

30011 - Air Traffic Control Specialist, Station (HFO) (2)	23.32
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.68
30021 - Archeological Technician I	16.61
30022 - Archeological Technician II	20.03
30023 - Archeological Technician III	25.42
30030 - Cartographic Technician	25.42
30040 - Civil Engineering Technician	22.39
30061 - Drafter/CAD Operator I	18.27
30062 - Drafter/CAD Operator II	20.51
30063 - Drafter/CAD Operator III	22.87
30064 - Drafter/CAD Operator IV	25.42
30081 - Engineering Technician I	18.80
30082 - Engineering Technician II	21.11
30083 - Engineering Technician III	23.61
30084 - Engineering Technician IV	29.26
30085 - Engineering Technician V	35.26
30086 - Engineering Technician VI	43.06
30090 - Environmental Technician	22.19
30210 - Laboratory Technician	20.27
30240 - Mathematical Technician	23.73
30361 - Paralegal/Legal Assistant I	19.59
30362 - Paralegal/Legal Assistant II	23.55
30363 - Paralegal/Legal Assistant III	28.79
30364 - Paralegal/Legal Assistant IV	34.82
30390 - Photo-Optics Technician	24.87
30461 - Technical Writer I	20.18
30462 - Technical Writer II	24.69
30463 - Technical Writer III	29.87
30491 - Unexploded Ordnance (UXO) Technician I	21.49
30492 - Unexploded Ordnance (UXO) Technician II	26.00
30493 - Unexploded Ordnance (UXO) Technician III	31.17
30494 - Unexploded (UXO) Safety Escort	21.49
30495 - Unexploded (UXO) Sweep Personnel	21.49
30620 - Weather Observer, Combined Upper Air or Surface Programs (3)	20.63
30621 - Weather Observer, Senior (3)	21.80
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	12.93
31030 - Bus Driver	15.95
31043 - Driver Courier	13.66
31260 - Parking and Lot Attendant	10.80
31290 - Shuttle Bus Driver	14.37
31310 - Taxi Driver	11.14
31361 - Truckdriver, Light	14.37
31362 - Truckdriver, Medium	15.02
31363 - Truckdriver, Heavy	16.80
31364 - Truckdriver, Tractor-Trailer	16.80
99000 - Miscellaneous Occupations	
99030 - Cashier	10.03
99050 - Desk Clerk	9.48
99095 - Embalmer	22.63
99251 - Laboratory Animal Caretaker I	10.10
99252 - Laboratory Animal Caretaker II	10.62
99310 - Mortician	22.92
99410 - Pest Controller	14.54
99510 - Photofinishing Worker	11.29
99710 - Recycling Laborer	12.58
99711 - Recycling Specialist	13.56
99730 - Refuse Collector	11.87
99810 - Sales Clerk	10.93
99820 - School Crossing Guard	10.52
99830 - Survey Party Chief	19.93
99831 - Surveying Aide	10.86
99832 - Surveying Technician	16.57

99840 - Vending Machine Attendant	11.92
99841 - Vending Machine Repairer	13.41
99842 - Vending Machine Repairer Helper	11.92

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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: HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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

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

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to 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 ordinance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor

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

**** UNIFORM ALLOWANCE ****

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

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

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

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

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

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

Conformance Process:

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

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

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

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

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

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 2005-2302
Revision No.: 2
Date of Revision: 09/14/2006

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	11.36
01012 - Accounting Clerk II	13.71
01013 - Accounting Clerk III	16.77
01020 - Administrative Assistant	17.46
01040 - Court Reporter	14.26
01051 - Data Entry Operator I	9.78
01052 - Data Entry Operator II	10.98
01060 - Dispatcher, Motor Vehicle	12.53
01070 - Document Preparation Clerk	10.28
01090 - Duplicating Machine Operator	10.28
01111 - General Clerk I	10.16
01112 - General Clerk II	11.08
01113 - General Clerk III	13.67
01120 - Housing Referral Assistant	16.05
01141 - Messenger Courier	8.87
01191 - Order Clerk I	10.99
01192 - Order Clerk II	14.67
01261 - Personnel Assistant (Employment) I	13.36
01262 - Personnel Assistant (Employment) II	14.37
01263 - Personnel Assistant (Employment) III	15.98
01270 - Production Control Clerk	16.98
01280 - Receptionist	9.06
01290 - Rental Clerk	9.56
01300 - Scheduler, Maintenance	11.39
01311 - Secretary I	11.39
01312 - Secretary II	14.26
01313 - Secretary III	16.05
01320 - Service Order Dispatcher	10.02
01410 - Supply Technician	16.80
01420 - Survey Worker	12.10
01531 - Travel Clerk I	10.30
01532 - Travel Clerk II	10.93
01533 - Travel Clerk III	11.51
01611 - Word Processor I	12.09
01612 - Word Processor II	13.59
01613 - Word Processor III	15.17
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.05
05010 - Automotive Electrician	14.60
05040 - Automotive Glass Installer	14.03
05070 - Automotive Worker	14.03
05110 - Mobile Equipment Servicer	12.86

05130 - Motor Equipment Metal Mechanic	15.17
05160 - Motor Equipment Metal Worker	14.03
05190 - Motor Vehicle Mechanic	16.10
05220 - Motor Vehicle Mechanic Helper	12.32
05250 - Motor Vehicle Upholstery Worker	13.45
05280 - Motor Vehicle Wrecker	14.03
05310 - Painter, Automotive	14.60
05340 - Radiator Repair Specialist	14.03
05370 - Tire Repairer	12.36
05400 - Transmission Repair Specialist	15.17
07000 - Food Preparation and Service Occupations	
07010 - Baker	11.09
07041 - Cook I	10.17
07042 - Cook II	11.09
07070 - Dishwasher	8.41
07130 - Food Service Worker	8.41
07210 - Meat Cutter	11.42
07260 - Waiter/Waitress	8.83
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	15.00
09040 - Furniture Handler	11.91
09080 - Furniture Refinisher	15.00
09090 - Furniture Refinisher Helper	12.67
09110 - Furniture Repairer, Minor	13.82
09130 - Upholsterer	15.00
11000 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	8.41
11060 - Elevator Operator	8.41
11090 - Gardener	10.41
11122 - Housekeeping Aide	9.00
11150 - Janitor	9.00
11210 - Laborer, Grounds Maintenance	9.04
11240 - Maid or Houseman	7.94
11260 - Pruner	8.31
11270 - Tractor Operator	10.52
11330 - Trail Maintenance Worker	9.04
11360 - Window Cleaner	9.49
12000 - Health Occupations	
12010 - Ambulance Driver	13.21
12011 - Breath Alcohol Technician	12.62
12012 - Certified Occupational Therapist Assistant	15.13
12015 - Certified Physical Therapist Assistant	15.13
12020 - Dental Assistant	11.15
12025 - Dental Hygienist	18.44
12030 - EKG Technician	19.32
12035 - Electroneurodiagnostic Technologist	19.32
12040 - Emergency Medical Technician	13.21
12071 - Licensed Practical Nurse I	11.84
12072 - Licensed Practical Nurse II	13.30
12073 - Licensed Practical Nurse III	14.87
12100 - Medical Assistant	10.38
12130 - Medical Laboratory Technician	13.84
12160 - Medical Record Clerk	11.36
12190 - Medical Record Technician	12.93
12195 - Medical Transcriptionist	11.36
12210 - Nuclear Medicine Technologist	27.74
12221 - Nursing Assistant I	9.31
12222 - Nursing Assistant II	9.53
12223 - Nursing Assistant III	11.54
12224 - Nursing Assistant IV	12.97
12235 - Optical Dispenser	11.85
12236 - Optical Technician	10.59
12250 - Pharmacy Technician	11.63

