accidents, and assuring each employee has a clear understanding of the disciplinary program.
2. Provisions for training and certification of personnel performing potentially hazardous operations. Job categories under the contracted effort that require certification shall be identified. Personnel Certification for the identified job categories shall be tracked in the MSFC Certification Database (CERTRAK) in accordance with MWI 3410.1 "Personnel Certification Program."

e. Environmental compliance - Provisions for compliance with environmental laws and regulations by: reporting hazardous and toxic substance use; implementing green procurements; reducing, reusing, and recycling of hazardous and toxic substances prior to disposal; minimizing stormwater pollution; ensuring equipment and processes permitted by applicable laws; and disposing of solid and liquid materials as permitted by applicable laws.

15.4 FORMAT: Contractor format is acceptable.

15.5 MAINTENANCE: Changes shall be incorporated by change page or complete reissue.

DATA REQUIREMENTS DESCRIPTION (DRD)

1. DPD NO.: 974 ISSUE: Basic
2. DRD NO.: **974SA-002**
3. DATA TYPE: 3
4. DATE REVISED:
5. PAGE: 1/2

6. TITLE: Mishap and Safety Statistics Reports

7. DESCRIPTION/USE: To provide reporting of mishaps and related information required to produce metrics for MSFC.

8. OPR: QD50 9. DM: IS01

10. DISTRIBUTION: Per Contracting Officer's letter

11. INITIAL SUBMISSION:
    a. Mishaps and Close Calls:
        1. Type A or B mishaps only: Immediate telephone notification (256-544-0046)
        2. Type A, B and C mishaps (applicable to onsite contractors only): Flash Report within 4 hours of knowledge on MSFC Form 4370, submitted either electronically (at https://msfcsma3.msfc.nasa.gov/s&ma_01/mishap/index.htm)or by telephone [Call 256-544-4357 (4-HELP); ask operator to fill out MSFC Form 4370 or Flash Report].
        3. All Mishaps (Type A, B, C, Incidents and Close Calls): Mishap Report NASA Form 1627 within 6 calendar days of Mishap
        4. All Mishaps: Monthly Follow-up Corrective Action Plan/Status as required until closed.
        5. Type A, B, and Close Calls with high Type A or B potential: Mishap Board Report after completion of investigation.
    b. Safety Statistics (e.g., contract number, subcontractors, SIC/NAIC codes, number of employees, number of supervisors, etc.): submitted on MSFC Form 4371 by the 10th of each month following effective date of the contract.

12. SUBMISSION FREQUENCY:
    a. MSFC Form 4370 - Each occurrence of a mishap except as identified in section 11.a.2.
    b. NASA Form 1627 - Each occurrence of a mishap. Corrective action status reports are due every 30 days until the final report is submitted.
    c. MSFC Form 4371 - By the 10th of each month.
    d. Mishap Board Report – Each occurrence of a Type A or B mishap, or as directed by Center management.

13. REMARKS:
14. INTERRELATIONSHIP: PWS paragraph 2.8

15. DATA PREPARATION INFORMATION:
15.1 SCOPE: The Mishap and Safety Statistics Reports document all mishaps and close calls as required in NPG 8621.1.

15.2 APPLICABLE DOCUMENTS

NPG 8621.1	*NASA Procedures and Guidelines for Mishap Reporting, Investigating, and Recordkeeping*
MWI 8621.1	*Close Call and Mishap Reporting and Investigation Program*

DRD Continuation Sheet

TITLE: Mishap and Safety Statistics Reports **DRD NO.:** 974SA-002

DATA TYPE: 3 **PAGE:** 2/2

15. **DATA PREPARATION INFORMATION (CONTINUED):**

15.3 **CONTENTS**: The reports shall contain the information required by NPG 8621.1. The contractor shall use the forms listed in 15.4 to report mishaps and related information required to produce the safety metrics.

15.4 **FORMAT**: The following formats shall be submitted:

a. MSFC Form 4370, "MSFC Flash Mishap Report."
b. NASA Form 1627, "NASA Mishap Report."
c. MSFC Form 4371, "MSFC Contractor Safety Statistics."
d. Mishap Board Report using the format provided in NPG 8621.1.

15.5 **MAINTENANCE**: Changes shall be incorporated by change page or complete reissue.

ATTACHMENT J-3

WAGE DETERMINATIONS

Wage Determinations from the Department of Labor are attached

SPECIAL NOTICE

Additional SERVICE CONTRACT ACT WAGE DETERMINATION REQUIREMENTS:

The following job classifications were **conformed** by a predecessor contractor and **approved** by the U. S. Department of Labor (DOL) on January 5, 1993. These additional approved classifications and wage rates, as well as those contained in the Service Contract Act (SCA) wage determination 1994-2008, shall be applicable to the follow-on requirement.

In Addition, the minimum hourly wage rates listed below shall be "**indexed**" each time a new SCA contract wage determination is incorporated into the resulting contract and options in accordance with Title 29 Code of Federal Regulations Part 4.6(b)(2)(iv)(B). These indexed rates shall be submitted to the contracting officer and the Contractor Industrial Labor Relations Manager for review and approval. In this regards the successor must furnish full rational for the adjusted rates in accordance with DOL requirements.

The mandatory minimum wage rates for these classifications are listed below. The mandatory fringe benefits requirements shall be identical to those contained in wage determination No. 1994-2008 (Revision 18), dated 05-29-03.

CONFORMED CLASSIFICATIONS

	DOL Approved Classifications	Minimum Hourly Rate
*	Photographic Laboratory Technician I	$ 14.87
*	Photographic Laboratory Technician II	$ 18.56
*	Photographic Laboratory Technician Lead	$ 20.42

* Job Description Attached

Photographic Laboratory Technician I:

Operates the processing and printing equipment for both motion picture and still photography production. Could be called upon to add pre-mixed chemicals to tank. Loads and processes film and paper products. Prints color and black and white prints, viewgraphs and slides using sensitometric and densitometric techniques. May use a film color corrector for transferring motion picture film to videotape in a variety of formats, enhancing the picture quality through the use of gain and pedestal adjustments, primary and secondary color adjustments, and gain reduction. Has an understanding of copy room techniques and procedures creating images using different sesitometric materials to produce high quality negatives and transparencies from customer originals. May be called upon to assist higher-level personnel with the process. Interprets work requirements to meet customer needs. Assists in general operation and maintenance of all photographic equipment. Uses computer to request caption labels and log work requests. With little or no assistance may operate computer and peripherals for digital imaging. Film scanning, film recording, and inkjet printing.

Photographic Laboratory Technician II:

Operates the processing and printing equipment for both motion picture and still photographic production. May produce black and white, color still, and motion picture, with no assistance use sesiometric and densitometric techniques to color and density correct negatives. Reads and plots film and paper sensitometric control strips for still and motion picture processing. Has the knowledge to interpret and maintain proper processing control. Assists lower level personnel with this process. Responsible for adding pre-mixed chemicals to tank and mixing chemicals by using a formula for motion picture development. Possesses the ability to work in a copy room selecting the appropriate sensitized material and determines the appropriate scale to use to meet customer needs. Oversees the general operation and maintenance of all photographic equipment. Interprets work request to meet customer needs. Cuts and captions prints using a computer to request caption labels and mounts viewgraphs and slices. With no assistance operates computer and peripherals for digital imaging, film scanning, film recording, and inkjet printer. Responsible for hazardous waste control and hazardous chemical inventory.

Photographic Laboratory Technician Lead:

In addition to the duties described in Photographic Technician II above, the Photographic Technician III:

Receives and interprets work orders and assigns to personnel for completion. Tracks work orders; keeps maintenance logs, and produces reports as required.

Checks quality of work produced, equipment conditions, and supply levels to maintain a smooth operation.

Maintains sensitometric and chemical control of all still and motion picture processing machines.

Prepares logs on work orders.

Assists lower level personnel in completion of assigned task.

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

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

ORIGINAL SIGNED BY:
William W. Gross
Director
Division of
Wage Determinations

Wage Determination No.: 1994-2008
Revision No.: 21
Date Of Revision: 08/11/2004

States: Alabama, Tennessee

Area: Alabama Counties of Colbert, Franklin, Jackson, Lauderdale, Lawrence, Limestone, Madison, Marion, Marshall, Morgan, Winston
Tennessee Counties of Giles, Lawrence, Lincoln, Moore, Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	9.64
01012 - Accounting Clerk II	11.61
01013 - Accounting Clerk III	13.41
01014 - Accounting Clerk IV	16.77
01030 - Court Reporter	15.71
01050 - Dispatcher, Motor Vehicle	15.10
01060 - Document Preparation Clerk	12.41
01070 - Messenger (Courier)	7.40
01090 - Duplicating Machine Operator	12.41
01110 - Film/Tape Librarian	10.72
01115 - General Clerk I	8.65
01116 - General Clerk II	9.73
01117 - General Clerk III	10.42
01118 - General Clerk IV	12.48
01120 - Housing Referral Assistant	17.51
01131 - Key Entry Operator I	9.37
01132 - Key Entry Operator II	11.16
01191 - Order Clerk I	10.22
01192 - Order Clerk II	13.88
01261 - Personnel Assistant (Employment) I	10.09
01262 - Personnel Assistant (Employment) II	13.30
01263 - Personnel Assistant (Employment) III	14.86
01264 - Personnel Assistant (Employment) IV	16.09
01270 - Production Control Clerk	16.25
01290 - Rental Clerk	10.72
01300 - Scheduler, Maintenance	13.93
01311 - Secretary I	13.93
01312 - Secretary II	15.71
01313 - Secretary III	17.51
01314 - Secretary IV	20.04
01315 - Secretary V	21.92
01320 - Service Order Dispatcher	12.80
01341 - Stenographer I	13.44
01342 - Stenographer II	15.24
01400 - Supply Technician	20.04
01420 - Survey Worker (Interviewer)	14.94
01460 - Switchboard Operator-Receptionist	10.37
01510 - Test Examiner	15.71

01520 - Test Proctor	15.71
01531 - Travel Clerk I	8.98
01532 - Travel Clerk II	9.51
01533 - Travel Clerk III	10.14
01611 - Word Processor I	11.31
01612 - Word Processor II	12.69
01613 - Word Processor III	14.19

03000 - Automatic Data Processing Occupations

03010 - Computer Data Librarian	11.87
03041 - Computer Operator I	12.66
03042 - Computer Operator II	16.09
03043 - Computer Operator III	17.75
03044 - Computer Operator IV	21.67
03045 - Computer Operator V	23.99
03071 - Computer Programmer I (1)	18.33
03072 - Computer Programmer II (1)	21.97
03073 - Computer Programmer III (1)	26.22
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.10
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	12.66

05000 - Automotive Service Occupations

05005 - Automotive Body Repairer, Fiberglass	17.50
05010 - Automotive Glass Installer	15.94
05040 - Automotive Worker	15.94
05070 - Electrician, Automotive	16.73
05100 - Mobile Equipment Servicer	14.45
05130 - Motor Equipment Metal Mechanic	17.50
05160 - Motor Equipment Metal Worker	15.94
05190 - Motor Vehicle Mechanic	15.98
05220 - Motor Vehicle Mechanic Helper	12.52
05250 - Motor Vehicle Upholstery Worker	15.22
05280 - Motor Vehicle Wrecker	15.94
05310 - Painter, Automotive	15.28
05340 - Radiator Repair Specialist	15.94
05370 - Tire Repairer	12.75
05400 - Transmission Repair Specialist	17.50

07000 - Food Preparation and Service Occupations

(not set) - Food Service Worker	7.65
07010 - Baker	10.35
07041 - Cook I	8.31
07042 - Cook II	9.34
07070 - Dishwasher	7.57
07130 - Meat Cutter	11.28
07250 - Waiter/Waitress	6.82

09000 - Furniture Maintenance and Repair Occupations

09010 - Electrostatic Spray Painter	17.56
09040 - Furniture Handler	13.94
09070 - Furniture Refinisher	17.56
09100 - Furniture Refinisher Helper	14.41

09110 - Furniture Repairer, Minor	15.98
09130 - Upholsterer	17.56

11030 - General Services and Support Occupations

11030 - Cleaner, Vehicles	8.16
11060 - Elevator Operator	8.06
11090 - Gardener	12.11
11121 - House Keeping Aid I	7.13
11122 - House Keeping Aid II	8.62
11150 - Janitor	8.06
11210 - Laborer, Grounds Maintenance	10.00
11240 - Maid or Houseman	6.63
11270 - Pest Controller	11.00
11300 - Refuse Collector	9.28
11330 - Tractor Operator	12.08
11360 - Window Cleaner	8.24

12000 - Health Occupations

12020 - Dental Assistant	13.22
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.07
12071 - Licensed Practical Nurse I	11.37
12072 - Licensed Practical Nurse II	12.77
12073 - Licensed Practical Nurse III	14.30
12100 - Medical Assistant	9.81
12130 - Medical Laboratory Technician	13.21
12160 - Medical Record Clerk	11.28
12190 - Medical Record Technician	13.60
12221 - Nursing Assistant I	8.09
12222 - Nursing Assistant II	9.09
12223 - Nursing Assistant III	9.92
12224 - Nursing Assistant IV	11.13
12250 - Pharmacy Technician	12.24
12280 - Phlebotomist	11.89
12311 - Registered Nurse I	18.03
12312 - Registered Nurse II	22.06
12313 - Registered Nurse II, Specialist	22.06
12314 - Registered Nurse III	26.69
12315 - Registered Nurse III, Anesthetist	26.69
12316 - Registered Nurse IV	31.98

13000 - Information and Arts Occupations

13002 - Audiovisual Librarian	21.15
13011 - Exhibits Specialist I	17.77
13012 - Exhibits Specialist II	21.76
13013 - Exhibits Specialist III	26.45
13041 - Illustrator I	17.77
13042 - Illustrator II	21.76
13043 - Illustrator III	26.45
13047 - Librarian	20.12
13050 - Library Technician	14.67
13071 - Photographer I	13.01
13072 - Photographer II	15.02
13073 - Photographer III	17.99
13074 - Photographer IV	22.00
13075 - Photographer V	26.70

15000 - Laundry, Dry Cleaning, Pressing and Related Occupations

15010 - Assembler	6.94
15030 - Counter Attendant	6.94
15040 - Dry Cleaner	8.60
15070 - Finisher, Flatwork, Machine	6.94
15090 - Presser, Hand	6.94
15100 - Presser, Machine, Drycleaning	6.94
15130 - Presser, Machine, Shirts	6.94
15160 - Presser, Machine, Wearing Apparel, Laundry	7.32
15190 - Sewing Machine Operator	9.07
15220 - Tailor	9.48
15250 - Washer, Machine	7.51

19000 - Machine Tool Operation and Repair Occupations

19010 - Machine-Tool Operator (Toolroom)	19.44
19040 - Tool and Die Maker	23.71

21000 - Material Handling and Packing Occupations

21010 - Fuel Distribution System Operator	16.80
21020 - Material Coordinator	16.25
21030 - Material Expediter	16.25
21040 - Material Handling Laborer	10.29
21050 - Order Filler	10.87
21071 - Forklift Operator	14.82
21080 - Production Line Worker (Food Processing)	11.57
21100 - Shipping/Receiving Clerk	12.72
21130 - Shipping Packer	11.98
21140 - Store Worker I	9.75
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.23
21210 - Tools and Parts Attendant	13.68
21400 - Warehouse Specialist	12.73

23000 - Mechanics and Maintenance and Repair Occupations

23010 - Aircraft Mechanic	22.24
23040 - Aircraft Mechanic Helper	17.44
23050 - Aircraft Quality Control Inspector	24.45
23060 - Aircraft Servicer	19.34
23070 - Aircraft Worker	20.27
23100 - Appliance Mechanic	18.04
23120 - Bicycle Repairer	14.66
23125 - Cable Splicer	19.76
23130 - Carpenter, Maintenance	17.56
23140 - Carpet Layer	17.29
23160 - Electrician, Maintenance	20.61
23181 - Electronics Technician, Maintenance I	16.30
23182 - Electronics Technician, Maintenance II	25.55
23183 - Electronics Technician, Maintenance III	26.62
23260 - Fabric Worker	16.54
23290 - Fire Alarm System Mechanic	18.79
23310 - Fire Extinguisher Repairer	15.72
23340 - Fuel Distribution System Mechanic	18.79
23370 - General Maintenance Worker	16.43
23400 - Heating, Refrigeration and Air Conditioning Mechanic	18.38
23430 - Heavy Equipment Mechanic	18.38
23440 - Heavy Equipment Operator	17.87
23460 - Instrument Mechanic	18.79

23470 - Laborer	10.01
23500 - Locksmith	18.04
23530 - Machinery Maintenance Mechanic	23.32
23550 - Machinist, Maintenance	16.92
23580 - Maintenance Trades Helper	14.41
23640 - Millwright	18.79
23700 - Office Appliance Repairer	18.04
23740 - Painter, Aircraft	17.56
23760 - Painter, Maintenance	17.56
23790 - Pipefitter, Maintenance	18.58
23800 - Plumber, Maintenance	17.75
23820 - Pneudraulic Systems Mechanic	18.79
23850 - Rigger	18.79
23870 - Scale Mechanic	17.29
23890 - Sheet-Metal Worker, Maintenance	18.38
23910 - Small Engine Mechanic	16.75
23930 - Telecommunication Mechanic I	18.38
23931 - Telecommunication Mechanic II	20.21
23950 - Telephone Lineman	18.38
23960 - Welder, Combination, Maintenance	18.38
23965 - Well Driller	18.79
23970 - Woodcraft Worker	18.79
23980 - Woodworker	16.43
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	7.07
24580 - Child Care Center Clerk	8.83
24600 - Chore Aid	6.95
24630 - Homemaker	11.20
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	18.86
25040 - Sewage Plant Operator	17.87
25070 - Stationary Engineer	18.86
25190 - Ventilation Equipment Tender	14.85
25210 - Water Treatment Plant Operator	17.56
27000 - Protective Service Occupations	
(not set) - Police Officer	16.91
27004 - Alarm Monitor	11.83
27006 - Corrections Officer	14.08
27010 - Court Security Officer	13.17
27040 - Detention Officer	14.08
27070 - Firefighter	11.64
27101 - Guard I	9.95
27102 - Guard II	12.55
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	15.78
28020 - Hatch Tender	15.78
28030 - Line Handler	15.78
28040 - Stevedore I	12.83
28050 - Stevedore II	15.54
29000 - Technical Occupations	
21150 - Graphic Artist	19.60

29010 - Air Traffic Control Specialist, Center (2)	30.05
29011 - Air Traffic Control Specialist, Station (2)	20.73
29012 - Air Traffic Control Specialist, Terminal (2)	22.83
29023 - Archeological Technician I	15.69
29024 - Archeological Technician II	17.56
29025 - Archeological Technician III	21.76
29030 - Cartographic Technician	22.32
29035 - Computer Based Training (CBT) Specialist/ Instructor	27.62
29040 - Civil Engineering Technician	20.75
29061 - Drafter I	13.99
29062 - Drafter II	15.69
29063 - Drafter III	17.77
29064 - Drafter IV	21.76
29081 - Engineering Technician I	12.79
29082 - Engineering Technician II	15.89
29083 - Engineering Technician III	19.09
29084 - Engineering Technician IV	26.34
29085 - Engineering Technician V	30.74
29086 - Engineering Technician VI	37.17
29090 - Environmental Technician	18.34
29100 - Flight Simulator/Instructor (Pilot)	30.38
29160 - Instructor	20.67
29210 - Laboratory Technician	16.09
29240 - Mathematical Technician	23.77
29361 - Paralegal/Legal Assistant I	14.55
29362 - Paralegal/Legal Assistant II	18.40
29363 - Paralegal/Legal Assistant III	22.45
29364 - Paralegal/Legal Assistant IV	27.17
29390 - Photooptics Technician	21.76
29480 - Technical Writer	23.07
29491 - Unexploded Ordnance (UXO) Technician I	19.14
29492 - Unexploded Ordnance (UXO) Technician II	23.15
29493 - Unexploded Ordnance (UXO) Technician III	27.74
29494 - Unexploded (UXO) Safety Escort	19.14
29495 - Unexploded (UXO) Sweep Personnel	19.14
29620 - Weather Observer, Senior (3)	18.79
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	18.39
29622 - Weather Observer, Upper Air (3)	18.39
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	12.67
31260 - Parking and Lot Attendant	8.86
31290 - Shuttle Bus Driver	11.97
31300 - Taxi Driver	9.91
31361 - Truckdriver, Light Truck	11.97
31362 - Truckdriver, Medium Truck	14.75
31363 - Truckdriver, Heavy Truck	15.36
31364 - Truckdriver, Tractor-Trailer	15.36
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	7.46
99030 - Cashier	7.87
99041 - Carnival Equipment Operator	8.83
99042 - Carnival Equipment Repairer	9.28
99043 - Carnival Worker	7.32
99050 - Desk Clerk	6.90
99095 - Embalmer	19.10

99300 - Lifeguard	10.04
99310 - Mortician	19.13
99350 - Park Attendant (Aide)	12.35
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.04
99500 - Recreation Specialist	11.14
99510 - Recycling Worker	11.11
99610 - Sales Clerk	9.79
99620 - School Crossing Guard (Crosswalk Attendant)	8.61
99630 - Sport Official	10.04
99658 - Survey Party Chief (Chief of Party)	13.32
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.23
99660 - Surveying Aide	8.20
99690 - Swimming Pool Operator	11.76
99720 - Vending Machine Attendant	10.26
99730 - Vending Machine Repairer	11.76
99740 - Vending Machine Repairer Helper	10.26

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of **$2.59** per hour computed on the basis of all hours worked by service employees employed on the contract.

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

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

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

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

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

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that

represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

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

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

**** UNIFORM ALLOWANCE ****

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

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

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

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

Source of Occupational Title and Descriptions:

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

6) The contractor informs the affected employees.

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

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

94-2044 CA,BAKERSFIELD 08/17/04
FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

William W.Gross
Director

Division of
Wage Determinations

WASHINGTON D.C. 20210

Wage Determination No.: **1994-2044**
Revision No.: **20**
Date Of Last Revision: **08/10/2004**

State: **California**

Area: California County of **Kern**

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	12.09
01012 - Accounting Clerk II	13.19
01013 - Accounting Clerk III	14.80
01014 - Accounting Clerk IV	17.62
01030 - Court Reporter	20.61
01050 - Dispatcher, Motor Vehicle	16.05
01060 - Document Preparation Clerk	13.41
01070 - Messenger (Courier)	10.04
01090 - Duplicating Machine Operator	13.41
01110 - Film/Tape Librarian	12.12
01115 - General Clerk I	10.51
01116 - General Clerk II	11.81
01117 - General Clerk III	14.75
01118 - General Clerk IV	16.57
01120 - Housing Referral Assistant	16.99
01131 - Key Entry Operator I	11.66
01132 - Key Entry Operator II	13.63
01191 - Order Clerk I	12.46
01192 - Order Clerk II	12.99
01261 - Personnel Assistant (Employment) I	12.03
01262 - Personnel Assistant (Employment) II	13.50
01263 - Personnel Assistant (Employment) III	16.69
01264 - Personnel Assistant (Employment) IV	17.84
01270 - Production Control Clerk	18.35
01290 - Rental Clerk	12.27
01300 - Scheduler, Maintenance	13.38
01311 - Secretary I	13.38
01312 - Secretary II	15.67
01313 - Secretary III	16.99
01314 - Secretary IV	21.05
01315 - Secretary V	23.37
01320 - Service Order Dispatcher	15.21
01341 - Stenographer I	14.41
01342 - Stenographer II	16.70
01400 - Supply Technician	21.05
01420 - Survey Worker (Interviewer)	15.31
01460 - Switchboard Operator-Receptionist	10.21
01510 - Test Examiner	16.40
01520 - Test Proctor	16.40
01531 - Travel Clerk I	10.34
01532 - Travel Clerk II	10.88
01533 - Travel Clerk III	11.79

01611 - Word Processor I	12.22
01612 - Word Processor II	15.16
01613 - Word Processor III	17.03
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	14.82
03041 - Computer Operator I	14.82
03042 - Computer Operator II	17.11
03043 - Computer Operator III	20.65
03044 - Computer Operator IV	23.10
03045 - Computer Operator V	25.67
03071 - Computer Programmer I (1)	18.91
03072 - Computer Programmer II (1)	22.98
03073 - Computer Programmer III (1)	26.30
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	19.80
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	14.82
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	17.23
05010 - Automotive Glass Installer	15.90
05040 - Automotive Worker	15.90
05070 - Electrician, Automotive	16.55
05100 - Mobile Equipment Servicer	14.36
05130 - Motor Equipment Metal Mechanic	17.23
05160 - Motor Equipment Metal Worker	15.90
05190 - Motor Vehicle Mechanic	17.23
05220 - Motor Vehicle Mechanic Helper	13.30
05250 - Motor Vehicle Upholstery Worker	15.42
05280 - Motor Vehicle Wrecker	15.90
05310 - Painter, Automotive	16.54
05340 - Radiator Repair Specialist	15.90
05370 - Tire Repairer	13.87
05400 - Transmission Repair Specialist	17.23
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	9.28
07010 - Baker	13.65
07041 - Cook I	11.20
07042 - Cook II	12.41
07070 - Dishwasher	9.15
07130 - Meat Cutter	13.45
07250 - Waiter/Waitress	8.77
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	16.54
09040 - Furniture Handler	12.87
09070 - Furniture Refinisher	16.54
09100 - Furniture Refinisher Helper	13.30
09110 - Furniture Repairer, Minor	15.21
09130 - Upholsterer	16.54
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	7.99
11060 - Elevator Operator	10.42
11090 - Gardener	11.06
11121 - House Keeping Aid I	7.96
11122 - House Keeping Aid II	9.82
11150 - Janitor	10.09

11210 - Laborer, Grounds Maintenance	10.60
11240 - Maid or Houseman	7.70
11270 - Pest Controller	12.64
11300 - Refuse Collector	13.39
11330 - Tractor Operator	12.57
11360 - Window Cleaner	11.13

12000 - Health Occupations

12020 - Dental Assistant	13.51
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.66
12071 - Licensed Practical Nurse I	13.66
12072 - Licensed Practical Nurse II	15.35
12073 - Licensed Practical Nurse III	17.17
12100 - Medical Assistant	11.62
12130 - Medical Laboratory Technician	13.85
12160 - Medical Record Clerk	10.89
12190 - Medical Record Technician	13.12
12221 - Nursing Assistant I	8.38
12222 - Nursing Assistant II	9.41
12223 - Nursing Assistant III	10.26
12224 - Nursing Assistant IV	11.54
12250 - Pharmacy Technician	15.03
12280 - Phlebotomist	15.00
12311 - Registered Nurse I	18.99
12312 - Registered Nurse II	23.25
12313 - Registered Nurse II, Specialist	23.25
12314 - Registered Nurse III	28.12
12315 - Registered Nurse III, Anesthetist	28.12
12316 - Registered Nurse IV	33.44

13000 - Information and Arts Occupations

13002 - Audiovisual Librarian	20.22
13011 - Exhibits Specialist I	17.88
13012 - Exhibits Specialist II	21.28
13013 - Exhibits Specialist III	26.31
13041 - Illustrator I	16.40
13042 - Illustrator II	20.22
13043 - Illustrator III	24.72
13047 - Librarian	22.47
13050 - Library Technician	12.99
13071 - Photographer I	12.90
13072 - Photographer II	15.38
13073 - Photographer III	18.66
13074 - Photographer IV	22.83
13075 - Photographer V	28.08

15000 - Laundry, Dry Cleaning, Pressing and Related Occupations

15010 - Assembler	7.87
15030 - Counter Attendant	7.87
15040 - Dry Cleaner	9.33
15070 - Finisher, Flatwork, Machine	7.87
15090 - Presser, Hand	7.87
15100 - Presser, Machine, Drycleaning	7.87
15130 - Presser, Machine, Shirts	7.87
15160 - Presser, Machine, Wearing Apparel, Laundry	7.87
15190 - Sewing Machine Operator	9.86
15220 - Tailor	10.38
15250 - Washer, Machine	8.33

19000 - Machine Tool Operation and Repair Occupations

19010 - Machine-Tool Operator (Toolroom)	18.03
19040 - Tool and Die Maker	24.06

21000 - Material Handling and Packing Occupations

21010 - Fuel Distribution System Operator	18.02
21020 - Material Coordinator	16.90
21030 - Material Expediter	16.90
21040 - Material Handling Laborer	10.54
21050 - Order Filler	12.17
21071 - Forklift Operator	11.77
21080 - Production Line Worker (Food Processing)	12.32
21100 - Shipping/Receiving Clerk	12.47
21130 - Shipping Packer	12.47
21140 - Store Worker I	9.42
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	12.26
21210 - Tools and Parts Attendant	12.30
21400 - Warehouse Specialist	12.30

23000 - Mechanics and Maintenance and Repair Occupations

23010 - Aircraft Mechanic	21.65
23040 - Aircraft Mechanic Helper	17.01
23050 - Aircraft Quality Control Inspector	22.95
23060 - Aircraft Servicer	19.47
23070 - Aircraft Worker	20.33
23100 - Appliance Mechanic	17.40
23120 - Bicycle Repairer	13.87
23125 - Cable Splicer	19.82
23130 - Carpenter, Maintenance	18.10
23140 - Carpet Layer	16.30
23160 - Electrician, Maintenance	20.33
23181 - Electronics Technician, Maintenance I	18.38
23182 - Electronics Technician, Maintenance II	20.33
23183 - Electronics Technician, Maintenance III	21.94
23260 - Fabric Worker	16.01
23290 - Fire Alarm System Mechanic	19.04
23310 - Fire Extinguisher Repairer	15.00
23340 - Fuel Distribution System Mechanic	21.02
23370 - General Maintenance Worker	17.02
23400 - Heating, Refrigeration and Air Conditioning Mechanic	19.89
23430 - Heavy Equipment Mechanic	19.67
23440 - Heavy Equipment Operator	22.11
23460 - Instrument Mechanic	19.29
23470 - Laborer	11.28
23500 - Locksmith	17.97
23530 - Machinery Maintenance Mechanic	22.36
23550 - Machinist, Maintenance	18.42
23580 - Maintenance Trades Helper	13.30
23640 - Millwright	18.70
23700 - Office Appliance Repairer	18.07
23740 - Painter, Aircraft	16.54
23760 - Painter, Maintenance	16.54
23790 - Pipefitter, Maintenance	18.06
23800 - Plumber, Maintenance	17.34
23820 - Pneudraulic Systems Mechanic	19.04
23850 - Rigger	22.39
23870 - Scale Mechanic	17.02
23890 - Sheet-Metal Worker, Maintenance	19.46
23910 - Small Engine Mechanic	16.93

23930 - Telecommunication Mechanic I	22.00
23931 - Telecommunication Mechanic II	23.96
23950 - Telephone Lineman	22.00
23960 - Welder, Combination, Maintenance	17.87
23965 - Well Driller	19.04
23970 - Woodcraft Worker	19.04
23980 - Woodworker	15.44
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.21
24580 - Child Care Center Clerk	14.31
24600 - Chore Aid	8.39
24630 - Homemaker	15.31
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	23.97
25040 - Sewage Plant Operator	20.85
25070 - Stationary Engineer	25.88
25190 - Ventilation Equipment Tender	15.39
25210 - Water Treatment Plant Operator	20.85
27000 - Protective Service Occupations	
(not set) - Police Officer	25.97
27004 - Alarm Monitor	13.82
27006 - Corrections Officer	23.13
27010 - Court Security Officer	24.02
27040 - Detention Officer	24.02
27070 - Firefighter	24.02
27101 - Guard I	10.53
27102 - Guard II	11.50
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	18.28
28020 - Hatch Tender	18.28
28030 - Line Handler	18.28
28040 - Stevedore I	15.49
28050 - Stevedore II	19.37
29000 - Technical Occupations	
21150 - Graphic Artist	15.59
29010 - Air Traffic Control Specialist, Center (2)	29.93
29011 - Air Traffic Control Specialist, Station (2)	20.62
29012 - Air Traffic Control Specialist, Terminal (2)	22.72
29023 - Archeological Technician I	14.85
29024 - Archeological Technician II	16.61
29025 - Archeological Technician III	20.56
29030 - Cartographic Technician	27.00
29035 - Computer Based Training (CBT) Specialist/ Instructor	19.80
29040 - Civil Engineering Technician	22.35
29061 - Drafter I	14.51
29062 - Drafter II	17.30
29063 - Drafter III	24.04
29064 - Drafter IV	24.84
29081 - Engineering Technician I	12.46
29082 - Engineering Technician II	14.87
29083 - Engineering Technician III	18.79
29084 - Engineering Technician IV	21.88

29085 - Engineering Technician V	28.14
29086 - Engineering Technician VI	32.37
29090 - Environmental Technician	18.29
29100 - Flight Simulator/Instructor (Pilot)	27.62
29160 - Instructor	19.77
29210 - Laboratory Technician	17.15
29240 - Mathematical Technician	21.87
29361 - Paralegal/Legal Assistant I	15.78
29362 - Paralegal/Legal Assistant II	20.06
29363 - Paralegal/Legal Assistant III	24.54
29364 - Paralegal/Legal Assistant IV	29.68
29390 - Photooptics Technician	24.00
29480 - Technical Writer	30.28
29491 - Unexploded Ordnance (UXO) Technician I	19.02
29492 - Unexploded Ordnance (UXO) Technician II	23.01
29493 - Unexploded Ordnance (UXO) Technician III	27.58
29494 - Unexploded (UXO) Safety Escort	19.02
29495 - Unexploded (UXO) Sweep Personnel	19.02
29620 - Weather Observer, Senior (3)	18.94
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	17.04
29622 - Weather Observer, Upper Air (3)	16.83

31000 - Transportation/ Mobile Equipment Operation Occupations

31030 - Bus Driver	13.77
31260 - Parking and Lot Attendant	8.14
31290 - Shuttle Bus Driver	12.32
31300 - Taxi Driver	10.48
31361 - Truckdriver, Light Truck	12.09
31362 - Truckdriver, Medium Truck	15.99
31363 - Truckdriver, Heavy Truck	16.27
31364 - Truckdriver, Tractor-Trailer	16.27

99000 - Miscellaneous Occupations

99020 - Animal Caretaker	9.15
99030 - Cashier	9.07
99041 - Carnival Equipment Operator	13.24
99042 - Carnival Equipment Repairer	14.27
99043 - Carnival Worker	8.73
99050 - Desk Clerk	8.44
99095 - Embalmer	19.02
99300 - Lifeguard	9.99
99310 - Mortician	19.02
99350 - Park Attendant (Aide)	12.55
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.99
99500 - Recreation Specialist	12.32
99510 - Recycling Worker	16.95
99610 - Sales Clerk	10.45
99620 - School Crossing Guard (Crosswalk Attendant)	8.31
99630 - Sport Official	9.99
99658 - Survey Party Chief (Chief of Party)	17.56
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.96
99660 - Surveying Aide	11.65
99690 - Swimming Pool Operator	13.99
99720 - Vending Machine Attendant	12.05
99730 - Vending Machine Repairer	15.09
99740 - Vending Machine Repairer Helper	12.98

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $2.59 per hour computed on the basis of all hours worked by service employees employed on the contract.

