	ENT OF SOLICITATION/MODIFIC	ATION OF CONTRACT		1. CONTRACT ID CODE	PAGE OF PAGES			
					1 2			
2. AMENDME	NT/MODIFICATION NO.	3. EFFECTIVE DATE	4. RE	QUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)			
000352		11/01/2013						
6. ISSUED BY	CODE	NSSC	7. AD	MINISTERED BY (If other than Item 6)	CODE NSSC			
NASA/Sh	ared Services Center	(NSSC)	NAS	A/Shared Services Cente	er (NSSC)			
Buildin	g 1111, Jerry Hlass R	oad	Bui	lding 1111, Jerry Hlass	s Road			
Stennis	Space Center MS 3952	9-0001	Ste	nnis Space Center MS 3	9529-0001			
8. NAME AND	) ADDRESS OF CONTRACTOR (No., street,	county, State and ZIP Code)	(x) <sup>94</sup>	A. AMENDMENT OF SOLICITATION NO.				
HP ENTEF	RPRISE SERVICES, LLC							
13600 EI HERNDON	DS DR VA 20171-3225		9E	B. DATED (SEE ITEM 11)				
			x N	A. MODIFICATION OF CONTRACT/ORDER	NO.			
			10	B. DATED (SEE ITEM 13)				
CODE 1U	1305	FACILITY CODE	1	12/27/2010				
		11. THIS ITEM ONLY APPLIES	TO AMEND	MENTS OF SOLICITATIONS				
Offers must Items 8 and separate let THE PLACE virtue of this reference to	d 15, and returning cop tter or telegram which includes a reference E DESIGNATED FOR THE RECEIPT OF C s amendment you desire to change an offe to the solicitation and this amendment, and TING AND APPROPRIATION DATA ( <i>If requ</i>	rior to the hour and date specified in bies of the amendment; (b) By ackno to the solicitation and amendment n DFFERS PRIOR TO THE HOUR AN r already submitted, such change m is received prior to the opening hour	the solicitation owledging re umbers. F D DATE SP ay be made	tion or as amended , by one of the following management of this amendment on each copy of the AILURE OF YOUR ACKNOWLEDGEMENT T ECIFIED MAY RESULT IN REJECTION OF Y by telegram or letter, provided each telegram	offer submitted ; or (c) By O BE RECEIVED AT OUR OFFER If by			
	13. THIS ITEM ONLY APPLIES TO M	ODIFICATION OF CONTRACTS/OR	DERS. IT M	ODIFIES THE CONTRACT/ORDER NO. AS D	ESCRIBED IN ITEM 14.			
CHECK ONE	A. THIS CHANGE ORDER IS ISSUED F ORDER NO. IN ITEM 10A.	PURSUANT TO: (Specify authority)	THE CHAN	GES SET FORTH IN ITEM 14 ARE MADE IN	THE CONTRACT			
	B. THE ABOVE NUMBERED CONTRAC appropriation date, etc.) SET FORTH	T/ORDER IS MODIFIED TO REFLE	ECT THE AD	MINISTRATIVE CHANGES (such as changes ( OF FAR 43.103(b).	s in paying office,			
	C. THIS SUPPLEMENTAL AGREEMEN	T IS ENTERED INTO PURSUANT T	O AUTHOR	ITY OF:				
	D. OTHER (Specify type of modification	.,						
Х	FAR 22.1006 Solic	itation Provisions	and (					
E. IMPORTAN	IT: Contractor X is not.	is required to sign this document	t and return	0 copies to the issui	ing office.			
14. DESCRIP	TION OF AMENDMENT/MODIFICATION (	Organized by UCF section heading	s, including	solicitation/contract subject matter where feas	sible.)			

The purpose of this modification is to: 1.) Incorporate the Service Contract Labor Standards statute and regulations

Payment Terms: Net 30 days

Except as provided herein, all terms and conditions of the document referenced in Item 9 A 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) William R. Horton 16C. DATE SIGNED 15B. CONTRACTOR/OFFEROR 15C. DATE SIGNED 1( William R. Horton 06/27/2016 (Signature of person authorized to sign) STANDARD FORM 30 (REV. 10-83) NSN 7540-01-152-8070 Previous edition unusable

Per direction from the Department of Labor, certain services performed under the Agency Consolidated End-user Services ("ACES") contract, No. NNX11AA01C, are subject to the Service Contract Labor Standards statute and regulations, effective commencing November 1, 2013 (Contract Year 3) and henceforth.

This modification is hereby issued to incorporate the following clauses by reference:

- (1) 52.222-41– Service Contract Labor Standards (May 2014)
- (2) 52.222-43 Fair Labor Standards Act and Service Contract Labor Standards Price Adjustment (Multiple Year and Option Contracts) (May 2014)

Additionally, this modification incorporates the following clause by full text:

(1) 52.222-42 – Statement of Equivalent Rates for Federal Hires (May 2014)

Finally, as a result of the above mentioned changes, Attachment I-5 is no longer "Reserved For Future Use". Attachment I-5 "Wage Determinations" is added to the contract. For convenience Historical Wage Determinations in effect on November 1, 2013 and henceforth are also included in this modification.

As part of this modification the following changes are made to the ACES Contract:

Pages Deleted Model Contract, Table of Contents (Mod 333) Model Contract, Section 1.2 (Mod 333)

Model Contract, Section 8.0 (Mod 333) Att I-05 (Mod 273) Pages Added Model Contract, Table of Contents (352) Model Contract, Section 1.2 (Mod 352) Model Contract, Section 4.6 (Mod 352) Model Contract, Section 8.0 (Mod 352) Att I-05 (Mod 352)

**3.** All other terms and conditions of this contract remain unchanged.

## SECTION I - MODEL CONTRACT

## TABLE OF CONTENTS

1.0 CONTRACT CLAUSES FOR COMMERCIAL ITEMS	3
1.1 <b>52.212-4</b> CONTRACT TERMS AND CONDITIONS –COMMERCIAL ITEMS 1.2 <b>52.212-5</b> CONTRACT TERMS AND CONDITIONS REQUIRED TO IMPLEMENT	
STATUES OR EXECUTIVE ORDERS – COMMERCIAL ITEMS	
2.0 CONTRACT VALUE AND FUNDING	
<ul> <li>2.1 <b>52.216-22</b> INDEFINITE QUANTITY</li> <li>2.2 MINIMUM AND MAXIMUM QUANTITIES</li> </ul>	
2.2 MINIMOM AND MAXIMUM QUANTITIES	
2.4 SCHEDULE OF PRICES FOR INDIVIDUAL SEATS	
2.5 SCHEDULE OF PRICES FOR OTHER SERVICES	
<ul> <li>2.6 PRICES FOR CATALOG ITEMS</li></ul>	
2.7 52.216-3 ECONOMIC PRICE ADJUSTMENT- SEMISTANDARD SUPPLIES 2.8 1852.232-77 LIMITATION OF FUNDS (FIXED-PRICE CONTRACT)	
2.9 RETAINAGE POOLS AND PERFORMANCE METRICS	
2.10 SUPPLEMENTAL CONTRACTOR INVOICING INSTRUCTIONS	24
2.11 LIABILITY FOR LOSS, THEFT, DAMAGE, OR DESTRUCTION	
2.12 CREDIT FOR OUTAGES	
3.0 ORDERING OF SERVICES AND SUPPLIES	26
3.1 PLACING ORDERS FOR SEATS, CATALOG ITEMS, AND INFRASTRUCTURE	
UPGRADES (GENERAL)	26
3.3 INFRASTRUCTURE UPGRADE ORDERING PROCESS	
3.4 <b>52.216-19</b> ORDER LIMITATIONS	27
3.5 TECHNOLOGY INFUSION/TRANSFORMATION PLANNING	28
4.0 CONTRACT TERMS AND OPTIONS	30
4.1 PERIOD OF PERFORMANCE	
4.2 <b>52.217-9</b> OPTION TO EXTEND THE TERM OF THE CONTRACT	
<ul> <li>4.3 ANALYSIS TO SUPPORT EXERCISE OF OPTIONS</li></ul>	
4.4 SET TRANSITION FROM ACES CONTRACT TO SUCCESSOR CONTRACT	
4.6 52.222-42 STATEMENT OF EQUIVALENT RATES FOR FEDERAL HIRES	
5.0 PROPERTY MANAGEMENT	35
5.1 <b>52.245-1</b> GOVERNMENT PROPERTY	35
5.2 1852.245-71 INSTALLATION-ACCOUNTABLE GOVERNMENT PROPERTY	
(DEVIATION)	45
<ul> <li>5.3 1852.245-75 PROPERTY MANAGEMENT CHANGES</li> <li>5.4 1852.245-78 PHYSICAL INVENTORY OF CAPITAL PERSONAL PROPERTY</li> </ul>	
(DEVIATION)	50
5.6 1852.245-83 REAL PROPERTY MANAGEMENT REQUIREMENTS	
	50
5.7 REQUIREMENTS FOR GOVERNMENT-OWNED PROPERTY IN CONTRACTOR-OWNED EQUIPMENT	<b>E1</b>
5.8 COMPONENT CLASSIFICATION FOR "S" AND "M" SEATS	51
5.9 STEVENSON-WYDLER OBJECTIVES	

	10 ASSET OWNERSHIP	
	SPECIAL CONTRACT REQUIREMENTS	
6.		
6.		
6.		
0. 6.		
6.		
-		00
6.0	TECHNOLOGY RESOURCES (DEVIATION)	60
6.		61
6.		
6		
-	10 <b>52.22-54</b> EMPLOYMENT ELIGIBILITY VERIFICATION	
	11 <b>1852.223-70</b> SAFETY AND HEALTH	
	12 <b>1852.223-75</b> MAJOR BREACH OF SAFETY OR SECURITY—ALT I	
-	13 <b>52.224-1</b> PRIVACY ACT NOTIFICATION	
	14 <b>52.224-1</b> PRIVACT ACT NOTIFICATION	
	15 <b>1852.225-70</b> EXPORT LICENSES	
	16 1852.228-75 MINIMUM INSURANCE COVERAGE	
-	17 1852.228-75 MINIMOM INSURANCE COVERAGE	
	18 1852.237-73 RELEASE OF SENSITIVE INFORMATION	
-	19 1852.242-72 DENIED ACCESS TO NASA FACILITIES	
	20 1852.243-71 SHARED SAVINGS	
	21 REPEATED EQUIPMENT FAILURE PLAN	
	.22 COMPUTER/ELECTRONIC ACCOMODATIONS PROGRAM (CAP) SUPPORT	
	23 SECTION 508 COMPLIANCE	
	24 STANDARDIZATION INCENTIVES	
	25 <b>52.223-5</b> POLLUTION PREVENTION AND RIGHT-TO-KNOW INFORMATION	
	26 <b>52.223-14</b> TOXIC CHEMICAL RELEASE REPORTING	
	20 <b>52.223-14</b> TOXIC CHEMICAL RELEASE REPORTING	. 04
0.	SERVICE AND CONSTRUCTION CONTRACTS	05
0	28 1852.209-71 LIMITATION OF FUTURE CONTRACTS	
	29 ORGANIZATIONAL CONFLICT OF INTEREST	
	30 ONPLANNED SCHEDULE DELAT	
0. 6	32 <b>52.227-19</b> COMMERCIAL COMPUTER SOFTWARE LICENSE	01
	32 52.227-19 COMMERCIAL COMPUTER SOFTWARE LICENSE	
0.,	SYSTEMS FROM ENTITIES OWNED, DIRECTED OR SUBSIDIZED BY THE PEOPL	
	REPUBLIC OF CHINA (JUNE 2013)(DEVIATION)	
6	34 1852.239-72 INFORMATION TECHNOLOGY SYSTEM SUPPLY CHAIN RISK	93
0.	ASSESSMENT (APR 2014) (DEVIATION)	٩d
7.0	SMALL BUSINESS REQUIREMENTS	96
	7.1 SMALL DISADVANTAGED BUSINESS PARTICIPATION-CONTRACT TARGETS	96
7	.2 <b>52.219-4</b> NOTICE OF PRICE EVALUATION PREFERENCE FOR HUBZONE SMALL	
	BUSINESS CONCERNS	97
	7.3 Reserved	
	7.4 <b>1852.219-76</b> NASA 8 PERCENT GOAL	98
	LIST OF ATTACHMENTS	
0.0		100

## SECTION I MODEL CONTRACT

## 1.0 CONTRACT CLAUSES FOR COMMERCIAL ITEMS

## 1.1 <u>52.212-4 CONTRACT TERMS AND CONDITIONS—COMMERCIAL ITEMS (May 2014)</u>

(a) *Inspection/Acceptance.* The Contractor shall only tender for acceptance those items that conform to the requirements of this contract. The Government reserves the right to inspect or test any supplies or services that have been tendered for acceptance. The Government may require repair or replacement of nonconforming supplies or reperformance of nonconforming services at no increase in contract price. If repair/replacement or reperformance will not correct the defects or is not possible, the government may seek an equitable price reduction or adequate consideration for acceptance of nonconforming supplies or services. The Government must exercise its post-acceptance rights—

(1) Within a reasonable time after the defect was discovered or should have been discovered; and

(2) Before any substantial change occurs in the condition of the item, unless the change is due to the defect in the item

(b) *Assignment*. The Contractor or its assignee may assign its rights to receive payment due as a result of performance of this contract to a bank, trust company, or other financing institution, including any Federal lending agency in accordance with the Assignment of Claims Act (31 U.S.C. 3727). However, when a third party makes payment (*e.g.*, use of the Governmentwide commercial purchase card), the Contractor may not assign its rights to receive payment under this contract.

(c) *Changes*. Changes in the terms and conditions of this contract may be made only by written agreement of the parties.

(d) *Disputes*. This contract is subject to 41 U.S.C. chapter 71, Contract Disputes. Failure of the parties to this contract to reach agreement on any request for equitable adjustment, claim, appeal or action arising under or relating to this contract shall be a dispute to be resolved in accordance with the clause at FAR 52.233-1, Disputes, which is incorporated herein by reference. The Contractor shall proceed diligently with performance of this contract, pending final resolution of any dispute arising under the contract.

(e) Definitions. The clause at FAR 52.202-1, Definitions, is incorporated herein by reference.

(f) *Excusable delays*. The Contractor shall be liable for default unless nonperformance is caused by an occurrence beyond the reasonable control of the Contractor and without its fault or negligence such as, acts of God or the public enemy, acts of the Government in either its sovereign or contractual capacity, fires, floods, epidemics, quarantine restrictions, strikes, unusually severe weather, and delays of common carriers. The Contractor shall notify the Contracting Officer in writing as soon as it is reasonably possible after the commencement of any excusable delay, setting forth the full particulars in connection therewith, shall remedy such occurrence with all reasonable dispatch, and shall promptly give written notice to the Contracting Officer of the cessation of such occurrence.

## (g) Invoice.

(1) The Contractor shall submit an original invoice and three copies (or electronic invoice, if authorized) to the address designated in the contract to receive invoices. An invoice must include—

(i) Name and address of the Contractor;

(ii) Invoice date and number;

(iii) Contract number, contract line item number and, if applicable, the order number;

(iv) Description, quantity, unit of measure, unit price and extended price of the items delivered;

(v) Shipping number and date of shipment, including the bill of lading number and weight of shipment if shipped on Government bill of lading;

(vi) Terms of any discount for prompt payment offered;

(vii) Name and address of official to whom payment is to be sent;

(viii) Name, title, and phone number of person to notify in event of defective invoice; and

(ix) Taxpayer Identification Number (TIN). The Contractor shall include its TIN on the invoice only if required elsewhere in this contract.

(x) Electronic funds transfer (EFT) banking information.

(A) The Contractor shall include EFT banking information on the invoice only if required elsewhere in this contract.

(B) If EFT banking information is not required to be on the invoice, in order for the invoice to be a proper invoice, the Contractor shall have submitted correct EFT banking information in accordance with the applicable solicitation provision, contract clause (e.g., 52.232-33,

Payment by Electronic Funds Transfer— System for Award Management, or 52.232-34, Payment by Electronic Funds Transfer—

Other Than System for Award Management), or applicable agency procedures.

(C) EFT banking information is not required if the Government waived the requirement to pay by EFT.

(2) Invoices will be handled in accordance with the Prompt Payment Act

(31 U.S.C. 3903) and Office of Management and Budget (OMB) prompt payment regulations at 5 CFR Part 1315.

(h) *Patent indemnity*. The Contractor shall indemnify the Government and its officers, employees and agents against liability, including costs, for actual or alleged direct or contributory infringement of, or inducement to infringe, any United States or foreign patent, trademark or copyright, arising out of the performance of this contract, provided the Contractor is reasonably notified of such claims and proceedings.

## (i) Payment.-

*Items accepted.* Payment shall be made for items accepted by the Government that have been delivered to the delivery destinations set forth in this contract.
 *Prompt Payment.* The Government will make payment in accordance with the Prompt Payment Act (31 U.S.C. 3903) and prompt payment regulations at 5 CFR Part 1315.

(3) *Electronic Funds Transfer (EFT)*. If the Government makes payment by EFT, see 52.212-5(b) for the appropriate EFT clause.

(4) *Discount*. In connection with any discount offered for early payment, time shall be computed from the date of the invoice. For the purpose of computing the discount earned, payment shall be considered to have been made on the date which appears on the payment check or the specified payment date if an electronic funds transfer payment is made.

(5) *Overpayments*. If the Contractor becomes aware of a duplicate contract financing or invoice payment or that the Government has otherwise overpaid on a contract financing or invoice payment, the Contractor shall—

(i) Remit the overpayment amount to the payment office cited in the contract along with a description of the overpayment including the—

(A) Circumstances of the overpayment (*e.g.*, duplicate payment,

- erroneous payment, liquidation errors, date(s) of overpayment);
- (B) Affected contract number and delivery order number, if applicable;
- (C) Affected contract line item or subline item, if applicable; and
- (D) Contractor point of contact.