12280 - Phlebotomist	12.98
12305 - Radiologic Technologist	19.21
12311 - Registered Nurse I	19.19
12312 - Registered Nurse II	23.46
12313 - Registered Nurse II, Specialist	23.46
12314 - Registered Nurse III	24.88
12315 - Registered Nurse III, Anesthetist	28.40
12316 - Registered Nurse IV	34.03
12317 - Scheduler (Drug and Alcohol Testing)	15.64
13000 - Information and Arts Occupations	
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	20.55
13050 - Library Aide/Clerk	7.76
13054 - Library Information Technology Systems Administrator	19.32
13058 - Library Technician	11.00
13061 - Media Specialist I	12.23
13062 - Media Specialist II	14.98
13063 - Media Specialist III	16.70
13071 - Photographer I	12.20
13072 - Photographer II	14.04
13073 - Photographer III	17.06
13074 - Photographer IV	21.74
13075 - Photographer V	23.96
13110 - Video Teleconference Technician	13.39
14000 - Information Technology Occupations	
14041 - Computer Operator I	12.78
14042 - Computer Operator II	15.68
14043 - Computer Operator III	18.30
14044 - Computer Operator IV	19.47
14045 - Computer Operator V	21.50
14071 - Computer Programmer I (1)	17.82
14072 - Computer Programmer II (1)	22.02
14073 - Computer Programmer III (1)	26.47
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	25.26
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	12.78
14160 - Personal Computer Support Technician	19.47
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.26
15020 - Aircrew Training Devices Instructor (Rated)	30.15
15030 - Air Crew Training Devices Instructor (Pilot)	27.41
15050 - Computer Based Training Specialist / Instructor	25.26
15060 - Educational Technologist	24.38
15070 - Flight Instructor (Pilot)	30.15
15080 - Graphic Artist	19.07
15090 - Technical Instructor	17.37
15095 - Technical Instructor/Course Developer	21.24
15110 - Test Proctor	14.01
15120 - Tutor	14.01
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	7.96
16030 - Counter Attendant	7.96
16040 - Dry Cleaner	9.21
16070 - Finisher, Flatwork, Machine	7.96
16090 - Presser, Hand	7.96
16110 - Presser, Machine, Drycleaning	7.96

16130 - Presser, Machine, Shirts	7.96
16160 - Presser, Machine, Wearing Apparel, Laundry	7.96
16190 - Sewing Machine Operator	9.77
16220 - Tailor	10.30
16250 - Washer, Machine	8.31
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.67
19040 - Tool and Die Maker	19.20
21000 - Materials Handling and Packing Occupations	
21020 - Forklift Operator	12.81
21030 - Material Coordinator	15.06
21040 - Material Expediter	15.06
21050 - Material Handling Laborer	10.11
21071 - Order Filler	10.73
21080 - Production Line Worker (Food Processing)	12.81
21110 - Shipping Packer	11.95
21130 - Shipping/Receiving Clerk	11.42
21140 - Store Worker I	12.55
21150 - Stock Clerk	14.63
21210 - Tools and Parts Attendant	12.81
21410 - Warehouse Specialist	12.81
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aerospace Structural Welder	21.33
23021 - Aircraft Mechanic I	20.31
23022 - Aircraft Mechanic II	21.33
23023 - Aircraft Mechanic III	22.40
23040 - Aircraft Mechanic Helper	16.50
23050 - Aircraft, Painter	17.74
23060 - Aircraft Servicer	18.01
23080 - Aircraft Worker	18.80
23110 - Appliance Mechanic	15.97
23120 - Bicycle Repairer	12.36
23125 - Cable Splicer	21.80
23130 - Carpenter, Maintenance	15.40
23140 - Carpet Layer	14.15
23160 - Electrician, Maintenance	18.11
23181 - Electronics Technician Maintenance I	17.64
23182 - Electronics Technician Maintenance II	18.61
23183 - Electronics Technician Maintenance III	20.22
23260 - Fabric Worker	15.73
23290 - Fire Alarm System Mechanic	17.57
23310 - Fire Extinguisher Repairer	15.07
23311 - Fuel Distribution System Mechanic	17.57
23312 - Fuel Distribution System Operator	15.07
23370 - General Maintenance Worker	13.96
23380 - Ground Support Equipment Mechanic	20.31
23381 - Ground Support Equipment Servicer	18.01
23382 - Ground Support Equipment Worker	18.80
23391 - Gunsmith I	15.07
23392 - Gunsmith II	16.37
23393 - Gunsmith III	17.57
23410 - Heating, Ventilation and Air-Conditioning Mechanic	15.84
23411 - Heating, Ventilation and Air Conditioning Mechanic (Research Facility)	16.05
23430 - Heavy Equipment Mechanic	16.79
23440 - Heavy Equipment Operator	15.09
23460 - Instrument Mechanic	17.57
23465 - Laboratory/Shelter Mechanic	16.98
23470 - Laborer	10.21
23510 - Locksmith	16.05
23530 - Machinery Maintenance Mechanic	18.58
23550 - Machinist, Maintenance	17.57
23580 - Maintenance Trades Helper	13.84

