AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT	1. CONTRACT ID CODE 12	PAGE OF PAGES 1 / 3

2. AMENDMENT/MODIFICATION NO.	3. EFFECTIVE DATE	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. *(If applicable)*
134	December 10, 2007	N/A	

6. ISSUED BY	CODE PS31-J	7. ADMINISTERED BY *(If other than Item 6)*	CODE PS31-J
Procurement Office George C. Marshall Space Flight Center National Aeronautics and Space Administration Marshall Space Flight Center, AL 35812		Brenda F. Tate (256) 544-7673 Phone (256) 544-8993 Fax Brenda.F.Tate@nasa.gov	

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
CODE CAGE- 0T5L1 FACILITY CODE SAP- 103429		10B. DATED *(SEE ITEM 13)* 1/1/04

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)*
N/A

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).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
X	D. OTHER *(Specify type of modification and authority)* FAR 43.103(b) and the Service Contract Act of 1965, as Amended

E. IMPORTANT: Contractor [X] is not, [ ] is required to sign this document and return ____ 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	(b)(4)		$33,967,189	(b)(4)		$811,538,078
This Modification			$0			$0
Rev. Base Total			$33,967,189			$811,538,078

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)* Jeffrey S. Jackson, Contracting Officer	
15B. CONTRACTOR/OFFEROR	15C. DATE SIGNED	16B. UNITED STATES OF AMERICA BY ***/s/ Jeffrey S. Jackson***	16C. DATE SIGNED December 10, 2007
(Signature of person authorized to sign)		*(Signature of Contracting Officer)*	

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

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT
(continued)

The purpose of this modification is to delete Attachment J-3, Wage Determinations, in its entirety in order to replace it with a revised Attachment J-3, effective January 1, 2008, containing updated Wage Determinations as occurs on the approximate anniversary dates of contracts subject to the Service Contract Act of 1965, as Amended. Following incorporation of the revised conformed classification rates delineated therein, SAIC shall "index" the conformed classifications in accordance with Title 29 Code of Federal Regulations Part 4.6 (b)(2)(iv)(B). No contract value adjustment shall result as a consequence of this administrative modification. Accordingly, NNM04AA02C is modified as follows:

A. Attachment J-3, Wage Determinations, is deleted in its entirety and is replaced with the revised Attachment J-3 in order to reflect 2008 (Option Year 2- January 1, 2008 to December 31, 2008) minimum wage rates. The Wage Determinations affected by this change are delineated as follows:

Previous	New
2005-2008, Rev. 4, 12/06/06	2005-2008, Rev. 7, 05/29/07
2005-2044, Rev. 3, 11/29/06	2005-2044, Rev. 6, 11/07/07
2005-2048, Rev. 3, 11/29/06	2005-2048, Rev. 5, 07/24/07
2005-2054, Rev. 2, 11/29/06	2005-2054, Rev. 4, 07/24/07
2005-2062, Rev. 3, 11/29/06	2005-2062, Rev. 5, 07/31/07
2005-2064, Rev. 3, 09/22/06	2005-2064, Rev. 5, 07/19/07
2005-2096, Rev. 2, 11/02/06	2005-2096, Rev. 5, 08/14/07
2005-2104, Rev. 2, 09/25/06	2005-2104, Rev. 5, 07/05/07
2005-2118, Rev. 3, 10/05/06	2005-2118, Rev. 8, 10/26/07
2005-2234, Rev. 3, 11/02/06	2005-2234, Rev. 6, 05/29/07
2005-2248, Rev. 2, 09/25/06	2005-2248, Rev. 5, 07/05/07
2005-2302, Rev. 2, 09/14/06	2005-2302, Rev. 5, 09/17/07
2005-2376, Rev. 1, 09/18/06	2005-2376, Rev. 4, 09/26/07
2005-2416, Rev. 3, 10/05/06	2005-2416, Rev. 6, 07/18/07
2005-2512, Rev. 2, 09/21/06	2005-2512, Rev. 4, 05/29/07
2005-2516, Rev. 3, 12/06/06	2005-2516, Rev. 5, 08/16/07
2005-2544, Rev. 2, 09/28/06	2005-2544, Rev. 6, 11/13/07
2005-2574, Rev. 3, 12/08/06	2005-2574, Rev. 5, 09/27/07
CBA-2006-939, 11/27/07	CBA-2006-939, Rev. 1, 10/17/07

B. 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 normally 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
J-3-1 – J-3-168	J-3-1 – J-3-168

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

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 February 19, 2004. These additional approved classifications and wage rates, as well as those contained in the Service Contract Act (SCA) wage determination 2005-2008, 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. 2005-2008 (Revision 7), dated 05/29/2007.

CONFORMED CLASSIFICATIONS

DOL Approved Classifications	Minimum Hourly Rate
*Photographic Laboratory Technician I	$**
*Photographic Laboratory Technician II	$21.09
*Photographic Laboratory Technician Lead	$23.32

*Job Description Attached

** No UNITeS employees are currently under this category. Therefore no rate is presently available. If this status changes, a modification will be issued to incorporate the minimum wage.

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.

SPECIAL NOTICE

Please be advised the attached wage determinations are covered under the new Service Contract Act Directory of Occupations, Fifth Edition. A substantial number of the older familiar job classifications in the Forth Edition have been eliminated while new job classifications have been added. Exercise extreme care in reclassifying the incumbent employees to the new SCA directory of occupations.

The new directory of occupations is located at:
http://www.dol.gov/esa/regs/compliance/whd/wage/SCADirV5/SCADirectVers5.pdf .

In addition, there is a "Cross-Walk" from the Forth Edition to the Fifth Edition of the SCA Directory located at:
http://www.dol.gov/esa/regs/compliance/whd/wage/SCADirV5/Crosswalk4thEdition2withchanges.pdf .

Further, it is noted that the new wage determinations include considerable wage increases for some classifications and none for others.

The Health and Welfare rate has also increased to $3.01 per hour.

WD 05-2008 (Rev.-7) was first posted on www.wdol.gov on 06/05/2007
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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
William W.Gross Director — Division of Wage Determinations	Wage Determination No.: 2005-2008 Revision No.: 7 Date of Revision: 05/29/2007

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	13.47
01012 - Accounting Clerk II	14.65
01013 - Accounting Clerk III	16.77
01020 - Administrative Assistant	21.27
01040 - Court Reporter	17.16
01051 - Data Entry Operator I	11.66
01052 - Data Entry Operator II	13.89
01060 - Dispatcher, Motor Vehicle	16.31
01070 - Document Preparation Clerk	12.47
01090 - Duplicating Machine Operator	12.47
01111 - General Clerk I	10.80
01112 - General Clerk II	11.78
01113 - General Clerk III	13.86
01120 - Housing Referral Assistant	19.14
01141 - Messenger Courier	9.49
01191 - Order Clerk I	11.49
01192 - Order Clerk II	15.27
01261 - Personnel Assistant (Employment) I	13.56
01262 - Personnel Assistant (Employment) II	15.15
01263 - Personnel Assistant (Employment) III	16.41
01270 - Production Control Clerk	19.18
01280 - Receptionist	11.02
01290 - Rental Clerk	11.79
01300 - Scheduler, Maintenance	15.32
01311 - Secretary I	15.32
01312 - Secretary II	17.16
01313 - Secretary III	19.14
01320 - Service Order Dispatcher	13.83
01410 - Supply Technician	21.27
01420 - Survey Worker	16.81
01531 - Travel Clerk I	10.03
01532 - Travel Clerk II	10.62
01533 - Travel Clerk III	11.32
01611 - Word Processor I	12.34
01612 - Word Processor II	13.77
01613 - Word Processor III	16.31
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.50

05010 - Automotive Electrician	16.73
05040 - Automotive Glass Installer	15.94
05070 - Automotive Worker	15.94
05110 - 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	
07010 - Baker	10.84
07041 - Cook I	9.14
07042 - Cook II	10.27
07070 - Dishwasher	7.57
07130 - Food Service Worker	8.09
07210 - Meat Cutter	13.34
07260 - Waiter/Waitress	6.82
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	17.56
09040 - Furniture Handler	13.94
09080 - Furniture Refinisher	17.56
09090 - Furniture Refinisher Helper	14.41
09110 - Furniture Repairer, Minor	15.98
09130 - Upholsterer	17.56
11000 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	8.48
11060 - Elevator Operator	8.06
11090 - Gardener	12.11
11122 - Housekeeping Aide	8.62
11150 - Janitor	8.06
11210 - Laborer, Grounds Maintenance	10.00
11240 - Maid or Houseman	7.48
11260 - Pruner	8.72
11270 - Tractor Operator	12.08
11330 - Trail Maintenance Worker	10.00
11360 - Window Cleaner	8.24
12000 - Health Occupations	
12010 - Ambulance Driver	14.33
12011 - Breath Alcohol Technician	14.33
12012 - Certified Occupational Therapist Assistant	19.60
12015 - Certified Physical Therapist Assistant	19.60
12020 - Dental Assistant	13.91
12025 - Dental Hygienist	20.44
12030 - EKG Technician	21.13
12035 - Electroneurodiagnostic Technologist	21.13
12040 - Emergency Medical Technician	14.33
12071 - Licensed Practical Nurse I	13.71
12072 - Licensed Practical Nurse II	15.40
12073 - Licensed Practical Nurse III	17.25
12100 - Medical Assistant	10.79
12130 - Medical Laboratory Technician	14.02
12160 - Medical Record Clerk	11.28
12190 - Medical Record Technician	13.60
12195 - Medical Transcriptionist	12.65
12210 - Nuclear Medicine Technologist	30.65
12221 - Nursing Assistant I	9.11
12222 - Nursing Assistant II	10.25
12223 - Nursing Assistant III	11.18

12224 - Nursing Assistant IV	12.55
12235 - Optical Dispenser	13.68
12236 - Optical Technician	10.36
12250 - Pharmacy Technician	12.24
12280 - Phlebotomist	12.55
12305 - Radiologic Technologist	22.63
12311 - Registered Nurse I	21.81
12312 - Registered Nurse II	26.70
12313 - Registered Nurse II, Specialist	26.70
12314 - Registered Nurse III	32.30
12315 - Registered Nurse III, Anesthetist	32.30
12316 - Registered Nurse IV	38.70
12317 - Scheduler (Drug and Alcohol Testing)	17.28
13000 - Information and Arts Occupations	
13011 - Exhibits Specialist I	17.81
13012 - Exhibits Specialist II	21.81
13013 - Exhibits Specialist III	26.51
13041 - Illustrator I	17.81
13042 - Illustrator II	21.81
13043 - Illustrator III	26.51
13047 - Librarian	22.66
13050 - Library Aide/Clerk	13.17
13054 - Library Information Technology Systems Administrator	21.15
13058 - Library Technician	14.67
13061 - Media Specialist I	14.78
13062 - Media Specialist II	16.54
13063 - Media Specialist III	18.43
13071 - Photographer I	14.72
13072 - Photographer II	17.00
13073 - Photographer III	20.36
13074 - Photographer IV	24.89
13075 - Photographer V	30.21
13110 - Video Teleconference Technician	14.78
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.39
14042 - Computer Operator II	17.39
14043 - Computer Operator III	18.63
14044 - Computer Operator IV	23.78
14045 - Computer Operator V	26.73
14071 - Computer Programmer I (1)	22.73
14072 - Computer Programmer II (1)	27.24
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	13.39
14160 - Personal Computer Support Technician	23.78
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.35
15020 - Aircrew Training Devices Instructor (Rated)	35.52
15030 - Air Crew Training Devices Instructor (Pilot)	36.76
15050 - Computer Based Training Specialist / Instructor	30.38
15060 - Educational Technologist	24.89
15070 - Flight Instructor (Pilot)	36.76
15080 - Graphic Artist	19.60
15090 - Technical Instructor	17.19
15095 - Technical Instructor/Course Developer	21.01
15110 - Test Proctor	17.16
15120 - Tutor	17.16
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	7.59
16030 - Counter Attendant	7.59

16040 - Dry Cleaner	9.54
16070 - Finisher, Flatwork, Machine	7.59
16090 - Presser, Hand	7.59
16110 - Presser, Machine, Drycleaning	7.59
16130 - Presser, Machine, Shirts	7.59
16160 - Presser, Machine, Wearing Apparel, Laundry	7.59
16190 - Sewing Machine Operator	10.07
16220 - Tailor	10.54
16250 - Washer, Machine	8.23
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.38
19040 - Tool and Die Maker	24.86
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.82
21030 - Material Coordinator	19.18
21040 - Material Expediter	19.18
21050 - Material Handling Laborer	10.29
21071 - Order Filler	10.87
21080 - Production Line Worker (Food Processing)	14.82
21110 - Shipping Packer	12.98
21130 - Shipping/Receiving Clerk	12.98
21140 - Store Worker I	10.81
21150 - Stock Clerk	14.66
21210 - Tools and Parts Attendant	14.82
21410 - Warehouse Specialist	14.82
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aerospace Structural Welder	17.04
23021 - Aircraft Mechanic I	22.24
23022 - Aircraft Mechanic II	23.35
23023 - Aircraft Mechanic III	24.52
23040 - Aircraft Mechanic Helper	17.44
23050 - Aircraft, Painter	19.32
23060 - Aircraft Servicer	19.34
23080 - Aircraft Worker	20.27
23110 - Appliance Mechanic	18.04
23120 - Bicycle Repairer	14.66
23125 - Cable Splicer	19.76
23130 - Carpenter, Maintenance	17.56
23140 - Carpet Layer	17.29
23160 - Electrician, Maintenance	23.21
23181 - Electronics Technician Maintenance I	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
23311 - Fuel Distribution System Mechanic	18.79
23312 - Fuel Distribution System Operator	16.80
23370 - General Maintenance Worker	16.43
23380 - Ground Support Equipment Mechanic	22.24
23381 - Ground Support Equipment Servicer	19.34
23382 - Ground Support Equipment Worker	20.27
23391 - Gunsmith I	13.74
23392 - Gunsmith II	15.13
23393 - Gunsmith III	16.59
23410 - Heating, Ventilation & Air-Conditioning Mechanic	18.38
23411 - Heating, Ventilation & Air Conditioning Mechanic (R&D Facility)	19.30
23430 - Heavy Equipment Mechanic	18.38
23440 - Heavy Equipment Operator	17.87
23460 - Instrument Mechanic	22.74
23465 - Laboratory/Shelter Mechanic	15.88
23470 - Laborer	11.36
23510 - Locksmith	18.04

23530 - Machinery Maintenance Mechanic	23.32
23550 - Machinist, Maintenance	16.92
23580 - Maintenance Trades Helper	14.41
23591 - Metrology Technician I	22.74
23592 - Metrology Technician II	23.71
23593 - Metrology Technician III	24.65
23640 - Millwright	18.79
23710 - Office Appliance Repairer	18.09
23760 - Painter, Maintenance	17.56
23790 - Pipefitter, Maintenance	18.90
23810 - Plumber, Maintenance	18.06
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
23931 - Telecommunications Mechanic I	18.38
23932 - Telecommunications 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	7.78
24580 - Child Care Center Clerk	9.71
24610 - Chore Aide	8.42
24620 - Family Readiness and Support Services Coordinator	12.00
24630 - Homemaker	12.32
25000 - Plant And System Operations 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	
27004 - Alarm Monitor	11.88
27007 - Baggage Inspector	9.95
27008 - Corrections Officer	14.76
27010 - Court Security Officer	15.94
27030 - Detection Dog Handler	12.55
27040 - Detention Officer	14.76
27070 - Firefighter	15.94
27101 - Guard I	9.95
27102 - Guard II	12.55
27131 - Police Officer I	17.14
27132 - Police Officer II	19.05
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	8.93
28042 - Carnival Equipment Repairer	9.38
28043 - Carnival Equipment Worker	7.40
28210 - Gate Attendant/Gate Tender	12.47
28310 - Lifeguard	11.10
28350 - Park Attendant (Aide)	13.95
28510 - Recreation Aide/Health Facility Attendant	10.18
28515 - Recreation Specialist	13.48
28630 - Sports Official	11.10
28690 - Swimming Pool Operator	15.65
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker and Bracer	17.70
29020 - Hatch Tender	17.70
29030 - Line Handler	17.70
29041 - Stevedore I	16.90

29042 - Stevedore II	18.56
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	33.27
30011 - Air Traffic Control Specialist, Station (HFO) (2)	22.94
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.27
30021 - Archeological Technician I	15.69
30022 - Archeological Technician II	17.56
30023 - Archeological Technician III	21.76
30030 - Cartographic Technician	23.09
30040 - Civil Engineering Technician	20.75
30061 - Drafter/CAD Operator I	15.69
30062 - Drafter/CAD Operator II	17.77
30063 - Drafter/CAD Operator III	18.64
30064 - Drafter/CAD Operator IV	22.94
30081 - Engineering Technician I	13.21
30082 - Engineering Technician II	15.89
30083 - Engineering Technician III	19.09
30084 - Engineering Technician IV	26.34
30085 - Engineering Technician V	30.74
30086 - Engineering Technician VI	37.17
30090 - Environmental Technician	22.19
30210 - Laboratory Technician	18.92
30240 - Mathematical Technician	23.77
30361 - Paralegal/Legal Assistant I	15.32
30362 - Paralegal/Legal Assistant II	18.99
30363 - Paralegal/Legal Assistant III	23.23
30364 - Paralegal/Legal Assistant IV	28.11
30390 - Photo-Optics Technician	22.75
30461 - Technical Writer I	19.60
30462 - Technical Writer II	23.96
30463 - Technical Writer III	27.92
30491 - Unexploded Ordnance (UXO) Technician I	21.13
30492 - Unexploded Ordnance (UXO) Technician II	25.57
30493 - Unexploded Ordnance (UXO) Technician III	30.65
30494 - Unexploded (UXO) Safety Escort	21.13
30495 - Unexploded (UXO) Sweep Personnel	21.13
30620 - Weather Observer, Combined Upper Air Or Surface Programs (3)	20.23
30621 - Weather Observer, Senior (3)	20.67
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	9.74
31030 - Bus Driver	12.67
31043 - Driver Courier	12.63
31260 - Parking and Lot Attendant	8.86
31290 - Shuttle Bus Driver	13.43
31310 - Taxi Driver	9.91
31361 - Truckdriver, Light	13.43
31362 - Truckdriver, Medium	16.55
31363 - Truckdriver, Heavy	16.83
31364 - Truckdriver, Tractor-Trailer	16.83
99000 - Miscellaneous Occupations	
99030 - Cashier	9.06
99050 - Desk Clerk	6.90
99095 - Embalmer	21.13
99251 - Laboratory Animal Caretaker I	8.53
99252 - Laboratory Animal Caretaker II	13.46
99310 - Mortician	21.13
99410 - Pest Controller	12.10
99510 - Photofinishing Worker	10.58
99710 - Recycling Laborer	13.04
99711 - Recycling Specialist	14.78
99730 - Refuse Collector	11.78
99810 - Sales Clerk	10.45
99820 - School Crossing Guard	11.46

99830 - Survey Party Chief	14.67
99831 - Surveying Aide	9.04
99832 - Surveying Technician	12.37
99840 - Vending Machine Attendant	12.59
99841 - Vending Machine Repairer	14.42
99842 - Vending Machine Repairer Helper	12.59

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $3.16 per hour computed on the basis of all hours worked by service employees employed on the contract.

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

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

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

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

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

** UNIFORM ALLOWANCE **

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

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

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation) 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.

WD 05-2044 (Rev.-6) was first posted on www.wdol.gov on 11/13/2007
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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
William W.Gross Director — Division of Wage Determinations	Wage Determination No.: 2005-2044 Revision No.: 6 Date of Revision: 11/07/2007

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	13.85
01012 - Accounting Clerk II	15.54
01013 - Accounting Clerk III	18.50
01020 - Administrative Assistant	21.14
01040 - Court Reporter	24.94
01051 - Data Entry Operator I	12.59
01052 - Data Entry Operator II	14.48
01060 - Dispatcher, Motor Vehicle	16.05
01070 - Document Preparation Clerk	13.41
01090 - Duplicating Machine Operator	13.41
01111 - General Clerk I	11.81
01112 - General Clerk II	14.75
01113 - General Clerk III	16.57
01120 - Housing Referral Assistant	18.70
01141 - Messenger Courier	10.04
01191 - Order Clerk I	12.58
01192 - Order Clerk II	13.12
01261 - Personnel Assistant (Employment) I	13.61
01262 - Personnel Assistant (Employment) II	16.82
01263 - Personnel Assistant (Employment) III	17.98
01270 - Production Control Clerk	19.42
01280 - Receptionist	10.63
01290 - Rental Clerk	12.27
01300 - Scheduler, Maintenance	14.72
01311 - Secretary I	14.72
01312 - Secretary II	17.24
01313 - Secretary III	18.70
01320 - Service Order Dispatcher	15.21
01410 - Supply Technician	21.14
01420 - Survey Worker	15.67
01531 - Travel Clerk I	11.55
01532 - Travel Clerk II	12.15
01533 - Travel Clerk III	13.17
01611 - Word Processor I	13.43
01612 - Word Processor II	15.16
01613 - Word Processor III	17.03
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.35
05010 - Automotive Electrician	16.55
05040 - Automotive Glass Installer	15.90

05070 - Automotive Worker	15.90
05110 - 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	
07010 - Baker	13.65
07041 - Cook I	12.27
07042 - Cook II	13.60
07070 - Dishwasher	9.15
07130 - Food Service Worker	9.28
07210 - Meat Cutter	13.45
07260 - Waiter/Waitress	8.77
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	16.54
09040 - Furniture Handler	12.87
09080 - Furniture Refinisher	16.54
09090 - Furniture Refinisher Helper	13.30
09110 - Furniture Repairer, Minor	15.21
09130 - Upholsterer	16.54
11000 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.19
11060 - Elevator Operator	10.48
11090 - Gardener	12.33
11122 - Housekeeping Aide	10.36
11150 - Janitor	10.48
11210 - Laborer, Grounds Maintenance	11.82
11240 - Maid or Houseman	8.16
11260 - Pruner	10.79
11270 - Tractor Operator	14.02
11330 - Trail Maintenance Worker	11.82
11360 - Window Cleaner	11.56
12000 - Health Occupations	
12010 - Ambulance Driver	17.49
12011 - Breath Alcohol Technician	16.80
12012 - Certified Occupational Therapist Assistant	22.92
12015 - Certified Physical Therapist Assistant	22.92
12020 - Dental Assistant	14.86
12025 - Dental Hygienist	36.08
12030 - EKG Technician	25.45
12035 - Electroneurodiagnostic Technologist	25.45
12040 - Emergency Medical Technician	17.49
12071 - Licensed Practical Nurse I	14.90
12072 - Licensed Practical Nurse II	16.75
12073 - Licensed Practical Nurse III	18.73
12100 - Medical Assistant	13.19
12130 - Medical Laboratory Technician	13.85
12160 - Medical Record Clerk	11.73
12190 - Medical Record Technician	13.12
12195 - Medical Transcriptionist	13.18
12210 - Nuclear Medicine Technologist	36.92
12221 - Nursing Assistant I	8.77
12222 - Nursing Assistant II	9.85
12223 - Nursing Assistant III	10.74
12224 - Nursing Assistant IV	12.08
12235 - Optical Dispenser	14.73

12236 - Optical Technician	14.48
12250 - Pharmacy Technician	15.07
12280 - Phlebotomist	15.00
12305 - Radiologic Technologist	23.57
12311 - Registered Nurse I	20.99
12312 - Registered Nurse II	25.70
12313 - Registered Nurse II, Specialist	25.70
12314 - Registered Nurse III	31.09
12315 - Registered Nurse III, Anesthetist	31.09
12316 - Registered Nurse IV	36.97
12317 - Scheduler (Drug and Alcohol Testing)	20.81
13000 - Information and Arts Occupations	
13011 - Exhibits Specialist I	18.86
13012 - Exhibits Specialist II	23.37
13013 - Exhibits Specialist III	28.58
13041 - Illustrator I	18.86
13042 - Illustrator II	23.37
13043 - Illustrator III	28.58
13047 - Librarian	25.87
13050 - Library Aide/Clerk	13.31
13054 - Library Information Technology Systems Administrator	23.37
13058 - Library Technician	17.70
13061 - Media Specialist I	16.87
13062 - Media Specialist II	18.88
13063 - Media Specialist III	21.05
13071 - Photographer I	15.61
13072 - Photographer II	18.61
13073 - Photographer III	22.58
13074 - Photographer IV	27.62
13075 - Photographer V	33.98
13110 - Video Teleconference Technician	14.09
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.21
14042 - Computer Operator II	18.72
14043 - Computer Operator III	20.87
14044 - Computer Operator IV	23.20
14045 - Computer Operator V	25.68
14071 - Computer Programmer I (1)	22.88
14072 - Computer Programmer II (1)	26.52
14073 - Computer Programmer III (1)	
14074 - Computer Programmer IV (1)	
14101 - Computer Systems Analyst I (1)	26.36
14102 - Computer Systems Analyst II (1)	
14103 - Computer Systems Analyst III (1)	
14150 - Peripheral Equipment Operator	17.44
14160 - Personal Computer Support Technician	25.27
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.61
15020 - Aircrew Training Devices Instructor (Rated)	36.76
15030 - Air Crew Training Devices Instructor (Pilot)	36.76
15050 - Computer Based Training Specialist / Instructor	23.96
15060 - Educational Technologist	26.61
15070 - Flight Instructor (Pilot)	36.76
15080 - Graphic Artist	17.25
15090 - Technical Instructor	18.09
15095 - Technical Instructor/Course Developer	20.05
15110 - Test Proctor	16.40
15120 - Tutor	16.40
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.56
16030 - Counter Attendant	8.56
16040 - Dry Cleaner	10.31
16070 - Finisher, Flatwork, Machine	8.56

16090 - Presser, Hand	8.56
16110 - Presser, Machine, Drycleaning	8.56
16130 - Presser, Machine, Shirts	8.56
16160 - Presser, Machine, Wearing Apparel, Laundry	8.56
16190 - Sewing Machine Operator	10.89
16220 - Tailor	11.47
16250 - Washer, Machine	9.15
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.83
19040 - Tool and Die Maker	24.37
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	11.77
21030 - Material Coordinator	19.15
21040 - Material Expediter	19.15
21050 - Material Handling Laborer	10.54
21071 - Order Filler	12.17
21080 - Production Line Worker (Food Processing)	12.32
21110 - Shipping Packer	13.47
21130 - Shipping/Receiving Clerk	13.47
21140 - Store Worker I	10.32
21150 - Stock Clerk	13.54
21210 - Tools and Parts Attendant	12.30
21410 - Warehouse Specialist	12.30
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aerospace Structural Welder	25.32
23021 - Aircraft Mechanic I	24.11
23022 - Aircraft Mechanic II	25.32
23023 - Aircraft Mechanic III	26.59
23040 - Aircraft Mechanic Helper	18.94
23050 - Aircraft, Painter	20.01
23060 - Aircraft Servicer	21.68
23080 - Aircraft Worker	22.64
23110 - Appliance Mechanic	19.14
23120 - Bicycle Repairer	13.87
23125 - Cable Splicer	23.98
23130 - Carpenter, Maintenance	18.79
23140 - Carpet Layer	16.93
23160 - Electrician, Maintenance	21.90
23181 - Electronics Technician Maintenance I	21.41
23182 - Electronics Technician Maintenance II	23.67
23183 - Electronics Technician Maintenance III	25.55
23260 - Fabric Worker	17.59
23290 - Fire Alarm System Mechanic	20.94
23310 - Fire Extinguisher Repairer	16.46
23311 - Fuel Distribution System Mechanic	22.51
23312 - Fuel Distribution System Operator	19.30
23370 - General Maintenance Worker	17.02
23380 - Ground Support Equipment Mechanic	24.11
23381 - Ground Support Equipment Servicer	21.68
23382 - Ground Support Equipment Worker	22.64
23391 - Gunsmith I	15.36
23392 - Gunsmith II	17.47
23393 - Gunsmith III	19.56
23410 - Heating, Ventilation & Air-Conditioning Mechanic	19.89
23411 - Heating, Ventilation & Air Conditioning Mechanic (R&D Facility)	20.96
23430 - Heavy Equipment Mechanic	19.67
23440 - Heavy Equipment Operator	22.11
23460 - Instrument Mechanic	21.22
23465 - Laboratory/Shelter Mechanic	18.52
23470 - Laborer	11.28
23510 - Locksmith	19.56
23530 - Machinery Maintenance Mechanic	22.36
23550 - Machinist, Maintenance	19.60

23580 - Maintenance Trades Helper	13.30
23591 - Metrology Technician I	21.22
23592 - Metrology Technician II	22.37
23593 - Metrology Technician III	23.50
23640 - Millwright	20.57
23710 - Office Appliance Repairer	19.84
23760 - Painter, Maintenance	16.54
23790 - Pipefitter, Maintenance	18.85
23810 - Plumber, Maintenance	18.10
23820 - Pneudraulic Systems Mechanic	20.94
23850 - Rigger	22.39
23870 - Scale Mechanic	18.72
23890 - Sheet-Metal Worker, Maintenance	21.10
23910 - Small Engine Mechanic	16.93
23931 - Telecommunications Mechanic I	22.00
23932 - Telecommunications Mechanic II	23.96
23950 - Telephone Lineman	22.32
23960 - Welder, Combination, Maintenance	17.87
23965 - Well Driller	20.94
23970 - Woodcraft Worker	20.94
23980 - Woodworker	15.44
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.71
24580 - Child Care Center Clerk	8.78
24610 - Chore Aide	13.07
24620 - Family Readiness and Support Services Coordinator	13.33
24630 - Homemaker	16.14
25000 - Plant and System Operations Occupations	
25010 - Boiler Tender	23.97
25040 - Sewage Plant Operator	20.85
25070 - Stationary Engineer	25.88
25190 - Ventilation Equipment Tender	17.52
25210 - Water Treatment Plant Operator	20.85
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.91
27007 - Baggage Inspector	10.53
27008 - Corrections Officer	27.18
27010 - Court Security Officer	26.42
27030 - Detection Dog Handler	11.50
27040 - Detention Officer	27.18
27070 - Firefighter	26.42
27101 - Guard I	10.53
27102 - Guard II	11.50
27131 - Police Officer I	28.89
27132 - Police Officer II	32.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.24
28042 - Carnival Equipment Repairer	14.27
28043 - Carnival Equipment Worker	8.73
28210 - Gate Attendant/Gate Tender	12.36
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	13.83
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	10.09
28630 - Sports Official	11.01
28690 - Swimming Pool Operator	16.93
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker and Bracer	19.35
29020 - Hatch Tender	19.35
29030 - Line Handler	19.35
29041 - Stevedore I	16.41
29042 - Stevedore II	20.52
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist, Center (HFO) (2)	32.97
30011 - Air Traffic Control Specialist, Station (HFO) (2)	22.73
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.03
30021 - Archeological Technician I	17.97
30022 - Archeological Technician II	20.10
30023 - Archeological Technician III	24.88
30030 - Cartographic Technician	29.70
30040 - Civil Engineering Technician	26.11
30061 - Drafter/CAD Operator I	19.03
30062 - Drafter/CAD Operator II	26.44
30063 - Drafter/CAD Operator III	26.80
30064 - Drafter/CAD Operator IV	32.98
30081 - Engineering Technician I	14.61
30082 - Engineering Technician II	17.43
30083 - Engineering Technician III	22.02
30084 - Engineering Technician IV	25.64
30085 - Engineering Technician V	32.97
30086 - Engineering Technician VI	37.94
30090 - Environmental Technician	22.13
30210 - Laboratory Technician	21.92
30240 - Mathematical Technician	26.47
30361 - Paralegal/Legal Assistant I	17.67
30362 - Paralegal/Legal Assistant II	22.47
30363 - Paralegal/Legal Assistant III	27.48
30364 - Paralegal/Legal Assistant IV	33.24
30390 - Photo-Optics Technician	27.32
30461 - Technical Writer I	23.90
30462 - Technical Writer II	29.23
30463 - Technical Writer III	35.14
30491 - Unexploded Ordnance (UXO) Technician I	20.95
30492 - Unexploded Ordnance (UXO) Technician II	25.35
30493 - Unexploded Ordnance (UXO) Technician III	30.39
30494 - Unexploded (UXO) Safety Escort	20.95
30495 - Unexploded (UXO) Sweep Personnel	20.95
30620 - Weather Observer, Combined Upper Air Or Surface Programs (3)	20.61
30621 - Weather Observer, Senior (3)	22.91
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	9.39
31030 - Bus Driver	13.77
31043 - Driver Courier	12.24
31260 - Parking and Lot Attendant	8.95
31290 - Shuttle Bus Driver	12.87
31310 - Taxi Driver	10.82
31361 - Truckdriver, Light	12.87
31362 - Truckdriver, Medium	16.19
31363 - Truckdriver, Heavy	17.82
31364 - Truckdriver, Tractor-Trailer	17.82
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99030 - Cashier	9.77
99050 - Desk Clerk	8.44
99095 - Embalmer	20.95
99251 - Laboratory Animal Caretaker I	9.15
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99310 - Mortician	20.95
99410 - Pest Controller	12.64
99510 - Photofinishing Worker	11.57
99710 - Recycling Laborer	17.65
99711 - Recycling Specialist	20.67
99730 - Refuse Collector	16.10
99810 - Sales Clerk	10.88
99820 - School Crossing Guard	9.65
99830 - Survey Party Chief	23.38
99831 - Surveying Aide	15.51

99832 - Surveying Technician	21.25
99840 - Vending Machine Attendant	12.05
99841 - Vending Machine Repairer	15.09
99842 - Vending Machine Repairer Helper	12.98

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

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

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

** UNIFORM ALLOWANCE **

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

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

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation) 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.