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

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

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

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

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

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an

employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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

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

Conformance Process:

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

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

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

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

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

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94-2048 CA,LOS ANGELES/SANTA AN 06/22/04
FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

William W.Gross
Director

Division of
Wage Determinations

WASHINGTON D.C. 20210

Wage Determination No.: **1994-2048**
Revision No.: **20**
Date Of Last Revision: **06/17/2004**

State: **California**

Area: California Counties of **Los Angeles, Orange**

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

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.00
01012 - Accounting Clerk II	12.52
01013 - Accounting Clerk III	14.79
01014 - Accounting Clerk IV	16.80
01030 - Court Reporter	16.84
01050 - Dispatcher, Motor Vehicle	18.52
01060 - Document Preparation Clerk	13.50
01070 - Messenger (Courier)	9.28
01090 - Duplicating Machine Operator	12.77
01110 - Film/Tape Librarian	15.46
01115 - General Clerk I	8.87
01116 - General Clerk II	10.60
01117 - General Clerk III	13.40
01118 - General Clerk IV	14.78
01120 - Housing Referral Assistant	18.43
01131 - Key Entry Operator I	11.00
01132 - Key Entry Operator II	12.98
01191 - Order Clerk I	13.72
01192 - Order Clerk II	14.88
01261 - Personnel Assistant (Employment) I	13.70
01262 - Personnel Assistant (Employment) II	14.95
01263 - Personnel Assistant (Employment) III	18.48
01264 - Personnel Assistant (Employment) IV	22.26
01270 - Production Control Clerk	18.43
01290 - Rental Clerk	14.95
01300 - Scheduler, Maintenance	14.98
01311 - Secretary I	14.98
01312 - Secretary II	18.40
01313 - Secretary III	20.12
01314 - Secretary IV	22.59
01315 - Secretary V	25.48
01320 - Service Order Dispatcher	14.72
01341 - Stenographer I	13.56
01342 - Stenographer II	15.24
01400 - Supply Technician	22.59

01420 - Survey Worker (Interviewer)	16.84
01460 - Switchboard Operator-Receptionist	13.63
01510 - Test Examiner	18.40
01520 - Test Proctor	18.40
01531 - Travel Clerk I	11.99
01532 - Travel Clerk II	12.99
01533 - Travel Clerk III	13.44
01611 - Word Processor I	14.57
01612 - Word Processor II	16.35
01613 - Word Processor III	18.29

03000 - Automatic Data Processing Occupations

03010 - Computer Data Librarian	14.72
03041 - Computer Operator I	14.72
03042 - Computer Operator II	16.84
03043 - Computer Operator III	19.53
03044 - Computer Operator IV	23.05
03045 - Computer Operator V	25.52
03071 - Computer Programmer I (1)	19.20
03072 - Computer Programmer II (1)	24.07
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	15.04

05000 - Automotive Service Occupations

05005 - Automotive Body Repairer, Fiberglass	21.08
05010 - Automotive Glass Installer	19.73
05040 - Automotive Worker	19.73
05070 - Electrician, Automotive	20.56
05100 - Mobile Equipment Servicer	17.77
05130 - Motor Equipment Metal Mechanic	21.08
05160 - Motor Equipment Metal Worker	19.73
05190 - Motor Vehicle Mechanic	21.08
05220 - Motor Vehicle Mechanic Helper	16.45
05250 - Motor Vehicle Upholstery Worker	18.91
05280 - Motor Vehicle Wrecker	19.73
05310 - Painter, Automotive	20.56
05340 - Radiator Repair Specialist	19.73
05370 - Tire Repairer	15.47
05400 - Transmission Repair Specialist	21.08

07000 - Food Preparation and Service Occupations

(not set) - Food Service Worker	8.90
07010 - Baker	11.95
07041 - Cook I	11.62
07042 - Cook II	12.88
07070 - Dishwasher	8.18
07130 - Meat Cutter	13.15
07250 - Waiter/Waitress	8.96

09000 - Furniture Maintenance and Repair Occupations

09010 - Electrostatic Spray Painter	18.59
09040 - Furniture Handler	12.42
09070 - Furniture Refinisher	18.59
09100 - Furniture Refinisher Helper	14.82

09110 - Furniture Repairer, Minor	17.04
09130 - Upholsterer	18.59

11030 - General Services and Support Occupations

11030 - Cleaner, Vehicles	9.64
11060 - Elevator Operator	9.59
11090 - Gardener	13.88
11121 - House Keeping Aid I	8.64
11122 - House Keeping Aid II	9.59
11150 - Janitor	9.98
11210 - Laborer, Grounds Maintenance	10.68
11240 - Maid or Houseman	8.64
11270 - Pest Controller	13.25
11300 - Refuse Collector	10.56
11330 - Tractor Operator	12.88
11360 - Window Cleaner	11.31

12000 - Health Occupations

12020 - Dental Assistant	14.77
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	16.07
12071 - Licensed Practical Nurse I	15.23
12072 - Licensed Practical Nurse II	17.06
12073 - Licensed Practical Nurse III	17.89
12100 - Medical Assistant	12.71
12130 - Medical Laboratory Technician	15.81
12160 - Medical Record Clerk	13.21
12190 - Medical Record Technician	15.93
12221 - Nursing Assistant I	8.48
12222 - Nursing Assistant II	9.54
12223 - Nursing Assistant III	10.41
12224 - Nursing Assistant IV	11.69
12250 - Pharmacy Technician	14.65
12280 - Phlebotomist	12.49
12311 - Registered Nurse I	24.96
12312 - Registered Nurse II	30.54
12313 - Registered Nurse II, Specialist	30.54
12314 - Registered Nurse III	36.96
12315 - Registered Nurse III, Anesthetist	36.96
12316 - Registered Nurse IV	44.30

13000 - Information and Arts Occupations

13002 - Audiovisual Librarian	18.98
13011 - Exhibits Specialist I	23.63
13012 - Exhibits Specialist II	29.25
13013 - Exhibits Specialist III	32.97
13041 - Illustrator I	21.88
13042 - Illustrator II	27.11
13043 - Illustrator III	30.56
13047 - Librarian	25.60
13050 - Library Technician	16.27
13071 - Photographer I	16.42
13072 - Photographer II	19.86
13073 - Photographer III	26.61
13074 - Photographer IV	30.51
13075 - Photographer V	36.92

19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.52
19040 - Tool and Die Maker	23.95
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	17.91
21020 - Material Coordinator	18.45
21030 - Material Expediter	18.45
21040 - Material Handling Laborer	11.84
21050 - Order Filler	12.38
21071 - Forklift Operator	13.69
21080 - Production Line Worker (Food Processing)	14.22
21100 - Shipping/Receiving Clerk	12.73
21130 - Shipping Packer	12.73
21140 - Store Worker I	9.54
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.62
21210 - Tools and Parts Attendant	14.35
21400 - Warehouse Specialist	14.22
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	21.21
23040 - Aircraft Mechanic Helper	14.82
23050 - Aircraft Quality Control Inspector	22.08
23060 - Aircraft Servicer	17.04
23070 - Aircraft Worker	17.78
23100 - Appliance Mechanic	18.59
23120 - Bicycle Repairer	15.47
23125 - Cable Splicer	25.85
23130 - Carpenter, Maintenance	22.40
23140 - Carpet Layer	17.78
23160 - Electrician, Maintenance	25.77
23181 - Electronics Technician, Maintenance I	17.47
23182 - Electronics Technician, Maintenance II	22.81
23183 - Electronics Technician, Maintenance III	26.53
23260 - Fabric Worker	18.76
23290 - Fire Alarm System Mechanic	20.30
23310 - Fire Extinguisher Repairer	16.01
23340 - Fuel Distribution System Mechanic	21.73
23370 - General Maintenance Worker	17.78
23430 - Heavy Equipment Mechanic	21.89
23440 - Heavy Equipment Operator	24.39
23460 - Instrument Mechanic	22.08
23470 - Laborer	11.63
23500 - Locksmith	18.59
23530 - Machinery Maintenance Mechanic	19.97
23550 - Machinist, Maintenance	22.19
23580 - Maintenance Trades Helper	14.82
23640 - Millwright	21.56
23700 - Office Appliance Repairer	19.12
23740 - Painter, Aircraft	18.59
23760 - Painter, Maintenance	18.59
23790 - Pipefitter, Maintenance	20.45
23800 - Plumber, Maintenance	19.65
23820 - Pneudraulic Systems Mechanic	20.30
23850 - Rigger	21.90
23870 - Scale Mechanic	17.95
23890 - Sheet-Metal Worker, Maintenance	19.75
23910 - Small Engine Mechanic	17.78
23930 - Telecommunication Mechanic I	20.30
23931 - Telecommunication Mechanic II	21.41
23950 - Telephone Lineman	21.00
23960 - Welder, Combination, Maintenance	19.75

23965 - Well Driller	20.63
23970 - Woodcraft Worker	19.75
23980 - Woodworker	16.01

24000 - Personal Needs Occupations

24570 - Child Care Attendant	11.36
24580 - Child Care Center Clerk	14.17
24600 - Chore Aid	9.25
24630 - Homemaker	16.98

25000 - Plant and System Operation Occupations

25010 - Boiler Tender	22.64
25040 - Sewage Plant Operator	25.33
25070 - Stationary Engineer	22.64
25190 - Ventilation Equipment Tender	17.36
25210 - Water Treatment Plant Operator	23.43

27000 - Protective Service Occupations

(not set) - Police Officer	30.60
27004 - Alarm Monitor	19.48
27006 - Corrections Officer	23.19
27010 - Court Security Officer	25.03
27040 - Detention Officer	23.19
27070 - Firefighter	26.81
27101 - Guard I	9.36
27102 - Guard II	17.77

28000 - Stevedoring/Longshoremen Occupations

28010 - Blocker and Bracer	17.49
28020 - Hatch Tender	17.49
28030 - Line Handler	17.49
28040 - Stevedore I	17.90
28050 - Stevedore II	19.48

29000 - Technical Occupations

21150 - Graphic Artist	23.34
29010 - Air Traffic Control Specialist, Center (2)	31.95
29011 - Air Traffic Control Specialist, Station (2)	22.03
29012 - Air Traffic Control Specialist, Terminal (2)	24.27
29023 - Archeological Technician I	18.35
29024 - Archeological Technician II	20.53
29025 - Archeological Technician III	25.44
29030 - Cartographic Technician	29.26
29035 - Computer Based Training (CBT) Specialist/ Instructor	27.62
29040 - Civil Engineering Technician	25.24
29061 - Drafter I	17.40
29062 - Drafter II	19.52
29063 - Drafter III	23.58
29064 - Drafter IV	29.26
29081 - Engineering Technician I	15.26
29082 - Engineering Technician II	17.01
29083 - Engineering Technician III	19.43
29084 - Engineering Technician IV	23.66
29085 - Engineering Technician V	28.83
29086 - Engineering Technician VI	34.89
29090 - Environmental Technician	21.05
29100 - Flight Simulator/Instructor (Pilot)	33.42

29160 - Instructor	24.80
29210 - Laboratory Technician	16.90
29240 - Mathematical Technician	24.77
29361 - Paralegal/Legal Assistant I	18.29
29362 - Paralegal/Legal Assistant II	21.53
29363 - Paralegal/Legal Assistant III	26.27
29364 - Paralegal/Legal Assistant IV	31.88
29390 - Photooptics Technician	23.33
29480 - Technical Writer	27.64
29491 - Unexploded Ordnance (UXO) Technician I	20.98
29492 - Unexploded Ordnance (UXO) Technician II	25.39
29493 - Unexploded Ordnance (UXO) Technician III	30.43
29494 - Unexploded (UXO) Safety Escort	20.98
29495 - Unexploded (UXO) Sweep Personnel	20.98
29620 - Weather Observer, Senior (3)	20.99
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	18.88
29622 - Weather Observer, Upper Air (3)	18.88

31000 - Transportation/ Mobile Equipment Operation Occupations

31030 - Bus Driver	16.22
31260 - Parking and Lot Attendant	8.37
31290 - Shuttle Bus Driver	12.32
31300 - Taxi Driver	11.57
31361 - Truckdriver, Light Truck	12.32
31362 - Truckdriver, Medium Truck	17.07
31363 - Truckdriver, Heavy Truck	18.25
31364 - Truckdriver, Tractor-Trailer	18.25

99000 - Miscellaneous Occupations

99020 - Animal Caretaker	10.13
99030 - Cashier	12.11
99041 - Carnival Equipment Operator	11.01
99042 - Carnival Equipment Repairer	11.86
99043 - Carnival Worker	8.35
99050 - Desk Clerk	12.65
99095 - Embalmer	19.16
99300 - Lifeguard	11.03
99310 - Mortician	21.33
99350 - Park Attendant (Aide)	13.85
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	14.25
99500 - Recreation Specialist	16.23
99510 - Recycling Worker	13.93
99610 - Sales Clerk	11.58
99620 - School Crossing Guard (Crosswalk Attendant)	8.92
99630 - Sport Official	11.03
99658 - Survey Party Chief (Chief of Party)	28.47
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	21.43
99660 - Surveying Aide	15.66
99690 - Swimming Pool Operator	13.74
99720 - Vending Machine Attendant	11.51
99730 - Vending Machine Repairer	13.74
99740 - Vending Machine Repairer Helper	11.51

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $2.59 per hour computed on the basis of all hours worked by service employees employed on the contract.

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

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

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

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

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

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

**** UNIFORM ALLOWANCE ****

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

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

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

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

6) The contractor informs the affected employees.

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

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

94-2054 CA,RIVERSIDE 06/22/04
FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

William W.Gross
Director

Division of
Wage Determinations

WASHINGTON D.C. 20210

Wage Determination No.: **1994-2054**
Revision No.: **19**
Date Of Last Revision: **06/17/2004**

State: **California**

Area: California Counties of Riverside, **San Bernardino**

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.02
01012 - Accounting Clerk II	12.52
01013 - Accounting Clerk III	14.79
01014 - Accounting Clerk IV	16.80
01030 - Court Reporter	16.84
01050 - Dispatcher, Motor Vehicle	18.52
01060 - Document Preparation Clerk	13.50
01070 - Messenger (Courier)	9.04
01090 - Duplicating Machine Operator	12.52
01110 - Film/Tape Librarian	14.87
01115 - General Clerk I	8.66
01116 - General Clerk II	10.60
01117 - General Clerk III	13.40
01118 - General Clerk IV	14.78
01120 - Housing Referral Assistant	18.43
01131 - Key Entry Operator I	11.00
01132 - Key Entry Operator II	12.52
01191 - Order Clerk I	11.92
01192 - Order Clerk II	14.88
01261 - Personnel Assistant (Employment) I	13.70
01262 - Personnel Assistant (Employment) II	14.95
01263 - Personnel Assistant (Employment) III	16.84
01264 - Personnel Assistant (Employment) IV	18.43
01270 - Production Control Clerk	17.62
01290 - Rental Clerk	14.95
01300 - Scheduler, Maintenance	14.98
01311 - Secretary I	14.98
01312 - Secretary II	18.40
01313 - Secretary III	20.12
01314 - Secretary IV	22.59
01315 - Secretary V	25.03
01320 - Service Order Dispatcher	14.72
01341 - Stenographer I	12.38
01342 - Stenographer II	14.53
01400 - Supply Technician	22.59
01420 - Survey Worker (Interviewer)	16.80
01460 - Switchboard Operator-Receptionist	13.33
01510 - Test Examiner	18.40
01520 - Test Proctor	18.40
01531 - Travel Clerk I	10.92
01532 - Travel Clerk II	11.53
01533 - Travel Clerk III	12.24

01611 - Word Processor I	13.42
01612 - Word Processor II	16.35
01613 - Word Processor III	17.07

03000 - Automatic Data Processing Occupations

03010 - Computer Data Librarian	14.72
03041 - Computer Operator I	14.72
03042 - Computer Operator II	16.80
03043 - Computer Operator III	18.43
03044 - Computer Operator IV	20.68
03045 - Computer Operator V	22.90
03071 - Computer Programmer I (1)	17.08
03072 - Computer Programmer II (1)	21.16
03073 - Computer Programmer III (1)	26.86
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	14.72

05000 - Automotive Service Occupations

05005 - Automotive Body Repairer, Fiberglass	18.92
05010 - Automotive Glass Installer	19.28
05040 - Automotive Worker	19.28
05070 - Electrician, Automotive	20.50
05100 - Mobile Equipment Servicer	17.59
05130 - Motor Equipment Metal Mechanic	20.91
05160 - Motor Equipment Metal Worker	19.28
05190 - Motor Vehicle Mechanic	21.08
05220 - Motor Vehicle Mechanic Helper	16.32
05250 - Motor Vehicle Upholstery Worker	18.48
05280 - Motor Vehicle Wrecker	19.28
05310 - Painter, Automotive	20.11
05340 - Radiator Repair Specialist	19.28
05370 - Tire Repairer	13.98
05400 - Transmission Repair Specialist	20.91

07000 - Food Preparation and Service Occupations

(not set) - Food Service Worker	9.22
07010 - Baker	14.36
07041 - Cook I	13.10
07042 - Cook II	14.36
07070 - Dishwasher	9.22
07130 - Meat Cutter	14.36
07250 - Waiter/Waitress	10.26

09000 - Furniture Maintenance and Repair Occupations

09010 - Electrostatic Spray Painter	18.04
09040 - Furniture Handler	11.33
09070 - Furniture Refinisher	16.51
09100 - Furniture Refinisher Helper	13.51
09110 - Furniture Repairer, Minor	15.82
09130 - Upholsterer	16.51

11030 - General Services and Support Occupations

11030 - Cleaner, Vehicles	10.50
11060 - Elevator Operator	9.96

11090 - Gardener	15.07
11121 - House Keeping Aid I	8.97
11122 - House Keeping Aid II	9.96
11150 - Janitor	9.96
11210 - Laborer, Grounds Maintenance	11.80
11240 - Maid or Houseman	8.97
11270 - Pest Controller	13.78
11300 - Refuse Collector	12.83
11330 - Tractor Operator	15.38
11360 - Window Cleaner	11.23

12000 - Health Occupations

12020 - Dental Assistant	14.14
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	16.23
12071 - Licensed Practical Nurse I	15.19
12072 - Licensed Practical Nurse II	17.06
12073 - Licensed Practical Nurse III	17.06
12100 - Medical Assistant	12.17
12130 - Medical Laboratory Technician	14.53
12160 - Medical Record Clerk	12.34
12190 - Medical Record Technician	14.88
12221 - Nursing Assistant I	8.48
12222 - Nursing Assistant II	9.54
12223 - Nursing Assistant III	10.41
12224 - Nursing Assistant IV	11.69
12250 - Pharmacy Technician	14.72
12280 - Phlebotomist	13.04
12311 - Registered Nurse I	24.96
12312 - Registered Nurse II	30.54
12313 - Registered Nurse II, Specialist	30.54
12314 - Registered Nurse III	36.96
12315 - Registered Nurse III, Anesthetist	36.96
12316 - Registered Nurse IV	44.30

13000 - Information and Arts Occupations

13002 - Audiovisual Librarian	20.72
13011 - Exhibits Specialist I	18.71
13012 - Exhibits Specialist II	24.13
13013 - Exhibits Specialist III	29.92
13041 - Illustrator I	18.90
13042 - Illustrator II	23.40
13043 - Illustrator III	28.62
13047 - Librarian	24.72
13050 - Library Technician	14.26
13071 - Photographer I	14.36
13072 - Photographer II	17.01
13073 - Photographer III	24.13
13074 - Photographer IV	29.92
13075 - Photographer V	36.18

15000 - Laundry, Dry Cleaning, Pressing and Related Occupations

15010 - Assembler	7.99
15030 - Counter Attendant	7.99
15040 - Dry Cleaner	10.25
15070 - Finisher, Flatwork, Machine	7.99
15090 - Presser, Hand	7.99
15100 - Presser, Machine, Drycleaning	7.99
15130 - Presser, Machine, Shirts	7.99
15160 - Presser, Machine, Wearing Apparel, Laundry	7.99

15190 - Sewing Machine Operator	11.02
15220 - Tailor	11.77
15250 - Washer, Machine	8.67
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.83
19040 - Tool and Die Maker	21.70
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	17.74
21020 - Material Coordinator	16.40
21030 - Material Expediter	16.40
21040 - Material Handling Laborer	16.24
21050 - Order Filler	14.17
21071 - Forklift Operator	14.58
21080 - Production Line Worker (Food Processing)	14.58
21100 - Shipping/Receiving Clerk	12.61
21130 - Shipping Packer	12.61
21140 - Store Worker I	9.54
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.62
21210 - Tools and Parts Attendant	14.58
21400 - Warehouse Specialist	14.58
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	21.13
23040 - Aircraft Mechanic Helper	15.01
23050 - Aircraft Quality Control Inspector	21.05
23060 - Aircraft Servicer	16.99
23070 - Aircraft Worker	17.95
23100 - Appliance Mechanic	18.87
23120 - Bicycle Repairer	13.98
23125 - Cable Splicer	22.50
23130 - Carpenter, Maintenance	22.40
23140 - Carpet Layer	18.24
23160 - Electrician, Maintenance	22.33
23181 - Electronics Technician, Maintenance I	21.19
23182 - Electronics Technician, Maintenance II	22.18
23183 - Electronics Technician, Maintenance III	22.96
23260 - Fabric Worker	18.26
23290 - Fire Alarm System Mechanic	19.16
23310 - Fire Extinguisher Repairer	14.78
23340 - Fuel Distribution System Mechanic	21.08
23370 - General Maintenance Worker	15.19
23400 - Heating, Refrigeration and Air Conditioning Mechanic	18.92
23430 - Heavy Equipment Mechanic	20.00
23440 - Heavy Equipment Operator	21.76
23460 - Instrument Mechanic	19.55
23470 - Laborer	12.83
23500 - Locksmith	18.04
23530 - Machinery Maintenance Mechanic	19.97
23550 - Machinist, Maintenance	21.08
23580 - Maintenance Trades Helper	13.51
23640 - Millwright	22.04
23700 - Office Appliance Repairer	18.22
23740 - Painter, Aircraft	18.04
23760 - Painter, Maintenance	18.04
23790 - Pipefitter, Maintenance	18.92
23800 - Plumber, Maintenance	18.04
23820 - Pneudraulic Systems Mechanic	19.35

23850 - Rigger	19.72
23870 - Scale Mechanic	17.44
23890 - Sheet-Metal Worker, Maintenance	20.31
23910 - Small Engine Mechanic	16.94
23930 - Telecommunication Mechanic I	21.11
23931 - Telecommunication Mechanic II	23.23
23950 - Telephone Lineman	20.78
23960 - Welder, Combination, Maintenance	18.92
23965 - Well Driller	21.16
23970 - Woodcraft Worker	18.92
23980 - Woodworker	14.68

24000 - Personal Needs Occupations

24570 - Child Care Attendant	11.03
24580 - Child Care Center Clerk	13.77
24600 - Chore Aid	8.18
24630 - Homemaker	14.92

25000 - Plant and System Operation Occupations

25010 - Boiler Tender	22.20
25040 - Sewage Plant Operator	25.28
25070 - Stationary Engineer	23.94
25190 - Ventilation Equipment Tender	17.00
25210 - Water Treatment Plant Operator	25.23

27000 - Protective Service Occupations

(not set) - Police Officer	30.60
27004 - Alarm Monitor	10.89
27006 - Corrections Officer	23.51
27010 - Court Security Officer	24.00
27040 - Detention Officer	23.51
27070 - Firefighter	19.82
27101 - Guard I	9.76
27102 - Guard II	10.89

28000 - Stevedoring/Longshoremen Occupations

28010 - Blocker and Bracer	18.63
28020 - Hatch Tender	18.63
28030 - Line Handler	18.63
28040 - Stevedore I	17.40
28050 - Stevedore II	20.46

29000 - Technical Occupations

21150 - Graphic Artist	22.59
29010 - Air Traffic Control Specialist, Center (2)	31.95
29011 - Air Traffic Control Specialist, Station (2)	22.03
29012 - Air Traffic Control Specialist, Terminal (2)	24.27
29023 - Archeological Technician I	19.28
29024 - Archeological Technician II	20.02
29025 - Archeological Technician III	26.71
29030 - Cartographic Technician	28.38
29035 - Computer Based Training (CBT) Specialist/ Instructor	30.38
29040 - Civil Engineering Technician	21.94
29061 - Drafter I	17.27
29062 - Drafter II	19.39
29063 - Drafter III	23.12
29064 - Drafter IV	28.38

29081 - Engineering Technician I	15.16
29082 - Engineering Technician II	17.01
29083 - Engineering Technician III	19.03
29084 - Engineering Technician IV	23.57
29085 - Engineering Technician V	28.83
29086 - Engineering Technician VI	34.89
29090 - Environmental Technician	20.99
29100 - Flight Simulator/Instructor (Pilot)	33.42
29160 - Instructor	22.59
29210 - Laboratory Technician	17.17
29240 - Mathematical Technician	26.40
29361 - Paralegal/Legal Assistant I	18.44
29362 - Paralegal/Legal Assistant II	21.50
29363 - Paralegal/Legal Assistant III	26.28
29364 - Paralegal/Legal Assistant IV	31.81
29390 - Photooptics Technician	22.96
29480 - Technical Writer	26.17
29491 - Unexploded Ordnance (UXO) Technician I	20.98
29492 - Unexploded Ordnance (UXO) Technician II	25.39
29493 - Unexploded Ordnance (UXO) Technician III	30.43
29494 - Unexploded (UXO) Safety Escort	20.98
29495 - Unexploded (UXO) Sweep Personnel	20.98
29620 - Weather Observer, Senior (3)	20.02
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	18.03
29622 - Weather Observer, Upper Air (3)	18.03

31000 - Transportation/ Mobile Equipment Operation Occupations

31030 - Bus Driver	17.05
31260 - Parking and Lot Attendant	8.11
31290 - Shuttle Bus Driver	12.01
31300 - Taxi Driver	10.58
31361 - Truckdriver, Light Truck	11.70
31362 - Truckdriver, Medium Truck	18.07
31363 - Truckdriver, Heavy Truck	19.23
31364 - Truckdriver, Tractor-Trailer	19.23

99000 - Miscellaneous Occupations

99020 - Animal Caretaker	11.23
99030 - Cashier	12.11
99041 - Carnival Equipment Operator	12.16
99042 - Carnival Equipment Repairer	13.10
99043 - Carnival Worker	9.22
99050 - Desk Clerk	11.25
99095 - Embalmer	18.21
99300 - Lifeguard	11.03
99310 - Mortician	23.19
99350 - Park Attendant (Aide)	13.85
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.38
99500 - Recreation Specialist	14.92
99510 - Recycling Worker	16.92
99610 - Sales Clerk	11.39
99620 - School Crossing Guard (Crosswalk Attendant)	9.22
99630 - Sport Official	11.03
99658 - Survey Party Chief (Chief of Party)	22.35
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	16.19
99660 - Surveying Aide	11.80
99690 - Swimming Pool Operator	15.14
99720 - Vending Machine Attendant	12.82
99730 - Vending Machine Repairer	15.14
99740 - Vending Machine Repairer Helper	12.82

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $2.59 per hour computed on the basis of all hours worked by service employees employed on the contract.

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

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

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

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

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

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

**** UNIFORM ALLOWANCE ****

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

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

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

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

6) The contractor informs the affected employees.