23591 - Metrology Technician I	17.57
23592 - Metrology Technician II	18.17
23593 - Metrology Technician III	18.70
23640 - Millwright	19.82
23710 - Office Appliance Repairer	16.13
23760 - Painter, Maintenance	14.52
23790 - Pipefitter, Maintenance	17.78
23810 - Plumber, Maintenance	16.75
23820 - Pneudraulic Systems Mechanic	17.57
23850 - Rigger	17.57
23870 - Scale Mechanic	16.37
23890 - Sheet-Metal Worker, Maintenance	16.61
23910 - Small Engine Mechanic	13.96
23931 - Telecommunications Mechanic I	18.82
23932 - Telecommunications Mechanic II	21.72
23950 - Telephone Lineman	18.82
23960 - Welder, Combination, Maintenance	17.57
23965 - Well Driller	17.57
23970 - Woodcraft Worker	17.57
23980 - Woodworker	15.07
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	7.52
24580 - Child Care Center Clerk	9.95
24610 - Chore Aide	8.37
24620 - Family Readiness and Support Services Coordinator	11.74
24630 - Homemaker	11.08
25000 - Plant and System Operations 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	
27004 - Alarm Monitor	12.35
27007 - Baggage Inspector	9.07
27008 - Corrections Officer	11.87
27010 - Court Security Officer	13.73
27030 - Detection Dog Handler	13.94
27040 - Detention Officer	12.79
27070 - Firefighter	15.28
27101 - Guard I	9.07
27102 - Guard II	13.94
27131 - Police Officer I	14.75
27132 - Police Officer II	16.12
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.73
28042 - Carnival Equipment Repairer	12.29
28043 - Carnival Equipment Worker	9.25
28210 - Gate Attendant/Gate Tender	12.14
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	13.58
28510 - Recreation Aide/Health Facility Attendant	9.91
28515 - Recreation Specialist	16.21
28630 - Sports Official	10.82
28690 - Swimming Pool Operator	13.43
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker and Bracer	16.99
29020 - Hatch Tender	16.37
29030 - Line Handler	16.37
29041 - Stevedore I	16.28
29042 - Stevedore II	17.65
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	32.38

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Mod. No. 97

30011 - Air Traffic Control Specialist, Station (HFO) (2)	22.33
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	24.59
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31260 - Parking and Lot Attendant	7.06
31290 - Shuttle Bus Driver	10.99
31310 - Taxi Driver	9.99
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31363 - Truckdriver, Heavy	15.21
31364 - Truckdriver, Tractor-Trailer	15.21
99000 - Miscellaneous Occupations	
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99050 - Desk Clerk	8.75
99095 - Embalmer	20.58
99251 - Laboratory Animal Caretaker I	9.26
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99310 - Mortician	20.58
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99710 - Recycling Laborer	13.98
99711 - Recycling Specialist	15.40
99730 - Refuse Collector	12.24
99810 - Sales Clerk	9.48
99820 - School Crossing Guard	11.72
99830 - Survey Party Chief	13.44
99831 - Surveying Aide	8.90
99832 - Surveying Technician	12.21

99840 - Vending Machine Attendant	12.35
99841 - Vending Machine Repairer	14.04
99842 - Vending Machine Repairer Helper	12.35

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$3.01 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: HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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

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

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

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

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

**** UNIFORM ALLOWANCE ****

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

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

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

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

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

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

Conformance Process:

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

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

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

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

William W. Gross Division of
 Director Wage Determinations

Wage Determination No.: 2005-2376
 Revision No.: 1
 Date of Revision: 09/18/2006

State: **New York**

Area: New York Counties of Bronx, Kings, **New York**, Putnam, Queens, Richmond, Rockland, Westchester

OCCUPATION NOTE:

Janitor: The rate for the Janitor occupation applies to Putnam, Rockland, and Westchester Counties only. See Wage Determination 1977-0225 for wage rates and fringe benefits for Bronx, Kings, New York, Queens, and Richmond Counties.

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

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	14.66
01012 - Accounting Clerk II	16.28
01013 - Accounting Clerk III	20.96
01020 - Administrative Assistant	25.38
01040 - Court Reporter	21.19
01051 - Data Entry Operator I	13.95
01052 - Data Entry Operator II	15.22
01060 - Dispatcher, Motor Vehicle	23.78
01070 - Document Preparation Clerk	15.15
01090 - Duplicating Machine Operator	13.77
01111 - General Clerk I	13.47
01112 - General Clerk II	15.41
01113 - General Clerk III	17.11
01120 - Housing Referral Assistant	21.13
01141 - Messenger Courier	11.97
01191 - Order Clerk I	18.05
01192 - Order Clerk II	21.67
01261 - Personnel Assistant (Employment) I	17.11
01262 - Personnel Assistant (Employment) II	19.63
01263 - Personnel Assistant (Employment) III	21.13
01270 - Production Control Clerk	21.13
01280 - Receptionist	15.28
01290 - Rental Clerk	17.74
01300 - Scheduler, Maintenance	17.11
01311 - Secretary I	17.11
01312 - Secretary II	19.63
01313 - Secretary III	21.13
01320 - Service Order Dispatcher	20.00
01410 - Supply Technician	25.38
01420 - Survey Worker	18.55
01531 - Travel Clerk I	14.09
01532 - Travel Clerk II	15.27
01533 - Travel Clerk III	16.58
01611 - Word Processor I	16.11
01612 - Word Processor II	18.09
01613 - Word Processor III	20.24

05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.49
05010 - Automotive Electrician		26.68
05040 - Automotive Glass Installer		25.67
05070 - Automotive Worker		25.42
05110 - Mobile Equipment Servicer		23.10
05130 - Motor Equipment Metal Mechanic		27.97
05160 - Motor Equipment Metal Worker		25.67
05190 - Motor Vehicle Mechanic		27.97
05220 - Motor Vehicle Mechanic Helper		21.77
05250 - Motor Vehicle Upholstery Worker		24.42
05280 - Motor Vehicle Wrecker		25.67
05310 - Painter, Automotive		26.88
05340 - Radiator Repair Specialist		25.67
05370 - Tire Repairer		18.22
05400 - Transmission Repair Specialist		27.97
07000 - Food Preparation and Service Occupations		
07010 - Baker		19.55
07041 - Cook I		17.97
07042 - Cook II		19.55
07070 - Dishwasher		14.67
07130 - Food Service Worker		14.67
07210 - Meat Cutter		19.55
07260 - Waiter/Waitress		15.50
09000 - Furniture Maintenance and Repair Occupations		
09010 - Electrostatic Spray Painter		20.13
09040 - Furniture Handler		15.30
09080 - Furniture Refinisher		20.13
09090 - Furniture Refinisher Helper		16.90
09110 - Furniture Repairer, Minor		18.51
09130 - Upholsterer		20.13
11000 - General Services and Support Occupations		
11030 - Cleaner, Vehicles		14.92
11060 - Elevator Operator		14.67
11090 - Gardener		17.97
11122 - Housekeeping Aide		14.82
11150 - Janitor		14.92
11210 - Laborer, Grounds Maintenance		15.50
11240 - Maid or Houseman		13.98
11260 - Pruner		12.52
11270 - Tractor Operator		17.13
11330 - Trail Maintenance Worker		15.50
11360 - Window Cleaner		15.76
12000 - Health Occupations		
12010 - Ambulance Driver		18.77
12011 - Breath Alcohol Technician		20.05
12012 - Certified Occupational Therapist Assistant		19.98
12015 - Certified Physical Therapist Assistant		18.91
12020 - Dental Assistant		15.28
12025 - Dental Hygienist		30.22
12030 - EKG Technician		21.49
12035 - Electroneurodiagnostic Technologist		21.49
12040 - Emergency Medical Technician		18.77
12071 - Licensed Practical Nurse I		17.92
12072 - Licensed Practical Nurse II		20.05
12073 - Licensed Practical Nurse III		22.35
12100 - Medical Assistant		13.84
12130 - Medical Laboratory Technician		18.45
12160 - Medical Record Clerk		17.28
12190 - Medical Record Technician		19.04
12195 - Medical Transcriptionist		17.28
12210 - Nuclear Medicine Technologist		30.38
12221 - Nursing Assistant I		8.91