WD 05-2048 (Rev.-5) was first posted on www.wdol.gov on 07/31/2007
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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
William W.Gross Director — Division of Wage Determinations	Wage Determination No.: 2005-2048 Revision No.: 5 Date of Revision: 07/24/2007

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	14.03
01012 - Accounting Clerk II	15.76
01013 - Accounting Clerk III	17.64
01020 - Administrative Assistant	24.57
01040 - Court Reporter	18.03
01051 - Data Entry Operator I	11.28
01052 - Data Entry Operator II	12.98
01060 - Dispatcher, Motor Vehicle	22.41
01070 - Document Preparation Clerk	13.50
01090 - Duplicating Machine Operator	13.30
01111 - General Clerk I	10.69
01112 - General Clerk II	14.92
01113 - General Clerk III	16.67
01120 - Housing Referral Assistant	20.22
01141 - Messenger Courier	10.62
01191 - Order Clerk I	16.20
01192 - Order Clerk II	17.67
01261 - Personnel Assistant (Employment) I	15.53
01262 - Personnel Assistant (Employment) II	18.48
01263 - Personnel Assistant (Employment) III	22.26
01270 - Production Control Clerk	21.07
01280 - Receptionist	14.51
01290 - Rental Clerk	15.10
01300 - Scheduler, Maintenance	16.84
01311 - Secretary I	16.84
01312 - Secretary II	18.85
01313 - Secretary III	21.90
01320 - Service Order Dispatcher	19.54
01410 - Supply Technician	24.57
01420 - Survey Worker	18.03
01531 - Travel Clerk I	13.35

01532 - Travel Clerk II	14.53
01533 - Travel Clerk III	15.61
01611 - Word Processor I	15.03
01612 - Word Processor II	16.87
01613 - Word Processor III	18.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.94
05010 - Automotive Electrician	21.60
05040 - Automotive Glass Installer	20.29
05070 - Automotive Worker	20.29
05110 - Mobile Equipment Servicer	18.66
05130 - Motor Equipment Metal Mechanic	22.94
05160 - Motor Equipment Metal Worker	20.29
05190 - Motor Vehicle Mechanic	22.94
05220 - Motor Vehicle Mechanic Helper	17.90
05250 - Motor Vehicle Upholstery Worker	19.86
05280 - Motor Vehicle Wrecker	20.29
05310 - Painter, Automotive	21.60
05340 - Radiator Repair Specialist	20.29
05370 - Tire Repairer	15.47
05400 - Transmission Repair Specialist	22.94
07000 - Food Preparation and Service Occupations	
07010 - Baker	11.95
07041 - Cook I	12.91
07042 - Cook II	14.31
07070 - Dishwasher	9.00
07130 - Food Service Worker	9.81
07210 - Meat Cutter	14.47
07260 - Waiter/Waitress	8.96
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	18.59
09040 - Furniture Handler	12.42
09080 - Furniture Refinisher	18.59
09090 - Furniture Refinisher Helper	14.82
09110 - Furniture Repairer, Minor	17.04
09130 - Upholsterer	18.59
11000 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	10.60
11060 - Elevator Operator	9.73
11090 - Gardener	16.06
11122 - Housekeeping Aide	9.73
11150 - Janitor	10.96
11210 - Laborer, Grounds Maintenance	12.36
11240 - Maid or Houseman	8.77
11260 - Pruner	12.06
11270 - Tractor Operator	14.70
11330 - Trail Maintenance Worker	12.36
11360 - Window Cleaner	12.42
12000 - Health Occupations	
12010 - Ambulance Driver	17.68
12011 - Breath Alcohol Technician	16.36
12012 - Certified Occupational Therapist Assistant	22.88
12015 - Certified Physical Therapist Assistant	24.97
12020 - Dental Assistant	14.92
12025 - Dental Hygienist	36.45
12030 - EKG Technician	22.68
12035 - Electroneurodiagnostic Technologist	22.68
12040 - Emergency Medical Technician	17.68
12071 - Licensed Practical Nurse I	16.75
12072 - Licensed Practical Nurse II	18.77
12073 - Licensed Practical Nurse III	21.17
12100 - Medical Assistant	13.47
12130 - Medical Laboratory Technician	18.77

12160 - Medical Record Clerk	15.43
12190 - Medical Record Technician	17.53
12195 - Medical Transcriptionist	15.99
12210 - Nuclear Medicine Technologist	32.43
12221 - Nursing Assistant I	8.74
12222 - Nursing Assistant II	9.83
12223 - Nursing Assistant III	10.72
12224 - Nursing Assistant IV	12.04
12235 - Optical Dispenser	15.93
12236 - Optical Technician	15.16
12250 - Pharmacy Technician	15.20
12280 - Phlebotomist	12.86
12305 - Radiologic Technologist	24.54
12311 - Registered Nurse I	28.17
12312 - Registered Nurse II	34.46
12313 - Registered Nurse II, Specialist	34.46
12314 - Registered Nurse III	40.82
12315 - Registered Nurse III, Anesthetist	40.82
12316 - Registered Nurse IV	48.92
12317 - Scheduler (Drug and Alcohol Testing)	19.03
13000 - Information and Arts Occupations	
13011 - Exhibits Specialist I	23.63
13012 - Exhibits Specialist II	29.25
13013 - Exhibits Specialist III	35.57
13041 - Illustrator I	23.96
13042 - Illustrator II	29.67
13043 - Illustrator III	36.29
13047 - Librarian	28.23
13050 - Library Aide/Clerk	16.17
13054 - Library Information Technology Systems Administrator	24.92
13058 - Library Technician	17.67
13061 - Media Specialist I	15.30
13062 - Media Specialist II	17.12
13063 - Media Specialist III	19.08
13071 - Photographer I	17.57
13072 - Photographer II	19.86
13073 - Photographer III	26.61
13074 - Photographer IV	33.56
13075 - Photographer V	40.61
13110 - Video Teleconference Technician	15.08
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.11
14042 - Computer Operator II	18.03
14043 - Computer Operator III	21.07
14044 - Computer Operator IV	23.79
14045 - Computer Operator V	26.35
14071 - Computer Programmer I (1)	20.73
14072 - Computer Programmer II (1)	25.67
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	16.11
14160 - Personal Computer Support Technician	23.79
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.42
15020 - Aircrew Training Devices Instructor (Rated)	37.71
15030 - Air Crew Training Devices Instructor (Pilot)	44.48
15050 - Computer Based Training Specialist / Instructor	33.42
15060 - Educational Technologist	27.12
15070 - Flight Instructor (Pilot)	44.48
15080 - Graphic Artist	23.34

15090 - Technical Instructor	22.30
15095 - Technical Instructor/Course Developer	27.28
15110 - Test Proctor	18.40
15120 - Tutor	18.40
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.52
19040 - Tool and Die Maker	23.95
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.46
21030 - Material Coordinator	19.48
21040 - Material Expediter	19.48
21050 - Material Handling Laborer	13.02
21071 - Order Filler	13.29
21080 - Production Line Worker (Food Processing)	14.46
21110 - Shipping Packer	14.31
21130 - Shipping/Receiving Clerk	14.31
21140 - Store Worker I	10.50
21150 - Stock Clerk	14.99
21210 - Tools and Parts Attendant	14.46
21410 - Warehouse Specialist	14.46
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aerospace Structural Welder	28.32
23021 - Aircraft Mechanic I	26.83
23022 - Aircraft Mechanic II	28.32
23023 - Aircraft Mechanic III	29.39
23040 - Aircraft Mechanic Helper	18.79
23050 - Aircraft, Painter	22.50
23060 - Aircraft Servicer	21.70
23080 - Aircraft Worker	22.65
23110 - Appliance Mechanic	18.59
23120 - Bicycle Repairer	15.47
23125 - Cable Splicer	25.85
23130 - Carpenter, Maintenance	24.64
23140 - Carpet Layer	19.00
23160 - Electrician, Maintenance	28.35
23181 - Electronics Technician Maintenance I	22.79
23182 - Electronics Technician Maintenance II	24.27
23183 - Electronics Technician Maintenance III	26.53
23260 - Fabric Worker	21.93
23290 - Fire Alarm System Mechanic	20.30
23310 - Fire Extinguisher Repairer	16.17
23311 - Fuel Distribution System Mechanic	23.90
23312 - Fuel Distribution System Operator	18.26
23370 - General Maintenance Worker	20.47
23380 - Ground Support Equipment Mechanic	26.83
23381 - Ground Support Equipment Servicer	21.70
23382 - Ground Support Equipment Worker	22.65
23391 - Gunsmith I	16.17
23392 - Gunsmith II	18.72
23393 - Gunsmith III	21.17
23430 - Heavy Equipment Mechanic	24.57
23440 - Heavy Equipment Operator	28.08
23460 - Instrument Mechanic	25.70
23465 - Laboratory/Shelter Mechanic	19.94
23470 - Laborer	12.49
23510 - Locksmith	18.59
23530 - Machinery Maintenance Mechanic	22.80
23550 - Machinist, Maintenance	23.17
23580 - Maintenance Trades Helper	14.82
23591 - Metrology Technician I	25.70
23592 - Metrology Technician II	27.13
23593 - Metrology Technician III	29.73
23640 - Millwright	23.52

23710 - Office Appliance Repairer	19.89
23760 - Painter, Maintenance	20.45
23790 - Pipefitter, Maintenance	21.27
23810 - Plumber, Maintenance	20.44
23820 - Pneudraulic Systems Mechanic	21.17
23850 - Rigger	23.19
23870 - Scale Mechanic	18.72
23890 - Sheet-Metal Worker, Maintenance	20.83
23910 - Small Engine Mechanic	17.78
23931 - Telecommunications Mechanic I	22.33
23932 - Telecommunications Mechanic II	23.55
23950 - Telephone Lineman	22.59
23960 - Welder, Combination, Maintenance	19.75
23965 - Well Driller	23.18
23970 - Woodcraft Worker	19.75
23980 - Woodworker	16.01
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.50
24580 - Child Care Center Clerk	15.41
24610 - Chore Aide	10.57
24620 - Family Readiness and Support Services Coordinator	15.39
24630 - Homemaker	18.47
25000 - Plant and System Operations Occupations	
25010 - Boiler Tender	26.22
25040 - Sewage Plant Operator	26.21
25070 - Stationary Engineer	26.22
25190 - Ventilation Equipment Tender	18.34
25210 - Water Treatment Plant Operator	26.21
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.66
27007 - Baggage Inspector	11.35
27008 - Corrections Officer	28.06
27010 - Court Security Officer	30.28
27030 - Detection Dog Handler	22.66
27040 - Detention Officer	28.06
27070 - Firefighter	29.97
27101 - Guard I	11.35
27102 - Guard II	22.66
27131 - Police Officer I	32.10
27132 - Police Officer II	35.66
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.54
28042 - Carnival Equipment Repairer	12.43
28043 - Carnival Equipment Worker	8.75
28210 - Gate Attendant/Gate Tender	13.93
28310 - Lifeguard	12.14
28350 - Park Attendant (Aide)	15.23
28510 - Recreation Aide/Health Facility Attendant	11.11
28515 - Recreation Specialist	16.23
28630 - Sports Official	12.12
28690 - Swimming Pool Operator	15.43
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker and Bracer	21.29
29020 - Hatch Tender	21.29
29030 - Line Handler	21.29
29041 - Stevedore I	20.46
29042 - Stevedore II	21.73
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	37.24
30011 - Air Traffic Control Specialist, Station (HFO) (2)	25.03
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	27.57
30021 - Archeological Technician I	19.83
30022 - Archeological Technician II	21.35

30023 - Archeological Technician III	30.36
30030 - Cartographic Technician	30.36
30040 - Civil Engineering Technician	26.21
30061 - Drafter/CAD Operator I	21.91
30062 - Drafter/CAD Operator II	24.52
30063 - Drafter/CAD Operator III	27.32
30064 - Drafter/CAD Operator IV	33.63
30081 - Engineering Technician I	18.10
30082 - Engineering Technician II	20.33
30083 - Engineering Technician III	22.75
30084 - Engineering Technician IV	28.17
30085 - Engineering Technician V	34.88
30086 - Engineering Technician VI	41.70
30090 - Environmental Technician	22.91
30210 - Laboratory Technician	21.03
30240 - Mathematical Technician	27.28
30361 - Paralegal/Legal Assistant I	18.49
30362 - Paralegal/Legal Assistant II	22.91
30363 - Paralegal/Legal Assistant III	28.02
30364 - Paralegal/Legal Assistant IV	33.90
30390 - Photo-Optics Technician	25.66
30461 - Technical Writer I	20.81
30462 - Technical Writer II	25.46
30463 - Technical Writer III	30.80
30491 - Unexploded Ordnance (UXO) Technician I	23.07
30492 - Unexploded Ordnance (UXO) Technician II	27.92
30493 - Unexploded Ordnance (UXO) Technician III	33.46
30494 - Unexploded (UXO) Safety Escort	23.07
30495 - Unexploded (UXO) Sweep Personnel	23.07
30620 - Weather Observer, Combined Upper Air or Surface Programs (2)	22.85
30621 - Weather Observer, Senior (2)	25.39
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	11.26
31030 - Bus Driver	16.22
31043 - Driver Courier	11.58
31260 - Parking and Lot Attendant	8.56
31290 - Shuttle Bus Driver	12.63
31310 - Taxi Driver	12.03
31361 - Truckdriver, Light	12.63
31362 - Truckdriver, Medium	18.45
31363 - Truckdriver, Heavy	20.08
31364 - Truckdriver, Tractor-Trailer	20.08
99000 - Miscellaneous Occupations	
99030 - Cashier	12.13
99050 - Desk Clerk	12.65
99095 - Embalmer	19.16
99251 - Laboratory Animal Caretaker I	10.49
99252 - Laboratory Animal Caretaker II	11.44
99310 - Mortician	28.39
99410 - Pest Controller	15.17
99510 - Photofinishing Worker	14.25
99710 - Recycling Laborer	15.80
99711 - Recycling Specialist	18.54
99730 - Refuse Collector	14.06
99810 - Sales Clerk	12.86
99820 - School Crossing Guard	9.01
99830 - Survey Party Chief	33.54
99831 - Surveying Aide	18.45
99832 - Surveying Technician	25.24
99840 - Vending Machine Attendant	12.26
99841 - Vending Machine Repairer	14.09
99842 - Vending Machine Repairer Helper	12.26

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 $3.16 per hour computed on the basis of all hours worked by service employees employed on the contract.

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

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

THE OCCUPATIONS WHICH HAVE 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) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each 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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burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

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

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

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

6) The contractor informs the affected employees.

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

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

WD 05-2054 (Rev.-4) was first posted on www.wdol.gov on 07/31/2007
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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
William W.Gross Director — Division of Wage Determinations	Wage Determination No.: 2005-2054 Revision No.: 4 Date of Revision: 07/24/2007

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	14.03
01012 - Accounting Clerk II	15.76
01013 - Accounting Clerk III	17.64
01020 - Administrative Assistant	24.57
01040 - Court Reporter	18.03
01051 - Data Entry Operator I	11.28
01052 - Data Entry Operator II	12.52
01060 - Dispatcher, Motor Vehicle	22.41
01070 - Document Preparation Clerk	13.50
01090 - Duplicating Machine Operator	13.30
01111 - General Clerk I	10.69
01112 - General Clerk II	14.92
01113 - General Clerk III	16.67
01120 - Housing Referral Assistant	20.22
01141 - Messenger Courier	10.62
01191 - Order Clerk I	15.86
01192 - Order Clerk II	17.67
01261 - Personnel Assistant (Employment) I	15.53
01262 - Personnel Assistant (Employment) II	17.38
01263 - Personnel Assistant (Employment) III	19.38
01270 - Production Control Clerk	21.07
01280 - Receptionist	14.51
01290 - Rental Clerk	15.10
01300 - Scheduler, Maintenance	16.84
01311 - Secretary I	16.84
01312 - Secretary II	18.85
01313 - Secretary III	21.90
01320 - Service Order Dispatcher	19.54
01410 - Supply Technician	24.57
01420 - Survey Worker	18.03
01531 - Travel Clerk I	11.93
01532 - Travel Clerk II	12.75
01533 - Travel Clerk III	13.52
01611 - Word Processor I	14.77
01612 - Word Processor II	16.87
01613 - Word Processor III	18.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.59
05010 - Automotive Electrician	21.60
05040 - Automotive Glass Installer	20.29

05070 - Automotive Worker	20.29
05110 - Mobile Equipment Servicer	18.66
05130 - Motor Equipment Metal Mechanic	22.94
05160 - Motor Equipment Metal Worker	20.29
05190 - Motor Vehicle Mechanic	22.94
05220 - Motor Vehicle Mechanic Helper	17.90
05250 - Motor Vehicle Upholstery Worker	19.86
05280 - Motor Vehicle Wrecker	20.29
05310 - Painter, Automotive	21.60
05340 - Radiator Repair Specialist	20.29
05370 - Tire Repairer	13.98
05400 - Transmission Repair Specialist	22.94
07000 - Food Preparation and Service Occupations	
07010 - Baker	14.36
07041 - Cook I	13.10
07042 - Cook II	14.36
07070 - Dishwasher	9.33
07130 - Food Service Worker	10.16
07210 - Meat Cutter	15.99
07260 - Waiter/Waitress	10.26
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	18.04
09040 - Furniture Handler	11.33
09080 - Furniture Refinisher	16.51
09090 - Furniture Refinisher Helper	13.51
09110 - Furniture Repairer, Minor	15.82
09130 - Upholsterer	16.51
11000 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	11.20
11060 - Elevator Operator	9.96
11090 - Gardener	16.57
11122 - Housekeeping Aide	9.96
11150 - Janitor	10.96
11210 - Laborer, Grounds Maintenance	12.63
11240 - Maid or Houseman	8.97
11260 - Pruner	12.06
11270 - Tractor Operator	16.46
11330 - Trail Maintenance Worker	12.63
11360 - Window Cleaner	12.35
12000 - Health Occupations	
12010 - Ambulance Driver	17.85
12011 - Breath Alcohol Technician	16.36
12012 - Certified Occupational Therapist Assistant	26.57
12015 - Certified Physical Therapist Assistant	21.65
12020 - Dental Assistant	15.55
12025 - Dental Hygienist	35.12
12030 - EKG Technician	23.43
12035 - Electroneurodiagnostic Technologist	23.43
12040 - Emergency Medical Technician	17.85
12071 - Licensed Practical Nurse I	16.71
12072 - Licensed Practical Nurse II	18.77
12073 - Licensed Practical Nurse III	21.17
12100 - Medical Assistant	13.39
12130 - Medical Laboratory Technician	18.77
12160 - Medical Record Clerk	15.30
12190 - Medical Record Technician	16.76
12195 - Medical Transcriptionist	15.06
12210 - Nuclear Medicine Technologist	32.08
12221 - Nursing Assistant I	8.74
12222 - Nursing Assistant II	9.83
12223 - Nursing Assistant III	10.72
12224 - Nursing Assistant IV	12.04
12235 - Optical Dispenser	15.03

12236 - Optical Technician	11.17
12250 - Pharmacy Technician	14.89
12280 - Phlebotomist	13.04
12305 - Radiologic Technologist	24.84
12311 - Registered Nurse I	28.17
12312 - Registered Nurse II	34.46
12313 - Registered Nurse II, Specialist	34.46
12314 - Registered Nurse III	40.82
12315 - Registered Nurse III, Anesthetist	40.82
12316 - Registered Nurse IV	48.92
12317 - Scheduler (Drug and Alcohol Testing)	19.03
13000 - Information and Arts Occupations	
13011 - Exhibits Specialist I	20.58
13012 - Exhibits Specialist II	26.54
13013 - Exhibits Specialist III	35.57
13041 - Illustrator I	20.79
13042 - Illustrator II	25.70
13043 - Illustrator III	34.63
13047 - Librarian	24.72
13050 - Library Aide/Clerk	16.17
13054 - Library Information Technology Systems Administrator	22.79
13058 - Library Technician	17.48
13061 - Media Specialist I	15.30
13062 - Media Specialist II	17.12
13063 - Media Specialist III	19.08
13071 - Photographer I	15.08
13072 - Photographer II	17.67
13073 - Photographer III	24.13
13074 - Photographer IV	32.91
13075 - Photographer V	39.80
13110 - Video Teleconference Technician	15.08
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.11
14042 - Computer Operator II	18.03
14043 - Computer Operator III	21.07
14044 - Computer Operator IV	23.79
14045 - Computer Operator V	26.35
14071 - Computer Programmer I (1)	20.34
14072 - Computer Programmer II (1)	25.20
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	16.11
14160 - Personal Computer Support Technician	23.79
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.42
15020 - Aircrew Training Devices Instructor (Rated)	37.71
15030 - Air Crew Training Devices Instructor (Pilot)	44.48
15050 - Computer Based Training Specialist / Instructor	33.42
15060 - Educational Technologist	32.57
15070 - Flight Instructor (Pilot)	44.48
15080 - Graphic Artist	22.59
15090 - Technical Instructor	20.32
15095 - Technical Instructor/Course Developer	24.85
15110 - Test Proctor	18.40
15120 - Tutor	18.40
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.86
16030 - Counter Attendant	8.86
16040 - Dry Cleaner	11.37
16070 - Finisher, Flatwork, Machine	8.86

16090 - Presser, Hand	8.86
16110 - Presser, Machine, Drycleaning	8.86
16130 - Presser, Machine, Shirts	8.86
16160 - Presser, Machine, Wearing Apparel, Laundry	8.86
16190 - Sewing Machine Operator	12.23
16220 - Tailor	13.07
16250 - Washer, Machine	9.53
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.83
19040 - Tool and Die Maker	21.70
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.58
21030 - Material Coordinator	18.30
21040 - Material Expediter	18.30
21050 - Material Handling Laborer	16.24
21071 - Order Filler	14.17
21080 - Production Line Worker (Food Processing)	14.58
21110 - Shipping Packer	14.31
21130 - Shipping/Receiving Clerk	14.31
21140 - Store Worker I	10.50
21150 - Stock Clerk	14.99
21210 - Tools and Parts Attendant	14.58
21410 - Warehouse Specialist	14.58
23000 - Mechanics and Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.74
23021 - Aircraft Mechanic I	24.39
23022 - Aircraft Mechanic II	25.74
23023 - Aircraft Mechanic III	26.72
23040 - Aircraft Mechanic Helper	17.24
23050 - Aircraft, Painter	21.82
23060 - Aircraft Servicer	19.51
23080 - Aircraft Worker	20.63
23110 - Appliance Mechanic	19.97
23120 - Bicycle Repairer	13.98
23125 - Cable Splicer	25.23
23130 - Carpenter, Maintenance	24.64
23140 - Carpet Layer	19.58
23160 - Electrician, Maintenance	27.10
23181 - Electronics Technician Maintenance I	22.79
23182 - Electronics Technician Maintenance II	24.27
23183 - Electronics Technician Maintenance III	25.34
23260 - Fabric Worker	18.26
23290 - Fire Alarm System Mechanic	19.16
23310 - Fire Extinguisher Repairer	16.04
23311 - Fuel Distribution System Mechanic	23.02
23312 - Fuel Distribution System Operator	17.74
23370 - General Maintenance Worker	17.26
23380 - Ground Support Equipment Mechanic	24.39
23381 - Ground Support Equipment Servicer	19.51
23382 - Ground Support Equipment Worker	20.63
23391 - Gunsmith I	14.62
23392 - Gunsmith II	17.35
23393 - Gunsmith III	19.58
23410 - Heating, Ventilation & Air-Conditioning Mechanic	21.63
23411 - Heating, Ventilation & Air Conditioning Mechanic (R&D Facility)	23.13
23430 - Heavy Equipment Mechanic	22.92
23440 - Heavy Equipment Operator	24.93
23460 - Instrument Mechanic	21.51
23465 - Laboratory/Shelter Mechanic	18.67
23470 - Laborer	12.83
23510 - Locksmith	18.04
23530 - Machinery Maintenance Mechanic	22.80
23550 - Machinist, Maintenance	23.17

23580 - Maintenance Trades Helper	13.51
23591 - Metrology Technician I	21.51
23592 - Metrology Technician II	22.37
23593 - Metrology Technician III	24.13
23640 - Millwright	22.04
23710 - Office Appliance Repairer	19.01
23760 - Painter, Maintenance	19.84
23790 - Pipefitter, Maintenance	20.81
23810 - Plumber, Maintenance	19.78
23820 - Pneudraulic Systems Mechanic	21.00
23850 - Rigger	21.00
23870 - Scale Mechanic	18.57
23890 - Sheet-Metal Worker, Maintenance	20.31
23910 - Small Engine Mechanic	16.94
23931 - Telecommunications Mechanic I	24.05
23932 - Telecommunications Mechanic II	25.39
23950 - Telephone Lineman	22.02
23960 - Welder, Combination, Maintenance	18.92
23965 - Well Driller	23.28
23970 - Woodcraft Worker	18.92
23980 - Woodworker	14.68
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.13
24580 - Child Care Center Clerk	15.18
24610 - Chore Aide	8.48
24620 - Family Readiness and Support Services Coordinator	13.07
24630 - Homemaker	16.41
25000 - Plant and System Operations Occupations	
25010 - Boiler Tender	25.82
25040 - Sewage Plant Operator	26.21
25070 - Stationary Engineer	25.82
25190 - Ventilation Equipment Tender	18.08
25210 - Water Treatment Plant Operator	26.21
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.50
27007 - Baggage Inspector	11.35
27008 - Corrections Officer	28.45
27010 - Court Security Officer	29.04
27030 - Detection Dog Handler	14.50
27040 - Detention Officer	28.45
27070 - Firefighter	22.15
27101 - Guard I	11.35
27102 - Guard II	14.50
27131 - Police Officer I	32.10
27132 - Police Officer II	35.66
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.16
28042 - Carnival Equipment Repairer	13.10
28043 - Carnival Equipment Worker	9.22
28210 - Gate Attendant/Gate Tender	13.29
28310 - Lifeguard	11.84
28350 - Park Attendant (Aide)	15.23
28510 - Recreation Aide/Health Facility Attendant	11.11
28515 - Recreation Specialist	14.92
28630 - Sports Official	12.12
28690 - Swimming Pool Operator	18.32
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker and Bracer	19.01
29020 - Hatch Tender	19.01
29030 - Line Handler	19.01
29041 - Stevedore I	17.40
29042 - Stevedore II	20.46
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist, Center (HFO) (2)	37.24
30011 - Air Traffic Control Specialist, Station (HFO) (2)	25.03
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	27.57
30021 - Archeological Technician I	19.28
30022 - Archeological Technician II	20.02
30023 - Archeological Technician III	28.27
30030 - Cartographic Technician	28.38
30040 - Civil Engineering Technician	24.09
30061 - Drafter/CAD Operator I	20.40
30062 - Drafter/CAD Operator II	23.12
30063 - Drafter/CAD Operator III	25.44
30064 - Drafter/CAD Operator IV	31.31
30081 - Engineering Technician I	18.10
30082 - Engineering Technician II	20.33
30083 - Engineering Technician III	22.75
30084 - Engineering Technician IV	28.17
30085 - Engineering Technician V	34.88
30086 - Engineering Technician VI	41.70
30090 - Environmental Technician	22.91
30210 - Laboratory Technician	21.03
30240 - Mathematical Technician	28.27
30361 - Paralegal/Legal Assistant I	18.49
30362 - Paralegal/Legal Assistant II	22.91
30363 - Paralegal/Legal Assistant III	28.02
30364 - Paralegal/Legal Assistant IV	33.90
30390 - Photo-Optics Technician	25.26
30461 - Technical Writer I	19.73
30462 - Technical Writer II	24.13
30463 - Technical Writer III	29.50
30491 - Unexploded Ordnance (UXO) Technician I	23.07
30492 - Unexploded Ordnance (UXO) Technician II	27.92
30493 - Unexploded Ordnance (UXO) Technician III	33.46
30494 - Unexploded (UXO) Safety Escort	23.07
30495 - Unexploded (UXO) Sweep Personnel	23.07
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)	21.81
30621 - Weather Observer, Senior (2)	24.22
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	11.14
31030 - Bus Driver	17.05
31043 - Driver Courier	11.58
31260 - Parking and Lot Attendant	8.88
31290 - Shuttle Bus Driver	12.63
31310 - Taxi Driver	10.82
31361 - Truckdriver, Light	12.63
31362 - Truckdriver, Medium	19.51
31363 - Truckdriver, Heavy	20.95
31364 - Truckdriver, Tractor-Trailer	20.95
99000 - Miscellaneous Occupations	
99030 - Cashier	12.13
99050 - Desk Clerk	11.25
99095 - Embalmer	18.21
99251 - Laboratory Animal Caretaker I	11.23
99252 - Laboratory Animal Caretaker II	12.40
99310 - Mortician	25.51
99410 - Pest Controller	14.99
99510 - Photofinishing Worker	12.23
99710 - Recycling Laborer	16.71
99711 - Recycling Specialist	20.47
99730 - Refuse Collector	14.50
99810 - Sales Clerk	12.86
99820 - School Crossing Guard	9.57
99830 - Survey Party Chief	29.74
99831 - Surveying Aide	15.71

99832	- Surveying Technician	21.55
99840	- Vending Machine Attendant	14.10
99841	- Vending Machine Repairer	16.65
99842	- Vending Machine Repairer Helper	14.10

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $3.16 per hour computed on the basis of all hours worked by service employees employed on the contract.

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

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

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

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

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

** UNIFORM ALLOWANCE **

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

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

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation) 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.