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

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

94-2062 CA,SAN JOSE 06/22/04
FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

William W.Gross
Director

Division of
Wage Determinations

WASHINGTON D.C. 20210

Wage Determination No.: **1994-2062**
Revision No.: **17**
Date Of Last Revision: **06/17/2004**

State: **California**

Area: California Counties of **Santa Clara**, Santa Cruz

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	12.96
01012 - Accounting Clerk II	14.14
01013 - Accounting Clerk III	15.93
01014 - Accounting Clerk IV	18.53
01030 - Court Reporter	20.19
01050 - Dispatcher, Motor Vehicle	16.67
01060 - Document Preparation Clerk	15.45
01070 - Messenger (Courier)	12.34
01090 - Duplicating Machine Operator	15.45
01110 - Film/Tape Librarian	15.40
01115 - General Clerk I	12.21
01116 - General Clerk II	13.71
01117 - General Clerk III	15.48
01118 - General Clerk IV	16.99
01120 - Housing Referral Assistant	22.50
01131 - Key Entry Operator I	12.88
01132 - Key Entry Operator II	15.55
01191 - Order Clerk I	14.83
01192 - Order Clerk II	16.18
01261 - Personnel Assistant (Employment) I	13.55
01262 - Personnel Assistant (Employment) II	15.20
01263 - Personnel Assistant (Employment) III	17.55
01264 - Personnel Assistant (Employment) IV	20.41
01270 - Production Control Clerk	19.88
01290 - Rental Clerk	13.30
01300 - Scheduler, Maintenance	16.07
01311 - Secretary I	16.09
01312 - Secretary II	20.19
01313 - Secretary III	22.50
01314 - Secretary IV	26.11
01315 - Secretary V	29.33
01320 - Service Order Dispatcher	13.30
01341 - Stenographer I	14.32
01342 - Stenographer II	16.14
01400 - Supply Technician	26.11
01420 - Survey Worker (Interviewer)	13.51
01460 - Switchboard Operator-Receptionist	12.81
01510 - Test Examiner	20.19
01520 - Test Proctor	20.19
01531 - Travel Clerk I	12.92
01532 - Travel Clerk II	14.07
01533 - Travel Clerk III	15.18

01611 - Word Processor I	15.27
01612 - Word Processor II	17.15
01613 - Word Processor III	19.18

03000 - Automatic Data Processing Occupations

03010 - Computer Data Librarian	15.93
03041 - Computer Operator I	15.93
03042 - Computer Operator II	17.88
03043 - Computer Operator III	21.13
03044 - Computer Operator IV	23.59
03045 - Computer Operator V	26.13
03071 - Computer Programmer I (1)	19.56
03072 - Computer Programmer II (1)	25.48
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	26.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	15.93

05000 - Automotive Service Occupations

05005 - Automotive Body Repairer, Fiberglass	19.80
05010 - Automotive Glass Installer	17.72
05040 - Automotive Worker	19.41
05070 - Electrician, Automotive	20.32
05100 - Mobile Equipment Servicer	17.66
05130 - Motor Equipment Metal Mechanic	21.21
05160 - Motor Equipment Metal Worker	19.41
05190 - Motor Vehicle Mechanic	21.21
05220 - Motor Vehicle Mechanic Helper	16.73
05250 - Motor Vehicle Upholstery Worker	18.55
05280 - Motor Vehicle Wrecker	19.41
05310 - Painter, Automotive	20.32
05340 - Radiator Repair Specialist	19.41
05370 - Tire Repairer	14.48
05400 - Transmission Repair Specialist	21.21

07000 - Food Preparation and Service Occupations

(not set) - Food Service Worker	10.27
07010 - Baker	12.55
07041 - Cook I	13.37
07042 - Cook II	14.74
07070 - Dishwasher	9.34
07130 - Meat Cutter	17.14
07250 - Waiter/Waitress	9.68

09000 - Furniture Maintenance and Repair Occupations

09010 - Electrostatic Spray Painter	20.21
09040 - Furniture Handler	14.58
09070 - Furniture Refinisher	20.21
09100 - Furniture Refinisher Helper	16.64
09110 - Furniture Repairer, Minor	18.45
09130 - Upholsterer	20.21

11030 - General Services and Support Occupations

11030 - Cleaner, Vehicles	9.47
11060 - Elevator Operator	10.27

11090 - Gardener	14.75
11121 - House Keeping Aid I	10.37
11122 - House Keeping Aid II	10.37
11150 - Janitor	11.30
11210 - Laborer, Grounds Maintenance	12.24
11240 - Maid or Houseman	10.37
11270 - Pest Controller	15.19
11300 - Refuse Collector	11.30
11330 - Tractor Operator	13.99
11360 - Window Cleaner	12.24

12000 - Health Occupations

12020 - Dental Assistant	16.59
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	15.69
12071 - Licensed Practical Nurse I	13.06
12072 - Licensed Practical Nurse II	14.65
12073 - Licensed Practical Nurse III	16.40
12100 - Medical Assistant	14.65
12130 - Medical Laboratory Technician	14.65
12160 - Medical Record Clerk	14.65
12190 - Medical Record Technician	17.92
12221 - Nursing Assistant I	10.42
12222 - Nursing Assistant II	11.72
12223 - Nursing Assistant III	12.79
12224 - Nursing Assistant IV	14.35
12250 - Pharmacy Technician	15.25
12280 - Phlebotomist	14.35
12311 - Registered Nurse I	21.81
12312 - Registered Nurse II	26.66
12313 - Registered Nurse II, Specialist	26.66
12314 - Registered Nurse III	32.25
12315 - Registered Nurse III, Anesthetist	32.25
12316 - Registered Nurse IV	38.68

13000 - Information and Arts Occupations

13002 - Audiovisual Librarian	21.77
13011 - Exhibits Specialist I	21.72
13012 - Exhibits Specialist II	23.68
13013 - Exhibits Specialist III	28.90
13041 - Illustrator I	21.68
13042 - Illustrator II	23.58
13043 - Illustrator III	28.84
13047 - Librarian	28.15
13050 - Library Technician	16.36
13071 - Photographer I	16.49
13072 - Photographer II	19.73
13073 - Photographer III	21.47
13074 - Photographer IV	26.25
13075 - Photographer V	31.76

15000 - Laundry, Dry Cleaning, Pressing and Related Occupations

15010 - Assembler	8.87
15030 - Counter Attendant	8.87
15040 - Dry Cleaner	11.86
15070 - Finisher, Flatwork, Machine	8.87
15090 - Presser, Hand	8.87
15100 - Presser, Machine, Drycleaning	8.87
15130 - Presser, Machine, Shirts	8.87
15160 - Presser, Machine, Wearing Apparel, Laundry	8.87

15190 - Sewing Machine Operator	12.93
15220 - Tailor	13.99
15250 - Washer, Machine	9.96

19000 - Machine Tool Operation and Repair Occupations

19010 - Machine-Tool Operator (Toolroom)	21.96
19040 - Tool and Die Maker	25.80

21000 - Material Handling and Packing Occupations

21010 - Fuel Distribution System Operator	17.58
21020 - Material Coordinator	19.76
21030 - Material Expediter	19.76
21040 - Material Handling Laborer	12.69
21050 - Order Filler	13.89
21071 - Forklift Operator	15.40
21080 - Production Line Worker (Food Processing)	15.40
21100 - Shipping/Receiving Clerk	14.40
21130 - Shipping Packer	13.18
21140 - Store Worker I	11.54
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	15.84
21210 - Tools and Parts Attendant	15.40
21400 - Warehouse Specialist	15.40

23000 - Mechanics and Maintenance and Repair Occupations

23010 - Aircraft Mechanic	23.05
23040 - Aircraft Mechanic Helper	17.11
23050 - Aircraft Quality Control Inspector	23.72
23060 - Aircraft Servicer	19.26
23070 - Aircraft Worker	20.43
23100 - Appliance Mechanic	21.37
23120 - Bicycle Repairer	15.44
23125 - Cable Splicer	22.77
23130 - Carpenter, Maintenance	22.77
23140 - Carpet Layer	20.43
23160 - Electrician, Maintenance	26.69
23181 - Electronics Technician, Maintenance I	16.91
23182 - Electronics Technician, Maintenance II	23.11
23183 - Electronics Technician, Maintenance III	26.61
23260 - Fabric Worker	19.26
23290 - Fire Alarm System Mechanic	22.77
23310 - Fire Extinguisher Repairer	18.05
23340 - Fuel Distribution System Mechanic	24.66
23370 - General Maintenance Worker	15.09
23400 - Heating, Refrigeration and Air Conditioning Mechanic	23.89
23430 - Heavy Equipment Mechanic	23.16
23440 - Heavy Equipment Operator	24.17
23460 - Instrument Mechanic	22.77
23470 - Laborer	12.42
23500 - Locksmith	23.76
23530 - Machinery Maintenance Mechanic	23.22
23550 - Machinist, Maintenance	24.33
23580 - Maintenance Trades Helper	16.64
23640 - Millwright	24.42
23700 - Office Appliance Repairer	21.60
23740 - Painter, Aircraft	21.32
23760 - Painter, Maintenance	20.21
23790 - Pipefitter, Maintenance	25.53
23800 - Plumber, Maintenance	24.44
23820 - Pneudraulic Systems Mechanic	22.77

23850 - Rigger	21.10
23870 - Scale Mechanic	20.43
23890 - Sheet-Metal Worker, Maintenance	23.88
23910 - Small Engine Mechanic	19.31
23930 - Telecommunication Mechanic I	22.32
23931 - Telecommunication Mechanic II	23.87
23950 - Telephone Lineman	22.26
23960 - Welder, Combination, Maintenance	21.10
23965 - Well Driller	22.77
23970 - Woodcraft Worker	22.77
23980 - Woodworker	17.58

24000 - Personal Needs Occupations

24570 - Child Care Attendant	9.19
24580 - Child Care Center Clerk	10.41
24600 - Chore Aid	9.46
24630 - Homemaker	11.98

25000 - Plant and System Operation Occupations

25010 - Boiler Tender	27.96
25040 - Sewage Plant Operator	23.09
25070 - Stationary Engineer	26.39
25190 - Ventilation Equipment Tender	19.88
25210 - Water Treatment Plant Operator	22.43

27000 - Protective Service Occupations

(not set) - Police Officer	34.49
27004 - Alarm Monitor	12.18
27006 - Corrections Officer	26.05
27010 - Court Security Officer	29.27
27040 - Detention Officer	26.05
27070 - Firefighter	27.28
27101 - Guard I	11.37
27102 - Guard II	12.72

28000 - Stevedoring/Longshoremen Occupations

28010 - Blocker and Bracer	17.22
28020 - Hatch Tender	17.22
28030 - Line Handler	17.22
28040 - Stevedore I	16.46
28050 - Stevedore II	18.00

29000 - Technical Occupations

21150 - Graphic Artist	26.12
29010 - Air Traffic Control Specialist, Center (2)	34.16
29011 - Air Traffic Control Specialist, Station (2)	23.55
29012 - Air Traffic Control Specialist, Terminal (2)	25.95
29023 - Archeological Technician I	13.37
29024 - Archeological Technician II	14.95
29025 - Archeological Technician III	18.52
29030 - Cartographic Technician	20.37
29035 - Computer Based Training (CBT) Specialist/ Instructor	28.15
29040 - Civil Engineering Technician	22.41
29061 - Drafter I	16.50
29062 - Drafter II	18.52
29063 - Drafter III	22.19
29064 - Drafter IV	24.13

29081 - Engineering Technician I	15.61
29082 - Engineering Technician II	18.23
29083 - Engineering Technician III	20.63
29084 - Engineering Technician IV	25.27
29085 - Engineering Technician V	30.91
29086 - Engineering Technician VI	35.02
29090 - Environmental Technician	22.94
29100 - Flight Simulator/Instructor (Pilot)	31.53
29160 - Instructor	25.45
29210 - Laboratory Technician	18.11
29240 - Mathematical Technician	24.95
29361 - Paralegal/Legal Assistant I	20.32
29362 - Paralegal/Legal Assistant II	23.04
29363 - Paralegal/Legal Assistant III	28.08
29364 - Paralegal/Legal Assistant IV	34.06
29390 - Photooptics Technician	22.54
29480 - Technical Writer	31.70
29491 - Unexploded Ordnance (UXO) Technician I	21.71
29492 - Unexploded Ordnance (UXO) Technician II	26.26
29493 - Unexploded Ordnance (UXO) Technician III	31.48
29494 - Unexploded (UXO) Safety Escort	21.71
29495 - Unexploded (UXO) Sweep Personnel	21.71
29620 - Weather Observer, Senior (3)	21.48
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	19.35
29622 - Weather Observer, Upper Air (3)	19.35

31000 - Transportation/ Mobile Equipment Operation Occupations

31030 - Bus Driver	11.81
31260 - Parking and Lot Attendant	8.35
31290 - Shuttle Bus Driver	11.24
31300 - Taxi Driver	10.64
31361 - Truckdriver, Light Truck	12.20
31362 - Truckdriver, Medium Truck	12.82
31363 - Truckdriver, Heavy Truck	20.16
31364 - Truckdriver, Tractor-Trailer	20.16

99000 - Miscellaneous Occupations

99020 - Animal Caretaker	10.13
99030 - Cashier	8.15
99041 - Carnival Equipment Operator	13.09
99042 - Carnival Equipment Repairer	13.81
99043 - Carnival Worker	10.58
99050 - Desk Clerk	9.19
99095 - Embalmer	21.71
99300 - Lifeguard	8.17
99310 - Mortician	21.71
99350 - Park Attendant (Aide)	10.29
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.17
99500 - Recreation Specialist	12.63
99510 - Recycling Worker	13.98
99610 - Sales Clerk	8.17
99620 - School Crossing Guard (Crosswalk Attendant)	9.74
99630 - Sport Official	8.17
99658 - Survey Party Chief (Chief of Party)	14.75
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	9.35
99660 - Surveying Aide	7.41
99690 - Swimming Pool Operator	14.48
99720 - Vending Machine Attendant	12.47
99730 - Vending Machine Repairer	14.48
99740 - Vending Machine Repairer Helper	12.47

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $2.59 per hour computed on the basis of all hours worked by service employees employed on the contract.

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

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

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

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

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

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

**** UNIFORM ALLOWANCE ****

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

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

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

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

6) The contractor informs the affected employees.

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

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

94-2064 CA,SANTA BARBARA 11/16/04
FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

William W.Gross
Director

Division of
Wage Determinations

WASHINGTON D.C. 20210

Wage Determination No.: **1994-2064**
Revision No.: **19**
Date Of Last Revision: **11/10/2004**

State: **California**

Area: California Counties of San Luis Obispo, **Santa Barbara**

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.25
01012 - Accounting Clerk II	12.85
01013 - Accounting Clerk III	15.10
01014 - Accounting Clerk IV	16.87
01030 - Court Reporter	16.95
01050 - Dispatcher, Motor Vehicle	15.57
01060 - Document Preparation Clerk	11.67
01070 - Messenger (Courier)	11.52
01090 - Duplicating Machine Operator	11.67
01110 - Film/Tape Librarian	14.68
01115 - General Clerk I	10.50
01116 - General Clerk II	11.66
01117 - General Clerk III	14.08
01118 - General Clerk IV	16.03
01120 - Housing Referral Assistant	19.13
01131 - Key Entry Operator I	12.62
01132 - Key Entry Operator II	14.25
01191 - Order Clerk I	10.75
01192 - Order Clerk II	12.29
01261 - Personnel Assistant (Employment) I	14.23
01262 - Personnel Assistant (Employment) II	16.01
01263 - Personnel Assistant (Employment) III	17.48
01264 - Personnel Assistant (Employment) IV	19.59
01270 - Production Control Clerk	17.68
01290 - Rental Clerk	11.42
01300 - Scheduler, Maintenance	14.39
01311 - Secretary I	14.36
01312 - Secretary II	15.97
01313 - Secretary III	19.13
01314 - Secretary IV	20.47
01315 - Secretary V	21.85
01320 - Service Order Dispatcher	14.87
01341 - Stenographer I	14.20
01342 - Stenographer II	16.41
01400 - Supply Technician	20.31
01420 - Survey Worker (Interviewer)	17.33
01460 - Switchboard Operator-Receptionist	11.17
01510 - Test Examiner	15.97
01520 - Test Proctor	15.97
01531 - Travel Clerk I	10.44
01532 - Travel Clerk II	10.99
01533 - Travel Clerk III	11.67

01611 - Word Processor I	12.99
01612 - Word Processor II	15.63
01613 - Word Processor III	16.40

03000 - Automatic Data Processing Occupations

03010 - Computer Data Librarian	14.36
03041 - Computer Operator I	12.57
03042 - Computer Operator II	17.19
03043 - Computer Operator III	19.08
03044 - Computer Operator IV	21.18
03045 - Computer Operator V	23.51
03071 - Computer Programmer I (1)	17.86
03072 - Computer Programmer II (1)	24.33
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	12.57

05000 - Automotive Service Occupations

05005 - Automotive Body Repairer, Fiberglass	22.41
05010 - Automotive Glass Installer	17.70
05040 - Automotive Worker	17.70
05070 - Electrician, Automotive	18.48
05100 - Mobile Equipment Servicer	16.12
05130 - Motor Equipment Metal Mechanic	19.23
05160 - Motor Equipment Metal Worker	17.70
05190 - Motor Vehicle Mechanic	18.35
05220 - Motor Vehicle Mechanic Helper	13.96
05250 - Motor Vehicle Upholstery Worker	16.83
05280 - Motor Vehicle Wrecker	17.70
05310 - Painter, Automotive	18.48
05340 - Radiator Repair Specialist	17.70
05370 - Tire Repairer	14.15
05400 - Transmission Repair Specialist	17.48

07000 - Food Preparation and Service Occupations

(not set) - Food Service Worker	9.00
07010 - Baker	13.21
07041 - Cook I	12.02
07042 - Cook II	13.21
07070 - Dishwasher	9.00
07130 - Meat Cutter	16.94
07250 - Waiter/Waitress	9.95

09000 - Furniture Maintenance and Repair Occupations

09010 - Electrostatic Spray Painter	16.80
09040 - Furniture Handler	12.16
09070 - Furniture Refinisher	18.37
09100 - Furniture Refinisher Helper	14.84
09110 - Furniture Repairer, Minor	16.80
09130 - Upholsterer	18.37

11030 - General Services and Support Occupations

11030 - Cleaner, Vehicles	9.00
11060 - Elevator Operator	11.10

11090 - Gardener	14.05
11121 - House Keeping Aid I	8.11
11122 - House Keeping Aid II	9.22
11150 - Janitor	10.77
11210 - Laborer, Grounds Maintenance	11.64
11240 - Maid or Houseman	8.11
11270 - Pest Controller	15.43
11300 - Refuse Collector	15.84
11330 - Tractor Operator	13.38
11360 - Window Cleaner	11.91

12000 - Health Occupations

12020 - Dental Assistant	16.59
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.10
12071 - Licensed Practical Nurse I	14.44
12072 - Licensed Practical Nurse II	16.20
12073 - Licensed Practical Nurse III	18.13
12100 - Medical Assistant	14.19
12130 - Medical Laboratory Technician	12.90
12160 - Medical Record Clerk	12.90
12190 - Medical Record Technician	13.53
12221 - Nursing Assistant I	8.31
12222 - Nursing Assistant II	9.35
12223 - Nursing Assistant III	10.20
12224 - Nursing Assistant IV	11.44
12250 - Pharmacy Technician	14.16
12280 - Phlebotomist	11.58
12311 - Registered Nurse I	21.37
12312 - Registered Nurse II	26.13
12313 - Registered Nurse II, Specialist	26.13
12314 - Registered Nurse III	31.59
12315 - Registered Nurse III, Anesthetist	31.59
12316 - Registered Nurse IV	37.87

13000 - Information and Arts Occupations

13002 - Audiovisual Librarian	22.59
13011 - Exhibits Specialist I	18.24
13012 - Exhibits Specialist II	22.77
13013 - Exhibits Specialist III	27.23
13041 - Illustrator I	18.24
13042 - Illustrator II	22.59
13043 - Illustrator III	25.34
13047 - Librarian	22.70
13050 - Library Technician	14.65
13071 - Photographer I	15.22
13072 - Photographer II	17.01
13073 - Photographer III	21.69
13074 - Photographer IV	24.47
13075 - Photographer V	29.01

15000 - Laundry, Dry Cleaning, Pressing and Related Occupations

15010 - Assembler	7.87
15030 - Counter Attendant	7.87
15040 - Dry Cleaner	9.56
15070 - Finisher, Flatwork, Machine	8.30
15090 - Presser, Hand	8.30
15100 - Presser, Machine, Drycleaning	8.25
15130 - Presser, Machine, Shirts	8.30
15160 - Presser, Machine, Wearing Apparel, Laundry	8.30

15190 - Sewing Machine Operator	10.13
15220 - Tailor	12.02
15250 - Washer, Machine	8.36

19000 - Machine Tool Operation and Repair Occupations

19010 - Machine-Tool Operator (Toolroom)	18.22
19040 - Tool and Die Maker	21.53

21000 - Material Handling and Packing Occupations

21010 - Fuel Distribution System Operator	17.65
21020 - Material Coordinator	17.11
21030 - Material Expediter	17.68
21040 - Material Handling Laborer	11.90
21050 - Order Filler	13.74
21071 - Forklift Operator	14.52
21080 - Production Line Worker (Food Processing)	14.84
21100 - Shipping/Receiving Clerk	12.17
21130 - Shipping Packer	12.83
21140 - Store Worker I	9.50
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.12
21210 - Tools and Parts Attendant	14.84
21400 - Warehouse Specialist	14.52

23000 - Mechanics and Maintenance and Repair Occupations

23010 - Aircraft Mechanic	22.11
23040 - Aircraft Mechanic Helper	16.84
23050 - Aircraft Quality Control Inspector	23.03
23060 - Aircraft Servicer	19.44
23070 - Aircraft Worker	20.34
23100 - Appliance Mechanic	18.48
23120 - Bicycle Repairer	14.15
23125 - Cable Splicer	23.00
23130 - Carpenter, Maintenance	23.31
23140 - Carpet Layer	19.06
23160 - Electrician, Maintenance	23.91
23181 - Electronics Technician, Maintenance I	21.14
23182 - Electronics Technician, Maintenance II	23.05
23183 - Electronics Technician, Maintenance III	25.80
23260 - Fabric Worker	19.44
23290 - Fire Alarm System Mechanic	22.11
23310 - Fire Extinguisher Repairer	18.35
23340 - Fuel Distribution System Mechanic	23.13
23370 - General Maintenance Worker	17.70
23400 - Heating, Refrigeration and Air Conditioning Mechanic	20.04
23430 - Heavy Equipment Mechanic	19.44
23440 - Heavy Equipment Operator	23.98
23460 - Instrument Mechanic	22.11
23470 - Laborer	10.36
23500 - Locksmith	20.21
23530 - Machinery Maintenance Mechanic	23.06
23550 - Machinist, Maintenance	18.84
23580 - Maintenance Trades Helper	13.96
23640 - Millwright	22.11
23700 - Office Appliance Repairer	21.26
23740 - Painter, Aircraft	21.26
23760 - Painter, Maintenance	16.80
23790 - Pipefitter, Maintenance	24.20
23800 - Plumber, Maintenance	23.24
23820 - Pneudraulic Systems Mechanic	22.11

23850 - Rigger	22.11
23870 - Scale Mechanic	20.34
23890 - Sheet-Metal Worker, Maintenance	19.43
23910 - Small Engine Mechanic	20.34
23930 - Telecommunication Mechanic I	20.91
23931 - Telecommunication Mechanic II	21.52
23950 - Telephone Lineman	20.91
23960 - Welder, Combination, Maintenance	17.48
23965 - Well Driller	23.00
23970 - Woodcraft Worker	22.11
23980 - Woodworker	16.75
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.52
24580 - Child Care Center Clerk	13.83
24600 - Chore Aid	10.21
24630 - Homemaker	15.36
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	22.11
25040 - Sewage Plant Operator	21.11
25070 - Stationary Engineer	22.11
25190 - Ventilation Equipment Tender	16.84
25210 - Water Treatment Plant Operator	21.26
27000 - Protective Service Occupations	
(not set) - Police Officer	27.79
27004 - Alarm Monitor	14.49
27006 - Corrections Officer	23.42
27010 - Court Security Officer	23.42
27040 - Detention Officer	23.42
27070 - Firefighter	21.08
27101 - Guard I	9.92
27102 - Guard II	10.55
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	20.34
28020 - Hatch Tender	19.84
28030 - Line Handler	19.84
28040 - Stevedore I	19.44
28050 - Stevedore II	21.26
29000 - Technical Occupations	
21150 - Graphic Artist	19.99
29010 - Air Traffic Control Specialist, Center (2)	32.22
29011 - Air Traffic Control Specialist, Station (2)	22.23
29012 - Air Traffic Control Specialist, Terminal (2)	24.48
29023 - Archeological Technician I	16.06
29024 - Archeological Technician II	17.96
29025 - Archeological Technician III	22.26
29030 - Cartographic Technician	23.79
29035 - Computer Based Training (CBT) Specialist/ Instructor	27.29
29040 - Civil Engineering Technician	21.89
29061 - Drafter I	14.51
29062 - Drafter II	16.27
29063 - Drafter III	18.23
29064 - Drafter IV	22.26

29081 - Engineering Technician I	15.37
29082 - Engineering Technician II	17.90
29083 - Engineering Technician III	19.62
29084 - Engineering Technician IV	25.16
29085 - Engineering Technician V	30.88
29086 - Engineering Technician VI	37.37
29090 - Environmental Technician	20.59
29100 - Flight Simulator/Instructor (Pilot)	27.62
29160 - Instructor	23.29
29210 - Laboratory Technician	16.90
29240 - Mathematical Technician	20.98
29361 - Paralegal/Legal Assistant I	17.50
29362 - Paralegal/Legal Assistant II	22.35
29363 - Paralegal/Legal Assistant III	27.31
29364 - Paralegal/Legal Assistant IV	33.03
29390 - Photooptics Technician	22.86
29480 - Technical Writer	25.95
29491 - Unexploded Ordnance (UXO) Technician I	20.48
29492 - Unexploded Ordnance (UXO) Technician II	24.78
29493 - Unexploded Ordnance (UXO) Technician III	29.70
29494 - Unexploded (UXO) Safety Escort	20.48
29495 - Unexploded (UXO) Sweep Personnel	20.48
29620 - Weather Observer, Senior (3)	19.54
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	17.58
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31260 - Parking and Lot Attendant	8.34
31290 - Shuttle Bus Driver	11.76
31300 - Taxi Driver	11.21
31361 - Truckdriver, Light Truck	11.76
31362 - Truckdriver, Medium Truck	16.91
31363 - Truckdriver, Heavy Truck	16.93
31364 - Truckdriver, Tractor-Trailer	16.93

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99020 - Animal Caretaker	11.35
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99041 - Carnival Equipment Operator	15.15
99042 - Carnival Equipment Repairer	15.89
99043 - Carnival Worker	10.35
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99095 - Embalmer	20.48
99300 - Lifeguard	10.76
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99350 - Park Attendant (Aide)	13.52
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	13.10
99500 - Recreation Specialist	14.57
99510 - Recycling Worker	18.34
99610 - Sales Clerk	10.57
99620 - School Crossing Guard (Crosswalk Attendant)	10.51
99630 - Sport Official	10.76
99658 - Survey Party Chief (Chief of Party)	21.88
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	19.76
99660 - Surveying Aide	14.41
99690 - Swimming Pool Operator	16.61
99720 - Vending Machine Attendant	15.10
99730 - Vending Machine Repairer	17.43
99740 - Vending Machine Repairer Helper	15.10

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**** UNIFORM ALLOWANCE ****

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

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

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

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

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

6) The contractor informs the affected employees.

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

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

94-2096 DE,LOWER EASTERN SHORE 08/10/04
FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

WASHINGTON D.C. 20210

William W.Gross
Director

Division of
Wage Determinations

Wage Determination No.: **1994-2096**
Revision No.: **15**
Date Of Last Revision: **08/05/2004**

States: Delaware, Maryland, **Virginia**

Area: Delaware County of Sussex
Maryland Counties of Somerset, Wicomico, Worcester
Virginia Counties of **Accomack**, Northampton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	9.27
01012 - Accounting Clerk II	10.19
01013 - Accounting Clerk III	12.12
01014 - Accounting Clerk IV	13.79
01030 - Court Reporter	10.82
01050 - Dispatcher, Motor Vehicle	11.44
01060 - Document Preparation Clerk	9.57
01070 - Messenger (Courier)	7.41
01090 - Duplicating Machine Operator	9.57
01110 - Film/Tape Librarian	9.90
01115 - General Clerk I	7.09
01116 - General Clerk II	7.48
01117 - General Clerk III	9.38
01118 - General Clerk IV	10.53
01120 - Housing Referral Assistant	11.76
01131 - Key Entry Operator I	9.75
01132 - Key Entry Operator II	11.54
01191 - Order Clerk I	9.28
01192 - Order Clerk II	11.24
01261 - Personnel Assistant (Employment) I	8.45
01262 - Personnel Assistant (Employment) II	9.90
01263 - Personnel Assistant (Employment) III	10.87
01264 - Personnel Assistant (Employment) IV	11.81
01270 - Production Control Clerk	13.57
01290 - Rental Clerk	9.34
01300 - Scheduler, Maintenance	9.86
01311 - Secretary I	9.86
01312 - Secretary II	10.82
01313 - Secretary III	11.76
01314 - Secretary IV	11.97
01315 - Secretary V	13.16
01320 - Service Order Dispatcher	11.39
01341 - Stenographer I	10.93
01342 - Stenographer II	12.01
01400 - Supply Technician	11.97
01420 - Survey Worker (Interviewer)	9.88
01460 - Switchboard Operator-Receptionist	8.27
01510 - Test Examiner	10.82
01520 - Test Proctor	10.82
01531 - Travel Clerk I	10.39

01532 - Travel Clerk II	11.28
01533 - Travel Clerk III	12.06
01611 - Word Processor I	9.48
01612 - Word Processor II	10.85
01613 - Word Processor III	11.90

03000 - Automatic Data Processing Occupations

03010 - Computer Data Librarian	8.77
03041 - Computer Operator I	8.28
03042 - Computer Operator II	9.90
03043 - Computer Operator III	11.98
03044 - Computer Operator IV	13.41
03045 - Computer Operator V	14.75
03071 - Computer Programmer I (1)	11.67
03072 - Computer Programmer II (1)	14.41
03073 - Computer Programmer III (1)	17.21
03074 - Computer Programmer IV (1)	21.02
03101 - Computer Systems Analyst I (1)	15.59
03102 - Computer Systems Analyst II (1)	18.38
03103 - Computer Systems Analyst III (1)	21.32
03160 - Peripheral Equipment Operator	8.61

05000 - Automotive Service Occupations

05005 - Automotive Body Repairer, Fiberglass	14.32
05010 - Automotive Glass Installer	11.94
05040 - Automotive Worker	13.13
05070 - Electrician, Automotive	13.68
05100 - Mobile Equipment Servicer	10.90
05130 - Motor Equipment Metal Mechanic	14.28
05160 - Motor Equipment Metal Worker	13.13
05190 - Motor Vehicle Mechanic	14.28
05220 - Motor Vehicle Mechanic Helper	10.38
05250 - Motor Vehicle Upholstery Worker	12.53
05280 - Motor Vehicle Wrecker	13.13
05310 - Painter, Automotive	13.76
05340 - Radiator Repair Specialist	13.13
05370 - Tire Repairer	9.82
05400 - Transmission Repair Specialist	14.28

07000 - Food Preparation and Service Occupations

(not set) - Food Service Worker	7.66
07010 - Baker	9.23
07041 - Cook I	8.98
07042 - Cook II	10.14
07070 - Dishwasher	6.82
07130 - Meat Cutter	10.29
07250 - Waiter/Waitress	6.96

09000 - Furniture Maintenance and Repair Occupations

09010 - Electrostatic Spray Painter	14.42
09040 - Furniture Handler	10.11
09070 - Furniture Refinisher	13.11
09100 - Furniture Refinisher Helper	10.88
09110 - Furniture Repairer, Minor	12.01
09130 - Upholsterer	13.11

11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	8.68
11060 - Elevator Operator	8.68
11090 - Gardener	9.78
11121 - House Keeping Aid I	7.38
11122 - House Keeping Aid II	8.46
11150 - Janitor	9.00
11210 - Laborer, Grounds Maintenance	8.93
11240 - Maid or Houseman	7.81
11270 - Pest Controller	9.30
11300 - Refuse Collector	9.00
11330 - Tractor Operator	9.97
11360 - Window Cleaner	9.16
12000 - Health Occupations	
12020 - Dental Assistant	11.12
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.48
12071 - Licensed Practical Nurse I	12.12
12072 - Licensed Practical Nurse II	13.60
12073 - Licensed Practical Nurse III	15.21
12100 - Medical Assistant	11.28
12130 - Medical Laboratory Technician	11.83
12160 - Medical Record Clerk	11.83
12190 - Medical Record Technician	14.89
12221 - Nursing Assistant I	7.95
12222 - Nursing Assistant II	8.94
12223 - Nursing Assistant III	9.75
12224 - Nursing Assistant IV	10.94
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	12.36
12311 - Registered Nurse I	18.84
12312 - Registered Nurse II	23.07
12313 - Registered Nurse II, Specialist	23.07
12314 - Registered Nurse III	27.91
12315 - Registered Nurse III, Anesthetist	27.91
12316 - Registered Nurse IV	33.42
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	13.86
13011 - Exhibits Specialist I	14.64
13012 - Exhibits Specialist II	17.30
13013 - Exhibits Specialist III	21.14
13041 - Illustrator I	14.18
13042 - Illustrator II	16.16
13043 - Illustrator III	19.87
13047 - Librarian	13.21
13050 - Library Technician	10.12
13071 - Photographer I	12.10
13072 - Photographer II	14.00
13073 - Photographer III	15.95
13074 - Photographer IV	19.61
13075 - Photographer V	23.01
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.23
15030 - Counter Attendant	7.23
15040 - Dry Cleaner	8.72
15070 - Finisher, Flatwork, Machine	7.23
15090 - Presser, Hand	7.23

15100 - Presser, Machine, Drycleaning	7.23
15130 - Presser, Machine, Shirts	7.23
15160 - Presser, Machine, Wearing Apparel, Laundry	7.23
15190 - Sewing Machine Operator	9.31
15220 - Tailor	9.94
15250 - Washer, Machine	7.80

19000 - Machine Tool Operation and Repair Occupations

19010 - Machine-Tool Operator (Toolroom)	15.66
19040 - Tool and Die Maker	18.34

21000 - Material Handling and Packing Occupations

21010 - Fuel Distribution System Operator	13.84
21020 - Material Coordinator	14.12
21030 - Material Expediter	14.12
21040 - Material Handling Laborer	9.75
21050 - Order Filler	9.52
21071 - Forklift Operator	12.00
21080 - Production Line Worker (Food Processing)	11.13
21100 - Shipping/Receiving Clerk	10.69
21130 - Shipping Packer	10.69
21140 - Store Worker I	10.65
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.87
21210 - Tools and Parts Attendant	13.76
21400 - Warehouse Specialist	12.00