12222 - Nursing Assistant II	11.96
12223 - Nursing Assistant III	13.05
12224 - Nursing Assistant IV	16.01
12235 - Optical Dispenser	21.71
12236 - Optical Technician	13.68
12250 - Pharmacy Technician	13.74
12280 - Phlebotomist	13.11
12305 - Radiologic Technologist	25.72
12311 - Registered Nurse I	31.36
12312 - Registered Nurse II	34.68
12313 - Registered Nurse II, Specialist	34.68
12314 - Registered Nurse III	43.85
12315 - Registered Nurse III, Anesthetist	43.85
12316 - Registered Nurse IV	48.80
12317 - Scheduler (Drug and Alcohol Testing)	24.84
13000 - Information and Arts Occupations	
13011 - Exhibits Specialist I	19.92
13012 - Exhibits Specialist II	26.90
13013 - Exhibits Specialist III	30.35
13041 - Illustrator I	19.92
13042 - Illustrator II	24.27
13043 - Illustrator III	27.39
13047 - Librarian	37.25
13050 - Library Aide/Clerk	14.07
13054 - Library Information Technology Systems Administrator	27.17
13058 - Library Technician	19.92
13061 - Media Specialist I	17.84
13062 - Media Specialist II	19.80
13063 - Media Specialist III	21.98
13071 - Photographer I	17.07
13072 - Photographer II	19.94
13073 - Photographer III	27.17
13074 - Photographer IV	31.81
13075 - Photographer V	38.47
13110 - Video Teleconference Technician	17.07
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.11
14042 - Computer Operator II	19.63
14043 - Computer Operator III	21.49
14044 - Computer Operator IV	26.94
14045 - Computer Operator V	27.62
14071 - Computer Programmer I (1)	27.62
14072 - Computer Programmer II (1)	27.62
14073 - Computer Programmer III (1)	27.62
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	27.62
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	17.11
14160 - Personal Computer Support Technician	26.94
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.96
15020 - Aircrew Training Devices Instructor (Rated)	36.77
15030 - Air Crew Training Devices Instructor (Pilot)	40.45
15050 - Computer Based Training Specialist / Instructor	33.42
15060 - Educational Technologist	26.71
15070 - Flight Instructor (Pilot)	40.45
15080 - Graphic Artist	30.01
15090 - Technical Instructor	27.17
15095 - Technical Instructor/Course Developer	31.68
15110 - Test Proctor	21.13
15120 - Tutor	21.13

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.02
16030 - Counter Attendant	10.02
16040 - Dry Cleaner	12.33
16070 - Finisher, Flatwork, Machine	10.02
16090 - Presser, Hand	10.02
16110 - Presser, Machine, Drycleaning	10.02
16130 - Presser, Machine, Shirts	10.02
16160 - Presser, Machine, Wearing Apparel, Laundry	10.02
16190 - Sewing Machine Operator	13.09
16220 - Tailor	13.83
16250 - Washer, Machine	10.86
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.13
19040 - Tool and Die Maker	23.35
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.24
21030 - Material Coordinator	21.70
21040 - Material Expediter	21.70
21050 - Material Handling Laborer	16.41
21071 - Order Filler	14.16
21080 - Production Line Worker (Food Processing)	16.25
21110 - Shipping Packer	15.28
21130 - Shipping/Receiving Clerk	15.28
21140 - Store Worker I	12.99
21150 - Stock Clerk	16.27
21210 - Tools and Parts Attendant	16.40
21410 - Warehouse Specialist	16.24
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aerospace Structural Welder	26.48
23021 - Aircraft Mechanic I	25.22
23022 - Aircraft Mechanic II	26.48
23023 - Aircraft Mechanic III	27.80
23040 - Aircraft Mechanic Helper	20.36
23050 - Aircraft, Painter	20.45
23060 - Aircraft Servicer	22.30
23080 - Aircraft Worker	23.26
23110 - Appliance Mechanic	20.36
23120 - Bicycle Repairer	17.13
23125 - Cable Splicer	29.08
23130 - Carpenter, Maintenance	25.76
23140 - Carpet Layer	26.98
23160 - Electrician, Maintenance	37.18
23181 - Electronics Technician Maintenance I	23.39
23182 - Electronics Technician Maintenance II	29.17
23183 - Electronics Technician Maintenance III	31.14
23260 - Fabric Worker	23.08
23290 - Fire Alarm System Mechanic	21.67
23310 - Fire Extinguisher Repairer	20.19
23311 - Fuel Distribution System Mechanic	24.80
23312 - Fuel Distribution System Operator	21.01
23370 - General Maintenance Worker	18.98
23380 - Ground Support Equipment Mechanic	24.83
23381 - Ground Support Equipment Servicer	21.96
23382 - Ground Support Equipment Worker	22.90
23391 - Gunsmith I	18.94
23392 - Gunsmith II	21.14
23393 - Gunsmith III	22.91
23410 - Heating, Ventilation and Air-Conditioning Mechanic	22.97
23411 - Heating, Ventilation and Air Conditioning Mechanic (Research Facility)	23.88
23430 - Heavy Equipment Mechanic	24.59
23440 - Heavy Equipment Operator	34.38

23460	- Instrument Mechanic	25.56
23465	- Laboratory/Shelter Mechanic	22.05
23470	- Laborer	15.95
23510	- Locksmith	20.31
23530	- Machinery Maintenance Mechanic	23.45
23550	- Machinist, Maintenance	20.81
23580	- Maintenance Trades Helper	16.90
23591	- Metrology Technician I	25.56
23592	- Metrology Technician II	26.57
23593	- Metrology Technician III	27.55
23640	- Millwright	24.23
23710	- Office Appliance Repairer	22.95
23760	- Painter, Maintenance	23.15
23790	- Pipefitter, Maintenance	29.89
23810	- Plumber, Maintenance	28.14
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
23931	- Telecommunications Mechanic I	26.48
23932	- Telecommunications Mechanic II	28.71
23950	- Telephone Lineman	26.47
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
24610	- Chore Aide	12.67
24620	- Family Readiness and Support Services Coordinator	14.25
24630	- Homemaker	18.59
25000	- Plant and System Operations Occupations	
25010	- Boiler Tender	28.06
25040	- Sewage Plant Operator	27.01
25070	- Stationary Engineer	28.06
25190	- Ventilation Equipment Tender	21.53
25210	- Water Treatment Plant Operator	27.01
27000	- Protective Service Occupations	
27004	- Alarm Monitor	17.20
27007	- Baggage Inspector	13.99
27008	- Corrections Officer	25.58
27010	- Court Security Officer	27.12
27030	- Detection Dog Handler	17.83
27040	- Detention Officer	25.58
27070	- Firefighter	27.12
27101	- Guard I	13.99
27102	- Guard II	17.83
27131	- Police Officer I	28.66
27132	- Police Officer II	31.85
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	17.13
28042	- Carnival Equipment Repairer	17.97
28043	- Carnival Equipment Worker	14.67
28210	- Gate Attendant/Gate Tender	13.27
28310	- Lifeguard	11.94
28350	- Park Attendant (Aide)	15.01
28510	- Recreation Aide/Health Facility Attendant	10.83
28515	- Recreation Specialist	18.61
28630	- Sports Official	11.94
28690	- Swimming Pool Operator	20.37