WD 05-2062 (Rev.-5) was first posted on www.wdol.gov on 08/07/2007
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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
William W.Gross Director — Division of Wage Determinations	Wage Determination No.: 2005-2062 Revision No.: 5 Date of Revision: 07/31/2007

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	15.94
01012 - Accounting Clerk II	17.89
01013 - Accounting Clerk III	20.57
01020 - Administrative Assistant	28.98
01040 - Court Reporter	20.19
01051 - Data Entry Operator I	15.38
01052 - Data Entry Operator II	16.78
01060 - Dispatcher, Motor Vehicle	22.19
01070 - Document Preparation Clerk	15.93
01090 - Duplicating Machine Operator	15.93
01111 - General Clerk I	15.87
01112 - General Clerk II	17.31
01113 - General Clerk III	19.37
01120 - Housing Referral Assistant	26.05
01141 - Messenger Courier	13.02
01191 - Order Clerk I	15.60
01192 - Order Clerk II	17.02
01261 - Personnel Assistant (Employment) I	17.99
01262 - Personnel Assistant (Employment) II	20.13
01263 - Personnel Assistant (Employment) III	22.74
01270 - Production Control Clerk	23.92
01280 - Receptionist	16.24
01290 - Rental Clerk	16.09
01300 - Scheduler, Maintenance	19.79
01311 - Secretary I	19.79
01312 - Secretary II	23.36
01313 - Secretary III	27.33
01320 - Service Order Dispatcher	17.70
01410 - Supply Technician	28.98
01420 - Survey Worker	17.96
01531 - Travel Clerk I	14.78
01532 - Travel Clerk II	16.63
01533 - Travel Clerk III	18.73
01611 - Word Processor I	19.77
01612 - Word Processor II	22.19
01613 - Word Processor III	24.83
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.32
05010 - Automotive Electrician	20.48
05040 - Automotive Glass Installer	17.86

05070 - Automotive Worker	19.56
05110 - Mobile Equipment Servicer	17.80
05130 - Motor Equipment Metal Mechanic	21.37
05160 - Motor Equipment Metal Worker	19.56
05190 - Motor Vehicle Mechanic	21.37
05220 - Motor Vehicle Mechanic Helper	16.89
05250 - Motor Vehicle Upholstery Worker	18.69
05280 - Motor Vehicle Wrecker	19.56
05310 - Painter, Automotive	20.48
05340 - Radiator Repair Specialist	19.56
05370 - Tire Repairer	14.48
05400 - Transmission Repair Specialist	21.37
07000 - Food Preparation and Service Occupations	
07010 - Baker	12.55
07041 - Cook I	13.37
07042 - Cook II	14.74
07070 - Dishwasher	10.27
07130 - Food Service Worker	10.72
07210 - Meat Cutter	17.67
07260 - Waiter/Waitress	9.68
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	20.21
09040 - Furniture Handler	14.58
09080 - Furniture Refinisher	20.21
09090 - Furniture Refinisher Helper	16.64
09110 - Furniture Repairer, Minor	18.45
09130 - Upholsterer	20.21
11000 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	10.42
11060 - Elevator Operator	10.27
11090 - Gardener	19.64
11122 - Housekeeping Aide	13.67
11150 - Janitor	13.23
11210 - Laborer, Grounds Maintenance	15.93
11240 - Maid or Houseman	12.54
11260 - Pruner	14.32
11270 - Tractor Operator	18.62
11330 - Trail Maintenance Worker	15.93
11360 - Window Cleaner	14.33
12000 - Health Occupations	
12010 - Ambulance Driver	18.99
12011 - Breath Alcohol Technician	18.99
12012 - Certified Occupational Therapist Assistant	23.44
12015 - Certified Physical Therapist Assistant	24.13
12020 - Dental Assistant	18.68
12025 - Dental Hygienist	31.26
12030 - EKG Technician	31.95
12035 - Electroneurodiagnostic Technologist	31.95
12040 - Emergency Medical Technician	18.99
12071 - Licensed Practical Nurse I	17.39
12072 - Licensed Practical Nurse II	19.50
12073 - Licensed Practical Nurse III	21.82
12100 - Medical Assistant	17.73
12130 - Medical Laboratory Technician	18.55
12160 - Medical Record Clerk	18.50
12190 - Medical Record Technician	20.70
12195 - Medical Transcriptionist	19.01
12210 - Nuclear Medicine Technologist	42.30
12221 - Nursing Assistant I	12.93
12222 - Nursing Assistant II	14.53
12223 - Nursing Assistant III	15.85
12224 - Nursing Assistant IV	17.79
12235 - Optical Dispenser	17.74

12236 - Optical Technician	17.45
12250 - Pharmacy Technician	19.32
12280 - Phlebotomist	17.61
12305 - Radiologic Technologist	31.06
12311 - Registered Nurse I	29.03
12312 - Registered Nurse II	35.49
12313 - Registered Nurse II, Specialist	35.49
12314 - Registered Nurse III	42.92
12315 - Registered Nurse III, Anesthetist	42.92
12316 - Registered Nurse IV	51.49
12317 - Scheduler (Drug and Alcohol Testing)	28.39
13000 - Information and Arts Occupations	
13011 - Exhibits Specialist I	21.91
13012 - Exhibits Specialist II	27.14
13013 - Exhibits Specialist III	33.19
13041 - Illustrator I	22.45
13042 - Illustrator II	26.57
13043 - Illustrator III	32.50
13047 - Librarian	34.08
13050 - Library Aide/Clerk	20.80
13054 - Library Information Technology Systems Administrator	28.12
13058 - Library Technician	21.78
13061 - Media Specialist I	19.73
13062 - Media Specialist II	22.08
13063 - Media Specialist III	24.63
13071 - Photographer I	19.48
13072 - Photographer II	21.80
13073 - Photographer III	27.00
13074 - Photographer IV	33.02
13075 - Photographer V	38.43
13110 - Video Teleconference Technician	19.36
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.17
14042 - Computer Operator II	21.45
14043 - Computer Operator III	23.92
14044 - Computer Operator IV	26.00
14045 - Computer Operator V	27.62
14071 - Computer Programmer I (1)	23.67
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	19.17
14160 - Personal Computer Support Technician	26.00
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.53
15020 - Aircrew Training Devices Instructor (Rated)	38.15
15030 - Air Crew Training Devices Instructor (Pilot)	41.96
15050 - Computer Based Training Specialist / Instructor	35.41
15060 - Educational Technologist	26.99
15070 - Flight Instructor (Pilot)	41.96
15080 - Graphic Artist	26.12
15090 - Technical Instructor	23.75
15095 - Technical Instructor/Course Developer	31.24
15110 - Test Proctor	22.20
15120 - Tutor	22.20
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.27
16030 - Counter Attendant	10.27
16040 - Dry Cleaner	13.97
16070 - Finisher, Flatwork, Machine	10.27

16090 - Presser, Hand	10.27
16110 - Presser, Machine, Drycleaning	10.27
16130 - Presser, Machine, Shirts	10.27
16160 - Presser, Machine, Wearing Apparel, Laundry	10.27
16190 - Sewing Machine Operator	15.21
16220 - Tailor	16.43
16250 - Washer, Machine	11.52
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.96
19040 - Tool and Die Maker	25.80
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.40
21030 - Material Coordinator	21.54
21040 - Material Expediter	21.54
21050 - Material Handling Laborer	15.36
21071 - Order Filler	14.76
21080 - Production Line Worker (Food Processing)	15.40
21110 - Shipping Packer	15.84
21130 - Shipping/Receiving Clerk	15.84
21140 - Store Worker I	13.09
21150 - Stock Clerk	18.01
21210 - Tools and Parts Attendant	15.40
21410 - Warehouse Specialist	15.40
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aerospace Structural Welder	24.22
23021 - Aircraft Mechanic I	23.05
23022 - Aircraft Mechanic II	24.27
23023 - Aircraft Mechanic III	25.48
23040 - Aircraft Mechanic Helper	17.11
23050 - Aircraft, Painter	22.34
23060 - Aircraft Servicer	19.26
23080 - Aircraft Worker	20.43
23110 - Appliance Mechanic	22.13
23120 - Bicycle Repairer	15.44
23125 - Cable Splicer	24.22
23130 - Carpenter, Maintenance	24.65
23140 - Carpet Layer	24.72
23160 - Electrician, Maintenance	32.30
23181 - Electronics Technician Maintenance I	21.84
23182 - Electronics Technician Maintenance II	26.36
23183 - Electronics Technician Maintenance III	28.40
23260 - Fabric Worker	20.27
23290 - Fire Alarm System Mechanic	24.14
23310 - Fire Extinguisher Repairer	19.15
23311 - Fuel Distribution System Mechanic	24.66
23312 - Fuel Distribution System Operator	19.34
23370 - General Maintenance Worker	19.72
23380 - Ground Support Equipment Mechanic	23.05
23381 - Ground Support Equipment Servicer	19.26
23382 - Ground Support Equipment Worker	20.43
23391 - Gunsmith I	19.15
23392 - Gunsmith II	21.73
23393 - Gunsmith III	24.22
23410 - Heating, Ventilation & Air-Conditioning Mechanic	26.28
23411 - Heating, Ventilation & Air Conditioning Mechanic (R&D Facility)	27.62
23430 - Heavy Equipment Mechanic	25.24
23440 - Heavy Equipment Operator	28.61
23460 - Instrument Mechanic	24.42
23465 - Laboratory/Shelter Mechanic	22.97
23470 - Laborer	14.73
23510 - Locksmith	25.62
23530 - Machinery Maintenance Mechanic	25.36
23550 - Machinist, Maintenance	26.47

23580 - Maintenance Trades Helper	17.26
23591 - Metrology Technician I	24.42
23592 - Metrology Technician II	25.45
23593 - Metrology Technician III	27.22
23640 - Millwright	24.42
23710 - Office Appliance Repairer	22.89
23760 - Painter, Maintenance	20.21
23790 - Pipefitter, Maintenance	28.76
23810 - Plumber, Maintenance	27.53
23820 - Pneudraulic Systems Mechanic	24.22
23850 - Rigger	24.22
23870 - Scale Mechanic	21.73
23890 - Sheet-Metal Worker, Maintenance	26.30
23910 - Small Engine Mechanic	19.31
23931 - Telecommunications Mechanic I	24.14
23932 - Telecommunications Mechanic II	25.37
23950 - Telephone Lineman	27.26
23960 - Welder, Combination, Maintenance	21.10
23965 - Well Driller	24.22
23970 - Woodcraft Worker	24.22
23980 - Woodworker	17.58
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.32
24580 - Child Care Center Clerk	12.82
24610 - Chore Aide	10.74
24620 - Family Readiness and Support Services Coordinator	16.95
24630 - Homemaker	14.75
25000 - Plant and System Operations Occupations	
25010 - Boiler Tender	33.19
25040 - Sewage Plant Operator	25.25
25070 - Stationary Engineer	33.19
25190 - Ventilation Equipment Tender	24.06
25210 - Water Treatment Plant Operator	25.25
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.80
27007 - Baggage Inspector	12.67
27008 - Corrections Officer	31.73
27010 - Court Security Officer	32.79
27030 - Detection Dog Handler	15.80
27040 - Detention Officer	32.37
27070 - Firefighter	29.02
27101 - Guard I	12.67
27102 - Guard II	15.80
27131 - Police Officer I	38.75
27132 - Police Officer II	43.05
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.09
28042 - Carnival Equipment Repairer	13.81
28043 - Carnival Equipment Worker	10.58
28210 - Gate Attendant/Gate Tender	14.30
28310 - Lifeguard	10.77
28350 - Park Attendant (Aide)	13.70
28510 - Recreation Aide/Health Facility Attendant	11.68
28515 - Recreation Specialist	14.43
28630 - Sports Official	10.77
28690 - Swimming Pool Operator	19.13
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker and Bracer	20.88
29020 - Hatch Tender	20.83
29030 - Line Handler	20.83
29041 - Stevedore I	20.65
29042 - Stevedore II	22.07
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist, Center (HFO) (2)	38.15
30011 - Air Traffic Control Specialist, Station (HFO) (2)	26.30
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	28.97
30021 - Archeological Technician I	16.57
30022 - Archeological Technician II	19.56
30023 - Archeological Technician III	24.41
30030 - Cartographic Technician	27.12
30040 - Civil Engineering Technician	26.63
30061 - Drafter/CAD Operator I	22.96
30062 - Drafter/CAD Operator II	26.30
30063 - Drafter/CAD Operator III	29.34
30064 - Drafter/CAD Operator IV	31.80
30081 - Engineering Technician I	17.24
30082 - Engineering Technician II	19.35
30083 - Engineering Technician III	21.65
30084 - Engineering Technician IV	26.82
30085 - Engineering Technician V	32.80
30086 - Engineering Technician VI	39.69
30090 - Environmental Technician	25.55
30210 - Laboratory Technician	21.91
30240 - Mathematical Technician	28.91
30361 - Paralegal/Legal Assistant I	20.71
30362 - Paralegal/Legal Assistant II	25.66
30363 - Paralegal/Legal Assistant III	31.39
30364 - Paralegal/Legal Assistant IV	37.98
30390 - Photo-Optics Technician	30.00
30461 - Technical Writer I	25.38
30462 - Technical Writer II	31.05
30463 - Technical Writer III	37.57
30491 - Unexploded Ordnance (UXO) Technician I	24.24
30492 - Unexploded Ordnance (UXO) Technician II	29.33
30493 - Unexploded Ordnance (UXO) Technician III	35.16
30494 - Unexploded (UXO) Safety Escort	24.24
30495 - Unexploded (UXO) Sweep Personnel	24.24
30620 - Weather Observer, Combined Upper Air or Surface Programs (2)	23.42
30621 - Weather Observer, Senior (2)	25.99
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	11.31
31030 - Bus Driver	15.72
31043 - Driver Courier	14.32
31260 - Parking and Lot Attendant	9.98
31290 - Shuttle Bus Driver	14.89
31310 - Taxi Driver	11.70
31361 - Truckdriver, Light	14.89
31362 - Truckdriver, Medium	15.65
31363 - Truckdriver, Heavy	20.16
31364 - Truckdriver, Tractor-Trailer	20.16
99000 - Miscellaneous Occupations	
99030 - Cashier	10.80
99050 - Desk Clerk	10.40
99095 - Embalmer	23.54
99251 - Laboratory Animal Caretaker I	11.45
99252 - Laboratory Animal Caretaker II	12.40
99310 - Mortician	24.24
99410 - Pest Controller	16.06
99510 - Photofinishing Worker	10.88
99710 - Recycling Laborer	15.34
99711 - Recycling Specialist	18.44
99730 - Refuse Collector	13.81
99810 - Sales Clerk	10.88
99820 - School Crossing Guard	12.96
99830 - Survey Party Chief	19.64
99831 - Surveying Aide	9.87

99832 - Surveying Technician	12.45
99840 - Vending Machine Attendant	14.98
99841 - Vending Machine Repairer	17.39
99842 - Vending Machine Repairer Helper	14.98

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $3.16 per hour computed on the basis of all hours worked by service employees employed on the contract.

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

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

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

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

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

** UNIFORM ALLOWANCE **

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

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

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation) 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.

WD 05-2064 (Rev.-5) was first posted on www.wdol.gov on 07/24/2007
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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
William W.Gross Director — Division of Wage Determinations	Wage Determination No.: 2005-2064 Revision No.: 5 Date of Revision: 07/19/2007

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	13.87
01012 - Accounting Clerk II	16.30
01013 - Accounting Clerk III	18.20
01020 - Administrative Assistant	22.63
01040 - Court Reporter	22.57
01051 - Data Entry Operator I	12.70
01052 - Data Entry Operator II	14.34
01060 - Dispatcher, Motor Vehicle	16.61
01070 - Document Preparation Clerk	11.67
01090 - Duplicating Machine Operator	11.67
01111 - General Clerk I	12.94
01112 - General Clerk II	14.97
01113 - General Clerk III	17.05
01120 - Housing Referral Assistant	21.14
01141 - Messenger Courier	11.52
01191 - Order Clerk I	11.83
01192 - Order Clerk II	13.52
01261 - Personnel Assistant (Employment) I	16.68
01262 - Personnel Assistant (Employment) II	18.21
01263 - Personnel Assistant (Employment) III	20.41
01270 - Production Control Clerk	19.27
01280 - Receptionist	12.28
01290 - Rental Clerk	11.42
01300 - Scheduler, Maintenance	15.87
01311 - Secretary I	15.87
01312 - Secretary II	17.65
01313 - Secretary III	21.14
01320 - Service Order Dispatcher	15.86
01410 - Supply Technician	22.63
01420 - Survey Worker	18.03
01531 - Travel Clerk I	11.83
01532 - Travel Clerk II	12.46
01533 - Travel Clerk III	13.22
01611 - Word Processor I	13.52
01612 - Word Processor II	16.27
01613 - Word Processor III	17.07
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.91
05010 - Automotive Electrician	18.81
05040 - Automotive Glass Installer	18.02
05070 - Automotive Worker	18.02

05110 - Mobile Equipment Servicer	16.41
05130 - Motor Equipment Metal Mechanic	19.58
05160 - Motor Equipment Metal Worker	18.02
05190 - Motor Vehicle Mechanic	18.68
05220 - Motor Vehicle Mechanic Helper	14.21
05250 - Motor Vehicle Upholstery Worker	17.13
05280 - Motor Vehicle Wrecker	18.02
05310 - Painter, Automotive	18.81
05340 - Radiator Repair Specialist	18.02
05370 - Tire Repairer	14.15
05400 - Transmission Repair Specialist	17.79
07000 - Food Preparation and Service Occupations	
07010 - Baker	13.29
07041 - Cook I	12.02
07042 - Cook II	13.21
07070 - Dishwasher	9.00
07130 - Food Service Worker	9.08
07210 - Meat Cutter	16.94
07260 - Waiter/Waitress	9.95
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	18.37
09040 - Furniture Handler	12.16
09080 - Furniture Refinisher	18.37
09090 - Furniture Refinisher Helper	14.84
09110 - Furniture Repairer, Minor	16.80
09130 - Upholsterer	18.37
11000 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.80
11060 - Elevator Operator	11.10
11090 - Gardener	14.05
11122 - Housekeeping Aide	10.25
11150 - Janitor	11.28
11210 - Laborer, Grounds Maintenance	11.64
11240 - Maid or Houseman	9.01
11260 - Pruner	10.35
11270 - Tractor Operator	13.38
11330 - Trail Maintenance Worker	11.64
11360 - Window Cleaner	12.47
12000 - Health Occupations	
12010 - Ambulance Driver	14.10
12011 - Breath Alcohol Technician	15.23
12012 - Certified Occupational Therapist Assistant	21.18
12015 - Certified Physical Therapist Assistant	21.18
12020 - Dental Assistant	17.69
12025 - Dental Hygienist	34.94
12030 - EKG Technician	22.53
12035 - Electroneurodiagnostic Technologist	22.53
12040 - Emergency Medical Technician	14.10
12071 - Licensed Practical Nurse I	17.32
12072 - Licensed Practical Nurse II	19.43
12073 - Licensed Practical Nurse III	21.74
12100 - Medical Assistant	14.19
12130 - Medical Laboratory Technician	17.17
12160 - Medical Record Clerk	12.96
12190 - Medical Record Technician	14.51
12195 - Medical Transcriptionist	15.61
12210 - Nuclear Medicine Technologist	36.27
12221 - Nursing Assistant I	9.84
12222 - Nursing Assistant II	11.08
12223 - Nursing Assistant III	12.08
12224 - Nursing Assistant IV	13.54
12235 - Optical Dispenser	16.03
12236 - Optical Technician	14.62

12250 - Pharmacy Technician	16.48
12280 - Phlebotomist	13.54
12305 - Radiologic Technologist	27.48
12311 - Registered Nurse I	24.19
12312 - Registered Nurse II	29.58
12313 - Registered Nurse II, Specialist	29.58
12314 - Registered Nurse III	35.76
12315 - Registered Nurse III, Anesthetist	35.76
12316 - Registered Nurse IV	42.87
12317 - Scheduler (Drug and Alcohol Testing)	20.26
13000 - Information and Arts Occupations	
13011 - Exhibits Specialist I	20.40
13012 - Exhibits Specialist II	25.27
13013 - Exhibits Specialist III	30.91
13041 - Illustrator I	20.40
13042 - Illustrator II	25.27
13043 - Illustrator III	30.73
13047 - Librarian	27.99
13050 - Library Aide/Clerk	12.85
13054 - Library Information Technology Systems Administrator	25.27
13058 - Library Technician	16.64
13061 - Media Specialist I	17.38
13062 - Media Specialist II	19.47
13063 - Media Specialist III	21.62
13071 - Photographer I	18.15
13072 - Photographer II	20.29
13073 - Photographer III	25.87
13074 - Photographer IV	29.19
13075 - Photographer V	34.60
13110 - Video Teleconference Technician	18.23
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.14
14042 - Computer Operator II	19.33
14043 - Computer Operator III	21.45
14044 - Computer Operator IV	23.81
14045 - Computer Operator V	26.44
14071 - Computer Programmer I (1)	20.69
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	14.14
14160 - Personal Computer Support Technician	24.42
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.36
15020 - Aircrew Training Devices Instructor (Rated)	30.69
15030 - Air Crew Training Devices Instructor (Pilot)	36.75
15050 - Computer Based Training Specialist / Instructor	32.85
15060 - Educational Technologist	23.53
15070 - Flight Instructor (Pilot)	36.75
15080 - Graphic Artist	21.37
15090 - Technical Instructor	19.56
15095 - Technical Instructor/Course Developer	23.93
15110 - Test Proctor	16.85
15120 - Tutor	16.85
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.86
16030 - Counter Attendant	8.86
16040 - Dry Cleaner	10.84
16070 - Finisher, Flatwork, Machine	8.86
16090 - Presser, Hand	8.86

16110 - Presser, Machine, Drycleaning	8.86
16130 - Presser, Machine, Shirts	8.86
16160 - Presser, Machine, Wearing Apparel, Laundry	8.86
16190 - Sewing Machine Operator	11.48
16220 - Tailor	12.12
16250 - Washer, Machine	9.41
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.40
19040 - Tool and Die Maker	24.11
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.52
21030 - Material Coordinator	17.68
21040 - Material Expediter	17.68
21050 - Material Handling Laborer	11.90
21071 - Order Filler	13.74
21080 - Production Line Worker (Food Processing)	14.84
21110 - Shipping Packer	12.96
21130 - Shipping/Receiving Clerk	12.96
21140 - Store Worker I	10.39
21150 - Stock Clerk	14.82
21210 - Tools and Parts Attendant	14.84
21410 - Warehouse Specialist	14.52
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aerospace Structural Welder	23.22
23021 - Aircraft Mechanic I	22.11
23022 - Aircraft Mechanic II	23.22
23023 - Aircraft Mechanic III	24.38
23040 - Aircraft Mechanic Helper	16.84
23050 - Aircraft, Painter	21.26
23060 - Aircraft Servicer	19.44
23080 - Aircraft Worker	20.34
23110 - Appliance Mechanic	18.48
23120 - Bicycle Repairer	14.15
23125 - Cable Splicer	27.83
23130 - Carpenter, Maintenance	24.83
23140 - Carpet Layer	19.89
23160 - Electrician, Maintenance	24.28
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
23311 - Fuel Distribution System Mechanic	24.59
23312 - Fuel Distribution System Operator	18.76
23370 - General Maintenance Worker	17.70
23380 - Ground Support Equipment Mechanic	22.11
23381 - Ground Support Equipment Servicer	19.44
23382 - Ground Support Equipment Worker	20.34
23391 - Gunsmith I	18.35
23392 - Gunsmith II	20.34
23393 - Gunsmith III	22.10
23410 - Heating, Ventilation & Air-Conditioning Mechanic	22.52
23411 - Heating, Ventilation & Air Conditioning Mechanic (R&D Facility)	23.47
23430 - Heavy Equipment Mechanic	22.10
23440 - Heavy Equipment Operator	26.07
23460 - Instrument Mechanic	24.32
23465 - Laboratory/Shelter Mechanic	21.26
23470 - Laborer	10.59
23510 - Locksmith	21.26
23530 - Machinery Maintenance Mechanic	23.06
23550 - Machinist, Maintenance	20.12
23580 - Maintenance Trades Helper	13.96

23591 - Metrology Technician I	24.32
23592 - Metrology Technician II	25.54
23593 - Metrology Technician III	27.56
23640 - Millwright	22.11
23710 - Office Appliance Repairer	21.26
23760 - Painter, Maintenance	16.86
23790 - Pipefitter, Maintenance	24.20
23810 - Plumber, Maintenance	23.24
23820 - Pneudraulic Systems Mechanic	22.11
23850 - Rigger	22.11
23870 - Scale Mechanic	20.34
23890 - Sheet-Metal Worker, Maintenance	24.66
23910 - Small Engine Mechanic	20.34
23931 - Telecommunications Mechanic I	23.66
23932 - Telecommunications Mechanic II	24.35
23950 - Telephone Lineman	24.76
23960 - Welder, Combination, Maintenance	19.23
23965 - Well Driller	23.00
23970 - Woodcraft Worker	22.11
23980 - Woodworker	18.43
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.57
24580 - Child Care Center Clerk	15.21
24610 - Chore Aide	11.68
24620 - Family Readiness and Support Services Coordinator	16.99
24630 - Homemaker	16.90
25000 - Plant and System Operations Occupations	
25010 - Boiler Tender	26.75
25040 - Sewage Plant Operator	23.76
25070 - Stationary Engineer	26.75
25190 - Ventilation Equipment Tender	20.37
25210 - Water Treatment Plant Operator	23.76
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.94
27007 - Baggage Inspector	10.58
27008 - Corrections Officer	26.03
27010 - Court Security Officer	26.03
27030 - Detection Dog Handler	12.32
27040 - Detention Officer	26.03
27070 - Firefighter	21.10
27101 - Guard I	10.58
27102 - Guard II	12.32
27131 - Police Officer I	31.27
27132 - Police Officer II	34.75
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.15
28042 - Carnival Equipment Repairer	15.89
28043 - Carnival Equipment Worker	10.35
28210 - Gate Attendant/Gate Tender	13.61
28310 - Lifeguard	12.12
28350 - Park Attendant (Aide)	15.23
28510 - Recreation Aide/Health Facility Attendant	11.11
28515 - Recreation Specialist	14.57
28630 - Sports Official	12.12
28690 - Swimming Pool Operator	19.92
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker and Bracer	20.60
29020 - Hatch Tender	20.60
29030 - Line Handler	20.60
29041 - Stevedore I	19.70
29042 - Stevedore II	21.54
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	36.29

30011 - Air Traffic Control Specialist, Station (HFO) (2)	25.03
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	27.53
30021 - Archeological Technician I	18.21
30022 - Archeological Technician II	20.38
30023 - Archeological Technician III	25.26
30030 - Cartographic Technician	25.86
30040 - Civil Engineering Technician	26.28
30061 - Drafter/CAD Operator I	18.27
30062 - Drafter/CAD Operator II	20.44
30063 - Drafter/CAD Operator III	23.27
30064 - Drafter/CAD Operator IV	28.05
30081 - Engineering Technician I	16.50
30082 - Engineering Technician II	19.21
30083 - Engineering Technician III	21.06
30084 - Engineering Technician IV	27.01
30085 - Engineering Technician V	33.15
30086 - Engineering Technician VI	40.11
30090 - Environmental Technician	23.54
30210 - Laboratory Technician	16.90
30240 - Mathematical Technician	25.86
30361 - Paralegal/Legal Assistant I	19.60
30362 - Paralegal/Legal Assistant II	25.03
30363 - Paralegal/Legal Assistant III	30.59
30364 - Paralegal/Legal Assistant IV	36.99
30390 - Photo-Optics Technician	25.86
30461 - Technical Writer I	20.51
30462 - Technical Writer II	25.66
30463 - Technical Writer III	29.69
30491 - Unexploded Ordnance (UXO) Technician I	23.07
30492 - Unexploded Ordnance (UXO) Technician II	27.92
30493 - Unexploded Ordnance (UXO) Technician III	33.46
30494 - Unexploded (UXO) Safety Escort	23.07
30495 - Unexploded (UXO) Sweep Personnel	23.07
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)	20.09
30621 - Weather Observer, Senior (2)	22.32
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	10.30
31030 - Bus Driver	16.61
31043 - Driver Courier	12.24
31260 - Parking and Lot Attendant	9.61
31290 - Shuttle Bus Driver	12.33
31310 - Taxi Driver	11.39
31361 - Truckdriver, Light	12.33
31362 - Truckdriver, Medium	17.73
31363 - Truckdriver, Heavy	17.09
31364 - Truckdriver, Tractor-Trailer	17.09
99000 - Miscellaneous Occupations	
99030 - Cashier	10.59
99050 - Desk Clerk	10.52
99095 - Embalmer	23.07
99251 - Laboratory Animal Caretaker I	11.35
99252 - Laboratory Animal Caretaker II	12.03
99310 - Mortician	23.07
99410 - Pest Controller	16.71
99510 - Photofinishing Worker	14.83
99710 - Recycling Laborer	17.67
99711 - Recycling Specialist	19.56
99730 - Refuse Collector	15.96
99810 - Sales Clerk	11.19
99820 - School Crossing Guard	10.51
99830 - Survey Party Chief	26.54
99831 - Surveying Aide	17.47
99832 - Surveying Technician	23.97

99840 - Vending Machine Attendant	16.61
99841 - Vending Machine Repairer	19.17
99842 - Vending Machine Repairer Helper	16.61

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $3.16 per hour computed on the basis of all hours worked by service employees employed on the contract.

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

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

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to

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

** UNIFORM ALLOWANCE **

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

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation) 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.