23000 - Mechanics and Maintenance and Repair Occupations

23010 - Aircraft Mechanic	16.39
23040 - Aircraft Mechanic Helper	13.04
23050 - Aircraft Quality Control Inspector	21.81
23060 - Aircraft Servicer	14.39
23070 - Aircraft Worker	15.07
23100 - Appliance Mechanic	13.11
23120 - Bicycle Repairer	11.05
23125 - Cable Splicer	19.03
23130 - Carpenter, Maintenance	14.00
23140 - Carpet Layer	13.84
23160 - Electrician, Maintenance	16.10
23181 - Electronics Technician, Maintenance I	13.84
23182 - Electronics Technician, Maintenance II	18.79
23183 - Electronics Technician, Maintenance III	21.16
23260 - Fabric Worker	13.93
23290 - Fire Alarm System Mechanic	16.39
23310 - Fire Extinguisher Repairer	13.39
23340 - Fuel Distribution System Mechanic	16.56
23370 - General Maintenance Worker	12.97
23400 - Heating, Refrigeration and Air Conditioning Mechanic	15.34
23430 - Heavy Equipment Mechanic	15.25
23440 - Heavy Equipment Operator	15.73
23460 - Instrument Mechanic	17.30
23470 - Laborer	9.91
23500 - Locksmith	15.70
23530 - Machinery Maintenance Mechanic	16.39
23550 - Machinist, Maintenance	15.74
23580 - Maintenance Trades Helper	10.88
23640 - Millwright	15.39
23700 - Office Appliance Repairer	15.70
23740 - Painter, Aircraft	13.29
23760 - Painter, Maintenance	13.11

23790 - Pipefitter, Maintenance	15.73
23800 - Plumber, Maintenance	16.59
23820 - Pneudraulic Systems Mechanic	16.39
23850 - Rigger	16.39
23870 - Scale Mechanic	14.91
23890 - Sheet-Metal Worker, Maintenance	15.05
23910 - Small Engine Mechanic	13.99
23930 - Telecommunication Mechanic I	16.11
23931 - Telecommunication Mechanic II	16.76
23950 - Telephone Lineman	16.11
23960 - Welder, Combination, Maintenance	13.68
23965 - Well Driller	16.31
23970 - Woodcraft Worker	16.39
23980 - Woodworker	12.82
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.45
24580 - Child Care Center Clerk	10.54
24600 - Chore Aid	6.79
24630 - Homemaker	11.71
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	15.05
25040 - Sewage Plant Operator	14.42
25070 - Stationary Engineer	15.05
25190 - Ventilation Equipment Tender	12.51
25210 - Water Treatment Plant Operator	14.74
27000 - Protective Service Occupations	
(not set) - Police Officer	16.06
27004 - Alarm Monitor	10.87
27006 - Corrections Officer	13.28
27010 - Court Security Officer	13.56
27040 - Detention Officer	13.28
27070 - Firefighter	11.86
27101 - Guard I	7.91
27102 - Guard II	9.94
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	12.86
28020 - Hatch Tender	12.86
28030 - Line Handler	12.86
28040 - Stevedore I	11.17
28050 - Stevedore II	13.41
29000 - Technical Occupations	
21150 - Graphic Artist	14.17
29010 - Air Traffic Control Specialist, Center (2)	29.55
29011 - Air Traffic Control Specialist, Station (2)	20.53
29012 - Air Traffic Control Specialist, Terminal (2)	22.56
29023 - Archeological Technician I	12.47
29024 - Archeological Technician II	13.96
29025 - Archeological Technician III	17.30
29030 - Cartographic Technician	15.73
29035 - Computer Based Training (CBT) Specialist/ Instructor	15.59
29040 - Civil Engineering Technician	15.59
29061 - Drafter I	10.85

29062 - Drafter II	13.13
29063 - Drafter III	15.19
29064 - Drafter IV	17.30
29081 - Engineering Technician I	9.92
29082 - Engineering Technician II	12.01
29083 - Engineering Technician III	13.89
29084 - Engineering Technician IV	15.83
29085 - Engineering Technician V	19.47
29086 - Engineering Technician VI	22.84
29090 - Environmental Technician	17.30
29100 - Flight Simulator/Instructor (Pilot)	18.38
29160 - Instructor	17.02
29210 - Laboratory Technician	11.30
29240 - Mathematical Technician	17.30
29361 - Paralegal/Legal Assistant I	9.90
29362 - Paralegal/Legal Assistant II	12.02
29363 - Paralegal/Legal Assistant III	14.71
29364 - Paralegal/Legal Assistant IV	17.79
29390 - Photooptics Technician	15.95
29480 - Technical Writer	17.30
29491 - Unexploded Ordnance (UXO) Technician I	19.38
29492 - Unexploded Ordnance (UXO) Technician II	23.45
29493 - Unexploded Ordnance (UXO) Technician III	28.11
29494 - Unexploded (UXO) Safety Escort	19.38
29495 - Unexploded (UXO) Sweep Personnel	19.38
29620 - Weather Observer, Senior (3)	13.65
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	11.30
29622 - Weather Observer, Upper Air (3)	11.30

31000 - Transportation/ Mobile Equipment Operation Occupations

31030 - Bus Driver	9.94
31260 - Parking and Lot Attendant	7.71
31290 - Shuttle Bus Driver	11.65
31300 - Taxi Driver	8.36
31361 - Truckdriver, Light Truck	11.65
31362 - Truckdriver, Medium Truck	12.08
31363 - Truckdriver, Heavy Truck	12.65
31364 - Truckdriver, Tractor-Trailer	14.12

99000 - Miscellaneous Occupations

99020 - Animal Caretaker	7.83
99030 - Cashier	7.57
99041 - Carnival Equipment Operator	8.09
99042 - Carnival Equipment Repairer	8.80
99043 - Carnival Worker	7.12
99050 - Desk Clerk	8.45
99095 - Embalmer	19.38
99300 - Lifeguard	9.42
99310 - Mortician	18.84
99350 - Park Attendant (Aide)	12.79
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.27
99500 - Recreation Specialist	11.71
99510 - Recycling Worker	10.23
99610 - Sales Clerk	9.25
99620 - School Crossing Guard (Crosswalk Attendant)	7.83
99630 - Sport Official	9.10
99658 - Survey Party Chief (Chief of Party)	13.79
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.38
99660 - Surveying Aide	9.04

99690 - Swimming Pool Operator	8.72
99720 - Vending Machine Attendant	8.10
99730 - Vending Machine Repairer	9.55
99740 - Vending Machine Repairer Helper	8.26

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $2.59 per hour computed on the basis of all hours worked by service employees employed on the contract.

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

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

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

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

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

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

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

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

All terms and conditions of this Collective Bargaining Agreement apply EXCLUDING Section 41.02 of this agreement.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

6) The contractor informs the affected employees.

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

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

94-2104 DC,DISTRICT-WIDE 06/22/04
FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

WASHINGTON D.C. 20210

William W.Gross
Director

Division of
Wage Determinations

Wage Determination No.: **1994-2104**
Revision No.: **23**
Date Of Last Revision: **06/11/2004**

States: **District of Columbia**, **Maryland**, Virginia

Area: **District of Columbia Statewide**
Maryland Counties of Calvert, Charles, Frederick, **Montgomery**, **Prince George's**, St Mary's
Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, King George, Loudoun, Prince William, Stafford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.73
01012 - Accounting Clerk II	12.75
01013 - Accounting Clerk III	14.49
01014 - Accounting Clerk IV	16.50
01030 - Court Reporter	16.50
01050 - Dispatcher, Motor Vehicle	16.50
01060 - Document Preparation Clerk	12.75
01070 - Messenger (Courier)	10.23
01090 - Duplicating Machine Operator	12.75
01110 - Film/Tape Librarian	14.65
01115 - General Clerk I	11.68
01116 - General Clerk II	13.72
01117 - General Clerk III	15.32
01118 - General Clerk IV	18.74
01120 - Housing Referral Assistant	19.04
01131 - Key Entry Operator I	11.73
01132 - Key Entry Operator II	12.75
01191 - Order Clerk I	14.74
01192 - Order Clerk II	16.29
01261 - Personnel Assistant (Employment) I	13.05
01262 - Personnel Assistant (Employment) II	14.49
01263 - Personnel Assistant (Employment) III	16.50
01264 - Personnel Assistant (Employment) IV	19.60
01270 - Production Control Clerk	17.82
01290 - Rental Clerk	15.42
01300 - Scheduler, Maintenance	15.26
01311 - Secretary I	15.26
01312 - Secretary II	16.56
01313 - Secretary III	19.04
01314 - Secretary IV	20.52
01315 - Secretary V	23.47
01320 - Service Order Dispatcher	15.82
01341 - Stenographer I	14.68
01342 - Stenographer II	16.47
01400 - Supply Technician	20.52
01420 - Survey Worker (Interviewer)	14.94
01460 - Switchboard Operator-Receptionist	10.96
01510 - Test Examiner	16.56

01520 - Test Proctor	16.56
01531 - Travel Clerk I	11.63
01532 - Travel Clerk II	12.49
01533 - Travel Clerk III	13.41
01611 - Word Processor I	12.75
01612 - Word Processor II	14.49
01613 - Word Processor III	16.65

03000 - Automatic Data Processing Occupations

03010 - Computer Data Librarian	14.15
03041 - Computer Operator I	14.49
03042 - Computer Operator II	16.50
03043 - Computer Operator III	18.60
03044 - Computer Operator IV	20.52
03045 - Computer Operator V	23.22
03071 - Computer Programmer I (1)	19.64
03072 - Computer Programmer II (1)	23.33
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	14.49

05000 - Automotive Service Occupations

05005 - Automotive Body Repairer, Fiberglass	22.73
05010 - Automotive Glass Installer	17.88
05040 - Automotive Worker	17.88
05070 - Electrician, Automotive	18.95
05100 - Mobile Equipment Servicer	15.69
05130 - Motor Equipment Metal Mechanic	19.98
05160 - Motor Equipment Metal Worker	17.88
05190 - Motor Vehicle Mechanic	20.07
05220 - Motor Vehicle Mechanic Helper	16.81
05250 - Motor Vehicle Upholstery Worker	17.88
05280 - Motor Vehicle Wrecker	17.88
05310 - Painter, Automotive	18.95
05340 - Radiator Repair Specialist	17.88
05370 - Tire Repairer	14.43
05400 - Transmission Repair Specialist	19.98

07000 - Food Preparation and Service Occupations

(not set) - Food Service Worker	9.01
07010 - Baker	11.87
07041 - Cook I	10.93
07042 - Cook II	12.46
07070 - Dishwasher	9.76
07130 - Meat Cutter	16.07
07250 - Waiter/Waitress	8.59

09000 - Furniture Maintenance and Repair Occupations

09010 - Electrostatic Spray Painter	18.05
09040 - Furniture Handler	12.55
09070 - Furniture Refinisher	18.05
09100 - Furniture Refinisher Helper	13.85
09110 - Furniture Repairer, Minor	16.01
09130 - Upholsterer	18.05

11030 - General Services and Support Occupations

11030 - Cleaner, Vehicles	9.67
11060 - Elevator Operator	9.79
11090 - Gardener	14.27
11121 - House Keeping Aid I	9.83
11122 - House Keeping Aid II	10.32
11150 - Janitor	10.12
11210 - Laborer, Grounds Maintenance	11.65
11240 - Maid or Houseman	9.83
11270 - Pest Controller	12.44
11300 - Refuse Collector	11.69
11330 - Tractor Operator	14.00
11360 - Window Cleaner	10.51

12000 - Health Occupations

12020 - Dental Assistant	16.90
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.39
12071 - Licensed Practical Nurse I	15.86
12072 - Licensed Practical Nurse II	17.79
12073 - Licensed Practical Nurse III	19.92
12100 - Medical Assistant	12.94
12130 - Medical Laboratory Technician	16.07
12160 - Medical Record Clerk	13.60
12190 - Medical Record Technician	14.97
12221 - Nursing Assistant I	9.31
12222 - Nursing Assistant II	10.48
12223 - Nursing Assistant III	11.94
12224 - Nursing Assistant IV	13.40
12250 - Pharmacy Technician	11.84
12280 - Phlebotomist	12.33
12311 - Registered Nurse I	24.92
12312 - Registered Nurse II	28.94
12313 - Registered Nurse II, Specialist	28.94
12314 - Registered Nurse III	34.48
12315 - Registered Nurse III, Anesthetist	34.48
12316 - Registered Nurse IV	41.33

13000 - Information and Arts Occupations

13002 - Audiovisual Librarian	20.85
13011 - Exhibits Specialist I	17.98
13012 - Exhibits Specialist II	23.33
13013 - Exhibits Specialist III	27.29
13041 - Illustrator I	18.73
13042 - Illustrator II	23.42
13043 - Illustrator III	28.82
13047 - Librarian	23.59
13050 - Library Technician	17.18
13071 - Photographer I	14.67
13072 - Photographer II	17.18
13073 - Photographer III	21.52
13074 - Photographer IV	26.05
13075 - Photographer V	29.15

15000 - Laundry, Dry Cleaning, Pressing and Related Occupations

15010 - Assembler	8.71
15030 - Counter Attendant	8.71
15040 - Dry Cleaner	10.03
15070 - Finisher, Flatwork, Machine	8.71

15090 - Presser, Hand	8.71
15100 - Presser, Machine, Drycleaning	8.71
15130 - Presser, Machine, Shirts	8.71
15160 - Presser, Machine, Wearing Apparel, Laundry	8.71
15190 - Sewing Machine Operator	10.77
15220 - Tailor	12.43
15250 - Washer, Machine	9.31
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.95
19040 - Tool and Die Maker	23.05
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	19.38
21020 - Material Coordinator	18.47
21030 - Material Expediter	18.47
21040 - Material Handling Laborer	11.50
21050 - Order Filler	13.21
21071 - Forklift Operator	14.58
21080 - Production Line Worker (Food Processing)	14.48
21100 - Shipping/Receiving Clerk	13.09
21130 - Shipping Packer	13.09
21140 - Store Worker I	9.06
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.05
21210 - Tools and Parts Attendant	16.99
21400 - Warehouse Specialist	15.76
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	22.24
23040 - Aircraft Mechanic Helper	14.71
23050 - Aircraft Quality Control Inspector	23.43
23060 - Aircraft Servicer	17.82
23070 - Aircraft Worker	18.09
23100 - Appliance Mechanic	18.95
23120 - Bicycle Repairer	14.43
23125 - Cable Splicer	24.68
23130 - Carpenter, Maintenance	18.95
23140 - Carpet Layer	17.61
23160 - Electrician, Maintenance	22.59
23181 - Electronics Technician, Maintenance I	17.65
23182 - Electronics Technician, Maintenance II	21.92
23183 - Electronics Technician, Maintenance III	23.87
23260 - Fabric Worker	16.55
23290 - Fire Alarm System Mechanic	19.98
23310 - Fire Extinguisher Repairer	15.69
23340 - Fuel Distribution System Mechanic	20.93
23370 - General Maintenance Worker	17.28
23400 - Heating, Refrigeration and Air Conditioning Mechanic	19.61
23430 - Heavy Equipment Mechanic	19.98
23440 - Heavy Equipment Operator	20.76
23460 - Instrument Mechanic	19.98
23470 - Laborer	12.97
23500 - Locksmith	18.95
23530 - Machinery Maintenance Mechanic	20.51
23550 - Machinist, Maintenance	21.52
23580 - Maintenance Trades Helper	14.54
23640 - Millwright	21.67
23700 - Office Appliance Repairer	18.95
23740 - Painter, Aircraft	21.29

23760 - Painter, Maintenance	18.95
23790 - Pipefitter, Maintenance	22.12
23800 - Plumber, Maintenance	20.99
23820 - Pneudraulic Systems Mechanic	19.98
23850 - Rigger	19.98
23870 - Scale Mechanic	17.88
23890 - Sheet-Metal Worker, Maintenance	19.98
23910 - Small Engine Mechanic	20.05
23930 - Telecommunication Mechanic I	21.35
23931 - Telecommunication Mechanic II	22.50
23950 - Telephone Lineman	20.93
23960 - Welder, Combination, Maintenance	19.98
23965 - Well Driller	19.98
23970 - Woodcraft Worker	19.98
23980 - Woodworker	15.32
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.37
24580 - Child Care Center Clerk	15.86
24600 - Chore Aid	9.29
24630 - Homemaker	16.45
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	22.20
25040 - Sewage Plant Operator	19.52
25070 - Stationary Engineer	22.20
25190 - Ventilation Equipment Tender	13.85
25210 - Water Treatment Plant Operator	19.72
27000 - Protective Service Occupations	
(not set) - Police Officer	22.74
27004 - Alarm Monitor	16.79
27006 - Corrections Officer	17.69
27010 - Court Security Officer	20.31
27040 - Detention Officer	18.29
27070 - Firefighter	20.59
27101 - Guard I	10.46
27102 - Guard II	13.78
28000 - Stevedoring/Longshoreman Occupations	
28010 - Blocker and Bracer	18.44
28020 - Hatch Tender	18.44
28030 - Line Handler	18.44
28040 - Stevedore I	17.34
28050 - Stevedore II	19.56
29000 - Technical Occupations	
21150 - Graphic Artist	20.74
29010 - Air Traffic Control Specialist, Center (2)	30.83
29011 - Air Traffic Control Specialist, Station (2)	21.26
29012 - Air Traffic Control Specialist, Terminal (2)	23.42
29023 - Archeological Technician I	15.52
29024 - Archeological Technician II	17.35
29025 - Archeological Technician III	21.94
29030 - Cartographic Technician	23.33
29035 - Computer Based Training (CBT) Specialist/ Instructor	28.42
29040 - Civil Engineering Technician	21.52

29061 - Drafter I	13.01
29062 - Drafter II	16.29
29063 - Drafter III	18.30
29064 - Drafter IV	23.33
29081 - Engineering Technician I	16.15
29082 - Engineering Technician II	18.75
29083 - Engineering Technician III	22.54
29084 - Engineering Technician IV	25.86
29085 - Engineering Technician V	31.62
29086 - Engineering Technician VI	38.26
29090 - Environmental Technician	19.29
29100 - Flight Simulator/Instructor (Pilot)	22.59
29160 - Instructor	24.57
29210 - Laboratory Technician	18.56
29240 - Mathematical Technician	23.44
29361 - Paralegal/Legal Assistant I	20.03
29362 - Paralegal/Legal Assistant II	24.82
29363 - Paralegal/Legal Assistant III	30.35
29364 - Paralegal/Legal Assistant IV	36.73
29390 - Photooptics Technician	23.33
29480 - Technical Writer	25.95
29491 - Unexploded Ordnance (UXO) Technician I	19.59
29492 - Unexploded Ordnance (UXO) Technician II	23.71
29493 - Unexploded Ordnance (UXO) Technician III	28.41
29494 - Unexploded (UXO) Safety Escort	19.59
29495 - Unexploded (UXO) Sweep Personnel	19.59
29620 - Weather Observer, Senior (3)	21.32
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	18.30
29622 - Weather Observer, Upper Air (3)	18.30

31000 - Transportation/ Mobile Equipment Operation Occupations

31030 - Bus Driver	15.95
31260 - Parking and Lot Attendant	8.62
31290 - Shuttle Bus Driver	13.45
31300 - Taxi Driver	12.09
31361 - Truckdriver, Light Truck	13.45
31362 - Truckdriver, Medium Truck	17.09
31363 - Truckdriver, Heavy Truck	18.40
31364 - Truckdriver, Tractor-Trailer	18.40

99000 - Miscellaneous Occupations

99020 - Animal Caretaker	9.53
99030 - Cashier	8.93
99041 - Carnival Equipment Operator	12.35
99042 - Carnival Equipment Repairer	13.30
99043 - Carnival Worker	8.31
99050 - Desk Clerk	9.78
99095 - Embalmer	19.04
99300 - Lifeguard	10.30
99310 - Mortician	23.79
99350 - Park Attendant (Aide)	12.93
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.11
99500 - Recreation Specialist	15.94
99510 - Recycling Worker	15.47
99610 - Sales Clerk	10.84
99620 - School Crossing Guard (Crosswalk Attendant)	11.37
99630 - Sport Official	11.24
99658 - Survey Party Chief (Chief of Party)	18.05
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	17.16
99660 - Surveying Aide	11.22

99690 - Swimming Pool Operator	13.93
99720 - Vending Machine Attendant	10.73
99730 - Vending Machine Repairer	13.93
99740 - Vending Machine Repairer Helper	11.34

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $2.59 per hour computed on the basis of all hours worked by service employees employed on the contract.

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

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

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

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

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

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

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

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

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

6) The contractor informs the affected employees.

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

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

94-2118 FL,MELBOURNE 08/17/04
FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

WASHINGTON D.C. 20210

William W.Gross
Director

Division of
Wage Determinations

Wage Determination No.: **1994-2118**
Revision No.: **23**
Date Of Last Revision: **08/06/2004**

State: **Florida**

Area: Florida Counties of **Brevard**, Indian River

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	10.76
01012 - Accounting Clerk II	12.36
01013 - Accounting Clerk III	14.60
01014 - Accounting Clerk IV	18.43
01030 - Court Reporter	13.94
01050 - Dispatcher, Motor Vehicle	13.94
01060 - Document Preparation Clerk	10.79
01070 - Messenger (Courier)	9.85
01090 - Duplicating Machine Operator	10.79
01110 - Film/Tape Librarian	11.91
01115 - General Clerk I	9.96
01116 - General Clerk II	11.21
01117 - General Clerk III	12.04
01118 - General Clerk IV	12.33
01120 - Housing Referral Assistant	15.38
01131 - Key Entry Operator I	10.05
01132 - Key Entry Operator II	11.90
01191 - Order Clerk I	9.58
01192 - Order Clerk II	12.36
01261 - Personnel Assistant (Employment) I	11.31
01262 - Personnel Assistant (Employment) II	12.81
01263 - Personnel Assistant (Employment) III	14.17
01264 - Personnel Assistant (Employment) IV	16.13
01270 - Production Control Clerk	15.83
01290 - Rental Clerk	11.89
01300 - Scheduler, Maintenance	12.94
01311 - Secretary I	12.94
01312 - Secretary II	14.23
01313 - Secretary III	15.38
01314 - Secretary IV	17.49
01315 - Secretary V	19.26
01320 - Service Order Dispatcher	12.67
01341 - Stenographer I	11.82
01342 - Stenographer II	12.67
01400 - Supply Technician	17.49
01420 - Survey Worker (Interviewer)	13.94
01460 - Switchboard Operator-Receptionist	9.20
01510 - Test Examiner	14.23
01520 - Test Proctor	14.23
01531 - Travel Clerk I	9.55
01532 - Travel Clerk II	10.34

01533 - Travel Clerk III	10.66
01611 - Word Processor I	10.82
01612 - Word Processor II	11.86
01613 - Word Processor III	13.94

03000 - Automatic Data Processing Occupations

03010 - Computer Data Librarian	13.51
03041 - Computer Operator I	13.65
03042 - Computer Operator II	14.85
03043 - Computer Operator III	16.65
03044 - Computer Operator IV	18.28
03045 - Computer Operator V	20.39
03071 - Computer Programmer I (1)	18.98
03072 - Computer Programmer II (1)	23.42
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	25.20
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	13.65

05000 - Automotive Service Occupations

05005 - Automotive Body Repairer, Fiberglass	16.63
05010 - Automotive Glass Installer	15.00
05040 - Automotive Worker	15.00
05070 - Electrician, Automotive	15.86
05100 - Mobile Equipment Servicer	13.54
05130 - Motor Equipment Metal Mechanic	16.49
05160 - Motor Equipment Metal Worker	15.00
05190 - Motor Vehicle Mechanic	16.49
05220 - Motor Vehicle Mechanic Helper	12.74
05250 - Motor Vehicle Upholstery Worker	14.48
05280 - Motor Vehicle Wrecker	15.00
05310 - Painter, Automotive	15.76
05340 - Radiator Repair Specialist	15.00
05370 - Tire Repairer	13.08
05400 - Transmission Repair Specialist	16.49

07000 - Food Preparation and Service Occupations

(not set) - Food Service Worker	8.05
07010 - Baker	11.11
07041 - Cook I	10.11
07042 - Cook II	11.11
07070 - Dishwasher	7.82
07130 - Meat Cutter	11.73
07250 - Waiter/Waitress	8.47

09000 - Furniture Maintenance and Repair Occupations

09010 - Electrostatic Spray Painter	15.76
09040 - Furniture Handler	12.39
09070 - Furniture Refinisher	15.76
09100 - Furniture Refinisher Helper	12.74
09110 - Furniture Repairer, Minor	14.28
09130 - Upholsterer	15.76

11030 - General Services and Support Occupations

11030 - Cleaner, Vehicles	8.28

11060 - Elevator Operator	8.99
11090 - Gardener	10.67
11121 - House Keeping Aid I	7.82
11122 - House Keeping Aid II	9.74
11150 - Janitor	9.20
11210 - Laborer, Grounds Maintenance	8.94
11240 - Maid or Houseman	7.29
11270 - Pest Controller	12.25
11300 - Refuse Collector	9.20
11330 - Tractor Operator	10.42
11360 - Window Cleaner	9.97

12000 - Health Occupations

12020 - Dental Assistant	12.55
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.90
12071 - Licensed Practical Nurse I	12.57
12072 - Licensed Practical Nurse II	14.11
12073 - Licensed Practical Nurse III	15.80
12100 - Medical Assistant	10.73
12130 - Medical Laboratory Technician	12.98
12160 - Medical Record Clerk	12.34
12190 - Medical Record Technician	12.93
12221 - Nursing Assistant I	8.88
12222 - Nursing Assistant II	9.98
12223 - Nursing Assistant III	10.89
12224 - Nursing Assistant IV	12.23
12250 - Pharmacy Technician	11.63
12280 - Phlebotomist	12.98
12311 - Registered Nurse I	16.91
12312 - Registered Nurse II	20.68
12313 - Registered Nurse II, Specialist	20.68
12314 - Registered Nurse III	25.04
12315 - Registered Nurse III, Anesthetist	25.04
12316 - Registered Nurse IV	30.00

13000 - Information and Arts Occupations

13002 - Audiovisual Librarian	19.38
13011 - Exhibits Specialist I	16.28
13012 - Exhibits Specialist II	19.38
13013 - Exhibits Specialist III	21.19
13041 - Illustrator I	16.29
13042 - Illustrator II	19.38
13043 - Illustrator III	21.19
13047 - Librarian	20.37
13050 - Library Technician	12.44
13071 - Photographer I	12.81
13072 - Photographer II	15.50
13073 - Photographer III	18.45
13074 - Photographer IV	20.18
13075 - Photographer V	22.30

15000 - Laundry, Dry Cleaning, Pressing and Related Occupations

15010 - Assembler	7.18
15030 - Counter Attendant	7.18
15040 - Dry Cleaner	8.58
15070 - Finisher, Flatwork, Machine	7.18
15090 - Presser, Hand	7.18
15100 - Presser, Machine, Drycleaning	7.18
15130 - Presser, Machine, Shirts	7.18

15160 - Presser, Machine, Wearing Apparel, Laundry	7.18
15190 - Sewing Machine Operator	9.14
15220 - Tailor	9.70
15250 - Washer, Machine	7.45

19000 - Machine Tool Operation and Repair Occupations

19010 - Machine-Tool Operator (Toolroom)	15.76
19040 - Tool and Die Maker	18.73

21000 - Material Handling and Packing Occupations

21010 - Fuel Distribution System Operator	14.84
21020 - Material Coordinator	16.43
21030 - Material Expediter	16.43
21040 - Material Handling Laborer	8.58
21050 - Order Filler	11.67
21071 - Forklift Operator	12.05
21080 - Production Line Worker (Food Processing)	12.68
21100 - Shipping/Receiving Clerk	11.14
21130 - Shipping Packer	11.14
21140 - Store Worker I	9.73
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	12.94
21210 - Tools and Parts Attendant	14.66
21400 - Warehouse Specialist	14.58

23000 - Mechanics and Maintenance and Repair Occupations

23010 - Aircraft Mechanic	20.04
23040 - Aircraft Mechanic Helper	14.08
23050 - Aircraft Quality Control Inspector	19.62
23060 - Aircraft Servicer	15.78
23070 - Aircraft Worker	16.57
23100 - Appliance Mechanic	15.76
23120 - Bicycle Repairer	13.08
23125 - Cable Splicer	18.14
23130 - Carpenter, Maintenance	15.76
23140 - Carpet Layer	15.19
23160 - Electrician, Maintenance	17.84
23181 - Electronics Technician, Maintenance I	18.04
23182 - Electronics Technician, Maintenance II	22.66
23183 - Electronics Technician, Maintenance III	25.45
23260 - Fabric Worker	14.28
23290 - Fire Alarm System Mechanic	16.89
23310 - Fire Extinguisher Repairer	13.54
23340 - Fuel Distribution System Mechanic	16.89
23370 - General Maintenance Worker	16.50
23400 - Heating, Refrigeration and Air Conditioning Mechanic	16.49
23430 - Heavy Equipment Mechanic	16.49
23440 - Heavy Equipment Operator	16.89
23460 - Instrument Mechanic	16.89
23470 - Laborer	11.04
23500 - Locksmith	15.76
23530 - Machinery Maintenance Mechanic	19.95
23550 - Machinist, Maintenance	17.68
23580 - Maintenance Trades Helper	12.74
23640 - Millwright	20.21
23700 - Office Appliance Repairer	15.96
23740 - Painter, Aircraft	16.73
23760 - Painter, Maintenance	15.76
23790 - Pipefitter, Maintenance	16.49
23800 - Plumber, Maintenance	15.76

23820 - Pneudraulic Systems Mechanic	16.89
23850 - Rigger	16.89
23870 - Scale Mechanic	15.00
23890 - Sheet-Metal Worker, Maintenance	16.49
23910 - Small Engine Mechanic	15.00
23930 - Telecommunication Mechanic I	18.14
23931 - Telecommunication Mechanic II	18.96
23950 - Telephone Lineman	16.89
23960 - Welder, Combination, Maintenance	16.49
23965 - Well Driller	16.89
23970 - Woodcraft Worker	16.89
23980 - Woodworker	13.54
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	7.34
24580 - Child Care Center Clerk	10.51
24600 - Chore Aid	9.57
24630 - Homemaker	12.86
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	16.89
25040 - Sewage Plant Operator	15.76
25070 - Stationary Engineer	16.89
25190 - Ventilation Equipment Tender	12.74
25210 - Water Treatment Plant Operator	16.43
27000 - Protective Service Occupations	
(not set) - Police Officer	17.21
27004 - Alarm Monitor	13.13
27006 - Corrections Officer	15.19
27010 - Court Security Officer	15.37
27040 - Detention Officer	15.19
27070 - Firefighter	15.45
27101 - Guard I	8.87
27102 - Guard II	14.23
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	16.68
28020 - Hatch Tender	15.02
28030 - Line Handler	15.02
28040 - Stevedore I	16.17
28050 - Stevedore II	17.91
29000 - Technical Occupations	
21150 - Graphic Artist	20.23
29010 - Air Traffic Control Specialist, Center (2)	29.93
29011 - Air Traffic Control Specialist, Station (2)	20.63
29012 - Air Traffic Control Specialist, Terminal (2)	22.72
29023 - Archeological Technician I	12.91
29024 - Archeological Technician II	14.67
29025 - Archeological Technician III	17.93
29030 - Cartographic Technician	19.22
29035 - Computer Based Training (CBT) Specialist/ Instructor	25.20
29040 - Civil Engineering Technician	18.33
29061 - Drafter I	10.38
29062 - Drafter II	13.34
29063 - Drafter III	16.14

29064 - Drafter IV	19.22
29081 - Engineering Technician I	10.28
29082 - Engineering Technician II	13.66
29083 - Engineering Technician III	16.53
29084 - Engineering Technician IV	19.68
29085 - Engineering Technician V	21.52
29086 - Engineering Technician VI	23.79
29090 - Environmental Technician	18.78
29100 - Flight Simulator/Instructor (Pilot)	27.62
29160 - Instructor	21.12
29210 - Laboratory Technician	17.48
29240 - Mathematical Technician	19.22
29361 - Paralegal/Legal Assistant I	12.28
29362 - Paralegal/Legal Assistant II	16.61
29363 - Paralegal/Legal Assistant III	20.31
29364 - Paralegal/Legal Assistant IV	24.59
29390 - Photooptics Technician	18.87
29480 - Technical Writer	21.58
29491 - Unexploded Ordnance (UXO) Technician I	19.02
29492 - Unexploded Ordnance (UXO) Technician II	23.01
29493 - Unexploded Ordnance (UXO) Technician III	27.58
29494 - Unexploded (UXO) Safety Escort	19.02
29495 - Unexploded (UXO) Sweep Personnel	19.02
29620 - Weather Observer, Senior (3)	18.27
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	16.45
29622 - Weather Observer, Upper Air (3)	16.45

31000 - Transportation/ Mobile Equipment Operation Occupations

31030 - Bus Driver	15.56
31260 - Parking and Lot Attendant	9.94
31290 - Shuttle Bus Driver	13.42
31300 - Taxi Driver	10.94
31361 - Truckdriver, Light Truck	13.42
31362 - Truckdriver, Medium Truck	14.16
31363 - Truckdriver, Heavy Truck	14.89
31364 - Truckdriver, Tractor-Trailer	14.89

99000 - Miscellaneous Occupations

99020 - Animal Caretaker	9.00
99030 - Cashier	7.88
99041 - Carnival Equipment Operator	11.35
99042 - Carnival Equipment Repairer	11.62
99043 - Carnival Worker	7.82
99050 - Desk Clerk	7.87
99095 - Embalmer	19.02
99300 - Lifeguard	9.99
99310 - Mortician	20.54
99350 - Park Attendant (Aide)	12.55
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.68
99500 - Recreation Specialist	14.12
99510 - Recycling Worker	12.47
99610 - Sales Clerk	9.55
99620 - School Crossing Guard (Crosswalk Attendant)	8.68
99630 - Sport Official	9.97
99658 - Survey Party Chief (Chief of Party)	14.45
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.14
99660 - Surveying Aide	9.58
99690 - Swimming Pool Operator	12.22
99720 - Vending Machine Attendant	12.03

99730 - Vending Machine Repairer	14.05
99740 - Vending Machine Repairer Helper	12.03

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $2.59 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

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

**** UNIFORM ALLOWANCE ****

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

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

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

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

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

6) The contractor informs the affected employees.