29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker and Bracer	27.18
29020 - Hatch Tender	27.18
29030 - Line Handler	27.18
29041 - Stevedore I	21.54
29042 - Stevedore II	23.43
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	35.40
30011 - Air Traffic Control Specialist, Station (HFO) (2)	24.40
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	26.88
30021 - Archeological Technician I	16.42
30022 - Archeological Technician II	18.37
30023 - Archeological Technician III	25.01
30030 - Cartographic Technician	25.11
30040 - Civil Engineering Technician	24.06
30061 - Drafter/CAD Operator I	17.89
30062 - Drafter/CAD Operator II	21.41
30063 - Drafter/CAD Operator III	23.77
30064 - Drafter/CAD Operator IV	25.11
30081 - Engineering Technician I	17.06
30082 - Engineering Technician II	19.68
30083 - Engineering Technician III	24.15
30084 - Engineering Technician IV	25.58
30085 - Engineering Technician V	29.65
30086 - Engineering Technician VI	34.61
30090 - Environmental Technician	22.90
30210 - Laboratory Technician	21.67
30240 - Mathematical Technician	25.11
30361 - Paralegal/Legal Assistant I	19.22
30362 - Paralegal/Legal Assistant II	24.95
30363 - Paralegal/Legal Assistant III	30.55
30364 - Paralegal/Legal Assistant IV	36.93
30390 - Photo-Optics Technician	25.91
30461 - Technical Writer I	23.52
30462 - Technical Writer II	28.77
30463 - Technical Writer III	34.82
30491 - Unexploded Ordnance (UXO) Technician I	22.49
30492 - Unexploded Ordnance (UXO) Technician II	27.22
30493 - Unexploded Ordnance (UXO) Technician III	32.62
30494 - Unexploded (UXO) Safety Escort	22.49
30495 - Unexploded (UXO) Sweep Personnel	22.49
30620 - Weather Observer, Combined Upper Air or Surface Programs (3)	23.77
30621 - Weather Observer, Senior (3)	26.95
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	15.62
31030 - Bus Driver	19.89
31043 - Driver Courier	16.72
31260 - Parking and Lot Attendant	10.97
31290 - Shuttle Bus Driver	17.45
31310 - Taxi Driver	15.21
31361 - Truckdriver, Light	17.75
31362 - Truckdriver, Medium	18.76
31363 - Truckdriver, Heavy	22.18
31364 - Truckdriver, Tractor-Trailer	22.18
99000 - Miscellaneous Occupations	
99030 - Cashier	10.95
99050 - Desk Clerk	16.69
99095 - Embalmer	27.84
99251 - Laboratory Animal Caretaker I	16.32
99252 - Laboratory Animal Caretaker II	17.14
99310 - Mortician	27.84
99410 - Pest Controller	18.75
99510 - Photofinishing Worker	14.14

99710 - Recycling Laborer	15.17
99711 - Recycling Specialist	17.37
99730 - Refuse Collector	14.67
99810 - Sales Clerk	11.96
99820 - School Crossing Guard	14.67
99830 - Survey Party Chief	19.38
99831 - Surveying Aide	12.68
99832 - Surveying Technician	17.38
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99841 - Vending Machine Repairer	17.64
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- 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.

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

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

Conformance Process:

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

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

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

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

William W.Gross Division of
Director Wage Determinations

Wage Determination No.: 2005-2416
Revision No.: 3
Date of Revision: 10/05/2006

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	13.02
01012 - Accounting Clerk II	14.45
01013 - Accounting Clerk III	16.26
01020 - Administrative Assistant	19.59
01040 - Court Reporter	16.98
01051 - Data Entry Operator I	11.67
01052 - Data Entry Operator II	13.42
01060 - Dispatcher, Motor Vehicle	14.49
01070 - Document Preparation Clerk	13.53
01090 - Duplicating Machine Operator	13.42
01111 - General Clerk I	11.13
01112 - General Clerk II	13.04
01113 - General Clerk III	14.89
01120 - Housing Referral Assistant	18.69
01141 - Messenger Courier	9.99
01191 - Order Clerk I	12.85
01192 - Order Clerk II	15.03
01261 - Personnel Assistant (Employment) I	14.49
01262 - Personnel Assistant (Employment) II	16.98
01263 - Personnel Assistant (Employment) III	17.65
01270 - Production Control Clerk	17.65
01280 - Receptionist	13.97
01290 - Rental Clerk	14.49
01300 - Scheduler, Maintenance	14.72
01311 - Secretary I	14.72
01312 - Secretary II	17.05
01313 - Secretary III	18.69
01320 - Service Order Dispatcher	13.85
01410 - Supply Technician	20.27
01420 - Survey Worker	13.73
01531 - Travel Clerk I	11.19
01532 - Travel Clerk II	12.01
01533 - Travel Clerk III	12.88
01611 - Word Processor I	13.42
01612 - Word Processor II	15.77
01613 - Word Processor III	17.20
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.36
05010 - Automotive Electrician	18.73
05040 - Automotive Glass Installer	18.02
05070 - Automotive Worker	18.02
05110 - 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	
07010 - Baker	11.47
07041 - Cook I	10.46
07042 - Cook II	11.47
07070 - Dishwasher	8.80
07130 - Food Service Worker	8.44
07210 - Meat Cutter	14.08
07260 - Waiter/Waitress	9.04
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	18.73
09040 - Furniture Handler	13.89
09080 - Furniture Refinisher	18.73
09090 - Furniture Refinisher Helper	15.71
09110 - Furniture Repairer, Minor	17.22
09130 - Upholsterer	18.73
11000 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.95
11060 - Elevator Operator	9.96
11090 - Gardener	12.90
11122 - Housekeeping Aide	11.04
11150 - Janitor	12.06
11210 - Laborer, Grounds Maintenance	10.29
11240 - Maid or Houseman	9.56
11260 - Pruner	9.52
11270 - Tractor Operator	12.07
11330 - Trail Maintenance Worker	10.29
11360 - Window Cleaner	12.43
12000 - Health Occupations	
12010 - Ambulance Driver	14.54
12011 - Breath Alcohol Technician	13.93
12012 - Certified Occupational Therapist Assistant	18.46
12015 - Certified Physical Therapist Assistant	18.49
12020 - Dental Assistant	14.26
12025 - Dental Hygienist	30.61
12030 - EKG Technician	20.97
12035 - Electroneurodiagnostic Technologist	25.64
12040 - Emergency Medical Technician	14.54
12071 - Licensed Practical Nurse I	13.78
12072 - Licensed Practical Nurse II	15.49
12073 - Licensed Practical Nurse III	17.31
12100 - Medical Assistant	12.67
12130 - Medical Laboratory Technician	15.21
12160 - Medical Record Clerk	13.71
12190 - Medical Record Technician	13.54
12195 - Medical Transcriptionist	13.71
12210 - Nuclear Medicine Technologist	30.61
12221 - Nursing Assistant I	9.10
12222 - Nursing Assistant II	10.22
12223 - Nursing Assistant III	11.17
12224 - Nursing Assistant IV	12.52
12235 - Optical Dispenser	14.77
12236 - Optical Technician	13.61
12250 - Pharmacy Technician	13.32