WD 05-2096 (Rev.-5) was first posted on www.wdol.gov on 08/21/2007
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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
William W.Gross Director — Division of Wage Determinations	Wage Determination No.: 2005-2096 Revision No.: 5 Date of Revision: 08/14/2007

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	11.23
01012 - Accounting Clerk II	13.35
01013 - Accounting Clerk III	15.19
01020 - Administrative Assistant	15.94
01040 - Court Reporter	14.40
01051 - Data Entry Operator I	10.80
01052 - Data Entry Operator II	11.79
01060 - Dispatcher, Motor Vehicle	15.22
01070 - Document Preparation Clerk	11.19
01090 - Duplicating Machine Operator	11.19
01111 - General Clerk I	9.71
01112 - General Clerk II	11.08
01113 - General Clerk III	12.43
01120 - Housing Referral Assistant	15.29
01141 - Messenger Courier	9.86
01191 - Order Clerk I	10.77
01192 - Order Clerk II	12.03
01261 - Personnel Assistant (Employment) I	13.18
01262 - Personnel Assistant (Employment) II	14.47
01263 - Personnel Assistant (Employment) III	15.72
01270 - Production Control Clerk	18.07
01280 - Receptionist	10.57
01290 - Rental Clerk	10.16
01300 - Scheduler, Maintenance	12.82
01311 - Secretary I	12.82
01312 - Secretary II	14.06
01313 - Secretary III	15.29
01320 - Service Order Dispatcher	15.16
01410 - Supply Technician	15.94
01420 - Survey Worker	11.95
01531 - Travel Clerk I	11.31
01532 - Travel Clerk II	12.16
01533 - Travel Clerk III	12.96
01611 - Word Processor I	12.16
01612 - Word Processor II	13.91
01613 - Word Processor III	15.26
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	16.82
05010 - Automotive Electrician	16.13

05040 - Automotive Glass Installer	14.09
05070 - Automotive Worker	15.49
05110 - Mobile Equipment Servicer	12.85
05130 - Motor Equipment Metal Mechanic	16.84
05160 - Motor Equipment Metal Worker	15.49
05190 - Motor Vehicle Mechanic	16.84
05220 - Motor Vehicle Mechanic Helper	12.24
05250 - Motor Vehicle Upholstery Worker	14.78
05280 - Motor Vehicle Wrecker	15.49
05310 - Painter, Automotive	16.23
05340 - Radiator Repair Specialist	15.49
05370 - Tire Repairer	9.82
05400 - Transmission Repair Specialist	16.84
07000 - Food Preparation and Service Occupations	
07010 - Baker	10.60
07041 - Cook I	9.77
07042 - Cook II	11.03
07070 - Dishwasher	7.19
07130 - Food Service Worker	8.58
07210 - Meat Cutter	13.70
07260 - Waiter/Waitress	7.48
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	14.90
09040 - Furniture Handler	10.11
09080 - Furniture Refinisher	13.11
09090 - Furniture Refinisher Helper	10.88
09110 - Furniture Repairer, Minor	12.01
09130 - Upholsterer	13.11
11000 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.32
11060 - Elevator Operator	9.32
11090 - Gardener	12.02
11122 - Housekeeping Aide	9.54
11150 - Janitor	10.30
11210 - Laborer, Grounds Maintenance	10.40
11240 - Maid or Houseman	8.32
11260 - Pruner	9.50
11270 - Tractor Operator	11.61
11330 - Trail Maintenance Worker	10.40
11360 - Window Cleaner	10.48
12000 - Health Occupations	
12010 - Ambulance Driver	12.97
12011 - Breath Alcohol Technician	17.44
12012 - Certified Occupational Therapist Assistant	18.91
12015 - Certified Physical Therapist Assistant	18.55
12020 - Dental Assistant	13.26
12025 - Dental Hygienist	27.96
12030 - EKG Technician	21.40
12035 - Electroneurodiagnostic Technologist	21.40
12040 - Emergency Medical Technician	14.09
12071 - Licensed Practical Nurse I	15.54
12072 - Licensed Practical Nurse II	17.44
12073 - Licensed Practical Nurse III	19.50
12100 - Medical Assistant	12.01
12130 - Medical Laboratory Technician	15.74
12160 - Medical Record Clerk	13.21
12190 - Medical Record Technician	15.32
12195 - Medical Transcriptionist	12.99
12210 - Nuclear Medicine Technologist	29.35
12221 - Nursing Assistant I	9.06
12222 - Nursing Assistant II	10.18
12223 - Nursing Assistant III	11.11
12224 - Nursing Assistant IV	12.46

12235 - Optical Dispenser	14.19
12236 - Optical Technician	12.68
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	12.50
12305 - Radiologic Technologist	21.08
12311 - Registered Nurse I	21.31
12312 - Registered Nurse II	26.10
12313 - Registered Nurse II, Specialist	26.10
12314 - Registered Nurse III	31.57
12315 - Registered Nurse III, Anesthetist	31.57
12316 - Registered Nurse IV	37.80
12317 - Scheduler (Drug and Alcohol Testing)	21.68
13000 - Information and Arts Occupations	
13011 - Exhibits Specialist I	15.48
13012 - Exhibits Specialist II	19.03
13013 - Exhibits Specialist III	23.25
13041 - Illustrator I	15.48
13042 - Illustrator II	17.78
13043 - Illustrator III	19.87
13047 - Librarian	17.58
13050 - Library Aide/Clerk	9.78
13054 - Library Information Technology Systems Administrator	15.87
13058 - Library Technician	12.51
13061 - Media Specialist I	11.02
13062 - Media Specialist II	12.51
13063 - Media Specialist III	13.95
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
13110 - Video Teleconference Technician	12.14
14000 - Information Technology Occupations	
14041 - Computer Operator I	11.02
14042 - Computer Operator II	13.18
14043 - Computer Operator III	15.95
14044 - Computer Operator IV	17.85
14045 - Computer Operator V	19.64
14071 - Computer Programmer I (1)	15.36
14072 - Computer Programmer II (1)	18.94
14073 - Computer Programmer III (1)	22.64
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	20.75
14102 - Computer Systems Analyst II (1)	24.47
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	11.02
14160 - Personal Computer Support Technician	17.85
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	18.38
15020 - Aircrew Training Devices Instructor (Rated)	22.24
15030 - Air Crew Training Devices Instructor (Pilot)	24.47
15050 - Computer Based Training Specialist / Instructor	20.75
15060 - Educational Technologist	22.65
15070 - Flight Instructor (Pilot)	24.47
15080 - Graphic Artist	17.86
15090 - Technical Instructor	17.81
15095 - Technical Instructor/Course Developer	21.78
15110 - Test Proctor	13.85
15120 - Tutor	13.85
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	7.98
16030 - Counter Attendant	7.98
16040 - Dry Cleaner	9.96

16070 - Finisher, Flatwork, Machine	7.98
16090 - Presser, Hand	7.98
16110 - Presser, Machine, Drycleaning	7.98
16130 - Presser, Machine, Shirts	7.98
16160 - Presser, Machine, Wearing Apparel, Laundry	7.98
16190 - Sewing Machine Operator	10.67
16220 - Tailor	11.40
16250 - Washer, Machine	8.66
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.69
19040 - Tool and Die Maker	19.54
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.00
21030 - Material Coordinator	18.55
21040 - Material Expediter	18.55
21050 - Material Handling Laborer	10.78
21071 - Order Filler	10.03
21080 - Production Line Worker (Food Processing)	12.00
21110 - Shipping Packer	11.40
21130 - Shipping/Receiving Clerk	11.40
21140 - Store Worker I	11.68
21150 - Stock Clerk	15.16
21210 - Tools and Parts Attendant	13.76
21410 - Warehouse Specialist	12.00
23000 - Mechanics and Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	19.37
23021 - Aircraft Mechanic I	18.45
23022 - Aircraft Mechanic II	19.37
23023 - Aircraft Mechanic III	20.34
23040 - Aircraft Mechanic Helper	14.68
23050 - Aircraft, Painter	17.59
23060 - Aircraft Servicer	16.20
23080 - Aircraft Worker	16.58
23110 - Appliance Mechanic	14.46
23120 - Bicycle Repairer	11.05
23125 - Cable Splicer	23.02
23130 - Carpenter, Maintenance	15.60
23140 - Carpet Layer	13.84
23160 - Electrician, Maintenance	18.26
23181 - Electronics Technician Maintenance I	16.75
23182 - Electronics Technician Maintenance II	20.67
23183 - Electronics Technician Maintenance III	23.28
23260 - Fabric Worker	14.77
23290 - Fire Alarm System Mechanic	16.39
23310 - Fire Extinguisher Repairer	14.13
23311 - Fuel Distribution System Mechanic	18.71
23312 - Fuel Distribution System Operator	15.22
23370 - General Maintenance Worker	14.49
23380 - Ground Support Equipment Mechanic	18.45
23381 - Ground Support Equipment Servicer	16.20
23382 - Ground Support Equipment Worker	16.58
23391 - Gunsmith I	14.17
23392 - Gunsmith II	15.80
23393 - Gunsmith III	17.43
23410 - Heating, Ventilation & Air-Conditioning Mechanic	16.07
23411 - Heating, Ventilation & Air Conditioning Mechanic (R&D Facility)	16.72
23430 - Heavy Equipment Mechanic	18.44
23440 - Heavy Equipment Operator	15.74
23460 - Instrument Mechanic	17.43
23465 - Laboratory/Shelter Mechanic	16.58
23470 - Laborer	10.78
23510 - Locksmith	16.58
23530 - Machinery Maintenance Mechanic	18.02

23550 - Machinist, Maintenance	17.57
23580 - Maintenance Trades Helper	10.88
23591 - Metrology Technician I	17.43
23592 - Metrology Technician II	18.14
23593 - Metrology Technician III	18.85
23640 - Millwright	17.43
23710 - Office Appliance Repairer	17.74
23760 - Painter, Maintenance	14.42
23790 - Pipefitter, Maintenance	17.49
23810 - Plumber, Maintenance	17.06
23820 - Pneudraulic Systems Mechanic	17.43
23850 - Rigger	17.43
23870 - Scale Mechanic	15.76
23890 - Sheet-Metal Worker, Maintenance	15.05
23910 - Small Engine Mechanic	13.99
23931 - Telecommunications Mechanic I	19.49
23932 - Telecommunications Mechanic II	20.28
23950 - Telephone Lineman	19.49
23960 - Welder, Combination, Maintenance	15.08
23965 - Well Driller	16.82
23970 - Woodcraft Worker	17.43
23980 - Woodworker	12.82
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.45
24580 - Child Care Center Clerk	10.54
24610 - Chore Aide	9.04
24620 - Family Readiness and Support Services Coordinator	10.40
24630 - Homemaker	11.71
25000 - Plant and System Operations Occupations	
25010 - Boiler Tender	19.02
25040 - Sewage Plant Operator	14.79
25070 - Stationary Engineer	19.02
25190 - Ventilation Equipment Tender	14.76
25210 - Water Treatment Plant Operator	14.79
27000 - Protective Service Occupations	
27004 - Alarm Monitor	12.95
27007 - Baggage Inspector	10.53
27008 - Corrections Officer	14.98
27010 - Court Security Officer	16.43
27030 - Detection Dog Handler	13.23
27040 - Detention Officer	14.98
27070 - Firefighter	14.35
27101 - Guard I	10.53
27102 - Guard II	13.23
27131 - Police Officer I	17.88
27132 - Police Officer II	19.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	7.57
28042 - Carnival Equipment Repairer	8.09
28043 - Carnival Equipment Worker	8.80
28210 - Gate Attendant/Gate Tender	12.36
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	13.83
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	11.71
28630 - Sports Official	11.01
28690 - Swimming Pool Operator	11.60
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker and Bracer	15.76
29020 - Hatch Tender	15.76
29030 - Line Handler	15.76
29041 - Stevedore I	13.81
29042 - Stevedore II	16.58

30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	32.97
30011 - Air Traffic Control Specialist, Station (HFO) (2)	22.73
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.03
30021 - Archeological Technician I	14.52
30022 - Archeological Technician II	16.24
30023 - Archeological Technician III	20.12
30030 - Cartographic Technician	20.12
30040 - Civil Engineering Technician	20.23
30061 - Drafter/CAD Operator I	14.52
30062 - Drafter/CAD Operator II	16.24
30063 - Drafter/CAD Operator III	18.11
30064 - Drafter/CAD Operator IV	21.74
30081 - Engineering Technician I	12.34
30082 - Engineering Technician II	14.21
30083 - Engineering Technician III	15.89
30084 - Engineering Technician IV	19.69
30085 - Engineering Technician V	24.09
30086 - Engineering Technician VI	28.40
30090 - Environmental Technician	19.69
30210 - Laboratory Technician	13.62
30240 - Mathematical Technician	19.69
30361 - Paralegal/Legal Assistant I	12.88
30362 - Paralegal/Legal Assistant II	15.63
30363 - Paralegal/Legal Assistant III	19.13
30364 - Paralegal/Legal Assistant IV	23.14
30390 - Photo-Optics Technician	19.69
30461 - Technical Writer I	15.57
30462 - Technical Writer II	19.03
30463 - Technical Writer III	23.03
30491 - Unexploded Ordnance (UXO) Technician I	20.95
30492 - Unexploded Ordnance (UXO) Technician II	25.35
30493 - Unexploded Ordnance (UXO) Technician III	30.39
30494 - Unexploded (UXO) Safety Escort	20.95
30495 - Unexploded (UXO) Sweep Personnel	20.95
30620 - Weather Observer, Combined Upper Air or Surface Programs (2)	15.04
30621 - Weather Observer, Senior (2)	18.17
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	9.18
31030 - Bus Driver	12.10
31043 - Driver Courier	11.65
31260 - Parking and Lot Attendant	8.54
31290 - Shuttle Bus Driver	11.65
31310 - Taxi Driver	10.11
31361 - Truckdriver, Light	11.65
31362 - Truckdriver, Medium	12.08
31363 - Truckdriver, Heavy	15.83
31364 - Truckdriver, Tractor-Trailer	16.10
99000 - Miscellaneous Occupations	
99030 - Cashier	8.03
99050 - Desk Clerk	8.75
99095 - Embalmer	20.72
99251 - Laboratory Animal Caretaker I	10.30
99252 - Laboratory Animal Caretaker II	11.05
99310 - Mortician	20.72
99410 - Pest Controller	11.85
99510 - Photofinishing Worker	10.01
99710 - Recycling Laborer	11.26
99711 - Recycling Specialist	12.45
99730 - Refuse Collector	10.29
99810 - Sales Clerk	10.70
99820 - School Crossing Guard	8.87
99830 - Survey Party Chief	14.27

99831 - Surveying Aide	9.35
99832 - Surveying Technician	12.81
99840 - Vending Machine Attendant	10.78
99841 - Vending Machine Repairer	12.72
99842 - Vending Machine Repairer Helper	11.00

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $3.16 per hour computed on the basis of all hours worked by service employees employed on the contract.

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

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

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

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

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

** UNIFORM ALLOWANCE **

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

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

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation) 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.

WD 05-2104 (Rev.-5) was first posted on www.wdol.gov on 07/10/2007
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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
William W.Gross Director — Division of Wage Determinations	Wage Determination No.: 2005-2104 Revision No.: 5 Date of Revision: 07/05/2007

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

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	13.79
01012 - Accounting Clerk II	15.49
01013 - Accounting Clerk III	18.43
01020 - Administrative Assistant	23.59
01040 - Court Reporter	18.43
01051 - Data Entry Operator I	12.67
01052 - Data Entry Operator II	13.82
01060 - Dispatcher, Motor Vehicle	16.50
01070 - Document Preparation Clerk	13.29
01090 - Duplicating Machine Operator	13.29
01111 - General Clerk I	13.72
01112 - General Clerk II	15.32
01113 - General Clerk III	18.74
01120 - Housing Referral Assistant	21.66
01141 - Messenger Courier	10.23
01191 - Order Clerk I	14.74
01192 - Order Clerk II	16.29
01261 - Personnel Assistant (Employment) I	15.60
01262 - Personnel Assistant (Employment) II	18.43
01263 - Personnel Assistant (Employment) III	21.66
01270 - Production Control Clerk	21.29
01280 - Receptionist	12.72
01290 - Rental Clerk	15.60
01300 - Scheduler, Maintenance	15.60
01311 - Secretary I	17.03
01312 - Secretary II	18.39
01313 - Secretary III	21.66
01320 - Service Order Dispatcher	15.82
01410 - Supply Technician	23.59
01420 - Survey Worker	18.43
01531 - Travel Clerk I	12.07
01532 - Travel Clerk II	13.01
01533 - Travel Clerk III	13.99
01611 - Word Processor I	13.76
01612 - Word Processor II	15.60
01613 - Word Processor III	18.43
05000 - Automotive Service Occupations	

05005 - Automobile Body Repairer, Fiberglass	25.26
05010 - Automotive Electrician	21.37
05040 - Automotive Glass Installer	20.14
05070 - Automotive Worker	20.14
05110 - Mobile Equipment Servicer	17.31
05130 - Motor Equipment Metal Mechanic	22.53
05160 - Motor Equipment Metal Worker	20.14
05190 - Motor Vehicle Mechanic	22.53
05220 - Motor Vehicle Mechanic Helper	16.81
05250 - Motor Vehicle Upholstery Worker	19.66
05280 - Motor Vehicle Wrecker	20.14
05310 - Painter, Automotive	21.37
05340 - Radiator Repair Specialist	20.14
05370 - Tire Repairer	14.43
05400 - Transmission Repair Specialist	22.53
07000 - Food Preparation and Service Occupations	
07010 - Baker	13.18
07041 - Cook I	11.97
07042 - Cook II	13.28
07070 - Dishwasher	9.76
07130 - Food Service Worker	10.25
07210 - Meat Cutter	16.07
07260 - Waiter/Waitress	8.59
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	18.05
09040 - Furniture Handler	12.78
09080 - Furniture Refinisher	18.39
09090 - Furniture Refinisher Helper	14.11
09110 - Furniture Repairer, Minor	16.31
09130 - Upholsterer	18.05
11000 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.67
11060 - Elevator Operator	9.79
11090 - Gardener	15.70
11122 - Housekeeping Aide	10.89
11150 - Janitor	10.89
11210 - Laborer, Grounds Maintenance	12.07
11240 - Maid or Houseman	10.84
11260 - Pruner	11.37
11270 - Tractor Operator	14.19
11330 - Trail Maintenance Worker	12.07
11360 - Window Cleaner	11.31
12000 - Health Occupations	
12010 - Ambulance Driver	16.06
12011 - Breath Alcohol Technician	17.67
12012 - Certified Occupational Therapist Assistant	20.31
12015 - Certified Physical Therapist Assistant	19.99
12020 - Dental Assistant	16.90
12025 - Dental Hygienist	40.68
12030 - EKG Technician	24.34
12035 - Electroneurodiagnostic Technologist	24.34
12040 - Emergency Medical Technician	17.67
12071 - Licensed Practical Nurse I	18.60
12072 - Licensed Practical Nurse II	20.82
12073 - Licensed Practical Nurse III	21.79
12100 - Medical Assistant	14.23
12130 - Medical Laboratory Technician	18.04
12160 - Medical Record Clerk	14.96
12190 - Medical Record Technician	16.67
12195 - Medical Transcriptionist	16.46
12210 - Nuclear Medicine Technologist	28.93
12221 - Nursing Assistant I	9.75
12222 - Nursing Assistant II	10.96

12223 - Nursing Assistant III	12.99
12224 - Nursing Assistant IV	14.58
12235 - Optical Dispenser	16.67
12236 - Optical Technician	14.41
12250 - Pharmacy Technician	15.75
12280 - Phlebotomist	14.58
12305 - Radiologic Technologist	27.61
12311 - Registered Nurse I	24.92
12312 - Registered Nurse II	31.22
12313 - Registered Nurse II, Specialist	31.22
12314 - Registered Nurse III	37.77
12315 - Registered Nurse III, Anesthetist	37.77
12316 - Registered Nurse IV	45.28
12317 - Scheduler (Drug and Alcohol Testing)	18.04
13000 - Information and Arts Occupations	
13011 - Exhibits Specialist I	18.55
13012 - Exhibits Specialist II	23.33
13013 - Exhibits Specialist III	28.11
13041 - Illustrator I	18.73
13042 - Illustrator II	23.42
13043 - Illustrator III	28.82
13047 - Librarian	25.45
13050 - Library Aide/Clerk	12.52
13054 - Library Information Technology Systems Administrator	22.99
13058 - Library Technician	17.88
13061 - Media Specialist I	16.58
13062 - Media Specialist II	18.55
13063 - Media Specialist III	20.68
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
13110 - Video Teleconference Technician	16.58
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.72
14042 - Computer Operator II	18.71
14043 - Computer Operator III	20.86
14044 - Computer Operator IV	23.18
14045 - Computer Operator V	25.66
14071 - Computer Programmer I (1)	21.60
14072 - Computer Programmer II (1)	26.37
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	16.72
14160 - Personal Computer Support Technician	23.18
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	34.39
15020 - Aircrew Training Devices Instructor (Rated)	42.72
15030 - Air Crew Training Devices Instructor (Pilot)	50.66
15050 - Computer Based Training Specialist / Instructor	31.26
15060 - Educational Technologist	29.09
15070 - Flight Instructor (Pilot)	50.66
15080 - Graphic Artist	24.95
15090 - Technical Instructor	23.87
15095 - Technical Instructor/Course Developer	29.19
15110 - Test Proctor	19.04
15120 - Tutor	19.04
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.95

16030 - Counter Attendant	8.95
16040 - Dry Cleaner	12.21
16070 - Finisher, Flatwork, Machine	8.95
16090 - Presser, Hand	8.95
16110 - Presser, Machine, Drycleaning	8.95
16130 - Presser, Machine, Shirts	8.95
16160 - Presser, Machine, Wearing Apparel, Laundry	8.95
16190 - Sewing Machine Operator	12.30
16220 - Tailor	13.01
16250 - Washer, Machine	9.81
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.95
19040 - Tool and Die Maker	23.05
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.26
21030 - Material Coordinator	21.29
21040 - Material Expediter	21.29
21050 - Material Handling Laborer	12.65
21071 - Order Filler	13.21
21080 - Production Line Worker (Food Processing)	17.26
21110 - Shipping Packer	14.46
21130 - Shipping/Receiving Clerk	14.46
21140 - Store Worker I	10.44
21150 - Stock Clerk	14.35
21210 - Tools and Parts Attendant	17.26
21410 - Warehouse Specialist	17.26
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aerospace Structural Welder	25.68
23021 - Aircraft Mechanic I	24.46
23022 - Aircraft Mechanic II	25.68
23023 - Aircraft Mechanic III	26.97
23040 - Aircraft Mechanic Helper	16.61
23050 - Aircraft, Painter	23.42
23060 - Aircraft Servicer	18.71
23080 - Aircraft Worker	19.90
23110 - Appliance Mechanic	20.60
23120 - Bicycle Repairer	14.43
23125 - Cable Splicer	24.98
23130 - Carpenter, Maintenance	20.36
23140 - Carpet Layer	18.70
23160 - Electrician, Maintenance	25.37
23181 - Electronics Technician Maintenance I	22.08
23182 - Electronics Technician Maintenance II	23.44
23183 - Electronics Technician Maintenance III	24.70
23260 - Fabric Worker	17.90
23290 - Fire Alarm System Mechanic	21.46
23310 - Fire Extinguisher Repairer	16.50
23311 - Fuel Distribution System Mechanic	22.81
23312 - Fuel Distribution System Operator	19.38
23370 - General Maintenance Worker	20.91
23380 - Ground Support Equipment Mechanic	24.46
23381 - Ground Support Equipment Servicer	18.71
23382 - Ground Support Equipment Worker	19.90
23391 - Gunsmith I	16.50
23392 - Gunsmith II	19.18
23393 - Gunsmith III	21.46
23410 - Heating, Ventilation & Air-Conditioning Mechanic	21.96
23411 - Heating, Ventilation & Air Conditioning Mechanic (R&D Facility)	23.13
23430 - Heavy Equipment Mechanic	21.46
23440 - Heavy Equipment Operator	21.46
23460 - Instrument Mechanic	21.46
23465 - Laboratory/Shelter Mechanic	20.36
23470 - Laborer	14.27

23510 - Locksmith	19.76
23530 - Machinery Maintenance Mechanic	21.77
23550 - Machinist, Maintenance	21.52
23580 - Maintenance Trades Helper	15.10
23591 - Metrology Technician I	21.46
23592 - Metrology Technician II	22.61
23593 - Metrology Technician III	23.72
23640 - Millwright	23.30
23710 - Office Appliance Repairer	21.00
23760 - Painter, Maintenance	20.36
23790 - Pipefitter, Maintenance	22.76
23810 - Plumber, Maintenance	20.99
23820 - Pneudraulic Systems Mechanic	21.46
23850 - Rigger	21.46
23870 - Scale Mechanic	19.18
23890 - Sheet-Metal Worker, Maintenance	21.46
23910 - Small Engine Mechanic	20.05
23931 - Telecommunications Mechanic I	25.22
23932 - Telecommunications Mechanic II	26.58
23950 - Telephone Lineman	24.43
23960 - Welder, Combination, Maintenance	21.46
23965 - Well Driller	21.46
23970 - Woodcraft Worker	21.46
23980 - Woodworker	16.50
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.58
24580 - Child Care Center Clerk	16.15
24610 - Chore Aide	9.58
24620 - Family Readiness and Support Services Coordinator	12.95
24630 - Homemaker	16.75
25000 - Plant and System Operations Occupations	
25010 - Boiler Tender	24.98
25040 - Sewage Plant Operator	20.23
25070 - Stationary Engineer	24.98
25190 - Ventilation Equipment Tender	17.56
25210 - Water Treatment Plant Operator	20.23
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.66
27007 - Baggage Inspector	11.51
27008 - Corrections Officer	19.83
27010 - Court Security Officer	23.26
27030 - Detection Dog Handler	17.66
27040 - Detention Officer	19.83
27070 - Firefighter	22.39
27101 - Guard I	11.51
27102 - Guard II	17.66
27131 - Police Officer I	23.94
27132 - Police Officer II	26.60
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.35
28042 - Carnival Equipment Repairer	13.30
28043 - Carnival Equipment Worker	8.40
28210 - Gate Attendant/Gate Tender	13.01
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	14.56
28510 - Recreation Aide/Health Facility Attendant	10.62
28515 - Recreation Specialist	18.04
28630 - Sports Official	11.59
28690 - Swimming Pool Operator	16.85
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker and Bracer	20.55
29020 - Hatch Tender	20.55
29030 - Line Handler	20.55

29041 - Stevedore I	19.18
29042 - Stevedore II	21.64
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	34.71
30011 - Air Traffic Control Specialist, Station (HFO) (2)	23.94
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	26.36
30021 - Archeological Technician I	17.06
30022 - Archeological Technician II	19.03
30023 - Archeological Technician III	23.76
30030 - Cartographic Technician	24.85
30040 - Civil Engineering Technician	22.19
30061 - Drafter/CAD Operator I	17.92
30062 - Drafter/CAD Operator II	20.06
30063 - Drafter/CAD Operator III	22.36
30064 - Drafter/CAD Operator IV	27.51
30081 - Engineering Technician I	20.19
30082 - Engineering Technician II	22.67
30083 - Engineering Technician III	25.37
30084 - Engineering Technician IV	31.43
30085 - Engineering Technician V	38.44
30086 - Engineering Technician VI	46.51
30090 - Environmental Technician	21.36
30210 - Laboratory Technician	22.36
30240 - Mathematical Technician	26.31
30361 - Paralegal/Legal Assistant I	20.03
30362 - Paralegal/Legal Assistant II	24.82
30363 - Paralegal/Legal Assistant III	30.35
30364 - Paralegal/Legal Assistant IV	36.73
30390 - Photo-Optics Technician	24.85
30461 - Technical Writer I	20.69
30462 - Technical Writer II	25.30
30463 - Technical Writer III	30.61
30491 - Unexploded Ordnance (UXO) Technician I	22.06
30492 - Unexploded Ordnance (UXO) Technician II	26.69
30493 - Unexploded Ordnance (UXO) Technician III	31.99
30494 - Unexploded (UXO) Safety Escort	22.06
30495 - Unexploded (UXO) Sweep Personnel	22.06
30620 - Weather Observer, Combined Upper Air or Surface Programs (2)	22.14
30621 - Weather Observer, Senior (2)	23.98
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	11.99
31030 - Bus Driver	17.54
31043 - Driver Courier	12.71
31260 - Parking and Lot Attendant	9.06
31290 - Shuttle Bus Driver	13.89
31310 - Taxi Driver	13.98
31361 - Truckdriver, Light	13.89
31362 - Truckdriver, Medium	17.09
31363 - Truckdriver, Heavy	18.40
31364 - Truckdriver, Tractor-Trailer	18.40
99000 - Miscellaneous Occupations	
99030 - Cashier	10.03
99050 - Desk Clerk	10.45
99095 - Embalmer	21.77
99251 - Laboratory Animal Caretaker I	10.47
99252 - Laboratory Animal Caretaker II	10.85
99310 - Mortician	27.25
99410 - Pest Controller	14.54
99510 - Photofinishing Worker	11.59
99710 - Recycling Laborer	15.73
99711 - Recycling Specialist	18.72
99730 - Refuse Collector	14.01
99810 - Sales Clerk	11.87

99820 - School Crossing Guard		11.37
99830 - Survey Party Chief		19.76
99831 - Surveying Aide		12.28
99832 - Surveying Technician		18.78
99840 - Vending Machine Attendant		12.61
99841 - Vending Machine Repairer		16.37
99842 - Vending Machine Repairer Helper		12.61

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $3.16 per hour computed on the basis of all hours worked by service employees employed on the contract.

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

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

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

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

explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

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

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation) 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.