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

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

94-2234 LA,NEW ORLEANS 08/17/04
FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

William W.Gross
Director

Division of
Wage Determinations

WASHINGTON D.C. 20210

Wage Determination No.: **1994-2234**
Revision No.: **17**
Date Of Last Revision: **08/06/2004**

State: **Louisiana**

Area: Louisiana Parishes of Jefferson, Lafourche, **Orleans**, Plaquemines, Saint John The Baptist, St Bernard, St Charles, St Tammany, Terrebonne, Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	8.17
01012 - Accounting Clerk II	10.12
01013 - Accounting Clerk III	11.90
01014 - Accounting Clerk IV	14.38
01030 - Court Reporter	14.78
01050 - Dispatcher, Motor Vehicle	13.47
01060 - Document Preparation Clerk	11.67
01070 - Messenger (Courier)	9.10
01090 - Duplicating Machine Operator	11.67
01110 - Film/Tape Librarian	12.02
01115 - General Clerk I	6.02
01116 - General Clerk II	8.48
01117 - General Clerk III	9.86
01118 - General Clerk IV	11.84
01120 - Housing Referral Assistant	16.21
01131 - Key Entry Operator I	9.95
01132 - Key Entry Operator II	11.56
01191 - Order Clerk I	10.43
01192 - Order Clerk II	12.41
01261 - Personnel Assistant (Employment) I	8.44
01262 - Personnel Assistant (Employment) II	10.11
01263 - Personnel Assistant (Employment) III	13.82
01264 - Personnel Assistant (Employment) IV	14.32
01270 - Production Control Clerk	15.27
01290 - Rental Clerk	11.91
01300 - Scheduler, Maintenance	11.91
01311 - Secretary I	12.34
01312 - Secretary II	13.49
01313 - Secretary III	16.21
01314 - Secretary IV	19.66
01315 - Secretary V	22.88
01320 - Service Order Dispatcher	11.91
01341 - Stenographer I	12.21
01342 - Stenographer II	13.62
01400 - Supply Technician	19.66
01420 - Survey Worker (Interviewer)	11.88
01460 - Switchboard Operator-Receptionist	8.99
01510 - Test Examiner	13.49
01520 - Test Proctor	13.49
01531 - Travel Clerk I	10.49
01532 - Travel Clerk II	11.06

01533 - Travel Clerk III	11.67
01611 - Word Processor I	10.55
01612 - Word Processor II	12.51
01613 - Word Processor III	14.23

03000 - Automatic Data Processing Occupations

03010 - Computer Data Librarian	10.45
03041 - Computer Operator I	10.45
03042 - Computer Operator II	11.76
03043 - Computer Operator III	13.57
03044 - Computer Operator IV	15.06
03045 - Computer Operator V	16.70
03071 - Computer Programmer I (1)	17.06
03072 - Computer Programmer II (1)	19.65
03073 - Computer Programmer III (1)	24.34
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	21.07
03102 - Computer Systems Analyst II (1)	27.52
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	12.49

05000 - Automotive Service Occupations

05005 - Automotive Body Repairer, Fiberglass	15.66
05010 - Automotive Glass Installer	13.85
05040 - Automotive Worker	13.85
05070 - Electrician, Automotive	14.81
05100 - Mobile Equipment Servicer	11.91
05130 - Motor Equipment Metal Mechanic	15.66
05160 - Motor Equipment Metal Worker	13.85
05190 - Motor Vehicle Mechanic	15.66
05220 - Motor Vehicle Mechanic Helper	10.95
05250 - Motor Vehicle Upholstery Worker	12.89
05280 - Motor Vehicle Wrecker	13.85
05310 - Painter, Automotive	14.81
05340 - Radiator Repair Specialist	13.85
05370 - Tire Repairer	11.51
05400 - Transmission Repair Specialist	15.66

07000 - Food Preparation and Service Occupations

(not set) - Food Service Worker	6.86
07010 - Baker	9.65
07041 - Cook I	8.17
07042 - Cook II	9.50
07070 - Dishwasher	6.86
07130 - Meat Cutter	10.81
07250 - Waiter/Waitress	6.70

09000 - Furniture Maintenance and Repair Occupations

09010 - Electrostatic Spray Painter	14.81
09040 - Furniture Handler	10.80
09070 - Furniture Refinisher	14.81
09100 - Furniture Refinisher Helper	10.95
09110 - Furniture Repairer, Minor	12.89
09130 - Upholsterer	14.81

11030 - General Services and Support Occupations

11030 - Cleaner, Vehicles	7.96

11060 - Elevator Operator	7.62
11090 - Gardener	10.32
11121 - House Keeping Aid I	6.86
11122 - House Keeping Aid II	7.62
11150 - Janitor	8.10
11210 - Laborer, Grounds Maintenance	8.59
11240 - Maid or Houseman	6.83
11270 - Pest Controller	11.08
11300 - Refuse Collector	8.69
11330 - Tractor Operator	9.95
11360 - Window Cleaner	9.08

12000 - Health Occupations

12020 - Dental Assistant	10.93
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.96
12071 - Licensed Practical Nurse I	11.15
12072 - Licensed Practical Nurse II	12.99
12073 - Licensed Practical Nurse III	14.16
12100 - Medical Assistant	9.77
12130 - Medical Laboratory Technician	13.12
12160 - Medical Record Clerk	12.07
12190 - Medical Record Technician	14.89
12221 - Nursing Assistant I	7.85
12222 - Nursing Assistant II	8.83
12223 - Nursing Assistant III	9.63
12224 - Nursing Assistant IV	10.80
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	10.80
12311 - Registered Nurse I	18.45
12312 - Registered Nurse II	23.92
12313 - Registered Nurse II, Specialist	25.53
12314 - Registered Nurse III	30.78
12315 - Registered Nurse III, Anesthetist	30.78
12316 - Registered Nurse IV	36.88

13000 - Information and Arts Occupations

13002 - Audiovisual Librarian	17.28
13011 - Exhibits Specialist I	16.73
13012 - Exhibits Specialist II	20.55
13013 - Exhibits Specialist III	25.07
13041 - Illustrator I	16.73
13042 - Illustrator II	20.55
13043 - Illustrator III	25.07
13047 - Librarian	18.30
13050 - Library Technician	11.88
13071 - Photographer I	13.59
13072 - Photographer II	16.73
13073 - Photographer III	20.55
13074 - Photographer IV	25.07
13075 - Photographer V	30.40

15000 - Laundry, Dry Cleaning, Pressing and Related Occupations

15010 - Assembler	7.13
15030 - Counter Attendant	7.13
15040 - Dry Cleaner	9.11
15070 - Finisher, Flatwork, Machine	7.13
15090 - Presser, Hand	7.13
15100 - Presser, Machine, Drycleaning	7.13
15130 - Presser, Machine, Shirts	7.13

15160 - Presser, Machine, Wearing Apparel, Laundry	7.13
15190 - Sewing Machine Operator	9.77
15220 - Tailor	10.43
15250 - Washer, Machine	7.79
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	15.10
19040 - Tool and Die Maker	18.42
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	15.07
21020 - Material Coordinator	15.27
21030 - Material Expediter	15.27
21040 - Material Handling Laborer	14.29
21050 - Order Filler	10.32
21071 - Forklift Operator	13.56
21080 - Production Line Worker (Food Processing)	11.91
21100 - Shipping/Receiving Clerk	11.87
21130 - Shipping Packer	11.87
21140 - Store Worker I	8.63
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	10.63
21210 - Tools and Parts Attendant	13.56
21400 - Warehouse Specialist	13.56
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	21.20
23040 - Aircraft Mechanic Helper	14.83
23050 - Aircraft Quality Control Inspector	22.29
23060 - Aircraft Servicer	17.44
23070 - Aircraft Worker	18.76
23100 - Appliance Mechanic	15.53
23120 - Bicycle Repairer	11.51
23125 - Cable Splicer	19.21
23130 - Carpenter, Maintenance	15.77
23140 - Carpet Layer	14.66
23160 - Electrician, Maintenance	16.93
23181 - Electronics Technician, Maintenance I	18.87
23182 - Electronics Technician, Maintenance II	19.87
23183 - Electronics Technician, Maintenance III	21.04
23260 - Fabric Worker	13.57
23290 - Fire Alarm System Mechanic	16.88
23310 - Fire Extinguisher Repairer	12.46
23340 - Fuel Distribution System Mechanic	18.95
23370 - General Maintenance Worker	14.42
23400 - Heating, Refrigeration and Air Conditioning Mechanic	18.01
23430 - Heavy Equipment Mechanic	17.49
23440 - Heavy Equipment Operator	16.88
23460 - Instrument Mechanic	18.82
23470 - Laborer	9.68
23500 - Locksmith	15.77
23530 - Machinery Maintenance Mechanic	19.03
23550 - Machinist, Maintenance	18.64
23580 - Maintenance Trades Helper	10.95
23640 - Millwright	19.64
23700 - Office Appliance Repairer	15.77
23740 - Painter, Aircraft	15.76
23760 - Painter, Maintenance	15.77
23790 - Pipefitter, Maintenance	17.86
23800 - Plumber, Maintenance	16.89

23820 - Pneudraulic Systems Mechanic	16.88
23850 - Rigger	16.88
23870 - Scale Mechanic	14.66
23890 - Sheet-Metal Worker, Maintenance	16.88
23910 - Small Engine Mechanic	15.93
23930 - Telecommunication Mechanic I	20.06
23931 - Telecommunication Mechanic II	21.10
23950 - Telephone Lineman	20.06
23960 - Welder, Combination, Maintenance	16.88
23965 - Well Driller	16.88
23970 - Woodcraft Worker	16.88
23980 - Woodworker	11.91
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.82
24580 - Child Care Center Clerk	11.57
24600 - Chore Aid	6.40
24630 - Homemaker	14.78
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	17.40
25040 - Sewage Plant Operator	14.81
25070 - Stationary Engineer	17.40
25190 - Ventilation Equipment Tender	11.70
25210 - Water Treatment Plant Operator	14.81
27000 - Protective Service Occupations	
(not set) - Police Officer	14.92
27004 - Alarm Monitor	10.52
27006 - Corrections Officer	10.87
27010 - Court Security Officer	12.33
27040 - Detention Officer	10.87
27070 - Firefighter	12.98
27101 - Guard I	8.15
27102 - Guard II	11.70
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	16.85
28020 - Hatch Tender	18.07
28030 - Line Handler	18.07
28040 - Stevedore I	14.62
28050 - Stevedore II	16.79
29000 - Technical Occupations	
21150 - Graphic Artist	19.58
29010 - Air Traffic Control Specialist, Center (2)	29.93
29011 - Air Traffic Control Specialist, Station (2)	20.63
29012 - Air Traffic Control Specialist, Terminal (2)	22.72
29023 - Archeological Technician I	14.70
29024 - Archeological Technician II	16.43
29025 - Archeological Technician III	20.35
29030 - Cartographic Technician	23.42
29035 - Computer Based Training (CBT) Specialist/ Instructor	21.07
29040 - Civil Engineering Technician	20.60
29061 - Drafter I	14.84
29062 - Drafter II	17.03
29063 - Drafter III	19.46

29064 - Drafter IV	23.42
29081 - Engineering Technician I	15.26
29082 - Engineering Technician II	16.86
29083 - Engineering Technician III	18.94
29084 - Engineering Technician IV	22.95
29085 - Engineering Technician V	28.08
29086 - Engineering Technician VI	31.33
29090 - Environmental Technician	22.92
29100 - Flight Simulator/Instructor (Pilot)	27.52
29160 - Instructor	18.86
29210 - Laboratory Technician	18.03
29240 - Mathematical Technician	22.66
29361 - Paralegal/Legal Assistant I	14.09
29362 - Paralegal/Legal Assistant II	18.61
29363 - Paralegal/Legal Assistant III	22.77
29364 - Paralegal/Legal Assistant IV	27.57
29390 - Photooptics Technician	23.42
29480 - Technical Writer	21.81
29491 - Unexploded Ordnance (UXO) Technician I	19.02
29492 - Unexploded Ordnance (UXO) Technician II	23.01
29493 - Unexploded Ordnance (UXO) Technician III	27.58
29494 - Unexploded (UXO) Safety Escort	19.02
29495 - Unexploded (UXO) Sweep Personnel	19.02
29620 - Weather Observer, Senior (3)	16.21
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	13.99
29622 - Weather Observer, Upper Air (3)	13.99

31000 - Transportation/ Mobile Equipment Operation Occupations

31030 - Bus Driver	12.75
31260 - Parking and Lot Attendant	7.29
31290 - Shuttle Bus Driver	11.30
31300 - Taxi Driver	8.57
31361 - Truckdriver, Light Truck	12.02
31362 - Truckdriver, Medium Truck	13.91
31363 - Truckdriver, Heavy Truck	15.01
31364 - Truckdriver, Tractor-Trailer	15.01

99000 - Miscellaneous Occupations

99020 - Animal Caretaker	8.02
99030 - Cashier	7.18
99041 - Carnival Equipment Operator	9.78
99042 - Carnival Equipment Repairer	10.64
99043 - Carnival Worker	7.18
99050 - Desk Clerk	8.82
99095 - Embalmer	19.16
99300 - Lifeguard	9.99
99310 - Mortician	20.05
99350 - Park Attendant (Aide)	12.55
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.99
99500 - Recreation Specialist	12.20
99510 - Recycling Worker	11.84
99610 - Sales Clerk	9.64
99620 - School Crossing Guard (Crosswalk Attendant)	7.33
99630 - Sport Official	9.99
99658 - Survey Party Chief (Chief of Party)	16.30
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.81
99660 - Surveying Aide	12.05
99690 - Swimming Pool Operator	12.11
99720 - Vending Machine Attendant	11.01

99730 - Vending Machine Repairer	13.92
99740 - Vending Machine Repairer Helper	11.01

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $2.59 per hour computed on the basis of all hours worked by service employees employed on the contract.

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

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

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

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

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

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

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

**** UNIFORM ALLOWANCE ****

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

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

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

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

6) The contractor informs the affected employees.

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

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

94-2248 MD,BALTIMORE 06/22/04
FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

William W.Gross
Director

Division of
Wage Determinations

WASHINGTON D.C. 20210

Wage Determination No.: **1994-2248**
Revision No.: **22**
Date Of Last Revision: **06/11/2004**

State: **Maryland**

Area: Maryland Counties of **Anne Arundel**, Baltimore, Baltimore City, Carroll, Harford, **Howard**

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.73
01012 - Accounting Clerk II	12.75
01013 - Accounting Clerk III	14.49
01014 - Accounting Clerk IV	16.50
01030 - Court Reporter	16.50
01050 - Dispatcher, Motor Vehicle	16.50
01060 - Document Preparation Clerk	12.24
01070 - Messenger (Courier)	9.80
01090 - Duplicating Machine Operator	12.24
01110 - Film/Tape Librarian	12.86
01115 - General Clerk I	9.99
01116 - General Clerk II	12.21
01117 - General Clerk III	14.07
01118 - General Clerk IV	15.52
01120 - Housing Referral Assistant	18.41
01131 - Key Entry Operator I	11.73
01132 - Key Entry Operator II	12.75
01191 - Order Clerk I	13.92
01192 - Order Clerk II	15.95
01261 - Personnel Assistant (Employment) I	13.16
01262 - Personnel Assistant (Employment) II	14.75
01263 - Personnel Assistant (Employment) III	17.05
01264 - Personnel Assistant (Employment) IV	18.97
01270 - Production Control Clerk	17.82
01290 - Rental Clerk	14.49
01300 - Scheduler, Maintenance	15.26
01311 - Secretary I	15.26
01312 - Secretary II	16.56
01313 - Secretary III	18.41
01314 - Secretary IV	20.52
01315 - Secretary V	23.22
01320 - Service Order Dispatcher	14.76
01341 - Stenographer I	14.69
01342 - Stenographer II	16.46
01400 - Supply Technician	20.52
01420 - Survey Worker (Interviewer)	14.94
01460 - Switchboard Operator-Receptionist	10.65
01510 - Test Examiner	16.43
01520 - Test Proctor	16.43
01531 - Travel Clerk I	9.86
01532 - Travel Clerk II	10.75

01533 - Travel Clerk III	11.73
01611 - Word Processor I	12.75
01612 - Word Processor II	14.49
01613 - Word Processor III	16.50

03000 - Automatic Data Processing Occupations

03010 - Computer Data Librarian	14.08
03041 - Computer Operator I	14.49
03042 - Computer Operator II	16.50
03043 - Computer Operator III	18.73
03044 - Computer Operator IV	20.52
03045 - Computer Operator V	23.22
03071 - Computer Programmer I (1)	18.15
03072 - Computer Programmer II (1)	23.33
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	14.49

05000 - Automotive Service Occupations

05005 - Automotive Body Repairer, Fiberglass	18.28
05010 - Automotive Glass Installer	15.81
05040 - Automotive Worker	15.81
05070 - Electrician, Automotive	17.00
05100 - Mobile Equipment Servicer	14.61
05130 - Motor Equipment Metal Mechanic	17.00
05160 - Motor Equipment Metal Worker	15.81
05190 - Motor Vehicle Mechanic	17.00
05220 - Motor Vehicle Mechanic Helper	14.01
05250 - Motor Vehicle Upholstery Worker	15.81
05280 - Motor Vehicle Wrecker	15.81
05310 - Painter, Automotive	16.35
05340 - Radiator Repair Specialist	15.81
05370 - Tire Repairer	13.77
05400 - Transmission Repair Specialist	17.00

07000 - Food Preparation and Service Occupations

(not set) - Food Service Worker	9.16
07010 - Baker	11.44
07041 - Cook I	10.92
07042 - Cook II	11.85
07070 - Dishwasher	9.70
07130 - Meat Cutter	14.05
07250 - Waiter/Waitress	8.09

09000 - Furniture Maintenance and Repair Occupations

09010 - Electrostatic Spray Painter	15.95
09040 - Furniture Handler	13.31
09070 - Furniture Refinisher	15.95
09100 - Furniture Refinisher Helper	13.66
09110 - Furniture Repairer, Minor	14.81
09130 - Upholsterer	15.95

11030 - General Services and Support Occupations

11030 - Cleaner, Vehicles	9.35

11060 - Elevator Operator	9.23
11090 - Gardener	11.82
11121 - House Keeping Aid I	9.64
11122 - House Keeping Aid II	10.14
11150 - Janitor	9.22
11210 - Laborer, Grounds Maintenance	10.65
11240 - Maid or Houseman	9.64
11270 - Pest Controller	12.02
11300 - Refuse Collector	10.14
11330 - Tractor Operator	11.59
11360 - Window Cleaner	9.80

12000 - Health Occupations

12020 - Dental Assistant	14.07
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.14
12071 - Licensed Practical Nurse I	16.10
12072 - Licensed Practical Nurse II	18.15
12073 - Licensed Practical Nurse III	19.92
12100 - Medical Assistant	12.11
12130 - Medical Laboratory Technician	15.28
12160 - Medical Record Clerk	12.76
12190 - Medical Record Technician	15.20
12221 - Nursing Assistant I	9.30
12222 - Nursing Assistant II	10.45
12223 - Nursing Assistant III	11.23
12224 - Nursing Assistant IV	12.61
12250 - Pharmacy Technician	12.45
12280 - Phlebotomist	12.61
12311 - Registered Nurse I	24.92
12312 - Registered Nurse II	28.66
12313 - Registered Nurse II, Specialist	28.66
12314 - Registered Nurse III	32.86
12315 - Registered Nurse III, Anesthetist	32.86
12316 - Registered Nurse IV	37.79

13000 - Information and Arts Occupations

13002 - Audiovisual Librarian	21.30
13011 - Exhibits Specialist I	17.60
13012 - Exhibits Specialist II	23.33
13013 - Exhibits Specialist III	25.14
13041 - Illustrator I	17.60
13042 - Illustrator II	23.33
13043 - Illustrator III	25.14
13047 - Librarian	23.59
13050 - Library Technician	15.47
13071 - Photographer I	14.17
13072 - Photographer II	17.18
13073 - Photographer III	21.29
13074 - Photographer IV	22.85
13075 - Photographer V	27.63

15000 - Laundry, Dry Cleaning, Pressing and Related Occupations

15010 - Assembler	7.40
15030 - Counter Attendant	7.40
15040 - Dry Cleaner	9.84
15070 - Finisher, Flatwork, Machine	7.40
15090 - Presser, Hand	7.40
15100 - Presser, Machine, Drycleaning	7.40
15130 - Presser, Machine, Shirts	7.40

15160 - Presser, Machine, Wearing Apparel, Laundry	7.40
15190 - Sewing Machine Operator	10.67
15220 - Tailor	11.47
15250 - Washer, Machine	8.23
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.63
19040 - Tool and Die Maker	22.83
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	16.99
21020 - Material Coordinator	17.56
21030 - Material Expediter	17.56
21040 - Material Handling Laborer	12.72
21050 - Order Filler	11.90
21071 - Forklift Operator	14.73
21080 - Production Line Worker (Food Processing)	14.73
21100 - Shipping/Receiving Clerk	12.80
21130 - Shipping Packer	13.57
21140 - Store Worker I	12.38
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	14.77
21210 - Tools and Parts Attendant	16.51
21400 - Warehouse Specialist	15.11
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	21.99
23040 - Aircraft Mechanic Helper	18.03
23050 - Aircraft Quality Control Inspector	22.76
23060 - Aircraft Servicer	19.68
23070 - Aircraft Worker	20.49
23100 - Appliance Mechanic	18.83
23120 - Bicycle Repairer	13.77
23125 - Cable Splicer	24.70
23130 - Carpenter, Maintenance	17.40
23140 - Carpet Layer	16.96
23160 - Electrician, Maintenance	21.27
23181 - Electronics Technician, Maintenance I	16.60
23182 - Electronics Technician, Maintenance II	20.02
23183 - Electronics Technician, Maintenance III	20.76
23260 - Fabric Worker	16.29
23290 - Fire Alarm System Mechanic	19.43
23310 - Fire Extinguisher Repairer	15.91
23340 - Fuel Distribution System Mechanic	19.54
23370 - General Maintenance Worker	15.42
23400 - Heating, Refrigeration and Air Conditioning Mechanic	16.58
23430 - Heavy Equipment Mechanic	18.38
23440 - Heavy Equipment Operator	19.29
23460 - Instrument Mechanic	18.53
23470 - Laborer	12.97
23500 - Locksmith	17.09
23530 - Machinery Maintenance Mechanic	18.46
23550 - Machinist, Maintenance	16.62
23580 - Maintenance Trades Helper	13.66
23640 - Millwright	19.64
23700 - Office Appliance Repairer	17.86
23740 - Painter, Aircraft	18.16
23760 - Painter, Maintenance	17.02
23790 - Pipefitter, Maintenance	21.25
23800 - Plumber, Maintenance	19.11
23820 - Pneudraulic Systems Mechanic	18.53
23850 - Rigger	18.49

23870 - Scale Mechanic	17.21
23890 - Sheet-Metal Worker, Maintenance	16.58
23910 - Small Engine Mechanic	15.42
23930 - Telecommunication Mechanic I	16.96
23931 - Telecommunication Mechanic II	18.83
23950 - Telephone Lineman	16.58
23960 - Welder, Combination, Maintenance	16.58
23965 - Well Driller	17.12
23970 - Woodcraft Worker	18.59
23980 - Woodworker	14.98

24000 - Personal Needs Occupations

24570 - Child Care Attendant	9.56
24580 - Child Care Center Clerk	13.70
24600 - Chore Aid	8.73
24630 - Homemaker	12.95

25000 - Plant and System Operation Occupations

25010 - Boiler Tender	22.04
25040 - Sewage Plant Operator	19.43
25070 - Stationary Engineer	22.04
25190 - Ventilation Equipment Tender	15.19
25210 - Water Treatment Plant Operator	19.00

27000 - Protective Service Occupations

(not set) - Police Officer	22.74
27004 - Alarm Monitor	15.12
27006 - Corrections Officer	**17.59**
27010 - Court Security Officer	20.31
27040 - Detention Officer	18.29
27070 - Firefighter	20.59
27101 - Guard I	10.81
27102 - Guard II	15.15

28000 - Stevedoring/Longshoremen Occupations

28010 - Blocker and Bracer	18.59
28020 - Hatch Tender	18.59
28030 - Line Handler	18.59
28040 - Stevedore I	17.26
28050 - Stevedore II	18.59

29000 - Technical Occupations

21150 - Graphic Artist	22.09
29010 - Air Traffic Control Specialist, Center (2)	30.83
29011 - Air Traffic Control Specialist, Station (2)	21.26
29012 - Air Traffic Control Specialist, Terminal (2)	23.42
29023 - Archeological Technician I	15.57
29024 - Archeological Technician II	18.33
29025 - Archeological Technician III	23.33
29030 - Cartographic Technician	23.33
29035 - Computer Based Training (CBT) Specialist/ Instructor	27.80
29040 - Civil Engineering Technician	22.39
29061 - Drafter I	12.73
29062 - Drafter II	15.10
29063 - Drafter III	18.76
29064 - Drafter IV	23.33
29081 - Engineering Technician I	17.05

29082 - Engineering Technician II	18.84
29083 - Engineering Technician III	21.16
29084 - Engineering Technician IV	25.53
29085 - Engineering Technician V	29.99
29086 - Engineering Technician VI	35.59
29090 - Environmental Technician	20.52
29100 - Flight Simulator/Instructor (Pilot)	30.20
29160 - Instructor	21.50
29210 - Laboratory Technician	18.09
29240 - Mathematical Technician	22.61
29361 - Paralegal/Legal Assistant I	18.39
29362 - Paralegal/Legal Assistant II	21.41
29363 - Paralegal/Legal Assistant III	26.17
29364 - Paralegal/Legal Assistant IV	31.65
29390 - Photooptics Technician	22.61
29480 - Technical Writer	27.15
29491 - Unexploded Ordnance (UXO) Technician I	19.59
29492 - Unexploded Ordnance (UXO) Technician II	23.71
29493 - Unexploded Ordnance (UXO) Technician III	28.41
29494 - Unexploded (UXO) Safety Escort	19.59
29495 - Unexploded (UXO) Sweep Personnel	19.59
29620 - Weather Observer, Senior (3)	21.07
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	18.95
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31000 - Transportation/ Mobile Equipment Operation Occupations	
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31260 - Parking and Lot Attendant	10.80
31290 - Shuttle Bus Driver	14.37
31300 - Taxi Driver	10.60
31361 - Truckdriver, Light Truck	14.37
31362 - Truckdriver, Medium Truck	14.98
31363 - Truckdriver, Heavy Truck	16.76
31364 - Truckdriver, Tractor-Trailer	16.76
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99041 - Carnival Equipment Operator	8.55
99042 - Carnival Equipment Repairer	8.89
99043 - Carnival Worker	7.48
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99350 - Park Attendant (Aide)	12.29
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.80
99500 - Recreation Specialist	14.42
99510 - Recycling Worker	11.59
99610 - Sales Clerk	9.80
99620 - School Crossing Guard (Crosswalk Attendant)	10.52
99630 - Sport Official	8.51
99658 - Survey Party Chief (Chief of Party)	16.47
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.70
99660 - Surveying Aide	8.97
99690 - Swimming Pool Operator	11.78
99720 - Vending Machine Attendant	10.47
99730 - Vending Machine Repairer	11.78
99740 - Vending Machine Repairer Helper	10.47

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

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

**** UNIFORM ALLOWANCE ****

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

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

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

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

6) The contractor informs the affected employees.