(ii) Provide a copy of the remittance and supporting documentation to the Contracting Officer.

(6) Interest.

(i) All amounts that become payable by the Contractor to the Government under this contract shall bear simple interest from the date due until paid unless paid within 30 days of becoming due. The interest rate shall be the interest rate established by the Secretary of the Treasury as provided in 41 U.S.C. 7109, which is applicable to the period in which the amount becomes due, as provided in (i)(6)(v) of this clause, and then at the rate applicable for each sixmonth period as fixed by the Secretary until the amount is paid.

(ii) The Government may issue a demand for payment to the Contractor upon finding a debt is due under the contract.

(iii) *Final decisions*. The Contracting Officer will issue a final decision as required by 33.211 if—

(A) The Contracting Officer and the Contractor are unable to reach agreement on the existence or amount of a debt within 30 days;(B) The Contractor fails to liquidate a debt previously demanded by the Contracting Officer within the timeline specified in the demand for payment unless the amounts were not repaid because the Contractor

has requested an installment payment agreement; or

(C) The Contractor requests a deferment of collection on a debt previously demanded by the Contracting Officer (see 32.607-2).

(iv) If a demand for payment was previously issued for the debt, the demand for payment included in the final decision shall identify the same due date as the original demand for payment.

(v) Amounts shall be due at the earliest of the following dates:

(A) The date fixed under this contract.

(B) The date of the first written demand for payment, including any demand for payment resulting from a default termination.

(vi) The interest charge shall be computed for the actual number of calendar days involved beginning on the due date and ending on—

(A) The date on which the designated office receives payment from the Contractor;

(B) The date of issuance of a Government check to the Contractor from which an amount otherwise payable has been withheld as a credit against the contract debt; or

(C) The date on which an amount withheld and applied to the contract debt would otherwise have become payable to the Contractor.

(vii) The interest charge made under this clause may be reduced under the procedures prescribed in 32.608-2 of the Federal Acquisition Regulation in effect on the date of this contract.

(j) *Risk of loss*. Unless the contract specifically provides otherwise, risk of loss or damage to the supplies provided under this contract shall remain with the Contractor until, and shall pass to the Government upon:

(1) Delivery of the supplies to a carrier, if transportation is f.o.b. origin; or

(2) Delivery of the supplies to the Government at the destination specified in the contract, if transportation is f.o.b. destination.

(k) *Taxes*. The contract price includes all applicable Federal, State, and local taxes and duties.

(I) *Termination for the Government's convenience*. The Government reserves the right to terminate this contract, or any part hereof, for its sole convenience. In the event of such termination, the Contractor shall immediately stop all work hereunder and shall immediately cause any and all of its suppliers and subcontractors to cease work. Subject to the terms of this contract, the Contractor shall be paid a percentage of the contract price reflecting the percentage of the work performed prior to the notice of termination, plus reasonable charges the Contractor can demonstrate to the satisfaction of the Government using its standard record keeping system, have resulted from the termination. The Contractor shall not be required to comply with the cost accounting standards or contract cost principles for this purpose. This paragraph does not give the Government any right to audit the Contractor's records. The Contractor shall not be paid for any work performed or costs incurred which reasonably could have been avoided.

(m) *Termination for cause*. The Government may terminate this contract, or any part hereof, for cause in the event of any default by the Contractor, or if the Contractor fails to comply with any contract terms and conditions, or fails to provide the Government, upon request, with adequate assurances of future performance. In the event of termination for cause, the Government shall not be liable to the Contractor for any amount for supplies or services not accepted, and the Contractor shall be liable to the Government for any and all rights and remedies provided by law. If it is determined that the Government improperly terminated this contract for default, such termination shall be deemed a termination for convenience.

(n) *Title*. Unless specified elsewhere in this contract, title to items furnished under this contract shall pass to the Government upon acceptance, regardless of when or where the Government takes physical possession.

(o) *Warranty*. The Contractor warrants and implies that the items delivered hereunder are merchantable and fit for use for the particular purpose described in this contract.

(p) *Limitation of liability*. Except as otherwise provided by an express warranty, the Contractor will not be liable to the Government for consequential damages resulting from any defect or deficiencies in accepted items.

(q) *Other compliances*. The Contractor shall comply with all applicable Federal, State and local laws, executive orders, rules and regulations applicable to its performance under this contract.

(r) *Compliance with laws unique to Government contracts.* The Contractor agrees to comply with 31 U.S.C. 1352 relating to limitations on the use of appropriated funds to influence certain Federal contracts; 18 U.S.C. 431 relating to officials not to benefit; 40 U.S.C. chapter 37, Contract Work Hours and Safety Standards; 41 U.S.C. chapter 87, Kickbacks; 41 U.S.C. 4712 and 10 U.S.C. 2409 relating to whistleblower protections; 49 U.S.C. 40118, Fly American; and 41 U.S.C. chapter 21 relating to procurement integrity.

(s) *Order of precedence*. Any inconsistencies in this solicitation or contract shall be resolved by giving precedence in the following order:

(1) The schedule of supplies/services.

(2) The Assignments, Disputes, Payments, Invoice, Other Compliances,

Compliance with Laws Unique to Government Contracts, and Unauthorized Obligations paragraphs of this clause.

(3) The clause at 52.212-5.

(4) Addenda to this solicitation or contract, including any license agreements for computer software.

- (5) Solicitation provisions if this is a solicitation.
- (6) Other paragraphs of this clause.
- (7) The Standard Form 1449.
- (8) Other documents, exhibits, and attachments.
- (9) The specification.
- (t) System for Award Management (SAM).

(1) Unless exempted by an addendum to this contract, the Contractor is responsible during performance and through final payment of any contract for the accuracy and completeness of the data within the SAM database, and for any liability resulting from the Government's reliance on inaccurate or incomplete data. To remain registered in the SAM database after the initial registration, the Contractor is required to review and update on an annual basis from the date of initial registration or subsequent updates its information in the SAM database to ensure it is current, accurate and complete. Updating information in the SAM does not alter the terms and conditions of this contract and is not a substitute for a properly executed contractual document.

(2)

(i) If a Contractor has legally changed its business name, "doing business as" name, or division name (whichever is shown on the contract), or has transferred the assets used in performing the contract, but has not completed the necessary requirements regarding novation and change-of-name agreements in Subpart 42.12, the Contractor shall provide the responsible Contracting Officer a minimum of one business day's written notification of its intention to

(A) Change the name in the SAM database;

(B) Comply with the requirements of Subpart 42.12 of the FAR;(C) Agree in writing to the timeline and procedures specified by the responsible Contracting Officer. The Contractor must provide with the notification sufficient documentation to support the legally changed name.

(ii) If the Contractor fails to comply with the requirements of paragraph (t)(2)(i) of this clause, or fails to perform the agreement at

paragraph (t)(2)(i)(C) of this clause, and, in the absence of a properly executed novation or change-of-name agreement, the SAM information that shows the Contractor to be other than the Contractor indicated in the contract will be considered to be incorrect information within the meaning of the "Suspension of Payment" paragraph of the electronic funds transfer (EFT) clause of this contract.

(3) The Contractor shall not change the name or address for EFT payments or manual payments, as appropriate, in the SAM record to reflect an assignee for the purpose of assignment of claims (see FAR Subpart 32.8, Assignment of Claims). Assignees shall be separately registered in the SAM database. Information provided to the Contractor's SAM record that indicates payments, including those made by EFT, to an ultimate recipient other than that Contractor will be considered to be incorrect information within the meaning of the "Suspension of payment" paragraph of the EFT clause of this contract.

(4) Offerors and Contractors may obtain information on registration and annual confirmation requirements via SAM accessed through <u>https://www.acquisition.gov</u>.

## (u) Unauthorized Obligations.

(1) Except as stated in paragraph (u)(2) of this clause, when any supply or service acquired under this contract is subject to any End Use License Agreement (EULA), Terms of Service (TOS), or similar legal instrument or agreement, that includes any clause requiring the Government to indemnify the Contractor or any person or entity for damages, costs, fees, or any other loss or liability that would create an Anti-Deficiency Act violation (31 U.S.C. 1341), the following shall govern:

(i) Any such clause is unenforceable against the Government.

(ii) Neither the Government nor any Government authorized end user shall be deemed to have agreed to such clause by virtue of it appearing in the EULA, TOS, or similar legal instrument or agreement. If the EULA, TOS, or similar legal instrument or agreement is invoked through an "I agree" click box or other comparable mechanism (e.g., "click-wrap" or "browse-wrap" agreements), execution does not bind the Government or any Government authorized end user to such clause.

(iii) Any such clause is deemed to be stricken from the EULA, TOS, or similar legal instrument or agreement.

(2) Paragraph (u)(1) of this clause does not apply to indemnification by the Government that is expressly authorized by statute and specifically authorized under applicable agency regulations and procedures.

#### 1.2 <u>52.212-5 CONTRACT TERMS AND CONDITIONS REQUIRED TO IMPLEMENT</u> STATUTES OR EXECUTIVE ORDERS - COMMERCIAL ITEMS (OCT 2014)

(a) The Contractor shall comply with the following Federal Acquisition Regulation (FAR) clauses, which are incorporated in this contract by reference, to implement provisions of law or Executive orders applicable to acquisitions of commercial items:

(1) 52.222-50, Combating Trafficking in Persons (FEB 2009) (22 U.S.C. 7104(g)).

(i)Alternate I (AUG 2007) of 52.222-50 (22 U.S.C. 7104 (g)). (2)

52.233-3, Protest After Award (AUG 1996) (31 U.S.C. 3553).

(3) 52.233-4, Applicable Law for Breach of Contract Claim (OCT 2004) (Public Laws 108-77,108-78 (19 U.S.C. 3805 note)).

(b) The Contractor shall comply with the FAR clauses in this paragraph (b) that the contracting officer has indicated as being incorporated in this contract by reference to implement provisions of law or Executive orders applicable to acquisitions of commercial items:

[Contracting Officer check as appropriate.]

 $\boxtimes$  (1) 52.203-6, Restrictions on Subcontractor Sales to the Government (Sept 2006), with Alternate I (Oct 1995) (41 U.S.C. 4704 and 10 U.S.C. 2402).

 $\hfill (2)$  52.203-13, Contractor Code of Business Ethics and Conduct (Apr 2010) (41 U.S.C. 3509).

(3) 52.203-15, Whistleblower Protections under the American Recovery and Reinvestment Act of 2009 (Jun 2010) (Section 1553 of Pub. L. 111-5). (Applies to contracts funded by the American Recovery and Reinvestment Act of 2009.)

(4) 52.204-10, Reporting Executive compensation and First-Tier Subcontract Awards (Jul 2010) (Pub. L. 109-282) (31 U.S.C. 6101 note).

(5) [Reserved]

(6) 52.204-14, Service Contract Reporting Requirements (Jan 2014) (Pub. L. 111-117, section 743 of Div. C).

(7) 52.204-15, Service Contract Reporting Requirements for Indefinite-Delivery Contracts (Jan 2014) (Pub. L. 111-117, section 743 of Div. C).

 (8) 52.209-6, Protecting the Government's Interest When Subcontracting with Contractors Debarred, Suspended, or Proposed for Debarment (Aug 2013) (31 U.S.C. 6101 note).

(9) 52.209-9, Updates of Publicly Available Information Regarding Responsibility Matters (Jul 2013) (41 U.S.C. 2313).

(10) 52.209-10, Prohibition on Contracting with Inverted Domestic Corporations (May 2012) (section 738 of Division C of Public Law 112-74, section 740 of Division C of Pub. L. 111-117, section 743 of Division D of Pub. L. 111-8, and section 745 of Division D of Pub. L. 110-161).

(11) 52.219-3, Notice of HUBZone Set-Aside or Sole-Source Award (Nov 2011) (15 U.S.C. 657a).

☐ (12) 52.219-4, Notice of Price Evaluation Preference for HUBZone Small Business Concerns (Oct 2014) (if the offeror elects to waive the preference, it shall so indicate in its offer) (15 U.S.C. 657a).

(ii) Alternate I (Jan 2011) of 52.219-4.

(13) [Reserved]

(14)(i) 52.219-6, Notice of Total Small Business Aside (Nov 2011) (15 U.S.C. 644).

(ii) Alternate I (Nov 2011).

(iii) Alternate II (Nov 2011).

 $\Box$  (15)(i) 52.219-7, Notice of Partial Small Business Set-Aside (June 2003) (15 U.S.C. 644).

(ii) Alternate I (Oct 1995) of 52.219-7.

(iii) Alternate II (Mar 2004) of 52.219-7.

 $\square$  (16) 52.219-8, Utilization of Small Business Concerns (Oct 2014) (15 U.S.C. 637(d)(2) and (3)).

 $\boxtimes$  (17)(i) 52.219-9, Small Business Subcontracting Plan (Oct 2014) (15 U.S.C. 637(d)(4)).

(ii) Alternate I (Oct 2001) of 52.219-9.

(iii) Alternate II (Oct 2001) of 52.219-9.

(iv) Alternate III (Oct 2014) of 52.219-9.

S2.219-9, Small Business Subcontracting Plan (DEVIATION 2013-00014) (AUG 2013)

(18) 52.219-13, Notice of Set-Aside of Orders (Nov 2011) (15 U.S.C. 644(r)).

(19) 52.219-14, Limitations on Subcontracting (Nov 2011) (15 U.S.C. 637(a)(14)).

Contract NNX11AA01C

 $\Box$  (20) 52.219-16, Liquidated Damages – Subcontracting Plan (Jan 1999) (15 U.S.C. 637(d)(4)(F)(i)).

□ (21)(i) 52.219-23, Notice of Price Evaluation Adjustment for Small Disadvantage Business Concerns (Oct 2008) (10 U.S.C 2323) (If the offeror elects to waive the adjustment, it shall so indicate in its offer).

(ii) Alternate I (June 2003) of 52.219-23.

 $\boxtimes$  (22) 52.219-25, Small Disadvantaged Business Participation Program— Disadvantaged Status and Reporting (Jul 2013) (Pub. L. 103-355, section 7102, and 10 U.S.C. 2323).

(23) 52.219-26, Small Disadvantaged Business Participation Program— Incentive Subcontracting (Oct 2000) (Pub. L. 103-355, section 7102, and 10 U.S.C. 2323).

(24) 52.219-27, Notice of Service-Disabled Veteran-Owned Small Business Set-Aside (Nov 2011) (15 U.S.C. 657f).

 $\boxtimes$  (25) 52.219-28, Post Award Small Business Program Rerepresentation (Jul 2013) (15 U.S.C. 632(a)(2)).

(26) 52.219-29, Notice of Set-Aside for Economically Disadvantaged Women-Owned Small Business (EDWOSB) Concerns (Jul 2013) (15 U.S.C. 637(m)).

(27) 52.219-30, Notice of Set-Aside for Women-Owned Small Business (WOSB) Concerns Eligible Under the WOSB Program (Jul 2013) (15 U.S.C. 637(m)).

(28) 52.222-3, Convict Labor (June 2003) (E.O. 11755).

(29) 52.222-19, Child Labor—Cooperation with Authorities and Remedies (Jan 2014) (E.O. 13126).

 $\boxtimes$  (30) 52.222-21, Prohibition of Segregated Facilities (Feb 1999).

(31) 52.222-26, Equal Opportunity (Mar 2007) (E.O. 11246).

(32) 52.222-35, Equal Opportunity for Veterans (Jul 2014) (38 U.S.C. 4212).

 $\boxtimes$  (33) 52.222-36, Affirmative Action for Workers with Disabilities (Jul 2014) (29 U.S.C. 793).

(34) 52.222-37, Employment Reports on Veterans (Jul 2014) (38 U.S.C. 4212).

○ (35) 52.222-40, Notification of Employee Rights Under the National Labor Relations Act (Dec 2010) (E.O. 13496).

(36) 52.222-54, Employment Eligibility Verification (Aug 2013). (Executive Order 12989). (Not applicable to the acquisition of commercially available off-the-shelf items or certain other types of commercial items as prescribed in 22.1803.)

☐ (37)(i) 52.223-9, Estimate of Percentage of Recovered Material Content for EPA-Designated Items (May 2008) (42 U.S.C. 6962(c)(3)(A)(ii)). (Not applicable to the acquisition of commercially available off-the-shelf items.)

(ii) Alternate I (May 2008) of 52.223-9 (42 U.S.C. 6962(i)(2)(C)). (Not applicable to the acquisition of commercially available off-the-shelf items.)

(38)(i) 52.223-13, Acquisition of EPEAT® -Registered Imaging Equipment (Jun 2014) (E.O.s 13423 and 13514)

(ii) Alternate I (Jun 2014) of 52.223-14.

(39) 52.223-14, Acquisition of EPEAT® -Registered Television (Jun 2014) (E.O.s 13423 and 13514).

(ii) Alternate I (Jun 2014) of 52.223-14.

 $\square$ (40) 52.223-15, Energy Efficiency in Energy-Consuming Products (Dec 2007) (42 U.S.C. 8259b).

(41)(i) 52.223-16, Acquisition of EPEAT® -Registered Personal Computer Products (Jun 2014) (E.O. 13423 and 13514).

(ii) Alternate I (Jun 2014) of 52.223-16.

(42) 52.223-18, Contractor Policy to Ban Text Messaging While Driving (Aug 2011).

(43) 52.225-1, Buy American Act—Supplies (May 2014) (41 U.S.C. chapter 83).

(44)(i) 52.225-3, Buy American Act—Free Trade Agreements—Israeli Trade Act (May 2014) (41 U.S.C. chapter 83, 19 U.S.C. 3301 note, 19 U.S.C. 2112 note, 19 U.S.C. 3805 note, 19 U.S.C. 4001 note, Pub. L. 103-182, 108-77, 108-78, 108-286, 108-302, 109-53, 109-169, 109-283, 110-138, 112-41, 112-42, and 112-43).