WD 05-2118 (Rev.-8) was first posted on www.wdol.gov on 11/06/2007
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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
William W.Gross Director — Division of Wage Determinations	Wage Determination No.: 2005-2118 Revision No.: 8 Date of Revision: 10/26/2007

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	12.36
01012 - Accounting Clerk II	14.60
01013 - Accounting Clerk III	18.43
01020 - Administrative Assistant	19.20
01040 - Court Reporter	15.62
01051 - Data Entry Operator I	11.69
01052 - Data Entry Operator II	13.31
01060 - Dispatcher, Motor Vehicle	14.37
01070 - Document Preparation Clerk	11.77
01090 - Duplicating Machine Operator	11.77
01111 - General Clerk I	12.38
01112 - General Clerk II	13.29
01113 - General Clerk III	13.81
01120 - Housing Referral Assistant	16.88
01141 - Messenger Courier	10.58
01191 - Order Clerk I	11.55
01192 - Order Clerk II	13.60
01261 - Personnel Assistant (Employment) I	13.60
01262 - Personnel Assistant (Employment) II	15.04
01263 - Personnel Assistant (Employment) III	17.12
01270 - Production Control Clerk	18.35
01280 - Receptionist	9.89
01290 - Rental Clerk	11.89
01300 - Scheduler, Maintenance	14.20
01311 - Secretary I	14.20
01312 - Secretary II	15.62
01313 - Secretary III	16.88
01320 - Service Order Dispatcher	13.06
01410 - Supply Technician	18.25
01420 - Survey Worker	13.94
01531 - Travel Clerk I	10.49
01532 - Travel Clerk II	11.34
01533 - Travel Clerk III	12.13
01611 - Word Processor I	12.21
01612 - Word Processor II	13.16
01613 - Word Processor III	15.77
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.13
05010 - Automotive Electrician	17.29
05040 - Automotive Glass Installer	16.35

05070 - Automotive Worker	16.35
05110 - Mobile Equipment Servicer	14.76
05130 - Motor Equipment Metal Mechanic	17.98
05160 - Motor Equipment Metal Worker	16.35
05190 - Motor Vehicle Mechanic	17.98
05220 - Motor Vehicle Mechanic Helper	13.89
05250 - Motor Vehicle Upholstery Worker	15.79
05280 - Motor Vehicle Wrecker	16.35
05310 - Painter, Automotive	17.18
05340 - Radiator Repair Specialist	16.35
05370 - Tire Repairer	13.08
05400 - Transmission Repair Specialist	17.98
07000 - Food Preparation and Service Occupations	
07010 - Baker	12.08
07041 - Cook I	11.12
07042 - Cook II	12.08
07070 - Dishwasher	7.82
07130 - Food Service Worker	9.33
07210 - Meat Cutter	13.56
07260 - Waiter/Waitress	8.47
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	17.08
09040 - Furniture Handler	12.39
09080 - Furniture Refinisher	15.76
09090 - Furniture Refinisher Helper	12.74
09110 - Furniture Repairer, Minor	14.28
09130 - Upholsterer	15.76
11000 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.11
11060 - Elevator Operator	8.99
11090 - Gardener	11.48
11122 - Housekeeping Aide	10.08
11150 - Janitor	10.00
11210 - Laborer, Grounds Maintenance	9.62
11240 - Maid or Houseman	7.90
11260 - Pruner	8.75
11270 - Tractor Operator	11.21
11330 - Trail Maintenance Worker	9.62
11360 - Window Cleaner	10.97
12000 - Health Occupations	
12010 - Ambulance Driver	15.46
12011 - Breath Alcohol Technician	17.67
12012 - Certified Occupational Therapist Assistant	23.88
12015 - Certified Physical Therapist Assistant	22.90
12020 - Dental Assistant	15.19
12025 - Dental Hygienist	23.76
12030 - EKG Technician	16.95
12035 - Electroneurodiagnostic Technologist	16.95
12040 - Emergency Medical Technician	15.46
12071 - Licensed Practical Nurse I	15.52
12072 - Licensed Practical Nurse II	17.38
12073 - Licensed Practical Nurse III	17.67
12100 - Medical Assistant	11.26
12130 - Medical Laboratory Technician	15.71
12160 - Medical Record Clerk	14.62
12190 - Medical Record Technician	16.36
12195 - Medical Transcriptionist	13.21
12210 - Nuclear Medicine Technologist	27.16
12221 - Nursing Assistant I	9.77
12222 - Nursing Assistant II	10.98
12223 - Nursing Assistant III	11.98
12224 - Nursing Assistant IV	13.45
12235 - Optical Dispenser	14.65

12236 - Optical Technician	13.58
12250 - Pharmacy Technician	11.63
12280 - Phlebotomist	13.45
12305 - Radiologic Technologist	22.10
12311 - Registered Nurse I	20.46
12312 - Registered Nurse II	25.03
12313 - Registered Nurse II, Specialist	25.03
12314 - Registered Nurse III	30.29
12315 - Registered Nurse III, Anesthetist	30.29
12316 - Registered Nurse IV	36.30
12317 - Scheduler (Drug and Alcohol Testing)	21.89
13000 - Information and Arts Occupations	
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 Aide/Clerk	9.10
13054 - Library Information Technology Systems Administrator	19.38
13058 - Library Technician	12.47
13061 - Media Specialist I	14.31
13062 - Media Specialist II	15.74
13063 - Media Specialist III	17.31
13071 - Photographer I	12.95
13072 - Photographer II	15.67
13073 - Photographer III	18.66
13074 - Photographer IV	20.41
13075 - Photographer V	22.56
13110 - Video Teleconference Technician	15.74
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.85
14042 - Computer Operator II	17.24
14043 - Computer Operator III	19.34
14044 - Computer Operator IV	21.22
14045 - Computer Operator V	23.68
14071 - Computer Programmer I (1)	18.98
14072 - Computer Programmer II (1)	23.42
14073 - Computer Programmer III (1)	27.62
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	26.40
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	15.85
14160 - Personal Computer Support Technician	21.22
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	23.92
15020 - Aircrew Training Devices Instructor (Rated)	31.59
15030 - Air Crew Training Devices Instructor (Pilot)	35.00
15050 - Computer Based Training Specialist / Instructor	27.62
15060 - Educational Technologist	20.95
15070 - Flight Instructor (Pilot)	35.00
15080 - Graphic Artist	20.58
15090 - Technical Instructor	19.20
15095 - Technical Instructor/Course Developer	23.23
15110 - Test Proctor	15.49
15120 - Tutor	15.49
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	7.75
16030 - Counter Attendant	7.75
16040 - Dry Cleaner	9.67
16070 - Finisher, Flatwork, Machine	7.75

16090 - Presser, Hand	7.75
16110 - Presser, Machine, Drycleaning	7.75
16130 - Presser, Machine, Shirts	7.75
16160 - Presser, Machine, Wearing Apparel, Laundry	7.75
16190 - Sewing Machine Operator	10.30
16220 - Tailor	10.94
16250 - Washer, Machine	8.39
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.76
19040 - Tool and Die Maker	19.92
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.05
21030 - Material Coordinator	18.35
21040 - Material Expediter	18.35
21050 - Material Handling Laborer	9.57
21071 - Order Filler	11.67
21080 - Production Line Worker (Food Processing)	13.84
21110 - Shipping Packer	12.65
21130 - Shipping/Receiving Clerk	12.69
21140 - Store Worker I	10.94
21150 - Stock Clerk	14.55
21210 - Tools and Parts Attendant	15.80
21410 - Warehouse Specialist	14.58
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.86
23021 - Aircraft Mechanic I	22.72
23022 - Aircraft Mechanic II	23.86
23023 - Aircraft Mechanic III	25.05
23040 - Aircraft Mechanic Helper	15.97
23050 - Aircraft, Painter	19.61
23060 - Aircraft Servicer	17.89
23080 - Aircraft Worker	18.80
23110 - Appliance Mechanic	15.76
23120 - Bicycle Repairer	13.08
23125 - Cable Splicer	20.53
23130 - Carpenter, Maintenance	15.76
23140 - Carpet Layer	15.19
23160 - Electrician, Maintenance	18.94
23181 - Electronics Technician Maintenance I	18.69
23182 - Electronics Technician Maintenance II	22.66
23183 - Electronics Technician Maintenance III	25.45
23260 - Fabric Worker	14.55
23290 - Fire Alarm System Mechanic	17.44
23310 - Fire Extinguisher Repairer	13.84
23311 - Fuel Distribution System Mechanic	19.18
23312 - Fuel Distribution System Operator	16.44
23370 - General Maintenance Worker	16.56
23380 - Ground Support Equipment Mechanic	22.72
23381 - Ground Support Equipment Servicer	17.89
23382 - Ground Support Equipment Worker	18.80
23391 - Gunsmith I	16.66
23392 - Gunsmith II	19.02
23393 - Gunsmith III	21.44
23410 - Heating, Ventilation & Air-Conditioning Mechanic	16.81
23411 - Heating, Ventilation & Air Conditioning Mechanic (R&D Facility)	17.77
23430 - Heavy Equipment Mechanic	17.93
23440 - Heavy Equipment Operator	16.89
23460 - Instrument Mechanic	16.89
23465 - Laboratory/Shelter Mechanic	20.21
23470 - Laborer	11.04
23510 - Locksmith	15.76
23530 - Machinery Maintenance Mechanic	19.95
23550 - Machinist, Maintenance	17.68

23580 - Maintenance Trades Helper	12.74
23591 - Metrology Technician I	16.89
23592 - Metrology Technician II	17.86
23593 - Metrology Technician III	18.62
23640 - Millwright	20.21
23710 - Office Appliance Repairer	18.13
23760 - Painter, Maintenance	15.76
23790 - Pipefitter, Maintenance	16.80
23810 - Plumber, Maintenance	16.06
23820 - Pneudraulic Systems Mechanic	17.44
23850 - Rigger	17.44
23870 - Scale Mechanic	15.52
23890 - Sheet-Metal Worker, Maintenance	17.64
23910 - Small Engine Mechanic	15.00
23931 - Telecommunications Mechanic I	21.95
23932 - Telecommunications Mechanic II	22.95
23950 - Telephone Lineman	18.14
23960 - Welder, Combination, Maintenance	16.49
23965 - Well Driller	17.44
23970 - Woodcraft Worker	17.44
23980 - Woodworker	13.54
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.01
24580 - Child Care Center Clerk	11.46
24610 - Chore Aide	9.57
24620 - Family Readiness and Support Services Coordinator	11.33
24630 - Homemaker	14.03
25000 - Plant and System Operations Occupations	
25010 - Boiler Tender	17.44
25040 - Sewage Plant Operator	16.48
25070 - Stationary Engineer	17.44
25190 - Ventilation Equipment Tender	12.74
25210 - Water Treatment Plant Operator	16.48
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.31
27007 - Baggage Inspector	11.84
27008 - Corrections Officer	16.48
27010 - Court Security Officer	16.85
27030 - Detection Dog Handler	15.65
27040 - Detention Officer	16.48
27070 - Firefighter	16.09
27101 - Guard I	11.84
27102 - Guard II	15.65
27131 - Police Officer I	18.15
27132 - Police Officer II	20.16
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.35
28042 - Carnival Equipment Repairer	11.62
28043 - Carnival Equipment Worker	7.82
28210 - Gate Attendant/Gate Tender	12.36
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	13.83
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	17.13
28630 - Sports Official	11.01
28690 - Swimming Pool Operator	14.78
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker and Bracer	16.92
29020 - Hatch Tender	16.52
29030 - Line Handler	16.52
29041 - Stevedore I	16.17
29042 - Stevedore II	17.91
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist, Center (HFO) (2)	32.97
30011 - Air Traffic Control Specialist, Station (HFO) (2)	22.72
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.03
30021 - Archeological Technician I	14.56
30022 - Archeological Technician II	16.54
30023 - Archeological Technician III	20.23
30030 - Cartographic Technician	19.71
30040 - Civil Engineering Technician	19.10
30061 - Drafter/CAD Operator I	11.70
30062 - Drafter/CAD Operator II	15.05
30063 - Drafter/CAD Operator III	18.21
30064 - Drafter/CAD Operator IV	19.71
30081 - Engineering Technician I	12.00
30082 - Engineering Technician II	15.25
30083 - Engineering Technician III	17.55
30084 - Engineering Technician IV	21.16
30085 - Engineering Technician V	25.87
30086 - Engineering Technician VI	30.47
30090 - Environmental Technician	18.78
30210 - Laboratory Technician	22.55
30240 - Mathematical Technician	19.24
30361 - Paralegal/Legal Assistant I	13.81
30362 - Paralegal/Legal Assistant II	18.68
30363 - Paralegal/Legal Assistant III	22.84
30364 - Paralegal/Legal Assistant IV	27.66
30390 - Photo-Optics Technician	19.71
30461 - Technical Writer I	17.96
30462 - Technical Writer II	21.97
30463 - Technical Writer III	26.57
30491 - Unexploded Ordnance (UXO) Technician I	20.95
30492 - Unexploded Ordnance (UXO) Technician II	25.35
30493 - Unexploded Ordnance (UXO) Technician III	30.39
30494 - Unexploded (UXO) Safety Escort	20.95
30495 - Unexploded (UXO) Sweep Personnel	20.95
30620 - Weather Observer, Combined Upper Air or Surface Programs (2)	17.31
30621 - Weather Observer, Senior (2)	19.24
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	10.56
31030 - Bus Driver	15.56
31043 - Driver Courier	12.48
31260 - Parking and Lot Attendant	9.94
31290 - Shuttle Bus Driver	13.42
31310 - Taxi Driver	10.94
31361 - Truckdriver, Light	13.48
31362 - Truckdriver, Medium	14.22
31363 - Truckdriver, Heavy	15.44
31364 - Truckdriver, Tractor-Trailer	15.44
99000 - Miscellaneous Occupations	
99030 - Cashier	8.76
99050 - Desk Clerk	9.53
99095 - Embalmer	22.02
99251 - Laboratory Animal Caretaker I	10.23
99252 - Laboratory Animal Caretaker II	11.03
99310 - Mortician	22.59
99410 - Pest Controller	13.48
99510 - Photofinishing Worker	9.71
99710 - Recycling Laborer	11.69
99711 - Recycling Specialist	14.40
99730 - Refuse Collector	11.13
99810 - Sales Clerk	11.29
99820 - School Crossing Guard	9.67
99830 - Survey Party Chief	14.45
99831 - Surveying Aide	9.58

99832 - Surveying Technician	13.14
99840 - Vending Machine Attendant	14.55
99841 - Vending Machine Repairer	17.01
99842 - Vending Machine Repairer Helper	14.55

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $3.16 per hour computed on the basis of all hours worked by service employees employed on the contract.

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

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

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

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

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

** UNIFORM ALLOWANCE **

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

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

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation) 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.

WD 05-2234 (Rev.-6) was first posted on www.wdol.gov on 06/05/2007
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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
William W.Gross Director — Division of Wage Determinations	Wage Determination No.: 2005-2234 Revision No.: 6 Date of Revision: 05/29/2007

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	12.10
01012 - Accounting Clerk II	14.23
01013 - Accounting Clerk III	15.92
01020 - Administrative Assistant	21.77
01040 - Court Reporter	19.08
01051 - Data Entry Operator I	10.67
01052 - Data Entry Operator II	12.40
01060 - Dispatcher, Motor Vehicle	17.93
01070 - Document Preparation Clerk	11.90
01090 - Duplicating Machine Operator	11.90
01111 - General Clerk I	9.64
01112 - General Clerk II	10.52
01113 - General Clerk III	12.39
01120 - Housing Referral Assistant	18.40
01141 - Messenger Courier	11.01
01191 - Order Clerk I	10.67
01192 - Order Clerk II	12.70
01261 - Personnel Assistant (Employment) I	11.90
01262 - Personnel Assistant (Employment) II	15.43
01263 - Personnel Assistant (Employment) III	16.87
01270 - Production Control Clerk	18.25
01280 - Receptionist	8.99
01290 - Rental Clerk	12.40
01300 - Scheduler, Maintenance	14.76
01311 - Secretary I	14.76
01312 - Secretary II	16.39
01313 - Secretary III	18.40
01320 - Service Order Dispatcher	15.85
01410 - Supply Technician	21.63
01420 - Survey Worker	13.07
01531 - Travel Clerk I	11.47
01532 - Travel Clerk II	12.17
01533 - Travel Clerk III	12.84
01611 - Word Processor I	12.70
01612 - Word Processor II	15.07
01613 - Word Processor III	17.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.15
05010 - Automotive Electrician	16.73

05040 - Automotive Glass Installer	15.64
05070 - Automotive Worker	15.64
05110 - Mobile Equipment Servicer	13.45
05130 - Motor Equipment Metal Mechanic	17.68
05160 - Motor Equipment Metal Worker	15.64
05190 - Motor Vehicle Mechanic	17.68
05220 - Motor Vehicle Mechanic Helper	12.37
05250 - Motor Vehicle Upholstery Worker	14.56
05280 - Motor Vehicle Wrecker	15.64
05310 - Painter, Automotive	16.73
05340 - Radiator Repair Specialist	15.64
05370 - Tire Repairer	11.51
05400 - Transmission Repair Specialist	17.68
07000 - Food Preparation and Service Occupations	
07010 - Baker	10.70
07041 - Cook I	9.77
07042 - Cook II	11.36
07070 - Dishwasher	7.55
07130 - Food Service Worker	7.00
07210 - Meat Cutter	11.36
07260 - Waiter/Waitress	7.73
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	14.81
09040 - Furniture Handler	10.80
09080 - Furniture Refinisher	14.81
09090 - Furniture Refinisher Helper	10.95
09110 - Furniture Repairer, Minor	12.89
09130 - Upholsterer	14.81
11000 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	8.10
11060 - Elevator Operator	7.98
11090 - Gardener	10.50
11122 - Housekeeping Aide	8.91
11150 - Janitor	8.91
11210 - Laborer, Grounds Maintenance	9.07
11240 - Maid or Houseman	7.88
11260 - Pruner	7.98
11270 - Tractor Operator	10.12
11330 - Trail Maintenance Worker	9.08
11360 - Window Cleaner	9.99
12000 - Health Occupations	
12010 - Ambulance Driver	14.53
12011 - Breath Alcohol Technician	16.03
12012 - Certified Occupational Therapist Assistant	19.66
12015 - Certified Physical Therapist Assistant	19.66
12020 - Dental Assistant	12.02
12025 - Dental Hygienist	29.85
12030 - EKG Technician	20.58
12035 - Electroneurodiagnostic Technologist	20.58
12040 - Emergency Medical Technician	14.53
12071 - Licensed Practical Nurse I	13.76
12072 - Licensed Practical Nurse II	16.03
12073 - Licensed Practical Nurse III	17.47
12100 - Medical Assistant	10.53
12130 - Medical Laboratory Technician	17.46
12160 - Medical Record Clerk	13.28
12190 - Medical Record Technician	16.38
12195 - Medical Transcriptionist	13.48
12210 - Nuclear Medicine Technologist	27.41
12221 - Nursing Assistant I	8.81
12222 - Nursing Assistant II	9.91
12223 - Nursing Assistant III	10.80
12224 - Nursing Assistant IV	12.12

12235 - Optical Dispenser	14.76
12236 - Optical Technician	12.46
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	12.12
12305 - Radiologic Technologist	21.60
12311 - Registered Nurse I	21.54
12312 - Registered Nurse II	28.94
12313 - Registered Nurse II, Specialist	29.79
12314 - Registered Nurse III	35.92
12315 - Registered Nurse III, Anesthetist	35.92
12316 - Registered Nurse IV	43.04
12317 - Scheduler (Drug and Alcohol Testing)	18.05
13000 - Information and Arts Occupations	
13011 - Exhibits Specialist I	18.40
13012 - Exhibits Specialist II	22.61
13013 - Exhibits Specialist III	27.58
13041 - Illustrator I	18.40
13042 - Illustrator II	22.61
13043 - Illustrator III	27.58
13047 - Librarian	20.84
13050 - Library Aide/Clerk	12.09
13054 - Library Information Technology Systems Administrator	18.82
13058 - Library Technician	13.65
13061 - Media Specialist I	13.59
13062 - Media Specialist II	15.21
13063 - Media Specialist III	16.96
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
13110 - Video Teleconference Technician	14.66
14000 - Information Technology Occupations	
14041 - Computer Operator I	12.82
14042 - Computer Operator II	14.42
14043 - Computer Operator III	16.64
14044 - Computer Operator IV	18.47
14045 - Computer Operator V	20.49
14071 - Computer Programmer I (1)	20.65
14072 - Computer Programmer II (1)	22.72
14073 - Computer Programmer III (1)	27.62
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	25.56
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	12.82
14160 - Personal Computer Support Technician	18.47
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	23.02
15020 - Aircrew Training Devices Instructor (Rated)	30.38
15030 - Air Crew Training Devices Instructor (Pilot)	33.42
15050 - Computer Based Training Specialist / Instructor	25.56
15060 - Educational Technologist	19.67
15070 - Flight Instructor (Pilot)	33.42
15080 - Graphic Artist	19.58
15090 - Technical Instructor	17.26
15095 - Technical Instructor/Course Developer	21.10
15110 - Test Proctor	14.84
15120 - Tutor	13.95
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	7.91
16030 - Counter Attendant	7.91
16040 - Dry Cleaner	10.10

16070 - Finisher, Flatwork, Machine	7.91
16090 - Presser, Hand	7.91
16110 - Presser, Machine, Drycleaning	7.91
16130 - Presser, Machine, Shirts	7.91
16160 - Presser, Machine, Wearing Apparel, Laundry	7.91
16190 - Sewing Machine Operator	10.84
16220 - Tailor	11.57
16250 - Washer, Machine	8.64
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.80
19040 - Tool and Die Maker	20.49
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.56
21030 - Material Coordinator	18.25
21040 - Material Expediter	18.25
21050 - Material Handling Laborer	14.29
21071 - Order Filler	10.32
21080 - Production Line Worker (Food Processing)	13.56
21110 - Shipping Packer	11.87
21130 - Shipping/Receiving Clerk	11.87
21140 - Store Worker I	8.63
21150 - Stock Clerk	12.02
21210 - Tools and Parts Attendant	13.56
21410 - Warehouse Specialist	13.56
23000 - Mechanics and Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.40
23021 - Aircraft Mechanic I	22.35
23022 - Aircraft Mechanic II	23.40
23023 - Aircraft Mechanic III	24.45
23040 - Aircraft Mechanic Helper	15.63
23050 - Aircraft, Painter	17.35
23060 - Aircraft Servicer	18.39
23080 - Aircraft Worker	19.78
23110 - Appliance Mechanic	15.53
23120 - Bicycle Repairer	11.51
23125 - Cable Splicer	19.92
23130 - Carpenter, Maintenance	15.77
23140 - Carpet Layer	14.97
23160 - Electrician, Maintenance	20.14
23181 - Electronics Technician Maintenance I	21.15
23182 - Electronics Technician Maintenance II	22.27
23183 - Electronics Technician Maintenance III	23.58
23260 - Fabric Worker	13.84
23290 - Fire Alarm System Mechanic	16.88
23310 - Fire Extinguisher Repairer	12.72
23311 - Fuel Distribution System Mechanic	18.95
23312 - Fuel Distribution System Operator	15.07
23370 - General Maintenance Worker	14.42
23380 - Ground Support Equipment Mechanic	22.35
23381 - Ground Support Equipment Servicer	18.39
23382 - Ground Support Equipment Worker	19.78
23391 - Gunsmith I	12.72
23392 - Gunsmith II	14.97
23393 - Gunsmith III	17.23
23410 - Heating, Ventilation & Air-Conditioning Mechanic	18.01
23411 - Heating, Ventilation & Air Conditioning Mechanic (R&D Facility)	18.35
23430 - Heavy Equipment Mechanic	17.86
23440 - Heavy Equipment Operator	16.88
23460 - Instrument Mechanic	18.82
23465 - Laboratory/Shelter Mechanic	16.09
23470 - Laborer	9.68
23510 - Locksmith	16.26
23530 - Machinery Maintenance Mechanic	20.93

23550 - Machinist, Maintenance	18.64
23580 - Maintenance Trades Helper	10.95
23591 - Metrology Technician I	18.82
23592 - Metrology Technician II	19.76
23593 - Metrology Technician III	20.75
23640 - Millwright	20.01
23710 - Office Appliance Repairer	17.35
23760 - Painter, Maintenance	16.92
23790 - Pipefitter, Maintenance	17.89
23810 - Plumber, Maintenance	16.92
23820 - Pneudraulic Systems Mechanic	17.23
23850 - Rigger	16.88
23870 - Scale Mechanic	14.97
23890 - Sheet-Metal Worker, Maintenance	16.88
23910 - Small Engine Mechanic	15.93
23931 - Telecommunications Mechanic I	20.95
23932 - Telecommunications Mechanic II	22.04
23950 - Telephone Lineman	20.06
23960 - Welder, Combination, Maintenance	16.88
23965 - Well Driller	17.23
23970 - Woodcraft Worker	17.23
23980 - Woodworker	13.99
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.82
24580 - Child Care Center Clerk	11.57
24610 - Chore Aide	7.11
24620 - Family Readiness and Support Services Coordinator	10.77
24630 - Homemaker	14.78
25000 - Plant and System Operations 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	
27004 - Alarm Monitor	12.46
27007 - Baggage Inspector	8.68
27008 - Corrections Officer	10.87
27010 - Court Security Officer	13.48
27030 - Detection Dog Handler	12.46
27040 - Detention Officer	10.87
27070 - Firefighter	12.98
27101 - Guard I	8.68
27102 - Guard II	12.46
27131 - Police Officer I	16.21
27132 - Police Officer II	18.02
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.86
28042 - Carnival Equipment Repairer	10.73
28043 - Carnival Equipment Worker	7.24
28210 - Gate Attendant/Gate Tender	12.36
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	13.83
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	12.20
28630 - Sports Official	11.01
28690 - Swimming Pool Operator	14.73
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker and Bracer	16.85
29020 - Hatch Tender	18.07
29030 - Line Handler	18.07
29041 - Stevedore I	14.81
29042 - Stevedore II	17.01

30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	32.97
30011 - Air Traffic Control Specialist, Station (HFO) (2)	22.73
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.03
30021 - Archeological Technician I	14.70
30022 - Archeological Technician II	16.43
30023 - Archeological Technician III	20.35
30030 - Cartographic Technician	23.42
30040 - Civil Engineering Technician	21.48
30061 - Drafter/CAD Operator I	17.03
30062 - Drafter/CAD Operator II	19.46
30063 - Drafter/CAD Operator III	21.06
30064 - Drafter/CAD Operator IV	23.42
30081 - Engineering Technician I	15.87
30082 - Engineering Technician II	17.53
30083 - Engineering Technician III	19.69
30084 - Engineering Technician IV	23.86
30085 - Engineering Technician V	29.19
30086 - Engineering Technician VI	32.57
30090 - Environmental Technician	22.92
30210 - Laboratory Technician	21.81
30240 - Mathematical Technician	25.67
30361 - Paralegal/Legal Assistant I	17.05
30362 - Paralegal/Legal Assistant II	22.52
30363 - Paralegal/Legal Assistant III	27.56
30364 - Paralegal/Legal Assistant IV	33.36
30390 - Photo-Optics Technician	24.56
30461 - Technical Writer I	18.76
30462 - Technical Writer II	22.94
30463 - Technical Writer III	29.85
30491 - Unexploded Ordnance (UXO) Technician I	20.95
30492 - Unexploded Ordnance (UXO) Technician II	25.35
30493 - Unexploded Ordnance (UXO) Technician III	30.39
30494 - Unexploded (UXO) Safety Escort	20.95
30495 - Unexploded (UXO) Sweep Personnel	20.95
30620 - Weather Observer, Combined Upper Air Or Surface Programs (3)	17.81
30621 - Weather Observer, Senior (3)	19.80
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	9.00
31030 - Bus Driver	13.80
31043 - Driver Courier	12.64
31260 - Parking and Lot Attendant	7.29
31290 - Shuttle Bus Driver	13.67
31310 - Taxi Driver	8.95
31361 - Truckdriver, Light	13.79
31362 - Truckdriver, Medium	15.10
31363 - Truckdriver, Heavy	15.01
31364 - Truckdriver, Tractor-Trailer	15.01
99000 - Miscellaneous Occupations	
99030 - Cashier	7.78
99050 - Desk Clerk	8.82
99095 - Embalmer	19.16
99251 - Laboratory Animal Caretaker I	8.23
99252 - Laboratory Animal Caretaker II	9.04
99310 - Mortician	24.13
99410 - Pest Controller	11.08
99510 - Photofinishing Worker	10.52
99710 - Recycling Laborer	11.54
99711 - Recycling Specialist	14.76
99730 - Refuse Collector	10.52
99810 - Sales Clerk	10.35
99820 - School Crossing Guard	8.87
99830 - Survey Party Chief	17.58

99831 - Surveying Aide	12.99
99832 - Surveying Technician	15.97
99840 - Vending Machine Attendant	11.07
99841 - Vending Machine Repairer	13.99
99842 - Vending Machine Repairer Helper	11.07

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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.

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

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

Conformance Process:

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

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

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.

WD 05-2248 (Rev.-5) was first posted on www.wdol.gov on 07/10/2007
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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
William W.Gross Director — Division of Wage Determinations	Wage Determination No.: 2005-2248 Revision No.: 5 Date Of Revision: 07/05/2007

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	13.79
01012 - Accounting Clerk II	15.49
01013 - Accounting Clerk III	18.43
01020 - Administrative Assistant	23.59
01040 - Court Reporter	18.43
01051 - Data Entry Operator I	12.67
01052 - Data Entry Operator II	13.82
01060 - Dispatcher, Motor Vehicle	16.50
01070 - Document Preparation Clerk	13.29
01090 - Duplicating Machine Operator	13.29
01111 - General Clerk I	12.83
01112 - General Clerk II	14.07
01113 - General Clerk III	16.03
01120 - Housing Referral Assistant	21.66
01141 - Messenger Courier	10.06
01191 - Order Clerk I	14.69
01192 - Order Clerk II	16.02
01261 - Personnel Assistant (Employment) I	15.60
01262 - Personnel Assistant (Employment) II	18.43
01263 - Personnel Assistant (Employment) III	21.66
01270 - Production Control Clerk	21.29
01280 - Receptionist	12.72
01290 - Rental Clerk	15.60
01300 - Scheduler, Maintenance	15.60
01311 - Secretary I	17.03
01312 - Secretary II	18.39
01313 - Secretary III	21.66
01320 - Service Order Dispatcher	14.76
01410 - Supply Technician	23.59
01420 - Survey Worker	18.43
01531 - Travel Clerk I	11.36
01532 - Travel Clerk II	12.38
01533 - Travel Clerk III	13.49
01611 - Word Processor I	13.76
01612 - Word Processor II	15.60
01613 - Word Processor III	18.43
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.57

05010 - Automotive Electrician	19.82
05040 - Automotive Glass Installer	19.11
05070 - Automotive Worker	19.11
05110 - Mobile Equipment Servicer	17.53
05130 - Motor Equipment Metal Mechanic	20.57
05160 - Motor Equipment Metal Worker	19.11
05190 - Motor Vehicle Mechanic	20.57
05220 - Motor Vehicle Mechanic Helper	16.68
05250 - Motor Vehicle Upholstery Worker	18.36
05280 - Motor Vehicle Wrecker	19.11
05310 - Painter, Automotive	19.78
05340 - Radiator Repair Specialist	19.11
05370 - Tire Repairer	13.77
05400 - Transmission Repair Specialist	20.57
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.18
07041 - Cook I	11.97
07042 - Cook II	13.28
07070 - Dishwasher	9.70
07130 - Food Service Worker	10.25
07210 - Meat Cutter	15.12
07260 - Waiter/Waitress	8.09
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	16.08
09040 - Furniture Handler	13.42
09080 - Furniture Refinisher	16.08
09090 - Furniture Refinisher Helper	13.77
09110 - Furniture Repairer, Minor	14.93
09130 - Upholsterer	16.64
11000 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.37
11060 - Elevator Operator	9.37
11090 - Gardener	14.13
11122 - Housekeeping Aide	10.89
11150 - Janitor	10.89
11210 - Laborer, Grounds Maintenance	12.07
11240 - Maid or Houseman	10.84
11260 - Pruner	11.37
11270 - Tractor Operator	13.14
11330 - Trail Maintenance Worker	12.07
11360 - Window Cleaner	11.58
12000 - Health Occupations	
12010 - Ambulance Driver	16.06
12011 - Breath Alcohol Technician	17.67
12012 - Certified Occupational Therapist Assistant	21.19
12015 - Certified Physical Therapist Assistant	22.04
12020 - Dental Assistant	15.51
12025 - Dental Hygienist	31.17
12030 - EKG Technician	24.34
12035 - Electroneurodiagnostic Technologist	24.34
12040 - Emergency Medical Technician	17.67
12071 - Licensed Practical Nurse I	18.60
12072 - Licensed Practical Nurse II	20.82
12073 - Licensed Practical Nurse III	21.79
12100 - Medical Assistant	13.61
12130 - Medical Laboratory Technician	18.04
12160 - Medical Record Clerk	14.81
12190 - Medical Record Technician	16.72
12195 - Medical Transcriptionist	15.35
12210 - Nuclear Medicine Technologist	34.13
12221 - Nursing Assistant I	9.75
12222 - Nursing Assistant II	10.96
12223 - Nursing Assistant III	12.99

12224 - Nursing Assistant IV	14.58
12235 - Optical Dispenser	14.56
12236 - Optical Technician	13.45
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	14.58
12305 - Radiologic Technologist	27.61
12311 - Registered Nurse I	24.92
12312 - Registered Nurse II	31.22
12313 - Registered Nurse II, Specialist	31.22
12314 - Registered Nurse III	37.77
12315 - Registered Nurse III, Anesthetist	37.77
12316 - Registered Nurse IV	45.28
12317 - Scheduler (Drug and Alcohol Testing)	18.04
13000 - Information and Arts Occupations	
13011 - Exhibits Specialist I	18.55
13012 - Exhibits Specialist II	23.33
13013 - Exhibits Specialist III	28.11
13041 - Illustrator I	18.55
13042 - Illustrator II	23.33
13043 - Illustrator III	28.11
13047 - Librarian	25.54
13050 - Library Aide/Clerk	12.52
13054 - Library Information Technology Systems Administrator	22.99
13058 - Library Technician	17.41
13061 - Media Specialist I	16.58
13062 - Media Specialist II	18.55
13063 - Media Specialist III	20.68
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
13110 - Video Teleconference Technician	16.58
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.72
14042 - Computer Operator II	18.71
14043 - Computer Operator III	20.86
14044 - Computer Operator IV	23.18
14045 - Computer Operator V	25.66
14071 - Computer Programmer I (1)	21.29
14072 - Computer Programmer II (1)	26.37
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	16.72
14160 - Personal Computer Support Technician	23.18
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	34.39
15020 - Aircrew Training Devices Instructor (Rated)	40.19
15030 - Air Crew Training Devices Instructor (Pilot)	50.66
15050 - Computer Based Training Specialist / Instructor	30.58
15060 - Educational Technologist	23.43
15070 - Flight Instructor (Pilot)	50.66
15080 - Graphic Artist	24.30
15090 - Technical Instructor	18.14
15095 - Technical Instructor/Course Developer	22.19
15110 - Test Proctor	17.31
15120 - Tutor	17.31
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.52
16030 - Counter Attendant	8.52