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

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

94-2302 MS,PASCAGOULA 10/05/04
FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

William W.Gross
Director

Division of
Wage Determinations

WASHINGTON D.C. 20210

Wage Determination No.: **1994-2302**
Revision No.: **18**
Date Of Last Revision: **09/30/2004**

State: **Mississippi**

Area: Mississippi Counties of George, **Hancock**, Harrison, Jackson, Pearl River, Stone

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	9.41
01012 - Accounting Clerk II	11.36
01013 - Accounting Clerk III	13.71
01014 - Accounting Clerk IV	16.77
01030 - Court Reporter	13.68
01050 - Dispatcher, Motor Vehicle	12.27
01060 - Document Preparation Clerk	10.19
01070 - Messenger (Courier)	8.47
01090 - Duplicating Machine Operator	9.84
01110 - Film/Tape Librarian	8.80
01115 - General Clerk I	8.79
01116 - General Clerk II	9.86
01117 - General Clerk III	10.83
01118 - General Clerk IV	13.67
01120 - Housing Referral Assistant	15.40
01131 - Key Entry Operator I	9.54
01132 - Key Entry Operator II	10.98
01191 - Order Clerk I	10.99
01192 - Order Clerk II	14.67
01261 - Personnel Assistant (Employment) I	11.88
01262 - Personnel Assistant (Employment) II	13.36
01263 - Personnel Assistant (Employment) III	13.73
01264 - Personnel Assistant (Employment) IV	15.41
01270 - Production Control Clerk	15.40
01290 - Rental Clerk	9.29
01300 - Scheduler, Maintenance	10.93
01311 - Secretary I	10.93
01312 - Secretary II	13.68
01313 - Secretary III	15.40
01314 - Secretary IV	16.75
01315 - Secretary V	18.56
01320 - Service Order Dispatcher	9.81
01341 - Stenographer I	9.25
01342 - Stenographer II	10.51
01400 - Supply Technician	16.75
01420 - Survey Worker (Interviewer)	12.10
01460 - Switchboard Operator-Receptionist	8.96
01510 - Test Examiner	13.68
01520 - Test Proctor	13.68
01531 - Travel Clerk I	9.69
01532 - Travel Clerk II	10.28

01533 - Travel Clerk III	10.75
01611 - Word Processor I	10.28
01612 - Word Processor II	11.55
01613 - Word Processor III	12.90

03000 - Automatic Data Processing Occupations

03010 - Computer Data Librarian	10.11
03041 - Computer Operator I	11.14
03042 - Computer Operator II	13.67
03043 - Computer Operator III	15.95
03044 - Computer Operator IV	16.97
03045 - Computer Operator V	18.74
03071 - Computer Programmer I (1)	17.11
03072 - Computer Programmer II (1)	21.14
03073 - Computer Programmer III (1)	25.41
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	23.64
03102 - Computer Systems Analyst II (1)	25.91
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	11.81

05000 - Automotive Service Occupations

05005 - Automotive Body Repairer, Fiberglass	17.23
05010 - Automotive Glass Installer	13.96
05040 - Automotive Worker	13.96
05070 - Electrician, Automotive	14.52
05100 - Mobile Equipment Servicer	12.79
05130 - Motor Equipment Metal Mechanic	15.09
05160 - Motor Equipment Metal Worker	13.96
05190 - Motor Vehicle Mechanic	16.10
05220 - Motor Vehicle Mechanic Helper	12.26
05250 - Motor Vehicle Upholstery Worker	13.38
05280 - Motor Vehicle Wrecker	13.96
05310 - Painter, Automotive	14.52
05340 - Radiator Repair Specialist	13.96
05370 - Tire Repairer	12.36
05400 - Transmission Repair Specialist	15.09

07000 - Food Preparation and Service Occupations

(not set) - Food Service Worker	8.41
07010 - Baker	11.09
07041 - Cook I	10.17
07042 - Cook II	11.09
07070 - Dishwasher	8.41
07130 - Meat Cutter	11.42
07250 - Waiter/Waitress	8.83

09000 - Furniture Maintenance and Repair Occupations

09010 - Electrostatic Spray Painter	15.00
09040 - Furniture Handler	11.53
09070 - Furniture Refinisher	14.52
09100 - Furniture Refinisher Helper	12.26
09110 - Furniture Repairer, Minor	13.38
09130 - Upholsterer	14.52

11030 - General Services and Support Occupations

11030 - Cleaner, Vehicles	8.41

11060 - Elevator Operator	8.41
11090 - Gardener	10.41
11121 - House Keeping Aid I	8.41
11122 - House Keeping Aid II	8.86
11150 - Janitor	8.86
11210 - Laborer, Grounds Maintenance	9.04
11240 - Maid or Houseman	7.94
11270 - Pest Controller	12.17
11300 - Refuse Collector	10.12
11330 - Tractor Operator	10.52
11360 - Window Cleaner	8.83

12000 - Health Occupations

12020 - Dental Assistant	11.15
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.98
12071 - Licensed Practical Nurse I	10.96
12072 - Licensed Practical Nurse II	12.31
12073 - Licensed Practical Nurse III	13.76
12100 - Medical Assistant	10.38
12130 - Medical Laboratory Technician	13.84
12160 - Medical Record Clerk	11.36
12190 - Medical Record Technician	12.93
12221 - Nursing Assistant I	8.71
12222 - Nursing Assistant II	8.92
12223 - Nursing Assistant III	10.80
12224 - Nursing Assistant IV	12.14
12250 - Pharmacy Technician	11.63
12280 - Phlebotomist	12.98
12311 - Registered Nurse I	17.26
12312 - Registered Nurse II	21.10
12313 - Registered Nurse II, Specialist	21.10
12314 - Registered Nurse III	22.38
12315 - Registered Nurse III, Anesthetist	25.54
12316 - Registered Nurse IV	30.61

13000 - Information and Arts Occupations

13002 - Audiovisual Librarian	19.32
13011 - Exhibits Specialist I	16.53
13012 - Exhibits Specialist II	20.10
13013 - Exhibits Specialist III	25.61
13041 - Illustrator I	16.46
13042 - Illustrator II	20.10
13043 - Illustrator III	25.61
13047 - Librarian	18.47
13050 - Library Technician	11.00
13071 - Photographer I	11.36
13072 - Photographer II	13.07
13073 - Photographer III	15.89
13074 - Photographer IV	20.24
13075 - Photographer V	22.31

15000 - Laundry, Dry Cleaning, Pressing and Related Occupations

15010 - Assembler	7.44
15030 - Counter Attendant	7.44
15040 - Dry Cleaner	8.15
15070 - Finisher, Flatwork, Machine	7.44
15090 - Presser, Hand	7.44
15100 - Presser, Machine, Drycleaning	7.44
15130 - Presser, Machine, Shirts	7.44

15160 - Presser, Machine, Wearing Apparel, Laundry	7.44
15190 - Sewing Machine Operator	9.13
15220 - Tailor	9.66
15250 - Washer, Machine	7.77

19000 - Machine Tool Operation and Repair Occupations

19010 - Machine-Tool Operator (Toolroom)	15.97
19040 - Tool and Die Maker	18.39

21000 - Material Handling and Packing Occupations

21010 - Fuel Distribution System Operator	14.45
21020 - Material Coordinator	13.69
21030 - Material Expediter	13.69
21040 - Material Handling Laborer	9.95
21050 - Order Filler	10.73
21071 - Forklift Operator	12.18
21080 - Production Line Worker (Food Processing)	12.42
21100 - Shipping/Receiving Clerk	11.34
21130 - Shipping Packer	11.95
21140 - Store Worker I	11.81
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.77
21210 - Tools and Parts Attendant	12.58
21400 - Warehouse Specialist	12.58

23000 - Mechanics and Maintenance and Repair Occupations

23010 - Aircraft Mechanic	19.03
23040 - Aircraft Mechanic Helper	15.46
23050 - Aircraft Quality Control Inspector	19.69
23060 - Aircraft Servicer	16.87
23070 - Aircraft Worker	17.61
23100 - Appliance Mechanic	14.52
23120 - Bicycle Repairer	12.36
23125 - Cable Splicer	19.31
23130 - Carpenter, Maintenance	14.52
23140 - Carpet Layer	14.15
23160 - Electrician, Maintenance	18.11
23181 - Electronics Technician, Maintenance I	15.57
23182 - Electronics Technician, Maintenance II	16.43
23183 - Electronics Technician, Maintenance III	17.85
23260 - Fabric Worker	15.02
23290 - Fire Alarm System Mechanic	16.68
23310 - Fire Extinguisher Repairer	14.44
23340 - Fuel Distribution System Mechanic	17.01
23370 - General Maintenance Worker	13.96
23400 - Heating, Refrigeration and Air Conditioning Mechanic	15.84
23430 - Heavy Equipment Mechanic	15.26
23440 - Heavy Equipment Operator	15.09
23460 - Instrument Mechanic	17.35
23470 - Laborer	10.21
23500 - Locksmith	15.97
23530 - Machinery Maintenance Mechanic	16.89
23550 - Machinist, Maintenance	16.68
23580 - Maintenance Trades Helper	13.84
23640 - Millwright	18.02
23700 - Office Appliance Repairer	16.13
23740 - Painter, Aircraft	16.13
23760 - Painter, Maintenance	14.52
23790 - Pipefitter, Maintenance	17.57
23800 - Plumber, Maintenance	16.55

23820 - Pneudraulic Systems Mechanic	16.68
23850 - Rigger	16.50
23870 - Scale Mechanic	15.57
23890 - Sheet-Metal Worker, Maintenance	15.84
23910 - Small Engine Mechanic	13.96
23930 - Telecommunication Mechanic I	17.89
23931 - Telecommunication Mechanic II	20.65
23950 - Telephone Lineman	17.93
23960 - Welder, Combination, Maintenance	16.82
23965 - Well Driller	16.68
23970 - Woodcraft Worker	16.68
23980 - Woodworker	12.87
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	7.52
24580 - Child Care Center Clerk	9.95
24600 - Chore Aid	7.94
24630 - Homemaker	11.08
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	18.70
25040 - Sewage Plant Operator	14.66
25070 - Stationary Engineer	18.70
25190 - Ventilation Equipment Tender	13.84
25210 - Water Treatment Plant Operator	14.52
27000 - Protective Service Occupations	
(not set) - Police Officer	14.75
27004 - Alarm Monitor	12.35
27006 - Corrections Officer	11.87
27010 - Court Security Officer	12.79
27040 - Detention Officer	12.79
27070 - Firefighter	14.28
27101 - Guard I	8.95
27102 - Guard II	13.94
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	16.99
28020 - Hatch Tender	15.88
28030 - Line Handler	15.88
28040 - Stevedore I	16.28
28050 - Stevedore II	17.65
29000 - Technical Occupations	
21150 - Graphic Artist	19.07
29010 - Air Traffic Control Specialist, Center (2)	29.55
29011 - Air Traffic Control Specialist, Station (2)	20.53
29012 - Air Traffic Control Specialist, Terminal (2)	22.56
29023 - Archeological Technician I	15.11
29024 - Archeological Technician II	16.94
29025 - Archeological Technician III	20.94
29030 - Cartographic Technician	22.41
29035 - Computer Based Training (CBT) Specialist/ Instructor	23.64
29040 - Civil Engineering Technician	14.65
29061 - Drafter I	14.64
29062 - Drafter II	15.72
29063 - Drafter III	19.12

29064 - Drafter IV	24.35
29081 - Engineering Technician I	13.38
29082 - Engineering Technician II	15.52
29083 - Engineering Technician III	17.85
29084 - Engineering Technician IV	21.73
29085 - Engineering Technician V	27.67
29086 - Engineering Technician VI	30.49
29090 - Environmental Technician	20.04
29100 - Flight Simulator/Instructor (Pilot)	25.91
29160 - Instructor	19.83
29210 - Laboratory Technician	18.06
29240 - Mathematical Technician	18.44
29361 - Paralegal/Legal Assistant I	15.09
29362 - Paralegal/Legal Assistant II	18.49
29363 - Paralegal/Legal Assistant III	22.64
29364 - Paralegal/Legal Assistant IV	27.37
29390 - Photooptics Technician	18.22
29480 - Technical Writer	25.08
29491 - Unexploded Ordnance (UXO) Technician I	19.38
29492 - Unexploded Ordnance (UXO) Technician II	23.45
29493 - Unexploded Ordnance (UXO) Technician III	28.11
29494 - Unexploded (UXO) Safety Escort	19.38
29495 - Unexploded (UXO) Sweep Personnel	19.38
29620 - Weather Observer, Senior (3)	19.04
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	17.17
29622 - Weather Observer, Upper Air (3)	17.17

31000 - Transportation/ Mobile Equipment Operation Occupations

31030 - Bus Driver	12.64
31260 - Parking and Lot Attendant	7.06
31290 - Shuttle Bus Driver	10.99
31300 - Taxi Driver	8.66
31361 - Truckdriver, Light Truck	10.99
31362 - Truckdriver, Medium Truck	15.01
31363 - Truckdriver, Heavy Truck	14.38
31364 - Truckdriver, Tractor-Trailer	14.38

99000 - Miscellaneous Occupations

99020 - Animal Caretaker	9.26
99030 - Cashier	7.31
99041 - Carnival Equipment Operator	9.75
99042 - Carnival Equipment Repairer	11.17
99043 - Carnival Worker	8.41
99050 - Desk Clerk	8.31
99095 - Embalmer	18.23
99300 - Lifeguard	10.19
99310 - Mortician	18.49
99350 - Park Attendant (Aide)	12.79
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.24
99500 - Recreation Specialist	14.74
99510 - Recycling Worker	11.78
99610 - Sales Clerk	9.28
99620 - School Crossing Guard (Crosswalk Attendant)	11.72
99630 - Sport Official	10.19
99658 - Survey Party Chief (Chief of Party)	12.80
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.63
99660 - Surveying Aide	8.48
99690 - Swimming Pool Operator	11.77
99720 - Vending Machine Attendant	11.90

99730 - Vending Machine Repairer	13.53
99740 - Vending Machine Repairer Helper	11.90

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $2.59 per hour computed on the basis of all hours worked by service employees employed on the contract.

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

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

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

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

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

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

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

All terms and conditions of this Collective Bargaining Agreement apply EXCLUDING Section 41.02 of this agreement.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

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

Conformance Process:

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

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

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

94-2376 NY,NEW YORK CITY 08/17/04
FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

William W.Gross
Director

Division of
Wage Determinations

WASHINGTON D.C. 20210

Wage Determination No.: **1994-2376**
Revision No.: **18**
Date Of Last Revision: **08/06/2004**

State: **New York**

Area: New York Counties of Bronx, Kings, **New York**, Putnam, Queens, Richmond, Rockland, Westchester

OCCUPATION NOTES:

Janitor: The rate for the Janitor occupation applies to Putnam, Rockland, and Weschester Counties only. See Wage Determination 1977-0225 for wage rates and fringe benefits for Bronx, Kings, New York, Queens, and Richmond Counties.

Refuse Collector: The rate for the Refuse Collector applies to Rockland County ONLY. See Wage Determination 1999-0321 for wage rates and fringe benefits for Bronx,
Kings, New York, Putnam, Queens, Richmond, and Westchester Counties.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.75
01012 - Accounting Clerk II	14.66
01013 - Accounting Clerk III	16.28
01014 - Accounting Clerk IV	17.92
01030 - Court Reporter	19.26
01050 - Dispatcher, Motor Vehicle	20.34
01060 - Document Preparation Clerk	15.15
01070 - Messenger (Courier)	11.97
01090 - Duplicating Machine Operator	13.77
01110 - Film/Tape Librarian	15.22
01115 - General Clerk I	12.18
01116 - General Clerk II	13.22
01117 - General Clerk III	15.41
01118 - General Clerk IV	16.77
01120 - Housing Referral Assistant	19.92
01131 - Key Entry Operator I	12.98
01132 - Key Entry Operator II	14.17
01191 - Order Clerk I	16.41
01192 - Order Clerk II	21.67
01261 - Personnel Assistant (Employment) I	14.85
01262 - Personnel Assistant (Employment) II	16.67
01263 - Personnel Assistant (Employment) III	18.70
01264 - Personnel Assistant (Employment) IV	20.79
01270 - Production Control Clerk	19.72
01290 - Rental Clerk	16.65
01300 - Scheduler, Maintenance	16.92
01311 - Secretary I	16.92
01312 - Secretary II	19.21
01313 - Secretary III	20.45
01314 - Secretary IV	23.33

01315 - Secretary V	27.35
01320 - Service Order Dispatcher	18.18
01341 - Stenographer I	17.63
01342 - Stenographer II	19.87
01400 - Supply Technician	23.33
01420 - Survey Worker (Interviewer)	15.33
01460 - Switchboard Operator-Receptionist	14.26
01510 - Test Examiner	19.21
01520 - Test Proctor	19.21
01531 - Travel Clerk I	14.09
01532 - Travel Clerk II	15.27
01533 - Travel Clerk III	16.58
01611 - Word Processor I	15.14
01612 - Word Processor II	16.21
01613 - Word Processor III	18.66

03000 - Automatic Data Processing Occupations

03010 - Computer Data Librarian	16.22
03041 - Computer Operator I	16.59
03042 - Computer Operator II	18.41
03043 - Computer Operator III	21.49
03044 - Computer Operator IV	26.94
03045 - Computer Operator V	27.31
03071 - Computer Programmer I (1)	26.08
03072 - Computer Programmer II (1)	27.62
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	16.22

05000 - Automotive Service Occupations

05005 - Automotive Body Repairer, Fiberglass	22.26
05010 - Automotive Glass Installer	24.89
05040 - Automotive Worker	24.89
05070 - Electrician, Automotive	25.92
05100 - Mobile Equipment Servicer	22.81
05130 - Motor Equipment Metal Mechanic	27.01
05160 - Motor Equipment Metal Worker	23.65
05190 - Motor Vehicle Mechanic	26.93
05220 - Motor Vehicle Mechanic Helper	21.77
05250 - Motor Vehicle Upholstery Worker	23.91
05280 - Motor Vehicle Wrecker	24.89
05310 - Painter, Automotive	25.92
05340 - Radiator Repair Specialist	24.89
05370 - Tire Repairer	18.22
05400 - Transmission Repair Specialist	27.01

07000 - Food Preparation and Service Occupations

(not set) - Food Service Worker	14.67
07010 - Baker	19.55
07041 - Cook I	17.97
07042 - Cook II	19.55
07070 - Dishwasher	14.67
07130 - Meat Cutter	19.55
07250 - Waiter/Waitress	15.50

09000 - Furniture Maintenance and Repair Occupations

09010 - Electrostatic Spray Painter	20.13
09040 - Furniture Handler	15.30
09070 - Furniture Refinisher	20.13
09100 - Furniture Refinisher Helper	16.90
09110 - Furniture Repairer, Minor	18.51
09130 - Upholsterer	20.13

11030 - General Services and Support Occupations

11030 - Cleaner, Vehicles	14.67
11060 - Elevator Operator	14.67
11090 - Gardener	17.97
11121 - House Keeping Aid I	13.98
11122 - House Keeping Aid II	14.82
11150 - Janitor	14.67
11210 - Laborer, Grounds Maintenance	15.50
11240 - Maid or Houseman	13.98
11270 - Pest Controller	18.75
11300 - Refuse Collector	14.67
11330 - Tractor Operator	17.13
11360 - Window Cleaner	15.50

12000 - Health Occupations

12020 - Dental Assistant	13.89
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	15.51
12071 - Licensed Practical Nurse I	16.35
12072 - Licensed Practical Nurse II	18.15
12073 - Licensed Practical Nurse III	20.15
12100 - Medical Assistant	13.50
12130 - Medical Laboratory Technician	15.71
12160 - Medical Record Clerk	14.28
12190 - Medical Record Technician	16.81
12221 - Nursing Assistant I	7.72
12222 - Nursing Assistant II	11.96
12223 - Nursing Assistant III	13.05
12224 - Nursing Assistant IV	16.01
12250 - Pharmacy Technician	13.31
12280 - Phlebotomist	13.11
12311 - Registered Nurse I	27.50
12312 - Registered Nurse II	30.86
12313 - Registered Nurse II, Specialist	30.86
12314 - Registered Nurse III	36.89
12315 - Registered Nurse III, Anesthetist	36.89
12316 - Registered Nurse IV	40.33

13000 - Information and Arts Occupations

13002 - Audiovisual Librarian	24.23
13011 - Exhibits Specialist I	19.03
13012 - Exhibits Specialist II	22.23
13013 - Exhibits Specialist III	25.08
13041 - Illustrator I	18.86
13042 - Illustrator II	20.05
13043 - Illustrator III	22.64
13047 - Librarian	30.78
13050 - Library Technician	16.86
13071 - Photographer I	16.67
13072 - Photographer II	19.94
13073 - Photographer III	23.29

13074 - Photographer IV	26.29
13075 - Photographer V	31.79

15000 - Laundry, Dry Cleaning, Pressing and Related Occupations

15010 - Assembler	9.63
15030 - Counter Attendant	9.63
15040 - Dry Cleaner	11.86
15070 - Finisher, Flatwork, Machine	9.63
15090 - Presser, Hand	9.63
15100 - Presser, Machine, Drycleaning	9.63
15130 - Presser, Machine, Shirts	9.63
15160 - Presser, Machine, Wearing Apparel, Laundry	9.63
15190 - Sewing Machine Operator	12.59
15220 - Tailor	13.57
15250 - Washer, Machine	10.44

19000 - Machine Tool Operation and Repair Occupations

19010 - Machine-Tool Operator (Toolroom)	20.13
19040 - Tool and Die Maker	23.35

21000 - Material Handling and Packing Occupations

21010 - Fuel Distribution System Operator	21.01
21020 - Material Coordinator	20.00
21030 - Material Expediter	20.00
21040 - Material Handling Laborer	16.25
21050 - Order Filler	14.16
21071 - Forklift Operator	16.24
21080 - Production Line Worker (Food Processing)	16.25
21100 - Shipping/Receiving Clerk	14.16
21130 - Shipping Packer	13.34
21140 - Store Worker I	12.49
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	15.65
21210 - Tools and Parts Attendant	16.40
21400 - Warehouse Specialist	16.24

23000 - Mechanics and Maintenance and Repair Occupations

23010 - Aircraft Mechanic	24.07
23040 - Aircraft Mechanic Helper	19.44
23050 - Aircraft Quality Control Inspector	25.00
23060 - Aircraft Servicer	21.29
23070 - Aircraft Worker	22.20
23100 - Appliance Mechanic	20.13
23120 - Bicycle Repairer	17.13
23125 - Cable Splicer	29.08
23130 - Carpenter, Maintenance	25.76
23140 - Carpet Layer	23.08
23160 - Electrician, Maintenance	31.16
23181 - Electronics Technician, Maintenance I	21.26
23182 - Electronics Technician, Maintenance II	29.17
23183 - Electronics Technician, Maintenance III	31.14
23260 - Fabric Worker	21.88
23290 - Fire Alarm System Mechanic	21.67
23310 - Fire Extinguisher Repairer	20.19
23340 - Fuel Distribution System Mechanic	24.80
23370 - General Maintenance Worker	18.98
23400 - Heating, Refrigeration and Air Conditioning Mechanic	20.93
23430 - Heavy Equipment Mechanic	21.59
23440 - Heavy Equipment Operator	31.25

23460 - Instrument Mechanic	25.56
23470 - Laborer	15.95
23500 - Locksmith	20.31
23530 - Machinery Maintenance Mechanic	23.45
23550 - Machinist, Maintenance	20.81
23580 - Maintenance Trades Helper	16.90
23640 - Millwright	22.03
23700 - Office Appliance Repairer	22.95
23740 - Painter, Aircraft	20.13
23760 - Painter, Maintenance	23.15
23790 - Pipefitter, Maintenance	29.86
23800 - Plumber, Maintenance	23.25
23820 - Pneudraulic Systems Mechanic	23.84
23850 - Rigger	23.02
23870 - Scale Mechanic	21.99
23890 - Sheet-Metal Worker, Maintenance	30.55
23910 - Small Engine Mechanic	19.30
23930 - Telecommunication Mechanic I	24.07
23931 - Telecommunication Mechanic II	28.03
23950 - Telephone Lineman	24.07
23960 - Welder, Combination, Maintenance	20.93
23965 - Well Driller	24.89
23970 - Woodcraft Worker	23.38
23980 - Woodworker	17.73
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.42
24580 - Child Care Center Clerk	16.74
24600 - Chore Aid	12.67
24630 - Homemaker	18.59
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	27.03
25040 - Sewage Plant Operator	24.98
25070 - Stationary Engineer	25.94
25190 - Ventilation Equipment Tender	20.18
25210 - Water Treatment Plant Operator	24.35
27000 - Protective Service Occupations	
(not set) - Police Officer	27.71
27004 - Alarm Monitor	15.93
27006 - Corrections Officer	24.86
27010 - Court Security Officer	25.03
27040 - Detention Officer	24.86
27070 - Firefighter	25.03
27101 - Guard I	11.65
27102 - Guard II	17.08
28000 - Stevedoring/Longshoreman Occupations	
28010 - Blocker and Bracer	22.46
28020 - Hatch Tender	22.46
28030 - Line Handler	22.46
28040 - Stevedore I	17.80
28050 - Stevedore II	19.36
29000 - Technical Occupations	
21150 - Graphic Artist	30.01

29010 - Air Traffic Control Specialist, Center (2)	32.80
29011 - Air Traffic Control Specialist, Station (2)	22.63
29012 - Air Traffic Control Specialist, Terminal (2)	24.92
29023 - Archeological Technician I	16.42
29024 - Archeological Technician II	18.37
29025 - Archeological Technician III	22.74
29030 - Cartographic Technician	22.83
29035 - Computer Based Training (CBT) Specialist/ Instructor	30.38
29040 - Civil Engineering Technician	24.06
29061 - Drafter I	16.28
29062 - Drafter II	17.89
29063 - Drafter III	21.41
29064 - Drafter IV	22.83
29081 - Engineering Technician I	15.51
29082 - Engineering Technician II	17.89
29083 - Engineering Technician III	21.95
29084 - Engineering Technician IV	23.25
29085 - Engineering Technician V	26.26
29086 - Engineering Technician VI	28.60
29090 - Environmental Technician	22.90
29100 - Flight Simulator/Instructor (Pilot)	33.43
29160 - Instructor	27.74
29210 - Laboratory Technician	21.56
29240 - Mathematical Technician	22.83
29361 - Paralegal/Legal Assistant I	19.22
29362 - Paralegal/Legal Assistant II	24.95
29363 - Paralegal/Legal Assistant III	30.55
29364 - Paralegal/Legal Assistant IV	36.93
29390 - Photooptics Technician	23.55
29480 - Technical Writer	29.33
29491 - Unexploded Ordnance (UXO) Technician I	20.85
29492 - Unexploded Ordnance (UXO) Technician II	25.23
29493 - Unexploded Ordnance (UXO) Technician III	30.24
29494 - Unexploded (UXO) Safety Escort	20.85
29495 - Unexploded (UXO) Sweep Personnel	20.85
29620 - Weather Observer, Senior (3)	24.50
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	22.06
29622 - Weather Observer, Upper Air (3)	22.06
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	17.83
31260 - Parking and Lot Attendant	10.97
31290 - Shuttle Bus Driver	15.89
31300 - Taxi Driver	14.83
31361 - Truckdriver, Light Truck	15.89
31362 - Truckdriver, Medium Truck	17.37
31363 - Truckdriver, Heavy Truck	22.18
31364 - Truckdriver, Tractor-Trailer	22.18
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	16.32
99030 - Cashier	10.95
99041 - Carnival Equipment Operator	17.13
99042 - Carnival Equipment Repairer	17.97
99043 - Carnival Worker	14.67
99050 - Desk Clerk	16.17
99095 - Embalmer	23.01
99300 - Lifeguard	11.94
99310 - Mortician	23.01
99350 - Park Attendant (Aide)	15.01

99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	12.85
99500 - Recreation Specialist	18.61
99510 - Recycling Worker	17.13
99610 - Sales Clerk	11.94
99620 - School Crossing Guard (Crosswalk Attendant)	14.67
99630 - Sport Official	11.94
99658 - Survey Party Chief (Chief of Party)	19.38
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	17.38
99660 - Surveying Aide	12.68
99690 - Swimming Pool Operator	19.55
99720 - Vending Machine Attendant	14.42
99730 - Vending Machine Repairer	17.64
99740 - Vending Machine Repairer Helper	14.25

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $2.59 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

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

**** UNIFORM ALLOWANCE ****

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

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

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

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

6) The contractor informs the affected employees.

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

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

94-2416 OH,CLEVELAND 06/29/04
FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

William W.Gross
Director

Division of
Wage Determinations

WASHINGTON D.C. 20210

Wage Determination No.: **1994-2416**
Revision No.: **20**
Date Of Last Revision: **06/21/2004**

State: **Ohio**

Area: Ohio Counties of Ashland, Ashtabula, **Cuyahoga**, Erie, Geauga, Huron, Lake, Lorain, Medina, Portage, Richland, Stark, Summit, Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.00
01012 - Accounting Clerk II	12.73
01013 - Accounting Clerk III	14.27
01014 - Accounting Clerk IV	16.06
01030 - Court Reporter	16.67
01050 - Dispatcher, Motor Vehicle	14.49
01060 - Document Preparation Clerk	12.30
01070 - Messenger (Courier)	9.26
01090 - Duplicating Machine Operator	12.30
01110 - Film/Tape Librarian	13.00
01115 - General Clerk I	9.90
01116 - General Clerk II	11.13
01117 - General Clerk III	12.16
01118 - General Clerk IV	13.86
01120 - Housing Referral Assistant	16.92
01131 - Key Entry Operator I	10.99
01132 - Key Entry Operator II	12.30
01191 - Order Clerk I	11.97
01192 - Order Clerk II	14.00
01261 - Personnel Assistant (Employment) I	12.30
01262 - Personnel Assistant (Employment) II	13.65
01263 - Personnel Assistant (Employment) III	16.27
01264 - Personnel Assistant (Employment) IV	17.53
01270 - Production Control Clerk	16.92
01290 - Rental Clerk	12.67
01300 - Scheduler, Maintenance	13.65
01311 - Secretary I	13.65
01312 - Secretary II	16.27
01313 - Secretary III	17.02
01314 - Secretary IV	18.74
01315 - Secretary V	21.72
01320 - Service Order Dispatcher	12.67
01341 - Stenographer I	12.30
01342 - Stenographer II	13.65
01400 - Supply Technician	18.74
01420 - Survey Worker (Interviewer)	12.98
01460 - Switchboard Operator-Receptionist	12.02
01510 - Test Examiner	16.42
01520 - Test Proctor	16.42
01531 - Travel Clerk I	10.45
01532 - Travel Clerk II	11.22

01533 - Travel Clerk III	12.03
01611 - Word Processor I	12.18
01612 - Word Processor II	15.75
01613 - Word Processor III	17.17

03000 - Automatic Data Processing Occupations

03010 - Computer Data Librarian	11.43
03041 - Computer Operator I	11.43
03042 - Computer Operator II	15.03
03043 - Computer Operator III	16.92
03044 - Computer Operator IV	19.35
03045 - Computer Operator V	21.43
03071 - Computer Programmer I (1)	18.29
03072 - Computer Programmer II (1)	20.44
03073 - Computer Programmer III (1)	25.94
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	12.20

05000 - Automotive Service Occupations

05005 - Automotive Body Repairer, Fiberglass	19.36
05010 - Automotive Glass Installer	18.02
05040 - Automotive Worker	18.02
05070 - Electrician, Automotive	18.73
05100 - Mobile Equipment Servicer	16.45
05130 - Motor Equipment Metal Mechanic	19.36
05160 - Motor Equipment Metal Worker	18.02
05190 - Motor Vehicle Mechanic	19.36
05220 - Motor Vehicle Mechanic Helper	15.71
05250 - Motor Vehicle Upholstery Worker	17.21
05280 - Motor Vehicle Wrecker	18.02
05310 - Painter, Automotive	18.73
05340 - Radiator Repair Specialist	18.02
05370 - Tire Repairer	15.89
05400 - Transmission Repair Specialist	19.36

07000 - Food Preparation and Service Occupations

(not set) - Food Service Worker	8.44
07010 - Baker	11.47
07041 - Cook I	10.46
07042 - Cook II	11.47
07070 - Dishwasher	8.80
07130 - Meat Cutter	13.19
07250 - Waiter/Waitress	9.04

09000 - Furniture Maintenance and Repair Occupations

09010 - Electrostatic Spray Painter	18.73
09040 - Furniture Handler	13.89
09070 - Furniture Refinisher	18.73
09100 - Furniture Refinisher Helper	15.71
09110 - Furniture Repairer, Minor	17.22
09130 - Upholsterer	18.73

11030 - General Services and Support Occupations

11030 - Cleaner, Vehicles	9.49

11060 - Elevator Operator	9.96
11090 - Gardener	11.74
11121 - House Keeping Aid I	9.00
11122 - House Keeping Aid II	10.35
11150 - Janitor	12.06
11210 - Laborer, Grounds Maintenance	10.19
11240 - Maid or Houseman	8.68
11270 - Pest Controller	13.22
11300 - Refuse Collector	10.99
11330 - Tractor Operator	11.53
11360 - Window Cleaner	11.91

12000 - Health Occupations

12020 - Dental Assistant	13.40
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.22
12071 - Licensed Practical Nurse I	12.53
12072 - Licensed Practical Nurse II	14.08
12073 - Licensed Practical Nurse III	15.74
12100 - Medical Assistant	12.13
12130 - Medical Laboratory Technician	14.96
12160 - Medical Record Clerk	12.54
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	8.36
12222 - Nursing Assistant II	9.39
12223 - Nursing Assistant III	10.26
12224 - Nursing Assistant IV	11.50
12250 - Pharmacy Technician	12.11
12280 - Phlebotomist	12.36
12311 - Registered Nurse I	19.68
12312 - Registered Nurse II	23.13
12313 - Registered Nurse II, Specialist	23.13
12314 - Registered Nurse III	27.99
12315 - Registered Nurse III, Anesthetist	27.99
12316 - Registered Nurse IV	33.51

13000 - Information and Arts Occupations

13002 - Audiovisual Librarian	16.56
13011 - Exhibits Specialist I	17.01
13012 - Exhibits Specialist II	19.80
13013 - Exhibits Specialist III	22.82
13041 - Illustrator I	17.39
13042 - Illustrator II	21.55
13043 - Illustrator III	25.15
13047 - Librarian	25.65
13050 - Library Technician	14.03
13071 - Photographer I	14.09
13072 - Photographer II	17.35
13073 - Photographer III	20.19
13074 - Photographer IV	23.88
13075 - Photographer V	28.89

15000 - Laundry, Dry Cleaning, Pressing and Related Occupations

15010 - Assembler	7.90
15030 - Counter Attendant	7.90
15040 - Dry Cleaner	9.86
15070 - Finisher, Flatwork, Machine	7.90
15090 - Presser, Hand	7.90
15100 - Presser, Machine, Drycleaning	7.90
15130 - Presser, Machine, Shirts	7.90

15160 - Presser, Machine, Wearing Apparel, Laundry	7.90
15190 - Sewing Machine Operator	10.51
15220 - Tailor	11.17
15250 - Washer, Machine	8.56