(ii) Alternate I (May 2014) of 52.225-3.

(iii) Alternate II (May 2014) of 52.225-3.

(iv) Alternate III (May 2014) of 52.225-3.

(45) 52.225-5, Trade Agreements (Nov 2013) (19 U.S.C. 2501, *et seq.*, 19 U.S.C. 3301 note).

(46) 52.225-13, Restrictions on Certain Foreign Purchases (Jun 2008) (E.O.'s, proclamations, and statutes administered by the Office of Foreign Assets Control of the Department of the Treasury).

(47) 52.225-26, Contractors Performing Private Security Functions Outside the United States (Jul 2013) (Section 862, as amended, of the National Page I-13 Contract NNX11AA01C

Defense Authorization Act for Fiscal Year 2008; 10 U.S.C. 2303 Note).

(48) 52.226-4, Notice of Disaster or Emergency Area Set-Aside (Nov 2007) (42 U.S.C. 5150).

(49) 52.226-5, Restrictions on Subcontracting Outside Disaster or Emergency Area (Nov 2007) (42 U.S.C.5150).

(50) 52.232-29, Terms for Financing of Purchases of Commercial Items (Feb 2002) (41 U.S.C. 4505, 10 U.S.C. 2307(f)).

(51) 52.232-30, Installment Payments for Commercial Items (Oct 1995) (41 U.S.C. 255(f), 10 U.S.C. 2307(f)).

(52) 52.232-33, Payment by Electronic Funds Transfer—System for Award Management (Jul 2013) (31 U.S.C. 3332).

(53) 52.232-34, Payment by Electronic Funds Transfer—Other System for Award Management (Jul 2013) (31 U.S.C. 3332).

(54) 52.232-36, Payment by Third Party (May 2014) (31 U.S.C. 3332).

(55) 52.239-1, Privacy or Security Safeguards (Aug 1996) (5 U.S.C. 552a).

(56)(i) 52.247-64, Preference for Privately Owned U.S.-Flag Commercial Vessels (Feb 2006) (46 U.S.C. Appx 1241(b) and 10 U.S.C. 2631).

(ii) Alternate I (Apr 2003) of 52.247-64.

(c) The Contractor shall comply with the FAR clauses in this paragraph (c), applicable to commercial services, that the Contracting Officer has indicated as being incorporated in this contract by reference to implement provisions of law or executive orders applicable to acquisitions of commercial items:

[Contracting Officer check as appropriate.]

(1) 52.222-41, Service Contract Labor Standards (May 2014) (41 U.S.C. chapter 67.)

(2) 52.222-42, Statement of Equivalent Rates for Federal Hires (May 2014) (29 U.S.C. 206 and 41 U.S.C. chapter 67.)

(3) 52.222-43, Fair Labor Standards Act and Service Contract Act—Price Adjustment (Multiple Year and Option Contracts) (May 2014) (29 U.S.C. 206 and 41 U.S.C. chapter 67.)

(4) 52.222-44, Fair Labor Standards Act and Service Contract Act—Price Adjustment (May 2014) (29 U.S.C. 206 and 41 U.S.C. chapter 67.)

(5) 52.222-51, Exemption from Application of the Service Contract Labor Standards to Contracts for Maintenance, Calibration, or Repair of Certain Equipment— Page I-14 Requirements (May 2014) (41 U.S.C. chapter 67.)

☐ (6) 52.222-53, Exemption from Application of the Service Contract Labor Standards to Contracts for Certain Services—Requirements (May 2014) (41 U.S.C. chapter 67.)

(7) 52.222-17, Nondisplacement of Qualified Workers (May 2014) (E.O. 13495).

(8) 52.226-6, Promoting Excess Food Donation to Nonprofit Organizations (May 2014) (42 U.S.C. 1792).

(9) 52.237-11, Accepting and Dispensing of \$1 Coin (Sept 2008) (31 U.S.C. 5112(p)(1)).

(d) *Comptroller General Examination of Record.* The Contractor shall comply with the provisions of this paragraph (d) if this contract was awarded using other than sealed bid, is in excess of the simplified acquisition threshold, and does not contain the clause at 52.215-2, Audit and Records—Negotiation.

(1) The Comptroller General of the United States, or an authorized representative of the Comptroller General, shall have access to and right to examine any of the Contractor's directly pertinent records involving transactions related to this contract.

(2) The Contractor shall make available at its offices at all reasonable times the records, materials, and other evidence for examination, audit, or reproduction, until 3 years after final payment under this contract or for any shorter period specified in FAR Subpart 4.7, Contractor Records Retention, of the other clauses of this contract. If this contract is completely or partially terminated, the records relating to the work terminated

shall be made available for 3 years after any resulting final termination settlement. Records relating to appeals under the disputes clause or to litigation or the settlement of claims arising under or relating to this contract shall be made available until such appeals, litigation, or claims are finally resolved.

(3) As used in this clause, records include books, documents, accounting procedures and practices, and other data, regardless of type and regardless of form. This does not require the Contractor to create or maintain any record that the Contractor does not maintain in the ordinary course of business or pursuant to a provision of law.

#### (e)

(1) Notwithstanding the requirements of the clauses in paragraphs (a), (b), (c) and (d) of this clause, the Contractor is not required to flow down any FAR clause, other than those in this paragraph (e)(1) in a subcontract for commercial items. Unless otherwise indicated below, the extent of the flow down shall be as required by the clause—

(i) 52.203-13, Contractor Code of Business Ethics and Conduct (Apr 2010) (41 U.S.C. 3509).

(ii) 52.219-8, Utilization of Small Business Concerns (Oct 2014)

(15 U.S.C. 637(d)(2) and (3)), in all subcontracts that offer further subcontracting opportunities. If the subcontract (except subcontracts to small business concerns) exceeds \$650,000 (\$1.5 million for construction of any public facility), the subcontractor must include 52.219-8 in lower tier subcontracts that offer subcontracting opportunities.

(iii) 52.222-17, Nondisplacement of Qualified Workers (May 2014) (E.O. 13495). Flow

down required in accordance with paragraph (1) of FAR clause 52.222-17.

(iv) 52.222-26, Equal Opportunity (Mar 2007) (E.O. 11246).

(v) 52.222-35, Equal Opportunity for Veterans (Jul 2014) (38 U.S.C. 4212).

(vi) 52.222-36, Equal Opportunity for Workers with Disabilities (Jul 2014) (29 U.S.C. 793).

(vii) 52.222-37, Employment Reports on Veterans (Jul 2014) (38 U.S.C. 4212).

(viii) 52.222-40, Notification of Employee Rights Under the National Labor Relations Act (Dec 2010) (E.O. 13496). Flow down required in accordance with paragraph (f) of FAR clause 52.222-40.

(ix) 52.222-41, Service Contract Labor Standards (May 2014) (41 U.S.C. chapter 67.).

(x) 52.222-50, Combating Trafficking in Persons (Feb 2009) (22 U.S.C. 7104(g)).

-Alternate I (Aug 2007) of 52.222-50 (22 U.S.C 7104(g)).

(xi) 52.222-51, Exemption from Application of the Service Contract Labor Standards to Contracts for Maintenance, Calibration, or Repair of Certain Equipment--Requirements (May 2014) (41 U.S.C. chapter 67.)

(xii) 52.222-53, Exemption from Application of the Service Contract Labor Standards to Contracts for Certain Services--Requirements (May 2014) (41 U.S.C. chapter 67)

(xiii) 52.222.54, Employment Eligibility Verification (Aug 2013).

(xiv) 52.225-26, Contractors Performing Private Security Functions Outside the United States (Jul 2013) (Section 862, as amended, of the National Defense Authorization Act for Fiscal Year 2008; 10 U.S.C. 2302 Note).

(xv) 52.226-6, Promoting Excess Food Donation to Nonprofit Organizations. (May 2014) (42 U.S.C. 1792). Flow down required in accordance with paragraph (e) of FAR clause 52.226-6.

(xvi) 52.247-64, Preference for Privately-Owned U.S.Flag Commercial Vessels (Feb 2006) (46 U.S.C. Appx 1241(b) and 10 U.S.C. 2631). Flow down required in accordance with paragraph (d) of FAR clause 52.247-64.

(2) While not required, the contractor may include in its subcontracts for commercial items a minimal number of additional clauses necessary to satisfy its contractual obligations.

#### 2.0 <u>CONTRACT VALUE AND FUNDING</u>

#### 2.1 52.216-22 INDEFINITE QUANTITY (OCT 1995)

(a) This is an indefinite-quantity contract for the supplies or services specified, and effective for the period stated, in the Schedule. The quantities of supplies and services specified in the Schedule are estimates only and are not purchased by this contract.

(b) Delivery or performance shall be made only as authorized by orders issued in accordance with the Ordering clause. The Contractor shall furnish to the Government, when and if ordered, the supplies or services specified in the Schedule up to and including the quantity designated in the Schedule as the "maximum." The Government shall order at least the quantity of supplies or services designated in the Schedule as the "minimum."

(c) Except for any limitations on quantities in the Order Limitations clause or in the Schedule, there is no limit on the number of orders that may be issued. The Government may issue orders requiring delivery to multiple destinations or performance at multiple locations.

(d) Any order issued during the effective period of this contract and not completed within that period shall be completed by the Contractor within the time specified in the order. The contract shall govern the Contractor's and Government's rights and obligations with respect to that order to the same extent as if the order were completed during the contract's effective period; *provided*, that the Contractor shall not be required to make any deliveries under this contract after October 31, 2021.

(End of clause)

#### 2.2 MINIMUM AND MAXIMUM QUANTITIES

For purposes of the minimum and maximum values identified in FAR clause 52.216-22, *Indefinite Quantity*, the minimum and maximum quantities to be ordered under this contract during the entire ten year period of performance are specified below:

a. The minimum contract value is <u>\$5,000,000</u>.

b. The maximum contract value is <u>\$2,500,000,000</u>.

c. There are no minimum or maximum quantities for Base Services, Seat Services (compute, mobile, pager, network peripheral, virtual team services, government owned), Enhanced Support Services, Other General Services, or ACES Product Catalog Orders.

(End of clause)

#### 2.3 <u>1852.216-78 FIRM FIXED PRICE (DEC 1988)</u>

The fixed unit prices for Base Services, Seat Services, and other services are as specified in Attachment I-9 CLIN Pricing. The fixed unit prices for Base Services are an annual price paid in 12 monthly payments. The unit of measure for Base Services is NASA's modified N2 number and may be adjusted each fiscal year. If NASA's modified N2 number is adjusted to a different

End-User Base Services Band the change will become effective on November 1<sup>st</sup> at the beginning of the following Contract Year. The Fully Burdened Labor Rates are as specified in Attachment I-10. (CLIN Pricing and Fully Burdened Labor Rates are adjusted annually based on the contract year of performance).

Attachment I-7, Summary of Infrastructure Upgrade Proposals, provides a summary of all approved infrastructure upgrade proposals and is updated as new IUPs are authorized by the Contracting Officer.

(End of clause)

## 2.4 SCHEDULE OF PRICES FOR INDIVIDUAL SEATS

Firm-Fixed Prices for individual seats by contract year are delineated in Attachment I-9, *CLIN Pricing*. The firm-fixed prices for individual seat are monthly prices based on the applicable Contract Year. These prices have been proposed on an Agency-wide basis and apply to seat purchases regardless of Center location. All delivery charges, taxes, and handling costs are included in the listed prices. The firm-fixed prices for other services and/or enhanced services are either monthly or per occurrence based on the applicable Contract Year.

(End of clause)

## 2.5 SCHEDULE OF PRICES FOR OTHER SERVICES

Firm-Fixed Prices for ACES Product Catalog orders (to include shipping) are per occurrence. Firm-Fixed Prices for Enhanced Support Services are either monthly or daily prices. Firm-Fixed Prices for Other General Services are either monthly or per occurrence prices. The Firm-Fixed Price for the Asset Transition Value for Early Tech Refreshes is per occurrence.

## 2.6 PRICES FOR CATALOG ITEMS

The Contractor shall maintain a catalog of common ancillary information technology items as required in Section 3.3 of the Performance Work Statement. The Contractor agrees to provide a discount off the manufacturer suggested retail price as specified below. The Contractor also agrees that all associated material handling charges are included in the annual price of the Base Services price and shall not be added to the price of the individual catalog item.

	Period	Discount Rate
Base	Nov 1, 2011 – Oct 31, 2015	30%
Option 1	Nov 1, 2015 – Oct 31, 2018	30%
Option 2	Nov 1, 2018 – Oct 31, 2021	30%

\*\* Note: If the Discount Rate is not the same within each period, the Offeror shall specify the yearly discount rate

## 2.7 <u>52.216-3 ECONOMIC PRICE ADJUSTMENT- SEMISTANDARD SUPPLIES</u> (JAN 1997)

(a) The Contractor warrants that the supplies and services identified in <u>Clause 2.4.</u> <u>Schedule of Prices for Individual Seats</u>, are (except for modifications required by the

contract specifications) supplies or services for which there is an established price. The term "established price" means a price that (1) is an established catalog or market price for a commercial item sold in substantial quantities to the general public, and (2) is the net price after applying any standard trade discounts offered by the Contractor. The Contractor further warrants that, as of the date of this contract, any difference between the unit prices stated in the contract for these line items and the Contractor's established prices for like quantities of the nearest commercial equivalents are due to compliance with contract specifications and with any contract requirements for preservation, packaging, and packing beyond standard commercial practice.

(b) The Contractor shall promptly notify the Contracting Officer of the amount and effective date of each decrease in any applicable established price. At a minimum, the Contractor shall submit an adjustment proposal annually or as the marketplace changes. This does not alleviate the Contractor from submitting an adjustment proposal as identified in Paragraph (a) of this clause. Each corresponding contract unit price (exclusive of any part of the unit price that reflects modifications resulting from compliance with specifications or with requirements for preservation, packaging, and packing beyond standard commercial practice) shall be decreased by the same percentage that the established price is decreased. The decrease shall apply to those items delivered on and after the effective date of the decrease in the Contractor's established price, and this contract shall be modified accordingly.

(c) If the Contractor's applicable established price is increased after the contract date, the corresponding contract unit price (exclusive of any part of the unit price resulting from compliance with specifications or with requirements for preservation, packaging, and packing beyond standard commercial practice) shall be increased, upon the Contractor's written request to the Contracting Officer, by the same percentage that the established price is increased, and the contract shall be modified accordingly, subject to the following limitations:

(1) The aggregate of the increases in any contract unit price under this clause shall not exceed 10 percent of the original contract unit price.

(2) The increased contract unit price shall be effective-

(i) On the effective date of the increase in the applicable established price if the Contracting Officer receives the Contractor's written request within 10 days thereafter; or

(ii) If the written request is received later, on the date the Contracting Officer receives the request.

(3) The increased contract unit price shall not apply to quantities scheduled under the contract for delivery before the effective date of the increased contract unit price, unless failure

to deliver before that date results from causes beyond the control and without the fault or negligence of the Contractor, within the meaning of the Default clause.

(4) No modification increasing a contract unit price shall be executed under this

paragraph (c) until the Contracting Officer verifies the increase in the applicable established price.

(5) Within 30 days after receipt of the Contractor's written request, the Contracting Officer may cancel, without liability to either party, any undelivered portion of the contract

items affected by the requested increase.

(d) During the time allowed for the cancellation provided for in paragraph (c)(5) of this clause, and thereafter if there is no cancellation, the Contractor shall continue deliveries according to the contract delivery schedule, and the Government shall pay for such deliveries at the contract unit price, increased to the extent provided by paragraph (c) of this clause.

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(End of clause)

## 2.8 1852.232-77 LIMITATION OF FUNDS (FIXED- PRICE CONTRACT) (MAR 1989)

(a) Of the total price of CLINs identified in NFS Clause 1852.216-78, *Firm-Fixed-Price*, the sum of <u>\$487,554,642.85</u> is presently available for payment and allotted to this contract. It is anticipated that from time to time additional funds will be allocated to the contract in accordance with the following schedule, until the total price of said items is allotted:

An additional amount of <u>\$35,000,000.00</u> is obligated under this contract for payment of the full settlement amount of the Base Services Claim, including antecedent and other liabilities, other contract disputes, and in-scope service enhancements included in contract modification # 273.

## SCHEDULE FOR ALLOTMENT OF FUNDS

Date Amounts

To be Determined

(b) The Contractor agrees to perform or have performed work on the items specified in paragraph (a) of this clause up to the point at which, if this contract is terminated pursuant to the Termination for Convenience of the Government clause of this contract, the total amount payable by the Government (including amounts payable for subcontracts and settlement costs) pursuant to paragraphs (f) and (g) of that clause would, in the exercise of reasonable judgment by the Contractor, approximate the total amount at the time allotted to the contract. The Contractor is not obligated to continue performance of the work beyond that point. The Government is not obligated in any event to pay or reimburse the Contractor more than the amount from time to time allotted to the contract, anything to the contrary in the Termination for Convenience of the Government clause notwithstanding.

(c) (1) It is contemplated that funds presently allotted to this contract will cover the work to be performed until <u>July 29, 2016</u>.

(2) If funds allotted are considered by the Contractor to be inadequate to cover the work to be performed until that date, or an agreed date substituted for it, the Contractor shall notify the Contracting Officer in writing when within the next 60 days the work will reach a point at which, if the contract is terminated pursuant to the Termination for Convenience of the Government clause of this contract, the total amount payable by the Government (including amounts payable for subcontracts and settlement costs) pursuant to paragraphs

(f) and (g) of that clause will approximate 75 percent of the total amount then allotted to the contract.

(3) (i) The notice shall state the estimate when the point referred to in paragraph (c) (2) of this clause will be reached and the estimated amount of additional funds required to continue performance to the date specified in paragraph (c) (1) of this clause, or an agreed date substituted for it.