16040 - Dry Cleaner	11.33
16070 - Finisher, Flatwork, Machine	8.52
16090 - Presser, Hand	8.52
16110 - Presser, Machine, Drycleaning	8.52
16130 - Presser, Machine, Shirts	8.52
16160 - Presser, Machine, Wearing Apparel, Laundry	8.52
16190 - Sewing Machine Operator	12.30
16220 - Tailor	13.21
16250 - Washer, Machine	9.48
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.63
19040 - Tool and Die Maker	22.83
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.26
21030 - Material Coordinator	20.37
21040 - Material Expediter	20.37
21050 - Material Handling Laborer	12.72
21071 - Order Filler	12.50
21080 - Production Line Worker (Food Processing)	17.26
21110 - Shipping Packer	14.40
21130 - Shipping/Receiving Clerk	14.40
21140 - Store Worker I	13.62
21150 - Stock Clerk	14.77
21210 - Tools and Parts Attendant	17.26
21410 - Warehouse Specialist	17.26
23000 - Mechanics and Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.52
23021 - Aircraft Mechanic I	23.35
23022 - Aircraft Mechanic II	24.52
23023 - Aircraft Mechanic III	25.75
23040 - Aircraft Mechanic Helper	18.03
23050 - Aircraft, Painter	19.98
23060 - Aircraft Servicer	19.68
23080 - Aircraft Worker	20.49
23110 - Appliance Mechanic	19.44
23120 - Bicycle Repairer	13.77
23125 - Cable Splicer	25.24
23130 - Carpenter, Maintenance	20.20
23140 - Carpet Layer	18.44
23160 - Electrician, Maintenance	25.37
23181 - Electronics Technician Maintenance I	19.69
23182 - Electronics Technician Maintenance II	21.18
23183 - Electronics Technician Maintenance III	21.97
23260 - Fabric Worker	17.67
23290 - Fire Alarm System Mechanic	20.17
23310 - Fire Extinguisher Repairer	17.20
23311 - Fuel Distribution System Mechanic	22.63
23312 - Fuel Distribution System Operator	18.69
23370 - General Maintenance Worker	18.66
23380 - Ground Support Equipment Mechanic	23.35
23381 - Ground Support Equipment Servicer	19.68
23382 - Ground Support Equipment Worker	20.49
23391 - Gunsmith I	17.20
23392 - Gunsmith II	18.74
23393 - Gunsmith III	20.17
23410 - Heating, Ventilation & Air-Conditioning Mechanic	20.15
23411 - Heating, Ventilation & Air Conditioning Mechanic (R&D Facility)	20.91
23430 - Heavy Equipment Mechanic	20.82
23440 - Heavy Equipment Operator	20.53
23460 - Instrument Mechanic	20.17
23465 - Laboratory/Shelter Mechanic	19.44
23470 - Laborer	14.27
23510 - Locksmith	18.12

23530 - Machinery Maintenance Mechanic	21.77
23550 - Machinist, Maintenance	19.15
23580 - Maintenance Trades Helper	16.36
23591 - Metrology Technician I	20.17
23592 - Metrology Technician II	20.89
23593 - Metrology Technician III	21.49
23640 - Millwright	22.43
23710 - Office Appliance Repairer	19.19
23760 - Painter, Maintenance	19.44
23790 - Pipefitter, Maintenance	23.34
23810 - Plumber, Maintenance	20.12
23820 - Pneudraulic Systems Mechanic	20.17
23850 - Rigger	20.98
23870 - Scale Mechanic	18.74
23890 - Sheet-Metal Worker, Maintenance	20.17
23910 - Small Engine Mechanic	18.74
23931 - Telecommunications Mechanic I	22.29
23932 - Telecommunications Mechanic II	24.74
23950 - Telephone Lineman	21.37
23960 - Welder, Combination, Maintenance	20.17
23965 - Well Driller	20.74
23970 - Woodcraft Worker	20.17
23980 - Woodworker	17.20
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.52
24580 - Child Care Center Clerk	13.70
24610 - Chore Aide	9.23
24620 - Family Readiness and Support Services Coordinator	11.76
24630 - Homemaker	14.25
25000 - Plant and System Operations 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	
27004 - Alarm Monitor	16.23
27007 - Baggage Inspector	11.51
27008 - Corrections Officer	19.83
27010 - Court Security Officer	23.26
27030 - Detection Dog Handler	16.23
27040 - Detention Officer	19.83
27070 - Firefighter	22.39
27101 - Guard I	11.51
27102 - Guard II	16.23
27131 - Police Officer I	23.94
27132 - Police Officer II	26.60
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.78
28042 - Carnival Equipment Repairer	10.17
28043 - Carnival Equipment Worker	8.40
28210 - Gate Attendant/Gate Tender	13.01
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	14.56
28510 - Recreation Aide/Health Facility Attendant	10.62
28515 - Recreation Specialist	18.04
28630 - Sports Official	11.33
28690 - Swimming Pool Operator	14.75
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker and Bracer	21.47
29020 - Hatch Tender	21.47
29030 - Line Handler	21.47
29041 - Stevedore I	20.85

29042 - Stevedore II	22.46
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	34.71
30011 - Air Traffic Control Specialist, Station (HFO) (2)	23.94
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	26.36
30021 - Archeological Technician I	17.18
30022 - Archeological Technician II	20.65
30023 - Archeological Technician III	25.42
30030 - Cartographic Technician	26.01
30040 - Civil Engineering Technician	22.39
30061 - Drafter/CAD Operator I	18.90
30062 - Drafter/CAD Operator II	21.15
30063 - Drafter/CAD Operator III	23.58
30064 - Drafter/CAD Operator IV	25.92
30081 - Engineering Technician I	20.19
30082 - Engineering Technician II	22.67
30083 - Engineering Technician III	25.37
30084 - Engineering Technician IV	31.43
30085 - Engineering Technician V	38.44
30086 - Engineering Technician VI	46.51
30090 - Environmental Technician	22.19
30210 - Laboratory Technician	22.29
30240 - Mathematical Technician	26.10
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	26.21
30461 - Technical Writer I	21.42
30462 - Technical Writer II	26.20
30463 - Technical Writer III	31.70
30491 - Unexploded Ordnance (UXO) Technician I	22.06
30492 - Unexploded Ordnance (UXO) Technician II	26.69
30493 - Unexploded Ordnance (UXO) Technician III	31.99
30494 - Unexploded (UXO) Safety Escort	22.06
30495 - Unexploded (UXO) Sweep Personnel	22.06
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)	22.69
30621 - Weather Observer, Senior (2)	23.98
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	14.22
31030 - Bus Driver	17.54
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	16.38
31363 - Truckdriver, Heavy	17.05
31364 - Truckdriver, Tractor-Trailer	17.05
99000 - Miscellaneous Occupations	
99030 - Cashier	10.03
99050 - Desk Clerk	10.43
99095 - Embalmer	22.63
99251 - Laboratory Animal Caretaker I	10.97
99252 - Laboratory Animal Caretaker II	11.40
99310 - Mortician	22.92
99410 - Pest Controller	15.99
99510 - Photofinishing Worker	11.59
99710 - Recycling Laborer	13.17
99711 - Recycling Specialist	14.67
99730 - Refuse Collector	12.43
99810 - Sales Clerk	11.87
99820 - School Crossing Guard	11.57

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 $3.16 per hour computed on the basis of all hours worked by service employees employed on the contract.

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

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

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

HAZARDOUS PAY DIFFERENTIAL: An 8 percent 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.

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

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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
William W.Gross Director — Division of Wage Determinations	Wage Determination No.: 2005-2302 Revision No.: 5 Date of Revision: 09/17/2007

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	11.56
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	17.03
01280 - Receptionist	9.06
01290 - Rental Clerk	9.76
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	17.46
01420 - Survey Worker	12.10
01531 - Travel Clerk I	10.34
01532 - Travel Clerk II	10.97
01533 - Travel Clerk III	11.51
01611 - Word Processor I	13.29
01612 - Word Processor II	14.92
01613 - Word Processor III	16.69
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	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	11.96
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	9.21
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	9.71
12000 - Health Occupations	
12010 - Ambulance Driver	13.21
12011 - Breath Alcohol Technician	13.76
12012 - Certified Occupational Therapist Assistant	16.64
12015 - Certified Physical Therapist Assistant	16.64
12020 - Dental Assistant	11.27
12025 - Dental Hygienist	20.28
12030 - EKG Technician	20.84
12035 - Electroneurodiagnostic Technologist	20.84
12040 - Emergency Medical Technician	13.21
12071 - Licensed Practical Nurse I	12.30
12072 - Licensed Practical Nurse II	13.76
12073 - Licensed Practical Nurse III	15.34
12100 - Medical Assistant	10.80
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	30.24
12221 - Nursing Assistant I	9.31
12222 - Nursing Assistant II	9.54
12223 - Nursing Assistant III	11.70
12224 - Nursing Assistant IV	13.13

12235 - Optical Dispenser	13.04
12236 - Optical Technician	11.65
12250 - Pharmacy Technician	11.63
12280 - Phlebotomist	12.98
12305 - Radiologic Technologist	20.23
12311 - Registered Nurse I	19.58
12312 - Registered Nurse II	23.94
12313 - Registered Nurse II, Specialist	23.94
12314 - Registered Nurse III	27.37
12315 - Registered Nurse III, Anesthetist	28.97
12316 - Registered Nurse IV	34.73
12317 - Scheduler (Drug and Alcohol Testing)	17.04
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	22.44
13050 - Library Aide/Clerk	8.07
13054 - Library Information Technology Systems Administrator	20.26
13058 - Library Technician	11.10
13061 - Media Specialist I	13.45
13062 - Media Specialist II	16.36
13063 - Media Specialist III	18.24
13071 - Photographer I	12.37
13072 - Photographer II	14.04
13073 - Photographer III	17.14
13074 - Photographer IV	21.74
13075 - Photographer V	25.37
13110 - Video Teleconference Technician	14.62
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.31
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	13.31
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)	33.17
15030 - Air Crew Training Devices Instructor (Pilot)	33.17
15050 - Computer Based Training Specialist / Instructor	25.72
15060 - Educational Technologist	25.71
15070 - Flight Instructor (Pilot)	33.17
15080 - Graphic Artist	19.07
15090 - Technical Instructor	17.84
15095 - Technical Instructor/Course Developer	21.82
15110 - Test Proctor	14.40
15120 - Tutor	14.40
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	10.34
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	16.57
21040 - Material Expediter	16.57
21050 - Material Handling Laborer	10.38
21071 - Order Filler	10.73
21080 - Production Line Worker (Food Processing)	12.81
21110 - Shipping Packer	12.21
21130 - Shipping/Receiving Clerk	12.21
21140 - Store Worker I	12.77
21150 - Stock Clerk	14.96
21210 - Tools and Parts Attendant	12.81
21410 - Warehouse Specialist	12.81
23000 - Mechanics and Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.64
23021 - Aircraft Mechanic I	20.60
23022 - Aircraft Mechanic II	21.64
23023 - Aircraft Mechanic III	22.72
23040 - Aircraft Mechanic Helper	16.74
23050 - Aircraft, Painter	19.51
23060 - Aircraft Servicer	18.27
23080 - Aircraft Worker	19.07
23110 - Appliance Mechanic	15.97
23120 - Bicycle Repairer	12.36
23125 - Cable Splicer	21.80
23130 - Carpenter, Maintenance	15.40
23140 - Carpet Layer	14.60
23160 - Electrician, Maintenance	18.11
23181 - Electronics Technician Maintenance I	18.84
23182 - Electronics Technician Maintenance II	19.85
23183 - Electronics Technician Maintenance III	21.57
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	20.60
23381 - Ground Support Equipment Servicer	18.27
23382 - Ground Support Equipment Worker	19.07
23391 - Gunsmith I	15.07
23392 - Gunsmith II	16.37
23393 - Gunsmith III	17.57
23410 - Heating, Ventilation & Air-Conditioning Mechanic	15.84
23411 - Heating, Ventilation & Air Conditioning Mechanic (R&D Facility)	16.05
23430 - Heavy Equipment Mechanic	17.47
23440 - Heavy Equipment Operator	15.09
23460 - Instrument Mechanic	17.57
23465 - Laboratory/Shelter Mechanic	16.98
23470 - Laborer	10.38
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	8.73
24620 - Family Readiness and Support Services Coordinator	12.13
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	9.45
27008 - Corrections Officer	11.87
27010 - Court Security Officer	13.91
27030 - Detection Dog Handler	13.94
27040 - Detention Officer	12.79
27070 - Firefighter	15.28
27101 - Guard I	9.45
27102 - Guard II	13.94
27131 - Police Officer I	14.75
27132 - Police Officer II	16.36
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	12.36
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	13.83
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	10.09
28630 - Sports Official	11.01
28690 - Swimming Pool Operator	14.77
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)	32.97
30011 - Air Traffic Control Specialist, Station (HFO) (2)	22.73
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.03
30021 - Archeological Technician I	16.28
30022 - Archeological Technician II	18.25
30023 - Archeological Technician III	22.56
30030 - Cartographic Technician	24.35
30040 - Civil Engineering Technician	15.17
30061 - Drafter/CAD Operator I	16.94
30062 - Drafter/CAD Operator II	20.60
30063 - Drafter/CAD Operator III	21.32
30064 - Drafter/CAD Operator IV	26.24
30081 - Engineering Technician I	14.77
30082 - Engineering Technician II	16.58
30083 - Engineering Technician III	18.58
30084 - Engineering Technician IV	22.98
30085 - Engineering Technician V	28.80
30086 - Engineering Technician VI	34.00
30090 - Environmental Technician	23.70
30210 - Laboratory Technician	18.70
30240 - Mathematical Technician	22.31
30361 - Paralegal/Legal Assistant I	15.09
30362 - Paralegal/Legal Assistant II	18.49
30363 - Paralegal/Legal Assistant III	22.64
30364 - Paralegal/Legal Assistant IV	27.37
30390 - Photo-Optics Technician	22.04
30461 - Technical Writer I	21.10
30462 - Technical Writer II	25.77
30463 - Technical Writer III	31.21
30491 - Unexploded Ordnance (UXO) Technician I	20.95
30492 - Unexploded Ordnance (UXO) Technician II	25.35
30493 - Unexploded Ordnance (UXO) Technician III	30.39
30494 - Unexploded (UXO) Safety Escort	20.95
30495 - Unexploded (UXO) Sweep Personnel	20.95
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)	18.89
30621 - Weather Observer, Senior (2)	20.94
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	8.72
31030 - Bus Driver	13.56
31043 - Driver Courier	10.74
31260 - Parking and Lot Attendant	7.09
31290 - Shuttle Bus Driver	11.24
31310 - Taxi Driver	9.99
31361 - Truckdriver, Light	11.24
31362 - Truckdriver, Medium	15.35
31363 - Truckdriver, Heavy	15.21
31364 - Truckdriver, Tractor-Trailer	15.21
99000 - Miscellaneous Occupations	
99030 - Cashier	7.31
99050 - Desk Clerk	9.13
99095 - Embalmer	20.95
99251 - Laboratory Animal Caretaker I	10.19
99252 - Laboratory Animal Caretaker II	10.48
99310 - Mortician	20.95
99410 - Pest Controller	12.79
99510 - Photofinishing Worker	11.01
99710 - Recycling Laborer	13.98
99711 - Recycling Specialist	15.40
99730 - Refuse Collector	12.24
99810 - Sales Clerk	10.23
99820 - School Crossing Guard	12.89
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 $3.16 per hour computed on the basis of all hours worked by service employees employed on the contract.

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

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

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

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

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

** UNIFORM ALLOWANCE **

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

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

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation) 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.

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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
William W.Gross Director — Division of Wage Determinations	Wage Determination No.: 2005-2376 Revision No.: 4 Date of Revision: 09/26/2007

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 Weschester 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	14.33
01012 - Accounting Clerk II	16.28
01013 - Accounting Clerk III	20.96
01020 - Administrative Assistant	27.78
01040 - Court Reporter	21.19
01051 - Data Entry Operator I	13.95
01052 - Data Entry Operator II	15.22
01060 - Dispatcher, Motor Vehicle	25.16
01070 - Document Preparation Clerk	15.15
01090 - Duplicating Machine Operator	14.03
01111 - General Clerk I	13.47
01112 - General Clerk II	15.41
01113 - General Clerk III	17.11
01120 - Housing Referral Assistant	22.74
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	22.12
01270 - Production Control Clerk	22.12
01280 - Receptionist	15.28
01290 - Rental Clerk	17.74
01300 - Scheduler, Maintenance	17.50
01311 - Secretary I	17.50
01312 - Secretary II	21.38
01313 - Secretary III	22.74
01320 - Service Order Dispatcher	20.00
01410 - Supply Technician	27.78
01420 - Survey Worker	19.06
01531 - Travel Clerk I	14.30
01532 - Travel Clerk II	15.50
01533 - Travel Clerk III	16.83

01611 - Word Processor I	16.51
01612 - Word Processor II	18.49
01613 - Word Processor III	21.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	26.94
05010 - Automotive Electrician	27.14
05040 - Automotive Glass Installer	26.01
05070 - Automotive Worker	26.01
05110 - Mobile Equipment Servicer	23.26
05130 - Motor Equipment Metal Mechanic	28.87
05160 - Motor Equipment Metal Worker	26.01
05190 - Motor Vehicle Mechanic	28.27
05220 - Motor Vehicle Mechanic Helper	22.05
05250 - Motor Vehicle Upholstery Worker	24.88
05280 - Motor Vehicle Wrecker	26.01
05310 - Painter, Automotive	27.14
05340 - Radiator Repair Specialist	26.01
05370 - Tire Repairer	18.22
05400 - Transmission Repair Specialist	28.27
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	15.05
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	16.25
12000 - Health Occupations	
12010 - Ambulance Driver	18.77
12011 - Breath Alcohol Technician	22.06
12012 - Certified Occupational Therapist Assistant	20.71
12015 - Certified Physical Therapist Assistant	19.52
12020 - Dental Assistant	15.42
12025 - Dental Hygienist	32.27
12030 - EKG Technician	23.64
12035 - Electroneurodiagnostic Technologist	23.64
12040 - Emergency Medical Technician	20.65
12071 - Licensed Practical Nurse I	18.36
12072 - Licensed Practical Nurse II	20.66
12073 - Licensed Practical Nurse III	22.95
12100 - Medical Assistant	15.22
12130 - Medical Laboratory Technician	20.30
12160 - Medical Record Clerk	17.28
12190 - Medical Record Technician	19.68

12195 - Medical Transcriptionist	17.28
12210 - Nuclear Medicine Technologist	32.31
12221 - Nursing Assistant I	9.80
12222 - Nursing Assistant II	13.16
12223 - Nursing Assistant III	14.36
12224 - Nursing Assistant IV	16.01
12235 - Optical Dispenser	21.71
12236 - Optical Technician	14.20
12250 - Pharmacy Technician	13.74
12280 - Phlebotomist	14.26
12305 - Radiologic Technologist	27.33
12311 - Registered Nurse I	31.55
12312 - Registered Nurse II	34.68
12313 - Registered Nurse II, Specialist	34.68
12314 - Registered Nurse III	43.98
12315 - Registered Nurse III, Anesthetist	43.98
12316 - Registered Nurse IV	52.78
12317 - Scheduler (Drug and Alcohol Testing)	25.47
13000 - Information and Arts Occupations	
13011 - Exhibits Specialist I	21.91
13012 - Exhibits Specialist II	29.59
13013 - Exhibits Specialist III	33.39
13041 - Illustrator I	21.91
13042 - Illustrator II	26.70
13043 - Illustrator III	30.13
13047 - Librarian	37.25
13050 - Library Aide/Clerk	14.35
13054 - Library Information Technology Systems Administrator	29.89
13058 - Library Technician	21.91
13061 - Media Specialist I	19.56
13062 - Media Specialist II	21.78
13063 - Media Specialist III	24.18
13071 - Photographer I	18.78
13072 - Photographer II	21.93
13073 - Photographer III	29.89
13074 - Photographer IV	34.99
13075 - Photographer V	42.32
13110 - Video Teleconference Technician	18.78
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.75
14042 - Computer Operator II	21.07
14043 - Computer Operator III	23.60
14044 - Computer Operator IV	26.94
14045 - Computer Operator V	28.87
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	18.75
14160 - Personal Computer Support Technician	26.94
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	35.73
15020 - Aircrew Training Devices Instructor (Rated)	40.44
15030 - Air Crew Training Devices Instructor (Pilot)	44.50
15050 - Computer Based Training Specialist / Instructor	35.73
15060 - Educational Technologist	29.38
15070 - Flight Instructor (Pilot)	44.50
15080 - Graphic Artist	30.38
15090 - Technical Instructor	28.58
15095 - Technical Instructor/Course Developer	34.85

15110 - Test Proctor	23.24
15120 - Tutor	23.24
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.40
16030 - Counter Attendant	10.40
16040 - Dry Cleaner	12.80
16070 - Finisher, Flatwork, Machine	10.40
16090 - Presser, Hand	10.40
16110 - Presser, Machine, Drycleaning	10.40
16130 - Presser, Machine, Shirts	10.40
16160 - Presser, Machine, Wearing Apparel, Laundry	10.40
16190 - Sewing Machine Operator	13.59
16220 - Tailor	14.36
16250 - Washer, Machine	11.27
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	16.96
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)	16.96
21110 - Shipping Packer	15.28
21130 - Shipping/Receiving Clerk	15.28
21140 - Store Worker I	13.48
21150 - Stock Clerk	16.89
21210 - Tools and Parts Attendant	16.96
21410 - Warehouse Specialist	16.96
23000 - Mechanics and Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.47
23021 - Aircraft Mechanic I	26.16
23022 - Aircraft Mechanic II	27.47
23023 - Aircraft Mechanic III	28.84
23040 - Aircraft Mechanic Helper	21.12
23050 - Aircraft, Painter	21.21
23060 - Aircraft Servicer	23.13
23080 - Aircraft Worker	24.13
23110 - Appliance Mechanic	20.36
23120 - Bicycle Repairer	17.13
23125 - Cable Splicer	31.99
23130 - Carpenter, Maintenance	28.34
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	23.18
23290 - Fire Alarm System Mechanic	21.67
23310 - Fire Extinguisher Repairer	20.54
23311 - Fuel Distribution System Mechanic	25.98
23312 - Fuel Distribution System Operator	21.56
23370 - General Maintenance Worker	20.88
23380 - Ground Support Equipment Mechanic	26.16
23381 - Ground Support Equipment Servicer	23.13
23382 - Ground Support Equipment Worker	24.13
23391 - Gunsmith I	20.54
23392 - Gunsmith II	22.77
23393 - Gunsmith III	24.75
23410 - Heating, Ventilation & Air-Conditioning Mechanic	22.97
23411 - Heating, Ventilation & Air Conditioning Mechanic (R&D Facility)	23.88
23430 - Heavy Equipment Mechanic	24.59

23440 - Heavy Equipment Operator	34.38
23460 - Instrument Mechanic	25.56
23465 - Laboratory/Shelter Mechanic	23.76
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	26.65
23710 - Office Appliance Repairer	22.95
23760 - Painter, Maintenance	23.15
23790 - Pipefitter, Maintenance	29.89
23810 - Plumber, Maintenance	30.95
23820 - Pneudraulic Systems Mechanic	24.75
23850 - Rigger	23.02
23870 - Scale Mechanic	22.77
23890 - Sheet-Metal Worker, Maintenance	30.55
23910 - Small Engine Mechanic	19.30
23931 - Telecommunications Mechanic I	29.13
23932 - Telecommunications Mechanic II	31.02
23950 - Telephone Lineman	29.12
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	13.87
24580 - Child Care Center Clerk	17.30
24610 - Chore Aide	12.67
24620 - Family Readiness And Support Services Coordinator	14.25
24630 - Homemaker	19.21
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	17.32
27007 - Baggage Inspector	15.39
27008 - Corrections Officer	27.21
27010 - Court Security Officer	27.55
27030 - Detection Dog Handler	19.61
27040 - Detention Officer	27.21
27070 - Firefighter	27.88
27101 - Guard I	15.39
27102 - Guard II	19.61
27131 - Police Officer I	29.43
27132 - Police Officer II	32.67
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	13.67
28310 - Lifeguard	11.94
28350 - Park Attendant (Aide)	15.29
28510 - Recreation Aide/Health Facility Attendant	11.17
28515 - Recreation Specialist	18.95
28630 - Sports Official	12.18
28690 - Swimming Pool Operator	20.98

29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker and Bracer	27.18
29020 - Hatch Tender	27.18
29030 - Line Handler	27.18
29041 - Stevedore I	23.69
29042 - Stevedore II	25.77
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	36.47
30011 - Air Traffic Control Specialist, Station (HFO) (2)	25.15
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	27.69
30021 - Archeological Technician I	16.92
30022 - Archeological Technician II	18.37
30023 - Archeological Technician III	25.52
30030 - Cartographic Technician	25.52
30040 - Civil Engineering Technician	24.06
30061 - Drafter/CAD Operator I	18.43
30062 - Drafter/CAD Operator II	21.41
30063 - Drafter/CAD Operator III	23.77
30064 - Drafter/CAD Operator IV	27.62
30081 - Engineering Technician I	17.77
30082 - Engineering Technician II	19.99
30083 - Engineering Technician III	24.15
30084 - Engineering Technician IV	27.76
30085 - Engineering Technician V	32.62
30086 - Engineering Technician VI	38.07
30090 - Environmental Technician	22.90
30210 - Laboratory Technician	21.67
30240 - Mathematical Technician	25.11
30361 - Paralegal/Legal Assistant I	21.14
30362 - Paralegal/Legal Assistant II	26.91
30363 - Paralegal/Legal Assistant III	32.98
30364 - Paralegal/Legal Assistant IV	39.71
30390 - Photo-Optics Technician	25.91
30461 - Technical Writer I	25.87
30462 - Technical Writer II	31.65
30463 - Technical Writer III	38.30
30491 - Unexploded Ordnance (UXO) Technician I	23.17
30492 - Unexploded Ordnance (UXO) Technician II	28.04
30493 - Unexploded Ordnance (UXO) Technician III	33.61
30494 - Unexploded (UXO) Safety Escort	23.17
30495 - Unexploded (UXO) Sweep Personnel	23.17
30620 - Weather Observer, Combined Upper Air or Surface Programs (2)	23.77
30621 - Weather Observer, Senior (2)	26.95
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	16.40
31030 - Bus Driver	19.89
31043 - Driver Courier	16.72
31260 - Parking and Lot Attendant	10.97
31290 - Shuttle Bus Driver	17.75
31310 - Taxi Driver	15.21
31361 - Truckdriver, Light	17.75
31362 - Truckdriver, Medium	18.76
31363 - Truckdriver, Heavy	23.10
31364 - Truckdriver, Tractor-Trailer	23.10
99000 - Miscellaneous Occupations	
99030 - Cashier	10.95
99050 - Desk Clerk	16.69
99095 - Embalmer	28.51
99251 - Laboratory Animal Caretaker I	16.32
99252 - Laboratory Animal Caretaker II	17.14
99310 - Mortician	30.19
99410 - Pest Controller	18.75
99510 - Photofinishing Worker	14.14

99710 - Recycling Laborer	15.57
99711 - Recycling Specialist	17.72
99730 - Refuse Collector	14.67
99810 - Sales Clerk	12.66
99820 - School Crossing Guard	14.67
99830 - Survey Party Chief	21.32
99831 - Surveying Aide	13.95
99832 - Surveying Technician	19.12
99840 - Vending Machine Attendant	15.86
99841 - Vending Machine Repairer	19.40
99842 - Vending Machine Repairer Helper	15.68

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $3.16 per hour computed on the basis of all hours worked by service employees employed on the contract.

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

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

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

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and

pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

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

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation) 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.

WD 05-2416 (Rev.-6) was first posted on www.wdol.gov on 07/24/2007
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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
William W.Gross Director — Division of Wage Determinations	Wage Determination No.: 2005-2416 Revision No.: 6 Date of Revision: 07/18/2007

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	21.22
01040 - Court Reporter	16.98
01051 - Data Entry Operator I	12.06
01052 - Data Entry Operator II	13.87
01060 - Dispatcher, Motor Vehicle	15.94
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	17.82
01270 - Production Control Clerk	17.82
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	14.46
01410 - Supply Technician	21.22
01420 - Survey Worker	13.73
01531 - Travel Clerk I	11.44
01532 - Travel Clerk II	12.28
01533 - Travel Clerk III	13.77
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	9.28
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	10.63
11060 - Elevator Operator	10.63
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	10.47
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	15.32
12012 - Certified Occupational Therapist Assistant	19.83
12015 - Certified Physical Therapist Assistant	19.24
12020 - Dental Assistant	14.26
12025 - Dental Hygienist	30.61
12030 - EKG Technician	20.97
12035 - Electroneurodiagnostic Technologist	25.64
12040 - Emergency Medical Technician	15.99
12071 - Licensed Practical Nurse I	15.16
12072 - Licensed Practical Nurse II	17.04
12073 - Licensed Practical Nurse III	19.04
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	9.23
12222 - Nursing Assistant II	10.38
12223 - Nursing Assistant III	11.33
12224 - Nursing Assistant IV	12.71

12235 - Optical Dispenser	16.25
12236 - Optical Technician	14.97
12250 - Pharmacy Technician	13.32
12280 - Phlebotomist	12.71
12305 - Radiologic Technologist	21.03
12311 - Registered Nurse I	22.85
12312 - Registered Nurse II	26.08
12313 - Registered Nurse II, Specialist	26.08
12314 - Registered Nurse III	29.54
12315 - Registered Nurse III, Anesthetist	29.54
12316 - Registered Nurse IV	35.37
12317 - Scheduler (Drug and Alcohol Testing)	18.99
13000 - Information and Arts Occupations	
13011 - Exhibits Specialist I	20.58
13012 - Exhibits Specialist II	23.96
13013 - Exhibits Specialist III	27.61
13041 - Illustrator I	20.15
13042 - Illustrator II	24.97
13043 - Illustrator III	29.14
13047 - Librarian	29.41
13050 - Library Aide/Clerk	13.28
13054 - Library Information Technology Systems Administrator	20.04
13058 - Library Technician	17.17
13061 - Media Specialist I	15.21
13062 - Media Specialist II	17.03
13063 - Media Specialist III	18.98
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	15.21
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.83
14042 - Computer Operator II	16.65
14043 - Computer Operator III	18.61
14044 - Computer Operator IV	22.64
14045 - Computer Operator V	25.06
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	13.83
14160 - Personal Computer Support Technician	22.64
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	24.50
15020 - Aircrew Training Devices Instructor (Rated)	32.39
15030 - Air Crew Training Devices Instructor (Pilot)	34.19
15050 - Computer Based Training Specialist / Instructor	30.23
15060 - Educational Technologist	27.14
15070 - Flight Instructor (Pilot)	35.51
15080 - Graphic Artist	20.49
15090 - Technical Instructor	17.84
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	8.63
16030 - Counter Attendant	8.63
16040 - Dry Cleaner	10.77

16070 - Finisher, Flatwork, Machine	8.63
16090 - Presser, Hand	8.63
16110 - Presser, Machine, Drycleaning	8.63
16130 - Presser, Machine, Shirts	8.63
16160 - Presser, Machine, Wearing Apparel, Laundry	8.63
16190 - Sewing Machine Operator	11.48
16220 - Tailor	12.21
16250 - Washer, Machine	9.34
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	12.64
21080 - Production Line Worker (Food Processing)	16.71
21110 - Shipping Packer	14.70
21130 - Shipping/Receiving Clerk	14.70
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	24.13
23130 - Carpenter, Maintenance	20.15
23140 - Carpet Layer	20.82
23160 - Electrician, Maintenance	25.76
23181 - Electronics Technician Maintenance I	19.98
23182 - Electronics Technician Maintenance II	20.89
23183 - Electronics Technician Maintenance III	26.65
23260 - Fabric Worker	18.25
23290 - Fire Alarm System Mechanic	20.09
23310 - Fire Extinguisher Repairer	16.48
23311 - Fuel Distribution System Mechanic	24.03
23312 - Fuel Distribution System Operator	19.73
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	16.44
23392 - Gunsmith II	18.53
23393 - Gunsmith III	19.50
23410 - Heating, Ventilation & Air-Conditioning Mechanic	19.63
23411 - Heating, Ventilation & Air Conditioning Mechanic (R&D Facility)	20.61
23430 - Heavy Equipment Mechanic	19.47
23440 - Heavy Equipment Operator	21.75
23460 - Instrument Mechanic	23.32
23465 - Laboratory/Shelter Mechanic	19.38
23470 - Laborer	13.23
23510 - Locksmith	18.73
23530 - Machinery Maintenance Mechanic	21.80

23550 - Machinist, Maintenance	20.95
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	22.03
23910 - Small Engine Mechanic	18.02
23931 - Telecommunications Mechanic I	21.71
23932 - Telecommunications Mechanic II	22.49
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	22.70
25040 - Sewage Plant Operator	21.29
25070 - Stationary Engineer	22.70
25190 - Ventilation Equipment Tender	17.46
25210 - Water Treatment Plant Operator	21.29
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.68
27007 - Baggage Inspector	10.20
27008 - Corrections Officer	17.95
27010 - Court Security Officer	21.43
27030 - Detection Dog Handler	14.83
27040 - Detention Officer	17.95
27070 - Firefighter	19.39
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	12.72
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.39
28515 - Recreation Specialist	14.04
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	16.93
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)	33.95
30011 - Air Traffic Control Specialist, Station (HFO) (2)	23.40
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.78
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	21.97
30462 - Technical Writer II	24.17
30463 - Technical Writer III	24.95
30491 - Unexploded Ordnance (UXO) Technician I	21.57
30492 - Unexploded Ordnance (UXO) Technician II	26.10
30493 - Unexploded Ordnance (UXO) Technician III	31.28
30494 - Unexploded (UXO) Safety Escort	21.57
30495 - Unexploded (UXO) Sweep Personnel	21.57
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)	20.82
30621 - Weather Observer, Senior (2)	24.89
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	13.46
31030 - Bus Driver	18.11
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	21.63
31364 - Truckdriver, Tractor-Trailer	21.72
99000 - Miscellaneous Occupations	
99030 - Cashier	9.70
99050 - Desk Clerk	10.13
99095 - Embalmer	22.34
99251 - Laboratory Animal Caretaker I	9.85
99252 - Laboratory Animal Caretaker II	10.34
99310 - Mortician	29.76
99410 - Pest Controller	14.95
99510 - Photofinishing Worker	11.56
99710 - Recycling Laborer	15.37
99711 - Recycling Specialist	16.91
99730 - Refuse Collector	14.63
99810 - Sales Clerk	11.22
99820 - School Crossing Guard	10.99
99830 - Survey Party Chief	19.93

99831	- Surveying Aide	11.37
99832	- Surveying Technician	17.07
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 $3.16 per hour computed on the basis of all hours worked by service employees employed on the contract.