19000 - Machine Tool Operation and Repair Occupations

19010 - Machine-Tool Operator (Toolroom)	19.36
19040 - Tool and Die Maker	22.14

21000 - Material Handling and Packing Occupations

21010 - Fuel Distribution System Operator	18.12
21020 - Material Coordinator	17.29
21030 - Material Expediter	17.29
21040 - Material Handling Laborer	12.74
21050 - Order Filler	11.02
21071 - Forklift Operator	15.19
21080 - Production Line Worker (Food Processing)	13.97
21100 - Shipping/Receiving Clerk	14.23
21130 - Shipping Packer	14.23
21140 - Store Worker I	11.76
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	15.67
21210 - Tools and Parts Attendant	15.19
21400 - Warehouse Specialist	15.19

23000 - Mechanics and Maintenance and Repair Occupations

23010 - Aircraft Mechanic	19.36
23040 - Aircraft Mechanic Helper	15.71
23050 - Aircraft Quality Control Inspector	20.07
23060 - Aircraft Servicer	17.21
23070 - Aircraft Worker	18.02
23100 - Appliance Mechanic	18.73
23120 - Bicycle Repairer	15.89
23125 - Cable Splicer	23.74
23130 - Carpenter, Maintenance	18.73
23140 - Carpet Layer	18.28
23160 - Electrician, Maintenance	24.22
23181 - Electronics Technician, Maintenance I	17.72
23182 - Electronics Technician, Maintenance II	20.54
23183 - Electronics Technician, Maintenance III	26.65
23260 - Fabric Worker	17.21
23290 - Fire Alarm System Mechanic	19.36
23310 - Fire Extinguisher Repairer	16.45
23340 - Fuel Distribution System Mechanic	18.63
23370 - General Maintenance Worker	18.02
23400 - Heating, Refrigeration and Air Conditioning Mechanic	19.36
23430 - Heavy Equipment Mechanic	19.36
23440 - Heavy Equipment Operator	20.36
23460 - Instrument Mechanic	23.32
23470 - Laborer	13.23
23500 - Locksmith	18.73
23530 - Machinery Maintenance Mechanic	21.80
23550 - Machinist, Maintenance	19.29
23580 - Maintenance Trades Helper	15.71
23640 - Millwright	24.85
23700 - Office Appliance Repairer	18.73
23740 - Painter, Aircraft	18.73
23760 - Painter, Maintenance	20.60
23790 - Pipefitter, Maintenance	23.41
23800 - Plumber, Maintenance	21.18

23820 - Pneudraulic Systems Mechanic	19.36
23850 - Rigger	21.30
23870 - Scale Mechanic	18.02
23890 - Sheet-Metal Worker, Maintenance	19.36
23910 - Small Engine Mechanic	18.02
23930 - Telecommunication Mechanic I	19.36
23931 - Telecommunication Mechanic II	20.06
23950 - Telephone Lineman	19.36
23960 - Welder, Combination, Maintenance	19.36
23965 - Well Driller	19.36
23970 - Woodcraft Worker	20.42
23980 - Woodworker	16.45
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.13
24580 - Child Care Center Clerk	12.64
24600 - Chore Aid	8.14
24630 - Homemaker	14.24
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	19.36
25040 - Sewage Plant Operator	18.73
25070 - Stationary Engineer	19.36
25190 - Ventilation Equipment Tender	16.56
25210 - Water Treatment Plant Operator	18.73
27000 - Protective Service Occupations	
(not set) - Police Officer	21.08
27004 - Alarm Monitor	13.16
27006 - Corrections Officer	17.95
27010 - Court Security Officer	19.61
27040 - Detention Officer	17.95
27070 - Firefighter	17.97
27101 - Guard I	10.20
27102 - Guard II	14.83
28000 - Stevedoring/Longshoreman Occupations	
28010 - Blocker and Bracer	18.81
28020 - Hatch Tender	18.81
28030 - Line Handler	18.81
28040 - Stevedore I	17.13
28050 - Stevedore II	18.65
29000 - Technical Occupations	
21150 - Graphic Artist	20.49
29010 - Air Traffic Control Specialist, Center (2)	31.11
29011 - Air Traffic Control Specialist, Station (2)	21.45
29012 - Air Traffic Control Specialist, Terminal (2)	23.63
29023 - Archeological Technician I	10.44
29024 - Archeological Technician II	11.68
29025 - Archeological Technician III	14.47
29030 - Cartographic Technician	21.84
29035 - Computer Based Training (CBT) Specialist/ Instructor	27.62
29040 - Civil Engineering Technician	20.13
29061 - Drafter I	11.13
29062 - Drafter II	13.85
29063 - Drafter III	17.49

29064 - Drafter IV	22.26
29081 - Engineering Technician I	14.28
29082 - Engineering Technician II	16.04
29083 - Engineering Technician III	18.05
29084 - Engineering Technician IV	22.22
29085 - Engineering Technician V	27.18
29086 - Engineering Technician VI	32.70
29090 - Environmental Technician	20.50
29100 - Flight Simulator/Instructor (Pilot)	28.67
29160 - Instructor	21.18
29210 - Laboratory Technician	17.48
29240 - Mathematical Technician	19.03
29361 - Paralegal/Legal Assistant I	16.42
29362 - Paralegal/Legal Assistant II	20.94
29363 - Paralegal/Legal Assistant III	25.64
29364 - Paralegal/Legal Assistant IV	31.01
29390 - Photooptics Technician	22.49
29480 - Technical Writer	21.06
29491 - Unexploded Ordnance (UXO) Technician I	19.78
29492 - Unexploded Ordnance (UXO) Technician II	23.93
29493 - Unexploded Ordnance (UXO) Technician III	28.68
29494 - Unexploded (UXO) Safety Escort	19.78
29495 - Unexploded (UXO) Sweep Personnel	19.78
29620 - Weather Observer, Senior (3)	23.55
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	19.70
29622 - Weather Observer, Upper Air (3)	19.70

31000 - Transportation/ Mobile Equipment Operation Occupations

31030 - Bus Driver	17.27
31260 - Parking and Lot Attendant	7.86
31290 - Shuttle Bus Driver	13.57
31300 - Taxi Driver	9.52
31361 - Truckdriver, Light Truck	13.57
31362 - Truckdriver, Medium Truck	17.32
31363 - Truckdriver, Heavy Truck	17.87
31364 - Truckdriver, Tractor-Trailer	18.95

99000 - Miscellaneous Occupations

99020 - Animal Caretaker	9.42
99030 - Cashier	9.14
99041 - Carnival Equipment Operator	10.00
99042 - Carnival Equipment Repairer	10.46
99043 - Carnival Worker	8.25
99050 - Desk Clerk	10.13
99095 - Embalmer	20.31
99300 - Lifeguard	10.39
99310 - Mortician	24.59
99350 - Park Attendant (Aide)	13.05
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.93
99500 - Recreation Specialist	14.04
99510 - Recycling Worker	13.31
99610 - Sales Clerk	9.94
99620 - School Crossing Guard (Crosswalk Attendant)	10.99
99630 - Sport Official	10.39
99658 - Survey Party Chief (Chief of Party)	17.94
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.54
99660 - Surveying Aide	10.35
99690 - Swimming Pool Operator	13.51
99720 - Vending Machine Attendant	11.78

99730 - Vending Machine Repairer	13.51
99740 - Vending Machine Repairer Helper	11.78

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $2.59 per hour computed on the basis of all hours worked by service employees employed on the contract.

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

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

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

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

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

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

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

OCCUPATION NOTES:

Refuse Collector: The rate for the Refuse Collector occupation applies does not apply to Cuyahoga County. See Wage Determination 1966-0048 for the wage rates and fringe benefits for Cuyahoga County.

**** UNIFORM ALLOWANCE ****

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

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

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

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

6) The contractor informs the affected employees.

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

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

94-2512 TX,EL PASO 07/27/04
FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

William W.Gross
Director

Division of
Wage Determinations

WASHINGTON D.C. 20210

Wage Determination No.: **1994-2512**
Revision No.: **21**
Date Of Last Revision: **07/21/2004**

States: **New Mexico**, Texas

Area: **New Mexico** Counties of Chaves, **Dona Ana**, Eddy, Grant, Hidalgo, Lincoln, Luna, Otero, Sierra
Texas Counties of Culberson, El Paso, Hudspeth

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	8.60
01012 - Accounting Clerk II	10.14
01013 - Accounting Clerk III	13.49
01014 - Accounting Clerk IV	15.70
01030 - Court Reporter	12.97
01050 - Dispatcher, Motor Vehicle	11.97
01060 - Document Preparation Clerk	10.58
01070 - Messenger (Courier)	7.78
01090 - Duplicating Machine Operator	10.58
01110 - Film/Tape Librarian	10.00
01115 - General Clerk I	7.60
01116 - General Clerk II	9.17
01117 - General Clerk III	10.18
01118 - General Clerk IV	10.97
01120 - Housing Referral Assistant	14.58
01131 - Key Entry Operator I	8.50
01132 - Key Entry Operator II	10.05
01191 - Order Clerk I	8.89
01192 - Order Clerk II	11.20
01261 - Personnel Assistant (Employment) I	9.82
01262 - Personnel Assistant (Employment) II	11.56
01263 - Personnel Assistant (Employment) III	13.33
01264 - Personnel Assistant (Employment) IV	13.56
01270 - Production Control Clerk	13.14
01290 - Rental Clerk	8.85
01300 - Scheduler, Maintenance	10.15
01311 - Secretary I	10.15
01312 - Secretary II	12.97
01313 - Secretary III	14.58
01314 - Secretary IV	17.23
01315 - Secretary V	18.34
01320 - Service Order Dispatcher	8.85
01341 - Stenographer I	10.86
01342 - Stenographer II	11.65
01400 - Supply Technician	17.23
01420 - Survey Worker (Interviewer)	12.88
01460 - Switchboard Operator-Receptionist	8.55
01510 - Test Examiner	12.97
01520 - Test Proctor	12.97
01531 - Travel Clerk I	9.66

01532 - Travel Clerk II	10.33
01533 - Travel Clerk III	11.00
01611 - Word Processor I	9.37
01612 - Word Processor II	10.50
01613 - Word Processor III	13.41

03000 - Automatic Data Processing Occupations

03010 - Computer Data Librarian	8.94
03041 - Computer Operator I	9.49
03042 - Computer Operator II	12.77
03043 - Computer Operator III	14.80
03044 - Computer Operator IV	16.43
03045 - Computer Operator V	18.24
03071 - Computer Programmer I (1)	16.45
03072 - Computer Programmer II (1)	22.06
03073 - Computer Programmer III (1)	25.16
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	21.50
03102 - Computer Systems Analyst II (1)	25.79
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	9.49

05000 - Automotive Service Occupations

05005 - Automotive Body Repairer, Fiberglass	15.63
05010 - Automotive Glass Installer	13.69
05040 - Automotive Worker	13.69
05070 - Electrician, Automotive	14.67
05100 - Mobile Equipment Servicer	11.73
05130 - Motor Equipment Metal Mechanic	15.63
05160 - Motor Equipment Metal Worker	13.69
05190 - Motor Vehicle Mechanic	16.49
05220 - Motor Vehicle Mechanic Helper	10.75
05250 - Motor Vehicle Upholstery Worker	12.70
05280 - Motor Vehicle Wrecker	13.69
05310 - Painter, Automotive	14.67
05340 - Radiator Repair Specialist	13.69
05370 - Tire Repairer	11.33
05400 - Transmission Repair Specialist	15.63

07000 - Food Preparation and Service Occupations

(not set) - Food Service Worker	6.96
07010 - Baker	10.41
07041 - Cook I	9.48
07042 - Cook II	11.06
07070 - Dishwasher	6.37
07130 - Meat Cutter	10.41
07250 - Waiter/Waitress	7.02

09000 - Furniture Maintenance and Repair Occupations

09010 - Electrostatic Spray Painter	14.67
09040 - Furniture Handler	8.80
09070 - Furniture Refinisher	14.67
09100 - Furniture Refinisher Helper	10.75
09110 - Furniture Repairer, Minor	11.95
09130 - Upholsterer	14.67

11030 - General Services and Support Occupations

11030 - Cleaner, Vehicles	6.66
11060 - Elevator Operator	7.06
11090 - Gardener	10.70
11121 - House Keeping Aid I	6.68
11122 - House Keeping Aid II	7.25
11150 - Janitor	7.42
11210 - Laborer, Grounds Maintenance	8.02
11240 - Maid or Houseman	6.60
11270 - Pest Controller	10.97
11300 - Refuse Collector	6.88
11330 - Tractor Operator	9.82
11360 - Window Cleaner	8.34

12000 - Health Occupations

12020 - Dental Assistant	11.25
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.30
12071 - Licensed Practical Nurse I	12.12
12072 - Licensed Practical Nurse II	13.60
12073 - Licensed Practical Nurse III	15.21
12100 - Medical Assistant	10.35
12130 - Medical Laboratory Technician	12.33
12160 - Medical Record Clerk	9.77
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	7.46
12222 - Nursing Assistant II	8.39
12223 - Nursing Assistant III	9.16
12224 - Nursing Assistant IV	10.27
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	12.29
12311 - Registered Nurse I	17.92
12312 - Registered Nurse II	21.94
12313 - Registered Nurse II, Specialist	21.94
12314 - Registered Nurse III	26.54
12315 - Registered Nurse III, Anesthetist	26.54
12316 - Registered Nurse IV	31.79

13000 - Information and Arts Occupations

13002 - Audiovisual Librarian	19.93
13011 - Exhibits Specialist I	19.15
13012 - Exhibits Specialist II	23.08
13013 - Exhibits Specialist III	26.14
13041 - Illustrator I	19.15
13042 - Illustrator II	23.08
13043 - Illustrator III	26.14
13047 - Librarian	21.41
13050 - Library Technician	11.31
13071 - Photographer I	11.81
13072 - Photographer II	15.14
13073 - Photographer III	18.93
13074 - Photographer IV	22.50
13075 - Photographer V	25.66

15000 - Laundry, Dry Cleaning, Pressing and Related Occupations

15010 - Assembler	6.61
15030 - Counter Attendant	6.61
15040 - Dry Cleaner	8.05
15070 - Finisher, Flatwork, Machine	6.61

15090 - Presser, Hand	6.61
15100 - Presser, Machine, Drycleaning	6.61
15130 - Presser, Machine, Shirts	6.61
15160 - Presser, Machine, Wearing Apparel, Laundry	6.61
15190 - Sewing Machine Operator	8.52
15220 - Tailor	9.37
15250 - Washer, Machine	7.09

19000 - Machine Tool Operation and Repair Occupations

19010 - Machine-Tool Operator (Toolroom)	14.67
19040 - Tool and Die Maker	18.42

21000 - Material Handling and Packing Occupations

21010 - Fuel Distribution System Operator	12.90
21020 - Material Coordinator	12.20
21030 - Material Expediter	12.20
21040 - Material Handling Laborer	7.84
21050 - Order Filler	10.19
21071 - Forklift Operator	10.39
21080 - Production Line Worker (Food Processing)	10.86
21100 - Shipping/Receiving Clerk	9.87
21130 - Shipping Packer	9.87
21140 - Store Worker I	8.54
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	11.04
21210 - Tools and Parts Attendant	10.86
21400 - Warehouse Specialist	10.86

23000 - Mechanics and Maintenance and Repair Occupations

23010 - Aircraft Mechanic	18.57
23040 - Aircraft Mechanic Helper	12.77
23050 - Aircraft Quality Control Inspector	19.75
23060 - Aircraft Servicer	15.09
23070 - Aircraft Worker	16.27
23100 - Appliance Mechanic	14.67
23120 - Bicycle Repairer	11.33
23125 - Cable Splicer	17.19
23130 - Carpenter, Maintenance	14.67
23140 - Carpet Layer	13.69
23160 - Electrician, Maintenance	16.97
23181 - Electronics Technician, Maintenance I	15.24
23182 - Electronics Technician, Maintenance II	18.72
23183 - Electronics Technician, Maintenance III	19.92
23260 - Fabric Worker	12.70
23290 - Fire Alarm System Mechanic	15.63
23310 - Fire Extinguisher Repairer	11.73
23340 - Fuel Distribution System Mechanic	17.19
23370 - General Maintenance Worker	13.69
23400 - Heating, Refrigeration and Air Conditioning Mechanic	15.63
23430 - Heavy Equipment Mechanic	17.19
23440 - Heavy Equipment Operator	15.63
23460 - Instrument Mechanic	15.63
23470 - Laborer	7.84
23500 - Locksmith	14.67
23530 - Machinery Maintenance Mechanic	16.14
23550 - Machinist, Maintenance	15.98
23580 - Maintenance Trades Helper	10.75
23640 - Millwright	17.19
23700 - Office Appliance Repairer	14.67
23740 - Painter, Aircraft	14.67

23760 - Painter, Maintenance	14.67
23790 - Pipefitter, Maintenance	15.75
23800 - Plumber, Maintenance	14.78
23820 - Pneudraulic Systems Mechanic	15.63
23850 - Rigger	15.63
23870 - Scale Mechanic	13.69
23890 - Sheet-Metal Worker, Maintenance	15.63
23910 - Small Engine Mechanic	13.76
23930 - Telecommunication Mechanic I	18.70
23931 - Telecommunication Mechanic II	19.89
23950 - Telephone Lineman	17.19
23960 - Welder, Combination, Maintenance	15.63
23965 - Well Driller	15.63
23970 - Woodcraft Worker	15.63
23980 - Woodworker	11.73
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.41
24580 - Child Care Center Clerk	10.49
24600 - Chore Aid	6.23
24630 - Homemaker	12.70
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	15.63
25040 - Sewage Plant Operator	14.67
25070 - Stationary Engineer	15.63
25190 - Ventilation Equipment Tender	10.75
25210 - Water Treatment Plant Operator	14.67
27000 - Protective Service Occupations	
(not set) - Police Officer	19.88
27004 - Alarm Monitor	12.33
27006 - Corrections Officer	17.48
27010 - Court Security Officer	17.48
27040 - Detention Officer	17.48
27070 - Firefighter	19.83
27101 - Guard I	6.60
27102 - Guard II	10.38
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	15.20
28020 - Hatch Tender	15.20
28030 - Line Handler	15.20
28040 - Stevedore I	14.81
28050 - Stevedore II	18.11
29000 - Technical Occupations	
21150 - Graphic Artist	19.52
29010 - Air Traffic Control Specialist, Center (2)	30.50
29011 - Air Traffic Control Specialist, Station (2)	21.03
29012 - Air Traffic Control Specialist, Terminal (2)	23.16
29023 - Archeological Technician I	17.29
29024 - Archeological Technician II	19.33
29025 - Archeological Technician III	23.95
29030 - Cartographic Technician	22.84
29035 - Computer Based Training (CBT) Specialist/ Instructor	21.50
29040 - Civil Engineering Technician	18.93

29061 - Drafter I	13.16
29062 - Drafter II	15.41
29063 - Drafter III	19.99
29064 - Drafter IV	26.25
29081 - Engineering Technician I	11.29
29082 - Engineering Technician II	14.72
29083 - Engineering Technician III	18.43
29084 - Engineering Technician IV	22.69
29085 - Engineering Technician V	26.70
29086 - Engineering Technician VI	30.43
29090 - Environmental Technician	18.11
29100 - Flight Simulator/Instructor (Pilot)	25.79
29160 - Instructor	20.38
29210 - Laboratory Technician	15.08
29240 - Mathematical Technician	24.90
29361 - Paralegal/Legal Assistant I	14.31
29362 - Paralegal/Legal Assistant II	19.00
29363 - Paralegal/Legal Assistant III	20.91
29364 - Paralegal/Legal Assistant IV	28.11
29390 - Photooptics Technician	20.82
29480 - Technical Writer	28.84
29491 - Unexploded Ordnance (UXO) Technician I	19.38
29492 - Unexploded Ordnance (UXO) Technician II	23.45
29493 - Unexploded Ordnance (UXO) Technician III	28.11
29494 - Unexploded (UXO) Safety Escort	19.38
29495 - Unexploded (UXO) Sweep Personnel	19.38
29620 - Weather Observer, Senior (3)	18.15
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	16.08
29622 - Weather Observer, Upper Air (3)	16.08

31000 - Transportation/ Mobile Equipment Operation Occupations

31030 - Bus Driver	12.42
31260 - Parking and Lot Attendant	6.82
31290 - Shuttle Bus Driver	11.32
31300 - Taxi Driver	9.55
31361 - Truckdriver, Light Truck	11.32
31362 - Truckdriver, Medium Truck	12.96
31363 - Truckdriver, Heavy Truck	13.90
31364 - Truckdriver, Tractor-Trailer	13.90

99000 - Miscellaneous Occupations

99020 - Animal Caretaker	8.02
99030 - Cashier	6.89
99041 - Carnival Equipment Operator	9.30
99042 - Carnival Equipment Repairer	10.13
99043 - Carnival Worker	6.75
99050 - Desk Clerk	9.41
99095 - Embalmer	19.38
99300 - Lifeguard	10.19
99310 - Mortician	19.38
99350 - Park Attendant (Aide)	12.79
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.24
99500 - Recreation Specialist	11.65
99510 - Recycling Worker	9.47
99610 - Sales Clerk	8.91
99620 - School Crossing Guard (Crosswalk Attendant)	7.01
99630 - Sport Official	9.06
99658 - Survey Party Chief (Chief of Party)	14.34
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.72
99660 - Surveying Aide	9.93

99690 - Swimming Pool Operator	10.77
99720 - Vending Machine Attendant	8.47
99730 - Vending Machine Repairer	10.77
99740 - Vending Machine Repairer Helper	8.47

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $2.59 per hour computed on the basis of all hours worked by service employees employed on the contract.

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

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

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

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

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

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

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

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

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

All terms and conditions of this Collective Bargaining Agreement apply EXCLUDING Section 41.02 of this agreement.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

6) The contractor informs the affected employees.

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

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

94-2516 TX,HOUSTON 08/17/04
FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

William W.Gross
Director

Division of
Wage Determinations

WASHINGTON D.C. 20210

Wage Determination No.: **1994-2516**
Revision No.: **24**
Date Of Last Revision: **08/10/2004**

State: **Texas**

Area: Texas Counties of Austin, Brazoria, Chambers, Colorado, Fort Bend, Galveston, Grimes, **Harris**, Houston, Jackson, Lavaca, Liberty, Madison, Matagorda, Montgomery, San Jacinto, Trinity, Walker, Waller, Washington, Wharton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.45
01012 - Accounting Clerk II	12.35
01013 - Accounting Clerk III	13.86
01014 - Accounting Clerk IV	15.29
01030 - Court Reporter	17.73
01050 - Dispatcher, Motor Vehicle	14.00
01060 - Document Preparation Clerk	11.66
01070 - Messenger (Courier)	9.87
01090 - Duplicating Machine Operator	11.01
01110 - Film/Tape Librarian	11.50
01115 - General Clerk I	9.23
01116 - General Clerk II	10.01
01117 - General Clerk III	12.97
01118 - General Clerk IV	14.88
01120 - Housing Referral Assistant	19.36
01131 - Key Entry Operator I	10.76
01132 - Key Entry Operator II	13.76
01191 - Order Clerk I	12.51
01192 - Order Clerk II	14.27
01261 - Personnel Assistant (Employment) I	12.28
01262 - Personnel Assistant (Employment) II	13.79
01263 - Personnel Assistant (Employment) III	16.50
01264 - Personnel Assistant (Employment) IV	17.63
01270 - Production Control Clerk	18.50
01290 - Rental Clerk	14.34
01300 - Scheduler, Maintenance	14.67
01311 - Secretary I	14.67
01312 - Secretary II	17.73
01313 - Secretary III	19.36
01314 - Secretary IV	22.76
01315 - Secretary V	25.57
01320 - Service Order Dispatcher	13.30
01341 - Stenographer I	12.72
01342 - Stenographer II	15.12
01400 - Supply Technician	22.76
01420 - Survey Worker (Interviewer)	14.26
01460 - Switchboard Operator-Receptionist	10.88
01510 - Test Examiner	17.73
01520 - Test Proctor	17.73
01531 - Travel Clerk I	11.49

01532 - Travel Clerk II	12.39
01533 - Travel Clerk III	13.25
01611 - Word Processor I	11.45
01612 - Word Processor II	13.79
01613 - Word Processor III	16.27

03000 - Automatic Data Processing Occupations

03010 - Computer Data Librarian	13.18
03041 - Computer Operator I	13.26
03042 - Computer Operator II	14.61
03043 - Computer Operator III	16.59
03044 - Computer Operator IV	22.60
03045 - Computer Operator V	23.59
03071 - Computer Programmer I (1)	19.99
03072 - Computer Programmer II (1)	24.38
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.31
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	12.36

05000 - Automotive Service Occupations

05005 - Automotive Body Repairer, Fiberglass	21.26
05010 - Automotive Glass Installer	19.86
05040 - Automotive Worker	19.15
05070 - Electrician, Automotive	20.76
05100 - Mobile Equipment Servicer	17.65
05130 - Motor Equipment Metal Mechanic	22.47
05160 - Motor Equipment Metal Worker	19.15
05190 - Motor Vehicle Mechanic	22.47
05220 - Motor Vehicle Mechanic Helper	16.93
05250 - Motor Vehicle Upholstery Worker	18.17
05280 - Motor Vehicle Wrecker	19.15
05310 - Painter, Automotive	20.76
05340 - Radiator Repair Specialist	20.96
05370 - Tire Repairer	14.40
05400 - Transmission Repair Specialist	23.06

07000 - Food Preparation and Service Occupations

(not set) - Food Service Worker	7.86
07010 - Baker	9.47
07041 - Cook I	8.52
07042 - Cook II	9.19
07070 - Dishwasher	7.74
07130 - Meat Cutter	12.19
07250 - Waiter/Waitress	7.51

09000 - Furniture Maintenance and Repair Occupations

09010 - Electrostatic Spray Painter	16.65
09040 - Furniture Handler	11.74
09070 - Furniture Refinisher	16.09
09100 - Furniture Refinisher Helper	13.74
09110 - Furniture Repairer, Minor	15.29
09130 - Upholsterer	16.65

11030 - General Services and Support Occupations

11030 - Cleaner, Vehicles	8.29
11060 - Elevator Operator	6.97
11090 - Gardener	11.04
11121 - House Keeping Aid I	6.86
11122 - House Keeping Aid II	6.97
11150 - Janitor	8.17
11210 - Laborer, Grounds Maintenance	8.86
11240 - Maid or Houseman	6.86
11270 - Pest Controller	11.80
11300 - Refuse Collector	8.29
11330 - Tractor Operator	10.40
11360 - Window Cleaner	8.92

12000 - Health Occupations

12020 - Dental Assistant	14.22
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.93
12071 - Licensed Practical Nurse I	13.52
12072 - Licensed Practical Nurse II	15.38
12073 - Licensed Practical Nurse III	16.71
12100 - Medical Assistant	11.91
12130 - Medical Laboratory Technician	13.63
12160 - Medical Record Clerk	12.72
12190 - Medical Record Technician	14.56
12221 - Nursing Assistant I	7.08
12222 - Nursing Assistant II	9.82
12223 - Nursing Assistant III	10.62
12224 - Nursing Assistant IV	12.40
12250 - Pharmacy Technician	13.10
12280 - Phlebotomist	13.30
12311 - Registered Nurse I	22.28
12312 - Registered Nurse II	27.45
12313 - Registered Nurse II, Specialist	29.16
12314 - Registered Nurse III	34.51
12315 - Registered Nurse III, Anesthetist	34.51
12316 - Registered Nurse IV	39.53

13000 - Information and Arts Occupations

13002 - Audiovisual Librarian	18.40
13011 - Exhibits Specialist I	19.30
13012 - Exhibits Specialist II	24.74
13013 - Exhibits Specialist III	28.94
13041 - Illustrator I	17.60
13042 - Illustrator II	22.56
13043 - Illustrator III	26.40
13047 - Librarian	21.17
13050 - Library Technician	12.96
13071 - Photographer I	13.93
13072 - Photographer II	17.60
13073 - Photographer III	22.56
13074 - Photographer IV	26.40
13075 - Photographer V	30.06

15000 - Laundry, Dry Cleaning, Pressing and Related Occupations

15010 - Assembler	7.93
15030 - Counter Attendant	7.93
15040 - Dry Cleaner	10.15
15070 - Finisher, Flatwork, Machine	7.93

15090 - Presser, Hand	7.93
15100 - Presser, Machine, Drycleaning	7.93
15130 - Presser, Machine, Shirts	7.93
15160 - Presser, Machine, Wearing Apparel, Laundry	7.93
15190 - Sewing Machine Operator	10.75
15220 - Tailor	11.56
15250 - Washer, Machine	8.67

19000 - Machine Tool Operation and Repair Occupations

19010 - Machine-Tool Operator (Toolroom)	16.65
19040 - Tool and Die Maker	19.20

21000 - Material Handling and Packing Occupations

21010 - Fuel Distribution System Operator	16.33
21020 - Material Coordinator	18.50
21030 - Material Expediter	18.50
21040 - Material Handling Laborer	12.26
21050 - Order Filler	10.53
21071 - Forklift Operator	12.84
21080 - Production Line Worker (Food Processing)	12.84
21100 - Shipping/Receiving Clerk	12.41
21130 - Shipping Packer	12.41
21140 - Store Worker I	9.51
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.06
21210 - Tools and Parts Attendant	13.58
21400 - Warehouse Specialist	12.84

23000 - Mechanics and Maintenance and Repair Occupations

23010 - Aircraft Mechanic	21.09
23040 - Aircraft Mechanic Helper	16.43
23050 - Aircraft Quality Control Inspector	22.02
23060 - Aircraft Servicer	18.28
23070 - Aircraft Worker	19.26
23100 - Appliance Mechanic	16.65
23120 - Bicycle Repairer	13.91
23125 - Cable Splicer	19.51
23130 - Carpenter, Maintenance	17.01
23140 - Carpet Layer	15.92
23160 - Electrician, Maintenance	23.18
23181 - Electronics Technician, Maintenance I	14.70
23182 - Electronics Technician, Maintenance II	19.02
23183 - Electronics Technician, Maintenance III	22.33
23260 - Fabric Worker	15.00
23290 - Fire Alarm System Mechanic	17.43
23310 - Fire Extinguisher Repairer	14.40
23340 - Fuel Distribution System Mechanic	19.17
23370 - General Maintenance Worker	15.46
23400 - Heating, Refrigeration and Air Conditioning Mechanic	17.43
23430 - Heavy Equipment Mechanic	17.43
23440 - Heavy Equipment Operator	17.43
23460 - Instrument Mechanic	17.43
23470 - Laborer	9.70
23500 - Locksmith	16.65
23530 - Machinery Maintenance Mechanic	19.81
23550 - Machinist, Maintenance	20.16
23580 - Maintenance Trades Helper	13.58
23640 - Millwright	19.02
23700 - Office Appliance Repairer	16.65
23740 - Painter, Aircraft	18.32

23760 - Painter, Maintenance	16.65
23790 - Pipefitter, Maintenance	19.33
23800 - Plumber, Maintenance	17.15
23820 - Pneudraulic Systems Mechanic	17.43
23850 - Rigger	17.43
23870 - Scale Mechanic	15.92
23890 - Sheet-Metal Worker, Maintenance	17.43
23910 - Small Engine Mechanic	15.92
23930 - Telecommunication Mechanic I	20.53
23931 - Telecommunication Mechanic II	21.44
23950 - Telephone Lineman	19.17
23960 - Welder, Combination, Maintenance	17.43
23965 - Well Driller	17.43
23970 - Woodcraft Worker	17.43
23980 - Woodworker	9.64
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.68
24580 - Child Care Center Clerk	12.06
24600 - Chore Aid	6.28
24630 - Homemaker	15.41
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	19.86
25040 - Sewage Plant Operator	17.00
25070 - Stationary Engineer	19.86
25190 - Ventilation Equipment Tender	14.33
25210 - Water Treatment Plant Operator	16.65
27000 - Protective Service Occupations	
(not set) - Police Officer	20.86
27004 - Alarm Monitor	12.98
27006 - Corrections Officer	18.04
27010 - Court Security Officer	18.04
27040 - Detention Officer	18.04
27070 - Firefighter	17.70
27101 - Guard I	10.02
27102 - Guard II	17.90
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	15.62
28020 - Hatch Tender	15.62
28030 - Line Handler	15.62
28040 - Stevedore I	14.61
28050 - Stevedore II	16.63
29000 - Technical Occupations	
21150 - Graphic Artist	23.11
29010 - Air Traffic Control Specialist, Center (2)	33.86
29011 - Air Traffic Control Specialist, Station (2)	23.35
29012 - Air Traffic Control Specialist, Terminal (2)	25.71
29023 - Archeological Technician I	19.34
29024 - Archeological Technician II	21.66
29025 - Archeological Technician III	26.79
29030 - Cartographic Technician	27.31
29035 - Computer Based Training (CBT) Specialist/ Instructor	25.70
29040 - Civil Engineering Technician	24.82
29061 - Drafter I	15.37
29062 - Drafter II	15.85

29063 - Drafter III	20.90
29064 - Drafter IV	26.79
29081 - Engineering Technician I	15.08
29082 - Engineering Technician II	18.74
29083 - Engineering Technician III	21.81
29084 - Engineering Technician IV	27.69
29085 - Engineering Technician V	36.15
29086 - Engineering Technician VI	41.10
29090 - Environmental Technician	24.76
29100 - Flight Simulator/Instructor (Pilot)	32.45
29160 - Instructor	23.47
29210 - Laboratory Technician	17.97
29240 - Mathematical Technician	28.04
29361 - Paralegal/Legal Assistant I	17.80
29362 - Paralegal/Legal Assistant II	21.38
29363 - Paralegal/Legal Assistant III	26.62
29364 - Paralegal/Legal Assistant IV	29.59
29390 - Photooptics Technician	26.79
29480 - Technical Writer	23.21
29491 - Unexploded Ordnance (UXO) Technician I	21.52
29492 - Unexploded Ordnance (UXO) Technician II	26.04
29493 - Unexploded Ordnance (UXO) Technician III	31.21
29494 - Unexploded (UXO) Safety Escort	21.52
29495 - Unexploded (UXO) Sweep Personnel	21.52
29620 - Weather Observer, Senior (3)	21.81
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	17.99
29622 - Weather Observer, Upper Air	17.99

31000 - Transportation/ Mobile Equipment Operation Occupations

31030 - Bus Driver	14.48
31260 - Parking and Lot Attendant	7.68
31290 - Shuttle Bus Driver	11.52
31300 - Taxi Driver	8.81
31361 - Truckdriver, Light Truck	11.52
31362 - Truckdriver, Medium Truck	14.97
31363 - Truckdriver, Heavy Truck	16.00
31364 - Truckdriver, Tractor-Trailer	16.00

99000 - Miscellaneous Occupations

99020 - Animal Caretaker	8.21
99030 - Cashier	8.41
99041 - Carnival Equipment Operator	9.72
99042 - Carnival Equipment Repairer	10.22
99043 - Carnival Worker	7.50
99050 - Desk Clerk	10.65
99095 - Embalmer	19.59
99300 - Lifeguard	11.31
99310 - Mortician	23.71
99350 - Park Attendant (Aide)	14.21
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.48
99500 - Recreation Specialist	14.74
99510 - Recycling Worker	12.23
99610 - Sales Clerk	10.53
99620 - School Crossing Guard (Crosswalk Attendant)	8.29
99630 - Sport Official	10.43
99658 - Survey Party Chief (Chief of Party)	18.11
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.66
99660 - Surveying Aide	12.40
99690 - Swimming Pool Operator	13.10
99720 - Vending Machine Attendant	10.91

99730 - Vending Machine Repairer	13.10
99740 - Vending Machine Repairer Helper	11.19

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $2.59 per hour computed on the basis of all hours worked by service employees employed on the contract.