(ii) The Contractor shall, 60 days in advance of the date specified in paragraph (c) (1) of this clause, or an agreed date substituted for it, advise the Contracting Officer in writing as to

the estimated amount of additional funds required for the timely performance of the contract for a further period as may be specified in the contract or otherwise agreed to by the parties.

(4) If, after the notification referred to in paragraph (c) (3) (ii) of this clause, additional funds are not allotted by the date specified in paragraph (c) (1) of this clause, or an agreed date substituted for it, the contracting Officer shall, upon the Contractors' written request, terminate this contract on that date or on the date set forth in the request, whichever is later, pursuant to the Termination for Convenience of the Government clause.

(d) When additional funds are allotted from time to time for continued performance of the work under this contract, the parties shall agree on the applicable period of contract performance to be covered by these funds. The provisions of paragraphs (b) and (c) of this clause shall apply to these additional allotted funds and the substituted date pertaining to them, and the contract shall be modified accordingly.

(e) If, solely by reason of the Government's failure to allot additional funds in amounts sufficient for the timely performance of this contract, the Contractor incurs additional costs or is delayed in the performance of the work under this contract, and if additional funds are allotted, an equitable adjustment shall be made in the price or prices (including appropriate target, billing, and ceiling prices where applicable) of the items to be delivered, or in the time of delivery, or both.

(f) The government may at any time before termination, and, with the consent of the Contractor, after notice of termination, allot additional funds for this contract.

(g) The provisions of this clause with respect to termination shall in no way be deemed to limit the rights of the Government under the default clause of this contract. The provisions of this Limitation of Funds clause are limited to the work on and allotment of funds for the items set forth in paragraph (a) of this clause. This clause shall become inoperative upon the allotment of funds for the total price of said work except for rights and obligations then existing under this clause.

(h) Nothing in this clause shall affect the right of the Government to terminate this contract pursuant to the Termination for Convenience of the Government clause of this contract.

Contract NNX11AA01C

#### 2.9 RETAINAGE POOLS AND PERFORMANCE METRICS

(a) To promote excellent service delivery, customer satisfaction, and maximum efficiency, the Government will establish a series of retainage pools constituting 16 percent of the Contractor's total monthly invoice (excluding any APC and IUP amounts). This amount will be processed in accordance with Attachment I-3, *Retainage Pools and Performance Metrics*. The full invoice amount will be disbursed to the Contractor in accordance with this clause and Attachment I-3,

*Retainage Pools and Performance Metrics*, and any amount to be retained due to performance failure from one or more of the pools defined in Attachment I-3 will be deducted from the

Contractor's full invoice (excluding any APC and IUP amounts) for the month in which the Government's retainage determination was issued in, as noted with examples in Attachment I-3.

(b) The Government has established four retainage pools and associated performance metrics to evaluate the Contractor's performance. A detailed discussion of these retainage pools and performance metrics are provided in Attachment I-3, *Retainage Pools and Performance Metrics,* and summarized in the table below.

Type of Metric	Frequency of Evaluation	Retainage Percentage	Determination Official
Metric Retainage Pool (MRP)	Monthly	8%	Agency CIO or designee
Performance Retainage Pool (PRP)	Quarterly	2% per mo. = 6% per quarter	Agency CIO or designee
Schedule Retainage Pool (SRP) *	Monthly	5%	Agency CIO or designee
Small Business Utilization Pool (SBUP)	Annually	1% per mo. = 12% annually	Agency CIO or designee

\* As of September 30, 2014 all contractual requirements for the Schedule Retainage Pool have been met. This Metric will no longer be reported by the Contractor or evaluated by the Government.

(c) The Government will complete its assessment and determination of MRP and SRP earned by the 5<sup>th</sup> calendar day of the month following submission of the Contractor's MA-07 for the month in which the performance occurred. The assessment and determination of PRP earned will be completed by the Government by the 5<sup>th</sup> calendar day of the month following the last month of the quarterly evaluation period. (For example: the May – July PRP determination is due by the 5<sup>th</sup> calendar day in September). The Government will provide its determination on the annual SBUP SLA as part of the review of the details included in the Contractor's MA-07 for the month of October in each contract year. For both the monthly MRP/SRP SLA determinations and the quarterly PRP determinations, the Government will provide the Contractor the opportunity to meet with the Government and review/discuss the determination details before the formal determination is issued.

(d) The percentage of each retainage pool not earned is identified in the table below. Note – Review and evaluation of the SRP metrics will be conducted monthly beginning March 1, 2012, and will continue through the end of the initial ACES compute seat deployment or the completion of the availability of the ACES technical services, whichever is last. When each SRP metric is completed, the applicable SRP retainage metric will be eliminated from the SRP retainage pool.

Also note the PRP SLA has a retainage value of 2% monthly but is evaluated quarterly, so the table below reflects the total amount of 6% for each quarterly evaluation period. In similar fashion,

#### Contract NNX11AA01C

the SBUP SLA has a retainage value of 1% monthly but is evaluated annually, so the table below reflects the total amount of 12% retainage for the annual evaluation period.

Type of Metric Retainage Pool and Performance Metrics Pool Percentage Not Earned											
	Max Amount	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
MRP - Monthly											
November	8.0%	N/A	3.375%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
December	8.0%	N/A	2.25%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
January	8.0%	N/A	1.125%	0.375%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
February	8.0%	N/A	1.125%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
March	8.0%	6.625%	1.125%	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
April	8.0%	6.625%	1.125%	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
May	8.0%	9.9375%	.843%	2.25%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
June	8.0%	9.9375%	.843%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
July	8.0%	9.9375%	.5625%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
August	8.0%	9.75%	.9375%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
September	8.0%	7.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
October	8.0%	3.5625%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SRP - Monthly											
November	5.0%	N/A	2.75%	0.0%							
December	5.0%	N/A	2.0%	0.0%							
January	5.0%	N/A	5.0%	0.0%							
February	5.0%	N/A	5.0%	0.0%							
March	5.0%	2.0%	3.0%	0.0%							
April	5.0%	2.0%	0.0%	0.0%							
May	5.0%	2.0%	2.0%	0.0%							
June	5.0%	2.0%	0.0%	0.0%							
July	5.0%	2.0%	2.0%	0.0%							
August	5.0%	2.0%	2.0%	0.0%							
September	5.0%	2.0%	0.0%	0.0%							
October	5.0%	3.5%	0.0%								
PRP - Quarterly											
March 2012 - August 2012 *	30%	21.714%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
September 2012 – April 2013 **	40%	N/A	26.552%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
November - January ***	6.0%	N/A	N/A	2.9289%	1.9809%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
February – April ***	6.0%	N/A	N/A	2.7522%		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
May – July ***	6.0%	N/A	0.0%	2.5695%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
August - October ***	6.0%	N/A	2.9574%	2.0592%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SBUP - Annual											
November - October	12.0%	12.0%	12.0%	12.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Note: This table will be updated semi-annually (January and July) effective the award of Contract Modification #273.

\* The first PRP assessment period had an at risk amount of 5.0% per month for the period covering March 2012 through August 2012 – total at risk amount 30% (NASA's monthly PRP assessment was 3.619%)

\*\* The second PRP assessment period had an at risk amount of 5.0% per month for the period covering September 2012 through April 2013 – total at risk amount 40% (NASA's monthly PRP assessment was 3.319%)

\*\*\* Upon the award of Mod 200 PRP will be assessed quarterly with an at risk amount of 2.0% per month

(e) The Contractor shall submit a monthly report identifying its performance against the metrics specified in Attachment I-3, *Retainage Pools and Performance Metrics*. This report shall also include self-assessment and be prepared in accordance with MA-07, *Retainage Pools and Performance Metrics Report*. The Contractor's monthly MA-07 report will be due on or before the seventh (7<sup>th</sup>) business day after the completion of the service month for which is being reported. Any Contractor requests for waivers under the MRP, SRP or SBUP SLA categories will be submitted as soon as possible in accordance with the ACES SLA Waiver procedures. NASA's Service Executive for End User Services will review the waiver requests and approve, deny, or request clarification of the waiver requests within ten (10) business days of receipt.

(f) The Government shall use this clause in lieu of requiring re-performance of services as provided for in paragraph (a) of 52.212-4, *Contract Terms and Conditions - Commercial Items.* 

## 2.10 SUPPLEMENTAL CONTRACTOR INVOICING INSTRUCTIONS

Contractor invoices shall comply with the requirements stipulated in FAR clause 52.212-4, *Contract Terms and Conditions – Commercial Items*, Paragraph (g) and the following supplemental instructions:

- The invoice shall contain a summary worksheet and individual worksheets for each Center identifying costs being invoiced. Costs should include the following applicable taxes: property, sales, commercial activity, rental and/or gross receipts.
- Worksheets shall be consistent with the standard ordering reports generated by the Enterprise Service Request System, to facilitate reconciliation and verification of all costs.
- 3) The Contractor shall provide the Agency summary and individual worksheets for each Center to the ACES Project Office. Individual worksheets for each Center shall also be submitted to the locally identified Center POC.
- 4) The invoice shall identify seats and services ordered, excess charges, and credits.
- 5) The original invoice shall be submitted to the NSSC Financial Management Division at the address specified in Block 18A of the SF1449 with an information copy to the Contracting (Officer, ACES Project Office, and each Center Technical Monitor (CTM).

6) Invoices shall be submitted on the 15th day of each month for the previous calendar month of service performed. If the 15th day of the month falls on a weekend or holiday, invoices will be submitted on the next business day following the weekend or holiday.

(End of clause)

## 2.11 LIABILITY FOR LOSS. THEFT. DAMAGE OR DESTRUCTION

(a) The Government assumes no liability for loss, theft, damage, destruction (willful or otherwise) of any asset (tangible or intangible) provided by the Contractor to any party in performance of this contract except as stated in this clause.

(b) The liability of the Contractor for losses resulting from loss, theft, damage, or destruction of any asset, provided by the Contractor to the Government in performance of this contract, caused by (i) a government employee, (ii) another Government Contractor, and/or (iii) grantee, shall not exceed 0.80% of all Agency orders procured during the previous year, as reflected through the Contracting Officer's updates to clause 1852.216-78, *Firm Fixed Price*.

(c) If the actual losses resulting from loss, theft, damage, or destruction caused by (i) a Government employee, (ii) another Government Contractor, and /or (iii) a grantee, exceeds 0.80% of all Agency orders procured during the previous year, the Government will reimburse the Contractor for the lesser of the actual loss (acquisition cost less straight-line depreciation) or actual cost for replacing lost, stolen, damaged or destroyed equipment, in excess of 0.80% of all Agency orders procured during the previous year, provided the Contractor can substantiate both the nature of the loss and the reimbursement costs with either written or electronic records.

## 2.12 CREDIT FOR OUTAGES

A seat is considered down if any service associated with that seat, as defined by the PWS, is unavailable. If the return to service period is exceeded the credit starts to take place with the next business day after the return to service has been missed. A credit equaled to one-thirtieth of the monthly seat invoice will be applied for each day that the seat is down. Credit provisions do not apply to outages that are beyond the control of the Contractor. (Reference Section I, 1.1, 52.212-4(f), *Excusable Delay*, which gives a definition of "beyond control".) The Government shall use this clause in lieu of requiring re-performance of services as provided for in paragraph (a) of 52.212-4, Contract Terms and Conditions - Commercial Items.

#### 3.0 ORDERING OF SERVICES AND SUPPLIES

#### 3.1 <u>PLACING ORDERS FOR SEATS. CATALOG ITEMS. AND</u> INFRASTRUCTURE UPGRADES (GENERAL)

(a) The Government will order all services and supplies required under this contract through either the (1) Enterprise Service Request System (ESRS) or (2) Infrastructure Upgrade Ordering Process.

(b) The ESRS provides authorized users a single automated tool to place orders for seats and catalog items. The ESRS is further defined in Clause 3.2, *Enterprise Service Request System.* 

(c) Labor and materials required to perform infrastructure upgrade services will be ordered by the Contracting Officer utilizing the procedures delineated in Clause 3.3, *Infrastructure Upgrade Ordering Process*.

(d) Minimum and maximum order limitations for any single order are stipulated in FAR clause 52.216-19, *Order Limitations*. Orders under this contract may be placed anytime before expiration of the current term of the contract; however performance must be completed no later than six months after the expiration of the current contract term.

(End of clause)

#### 3.2 ENTERPRISE SERVICE REQUEST SYSTEM (ESRS)

The ESRS is an integrated management tool which will be used by all I<sup>3</sup>P Contractors to coordinate and fulfill service requests from authorized users. As part of the ACES contract, the ESRS will also provide authorized users with a single automated tool to place orders for end-user services and catalog purchases.

In June 2014, NASA initiated an update to the ESRS developed and maintained by the NASA Shared Services Center and Computer Sciences Corporation under contract NNX11AA02C (formerly NNX05AA01C). The focus of this NSSC-led update is to provide additional functionality to support invoice reconciliation and technology refresh. (End of clause)

#### 3.3 INFRASTRUCTURE UPGRADE ORDERING PROCESS

(a) Only the Contracting Officer may authorize the Contractor to provide infrastructure upgrade services under this contract. The Contractor may only incur costs for infrastructure upgrade services in performance of orders authorized under this clause. No other costs are authorized unless otherwise specified in the contract or expressly authorized by the Contracting Officer.

(b) Prior to providing authorization for infrastructure upgrade services to commence, the Contracting Officer will issue a request for an infrastructure upgrade proposal containing the following information:

(1) Functional description of the work required, identifying the objectives or results desired.

(2) Schedule with milestones, list of deliverables required and due dates.

(3) Request for a task plan from the Contractor to include the technical approach, period of performance, appropriate cost information, and any other information required to determine the reasonableness of the Contractor's proposal. The Contractor shall use the labor categories and fully burdened labor rates contained in Attachment I-10, *Schedule of Fully Burdened Labor Rates*, to price the proposal.

(c) Within ten (10) calendar days (or as specified by the Contracting Officer in the request) after receipt of the Contracting Officer's request, the Contractor shall submit a proposal conforming to the request.

(d) After review and any necessary discussions, the Contracting Officer may provide written authorization to the Contractor to proceed. The written authorization will contain, as a minimum, the following:

- (1) Date of the authorization.
- (2) Order number.

(3) Functional description of the work identifying the objectives or results desired from the task order, including special instructions or other information necessary for performance of the task.

(4) Performance standards, and where appropriate, quality assurance

standards.

(5) Firm-fixed-price and level of effort (if applicable).

(6) Any other resources (travel, materials, equipment, facilities, etc.)

authorized.

(7) Delivery/performance schedule including start and end dates.

(e) The Contracting Officer may amend orders in the same manner in which they were authorized.

(f) The Contracting Officer will modify Attachment I- 7, *Summary of Infrastructure Upgrade Proposals*, to reflect all orders for infrastructure upgrade services as they are authorized.

(End of clause)

## 3.4 <u>52.216-19 ORDER LIMITATIONS (OCT 1995)</u>

(a) *Minimum order*. When the Government requires supplies or services covered by this contract in an amount of less than ten dollars (\$10.00), the Government is not obligated to purchase, nor is the Contractor obligated to furnish, those supplies or services under the contract.

(b) Maximum order. The Contractor is not obligated to honor-

(1) Any order for a single item in excess of five hundred thousand dollars

(\$500,000.00);

(2) Any order for a combination of items in excess of one hundred million dollars (\$100,000,000.00); or

(3) A series of orders from the same ordering office within five (5) days that together call for quantities exceeding the limitation in paragraph (b)(1) or (2) of this section.

(c) If this is a requirements contract (*i.e.,* includes the Requirements clause at subsection 52.216-21 of the Federal Acquisition Regulation (FAR)), the Government is not required to order a part of any one requirement from the Contractor if that requirement exceeds the maximum-order limitations in paragraph (b) of this section.

(d) Notwithstanding paragraphs (b) and (c) of this section, the Contractor shall honor any order exceeding the maximum order limitations in paragraph (b), unless that order (or orders) is returned to the ordering office within two (2) days after issuance, with written notice stating the Contractor's intent not to ship the item (or items) called for and the reasons. Upon receiving this notice, the Government may acquire the supplies or services from another source.

(End of clause)

## 3.5 <u>TECHNOLOGY INFUSION/TRANSFORMATION PLANNING</u>

(a) The process to start a Technology Infusion or Transformation activity shall commence with the submission of a Technology Infusion/Transformation Plan. The Plan shall contain sufficient detail to evaluate its viability as an alternate approach to delivering required services in a functional area. The Plan shall be developed in accordance with NPR

7120.7 and shall include as a minimum:

- A description, at the individual requirement level, as to how the proposed alternate approach meets or exceeds the functional requirements and Service Level Agreements (SLAs) detailed in the relevant portions of the RFP/contract
- Identification of any variance from requirements detailed in the RFP/contract
- The specific benefit(s) of undertaking the proposed technology infusion/transformation in terms of its technical merits and addressing the intent of PWS Section 1.2, *Goals and Objectives*
- Identification of the initiation date and occurrence of major milestones as defined in NPR 7120.7 (e.g. PDR, CDR, ORR, etc.) relative to that date
- Identification of any assumptions and impacts, (e.g., impacts on end-users during and after the technology infusion/transformation, policies, architecture, procedures, integration with other I<sup>3</sup>P contracts, etc.), as well as mitigation strategies to address the impacts.
- Identification of a reduction to the overall life cycle costs for the affected functional area to which the Contractor shall commit to if the transformation is implemented as proposed

• A commitment to provide a fully NPR 7120.7 compliant technology infusion/transformation project plan at no additional cost before a final Government decision on implementing the technology infusion/transformation is made

(b) After review of the Plan, the Government at its option may request the Contractor to submit NPR 7120.7 Project Plan above. This Project Plan may require subsequent modifications before final acceptance. If the Plan is accepted by the Government, an equitable adjustment to the contract will be negotiated pursuant to the Shared Savings clause, Section I, 6.20.