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

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

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

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

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

** UNIFORM ALLOWANCE **

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

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

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation) 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.

WD 05-2512 (Rev.-4) was first posted on www.wdol.gov on 06/05/2007
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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
William W.Gross Director — Division of Wage Determinations	Wage Determination No.: 2005-2512 Revision No.: 4 Date of Revision: 05/29/2007

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	11.59
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	8.70
01052 - Data Entry Operator II	10.07
01060 - Dispatcher, Motor Vehicle	13.09
01070 - Document Preparation Clerk	11.19
01090 - Duplicating Machine Operator	11.19
01111 - General Clerk I	9.22
01112 - General Clerk II	10.10
01113 - General Clerk III	11.29
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	14.54
01270 - Production Control Clerk	13.50
01280 - Receptionist	8.71
01290 - Rental Clerk	9.31
01300 - Scheduler, Maintenance	10.66
01311 - Secretary I	10.66
01312 - Secretary II	12.97
01313 - Secretary III	14.58
01320 - Service Order Dispatcher	10.66
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	11.23
01612 - Word Processor II	12.61
01613 - Word Processor III	14.11
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	7.01
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	7.40
11060 - Elevator Operator	7.25
11090 - Gardener	10.97
11122 - Housekeeping Aide	7.25
11150 - Janitor	7.81
11210 - Laborer, Grounds Maintenance	8.22
11240 - Maid or Houseman	6.60
11260 - Pruner	7.43
11270 - Tractor Operator	10.06
11330 - Trail Maintenance Worker	8.22
11360 - Window Cleaner	8.78
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	18.95
12020 - Dental Assistant	12.22
12025 - Dental Hygienist	24.36
12030 - EKG Technician	22.24
12035 - Electroneurodiagnostic Technologist	22.24
12040 - Emergency Medical Technician	12.30
12071 - Licensed Practical Nurse I	14.72
12072 - Licensed Practical Nurse II	16.48
12073 - Licensed Practical Nurse III	18.37
12100 - Medical Assistant	10.35
12130 - Medical Laboratory Technician	12.62
12160 - Medical Record Clerk	11.83
12190 - Medical Record Technician	14.22
12195 - Medical Transcriptionist	13.04
12210 - Nuclear Medicine Technologist	31.88
12221 - Nursing Assistant I	8.17
12222 - Nursing Assistant II	9.18
12223 - Nursing Assistant III	10.02

12224 - Nursing Assistant IV	11.25
12235 - Optical Dispenser	9.94
12236 - Optical Technician	8.88
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	12.29
12305 - Radiologic Technologist	23.81
12311 - Registered Nurse I	21.71
12312 - Registered Nurse II	25.92
12313 - Registered Nurse II, Specialist	25.92
12314 - Registered Nurse III	31.36
12315 - Registered Nurse III, Anesthetist	31.36
12316 - Registered Nurse IV	37.60
12317 - Scheduler (Drug and Alcohol Testing)	18.51
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	10.64
13054 - Library Information Technology Systems Administrator	20.32
13058 - Library Technician	15.05
13061 - Media Specialist I	11.89
13062 - Media Specialist II	15.05
13063 - Media Specialist III	16.78
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	11.63
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)	25.10
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	11.63
14160 - Personal Computer Support Technician	22.41
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	22.15
15020 - Aircrew Training Devices Instructor (Rated)	29.22
15030 - Air Crew Training Devices Instructor (Pilot)	32.14
15050 - Computer Based Training Specialist / Instructor	25.10
15060 - Educational Technologist	28.33
15070 - Flight Instructor (Pilot)	32.14
15080 - Graphic Artist	19.52
15090 - Technical Instructor	16.89
15095 - Technical Instructor/Course Developer	20.66
15110 - Test Proctor	13.64
15120 - Tutor	13.64
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	7.03
16030 - Counter Attendant	7.03

16040 - Dry Cleaner	8.56
16070 - Finisher, Flatwork, Machine	7.03
16090 - Presser, Hand	7.03
16110 - Presser, Machine, Drycleaning	7.03
16130 - Presser, Machine, Shirts	7.03
16160 - Presser, Machine, Wearing Apparel, Laundry	7.03
16190 - Sewing Machine Operator	9.05
16220 - Tailor	9.57
16250 - Washer, Machine	7.54
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	7.85
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	8.93
21150 - Stock Clerk	11.80
21210 - Tools and Parts Attendant	10.86
21410 - Warehouse Specialist	10.86
23000 - Mechanics and Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.76
23021 - Aircraft Mechanic I	22.64
23022 - Aircraft Mechanic II	23.76
23023 - Aircraft Mechanic III	24.95
23040 - Aircraft Mechanic Helper	15.58
23050 - Aircraft, Painter	17.75
23060 - Aircraft Servicer	18.30
23080 - Aircraft Worker	19.75
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	17.47
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	22.64
23381 - Ground Support Equipment Servicer	18.30
23382 - Ground Support Equipment Worker	19.75
23391 - Gunsmith I	9.68
23392 - Gunsmith II	11.96
23393 - Gunsmith III	13.34
23410 - Heating, Ventilation And Air-Conditioning Mechanic	15.63
23411 - Heating, Ventilation And Air Contditioning 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	12.42
23470 - Laborer	7.85

23510 - Locksmith	14.67
23530 - Machinery Maintenance Mechanic	16.14
23550 - Machinist, Maintenance	15.98
23580 - Maintenance Trades Helper	10.75
23591 - Metrology Technician I	15.63
23592 - Metrology Technician II	16.66
23593 - Metrology Technician III	17.65
23640 - Millwright	17.46
23710 - Office Appliance Repairer	15.62
23760 - Painter, Maintenance	14.67
23790 - Pipefitter, Maintenance	17.02
23810 - Plumber, Maintenance	15.97
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
23931 - Telecommunications Mechanic I	18.70
23932 - Telecommunications Mechanic II	19.89
23950 - Telephone Lineman	18.05
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
24610 - Chore Aide	6.23
24620 - Family Readiness and Support Services Coordinator	8.27
24630 - Homemaker	12.70
25000 - Plant and System Operations Occupations	
25010 - Boiler Tender	16.75
25040 - Sewage Plant Operator	15.63
25070 - Stationary Engineer	16.75
25190 - Ventilation Equipment Tender	10.98
25210 - Water Treatment Plant Operator	15.63
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.56
27007 - Baggage Inspector	8.77
27008 - Corrections Officer	17.48
27010 - Court Security Officer	17.48
27030 - Detection Dog Handler	13.56
27040 - Detention Officer	17.48
27070 - Firefighter	19.83
27101 - Guard I	8.77
27102 - Guard II	13.56
27131 - Police Officer I	21.41
27132 - Police Officer II	23.78
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.95
28042 - Carnival Equipment Repairer	10.85
28043 - Carnival Equipment Worker	7.22
28210 - Gate Attendant/Gate Tender	12.36
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	13.83
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	12.82
28630 - Sports Official	11.01
28690 - Swimming Pool Operator	12.38
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker and Bracer	15.20
29020 - Hatch Tender	15.20
29030 - Line Handler	15.20

29041 - Stevedore I	14.81
29042 - Stevedore II	18.11
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	32.97
30011 - Air Traffic Control Specialist, Station (HFO) (2)	22.73
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.03
30021 - Archeological Technician I	17.29
30022 - Archeological Technician II	19.33
30023 - Archeological Technician III	23.95
30030 - Cartographic Technician	25.12
30040 - Civil Engineering Technician	18.93
30061 - Drafter/CAD Operator I	13.84
30062 - Drafter/CAD Operator II	15.49
30063 - Drafter/CAD Operator III	19.99
30064 - Drafter/CAD Operator IV	26.25
30081 - Engineering Technician I	12.42
30082 - Engineering Technician II	15.45
30083 - Engineering Technician III	18.43
30084 - Engineering Technician IV	22.69
30085 - Engineering Technician V	26.70
30086 - Engineering Technician VI	31.68
30090 - Environmental Technician	18.11
30210 - Laboratory Technician	18.06
30240 - Mathematical Technician	24.90
30361 - Paralegal/Legal Assistant I	15.99
30362 - Paralegal/Legal Assistant II	19.86
30363 - Paralegal/Legal Assistant III	23.84
30364 - Paralegal/Legal Assistant IV	29.39
30390 - Photo-Optics Technician	22.90
30461 - Technical Writer I	20.50
30462 - Technical Writer II	25.07
30463 - Technical Writer III	30.33
30491 - Unexploded Ordnance (UXO) Technician I	20.95
30492 - Unexploded Ordnance (UXO) Technician II	25.35
30493 - Unexploded Ordnance (UXO) Technician III	30.39
30494 - Unexploded (UXO) Safety Escort	20.95
30495 - Unexploded (UXO) Sweep Personnel	20.95
30620 - Weather Observer, Combined Upper Air Or Surface Programs (3)	19.46
30621 - Weather Observer, Senior (3)	19.97
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	8.50
31030 - Bus Driver	13.23
31043 - Driver Courier	11.32
31260 - Parking and Lot Attendant	6.82
31290 - Shuttle Bus Driver	12.39
31310 - Taxi Driver	9.55
31361 - Truckdriver, Light	12.39
31362 - Truckdriver, Medium	14.19
31363 - Truckdriver, Heavy	14.73
31364 - Truckdriver, Tractor-Trailer	14.73
99000 - Miscellaneous Occupations	
99030 - Cashier	7.05
99050 - Desk Clerk	9.41
99095 - Embalmer	20.95
99251 - Laboratory Animal Caretaker I	8.82
99252 - Laboratory Animal Caretaker II	9.78
99310 - Mortician	20.02
99410 - Pest Controller	13.39
99510 - Photofinishing Worker	10.36
99710 - Recycling Laborer	8.87
99711 - Recycling Specialist	11.32
99730 - Refuse Collector	7.65
99810 - Sales Clerk	8.96

99820 - School Crossing Guard	8.48
99830 - Survey Party Chief	15.55
99831 - Surveying Aide	10.77
99832 - Surveying Technician	12.71
99840 - Vending Machine Attendant	8.97
99841 - Vending Machine Repairer	11.40
99842 - Vending Machine Repairer Helper	8.97

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $3.16 per hour computed on the basis of all hours worked by service employees employed on the contract.

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

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

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

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

explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

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

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

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

Conformance Process:

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

16040 - Dry Cleaner	8.56
16070 - Finisher, Flatwork, Machine	7.03
16090 - Presser, Hand	7.03
16110 - Presser, Machine, Drycleaning	7.03
16130 - Presser, Machine, Shirts	7.03
16160 - Presser, Machine, Wearing Apparel, Laundry	7.03
16190 - Sewing Machine Operator	9.05
16220 - Tailor	9.57
16250 - Washer, Machine	7.54
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	7.85
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	8.93
21150 - Stock Clerk	11.80
21210 - Tools and Parts Attendant	10.86
21410 - Warehouse Specialist	10.86
23000 - Mechanics and Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.76
23021 - Aircraft Mechanic I	22.64
23022 - Aircraft Mechanic II	23.76
23023 - Aircraft Mechanic III	24.95
23040 - Aircraft Mechanic Helper	15.58
23050 - Aircraft, Painter	17.75
23060 - Aircraft Servicer	18.30
23080 - Aircraft Worker	19.75
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	17.47
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	22.64
23381 - Ground Support Equipment Servicer	18.30
23382 - Ground Support Equipment Worker	19.75
23391 - Gunsmith I	9.68
23392 - Gunsmith II	11.96
23393 - Gunsmith III	13.34
23410 - Heating, Ventilation And Air-Conditioning Mechanic	15.63
23411 - Heating, Ventilation And Air Contditioning 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	12.42
23470 - Laborer	7.85

23510 - Locksmith	14.67
23530 - Machinery Maintenance Mechanic	16.14
23550 - Machinist, Maintenance	15.98
23580 - Maintenance Trades Helper	10.75
23591 - Metrology Technician I	15.63
23592 - Metrology Technician II	16.66
23593 - Metrology Technician III	17.65
23640 - Millwright	17.46
23710 - Office Appliance Repairer	15.62
23760 - Painter, Maintenance	14.67
23790 - Pipefitter, Maintenance	17.02
23810 - Plumber, Maintenance	15.97
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
23931 - Telecommunications Mechanic I	18.70
23932 - Telecommunications Mechanic II	19.89
23950 - Telephone Lineman	18.05
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
24610 - Chore Aide	6.23
24620 - Family Readiness and Support Services Coordinator	8.27
24630 - Homemaker	12.70
25000 - Plant and System Operations Occupations	
25010 - Boiler Tender	16.75
25040 - Sewage Plant Operator	15.63
25070 - Stationary Engineer	16.75
25190 - Ventilation Equipment Tender	10.98
25210 - Water Treatment Plant Operator	15.63
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.56
27007 - Baggage Inspector	8.77
27008 - Corrections Officer	17.48
27010 - Court Security Officer	17.48
27030 - Detection Dog Handler	13.56
27040 - Detention Officer	17.48
27070 - Firefighter	19.83
27101 - Guard I	8.77
27102 - Guard II	13.56
27131 - Police Officer I	21.41
27132 - Police Officer II	23.78
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.95
28042 - Carnival Equipment Repairer	10.85
28043 - Carnival Equipment Worker	7.22
28210 - Gate Attendant/Gate Tender	12.36
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	13.83
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	12.82
28630 - Sports Official	11.01
28690 - Swimming Pool Operator	12.38
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker and Bracer	15.20
29020 - Hatch Tender	15.20
29030 - Line Handler	15.20

29041 - Stevedore I	14.81
29042 - Stevedore II	18.11
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	32.97
30011 - Air Traffic Control Specialist, Station (HFO) (2)	22.73
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.03
30021 - Archeological Technician I	17.29
30022 - Archeological Technician II	19.33
30023 - Archeological Technician III	23.95
30030 - Cartographic Technician	25.12
30040 - Civil Engineering Technician	18.93
30061 - Drafter/CAD Operator I	13.84
30062 - Drafter/CAD Operator II	15.49
30063 - Drafter/CAD Operator III	19.99
30064 - Drafter/CAD Operator IV	26.25
30081 - Engineering Technician I	12.42
30082 - Engineering Technician II	15.45
30083 - Engineering Technician III	18.43
30084 - Engineering Technician IV	22.69
30085 - Engineering Technician V	26.70
30086 - Engineering Technician VI	31.68
30090 - Environmental Technician	18.11
30210 - Laboratory Technician	18.06
30240 - Mathematical Technician	24.90
30361 - Paralegal/Legal Assistant I	15.99
30362 - Paralegal/Legal Assistant II	19.86
30363 - Paralegal/Legal Assistant III	23.84
30364 - Paralegal/Legal Assistant IV	29.39
30390 - Photo-Optics Technician	22.90
30461 - Technical Writer I	20.50
30462 - Technical Writer II	25.07
30463 - Technical Writer III	30.33
30491 - Unexploded Ordnance (UXO) Technician I	20.95
30492 - Unexploded Ordnance (UXO) Technician II	25.35
30493 - Unexploded Ordnance (UXO) Technician III	30.39
30494 - Unexploded (UXO) Safety Escort	20.95
30495 - Unexploded (UXO) Sweep Personnel	20.95
30620 - Weather Observer, Combined Upper Air Or Surface Programs (3)	19.46
30621 - Weather Observer, Senior (3)	19.97
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	8.50
31030 - Bus Driver	13.23
31043 - Driver Courier	11.32
31260 - Parking and Lot Attendant	6.82
31290 - Shuttle Bus Driver	12.39
31310 - Taxi Driver	9.55
31361 - Truckdriver, Light	12.39
31362 - Truckdriver, Medium	14.19
31363 - Truckdriver, Heavy	14.73
31364 - Truckdriver, Tractor-Trailer	14.73
99000 - Miscellaneous Occupations	
99030 - Cashier	7.05
99050 - Desk Clerk	9.41
99095 - Embalmer	20.95
99251 - Laboratory Animal Caretaker I	8.82
99252 - Laboratory Animal Caretaker II	9.78
99310 - Mortician	20.02
99410 - Pest Controller	13.39
99510 - Photofinishing Worker	10.36
99710 - Recycling Laborer	8.87
99711 - Recycling Specialist	11.32
99730 - Refuse Collector	7.65
99810 - Sales Clerk	8.96

99820	- School Crossing Guard	8.48
99830	- Survey Party Chief	15.55
99831	- Surveying Aide	10.77
99832	- Surveying Technician	12.71
99840	- Vending Machine Attendant	8.97
99841	- Vending Machine Repairer	11.40
99842	- Vending Machine Repairer Helper	8.97

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $3.16 per hour computed on the basis of all hours worked by service employees employed on the contract.

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

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

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

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

explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

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

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation) 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.

WD 05-2516 (Rev.-5) was first posted on www.wdol.gov on 08/21/2007
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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
William W.Gross Director — Division of Wage Determinations	Wage Determination No.: 2005-2516 Revision No.: 5 Date of Revision: 08/16/2007

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

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	13.67
01012 - Accounting Clerk II	15.35
01013 - Accounting Clerk III	17.17
01020 - Administrative Assistant	22.95
01040 - Court Reporter	19.81
01051 - Data Entry Operator I	11.67
01052 - Data Entry Operator II	14.32
01060 - Dispatcher, Motor Vehicle	15.40
01070 - Document Preparation Clerk	13.41
01090 - Duplicating Machine Operator	13.41
01111 - General Clerk I	10.80
01112 - General Clerk II	12.97
01113 - General Clerk III	14.88
01120 - Housing Referral Assistant	20.55
01141 - Messenger Courier	11.95
01191 - Order Clerk I	13.42
01192 - Order Clerk II	15.24
01261 - Personnel Assistant (Employment) I	13.79
01262 - Personnel Assistant (Employment) II	16.50
01263 - Personnel Assistant (Employment) III	17.63
01270 - Production Control Clerk	18.50
01280 - Receptionist	10.93
01290 - Rental Clerk	14.34
01300 - Scheduler, Maintenance	15.92
01311 - Secretary I	15.92
01312 - Secretary II	17.73
01313 - Secretary III	20.55
01320 - Service Order Dispatcher	14.63
01410 - Supply Technician	22.95
01420 - Survey Worker	15.53
01531 - Travel Clerk I	12.62
01532 - Travel Clerk II	13.60
01533 - Travel Clerk III	14.54
01611 - Word Processor I	11.45
01612 - Word Processor II	14.09
01613 - Word Processor III	16.27
05000 - Automotive Service Occupations	

05005 - Automobile Body Repairer, Fiberglass	24.80
05010 - Automotive Electrician	22.66
05040 - Automotive Glass Installer	21.68
05070 - Automotive Worker	20.91
05110 - Mobile Equipment Servicer	19.27
05130 - Motor Equipment Metal Mechanic	24.53
05160 - Motor Equipment Metal Worker	20.91
05190 - Motor Vehicle Mechanic	24.53
05220 - Motor Vehicle Mechanic Helper	18.48
05250 - Motor Vehicle Upholstery Worker	19.84
05280 - Motor Vehicle Wrecker	20.91
05310 - Painter, Automotive	22.66
05340 - Radiator Repair Specialist	22.88
05370 - Tire Repairer	14.40
05400 - Transmission Repair Specialist	25.17
07000 - Food Preparation and Service Occupations	
07010 - Baker	10.04
07041 - Cook I	8.65
07042 - Cook II	9.89
07070 - Dishwasher	8.11
07130 - Food Service Worker	8.41
07210 - Meat Cutter	12.36
07260 - Waiter/Waitress	7.97
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	16.65
09040 - Furniture Handler	11.74
09080 - Furniture Refinisher	16.09
09090 - Furniture Refinisher Helper	13.74
09110 - Furniture Repairer, Minor	15.29
09130 - Upholsterer	16.65
11000 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.12
11060 - Elevator Operator	8.17
11090 - Gardener	14.52
11122 - Housekeeping Aide	8.17
11150 - Janitor	8.17
11210 - Laborer, Grounds Maintenance	10.93
11240 - Maid or Houseman	7.27
11260 - Pruner	8.99
11270 - Tractor Operator	12.82
11330 - Trail Maintenance Worker	10.93
11360 - Window Cleaner	8.92
12000 - Health Occupations	
12010 - Ambulance Driver	12.93
12011 - Breath Alcohol Technician	14.22
12012 - Certified Occupational Therapist Assistant	19.58
12015 - Certified Physical Therapist Assistant	20.35
12020 - Dental Assistant	14.22
12025 - Dental Hygienist	31.31
12030 - EKG Technician	23.56
12035 - Electroneurodiagnostic Technologist	23.56
12040 - Emergency Medical Technician	14.22
12071 - Licensed Practical Nurse I	17.13
12072 - Licensed Practical Nurse II	19.22
12073 - Licensed Practical Nurse III	20.69
12100 - Medical Assistant	12.40
12130 - Medical Laboratory Technician	13.94
12160 - Medical Record Clerk	13.21
12190 - Medical Record Technician	16.02
12195 - Medical Transcriptionist	15.48
12210 - Nuclear Medicine Technologist	29.04
12221 - Nursing Assistant I	7.08
12222 - Nursing Assistant II	9.82

12223 - Nursing Assistant III	10.62
12224 - Nursing Assistant IV	12.40
12235 - Optical Dispenser	15.26
12236 - Optical Technician	13.90
12250 - Pharmacy Technician	15.85
12280 - Phlebotomist	13.30
12305 - Radiologic Technologist	24.27
12311 - Registered Nurse I	26.96
12312 - Registered Nurse II	30.20
12313 - Registered Nurse II, Specialist	32.08
12314 - Registered Nurse III	39.31
12315 - Registered Nurse III, Anesthetist	39.31
12316 - Registered Nurse IV	47.11
12317 - Scheduler (Drug and Alcohol Testing)	19.26
13000 - Information and Arts Occupations	
13011 - Exhibits Specialist I	19.30
13012 - Exhibits Specialist II	24.74
13013 - Exhibits Specialist III	28.94
13041 - Illustrator I	17.60
13042 - Illustrator II	22.56
13043 - Illustrator III	26.40
13047 - Librarian	24.26
13050 - Library Aide/Clerk	9.89
13054 - Library Information Technology Systems Administrator	21.90
13058 - Library Technician	13.25
13061 - Media Specialist I	15.81
13062 - Media Specialist II	17.69
13063 - Media Specialist III	19.71
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
13110 - Video Teleconference Technician	13.83
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.50
14042 - Computer Operator II	17.34
14043 - Computer Operator III	19.32
14044 - Computer Operator IV	22.60
14045 - Computer Operator V	23.90
14071 - Computer Programmer I (1)	21.12
14072 - Computer Programmer II (1)	26.16
14073 - Computer Programmer III (1)	27.62
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	27.41
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	15.50
14160 - Personal Computer Support Technician	22.60
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.33
15020 - Aircrew Training Devices Instructor (Rated)	33.08
15030 - Air Crew Training Devices Instructor (Pilot)	39.27
15050 - Computer Based Training Specialist / Instructor	25.70
15060 - Educational Technologist	29.02
15070 - Flight Instructor (Pilot)	39.27
15080 - Graphic Artist	23.11
15090 - Technical Instructor	20.19
15095 - Technical Instructor/Course Developer	24.70
15110 - Test Proctor	17.73
15120 - Tutor	17.73
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.71

16030 - Counter Attendant	8.71
16040 - Dry Cleaner	9.90
16070 - Finisher, Flatwork, Machine	8.71
16090 - Presser, Hand	8.71
16110 - Presser, Machine, Drycleaning	8.71
16130 - Presser, Machine, Shirts	8.71
16160 - Presser, Machine, Wearing Apparel, Laundry	8.71
16190 - Sewing Machine Operator	11.85
16220 - Tailor	12.74
16250 - Washer, Machine	9.56
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.65
19040 - Tool and Die Maker	19.20
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.84
21030 - Material Coordinator	18.50
21040 - Material Expediter	18.50
21050 - Material Handling Laborer	12.26
21071 - Order Filler	10.94
21080 - Production Line Worker (Food Processing)	12.84
21110 - Shipping Packer	13.31
21130 - Shipping/Receiving Clerk	13.31
21140 - Store Worker I	9.57
21150 - Stock Clerk	13.57
21210 - Tools and Parts Attendant	13.58
21410 - Warehouse Specialist	12.84
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aerospace Structural Welder	28.07
23021 - Aircraft Mechanic I	26.73
23022 - Aircraft Mechanic II	28.07
23023 - Aircraft Mechanic III	29.47
23040 - Aircraft Mechanic Helper	20.93
23050 - Aircraft, Painter	22.17
23060 - Aircraft Servicer	23.28
23080 - Aircraft Worker	24.53
23110 - Appliance Mechanic	17.26
23120 - Bicycle Repairer	13.91
23125 - Cable Splicer	23.93
23130 - Carpenter, Maintenance	18.58
23140 - Carpet Layer	16.21
23160 - Electrician, Maintenance	26.51
23181 - Electronics Technician Maintenance I	19.25
23182 - Electronics Technician Maintenance II	23.19
23183 - Electronics Technician Maintenance III	24.38
23260 - Fabric Worker	15.00
23290 - Fire Alarm System Mechanic	18.14
23310 - Fire Extinguisher Repairer	14.40
23311 - Fuel Distribution System Mechanic	19.17
23312 - Fuel Distribution System Operator	16.33
23370 - General Maintenance Worker	15.46
23380 - Ground Support Equipment Mechanic	26.73
23381 - Ground Support Equipment Servicer	23.28
23382 - Ground Support Equipment Worker	24.53
23391 - Gunsmith I	14.03
23392 - Gunsmith II	16.21
23393 - Gunsmith III	18.14
23410 - Heating, Ventilation & Air-Conditioning Mechanic	20.06
23411 - Heating, Ventilation & Air Conditioning Mechanic (R&D Facility)	20.93
23430 - Heavy Equipment Mechanic	17.59
23440 - Heavy Equipment Operator	18.14
23460 - Instrument Mechanic	19.44
23465 - Laboratory/Shelter Mechanic	17.26
23470 - Laborer	10.97

23510 - Locksmith	17.26
23530 - Machinery Maintenance Mechanic	20.81
23550 - Machinist, Maintenance	20.16
23580 - Maintenance Trades Helper	13.58
23591 - Metrology Technician I	19.44
23592 - Metrology Technician II	20.28
23593 - Metrology Technician III	21.14
23640 - Millwright	20.25
23710 - Office Appliance Repairer	17.26
23760 - Painter, Maintenance	17.26
23790 - Pipefitter, Maintenance	19.33
23810 - Plumber, Maintenance	18.87
23820 - Pneudraulic Systems Mechanic	18.14
23850 - Rigger	19.44
23870 - Scale Mechanic	16.03
23890 - Sheet-Metal Worker, Maintenance	18.14
23910 - Small Engine Mechanic	16.21
23931 - Telecommunications Mechanic I	23.20
23932 - Telecommunications Mechanic II	24.23
23950 - Telephone Lineman	23.20
23960 - Welder, Combination, Maintenance	17.43
23965 - Well Driller	18.14
23970 - Woodcraft Worker	18.14
23980 - Woodworker	12.43
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.68
24580 - Child Care Center Clerk	12.06
24610 - Chore Aide	6.54
24620 - Family Readiness and Support Services Coordinator	11.09
24630 - Homemaker	15.41
25000 - Plant and System Operations Occupations	
25010 - Boiler Tender	21.14
25040 - Sewage Plant Operator	17.00
25070 - Stationary Engineer	21.14
25190 - Ventilation Equipment Tender	14.33
25210 - Water Treatment Plant Operator	16.65
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.82
27007 - Baggage Inspector	10.14
27008 - Corrections Officer	18.04
27010 - Court Security Officer	18.04
27030 - Detection Dog Handler	17.90
27040 - Detention Officer	18.04
27070 - Firefighter	17.90
27101 - Guard I	10.14
27102 - Guard II	17.90
27131 - Police Officer I	23.33
27132 - Police Officer II	25.99
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.69
28042 - Carnival Equipment Repairer	11.24
28043 - Carnival Equipment Worker	8.25
28210 - Gate Attendant/Gate Tender	13.90
28310 - Lifeguard	12.38
28350 - Park Attendant (Aide)	15.55
28510 - Recreation Aide/Health Facility Attendant	11.35
28515 - Recreation Specialist	17.83
28630 - Sports Official	12.38
28690 - Swimming Pool Operator	15.85
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker and Bracer	17.78
29020 - Hatch Tender	17.78
29030 - Line Handler	17.78

29041 - Stevedore I	16.63
29042 - Stevedore II	18.93
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	37.08
30011 - Air Traffic Control Specialist, Station (HFO) (2)	25.57
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	28.15
30021 - Archeological Technician I	19.34
30022 - Archeological Technician II	23.15
30023 - Archeological Technician III	28.91
30030 - Cartographic Technician	28.67
30040 - Civil Engineering Technician	27.30
30061 - Drafter/CAD Operator I	19.18
30062 - Drafter/CAD Operator II	23.15
30063 - Drafter/CAD Operator III	25.80
30064 - Drafter/CAD Operator IV	29.47
30081 - Engineering Technician I	16.59
30082 - Engineering Technician II	20.41
30083 - Engineering Technician III	22.83
30084 - Engineering Technician IV	28.28
30085 - Engineering Technician V	36.15
30086 - Engineering Technician VI	41.85
30090 - Environmental Technician	27.24
30210 - Laboratory Technician	23.55
30240 - Mathematical Technician	28.67
30361 - Paralegal/Legal Assistant I	18.13
30362 - Paralegal/Legal Assistant II	22.46
30363 - Paralegal/Legal Assistant III	27.47
30364 - Paralegal/Legal Assistant IV	32.55
30390 - Photo-Optics Technician	28.67
30461 - Technical Writer I	20.79
30462 - Technical Writer II	25.43
30463 - Technical Writer III	29.06
30491 - Unexploded Ordnance (UXO) Technician I	23.56
30492 - Unexploded Ordnance (UXO) Technician II	28.51
30493 - Unexploded Ordnance (UXO) Technician III	34.42
30494 - Unexploded (UXO) Safety Escort	23.56
30495 - Unexploded (UXO) Sweep Personnel	23.56
30620 - Weather Observer, Combined Upper Air Or Surface Programs (3)	21.77
30621 - Weather Observer, Senior (3)	26.39
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	10.16
31030 - Bus Driver	15.48
31043 - Driver Courier	12.46
31260 - Parking and Lot Attendant	8.34
31290 - Shuttle Bus Driver	13.58
31310 - Taxi Driver	9.54
31361 - Truckdriver, Light	13.58
31362 - Truckdriver, Medium	16.87
31363 - Truckdriver, Heavy	18.03
31364 - Truckdriver, Tractor-Trailer	18.03
99000 - Miscellaneous Occupations	
99030 - Cashier	9.10
99050 - Desk Clerk	10.65
99095 - Embalmer	21.55
99251 - Laboratory Animal Caretaker I	9.03
99252 - Laboratory Animal Caretaker II	10.11
99310 - Mortician	24.04
99410 - Pest Controller	13.78
99510 - Photofinishing Worker	10.43
99710 - Recycling Laborer	12.36
99711 - Recycling Specialist	15.07
99730 - Refuse Collector	11.03
99810 - Sales Clerk	11.41

99820 - School Crossing Guard		8.29
99830 - Survey Party Chief		20.96
99831 - Surveying Aide		14.35
99832 - Surveying Technician		18.13
99840 - Vending Machine Attendant		10.91
99841 - Vending Machine Repairer		13.10
99842 - 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 $3.16 per hour computed on the basis of all hours worked by service employees employed on the contract.