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

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

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

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

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

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

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

**** UNIFORM ALLOWANCE ****

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

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

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

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

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

6) The contractor informs the affected employees.

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

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

94-2544 VA,NORFOLK 11/16/04
FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

William W.Gross
Director

Division of
Wage Determinations

WASHINGTON D.C. 20210

Wage Determination No.: **1994-2544**
Revision No.: **30**
Date Of Last Revision: **11/10/2004**

States: North Carolina, **Virginia**

Area: North Carolina Counties of Camden, Chowan, Currituck, Gates, Pasquotank, Perquimans
Virginia Counties of Chesapeake, Gloucester, **Hampton**, Isle of Wight, James City, Mathews, Newport News, Norfolk, Poquoson, Portsmouth, Southampton, Suffolk, Surry, Virginia Beach, Williamsburg, York

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	8.38
01012 - Accounting Clerk II	10.58
01013 - Accounting Clerk III	13.17
01014 - Accounting Clerk IV	14.28
01030 - Court Reporter	14.23
01050 - Dispatcher, Motor Vehicle	12.73
01060 - Document Preparation Clerk	10.92
01070 - Messenger (Courier)	8.68
01090 - Duplicating Machine Operator	10.92
01110 - Film/Tape Librarian	10.56
01115 - General Clerk I	8.73
01116 - General Clerk II	10.75
01117 - General Clerk III	13.37
01118 - General Clerk IV	14.95
01120 - Housing Referral Assistant	17.27
01131 - Key Entry Operator I	10.04
01132 - Key Entry Operator II	12.64
01191 - Order Clerk I	12.24
01192 - Order Clerk II	16.02
01261 - Personnel Assistant (Employment) I	12.63
01262 - Personnel Assistant (Employment) II	14.59
01263 - Personnel Assistant (Employment) III	16.33
01264 - Personnel Assistant (Employment) IV	18.20
01270 - Production Control Clerk	19.21
01290 - Rental Clerk	12.49
01300 - Scheduler, Maintenance	13.00
01311 - Secretary I	14.30
01312 - Secretary II	16.65
01313 - Secretary III	19.00
01314 - Secretary IV	22.28
01315 - Secretary V	23.39
01320 - Service Order Dispatcher	12.73
01341 - Stenographer I	11.56
01342 - Stenographer II	14.19
01400 - Supply Technician	20.25
01420 - Survey Worker (Interviewer)	12.02
01460 - Switchboard Operator-Receptionist	10.18
01510 - Test Examiner	15.14

01520 - Test Proctor	15.14
01531 - Travel Clerk I	9.92
01532 - Travel Clerk II	10.59
01533 - Travel Clerk III	11.30
01611 - Word Processor I	11.86
01612 - Word Processor II	14.30
01613 - Word Processor III	14.96

03000 - Automatic Data Processing Occupations

03010 - Computer Data Librarian	10.35
03041 - Computer Operator I	12.14
03042 - Computer Operator II	14.02
03043 - Computer Operator III	17.37
03044 - Computer Operator IV	20.13
03045 - Computer Operator V	21.39
03071 - Computer Programmer I (1)	19.24
03072 - Computer Programmer II (1)	21.77
03073 - Computer Programmer III (1)	25.96
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.31
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	12.14

05000 - Automotive Service Occupations

05005 - Automotive Body Repairer, Fiberglass	18.20
05010 - Automotive Glass Installer	16.60
05040 - Automotive Worker	16.60
05070 - Electrician, Automotive	17.38
05100 - Mobile Equipment Servicer	15.00
05130 - Motor Equipment Metal Mechanic	18.20
05160 - Motor Equipment Metal Worker	16.60
05190 - Motor Vehicle Mechanic	18.20
05220 - Motor Vehicle Mechanic Helper	14.15
05250 - Motor Vehicle Upholstery Worker	15.78
05280 - Motor Vehicle Wrecker	16.60
05310 - Painter, Automotive	17.38
05340 - Radiator Repair Specialist	15.78
05370 - Tire Repairer	13.37
05400 - Transmission Repair Specialist	18.20

07000 - Food Preparation and Service Occupations

(not set) - Food Service Worker	7.92
07010 - Baker	9.05
07041 - Cook I	8.43
07042 - Cook II	9.32
07070 - Dishwasher	7.42
07130 - Meat Cutter	12.69
07250 - Waiter/Waitress	7.56

09000 - Furniture Maintenance and Repair Occupations

09010 - Electrostatic Spray Painter	21.23
09040 - Furniture Handler	13.34
09070 - Furniture Refinisher	16.03
09100 - Furniture Refinisher Helper	13.05
09110 - Furniture Repairer, Minor	14.56
09130 - Upholsterer	16.03

11030 - General Services and Support Occupations

11030 - Cleaner, Vehicles	8.87
11060 - Elevator Operator	8.87
11090 - Gardener	10.19
11121 - House Keeping Aid I	7.59
11122 - House Keeping Aid II	9.73
11150 - Janitor	9.16
11210 - Laborer, Grounds Maintenance	9.52
11240 - Maid or Houseman	7.59
11270 - Pest Controller	11.63
11300 - Refuse Collector	11.02
11330 - Tractor Operator	9.71
11360 - Window Cleaner	9.71

12000 - Health Occupations

12020 - Dental Assistant	11.31
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.79
12071 - Licensed Practical Nurse I	11.36
12072 - Licensed Practical Nurse II	12.75
12073 - Licensed Practical Nurse III	14.26
12100 - Medical Assistant	10.59
12130 - Medical Laboratory Technician	13.35
12160 - Medical Record Clerk	11.99
12190 - Medical Record Technician	13.15
12221 - Nursing Assistant I	7.77
12222 - Nursing Assistant II	8.74
12223 - Nursing Assistant III	9.54
12224 - Nursing Assistant IV	10.69
12250 - Pharmacy Technician	11.84
12280 - Phlebotomist	12.32
12311 - Registered Nurse I	19.72
12312 - Registered Nurse II	23.42
12313 - Registered Nurse II, Specialist	23.42
12314 - Registered Nurse III	28.34
12315 - Registered Nurse III, Anesthetist	28.34
12316 - Registered Nurse IV	33.96

13000 - Information and Arts Occupations

13002 - Audiovisual Librarian	14.23
13011 - Exhibits Specialist I	16.06
13012 - Exhibits Specialist II	19.51
13013 - Exhibits Specialist III	21.67
13041 - Illustrator I	17.63
13042 - Illustrator II	21.42
13043 - Illustrator III	23.78
13047 - Librarian	22.37
13050 - Library Technician	12.68
13071 - Photographer I	11.73
13072 - Photographer II	15.55
13073 - Photographer III	18.89
13074 - Photographer IV	20.98
13075 - Photographer V	25.39

15000 - Laundry, Dry Cleaning, Pressing and Related Occupations

15010 - Assembler	7.07
15030 - Counter Attendant	7.07
15040 - Dry Cleaner	9.03
15070 - Finisher, Flatwork, Machine	7.07

15090 - Presser, Hand	7.07
15100 - Presser, Machine, Drycleaning	7.07
15130 - Presser, Machine, Shirts	7.07
15160 - Presser, Machine, Wearing Apparel, Laundry	7.07
15190 - Sewing Machine Operator	9.68
15220 - Tailor	10.33
15250 - Washer, Machine	7.72

19000 - Machine Tool Operation and Repair Occupations

19010 - Machine-Tool Operator (Toolroom)	18.75
19040 - Tool and Die Maker	20.78

21000 - Material Handling and Packing Occupations

21010 - Fuel Distribution System Operator	15.62
21020 - Material Coordinator	19.21
21030 - Material Expediter	19.21
21040 - Material Handling Laborer	9.88
21050 - Order Filler	10.15
21071 - Forklift Operator	14.07
21080 - Production Line Worker (Food Processing)	13.56
21100 - Shipping/Receiving Clerk	11.48
21130 - Shipping Packer	12.10
21140 - Store Worker I	10.29
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	12.94
21210 - Tools and Parts Attendant	14.93
21400 - Warehouse Specialist	14.36

23000 - Mechanics and Maintenance and Repair Occupations

23010 - Aircraft Mechanic	20.68
23040 - Aircraft Mechanic Helper	15.24
23050 - Aircraft Quality Control Inspector	21.60
23060 - Aircraft Servicer	16.99
23070 - Aircraft Worker	17.87
23100 - Appliance Mechanic	17.63
23120 - Bicycle Repairer	13.37
23125 - Cable Splicer	20.32
23130 - Carpenter, Maintenance	16.03
23140 - Carpet Layer	17.61
23160 - Electrician, Maintenance	20.86
23181 - Electronics Technician, Maintenance I	18.11
23182 - Electronics Technician, Maintenance II	18.52
23183 - Electronics Technician, Maintenance III	19.84
23260 - Fabric Worker	14.56
23290 - Fire Alarm System Mechanic	16.79
23310 - Fire Extinguisher Repairer	13.84
23340 - Fuel Distribution System Mechanic	18.95
23370 - General Maintenance Worker	15.31
23400 - Heating, Refrigeration and Air Conditioning Mechanic	16.79
23430 - Heavy Equipment Mechanic	16.79
23440 - Heavy Equipment Operator	16.79
23460 - Instrument Mechanic	16.79
23470 - Laborer	10.02
23500 - Locksmith	18.17
23530 - Machinery Maintenance Mechanic	18.43
23550 - Machinist, Maintenance	16.79
23580 - Maintenance Trades Helper	13.05
23640 - Millwright	20.58
23700 - Office Appliance Repairer	16.03
23740 - Painter, Aircraft	18.24

23760 - Painter, Maintenance	16.03
23790 - Pipefitter, Maintenance	18.69
23800 - Plumber, Maintenance	17.84
23820 - Pneudraulic Systems Mechanic	16.79
23850 - Rigger	16.79
23870 - Scale Mechanic	15.31
23890 - Sheet-Metal Worker, Maintenance	16.79
23910 - Small Engine Mechanic	15.31
23930 - Telecommunication Mechanic I	16.79
23931 - Telecommunication Mechanic II	20.16
23950 - Telephone Lineman	16.79
23960 - Welder, Combination, Maintenance	16.79
23965 - Well Driller	16.79
23970 - Woodcraft Worker	16.79
23980 - Woodworker	13.84

24000 - Personal Needs Occupations

24570 - Child Care Attendant	7.32
24580 - Child Care Center Clerk	11.32
24600 - Chore Aid	6.93
24630 - Homemaker	10.88

25000 - Plant and System Operation Occupations

25010 - Boiler Tender	17.76
25040 - Sewage Plant Operator	17.81
25070 - Stationary Engineer	17.76
25190 - Ventilation Equipment Tender	14.36
25210 - Water Treatment Plant Operator	17.81

27000 - Protective Service Occupations

(not set) - Police Officer	17.47
27004 - Alarm Monitor	13.15
27006 - Corrections Officer	13.60
27010 - Court Security Officer	14.67
27040 - Detention Officer	13.60
27070 - Firefighter	13.99
27101 - Guard I	9.30
27102 - Guard II	11.13

28000 - Stevedoring/Longshoremen Occupations

28010 - Blocker and Bracer	15.07
28020 - Hatch Tender	15.07
28030 - Line Handler	15.07
28040 - Stevedore I	15.44
28050 - Stevedore II	16.96

29000 - Technical Occupations

21150 - Graphic Artist	18.24
29010 - Air Traffic Control Specialist, Center (2)	30.50
29011 - Air Traffic Control Specialist, Station (2)	21.03
29012 - Air Traffic Control Specialist, Terminal (2)	23.16
29023 - Archeological Technician I	13.29
29024 - Archeological Technician II	14.95
29025 - Archeological Technician III	18.46
29030 - Cartographic Technician	20.13
29035 - Computer Based Training (CBT) Specialist/ Instructor	27.31
29040 - Civil Engineering Technician	18.89

29061 - Drafter I	11.71
29062 - Drafter II	13.18
29063 - Drafter III	16.56
29064 - Drafter IV	20.13
29081 - Engineering Technician I	15.58
29082 - Engineering Technician II	16.67
29083 - Engineering Technician III	20.54
29084 - Engineering Technician IV	24.87
29085 - Engineering Technician V	29.05
29086 - Engineering Technician VI	35.89
29090 - Environmental Technician	16.43
29100 - Flight Simulator/Instructor (Pilot)	27.62
29160 - Instructor	21.28
29210 - Laboratory Technician	16.35
29240 - Mathematical Technician	20.13
29361 - Paralegal/Legal Assistant I	12.85
29362 - Paralegal/Legal Assistant II	15.60
29363 - Paralegal/Legal Assistant III	19.09
29364 - Paralegal/Legal Assistant IV	23.09
29390 - Photooptics Technician	20.13
29480 - Technical Writer	22.30
29491 - Unexploded Ordnance (UXO) Technician I	19.38
29492 - Unexploded Ordnance (UXO) Technician II	23.45
29493 - Unexploded Ordnance (UXO) Technician III	28.11
29494 - Unexploded (UXO) Safety Escort	19.38
29495 - Unexploded (UXO) Sweep Personnel	19.38
29620 - Weather Observer, Senior (3)	18.44
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	17.04
29622 - Weather Observer, Upper Air (3)	17.04

31000 - Transportation/ Mobile Equipment Operation Occupations

31030 - Bus Driver	11.43
31260 - Parking and Lot Attendant	7.69
31290 - Shuttle Bus Driver	11.11
31300 - Taxi Driver	10.29
31361 - Truckdriver, Light Truck	11.11
31362 - Truckdriver, Medium Truck	12.17
31363 - Truckdriver, Heavy Truck	14.64
31364 - Truckdriver, Tractor-Trailer	14.64

99000 - Miscellaneous Occupations

99020 - Animal Caretaker	7.99
99030 - Cashier	7.67
99041 - Carnival Equipment Operator	10.11
99042 - Carnival Equipment Repairer	10.61
99043 - Carnival Worker	7.20
99050 - Desk Clerk	8.30
99095 - Embalmer	17.93
99300 - Lifeguard	9.77
99310 - Mortician	23.11
99350 - Park Attendant (Aide)	12.25
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.04
99500 - Recreation Specialist	14.85
99510 - Recycling Worker	13.50
99610 - Sales Clerk	9.40
99620 - School Crossing Guard (Crosswalk Attendant)	9.62
99630 - Sport Official	8.49
99658 - Survey Party Chief (Chief of Party)	15.04
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.67
99660 - Surveying Aide	9.39

99690 - Swimming Pool Operator	11.69
99720 - Vending Machine Attendant	11.47
99730 - Vending Machine Repairer	13.44
99740 - Vending Machine Repairer Helper	11.47

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

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

94-2574 WV,STATEWIDE 06/22/04
FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

William W.Gross
Director

Division of
Wage Determinations

WASHINGTON D.C. 20210

Wage Determination No.: **1994-2574**
Revision No.: **16**
Date Of Last Revision: **06/11/2004**

States: Kentucky, Ohio, **West Virginia**

Area: Kentucky Counties of Boyd, Carter, Elliott, Floyd, Greenup, Johnson, Lawrence,
Lewis, Magoffin, Martin, Pike
Ohio Counties of Monroe, Morgan, Noble, Washington
West Virginia - All Counties except: Berkeley, Jefferson
Note: West Virginia include all counties except Berkeley and Jefferson counties.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	8.72
01012 - Accounting Clerk II	11.01
01013 - Accounting Clerk III	18.04
01014 - Accounting Clerk IV	20.19
01030 - Court Reporter	16.96
01050 - Dispatcher, Motor Vehicle	14.02
01060 - Document Preparation Clerk	11.14
01070 - Messenger (Courier)	8.28
01090 - Duplicating Machine Operator	11.19
01110 - Film/Tape Librarian	11.99
01115 - General Clerk I	8.54
01116 - General Clerk II	9.60
01117 - General Clerk III	12.02
01118 - General Clerk IV	13.50
01120 - Housing Referral Assistant	14.85
01131 - Key Entry Operator I	9.11
01132 - Key Entry Operator II	12.18
01191 - Order Clerk I	8.45
01192 - Order Clerk II	10.14
01261 - Personnel Assistant (Employment) I	10.98
01262 - Personnel Assistant (Employment) II	12.32
01263 - Personnel Assistant (Employment) III	15.43
01264 - Personnel Assistant (Employment) IV	17.34
01270 - Production Control Clerk	15.87
01290 - Rental Clerk	11.99
01300 - Scheduler, Maintenance	11.99
01311 - Secretary I	11.99
01312 - Secretary II	13.41
01313 - Secretary III	14.63
01314 - Secretary IV	16.51
01315 - Secretary V	18.29
01320 - Service Order Dispatcher	13.19
01341 - Stenographer I	13.51
01342 - Stenographer II	15.17
01400 - Supply Technician	16.32

01420 - Survey Worker (Interviewer)	13.41
01460 - Switchboard Operator-Receptionist	8.10
01510 - Test Examiner	13.41
01520 - Test Proctor	13.41
01531 - Travel Clerk I	10.15
01532 - Travel Clerk II	11.13
01533 - Travel Clerk III	11.90
01611 - Word Processor I	10.61
01612 - Word Processor II	11.91
01613 - Word Processor III	13.32

03000 - Automatic Data Processing Occupations

03010 - Computer Data Librarian	10.12
03041 - Computer Operator I	11.35
03042 - Computer Operator II	12.73
03043 - Computer Operator III	14.16
03044 - Computer Operator IV	15.73
03045 - Computer Operator V	17.42
03071 - Computer Programmer I (1)	14.42
03072 - Computer Programmer II (1)	17.85
03073 - Computer Programmer III (1)	21.79
03074 - Computer Programmer IV (1)	26.41
03101 - Computer Systems Analyst I (1)	21.29
03102 - Computer Systems Analyst II (1)	25.74
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	11.35

05000 - Automotive Service Occupations

05005 - Automotive Body Repairer, Fiberglass	15.24
05010 - Automotive Glass Installer	14.02
05040 - Automotive Worker	14.02
05070 - Electrician, Automotive	14.52
05100 - Mobile Equipment Servicer	12.99
05130 - Motor Equipment Metal Mechanic	15.03
05160 - Motor Equipment Metal Worker	14.02
05190 - Motor Vehicle Mechanic	15.03
05220 - Motor Vehicle Mechanic Helper	12.44
05250 - Motor Vehicle Upholstery Worker	13.53
05280 - Motor Vehicle Wrecker	14.02
05310 - Painter, Automotive	14.52
05340 - Radiator Repair Specialist	14.02
05370 - Tire Repairer	12.55
05400 - Transmission Repair Specialist	15.04

07000 - Food Preparation and Service Occupations

(not set) - Food Service Worker	7.16
07010 - Baker	9.39
07041 - Cook I	8.68
07042 - Cook II	9.39
07070 - Dishwasher	7.16
07130 - Meat Cutter	10.64
07250 - Waiter/Waitress	7.65

09000 - Furniture Maintenance and Repair Occupations

09010 - Electrostatic Spray Painter	14.72
09040 - Furniture Handler	11.58
09070 - Furniture Refinisher	14.72
09100 - Furniture Refinisher Helper	12.62

09110 - Furniture Repairer, Minor	13.71
09130 - Upholsterer	14.72

11030 - General Services and Support Occupations

11030 - Cleaner, Vehicles	7.38
11060 - Elevator Operator	7.99
11090 - Gardener	9.19
11121 - House Keeping Aid I	6.74
11122 - House Keeping Aid II	7.25
11150 - Janitor	8.36
11210 - Laborer, Grounds Maintenance	8.10
11240 - Maid or Houseman	6.74
11270 - Pest Controller	10.86
11300 - Refuse Collector	8.70
11330 - Tractor Operator	9.27
11360 - Window Cleaner	8.91

12000 - Health Occupations

12020 - Dental Assistant	10.93
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
12071 - Licensed Practical Nurse I	10.50
12072 - Licensed Practical Nurse II	11.78
12073 - Licensed Practical Nurse III	13.18
12100 - Medical Assistant	9.77
12130 - Medical Laboratory Technician	12.23
12160 - Medical Record Clerk	10.77
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	7.65
12222 - Nursing Assistant II	8.56
12223 - Nursing Assistant III	9.34
12224 - Nursing Assistant IV	10.49
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	11.90
12311 - Registered Nurse I	15.94
12312 - Registered Nurse II	19.53
12313 - Registered Nurse II, Specialist	19.53
12314 - Registered Nurse III	23.59
12315 - Registered Nurse III, Anesthetist	23.59
12316 - Registered Nurse IV	28.27

13000 - Information and Arts Occupations

13002 - Audiovisual Librarian	18.16
13011 - Exhibits Specialist I	12.91
13012 - Exhibits Specialist II	15.99
13013 - Exhibits Specialist III	19.56
13041 - Illustrator I	12.91
13042 - Illustrator II	15.99
13043 - Illustrator III	19.56
13047 - Librarian	18.29
13050 - Library Technician	13.41
13071 - Photographer I	12.30
13072 - Photographer II	13.71
13073 - Photographer III	16.98
13074 - Photographer IV	20.76
13075 - Photographer V	25.11

15000 - Laundry, Dry Cleaning, Pressing and Related Occupations

15010 - Assembler	7.42

15030 - Counter Attendant	7.42
15040 - Dry Cleaner	9.44
15070 - Finisher, Flatwork, Machine	7.42
15090 - Presser, Hand	7.42
15100 - Presser, Machine, Drycleaning	7.42
15130 - Presser, Machine, Shirts	7.42
15160 - Presser, Machine, Wearing Apparel, Laundry	7.42
15190 - Sewing Machine Operator	10.09
15220 - Tailor	10.73
15250 - Washer, Machine	8.05

19000 - Machine Tool Operation and Repair Occupations

19010 - Machine-Tool Operator (Toolroom)	14.72
19040 - Tool and Die Maker	15.27

21000 - Material Handling and Packing Occupations

21010 - Fuel Distribution System Operator	15.50
21020 - Material Coordinator	15.22
21030 - Material Expediter	15.22
21040 - Material Handling Laborer	8.18
21050 - Order Filler	10.71
21071 - Forklift Operator	13.57
21080 - Production Line Worker (Food Processing)	13.43
21100 - Shipping/Receiving Clerk	10.88
21130 - Shipping Packer	10.88
21140 - Store Worker I	10.15
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.15
21210 - Tools and Parts Attendant	13.43
21400 - Warehouse Specialist	13.43

23000 - Mechanics and Maintenance and Repair Occupations

23010 - Aircraft Mechanic	18.72
23040 - Aircraft Mechanic Helper	15.41
23050 - Aircraft Quality Control Inspector	19.25
23060 - Aircraft Servicer	16.74
23070 - Aircraft Worker	17.35
23100 - Appliance Mechanic	14.72
23120 - Bicycle Repairer	12.72
23125 - Cable Splicer	21.21
23130 - Carpenter, Maintenance	14.93
23140 - Carpet Layer	14.21
23160 - Electrician, Maintenance	17.98
23181 - Electronics Technician, Maintenance I	11.56
23182 - Electronics Technician, Maintenance II	19.59
23183 - Electronics Technician, Maintenance III	20.36
23260 - Fabric Worker	14.55
23290 - Fire Alarm System Mechanic	17.53
23310 - Fire Extinguisher Repairer	15.15
23340 - Fuel Distribution System Mechanic	19.03
23370 - General Maintenance Worker	14.21
23400 - Heating, Refrigeration and Air Conditioning Mechanic	15.44
23430 - Heavy Equipment Mechanic	17.42
23440 - Heavy Equipment Operator	14.76
23460 - Instrument Mechanic	17.53
23470 - Laborer	7.99
23500 - Locksmith	14.72
23530 - Machinery Maintenance Mechanic	18.42
23550 - Machinist, Maintenance	15.24
23580 - Maintenance Trades Helper	12.62

23640 - Millwright	18.37
23700 - Office Appliance Repairer	16.63
23740 - Painter, Aircraft	14.72
23760 - Painter, Maintenance	14.72
23790 - Pipefitter, Maintenance	18.06
23800 - Plumber, Maintenance	17.44
23820 - Pneudraulic Systems Mechanic	17.53
23850 - Rigger	17.86
23870 - Scale Mechanic	16.34
23890 - Sheet-Metal Worker, Maintenance	17.95
23910 - Small Engine Mechanic	14.20
23930 - Telecommunication Mechanic I	15.24
23931 - Telecommunication Mechanic II	15.77
23950 - Telephone Lineman	16.24
23960 - Welder, Combination, Maintenance	15.24
23965 - Well Driller	17.53
23970 - Woodcraft Worker	17.32
23980 - Woodworker	14.72
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	6.88
24580 - Child Care Center Clerk	8.59
24600 - Chore Aid	6.66
24630 - Homemaker	9.13
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	18.93
25040 - Sewage Plant Operator	15.32
25070 - Stationary Engineer	18.93
25190 - Ventilation Equipment Tender	13.82
25210 - Water Treatment Plant Operator	14.72
27000 - Protective Service Occupations	
(not set) - Police Officer	16.15
27004 - Alarm Monitor	8.29
27006 - Corrections Officer	12.03
27010 - Court Security Officer	13.78
27040 - Detention Officer	12.92
27070 - Firefighter	14.40
27101 - Guard I	8.08
27102 - Guard II	9.04
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	14.69
28020 - Hatch Tender	14.64
28030 - Line Handler	14.64
28040 - Stevedore I	13.92
28050 - Stevedore II	15.03
29000 - Technical Occupations	
21150 - Graphic Artist	16.46
29010 - Air Traffic Control Specialist, Center (2)	29.36
29011 - Air Traffic Control Specialist, Station (2)	20.24
29012 - Air Traffic Control Specialist, Terminal (2)	22.29
29023 - Archeological Technician I	16.07
29024 - Archeological Technician II	17.96
29025 - Archeological Technician III	22.26

29030 - Cartographic Technician	19.75
29035 - Computer Based Training (CBT) Specialist/ Instructor	18.46
29040 - Civil Engineering Technician	17.60
29061 - Drafter I	11.32
29062 - Drafter II	16.78
29063 - Drafter III	20.47
29064 - Drafter IV	22.26
29081 - Engineering Technician I	14.25
29082 - Engineering Technician II	15.99
29083 - Engineering Technician III	19.55
29084 - Engineering Technician IV	23.78
29085 - Engineering Technician V	29.63
29086 - Engineering Technician VI	35.53
29090 - Environmental Technician	14.30
29100 - Flight Simulator/Instructor (Pilot)	24.08
29160 - Instructor	18.21
29210 - Laboratory Technician	13.89
29240 - Mathematical Technician	21.43
29361 - Paralegal/Legal Assistant I	14.63
29362 - Paralegal/Legal Assistant II	16.51
29363 - Paralegal/Legal Assistant III	20.19
29364 - Paralegal/Legal Assistant IV	24.44
29390 - Photooptics Technician	22.92
29480 - Technical Writer	21.01
29491 - Unexploded Ordnance (UXO) Technician I	18.66
29492 - Unexploded Ordnance (UXO) Technician II	22.57
29493 - Unexploded Ordnance (UXO) Technician III	27.05
29494 - Unexploded (UXO) Safety Escort	18.66
29495 - Unexploded (UXO) Sweep Personnel	18.66
29620 - Weather Observer, Senior (3)	16.12
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	14.52
29622 - Weather Observer, Upper Air (3)	14.52

31000 - Transportation/ Mobile Equipment Operation Occupations

31030 - Bus Driver	10.66
31260 - Parking and Lot Attendant	6.91
31290 - Shuttle Bus Driver	10.51
31300 - Taxi Driver	8.48
31361 - Truckdriver, Light Truck	10.44
31362 - Truckdriver, Medium Truck	12.54
31363 - Truckdriver, Heavy Truck	13.70
31364 - Truckdriver, Tractor-Trailer	13.70

99000 - Miscellaneous Occupations

99020 - Animal Caretaker	7.97
99030 - Cashier	6.80
99041 - Carnival Equipment Operator	8.75
99042 - Carnival Equipment Repairer	9.16
99043 - Carnival Worker	7.16
99050 - Desk Clerk	6.59
99095 - Embalmer	18.25
99300 - Lifeguard	9.80
99310 - Mortician	20.05
99350 - Park Attendant (Aide)	10.26
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.74
99500 - Recreation Specialist	9.13
99510 - Recycling Worker	10.12
99610 - Sales Clerk	8.14
99620 - School Crossing Guard (Crosswalk Attendant)	8.76
99630 - Sport Official	7.11

99658 - Survey Party Chief (Chief of Party)	12.09
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.26
99660 - Surveying Aide	7.48
99690 - Swimming Pool Operator	10.60
99720 - Vending Machine Attendant	9.40
99730 - Vending Machine Repairer	10.59
99740 - Vending Machine Repairer Helper	9.40

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $2.59 per hour computed on the basis of all hours worked by service employees employed on the contract.

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

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

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

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

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

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials

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

**** UNIFORM ALLOWANCE ****

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

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

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

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

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

Conformance Process:

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

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

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

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
ORIGINAL SIGNED BY: William W.Gross Director Division of Wage Determinations	Wage Determination No.: 2004-0434 Revision No.: 1 Date Of Last Revision: 12/02/2004

States: **Alabama**

Area: Alabama County of **Madison**

**Employed on National Aeronautics and Space Administration contract for Unified
NASA Information Technology Services (UNITeS).**

Collective Bargaining Agreement between TRAX International Corporation and Communication Workers of America, AFL-CIO effective October 1, 2004 through September 30, 2007.

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