## 4.0 <u>CONTRACT TERMS AND OPTIONS</u>

#### 4.1 PERIOD OF PERFORMANCE

(a) The Period of Performance of the base period shall be from <u>November 1, 2011 to</u> <u>October 31, 2015</u>

(b) In the event that the Government exercises its right to extend the term of the contract under FAR clause 52.217-9, *Option to Extend the Term of the Contract*, the period of performance of each option is identified below:

Option No.	Period of Performance
1	November 1, 2015 to October 31, 2018
2	November 1, 2018 to October 31, 2021

(End of clause)

#### 4.2 52.217-9 OPTION TO EXTEND THE TERM OF THE CONTRACT (MAR 2000)

(a) The Government may extend the term of this contract by written notice to the Contractor any time prior to the end of the existing contract period, provided that the Government gives the Contractor a preliminary written notice of its intent to extend at least 60 days before the contract expires. The preliminary notice does not commit the Government to an extension.

(b) If the Government exercises this option, the extended contract shall be considered to include this option clause.

(c) The total duration of this contract, including the exercise of any options under this clause, shall not exceed ten years.

#### (End of clause)

#### 4.3 ANALYSIS TO SUPPORT EXERCISE OF OPTIONS

(a) Prior to the exercise of any option under this contract, the Contracting Officer shall make a written determination that exercise of the option is the most advantageous method of fulfilling the Government's requirement. This determination is especially critical for this contract given the length of the period of performance, rapid advances in information technology, and price reductions on existing information technology items.

(1) To support that determination, the requiring organization and Contracting Officer shall conduct an analysis that considers existing option prices, Contractor's performance to date, current market conditions, advances in technology, and other programmatic factors.

(2) This analysis must be completed in advance of providing the notice to the Contractor required by FAR 17.207(a) and allow sufficient time in the performance period to allow for the acquisition team to pursue appropriate alternative approaches with minimal impact to the program or project in terms of technical, cost, or schedule risk should the analysis conclude that the best programmatic path is not exercising the option.

(b) The CO will determine the effect on the option prices of the most recent economic price adjustment, if any, pursuant to the provision at Section I, 2.7 of this contract, prior to determining whether to exercise the option.

(End of clause)

## 4.4 52.237-3 CONTINUITY OF SERVICES (JAN 1991)

(a) The Contractor recognizes that the services under this contract are vital to the Government and must be continued without interruption and that, upon contract expiration, a successor, either the Government or another Contractor, may continue them. The Contractor agrees to—

(1) Furnish phase-in training; and

(2) Exercise its best efforts and cooperation to effect an orderly and efficient transition to a successor.

(b) The Contractor shall, upon the Contracting Officer's written notice, (1) furnish phasein, phase-out services for up to 90 days after this contract expires and (2) negotiate in good faith a plan with a successor to determine the nature and extent of phase-in, phase-out services required. The plan shall specify a training program and a date for transferring responsibilities for each division of work described in the plan, and shall be subject to the Contracting Officer's approval. The Contractor shall provide sufficient experienced personnel during the phase-in, phase-out period to ensure that the services called for by this contract are maintained at the required level of proficiency.

(c) The Contractor shall allow as many personnel as practicable to remain on the job to help the successor maintain the continuity and consistency of the services required by this contract. The Contractor also shall disclose necessary personnel records and allow the successor to conduct on-site interviews with these employees. If selected employees are agreeable to the change, the Contractor shall release them at a mutually agreeable date and negotiate transfer of their earned fringe benefits to the successor.

(d) The Contractor shall be reimbursed for all reasonable phase-in, phase-out costs (*i.e.*, costs incurred within the agreed period after contract expiration that result from phase-in, phase-out operations) and a fee (profit) not to exceed a pro rata portion of the fee (profit) under this contract.

#### 4.5 ASSET TRANSITION FROM ACES CONTRACT TO SUCCESSOR CONTRACT

(a) For purposes of this clause, the successor to the ACES contract is either: the Government, a single prime contractor, or multiple prime contractors, depending on the acquisition strategy used to procure the follow-on contract(s). The ACES Contractor shall ensure the services provided under this contract continue without interruption for the successor to the ACES contract during the phase-in period. The successor shall have the opportunity to acquire existing ACES assets (e.g., hardware and software) from the ACES Contractor after award of a follow-on contract(s) has been made in accordance with the following procedures and requirements:

- 1) The successor will be afforded the opportunity to acquire the assets listed in the Asset Transition Value (ATV) report (DRD IT-06) at no more than the residual value listed in the DRD.
- 2) In the event that the Successor chooses not to acquire the existing ACES assets, the ACES Contractor shall coordinate a schedule for the removal of those assets with the successor. The removal of any assets not acquired by the Successor shall be completed by the ACES Contractor during the phase-in period of the follow-on contract(s).
- 3) All existing assets shall remain installed and usable by the Government through the transition of assets or their replacement by the Successor.
- 4) The ACES Contractor shall ensure all purchase and leasing arrangements, both for hardware and software, used by the ACES Contractor, include provisions to transfer to a successor.
- 5) Software licenses acquired by the ACES Contractor shall be transferable to the successor at no additional cost upon completion of the ACES contract.
- 6) The ACES Contractor shall be responsible for pick-up and removal of any hardware asset replaced by the Successor within three working days after the replacement occurs.

(b) The ACES Contractor shall furnish familiarization training at the beginning of the phase-in period to the Successor.

(c) Asset Transition Value Methodology (ATVM) – The following methodology and business rules shall apply to the calculation of the ATV:

- 1) The Residual Value is defined as the value of the asset at the time of asset transition and calculated by subtracting accumulated depreciation from initial purchase cost.
- 2) The Residual Value is based on straight line depreciation over the useful life of the asset as shown in the table below:

Asset Category	Useful Life
Computer Systems and associated components	4 years for those initially deployed in Contract Years 1-3 and 3 years for any seat initially deployed in Contract Years 4-10.
Network Peripherals	5 years
Infrastructure Servers **	5 years

\*\* Infrastructure servers include all servers used to provide ACES services, not solely NOMAD and NCAD. All Infrastructure servers will be refreshed every 5 years unless

they are virtualized or moved to the cloud within 3 years from the award of contract modification #273. (October 30, 2014) If they are not virtualized or moved to the cloud within 3 years of the award of contract modification #273, then they will be refreshed within 5 years of the date of award of contract modification #273. (Storage infrastructure is not subject to refresh based on useful life.)

- 3) Cell phones, Smartphones, pagers, software, and all items procured via the ESRS have a residual value of \$0 from the time of purchase.
- 4) The ATV shall not include any Government-furnished or institutionalprovided property or equipment, nor shall it include any infrastructure items for which title resides with the Government.
- 5) The ATV amount is based upon the asset being left in place and the successor taking title to the equipment.

(End of clause)

# 4.6 <u>52.222-42 STATEMENT OF EQUIVALENT RATES FOR FEDERAL HIRES</u> (MAY <u>2014</u>)

(a) In compliance with the Service Contract Labor Standards statute, as amended, and the regulations of the Secretary of Labor (29 CFR Part 4), this clause identifies the classes of service employees expected to be employed under the contract and states the wages and fringe benefits payable to each if they were employed by the contracting agency subject to the provisions of 5 U.S.C. 5341 or 5332.

Employee Class	<u>Grade</u>
ADMINISTRATIVE ASSISTANT	GS-7
CUSTOMER SERVICE REPRESENT	ATIVE I GS-1
CUSTOMER SERVICE REPRESENT	ATIVE II GS-2
CUSTOMER SERVICE REPRESENT	ATIVE III GS-3
DATA ENTRY OPERATOR I	GS-2
DATA ENTRY OPERATOR II	GS-3
GENERAL CLERK I	GS-2
GENERAL CLERK II	GS-3
GENERAL CLERK III	GS-4
SECRETARY I	GS-4
SECRETARY II	GS-5
SECRETARY III	GS-6
COMPUTER OPERATOR I	GS-4
COMPUTER OPERATOR II	GS-5
COMPUTER OPERATOR III	GS-6
COMPUTER OPERATOR IV	GS-7
COMPUTER OPERATOR V	GS-8
COMPUTER PROGRAMMER I	GS-5
COMPUTER PROGRAMMER II	GS-7

Section I

COMPUTER PROGRAMMER III	GS-9
COMPUTER PROGRAMMER IV	GS-11
COMPUTER SYSTEMS ANALYST I	GS-9
COMPUTER SYSTEMS ANALYST II	GS-11
COMPUTER SYSTEMS ANALYST III	GS-12
PERIPHERAL EQUIPMENT OPERATOR	GS-4
PERSONAL COMPUTER SUPPORT TECHNICIAN	GS-7
SYSTEM SUPPORT SPECIALIST	GS-8

NOTE: These employee classifications are not indicative of any future organization resulting from this competition.

#### FRINGE BENEFITS

Annual Leave: Receives 13 days paid leave for service up to 3 years; 20 days for 3 to 15 years' service; and 26 days for 15 years of service or over.

Sick Leave: Receives 13 days paid leave per year.

Holidays: Receives 10 paid holidays per year.

Health Insurance: For most employees, the Government contribution equals the lesser of either a) 72% of the overall weighted average; or b) 75% of the total premium for the plan selected by the employee.

Group Life Insurance: Government pays one-third the cost of basic life insurance rate premiums. Employee share costs \$0.15 cents per \$1,000 of coverage.

Retirement: The Government provides three retirement plans identified as the Civil Service Retirement System (CSRS), the Federal Employees Retirement System (FERS), and the CSRS Offset. Under the CSRS, the Government contributes 7% of the employees' base pay towards the retirement benefit and 1.45% towards Medicare. Under the FERS, the Government contributes 11.4% of the employees' base pay towards a basic benefit plan (FERS FRAE contribution is employee 4.4% / Agency 9.6%, FERS RAE contribution is employee 3.1%/Agency 9.6%.) FERS, FERS RAE, and FERS FRAE 6.2% to Social Security, 1.45% towards Medicare, and 1% (plus matching contributions of up to 4% of basic pay, depending on employee contribution) to a Thrift Savings Plan. Under CSRS Offset, the employee contributes 0.8% of base pay towards the retirement benefit up to the Social Security maximum, 6.2% to Social Security, and 1.45% towards Medicare.

Part-time Federal employees receive pro rata annual leave, sick leave, holiday leave, health insurance, and group life insurance benefits based on the number of hours worked.

# 5.0 PROPERTY MANAGEMENT

#### 5.1 52.245-1 GOVERNMENT PROPERTY (Aug 2010) and Alt I (Aug 2010)

#### (a) Definitions. As used in this clause—

"Acquisition cost" means the cost to acquire a tangible capital asset including the purchase price of the asset and costs necessary to prepare the asset for use. Costs necessary to prepare the asset for use include the cost of placing the asset in location and bringing the asset to a condition necessary for normal or expected use.

"Cannibalize" means to remove serviceable parts from one item of equipment in order to install them on another item of equipment.

"Contractor-acquired property" means property acquired, fabricated, or otherwise provided by the Contractor for performing a contract, and to which the Government has title.

"Contractor inventory" means—

(1) Any property acquired by and in the possession of a Contractor or subcontractor under a contract for which title is vested in the Government and which exceeds the amounts needed to complete full performance under the entire contract;

(2) Any property that the Government is obligated or has the option to take over under any type of contract, *e.g.*, as a result either of any changes in the specifications or plans thereunder or of the termination of the contract (or subcontract thereunder), before completion of the work, for the convenience or at the option of the Government; and

(3) Government-furnished property that exceeds the amounts needed to complete full performance under the entire contract.

(4) "Contractor's managerial personnel" means the Contractor's directors, officers, managers, superintendents, or equivalent representatives who have supervision or direction of—

(1) All or substantially all of the Contractor's business;

(2) All or substantially all of the Contractor's operation at any one plant or separate location; or

(3) A separate and complete major industrial operation.

"Demilitarization" means rendering a product unusable for, and not restorable to, the purpose for which it was designed or is customarily used.

"Discrepancies incident to shipment" means any differences (*e.g.*, count or condition) between the items documented to have been shipped and items actually received.

"Equipment" means a tangible item that is functionally complete for its intended purpose, durable, nonexpendable, and needed for the performance of a contract. Equipment is not intended for sale, and does not ordinarily lose its identity or become a component part of another article when put into use. Equipment does not include material, real property, special test equipment or special tooling.

"Government-furnished property" means property in the possession of, or directly acquired by, the Government and subsequently furnished to the Contractor for performance of a contract. Government-furnished property includes, but is not limited to, spares and property furnished for repair, maintenance, overhaul, or modification. Government-furnished property also includes contractor-acquired property if the contractor-acquired property is a deliverable under a cost contract when accepted by the Government for continued use under the contract.

"Government property" means all property owned or leased by the Government. Government property includes both Government-furnished and Contractor-acquired property. Government property includes material, equipment, special tooling, special test equipment, and real property. Government property does not include intellectual property and software. "Material" means property that may be consumed or expended during the performance of a contract, component parts of a higher assembly, or items that lose their individual identity through incorporation into an end item. Material does not include equipment, special tooling, special test equipment or real property.

"Nonseverable" means property that cannot be removed after construction or installation without substantial loss of value or damage to the installed property or to the premises where installed.

"Precious metals" means silver, gold, platinum, palladium, iridium, osmium, rhodium, and ruthenium.

"Property" means all tangible property, both real and personal.

"Property Administrator" means an authorized representative of the Contracting Officer appointed in accordance with agency procedures, responsible for administering the contract requirements and obligations relating to Government property in the possession of a Contractor.

"Property records" means the records created and maintained by the contractor in support of its stewardship responsibilities for the management of Government property.

"Provide" means to furnish, as in Government-furnished property, or to acquire, as in contractor-acquired property.

"Real property" See Federal Management Regulation 102-71.20 (41 CFR 102-71.20).

"Sensitive property" means property potentially dangerous to the public safety or security if stolen, lost, or misplaced, or that shall be subject to exceptional physical security, protection, control, and accountability. Examples include weapons, ammunition, explosives, controlled substances, radioactive materials, hazardous materials or wastes, or precious metals.

"Surplus property" means excess personal property not required by any Federal agency as determined by the Administrator of the General Services Administration (GSA).

(b) Property management.

(1) The Contractor shall have a system to manage (control, use, preserve, protect, repair and maintain) Government property in its possession. The system shall be adequate to satisfy the requirements of this clause. In doing so, the Contractor shall initiate and maintain the processes, systems, procedures, records, and methodologies necessary for effective control of Government property, consistent with voluntary consensus standards and/or industryleading practices and standards for Government property management except where inconsistent with law or regulation. During the period of performance, the Contractor shall disclose any significant changes to their property management system to the Property Administrator prior to implementation.

(2) The Contractor's responsibility extends from the initial acquisition and receipt of property, through stewardship, custody, and use until formally relieved of responsibility by authorized means, including delivery, consumption, expending, sale (as surplus property), or other disposition, or via a completed investigation, evaluation, and final determination for lost, stolen, damaged, or destroyed property. This requirement applies to all Government property under the Contractor's accountability, stewardship, possession or control, including its vendors or subcontractors (see paragraph (f)(1)(v) of this clause).

(3) The Contractor shall include the requirements of this clause in all subcontracts under which Government property is acquired or furnished for subcontract performance.

(c) Use of Government property.

(1) The Contractor shall use Government property, either furnished or acquired under this contract, only for performing this contract, unless otherwise provided for in this contract or approved by the Contracting Officer.

(2) Modifications or alterations of Government property are prohibited, unless they are-

(i) Reasonable and necessary due to the scope of work under this contract or its terms and conditions;

(ii) Required for normal maintenance; or

(iii) Otherwise authorized by the Contracting Officer.

(3) The Contractor shall not cannibalize Government property unless otherwise provided for in this contract or approved by the Contracting Officer.

(d) Government-furnished property.

(1) The Government shall deliver to the Contractor the Government-furnished property described in this contract. The Government shall furnish related data and information needed for the intended use of the property. The warranties of suitability of use and timely delivery of Government-furnished property do not apply to property acquired or fabricated by the Contractor as contractor-acquired property and subsequently transferred to another contract with this Contractor.

(2) The delivery and/or performance dates specified in this contract are based upon the expectation that the Government-furnished property will be suitable for contract performance and will be delivered to the Contractor by the dates stated in the contract.

(i) If the property is not delivered to the Contractor by the dates stated in the contract, the Contracting Officer shall, upon the Contractor's timely written request, consider an equitable adjustment to the contract.

(ii) In the event property is received by the Contractor, or for Government-furnished property after receipt and installation, in a condition not suitable for its intended use, the Contracting Officer shall, upon the Contractor's timely written request, advise the Contractor on a course of action to remedy the problem. Such action may include repairing, replacing, modifying, returning, or otherwise disposing of the property at the Government's expense. Upon completion of the required action(s), the Contracting Officer shall consider an equitable adjustment to the contract (see also paragraph (f)(1)(ii)(A) of this clause).

(iii) The Government may, at its option, furnish property in an "as-is" condition. The Contractor will be given the opportunity to inspect such property prior to the property being provided. In such cases, the Government makes no warranty with respect to the serviceability and/or suitability of the property for contract performance. Any repairs, replacement, and/or refurbishment shall be at the Contractor's expense.

(3)

(i) The Contracting Officer may by written notice, at any time-

(A) Increase or decrease the amount of Government-furnished property under this contract;

(B) Substitute other Government-furnished property for the property previously furnished, to be furnished, or to be acquired by the Contractor for the Government under this contract; or

(C) Withdraw authority to use property.

(ii) Upon completion of any action(s) under paragraph (d)(3)(i) of this clause, and the Contractor's timely written request, the Contracting Officer shall consider an equitable adjustment to the contract.

(e) Title to Government property.