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

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

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

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

explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

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

** UNIFORM ALLOWANCE **

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

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

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation) 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.

WD 05-2544 (Rev.-6) was first posted on www.wdol.gov on 11/20/2007
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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
William W.Gross Director — Division of Wage Determinations	Wage Determination No.: 2005-2544 Revision No.: 6 Date of Revision: 11/13/2007

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

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	12.14
01012 - Accounting Clerk II	14.55
01013 - Accounting Clerk III	16.28
01020 - Administrative Assistant	22.28
01040 - Court Reporter	15.65
01051 - Data Entry Operator I	10.04
01052 - Data Entry Operator II	12.64
01060 - Dispatcher, Motor Vehicle	13.85
01070 - Document Preparation Clerk	12.01
01090 - Duplicating Machine Operator	12.01
01111 - General Clerk I	10.98
01112 - General Clerk II	13.37
01113 - General Clerk III	14.95
01120 - Housing Referral Assistant	19.00
01141 - Messenger Courier	10.11
01191 - Order Clerk I	13.46
01192 - Order Clerk II	17.61
01261 - Personnel Assistant (Employment) I	14.85
01262 - Personnel Assistant (Employment) II	16.62
01263 - Personnel Assistant (Employment) III	18.52
01270 - Production Control Clerk	20.34
01280 - Receptionist	11.47
01290 - Rental Clerk	12.86
01300 - Scheduler, Maintenance	14.59
01311 - Secretary I	14.59
01312 - Secretary II	16.65
01313 - Secretary III	19.00
01320 - Service Order Dispatcher	13.85
01410 - Supply Technician	22.28
01420 - Survey Worker	13.82
01531 - Travel Clerk I	10.83
01532 - Travel Clerk II	11.57
01533 - Travel Clerk III	12.26
01611 - Word Processor I	12.52
01612 - Word Processor II	14.41
01613 - Word Processor III	15.71

05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.34
05010 - Automotive Electrician	19.12
05040 - Automotive Glass Installer	18.26
05070 - Automotive Worker	18.26
05110 - Mobile Equipment Servicer	16.50
05130 - Motor Equipment Metal Mechanic	20.02
05160 - Motor Equipment Metal Worker	18.26
05190 - Motor Vehicle Mechanic	20.02
05220 - Motor Vehicle Mechanic Helper	15.57
05250 - Motor Vehicle Upholstery Worker	17.36
05280 - Motor Vehicle Wrecker	18.26
05310 - Painter, Automotive	19.12
05340 - Radiator Repair Specialist	17.36
05370 - Tire Repairer	13.37
05400 - Transmission Repair Specialist	20.02
07000 - Food Preparation and Service Occupations	
07010 - Baker	10.17
07041 - Cook I	8.79
07042 - Cook II	9.71
07070 - Dishwasher	7.85
07130 - Food Service Worker	8.06
07210 - Meat Cutter	13.91
07260 - Waiter/Waitress	7.80
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	21.23
09040 - Furniture Handler	13.34
09080 - Furniture Refinisher	16.03
09090 - Furniture Refinisher Helper	13.05
09110 - Furniture Repairer, Minor	14.56
09130 - Upholsterer	16.03
11000 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	10.02
11060 - Elevator Operator	10.02
11090 - Gardener	11.22
11122 - Housekeeping Aide	10.36
11150 - Janitor	11.40
11210 - Laborer, Grounds Maintenance	9.76
11240 - Maid or Houseman	7.59
11260 - Pruner	11.63
11270 - Tractor Operator	11.41
11330 - Trail Maintenance Worker	9.76
11360 - Window Cleaner	12.09
12000 - Health Occupations	
12010 - Ambulance Driver	13.92
12011 - Breath Alcohol Technician	14.30
12012 - Certified Occupational Therapist Assistant	19.51
12015 - Certified Physical Therapist Assistant	18.70
12020 - Dental Assistant	12.64
12025 - Dental Hygienist	29.49
12030 - EKG Technician	19.31
12035 - Electroneurodiagnostic Technologist	19.31
12040 - Emergency Medical Technician	13.92
12071 - Licensed Practical Nurse I	12.62
12072 - Licensed Practical Nurse II	14.12
12073 - Licensed Practical Nurse III	15.74
12100 - Medical Assistant	10.83
12130 - Medical Laboratory Technician	15.35
12160 - Medical Record Clerk	12.21
12190 - Medical Record Technician	13.66
12195 - Medical Transcriptionist	13.11
12210 - Nuclear Medicine Technologist	25.82
12221 - Nursing Assistant I	8.71

12222 - Nursing Assistant II	9.79
12223 - Nursing Assistant III	10.68
12224 - Nursing Assistant IV	10.99
12235 - Optical Dispenser	14.44
12236 - Optical Technician	15.08
12250 - Pharmacy Technician	13.02
12280 - Phlebotomist	12.32
12305 - Radiologic Technologist	21.38
12311 - Registered Nurse I	21.69
12312 - Registered Nurse II	25.76
12313 - Registered Nurse II, Specialist	25.76
12314 - Registered Nurse III	31.17
12315 - Registered Nurse III, Anesthetist	31.17
12316 - Registered Nurse IV	37.36
12317 - Scheduler (Drug and Alcohol Testing)	17.48
13000 - Information and Arts Occupations	
13011 - Exhibits Specialist I	19.16
13012 - Exhibits Specialist II	23.61
13013 - Exhibits Specialist III	26.22
13041 - Illustrator I	20.00
13042 - Illustrator II	24.56
13043 - Illustrator III	29.67
13047 - Librarian	29.78
13050 - Library Aide/Clerk	10.16
13054 - Library Information Technology Systems Administrator	18.94
13058 - Library Technician	13.55
13061 - Media Specialist I	13.78
13062 - Media Specialist II	15.42
13063 - Media Specialist III	17.19
13071 - Photographer I	12.66
13072 - Photographer II	16.78
13073 - Photographer III	20.39
13074 - Photographer IV	22.64
13075 - Photographer V	27.40
13110 - Video Teleconference Technician	14.15
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.18
14042 - Computer Operator II	15.87
14043 - Computer Operator III	17.69
14044 - Computer Operator IV	20.13
14045 - Computer Operator V	21.77
14071 - Computer Programmer I (1)	19.54
14072 - Computer Programmer II (1)	22.11
14073 - Computer Programmer III (1)	26.48
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	14.18
14160 - Personal Computer Support Technician	20.13
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.40
15020 - Aircrew Training Devices Instructor (Rated)	33.15
15030 - Air Crew Training Devices Instructor (Pilot)	36.09
15050 - Computer Based Training Specialist / Instructor	29.49
15060 - Educational Technologist	27.30
15070 - Flight Instructor (Pilot)	36.09
15080 - Graphic Artist	20.06
15090 - Technical Instructor	19.97
15095 - Technical Instructor/Course Developer	24.43
15110 - Test Proctor	16.65
15120 - Tutor	16.65
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	

16010 - Assembler	7.81
16030 - Counter Attendant	7.81
16040 - Dry Cleaner	9.98
16070 - Finisher, Flatwork, Machine	7.81
16090 - Presser, Hand	7.81
16110 - Presser, Machine, Drycleaning	7.81
16130 - Presser, Machine, Shirts	7.81
16160 - Presser, Machine, Wearing Apparel, Laundry	7.81
16190 - Sewing Machine Operator	10.71
16220 - Tailor	11.46
16250 - Washer, Machine	8.54
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.66
19040 - Tool and Die Maker	22.89
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.97
21030 - Material Coordinator	20.38
21040 - Material Expediter	20.38
21050 - Material Handling Laborer	10.63
21071 - Order Filler	10.33
21080 - Production Line Worker (Food Processing)	14.97
21110 - Shipping Packer	12.34
21130 - Shipping/Receiving Clerk	12.34
21140 - Store Worker I	11.42
21150 - Stock Clerk	14.29
21210 - Tools and Parts Attendant	14.97
21410 - Warehouse Specialist	14.97
23000 - Mechanics and Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.99
23021 - Aircraft Mechanic I	22.03
23022 - Aircraft Mechanic II	22.99
23023 - Aircraft Mechanic III	23.93
23040 - Aircraft Mechanic Helper	16.24
23050 - Aircraft, Painter	20.06
23060 - Aircraft Servicer	18.10
23080 - Aircraft Worker	19.04
23110 - Appliance Mechanic	17.63
23120 - Bicycle Repairer	14.43
23125 - Cable Splicer	22.35
23130 - Carpenter, Maintenance	17.47
23140 - Carpet Layer	17.61
23160 - Electrician, Maintenance	20.86
23181 - Electronics Technician Maintenance I	20.00
23182 - Electronics Technician Maintenance II	20.94
23183 - Electronics Technician Maintenance III	21.95
23260 - Fabric Worker	15.87
23290 - Fire Alarm System Mechanic	18.31
23310 - Fire Extinguisher Repairer	15.04
23311 - Fuel Distribution System Mechanic	18.95
23312 - Fuel Distribution System Operator	15.62
23370 - General Maintenance Worker	16.68
23380 - Ground Support Equipment Mechanic	22.03
23381 - Ground Support Equipment Servicer	18.10
23382 - Ground Support Equipment Worker	19.04
23391 - Gunsmith I	15.04
23392 - Gunsmith II	16.68
23393 - Gunsmith III	18.31
23410 - Heating, Ventilation & Air-Conditioning Mechanic	18.31
23411 - Heating, Ventilation & Air Conditioning Mechanic (R&D Facility)	19.11
23430 - Heavy Equipment Mechanic	18.41
23440 - Heavy Equipment Operator	18.31
23460 - Instrument Mechanic	19.03
23465 - Laboratory/Shelter Mechanic	17.47

23470 - Laborer	10.02
23510 - Locksmith	18.17
23530 - Machinery Maintenance Mechanic	18.50
23550 - Machinist, Maintenance	18.31
23580 - Maintenance Trades Helper	14.17
23591 - Metrology Technician I	19.03
23592 - Metrology Technician II	19.86
23593 - Metrology Technician III	20.67
23640 - Millwright	25.30
23710 - Office Appliance Repairer	17.36
23760 - Painter, Maintenance	17.47
23790 - Pipefitter, Maintenance	19.13
23810 - Plumber, Maintenance	18.26
23820 - Pneudraulic Systems Mechanic	18.31
23850 - Rigger	18.31
23870 - Scale Mechanic	16.68
23890 - Sheet-Metal Worker, Maintenance	18.31
23910 - Small Engine Mechanic	16.68
23931 - Telecommunications Mechanic I	21.59
23932 - Telecommunications Mechanic II	23.57
23950 - Telephone Lineman	21.20
23960 - Welder, Combination, Maintenance	17.84
23965 - Well Driller	18.25
23970 - Woodcraft Worker	18.31
23980 - Woodworker	15.04
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	7.42
24580 - Child Care Center Clerk	11.48
24610 - Chore Aide	7.55
24620 - Family Readiness and Support Services Coordinator	12.35
24630 - Homemaker	12.13
25000 - Plant and System Operations Occupations	
25010 - Boiler Tender	19.44
25040 - Sewage Plant Operator	18.61
25070 - Stationary Engineer	19.44
25190 - Ventilation Equipment Tender	14.36
25210 - Water Treatment Plant Operator	18.61
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.07
27007 - Baggage Inspector	10.06
27008 - Corrections Officer	14.82
27010 - Court Security Officer	16.68
27030 - Detection Dog Handler	12.65
27040 - Detention Officer	14.82
27070 - Firefighter	14.76
27101 - Guard I	10.06
27102 - Guard II	12.65
27131 - Police Officer I	20.46
27132 - Police Officer II	22.73
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.43
28042 - Carnival Equipment Repairer	10.95
28043 - Carnival Equipment Worker	7.43
28210 - Gate Attendant/Gate Tender	12.14
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	13.83
28510 - Recreation Aide/Health Facility Attendant	9.91
28515 - Recreation Specialist	16.34
28630 - Sports Official	11.01
28690 - Swimming Pool Operator	15.57
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.18
29020 - Hatch Tender	18.18

29030 - Line Handler	18.18
29041 - Stevedore I	17.29
29042 - Stevedore II	19.03
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	32.97
30011 - Air Traffic Control Specialist, Station (HFO) (2)	22.73
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.03
30021 - Archeological Technician I	15.52
30022 - Archeological Technician II	16.81
30023 - Archeological Technician III	20.77
30030 - Cartographic Technician	24.93
30040 - Civil Engineering Technician	20.78
30061 - Drafter/CAD Operator I	15.72
30062 - Drafter/CAD Operator II	18.63
30063 - Drafter/CAD Operator III	20.77
30064 - Drafter/CAD Operator IV	24.01
30081 - Engineering Technician I	16.02
30082 - Engineering Technician II	17.99
30083 - Engineering Technician III	20.54
30084 - Engineering Technician IV	24.93
30085 - Engineering Technician V	30.49
30086 - Engineering Technician VI	36.89
30090 - Environmental Technician	18.07
30210 - Laboratory Technician	18.55
30240 - Mathematical Technician	24.93
30361 - Paralegal/Legal Assistant I	14.43
30362 - Paralegal/Legal Assistant II	17.88
30363 - Paralegal/Legal Assistant III	21.86
30364 - Paralegal/Legal Assistant IV	26.46
30390 - Photo-Optics Technician	24.93
30461 - Technical Writer I	19.09
30462 - Technical Writer II	23.34
30463 - Technical Writer III	28.24
30491 - Unexploded Ordnance (UXO) Technician I	20.95
30492 - Unexploded Ordnance (UXO) Technician II	25.35
30493 - Unexploded Ordnance (UXO) Technician III	30.39
30494 - Unexploded (UXO) Safety Escort	20.95
30495 - Unexploded (UXO) Sweep Personnel	20.95
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)	20.00
30621 - Weather Observer, Senior (2)	21.05
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	10.12
31030 - Bus Driver	12.79
31043 - Driver Courier	12.18
31260 - Parking and Lot Attendant	8.11
31290 - Shuttle Bus Driver	12.93
31310 - Taxi Driver	10.29
31361 - Truckdriver, Light	12.93
31362 - Truckdriver, Medium	14.17
31363 - Truckdriver, Heavy	16.14
31364 - Truckdriver, Tractor-Trailer	16.14
99000 - Miscellaneous Occupations	
99030 - Cashier	8.48
99050 - Desk Clerk	8.51
99095 - Embalmer	21.61
99251 - Laboratory Animal Caretaker I	9.61
99252 - Laboratory Animal Caretaker II	10.20
99310 - Mortician	25.42
99410 - Pest Controller	12.94
99510 - Photofinishing Worker	11.01
99710 - Recycling Laborer	14.96
99711 - Recycling Specialist	16.88
99730 - Refuse Collector	13.79

99810 -	Sales Clerk	10.01
99820 -	School Crossing Guard	9.62
99830 -	Survey Party Chief	16.54
99831 -	Surveying Aide	10.33
99832 -	Surveying Technician	15.04
99840 -	Vending Machine Attendant	12.92
99841 -	Vending Machine Repairer	15.13
99842 -	Vending Machine Repairer Helper	12.92

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $3.16 per hour computed on the basis of all hours worked by service employees employed on the contract.

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

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

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

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

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

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

** UNIFORM ALLOWANCE **

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

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

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation) 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.

WD 05-2574 (Rev.-5) was first posted on www.wdol.gov on 10/02/2007
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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
William W.Gross Director — Division of Wage Determinations	Wage Determination No.: 2005-2574 Revision No.: 5 Date Of Revision: 09/27/2007

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	11.96
01012 - Accounting Clerk II	18.04
01013 - Accounting Clerk III	20.19
01020 - Administrative Assistant	16.51
01040 - Court Reporter	18.66
01051 - Data Entry Operator I	11.12
01052 - Data Entry Operator II	12.18
01060 - Dispatcher, Motor Vehicle	14.02
01070 - Document Preparation Clerk	11.14
01090 - Duplicating Machine Operator	11.19
01111 - General Clerk I	10.56
01112 - General Clerk II	12.02
01113 - General Clerk III	13.50
01120 - Housing Referral Assistant	14.85
01141 - Messenger Courier	9.11
01191 - Order Clerk I	10.23
01192 - Order Clerk II	12.16
01261 - Personnel Assistant (Employment) I	12.32
01262 - Personnel Assistant (Employment) II	15.43
01263 - Personnel Assistant (Employment) III	17.34
01270 - Production Control Clerk	17.47
01280 - Receptionist	9.39
01290 - Rental Clerk	11.99
01300 - Scheduler, Maintenance	11.99
01311 - Secretary I	11.99
01312 - Secretary II	13.41
01313 - Secretary III	14.63
01320 - Service Order Dispatcher	13.19
01410 - Supply Technician	16.51
01420 - Survey Worker	13.41
01531 - Travel Clerk I	11.50
01532 - Travel Clerk II	12.27
01533 - Travel Clerk III	13.08
01611 - Word Processor I	11.44
01612 - Word Processor II	12.85

01613 - Word Processor III	14.36
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	15.24
05010 - Automotive Electrician	14.52
05040 - Automotive Glass Installer	14.02
05070 - Automotive Worker	14.02
05110 - 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	
07010 - Baker	9.39
07041 - Cook I	8.97
07042 - Cook II	9.70
07070 - Dishwasher	7.16
07130 - Food Service Worker	7.42
07210 - Meat Cutter	10.64
07260 - Waiter/Waitress	7.65
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	14.72
09040 - Furniture Handler	11.58
09080 - Furniture Refinisher	14.72
09090 - Furniture Refinisher Helper	12.62
09110 - Furniture Repairer, Minor	13.71
09130 - Upholsterer	14.72
11000 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	7.89
11060 - Elevator Operator	7.99
11090 - Gardener	10.47
11122 - Housekeeping Aide	8.43
11150 - Janitor	8.99
11210 - Laborer, Grounds Maintenance	8.46
11240 - Maid or Houseman	7.48
11260 - Pruner	7.94
11270 - Tractor Operator	9.68
11330 - Trail Maintenance Worker	8.46
11360 - Window Cleaner	9.43
12000 - Health Occupations	
12010 - Ambulance Driver	10.93
12011 - Breath Alcohol Technician	13.92
12012 - Certified Occupational Therapist Assistant	17.61
12015 - Certified Physical Therapist Assistant	16.80
12020 - Dental Assistant	12.57
12025 - Dental Hygienist	20.00
12030 - EKG Technician	16.90
12035 - Electroneurodiagnostic Technologist	16.90
12040 - Emergency Medical Technician	12.02
12071 - Licensed Practical Nurse I	12.41
12072 - Licensed Practical Nurse II	13.92
12073 - Licensed Practical Nurse III	15.52
12100 - Medical Assistant	9.93
12130 - Medical Laboratory Technician	14.75
12160 - Medical Record Clerk	10.77
12190 - Medical Record Technician	13.54
12195 - Medical Transcriptionist	11.38
12210 - Nuclear Medicine Technologist	26.05

12221 - Nursing Assistant I	8.82
12222 - Nursing Assistant II	9.93
12223 - Nursing Assistant III	10.82
12224 - Nursing Assistant IV	12.15
12235 - Optical Dispenser	14.94
12236 - Optical Technician	11.02
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	12.15
12305 - Radiologic Technologist	18.54
12311 - Registered Nurse I	19.00
12312 - Registered Nurse II	23.24
12313 - Registered Nurse II, Specialist	23.24
12314 - Registered Nurse III	28.12
12315 - Registered Nurse III, Anesthetist	28.12
12316 - Registered Nurse IV	33.71
12317 - Scheduler (Drug and Alcohol Testing)	16.70
13000 - Information and Arts Occupations	
13011 - Exhibits Specialist I	14.13
13012 - Exhibits Specialist II	17.51
13013 - Exhibits Specialist III	21.41
13041 - Illustrator I	14.13
13042 - Illustrator II	17.51
13043 - Illustrator III	21.41
13047 - Librarian	19.53
13050 - Library Aide/Clerk	8.42
13054 - Library Information Technology Systems Administrator	18.16
13058 - Library Technician	13.41
13061 - Media Specialist I	12.73
13062 - Media Specialist II	14.24
13063 - Media Specialist III	15.88
13071 - Photographer I	13.62
13072 - Photographer II	15.23
13073 - Photographer III	18.87
13074 - Photographer IV	23.08
13075 - Photographer V	27.93
13110 - Video Teleconference Technician	12.63
14000 - Information Technology Occupations	
14041 - Computer Operator I	12.36
14042 - Computer Operator II	13.82
14043 - Computer Operator III	15.40
14044 - Computer Operator IV	17.12
14045 - Computer Operator V	19.28
14071 - Computer Programmer I (1)	15.53
14072 - Computer Programmer II (1)	19.23
14073 - Computer Programmer III (1)	23.54
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	25.94
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	12.36
14160 - Personal Computer Support Technician	17.12
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	21.89
15020 - Aircrew Training Devices Instructor (Rated)	26.49
15030 - Air Crew Training Devices Instructor (Pilot)	31.40
15050 - Computer Based Training Specialist / Instructor	22.34
15060 - Educational Technologist	22.62
15070 - Flight Instructor (Pilot)	31.40
15080 - Graphic Artist	18.11
15090 - Technical Instructor	16.97
15095 - Technical Instructor/Course Developer	20.75
15110 - Test Proctor	13.69
15120 - Tutor	13.69

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.36
16030 - Counter Attendant	8.36
16040 - Dry Cleaner	10.60
16070 - Finisher, Flatwork, Machine	8.36
16090 - Presser, Hand	8.36
16110 - Presser, Machine, Drycleaning	8.36
16130 - Presser, Machine, Shirts	8.36
16160 - Presser, Machine, Wearing Apparel, Laundry	8.36
16190 - Sewing Machine Operator	11.34
16220 - Tailor	12.05
16250 - Washer, Machine	9.06
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	15.25
19040 - Tool and Die Maker	17.40
21000 - Materials Handling and Packing Occupations	
21020 - Forklift Operator	13.91
21030 - Material Coordinator	17.47
21040 - Material Expediter	17.47
21050 - Material Handling Laborer	9.44
21071 - Order Filler	10.71
21080 - Production Line Worker (Food Processing)	13.91
21110 - Shipping Packer	13.13
21130 - Shipping/Receiving Clerk	13.13
21140 - Store Worker I	11.01
21150 - Stock Clerk	14.12
21210 - Tools and Parts Attendant	13.91
21410 - Warehouse Specialist	13.91
23000 - Mechanics and Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.93
23021 - Aircraft Mechanic I	20.98
23022 - Aircraft Mechanic II	21.93
23023 - Aircraft Mechanic III	22.67
23040 - Aircraft Mechanic Helper	16.95
23050 - Aircraft, Painter	19.59
23060 - Aircraft Servicer	18.41
23080 - Aircraft Worker	19.09
23110 - Appliance Mechanic	16.19
23120 - Bicycle Repairer	12.72
23125 - Cable Splicer	22.37
23130 - Carpenter, Maintenance	16.42
23140 - Carpet Layer	15.63
23160 - Electrician, Maintenance	19.70
23181 - Electronics Technician Maintenance I	12.72
23182 - Electronics Technician Maintenance II	20.25
23183 - Electronics Technician Maintenance III	21.24
23260 - Fabric Worker	14.98
23290 - Fire Alarm System Mechanic	17.53
23310 - Fire Extinguisher Repairer	15.15
23311 - Fuel Distribution System Mechanic	19.94
23312 - Fuel Distribution System Operator	15.50
23370 - General Maintenance Worker	15.63
23380 - Ground Support Equipment Mechanic	20.98
23381 - Ground Support Equipment Servicer	18.76
23382 - Ground Support Equipment Worker	19.45
23391 - Gunsmith I	13.86
23392 - Gunsmith II	15.86
23393 - Gunsmith III	17.72
23410 - Heating, Ventilation & Air-Conditioning Mechanic	16.98
23411 - Heating, Ventilation & Air Conditioning Mechanic (R&D Facility)	17.75
23430 - Heavy Equipment Mechanic	17.61
23440 - Heavy Equipment Operator	17.05
23460 - Instrument Mechanic	17.86

23465 - Laboratory/Shelter Mechanic	16.89
23470 - Laborer	9.44
23510 - Locksmith	16.19
23530 - Machinery Maintenance Mechanic	19.62
23550 - Machinist, Maintenance	17.52
23580 - Maintenance Trades Helper	12.94
23591 - Metrology Technician I	17.86
23592 - Metrology Technician II	18.67
23593 - Metrology Technician III	19.30
23640 - Millwright	19.65
23710 - Office Appliance Repairer	17.02
23760 - Painter, Maintenance	17.17
23790 - Pipefitter, Maintenance	19.07
23810 - Plumber, Maintenance	18.41
23820 - Pneudraulic Systems Mechanic	17.86
23850 - Rigger	19.65
23870 - Scale Mechanic	16.34
23890 - Sheet-Metal Worker, Maintenance	18.81
23910 - Small Engine Mechanic	15.62
23931 - Telecommunications Mechanic I	20.28
23932 - Telecommunications Mechanic II	21.00
23950 - Telephone Lineman	20.28
23960 - Welder, Combination, Maintenance	17.70
23965 - Well Driller	17.53
23970 - Woodcraft Worker	17.86
23980 - Woodworker	14.72
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	7.14
24580 - Child Care Center Clerk	8.91
24610 - Chore Aide	7.00
24620 - Family Readiness and Support Services Coordinator	8.74
24630 - Homemaker	9.48
25000 - Plant and System Operations Occupations	
25010 - Boiler Tender	19.69
25040 - Sewage Plant Operator	16.85
25070 - Stationary Engineer	19.69
25190 - Ventilation Equipment Tender	14.03
25210 - Water Treatment Plant Operator	16.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	9.84
27007 - Baggage Inspector	8.69
27008 - Corrections Officer	13.67
27010 - Court Security Officer	15.06
27030 - Detection Dog Handler	9.84
27040 - Detention Officer	13.67
27070 - Firefighter	16.40
27101 - Guard I	8.69
27102 - Guard II	9.84
27131 - Police Officer I	16.15
27132 - Police Officer II	17.97
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.41
28042 - Carnival Equipment Repairer	9.85
28043 - Carnival Equipment Worker	7.70
28210 - Gate Attendant/Gate Tender	12.36
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	13.66
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	11.04
28630 - Sports Official	9.46
28690 - Swimming Pool Operator	13.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker and Bracer	15.21

29020 - Hatch Tender	15.21
29030 - Line Handler	15.21
29041 - Stevedore I	14.41
29042 - Stevedore II	15.56
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	32.97
30011 - Air Traffic Control Specialist, Station (HFO) (2)	22.74
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.03
30021 - Archeological Technician I	16.95
30022 - Archeological Technician II	18.94
30023 - Archeological Technician III	23.48
30030 - Cartographic Technician	23.90
30040 - Civil Engineering Technician	17.60
30061 - Drafter/CAD Operator I	16.78
30062 - Drafter/CAD Operator II	20.47
30063 - Drafter/CAD Operator III	21.49
30064 - Drafter/CAD Operator IV	22.56
30081 - Engineering Technician I	14.25
30082 - Engineering Technician II	15.99
30083 - Engineering Technician III	19.55
30084 - Engineering Technician IV	23.78
30085 - Engineering Technician V	29.63
30086 - Engineering Technician VI	35.53
30090 - Environmental Technician	17.30
30210 - Laboratory Technician	18.49
30240 - Mathematical Technician	24.49
30361 - Paralegal/Legal Assistant I	15.35
30362 - Paralegal/Legal Assistant II	17.94
30363 - Paralegal/Legal Assistant III	21.96
30364 - Paralegal/Legal Assistant IV	26.57
30390 - Photo-Optics Technician	24.54
30461 - Technical Writer I	16.58
30462 - Technical Writer II	21.19
30463 - Technical Writer III	24.53
30491 - Unexploded Ordnance (UXO) Technician I	20.95
30492 - Unexploded Ordnance (UXO) Technician II	25.35
30493 - Unexploded Ordnance (UXO) Technician III	30.39
30494 - Unexploded (UXO) Safety Escort	20.95
30495 - Unexploded (UXO) Sweep Personnel	20.95
30620 - Weather Observer, Combined Upper Air or Surface Programs (3)	17.81
30621 - Weather Observer, Senior (3)	19.80
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	8.45
31030 - Bus Driver	11.58
31043 - Driver Courier	9.68
31260 - Parking and Lot Attendant	8.02
31290 - Shuttle Bus Driver	10.51
31310 - Taxi Driver	8.48
31361 - Truckdriver, Light	10.44
31362 - Truckdriver, Medium	12.63
31363 - Truckdriver, Heavy	14.43
31364 - Truckdriver, Tractor-Trailer	14.43
99000 - Miscellaneous Occupations	
99030 - Cashier	6.80
99050 - Desk Clerk	7.38
99095 - Embalmer	20.91
99251 - Laboratory Animal Caretaker I	8.22
99252 - Laboratory Animal Caretaker II	8.87
99310 - Mortician	26.70
99410 - Pest Controller	11.57
99510 - Photofinishing Worker	10.09
99710 - Recycling Laborer	11.68
99711 - Recycling Specialist	13.46

99730	- Refuse Collector	10.58
99810	- Sales Clerk	9.61
99820	- School Crossing Guard	9.46
99830	- Survey Party Chief	15.12
99831	- Surveying Aide	9.36
99832	- Surveying Technician	12.84
99840	- Vending Machine Attendant	11.40
99841	- Vending Machine Repairer	12.83
99842	- Vending Machine Repairer Helper	11.40

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $3.16 per hour computed on the basis of all hours worked by service employees employed on the contract.

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

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

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

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

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

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

** UNIFORM ALLOWANCE **

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

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

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation) 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.

REGISTER OF WAGE DETERMINATION UNDER THE SERVICE CONTRACT 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 Director — Division of Wage Determinations	Wage Determination No.: CBA-2006-939 Revision No.: 1 Date Of Last Revision: 10/17/2007

State: Alabama

Area: Madison

Employed on George C. Marshall Space Flight Center contract for Unified NASA Information Technology Services (UNITeS) (Management, Engineering, Software of Computational and Telecommunications Systems and Networks).

Collective Bargaining Agreement between contractor: TRAX International Corporation, and union: Communications Workers of America, AFL-CIO, Local 3905, effective 10/01/2007 through 09/30/2010 and amended on 08/24/2007.

In accordance with Section 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).