12280 - Phlebotomist	12.52
12305 - Radiologic Technologist	19.77
12311 - Registered Nurse I	21.98
12312 - Registered Nurse II	25.09
12313 - Registered Nurse II, Specialist	25.09
12314 - Registered Nurse III	28.42
12315 - Registered Nurse III, Anesthetist	28.42
12316 - Registered Nurse IV	34.03
12317 - Scheduler (Drug and Alcohol Testing)	17.26
13000 - Information and Arts Occupations	
13011 - Exhibits Specialist I	18.71
13012 - Exhibits Specialist II	21.78
13013 - Exhibits Specialist III	25.10
13041 - Illustrator I	20.15
13042 - Illustrator II	24.97
13043 - Illustrator III	29.14
13047 - Librarian	27.65
13050 - Library Aide/Clerk	12.35
13054 - Library Information Technology Systems Administrator	18.22
13058 - Library Technician	16.76
13061 - Media Specialist I	13.83
13062 - Media Specialist II	15.48
13063 - Media Specialist III	17.25
13071 - Photographer I	14.45
13072 - Photographer II	17.79
13073 - Photographer III	20.71
13074 - Photographer IV	24.49
13075 - Photographer V	29.63
13110 - Video Teleconference Technician	13.83
14000 - Information Technology Occupations	
14041 - Computer Operator I	12.57
14042 - Computer Operator II	16.53
14043 - Computer Operator III	18.61
14044 - Computer Operator IV	21.29
14045 - Computer Operator V	23.57
14071 - Computer Programmer I (1)	18.29
14072 - Computer Programmer II (1)	22.48
14073 - Computer Programmer III (1)	27.62
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	27.62
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	12.57
14160 - Personal Computer Support Technician	21.29
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	22.27
15020 - Aircrew Training Devices Instructor (Rated)	31.08
15030 - Air Crew Training Devices Instructor (Pilot)	32.28
15050 - Computer Based Training Specialist / Instructor	29.94
15060 - Educational Technologist	26.68
15070 - Flight Instructor (Pilot)	32.28
15080 - Graphic Artist	20.49
15090 - Technical Instructor	17.66
15095 - Technical Instructor/Course Developer	23.30
15110 - Test Proctor	16.98
15120 - Tutor	16.98
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.44
16030 - Counter Attendant	8.44
16040 - Dry Cleaner	10.54
16070 - Finisher, Flatwork, Machine	8.44
16090 - Presser, Hand	8.44
16110 - Presser, Machine, Drycleaning	8.44

16130 - Presser, Machine, Shirts	8.44
16160 - Presser, Machine, Wearing Apparel, Laundry	8.44
16190 - Sewing Machine Operator	11.23
16220 - Tailor	11.94
16250 - Washer, Machine	9.14
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.02
19040 - Tool and Die Maker	26.69
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.71
21030 - Material Coordinator	18.43
21040 - Material Expediter	18.43
21050 - Material Handling Laborer	13.50
21071 - Order Filler	11.49
21080 - Production Line Worker (Food Processing)	16.71
21110 - Shipping Packer	14.23
21130 - Shipping/Receiving Clerk	14.23
21140 - Store Worker I	13.09
21150 - Stock Clerk	17.17
21210 - Tools and Parts Attendant	16.71
21410 - Warehouse Specialist	16.71
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aerospace Structural Welder	21.82
23021 - Aircraft Mechanic I	20.78
23022 - Aircraft Mechanic II	21.82
23023 - Aircraft Mechanic III	22.91
23040 - Aircraft Mechanic Helper	16.86
23050 - Aircraft, Painter	20.09
23060 - Aircraft Servicer	18.47
23080 - Aircraft Worker	19.34
23110 - Appliance Mechanic	18.95
23120 - Bicycle Repairer	15.89
23125 - Cable Splicer	23.90
23130 - Carpenter, Maintenance	19.93
23140 - Carpet Layer	19.17
23160 - Electrician, Maintenance	25.76
23181 - Electronics Technician Maintenance I	18.96
23182 - Electronics Technician Maintenance II	20.54
23183 - Electronics Technician Maintenance III	26.65
23260 - Fabric Worker	17.21
23290 - Fire Alarm System Mechanic	20.09
23310 - Fire Extinguisher Repairer	16.48
23311 - Fuel Distribution System Mechanic	22.27
23312 - Fuel Distribution System Operator	18.28
23370 - General Maintenance Worker	18.13
23380 - Ground Support Equipment Mechanic	20.78
23381 - Ground Support Equipment Servicer	18.47
23382 - Ground Support Equipment Worker	19.34
23391 - Gunsmith I	16.09
23392 - Gunsmith II	16.89
23393 - Gunsmith III	17.73
23410 - Heating, Ventilation and Air-Conditioning Mechanic	19.63
23411 - Heating, Ventilation and Air Conditioning Mechanic (Research Facility)	20.61
23430 - Heavy Equipment Mechanic	19.36
23440 - Heavy Equipment Operator	21.75
23460 - Instrument Mechanic	23.32
23465 - Laboratory/Shelter Mechanic	18.95
23470 - Laborer	13.23
23510 - Locksmith	18.73
23530 - Machinery Maintenance Mechanic	21.80
23550 - Machinist, Maintenance	19.29
23580 - Maintenance Trades Helper	15.71