(1) The Government shall retain title to all Government-furnished property. Title to Government property shall not be affected by its incorporation into or attachment to any property not owned by the Government, nor shall Government property become a fixture or lose its identity as personal property by being attached to any real property.

(2) Fixed-price contracts.

(i) All Government-furnished property and all property acquired by the Contractor, title to which vests in the Government under this paragraph (collectively referred to as "Government property"), are subject to the provisions of this clause.

(ii) Title vests in the Government for all property acquired or fabricated by the Contractor in accordance with the financing provisions or other specific requirements for passage of title in the contract. Under fixed price type contracts, in the absence of financing provisions or other specific requirements for passage of title in the contract, the Contractor retains title to all property acquired by the Contractor for use on the contract, except for property identified as a deliverable end item. If a deliverable item is to be retained by the Contractor for use after inspection and acceptance by the Government, it shall be made accountable to the contract through a contract modification listing the item as Governmentfurnished property.

(iii) If this contract contains a provision directing the Contractor to purchase property for which the Government will reimburse the Contractor as a direct item of cost under this contract—

(A) Title to property purchased from a vendor shall pass to and vest in the Government upon the vendor's delivery of such property; and

(B) Title to all other material shall pass to and vest in the Government upon-

(1) Issuance of the material for use in contract performance;

(2) Commencement of processing of the material or its use in contract performance; or

(3) Reimbursement of the cost of the material by the Government, whichever occurs first.

(3) Title under Cost-Reimbursement or Time-and-Material Contracts or Cost-Reimbursable contract line items under Fixed-Price contracts.

(i) Title to all property purchased by the Contractor for which the Contractor is entitled to be reimbursed as a direct item of cost under this contract shall pass to and vest in the Government upon the vendor's delivery of such property.

(ii) Title to all other property, the cost of which is reimbursable to the Contractor, shall pass to and vest in the Government upon—

(A) Issuance of the property for use in contract performance;

(B) Commencement of processing of the property for use in contract performance; or

(C) Reimbursement of the cost of the property by the Government, whichever occurs first.

(iii) All Government-furnished property and all property acquired by the Contractor, title to which vests in the Government under this paragraph (e)(3)(iii) (collectively referred to as "Government property"), are subject to the provisions of this clause.

(f) Contractor plans and systems.

(1) Contractors shall establish and implement property management plans, systems, and procedures at the contract, program, site or entity level to enable the following outcomes:

(i) Acquisition of Property. The Contractor shall document that all property was acquired consistent with its engineering, production planning, and material control operations.

(ii) Receipt of Government Property. The Contractor shall receive Government property (document the receipt), record the information necessary to meet the record requirements of paragraph (f)(1)(iii)(A)(1) through (5) of this clause, identify as Government owned in a manner appropriate to the type of property (*e.g.*, stamp, tag, mark, or other identification), and manage any discrepancies incident to shipment.

(A) Government-furnished property. The Contractor shall furnish a written statement to the Property Administrator containing all relevant facts, such as cause or condition and a recommended course(s) of action, if overages, shortages, or damages and/or other discrepancies are discovered upon receipt of Government-furnished property.

(B) Contractor-acquired property. The Contractor shall take all actions necessary to adjust for overages, shortages, damage and/or other discrepancies discovered upon receipt, in shipment of Contractor-acquired property from a vendor or supplier, so as to ensure the proper allocability and allowability of associated costs.

(iii) *Records of Government property*. The Contractor shall create and maintain records of all Government property accountable to the contract, including Government-furnished and Contractor-acquired property.

(A) Property records shall enable a complete, current, auditable record of all transactions and shall, unless otherwise approved by the Property Administrator, contain the following:

(1) The name, part number and description, manufacturer, model number, and National Stock Number (if needed for additional item identification tracking and/or disposition).

(2) Quantity received (or fabricated), issued, and balance-on-hand.

(3) Unit acquisition cost.

(4) Unique-item identifier or equivalent (if available and necessary for individual item tracking).

(5) Unit of measure.

(6) Accountable contract number or equivalent code designation.

(7) Location.

(8) Disposition.

(9) Posting reference and date of transaction.

(10) Date placed in service.

(B) Use of a Receipt and Issue System for Government Material. When approved by the Property Administrator, the Contractor may maintain, in lieu of formal property records, a file of appropriately cross-referenced documents evidencing receipt, issue, and use of material that is issued for immediate consumption.

(iv) *Physical inventory*. The Contractor shall periodically perform, record, and disclose physical inventory results. A final physical inventory shall be performed upon contract completion or termination. The Property Administrator may waive this final inventory requirement, depending on the circumstances (*e.g.*, overall reliability of the Contractor's system or the property is to be transferred to a follow-on contract).

(v) Subcontractor control.

(A) The Contractor shall award subcontracts that clearly identify assets to be provided and shall ensure appropriate flow down of contract terms and conditions (*e.g.*, extent of liability for loss, damage, destruction or theft of Government property).

(B) The Contractor shall assure its subcontracts are properly administered and reviews are periodically performed to determine the adequacy of the subcontractor's property management system.

(vi) *Reports*. The Contractor shall have a process to create and provide reports of discrepancies; loss, damage, destruction, or theft; physical inventory results; audits and self-assessments; corrective actions; and other property related reports as directed by the Contracting Officer.

(A) Loss, damage, destruction, or theft. Unless otherwise directed by the Property Administrator, the Contractor shall investigate and promptly furnish a written narrative of all incidents of loss, damage, destruction, or theft to the property administrator as soon as the facts become known or when requested by the Government.

(B) Such reports shall, at a minimum, contain the following information:

(1) Date of incident (if known).

(2) The name, commercial description, manufacturer, model number, and National Stock Number (if applicable).

(3) Quantity.

(4) Unique Item Identifier (if available).

(5) Accountable Contract number.

(6) A statement indicating current or future need.

(7) Acquisition cost, or if applicable, estimated scrap proceeds, estimated repair or replacement costs.

(8) All known interests in commingled property of which the Government property is a part.

(9) Cause and corrective action taken or to be taken to prevent recurrence.

(10) A statement that the Government will receive any reimbursement covering the loss, damage, destruction, or theft, in the event the Contractor was or will be reimbursed or compensated.

(11) Copies of all supporting documentation.

(12) Last known location.

(13) A statement that the property did or did not contain sensitive or hazardous material, and if so, that the appropriate agencies were notified.

(vii) *Relief of stewardship responsibility*. Unless the contract provides otherwise, the Contractor shall be relieved of stewardship responsibility for Government property when such property is—

(A) Consumed or expended, reasonably and properly, or otherwise accounted for, in the performance of the contract, including reasonable inventory adjustments of material as determined by the Property Administrator; or a Property Administrator granted relief of responsibility for loss, damage, destruction or theft of Government property;

(B) Delivered or shipped from the Contractor's plant, under Government instructions, except when shipment is to a subcontractor or other location of the Contractor; or
 (C) Disposed of in accordance with paragraphs (j) and (k) of this clause.

(viii) Utilizing Government property.

(A) The Contractor shall utilize, consume, move, and store Government Property only as authorized under this contract. The Contractor shall promptly disclose and report Government property in its possession that is excess to contract performance.

(B) Unless otherwise authorized in this contract or by the Property Administrator the Contractor shall not commingle Government property with property not owned by the Government. (ix) *Maintenance*. The Contractor shall properly maintain Government property. The Contractor's maintenance program shall enable the identification, disclosure, and performance of normal and routine preventative maintenance and repair. The Contractor shall disclose and report to the Property Administrator the need for replacement and/or capital rehabilitation.

(x) *Property closeout*. The Contractor shall promptly perform and report to the Property Administrator contract property closeout, to include reporting, investigating and securing closure of all loss, damage, destruction, or theft cases; physically inventorying all property upon termination or completion of this contract; and disposing of items at the time they are determined to be excess to contractual needs.

(2) The Contractor shall establish and maintain Government accounting source data, as may be required by this contract, particularly in the areas of recognition of acquisitions and dispositions of material and equipment.

(3) The Contractor shall establish and maintain procedures necessary to assess its property management system effectiveness, and shall perform periodic internal reviews and audits. Significant findings and/or results of such reviews and audits pertaining to Government property shall be made available to the Property Administrator.

(g) Systems analysis.

(1) The Government shall have access to the Contractor's premises and all Government property, at reasonable times, for the purposes of reviewing, inspecting and evaluating the Contractor's property management plan(s), systems, procedures, records, and supporting documentation that pertains to Government property. This access includes all site locations and, with the Contractor's consent, all subcontractor premises.

(2) Records of Government property shall be readily available to authorized Government personnel and shall be appropriately safeguarded.

(3) Should it be determined by the Government that the Contractor's (or subcontractor's) property management practices are inadequate or not acceptable for the effective management and control of Government property under this contract, or present an undue risk to the Government, the Contractor shall prepare a corrective action plan when requested by the Property Administer and take all necessary corrective actions as specified by the schedule within the corrective action plan.

(4) The Contractor shall ensure Government access to subcontractor premises, and all Government property located at subcontractor premises, for the purposes of reviewing, inspecting and evaluating the subcontractor's property management plan, systems, procedures, records, and supporting documentation that pertains to Government property.

(h) Contractor Liability for Government Property.

(1) Unless otherwise provided for in the contract, the Contractor shall not be liable for loss, theft, damage or destruction to the Government property furnished or acquired under this contract, except when any one of the following applies—

(i) The risk is covered by insurance or the Contractor is otherwise reimbursed (to the extent of such insurance or reimbursement). The allowability of insurance costs shall be determined in accordance with 31.205-19.

(ii) The loss, theft, damage or destruction is the result of willful misconduct or lack of good faith on the part of the Contractor's managerial personnel.

(iii) The Contracting Officer has, in writing, revoked the Government's assumption of risk for loss, theft, damage or destruction, due to a determination under paragraph (g) of this clause that the Contractor's property management practices are inadequate, and/or present

an undue risk to the Government, and the Contractor failed to take timely corrective action. If the Contractor can establish by clear and convincing evidence that the loss, theft, damage or destruction of Government property occurred while the Contractor had adequate property management practices or the loss, theft, damage or destruction of Government property did not result from the Contractor's failure to maintain adequate property management practices, the Contractor shall not be held liable.

(2) The Contractor shall take all reasonable actions necessary to protect the Government property from further loss, theft, damage or destruction. The Contractor shall separate the damaged and undamaged Government property, place all the affected Government property in the best possible order, and take such other action as the Property Administrator directs.

(3) The Contractor shall do nothing to prejudice the Government's rights to recover against third parties for any loss, theft, damage or destruction of Government property.

(4) Upon the request of the Contracting Officer, the Contractor shall, at the Government's expense, furnish to the Government all reasonable assistance and cooperation, including the prosecution of suit and the execution of instruments of assignment in favor of the Government in obtaining recovery.

(i) *Equitable adjustment*. Equitable adjustments under this clause shall be made in accordance with the procedures of the Changes clause. However, the Government shall not be liable for breach of contract for the following:

(1) Any delay in delivery of Government-furnished property.

(2) Delivery of Government-furnished property in a condition not suitable for its intended use.

(3) An increase, decrease, or substitution of Government-furnished property.

(4) Failure to repair or replace Government property for which the Government is responsible.

(j) Contractor inventory disposal. Except as otherwise provided for in this contract, the Contractor shall not dispose of Contractor inventory until authorized to do so by the Plant Clearance Officer.

(1) Scrap to which the Government has obtained title under paragraph (e) of this clause.

(i) Contractor with an approved scrap procedure.

(A) The Contractor may dispose of scrap resulting from production or testing under this contract without Government approval. However, if the scrap requires demilitarization or is sensitive property, the Contractor shall submit the scrap on an inventory disposal schedule.

(B) For scrap from other than production or testing the Contractor may prepare scrap lists in lieu of inventory disposal schedules (provided such lists are consistent with the approved scrap procedures).

(C) Inventory disposal schedules shall be submitted for all aircraft regardless of condition, flight safety critical aircraft parts, and scrap that—

(1) Requires demilitarization;

(2) Is a classified item;

(3) Is generated from classified items;

(4) Contains hazardous materials or hazardous wastes;

(5) Contains precious metals that are economically beneficial to recover; or

(6) Is dangerous to the public health, safety, or welfare.

(ii) *Contractor without an approved scrap procedure*. The Contractor shall submit an inventory disposal schedule for all scrap. The Contractor may not dispose of scrap resulting from production or testing under this contract without Government approval.

(2) Predisposal requirements.

(i) Once the Contractor determines that Contractor-acquired property is no longer needed for contract performance, the Contractor in the following order of priority—

(A) May contact the Contracting Officer if use of the property in the performance of other Government contracts is practical;

(B) May purchase the property at the acquisition cost; or

(C) Shall make reasonable efforts to return unused property to the appropriate supplier at fair market value (less, if applicable, a reasonable restocking fee that is consistent with the supplier's customary practices).

(ii) The Contractor shall list, on Standard Form 1428, Inventory Disposal Schedule, property that was not used in the performance of other Government contracts under paragraph (j)(2)(i)(A) of this clause, property that was not purchased under paragraph (j)(2)(i)(B) of this clause, and property that could not be returned to a supplier under paragraph (j)(2)(i)(C) of ths clause.

(3) Inventory disposal schedules.

(i) The Contractor shall use Standard Form 1428, Inventory Disposal Schedule, to identify—

(A) Government-furnished property that is no longer required for performance of this contract, provided the terms of another Government contract do not require the Government to furnish that property for performance of this contract;

(B) Contractor-acquired property, to which the Government has obtained title under paragraph (e) of this clause, which is no longer required for performance of that contract; and

(C) Termination inventory.

(ii) The Contractor may annotate inventory disposal schedules to identify property the Contractor wishes to purchase from the Government.

(iii) Unless the Plant Clearance Officer has agreed otherwise, or the contract requires electronic submission of inventory disposal schedules, the Contractor shall prepare separate inventory disposal schedules for—

(A) Special test equipment with commercial components;

(B) Special test equipment without commercial components;

(C) Printing equipment;

(D) Information technology (*e.g.*, computers, computer components, peripheral equipment, and related equipment);

(E) Precious metals in raw or bulk form;

(F) Nonnuclear hazardous materials or hazardous wastes; or

(G) Nuclear materials or nuclear wastes.

(iv) The Contractor shall provide the information required by FAR 52.245-1(f)(1)(iii) along with the following:

(A) Any additional information that may facilitate understanding of the property's intended use.

(B) For work-in-progress, the estimated percentage of completion.

(C) For precious metals, the type of metal and estimated weight.

(D) For hazardous material or property contaminated with hazardous material, the type of hazardous material.

(E) For metals in mill product form, the form, shape, treatment, hardness, temper, specification (commercial or Government) and dimensions (thickness, width and length).

(v) Property with the same description, condition code, and reporting location may be grouped in a single line item.

(vi) Scrap should be reported by "lot" along with metal content, estimated weight and estimated value.

(4) *Submission requirements*. The Contractor shall submit inventory disposal schedules to the Plant Clearance Officer no later than—

(i) 30-days following the Contractor's determination that a Government property item is no longer required for performance of this contract;

(ii) 60 days, or such longer period as may be approved by the Plant Clearance Officer, following completion of contract deliveries or performance; or

(iii) 120 days, or such longer period as may be approved by the Termination Contracting Officer following contract termination in whole or in part.

(5) Corrections. The Plant Clearance Officer may-

(i) Reject a schedule for cause (*e.g.*, contains errors, determined to be inaccurate); and

(ii) Require the Contractor to correct an inventory disposal schedule.

(6) *Postsubmission adjustments*. The Contractor shall notify the Plant Clearance Officer at least 10 working days in advance of its intent to remove an item from an approved inventory disposal schedule. Upon approval of the Plant Clearance Officer, or upon expiration of the notice period, the Contractor may make the necessary adjustments to the inventory schedule.

(7) Storage.

(i) The Contractor shall store the property identified on an inventory disposal schedule pending receipt of disposal instructions. The Government's failure to furnish disposal instructions within 120 days following acceptance of an inventory disposal schedule may entitle the Contractor to an equitable adjustment for costs incurred to store such property on or after the 121st day.

(ii) The Contractor shall obtain the Plant Clearance Officer's approval to remove Government property from the premises where the property is currently located prior to receipt of final disposition instructions. If approval is granted, any costs incurred by the Contractor to transport or store the property shall not increase the price or fee of any Government contract. The storage area shall be appropriate for assuring the property's physical safety and suitability for use. Approval does not relieve the Contractor of any liability for such property under this contract.

(8) Disposition instructions.

(i) If the Government does not furnish disposition instructions to the Contractor within 45 days following acceptance of a scrap list, the Contractor may dispose of the listed scrap in accordance with the Contractor's approved scrap procedures.

(ii) The Contractor shall prepare for shipment, deliver f.o.b. origin, or dispose of Contractor inventory as directed by the Plant Clearance Officer. Unless otherwise directed by the Contracting Officer or by the Plant Clearance Officer, the Contractor shall remove and destroy any markings identifying the property as U.S. Government-owned property prior to its disposal.

(iii) The Contracting Officer may require the Contractor to demilitarize the property prior to shipment or disposal. In such cases, the Contractor may be entitled to an equitable adjustment under paragraph (i) of this clause.

(9) *Disposal proceeds*. As directed by the Contracting Officer, the Contractor shall credit the net proceeds from the disposal of Contractor inventory to the contract, or to the Treasury of the United States as miscellaneous receipts.

(10) Subcontractor inventory disposal schedules. The Contractor shall require its Subcontractors to submit inventory disposal schedules to the Contractor in accordance with the requirements of paragraph (j)(4) of this clause.

(k) Abandonment of Government property.

(1) The Government shall not abandon sensitive Government property or termination inventory without the Contractor's written consent.

(2) The Government, upon notice to the Contractor, may abandon any nonsensitive Government property in place, at which time all obligations of the Government regarding such property shall cease.

(3) The Government has no obligation to restore or rehabilitate the Contractor's premises under any circumstances; however, if Government-furnished property is withdrawn or is unsuitable for the intended use, or if other Government property is substituted, then the equitable adjustment under paragraph (i) of this clause may properly include restoration or rehabilitation costs.

(I) Communication. All communications under this clause shall be in writing.

(m) *Contracts outside the United States.* If this contract is to be performed outside of the United States and its outlying areas, the words "Government" and "Government-furnished" (wherever they appear in this clause) shall be construed as "United States Government" and "United States Government-furnished," respectively.

(End of clause)

# 5.2 <u>1852.245-71 INSTALLATION-ACCOUNTABLE GOVERNMENT PROPERTY (Sep</u> 2007) (DEVIATION)

(a) The Government property described in paragraph (c) of this clause may be made available to the Contractor on a no-charge basis for use in performance of this contract. This property shall be utilized only within the physical confines of the NASA installation that provided the property unless authorized by the contracting officer under (b)(1)(iv). Under this clause, the Government retains accountability for, and title to, the property, and the Contractor shall comply with the following NASA Procedural Requirements (NPR):

NPR 4100, NASA Materials Inventory Management Manual NPR 4200, NASA Equipment Management Procedural Requirements NPR 4300, NASA Personal Property Disposal Procedural Requirements

Property not recorded in NASA property systems must be managed in accordance with the requirements of FAR 52.245-1.

The Contractor shall establish and adhere to a system of written procedures to assure continued, effective management control and compliance with these user responsibilities. Such procedures must include holding employees liable, when appropriate, for loss, damage, or destruction of Government property.

(b)(1) The official accountable recordkeeping, financial control, and reporting of the property subject to this clause shall be retained by the Government and accomplished within NASA management information systems prescribed by the installation Supply and Equipment Management Officer (SEMO) and Financial Management Officer. If this contract provides for the Contractor to acquire property, title to which will vest in the Government, the following additional procedures apply:

(i) The Contractor's purchase order shall require the vendor to deliver the property to the installation central receiving area.

(ii) The Contractor shall furnish a copy of each purchase order, prior to delivery by the vendor, to the installation central receiving area.

(iii) The Contractor shall establish a record of the property as required by FAR 52.245-1, Government Property, and furnish to the Industrial Property Officer a DD Form 1149, Requisition and Invoice/Shipping Document, (or installation equivalent) to transfer accountability to the Government within 5 working days after receipt of the property by the Contractor. The Contractor is accountable for all Contractor-acquired property until the property is transferred to the Government's accountability.

(iv) Contractor use of Government property at an off-site location and off-site subcontractor use require advance approval of the Contracting Officer and notification of the Industrial Property Officer. The property shall be considered Government furnished and the Contractor shall assume accountability and financial reporting responsibility. The Contractor shall establish records and property control procedures and maintain the property in accordance with the requirements of FAR 52.245-1, Government Property, until its return to the installation. NASA Procedural Requirements related to property loans shall not apply to offsite use of property by Contractors.

(2) After transfer of accountability to the Government, the Contractor shall continue to maintain such internal records as are necessary to execute the user responsibilities identified in paragraph (a) of this clause and document the acquisition, billing, and disposition of the property. These records and supporting documentation shall be made available, upon request, to the SEMO and any other authorized representatives of the Contracting Officer.

(c) The following property and services are provided if checked.

 $\boxtimes$  (1) Office space, work area space, and utilities. Government telephones are available for official purposes only.

(2) Office furniture.

$\square$

(3) Property listed in Attachment I- 11, *List of Government Furnished Property*.

(ii) If the Contractor acquires property, title to which vests in the Government pursuant to other provisions of this contract, this property also shall become accountable to the Government upon its entry into Government records.

(iii) The Contractor shall not bring to the installation for use under this contract any property owned or leased by the Contractor, or other property that the Contractor is accountable for under any other Government contract, without the Contracting Officer's prior written approval.

- (4) Supplies from stores stock.
- (5) Publications and blank forms stocked by the installation.
- (6) Safety and fire protection for Contractor personnel and facilities.
- (7) Installation service facilities: <u>NASA Exchange Facilities per Installation Directives</u>.
- (8) Medical treatment of a first-aid nature for Contractor personnel injuries or illnesses sustained during on-site duty.
- (9) Cafeteria privileges for Contractor employees during normal operating hours.
- (10) Building maintenance for facilities occupied by Contractor personnel.
- (11) Moving and hauling for office moves, movement of large equipment, and delivery of supplies. Moving services may be provided on-site, as approved by the Contracting Officer.

(End of clause)

#### 5.3 1852.245-75 PROPERTY MANAGEMENT CHANGES (Jan 2011)

(a) The Contractor shall submit any changes to standards and practices used for management and control of Government property under this contract to the assigned property administrator prior to making the change whenever the change –

(1) Employs a standard that allows increase in thresholds or changes the timing for reporting loss, damage, or destruction of property;

(2) Alters physical inventory timing or procedures;

- (3) Alters recordkeeping practices;
- (4) Alters practices for recording the transport or delivery of Government property; or
- (5) Alters practices for disposition of Government property.

#### 5.4 <u>1852.245-78 PHYSICAL INVENTORY OF CAPITAL PERSONAL PROPERTY (SEP</u> 2007) (DEVIATION)

(a) In addition to physical inventory requirements under the clause at FAR 52.245-1, Government Property, the Contractor shall conduct annual physical inventories for individual property items with an acquisition cost exceeding \$100,000.

(1) The Contractor shall inventory ---

(i) Items of property furnished by the Government;

(ii) Items acquired by the Contractor and titled to the Government under the clause at FAR 52.245-1;

(iii) Items constructed by the Contractor and not included in the deliverable, but titled to the Government under the clause at FAR 52.245-1; and

(iv) Complete but undelivered deliverables.

(2) The Contractor shall use the physical inventory results to validate the property record data, specifically location, condition and use status, and to prepare summary reports of inventory as described in paragraph (c) of this clause.

(b) Unless specifically authorized in writing by the NASA Industrial Property Officer (IPO), the inventory shall be performed and posted by individuals other than those assigned custody of the items, responsibility for maintenance, or responsibility for posting to the property record.

The Contractor may request a waiver from this separation of duties requirement from the NASA IPO, when all of the conditions in either (1) or (2) below are met.

(1) The Contractor utilizes an electronic system for property identification, such as a laser barcode reader or radio frequency identification reader, and

(i) The programs or software preclude manual data entry of inventory identification data by the individual performing the inventory; and

(ii) The inventory and property management systems contain sufficient management controls to prevent tampering and assure proper posting of collected inventory data.

(2) The Contractor has limited quantities of property, limited personnel, or limited property systems; and,

(i) The Contractor provides written confirmation that the Government property exists in the recorded condition and location; and

(ii) The items continue to be used exclusively for performance of the contract or as otherwise authorized by the Contracting Officer.

(3) The Contractor shall submit the request to the cognizant property administrator and obtain approval from the IPO prior to implementation of the practice.

(c) The Contractor shall report the results of the physical inventory to the property

administrator and the NASA Industrial Property Officer within 10 calendar days of completion of the physical inventory. The report shall --

(1) Provide a summary showing number and value of items inventoried; and

(2) Include additional supporting reports of --

(i) Loss, damage or destruction, in accordance with the clause at 52.245-1, Government Property;

(ii) Idle property available for reuse or disposition; and

(iii) A summary of adjustments made to location, condition, status, or user as a result of the physical inventory reconciliation.

(d) The Contractor shall retain all physical inventory records, including records of all transactions associated with inventory reconciliation. All records shall be subject to Government review and/or audit.

(a) In addition to the requirements of the clause at FAR 52.245-1, Government Property, the Contractor shall comply with the following in performance of work in and around Government real property:

- (1) NPD 8800.14, Policy for Real Property Management.
- (2) NPR 8831.2, Facility Maintenance Management

(b) The Contractor shall obtain the written approval of the Contracting Officer before installing or removing Contractor-owned property onto or into any Government real property or when movement of Contractor-owned property may damage or destroy Government-owned property. The Contractor shall restore damaged property to its original condition at the Contractor's expense.

(c) The Contractor shall not acquire, construct or install any fixed improvement or structural alterations in Government buildings or other real property without the advance, written approval of the Contracting Officer. Fixed improvement or structural alterations, as used herein, means any alteration or improvement in the nature of the building or other real property that, after completion, cannot be removed without substantial loss of value or damage to the premises. Title to such property shall vest in the Government.

(d) The Contractor shall report any real property or any portion thereof when it is no longer required for performance under the contract, as directed by the Contracting Officer.

(End of cause)

# 5.6 <u>1852.245-83 REAL PROPERTY MANAGEMENT REQUIREMENTS (SEP 2007)</u> (DEVIATION)

(a) In addition to the requirements of the FAR Government Property Clause (FAR 52,245-1) the Contractor shall comply with the following in performance of any maintenance, construction, modification, demolition, or management activities of any Government real property:

(1) NPD 8800.14, Policy for Real Property Management.(2) NPR 8831.2, Facility Maintenance Management.

(b) Within 30 calendar days following award, the Contractor shall provide a plan for maintenance of Government real property provided for use under this contract. The Contractor's maintenance program shall enable the identification, disclosure, and performance of normal and routine preventative maintenance and repair. The Contractor shall disclose and report to the Contracting Officer the need for replacement and/or capital rehabilitation. Upon acceptance by the Contracting Officer, the program shall become a requirement under this contract.

(c) Title to parts replaced by the Contractor in carrying out its normal maintenance obligations shall pass to and vest in the Government upon completion of their installation in

Section I

the facilities. The Contractor shall keep the property free and clear of all liens and encumbrances.

(d) The Contractor shall keep records of all work done to real property, including plans, drawings, charts, warranties, and manuals. Records shall be complete and current. Record of all transactions shall be auditable. The Government shall have access to these records at all reasonable times, for the purposes of reviewing, inspecting, and evaluating the Contractor's real property management effectiveness. When real property is disposed of under this contract, the Contractor shall deliver the related records to the Government.

(e) The Contracting Officer may direct the Contractor in writing to reduce the work required by the maintenance program authorized in paragraph (b) at any time.

# (End of clause)

# 5.7 <u>REQUIREMENTS FOR GOVERNMENT-OWNED PROPERTY IN CONTRACTOR-</u> <u>OWNED EQUIPMENT</u>

(a) The Contractor shall de-install and return a Government-owned item to the Government in its present condition if any of the following conditions exist:

- (1)The Contractor-owned equipment is no longer functional or reaches the end of its useful life.
- (2)The item is no longer functional or reaches the end of its useful life.

(b) In the case of loss, theft, or damage of a Government-owned item due to negligence by the Contractor, the Contractor shall replace the item at no additional cost to the Government.

(End of clause)

# 5.8 COMPONENT CLASSIFICATION FOR "S" and "M" Seats

All hardware and software components provided by the Contractor shall be field-proven and of modern design. A component is field-proven, if it has been available from the Original Equipment Manufacturer (OEM) for at least 30 days. The hardware and software components shall meet current NASA performance standards as defined in NASA-STD 2804*x* and NASA-STD 2805*x*. During the course of the contract, the Contractor shall supply completed hardware configuration templates as identified in DRD IT-07, *Vendor Product Performance Specifications*, within thirty (30) days of each NASA-STD 2804*x* and 2805*x* revision. All equipment and/or components shall be delivered in accordance with Section I, *Model Contract*, 6.27, 52.223-17 Affirmative Procurement of EPA-Designated Items In Service and Construction Contracts. Until a new NASA-STD 2804*x* and NASA-STD 2805*x* revision is issued, the Contractor shall deliver the hardware components as specified in DRD IT-07, *Vendor Product Performance Specifications*, unless a change is proposed and approved by the Government for implementation outside of the revision cycle.

## 5.9 STEVENSON-WYDLER OBJECTIVES

(a) Under the letter and spirit of the Stevenson-Wydler Act, NASA supports local educational institutions by providing excess computer equipment to elementary and secondary schools, universities, and other non-profit institutions. It is important to NASA that this outreach initiative is continued where cost effective, even though the Agency no longer has or desires to have asset management responsibilities.

(b) The Contractor shall propose an amount equal to or above 45% of the systems the Government procures for each Center, which the Contractor shall donate, to local schools, universities, and other non-profit organizations, as they become excess to the needs of the contract.

Stevenson-Wydler Objectives: <u>75%</u>

(End of clause)

# 5.10 ASSET OWNERSHIP

The following table details the accountability and ownership for ACES-related hardware and software. "Government" in the below table is defined as Government or support contractor.

Type of Asset	Accountability	Ownership		
"S," "M," and Amortized "B" Computing Seat Hardware	ACES Contractor	ACES Contractor		
Purchased "B" Computing Seat and X-Build Hardware	ACES administered system: ACES Contractor Non-ACES administered system: Government	Government		
Support Level 1 Software	ACES Contractor	ACES Contractor		
Support Level 2 and 3 Software	ACES Contractor	Government		
Housed Infrastructure Server Systems (Hardware and OS Operating System Software)	ACES Contractor	ACES Contractor		
APC-Purchased Hardware	ACES Contractor	Government		
APC-Purchased Software	ACES Contractor	Government		
Software Transferred from ODIN Contract				
Standard Load Software	ACES Contractor	ACES Contractor		
Software Purchased from ODIN Catalog	ACES Contractor	ACES Contractor		
Infrastructure Server Software	ACES Contractor	ACES Contractor		

# 5.11 DELIVERY OF NEW ASSETS

The Contractor shall implement Option B for asset transition (delivery of new assets). The Contractor shall deliver new assets in accordance with the following requirements:

(a) The assets shall be certifiable as new and meet NASA-STD-2805*x* and NASA-STD-2804*x* requirements.

(b) The new assets shall replace existing ODIN assets, be made operational in a manner consistent with Section 3.5, *Technology Refresh*, and with installation completed during the phase-in period and before the implementation date for each Wave.

(c) Government mission needs shall be assured and take precedence in replacement actions.

(d) Coordinate with the Government, current ODIN Contractor, I3P Contractors, and other Contractors to prevent service interruption during the phase-in period.

(e) The Contractor shall provide at the start of the phase-in period a detailed plan to accomplish the replacement of existing assets and coordinate with the incumbent Contractor to remove those existing assets. As a minimum this plan shall include: (a) A week by week replacement schedule at the individual asset level; (b) A means to engage and address specific customer replacement requirements; (c) A means to address delays caused by Government mission requirements; and (d) Contingency plan in case all assets are not fully refreshed by the start of contract implementation.

(f) Include an exception process to allow retainage of existing assets when mission critical resources require it.

(g) The Contractor shall refresh multi-functional devices (MFDs) during the phase-in period.

(h) The Contractor shall have the ability to request the ODIN enterprise software licenses be transferred at no cost. The Contractor shall accept existing hardware and software obtained through ODIN catalog purchases (e.g., peripherals and internal augmentations) at no cost. The Contractor shall be responsible for retaining any existing OEM warranties until their expiration. The ACES Contractor be responsible for tagging and tracking the equipment, as well as disposing of it at the end of its useful life.

#### 6.0 SPECIAL CONTRACT REQUIREMENTS

#### 6.1 ASSOCIATE CONTRACTOR AGREEMENTS (ACA)

(a) The contractor shall enter into Associate Contractor Agreements (ACAs) for any portion of the contract requiring cooperation and coordination (with contractors under other NASA contracts) in the accomplishment of the Government's requirement. The agreements shall include the basis for sharing information, data, technical knowledge, expertise, and/or

resources essential to the implementation of I<sup>3</sup>P which shall ensure the greatest degree of cooperation to meet the terms of the contract. Associate contractors are listed in paragraph (h) below.

(b) ACA shall include the following general information:

(1) Identify the associate contractors and their relationships.

(2) Identify the program(s) involved and the relevant Government contracts of the associate contractors.

(3) Describe the associate contractor interfaces by general subject matter.

(4) Specify the categories of information to be exchanged or support to be provided.

(5) Identify the expiration date (or event) of the ACA.

(6) Identify potential conflicts between relevant Government contracts and the ACA and include agreements on protection of proprietary data and restrictions on employees.

(c) A copy of such agreement shall be provided to the CO for review before execution of the document by the cooperating associate contractors. The CO has the right to ask questions and receive answers from each party, make comments and suggestions, and provide edits prior to execution by the parties. Initial ACAs should be in place 3 months after contract award. Subsequent ACAs required during contract performance shall be accomplished within 3 months of written notification from the CO to the contractor.

(d) Nothing in the foregoing shall affect compliance with the requirements of the *Organizational Conflict of Interest* clause.

(e) The contractor is not relieved of any contract requirements or entitled to any adjustments to the contract terms because of a failure to resolve a disagreement with an associate contractor.

(f) Liability for the improper disclosure of any proprietary data contained in or referenced by any agreement shall rest with the parties to the agreement, and not the Government.

(g) All costs or price associated with the agreements are included in the negotiated cost of this contract. Agreements may be amended as required by the Government during the performance of contract.

(h) The following are "associate contractors" with whom agreements are required:

Contract	Services	Contractor	I <sup>3</sup> P	Other
Enterprise Applications Service Technologies (EAST)	Business and engineering applications	Science Applications International Corporation (SAIC)	Х	
NASA Integrated Communications Services (NICS)	Communication services	Science Applications International Corporation (SAIC)	Х	
Web Service Technologies Prime BPA (WESTPrime)	NASA Webpage Hosting	InfoZen	Х	
Security Operations Center (SOC)	IT Security services	Perot Systems		Х
NASA Shared Services Center (NSSC)	Enterprise Service Desk, NASA Enterprise Service Ordering System	CSC		Х
Mission Voice Services	Voice transmission services	Frequentis USA		Х
NASA Agency-wide Switched Voice, Out-of- Band Access Circuits, and Tail Circuits (Networx)	Circuits	AT&T Corp. (tail circuits only) Qwest Government Services, Inc.	X	
NASA Agency-wide Conferencing Telecommunications Services (Networx)	Circuits	Verizon Business	Х	
NASA Agency-wide Core and Regional Circuits (Networx)	Circuits	Qwest Government Services, Inc. (dba Century Link)	X	
NASA Agency-wide Mission Network Services (Networx)	Circuits	Qwest Government Services, Inc. (dba Century Link)	X	

\*\*\*\*Denotes I<sup>3</sup>P procurement and center-specific contractors\*\*\*\*

(i) In addition to those Agency contracts delineated above, the contractor shall also be required in performance of ACES services to interact/interface with the following Center-specific contracts/contractors.