23591 - Metrology Technician I	23.32
23592 - Metrology Technician II	24.49
23593 - Metrology Technician III	25.71
23640 - Millwright	27.34
23710 - Office Appliance Repairer	19.43
23760 - Painter, Maintenance	21.74
23790 - Pipefitter, Maintenance	23.42
23810 - Plumber, Maintenance	21.19
23820 - Pneudraulic Systems Mechanic	20.09
23850 - Rigger	21.78
23870 - Scale Mechanic	18.61
23890 - Sheet-Metal Worker, Maintenance	20.31
23910 - Small Engine Mechanic	18.02
23931 - Telecommunications Mechanic I	19.94
23932 - Telecommunications Mechanic II	20.66
23950 - Telephone Lineman	20.19
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	12.25
24580 - Child Care Center Clerk	15.29
24610 - Chore Aide	8.63
24620 - Family Readiness and Support Services Coordinator	11.68
24630 - Homemaker	17.23
25000 - Plant and System Operations Occupations	
25010 - Boiler Tender	21.31
25040 - Sewage Plant Operator	19.35
25070 - Stationary Engineer	21.31
25190 - Ventilation Equipment Tender	16.56
25210 - Water Treatment Plant Operator	19.35
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.68
27007 - Baggage Inspector	10.20
27008 - Corrections Officer	17.95
27010 - Court Security Officer	21.29
27030 - Detection Dog Handler	14.83
27040 - Detention Officer	17.95
27070 - Firefighter	18.58
27101 - Guard I	10.20
27102 - Guard II	14.83
27131 - Police Officer I	23.99
27132 - Police Officer II	26.39
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.11
28042 - Carnival Equipment Repairer	10.57
28043 - Carnival Equipment Worker	8.34
28210 - Gate Attendant/Gate Tender	11.83
28310 - Lifeguard	11.09
28350 - Park Attendant (Aide)	13.93
28510 - Recreation Aide/Health Facility Attendant	10.17
28515 - Recreation Specialist	14.04
28630 - Sports Official	11.09
28690 - Swimming Pool Operator	15.39
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker and Bracer	19.96
29020 - Hatch Tender	19.96
29030 - Line Handler	19.96
29041 - Stevedore I	19.18
29042 - Stevedore II	20.88
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	33.21

30011 - Air Traffic Control Specialist, Station (HFO) (2)	22.90
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.22
30021 - Archeological Technician I	11.30
30022 - Archeological Technician II	12.64
30023 - Archeological Technician III	15.66
30030 - Cartographic Technician	24.02
30040 - Civil Engineering Technician	21.22
30061 - Drafter/CAD Operator I	14.99
30062 - Drafter/CAD Operator II	18.93
30063 - Drafter/CAD Operator III	20.82
30064 - Drafter/CAD Operator IV	23.44
30081 - Engineering Technician I	15.71
30082 - Engineering Technician II	17.64
30083 - Engineering Technician III	19.86
30084 - Engineering Technician IV	24.44
30085 - Engineering Technician V	29.90
30086 - Engineering Technician VI	35.97
30090 - Environmental Technician	21.22
30210 - Laboratory Technician	21.15
30240 - Mathematical Technician	20.93
30361 - Paralegal/Legal Assistant I	17.02
30362 - Paralegal/Legal Assistant II	21.22
30363 - Paralegal/Legal Assistant III	28.20
30364 - Paralegal/Legal Assistant IV	34.11
30390 - Photo-Optics Technician	24.09
30461 - Technical Writer I	21.78
30462 - Technical Writer II	23.96
30463 - Technical Writer III	24.73
30491 - Unexploded Ordnance (UXO) Technician I	21.11
30492 - Unexploded Ordnance (UXO) Technician II	25.54
30493 - Unexploded Ordnance (UXO) Technician III	30.61
30494 - Unexploded (UXO) Safety Escort	21.11
30495 - Unexploded (UXO) Sweep Personnel	21.11
30620 - Weather Observer, Combined Upper Air or Surface Programs (3)	20.82
30621 - Weather Observer, Senior (3)	24.89
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	13.46
31030 - Bus Driver	17.94
31043 - Driver Courier	13.97
31260 - Parking and Lot Attendant	7.86
31290 - Shuttle Bus Driver	14.93
31310 - Taxi Driver	9.67
31361 - Truckdriver, Light	14.93
31362 - Truckdriver, Medium	19.05
31363 - Truckdriver, Heavy	19.66
31364 - Truckdriver, Tractor-Trailer	20.85
99000 - Miscellaneous Occupations	
99030 - Cashier	9.70
99050 - Desk Clerk	10.13
99095 - Embalmer	22.34
99251 - Laboratory Animal Caretaker I	9.42
99252 - Laboratory Animal Caretaker II	9.89
99310 - Mortician	29.76
99410 - Pest Controller	14.95
99510 - Photofinishing Worker	11.00
99710 - Recycling Laborer	13.97
99711 - Recycling Specialist	15.37
99730 - Refuse Collector	13.30
99810 - Sales Clerk	10.32
99820 - School Crossing Guard	10.99
99830 - Survey Party Chief	19.42
99831 - Surveying Aide	11.08
99832 - Surveying Technician	16.63

99840 - Vending Machine Attendant	12.20
99841 - Vending Machine Repairer	13.99
99842 - Vending Machine Repairer Helper	12.20

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

OCCUPATION NOTES:

Refuse Collector: The rate for the Refuse Collector occupation applies does not apply to Cuyahoga County. See Wage Determination 1966-0048 for the wage rates and fringe benefits for Cuyahoga County.

**** UNIFORM ALLOWANCE ****

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

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

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

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

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

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

Conformance Process:

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

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

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

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

William W.Gross Division of
Director Wage Determinations

Wage Determination No.: 2005-2512
Revision No.: 2
Date of Revision: 09/21/2006

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	10.54
01012 - Accounting Clerk II	13.49
01013 - Accounting Clerk III	15.70
01020 - Administrative Assistant	17.23
01040 - Court Reporter	12.97
01051 - Data Entry Operator I	8.52
01052 - Data Entry Operator II	10.07
01060 - Dispatcher, Motor Vehicle	13.09
01070 - Document Preparation Clerk	10.69
01090 - Duplicating Machine Operator	10.69
01111 - General Clerk I	8.98
01112 - General Clerk II	10.10
01113 - General Clerk III	11.20
01120 - Housing Referral Assistant	14.58
01141 - Messenger Courier	7.85
01191 - Order Clerk I	9.78
01192 - Order Clerk II	11.20
01261 - Personnel Assistant (Employment) I	11.64
01262 - Personnel Assistant (Employment) II	13.33
01263 - Personnel Assistant (Employment) III	14.51
01270 - Production Control Clerk	13.50
01280 - Receptionist	8.71
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
01320 - Service Order Dispatcher	9.71
01410 - Supply Technician	17.23
01420 - Survey Worker	12.88
01531 - Travel Clerk I	10.63
01532 - Travel Clerk II	11.36
01533 - Travel Clerk III	12.10
01611 - Word Processor I	10.54
01612 - Word Processor II	11.80
01613 - Word Processor III	13.41
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	15.63
05010 - Automotive Electrician	14.67
05040 - Automotive Glass Installer	13.69
05070 - Automotive Worker	13.69
05110 - 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	
07010	- Baker	10.41
07041	- Cook I	9.61
07042	- Cook II	11.21
07070	- Dishwasher	6.37
07130	- Food Service Worker	7.05
07210	- Meat Cutter	10.41
07260	- Waiter/Waitress	7.02
09000	- Furniture Maintenance and Repair Occupations	
09010	- Electrostatic Spray Painter	14.67
09040	- Furniture Handler	8.80
09080	- Furniture Refinisher	14.67
09090	- Furniture Refinisher Helper	10.75
09110	- Furniture Repairer, Minor	11.95
09130	- Upholsterer	14.67
11000	- General Services and Support Occupations	
11030	- Cleaner, Vehicles	6.95
11060	- Elevator Operator	7.06
11090	- Gardener	10.70
11122	- Housekeeping Aide	7.25
11150	- Janitor	7.43
11210	- Laborer, Grounds Maintenance	8.02
11240	- Maid or Houseman	6.60
11260	- Pruner	7.43
11270	- Tractor Operator	9.82
11330	- Trail Maintenance Worker	8.02
11360	- Window Cleaner	8.35
12000	- Health Occupations	
12010	- Ambulance Driver	12.30
12011	- Breath Alcohol Technician	13.58
12012	- Certified Occupational Therapist Assistant	17.99
12015	- Certified Physical Therapist Assistant	17.99
12020	- Dental Assistant	11.92
12025	- Dental Hygienist	23.39
12030	- EKG Technician	22.24
12035	- Electroneurodiagnostic Technologist	22.24
12040	- Emergency Medical Technician	12.30
12071	- Licensed Practical Nurse I	13.42
12072	- Licensed Practical Nurse II	15.01
12073	- Licensed Practical Nurse III	16.74
12100	- Medical Assistant	10.35
12130	- Medical Laboratory Technician	12.57
12160	- Medical Record Clerk	10.75
12190	- Medical Record Technician	13.54
12195	- Medical Transcriptionist	11.86
12210	- Nuclear Medicine Technologist	29.85
12221	- Nursing Assistant I	7.76
12222	- Nursing Assistant II	8.73
12223	- Nursing Assistant III	9.53
12224	- Nursing Assistant IV	10.69
12235	- Optical Dispenser	9.87
12236	- Optical Technician	8.82
12250	- Pharmacy Technician	12.19

12280 - Phlebotomist	12.29
12305 - Radiologic Technologist	23.32
12311 - Registered Nurse I	19.74
12312 - Registered Nurse II	24.17
12313 - Registered Nurse II, Specialist	24.17
12314 - Registered Nurse III	29.24
12315 - Registered Nurse III, Anesthetist	29.24
12316 - Registered Nurse IV	35.02
12317 - Scheduler (Drug and Alcohol Testing)	16.83
13000 - Information and Arts Occupations	
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	22.50
13050 - Library Aide/Clerk	10.47
13054 - Library Information Technology Systems Administrator	20.32
13058 - Library Technician	13.68
13061 - Media Specialist I	10.81
13062 - Media Specialist II	13.68
13063 - Media Specialist III	15.25
13071 - Photographer I	12.83
13072 - Photographer II	16.45
13073 - Photographer III	20.57
13074 - Photographer IV	24.45
13075 - Photographer V	27.88
13110 - Video Teleconference Technician	14.66
14000 - Information Technology Occupations	
14041 - Computer Operator I	11.48
14042 - Computer Operator II	14.05
14043 - Computer Operator III	15.72
14044 - Computer Operator IV	17.47
14045 - Computer Operator V	19.35
14071 - Computer Programmer I (1)	17.76
14072 - Computer Programmer II (1)	23.82
14073 - Computer Programmer III (1)	27.17
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	22.82
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	11.48
14160 - Personal Computer Support Technician	22.41
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	20.14
15020 - Aircrew Training Devices Instructor (Rated)	26.56
15030 - Air Crew Training Devices Instructor (Pilot)	29.22
15050 - Computer Based Training Specialist / Instructor	23.65
15060 - Educational Technologist	25.75
15070 - Flight Instructor (Pilot)	29.22
15080 - Graphic Artist	19.52
15090 - Technical Instructor	16.11
15095 - Technical Instructor/Course Developer	20.51
15110 - Test Proctor	13.00
15120 - Tutor	13.00
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	6.83
16030 - Counter Attendant	6.83
16040 - Dry Cleaner	8.32
16070 - Finisher, Flatwork, Machine	6.83
16090 - Presser, Hand	6.83
16110 - Presser, Machine, Drycleaning	6.83

16130	- Presser, Machine, Shirts	6.83
16160	- Presser, Machine, Wearing Apparel, Laundry	6.83
16190	- Sewing Machine Operator	8.80
16220	- Tailor	9.37
16250	- Washer, Machine	7.33
19000	- Machine Tool Operation and Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	14.67
19040	- Tool and Die Maker	18.42
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	10.39
21030	- Material Coordinator	13.50
21040	- Material Expediter	13.50
21050	- Material Handling Laborer	7.84
21071	- Order Filler	10.19
21080	- Production Line Worker (Food Processing)	10.86
21110	- Shipping Packer	10.02
21130	- Shipping/Receiving Clerk	10.02
21140	- Store Worker I	8.54
21150	- Stock Clerk	11.47
21210	- Tools and Parts Attendant	10.86
21410	- Warehouse Specialist	10.86
23000	- Mechanics and Maintenance and Repair Occupations	
23010	- Aerospace Structural Welder	21.60
23021	- Aircraft Mechanic I	20.58
23022	- Aircraft Mechanic II	21.60
23023	- Aircraft Mechanic III	22.68
23040	- Aircraft Mechanic Helper	14.16
23050	- Aircraft, Painter	16.14
23060	- Aircraft Servicer	16.64
23080	- Aircraft Worker	17.95
23110	- 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	17.69
23181	- Electronics Technician Maintenance I	16.12
23182	- Electronics Technician Maintenance II	19.80
23183	- Electronics Technician Maintenance III	21.07
23260	- Fabric Worker	12.70
23290	- Fire Alarm System Mechanic	15.63
23310	- Fire Extinguisher Repairer	11.73
23311	- Fuel Distribution System Mechanic	18.42
23312	- Fuel Distribution System Operator	15.20
23370	- General Maintenance Worker	13.69
23380	- Ground Support Equipment Mechanic	20.58
23381	- Ground Support Equipment Servicer	16.64
23382	- Ground Support Equipment Worker	17.95
23391	- Gunsmith I	9.32
23392	- Gunsmith II	11.96
23393	- Gunsmith III	12.81
23410	- Heating, Ventilation and Air-Conditioning Mechanic	15.63
23411	- Heating, Ventilation and Air Conditioning Mechanic (Research Facility)	16.68
23430	- Heavy Equipment Mechanic	17.19
23440	- Heavy Equipment Operator	15.63
23460	- Instrument Mechanic	15.63
23465	- Laboratory/Shelter Mechanic	11.96
23470	- Laborer	7.84
23510	- Locksmith	14.67
23530	- Machinery Maintenance Mechanic	16.14
23550	- Machinist, Maintenance	15.98
23580	- Maintenance Trades Helper	10.75