Contract	Services	Contractor
Ames Research Center		
Ames Consolidated Information Technology Services 2 (ACITS 2) - NNA08AF13C	General system administration support for commodity IT services	Perot Systems
NASA Supercomputing Support Services (NS3) - NNA07CA29C	Supercomputing IT support and 24x7 tier-1 response to IT security events	Computer Sciences Corporation
Agency Incident Response and Monitoring - W912HZ- 05-D-0015 / NNA07CA42T Armstrong Flight	NASA IT Security Tier-2 analysis, monitoring, and detection	EYAK Technology LLC
Research Center		
Research Facilities & Engineering Support Services (RF&ESS) - NAS4-00047	Research facilities and engineering support services	Arcata Associates, Inc.
Engineering & Technical Support for Flight Research & Development – NND08RR01B	Engineering and technical support for flight research & development	TYBRIN Corporation
Facilities Maintenance, Grounds Maintenance, & Custodial Services – NND07FA01C	Facilities maintenance, grounds maintenance, and custodial services	PRIDE Industries
Logistics Support Services – NND04AB26C	Logistics	Scientific & Commercial Systems Corporation
Security & Protective Services – NND04AC17C Glenn Research Center	Security and protective services	Wackenhut Services, Inc.
Facility Operation Repair Maintenance (FORM Contract) – NNC07BA04B	Maintenance and operation of institutional facilities (buildings and systems)	Call Henry, Inc.
Professional, Administrative, Computational & Engineering (PACE III) – NNC08BA09B	Professional, administrative, computational & engineering services in support of Information Technology requirements.	DB Consulting, Inc.

Coddord Cross Elight		
Goddard Space Flight Center		
Maintenance and Operations of the Interconnect Telecommunications System (ITS)	Provisioning Fiber for Corporate Network Infrastructure	Seimens
Goddard Unified Enterprise Services & Technology (GUEST)	Enterprise Call Center Services; Data Center Service; Application Development Services IT Security Services	ASRC Primus
NASA Headquarters		
Facilities Maintenance Contract	Facility infrastructure	Arranged through HQ Civil Servant service owner
Logistics Contract	Logistics, and loading dock services	Trax
Protective Services	Physical Security	SecTec
HQ Locally Provisioned Services	HQ IT related services that are not elements of I <sup>3</sup> P	TBD
Johnson Space Center		
JSC Enabling Technology Services (JETS)	IT Security, system administration, network monitoring	Muniz Engineering
Facilities Maintenance Contract (NNJ08JA01C)	Physical security, facility infrastructure, power	CSC
Logistics Contract (NNJ08JA01C)	Logistics	L&M Technologies
Kennedy Space Center		
Institutional Support Contract (ISC)	Facility infrastructure operations, engineering & support (including power, HVAC, and transportation)	EG&G Technical Services
Information Management & Communications Support (IMCS)	All communications and IT security services not specifically identified in the NICS contract or other I <sup>3</sup> P contracts for KSC performance	Abacus Technologies
KSC Institution Support Services (KISS)	Mail services, technical training, photocopy/reproduction services	REDE/Critique, JV
Space Program Operations Contract (SPOC)	Facility infrastructure operations, engineering & support (including Power, & HVAC) in selected KSC	United Space Alliance (USA)

	facilities	
Expendable Launch Vehicle Integrated Support (ELVIS) Contract	Acquisition and management of Expendable Launch Vehicle (ELV) launch services	Analex Corporation
Langley Research Center		
Consolidated Information Technology Services (CONITS)	IT security, system administration, network monitoring	Raytheon Technical Services
Research Operations, Maintenance, and Engineering (ROME)	Facility Operations, Engineering Maintenance & Utilities	Jacobs Technology
Consolidated Logistics, Administrative, and Scientific Information Contract (CLASIC)	Logistics, Administrative Support and Media Services	Tessada & Associates, Inc.
Security Services	Physical Security	Computer Sciences Corporation (CSC) Applied Technology Division
Marshall Space Flight Center		
Center Operations Support Services (COSS)		EG&G
Logistics Services Contract	Center logistical services including moves	EG&G
Michoud Assembly Facility Manufacturing Support	MAF Facility operations	Jacobs Technology
MSFC Information Technology Services (MITS)	IT Security, IT Planning, Policy, Architecture & Integration, telecommunications services, applications and web services, computing services, and AV information services	Dynetics
NASA Shared Services Center		
NSSC Service Provider Contract (NNX05AA01C)	IT Security, System Administration	CSC
Stennis Space Center		
Facility and Operating Support Contract (FOSC)		Jacobs Technology
Information Technology Services		Computer Science Corporation

(a) This clause applies to the extent that this contract involves access to information classified "Confidential," "Secret," or "Top Secret."

(b) The Contractor shall comply with—

(1) The Security Agreement (DD Form 441), including the *National Industrial Security Program Operating Manual* (DoD 5220.22-M); and

(2) Any revisions to that manual, notice of which has been furnished to the Contractor.

(c) If, subsequent to the date of this contract, the security classification or security requirements under this contract are changed by the Government and if the changes cause an increase or decrease in security costs or otherwise affect any other term or condition of this contract, the contract shall be subject to an equitable adjustment as if the changes were directed under the Changes clause of this contract.

(d) The Contractor agrees to insert terms that conform substantially to the language of this clause, including this paragraph (d) but excluding any reference to the Changes clause of this contract, in all subcontracts under this contract that involve access to classified information.

(End of clause)

# 6.3 1852.204-75 SECURITY CLASSIFICATION REQUIREMENTS (SEP 1989)

Performance under this contract will involve access to and/or generation of classified information, work in a security area, or both, up to the level of "Top Secret". See Federal Acquisition Regulation clause 52.204-2 in this contract and Attachment I-13, *DD Form 254, Contract Security Classification Specification*.

(End of clause)

#### 6.4 <u>52.204-9 PERSONAL IDENTITY VERIFICATION OF CONTRACTOR PERSONNEL</u> (SEP 2007)

(a) The Contractor shall comply with agency personal identity verification procedures identified in the contract that implement Homeland Security Presidential Directive-12 (HSPD-12), Office of Management and Budget (OMB) guidance M-05-24 and Federal Information Processing Standards Publication (FIPS PUB) Number 201.

(b) The Contractor shall insert this clause in all subcontracts when the subcontractor is required to have routine physical access to a Federally-controlled facility and/or routine access to a Federally-controlled information system.

## 6.5 ACCESS TO NASA INSTALLATIONS

(a) Each NASA Center is required to enact and maintain appropriate physical security measures necessary to provide for protection of persons and property. Positive entry controls have been established at all entry points to the Center and individually designated security areas and facilities, as deemed necessary, to preclude unauthorized access to critical areas, information, or personnel.

NASA currently employs an Agency-specific employee photo-ID badge or Center-specific visitor pass to ensure only properly authorized personnel are granted access to NASA Centers, facilities, and other resources. Center Chiefs of Security have developed local procedures pertaining to the issuance, utilization, control, and accountability of the NASA Photo-ID badge and any Center-specific visitor passes. These photo-ID badges are required as official identification for entry to NASA facilities.

(b) The Contractor's program manager or designee shall obtain, from each Center SME, guidance on Center specific policies and procedures relative to the issuance, utilization, control, and accountability of the NASA Photo-ID badge and any Center-specific visitor passes.

(c) Representatives at Centers have been delegated the responsibility to review and approve all requests for NASA Photo-ID badges consistent with the requirements of FAR 52.204-9, *Personal Identity Verification of Contractor Personnel*, NPR 1600.1, *NASA Security Program Procedural Requirements, and any local Center policies.* 

(End of clause)

#### 6.6 <u>1852.204-76 SECURITY REQUIREMENTS FOR UNCLASSIFIED INFORMATION</u> <u>TECHNOLOGY RESOURCES (OCTOBER 2009) (DEVIATION)</u>

(a) The Contractor shall protect the confidentiality, integrity, and availability of NASA Electronic Information and IT resources and protect NASA Electronic Information from unauthorized disclosure.

(b) This clause is applicable to all NASA contractors and subcontractors that process, manage, access, or store unclassified electronic information, to include Sensitive But Unclassified (SBU) information, for NASA in support of NASA's missions, programs, projects and/or institutional requirements. Applicable requirements, regulations, policies, and guidelines are identified in the Applicable Documents List (ADL) provided as an attachment to the contract. The documents listed in the ADL can be found at: www.nasa.gov/offices/ocio/itsecurity/index.html. For policy information considered sensitive, the documents will be identified as such in the ADL and made available through the Contracting Officer.

# (c) Definitions

(1) IT resources means any hardware or software or interconnected system or subsystem of equipment, that is used to process, manage, access, or store electronic information.

(2) NASA Electronic Information is any data (as defined in the Rights in Data clause of this contract) or information (including information incidental to contract administration, such as financial, administrative, cost or pricing, or management information) that is processed, managed, accessed or stored on an IT system(s) in the performance of a NASA contract.

(3) IT Security Management Plan -- This plan shall describe the processes and procedures that will be followed to ensure appropriate security of IT resources that are developed, processed, or used under this contract.

(4) IT Security Plan – this is a FISMA requirement; see the ADL for applicable requirements.

Within 30 days after contract award, the Contractor shall develop and deliver an IT Security Management Plan. The delivery address and approval authority will be included in the ADL.

All contractor personnel requiring physical or logical access to NASA IT resources must complete NASA's annual IT Security Awareness training. Refer to the IT Training policy located in the IT Security website at https://itsecurity.nasa.gov/policies/index.html.

(d) The Contractor shall afford Government access to the Contractor's and subcontractors' facilities, installations, operations, documentation, databases, and personnel used in performance of the contract. Access shall be provided to the extent required to carry out a program of IT inspection (to include vulnerability testing), investigation and audit to safeguard against threats and hazards to the integrity, availability, and confidentiality of NASA Electronic Information or to the function of IT systems operated on behalf of NASA, and to preserve evidence of computer crime.

(e) At the completion of the contract, the contractor shall return all NASA information and IT resources provided to the Contractor during the performance of the contract in accordance with retention documentation available in the ADL. The Contractor shall provide a listing of all NASA Electronic information and IT resources generated in performance of the contract. At that time, the Contractor shall request disposition instructions from the Contracting Officer. The Contracting Officer will provide disposition instructions within 30 calendar days of the contractor's request.

(f) The Contracting Officer may waive specific requirements of this clause upon request of the contractor. The Contractor shall provide all relevant information requested by the Contracting Officer to support the waiver request.

The Contractor shall insert this clause, including this paragraph in all subcontracts that process, manage, access or store NASA Electronic Information in support of the mission of the Agency.

(End of clause)

#### 6.7 <u>52.204-4 PRINTED OR COPIED DOUBLE-SIDED ON RECYCLED PAPER (AUG</u> 2000)

(a) *Definitions*. As used in this clause—

"Postconsumer material" means a material or finished product that has served its intended use and has been discarded for disposal or recovery, having completed its life as a consumer item. Postconsumer material is a part of the broader category of "recovered material." For paper and paper products, postconsumer material means "postconsumer fiber" defined by the U.S. Environmental Protection Agency (EPA) as-

(1) Paper, paperboard, and fibrous materials from retail stores, office buildings, homes, and so forth, after they have passed through their end-usage as a consumer item, including: used corrugated boxes; old newspapers; old magazines; mixed waste paper; tabulating cards; and used cordage; or

(2) All paper, paperboard, and fibrous materials that enter and are collected from municipal solid waste; but not

(3) Fiber derived from printers' over-runs, converters' scrap, and over-issue publications.

"Printed or copied double-sided" means printing or reproducing a document so that information is on both sides of a sheet of paper.

"Recovered material," for paper and paper products, is defined by EPA in its Comprehensive Procurement Guideline as "recovered fiber" and means the following materials:

(1) Postconsumer fiber; and

(2) Manufacturing wastes such as-

(i) Dry paper and paperboard waste generated after completion of the papermaking process (that is, those manufacturing operations up to and including the cutting and trimming of the paper machine reel into smaller rolls or rough sheets) including: envelope cuttings, bindery trimmings, and other paper and paperboard waste resulting from printing, cutting, forming, and other converting operations; bag, box, and carton manufacturing wastes; and butt rolls, mill wrappers, and rejected unused stock; and

(ii) Repulped finished paper and paperboard from obsolete inventories of paper and paperboard manufacturers, merchants, wholesalers, dealers, printers, converters, or others.

(b) In accordance with Section 101 of Executive Order 13101 of September 14, 1998, Greening the Government through Waste Prevention, Recycling, and Federal Acquisition, the Contractor is encouraged to submit paper documents, such as offers, letters, or reports, that are printed or copied double-sided on recycled paper that meet minimum content standards specified in Section 505 of Executive Order 13101, when not using electronic commerce methods to submit information or data to the Government.

(c) If the Contractor cannot purchase high-speed copier paper, offset paper, forms bond, computer printout paper, carbonless paper, file folders, white wove envelopes, writing and office paper, book paper, cotton fiber paper, and cover stock meeting the 30 percent postconsumer material standard for use in submitting paper documents to the Government, it should use paper containing no less than 20 percent postconsumer material. This lesser standard should be used only when paper meeting the 30 percent postconsumer material standard is not obtainable at a reasonable price or does not meet reasonable performance standards.

#### 6.8 1852.208-81 RESTRICTIONS ON PRINTING AND DUPLICATING (NOV 2004)

(a) The Contractor may duplicate or copy any documentation required by this contract in accordance with the provisions of the Government Printing and Binding Regulations, No. 26, S. Pub 101-9, U.S. Government Printing Office, Washington, DC, 20402, published by the Joint Committee on Printing, U.S. Congress.

(b) The Contractor shall not perform, or procure from any commercial source, any printing in connection with the performance of work under this contract. The term "printing" includes the processes of composition, platemaking, presswork, duplicating, silk screen processes, binding, microform, and the end items of such processes and equipment.

(c) The Contractor is authorized to duplicate or copy production units provided the requirement does not exceed 5,000 production units of any one page or 25,000 units in the aggregate of multiple pages. Such pages may not exceed a maximum image size of 10-3/4 by 14-1/4 inches. A "production unit" is one sheet, size 8-1/2 x 11 inches (215 x 280 mm), one side only, and one color ink.

(d) This clause does not preclude writing, editing, preparation of manuscript copy, or preparation of related illustrative material as a part of this contract, or administrative duplicating/copying (for example, necessary forms and instructional materials used by the Contractor to respond to the terms of the contract).

(e) Costs associated with printing, duplicating, or copying in excess of the limits in paragraph (c) of this clause are unallowable without prior written approval of the Contracting Officer. If the Contractor has reason to believe that any activity required in fulfillment of the contract will necessitate any printing or substantial duplicating or copying, it immediately shall provide written notice to the Contracting Officer and request approval prior to proceeding with the activity. Requests will be processed by the Contracting Officer in accordance with the provisions of the Government Printing and Binding Regulations, NFS

1808.802, and NPR 1490.5, NASA Procedural Requirements for Printing, Duplicating, and Copying Management.

(f) The Contractor shall include in each subcontract which may involve a requirement for any printing, duplicating, and copying in excess of the limits specified in paragraph (c) of this clause, a provision substantially the same as this clause, including this paragraph (f).

(End of clause)

#### 6.9 <u>1852.215-84 OMBUDSMAN (NOV 2011)</u>

(a) An ombudsman has been appointed to hear and facilitate the resolution of concerns from offerors, potential offerors, and contractors during the preaward and postaward phases of this acquisition. When requested, the ombudsman will maintain strict confidentiality as to the source of the concern. The existence of the ombudsman is not to diminish the authority of the contracting officer, the Source Evaluation Board, or the selection official. Further, the ombudsman does not participate in the evaluation of proposals, the source selection process, or the adjudication of formal contract disputes. Therefore, before consulting with an ombudsman, interested parties must first address their concerns, issues, disagreements, and/or recommendations to the contracting officer for resolution.

(b) If resolution cannot be made by the contracting officer, interested parties may contact the installation ombudsman, whose name, address, telephone number, facsimile number, and e-mail address may be found at: <u>http://prod.nais.nasa.gov/pub/pub\_library/Omb.html</u>. Concerns, issues, disagreements, and recommendations which cannot be resolved at the installation may be referred to the Agency ombudsman identified at the above URL. Please do not contact the ombudsman to request copies of the solicitation, verify offer due date, or clarify technical requirements. Such inquiries shall be directed to the Contracting Officer or as specified elsewhere in this document.

(End of clause)

# 6.10 52.222-54. EMPLOYMENT ELIGIBILITY VERIFICATION (JAN 2009)

(a) Definitions. As used in this clause-

"Commercially available off-the-shelf (COTS) item"-

(1) Means any item of supply that is-

(i) A commercial item (as defined in paragraph (1) of the definition at 2.101);

(ii) Sold in substantial quantities in the commercial marketplace; and

(iii) Offered to the Government, without modification, in the same form in which it is sold in the commercial marketplace; and

(2) Does not include bulk cargo, as defined in section 3 of the Shipping Act of 1984 (46 U.S.C. App. 1702), such as agricultural products and petroleum products. Per 46 CFR 525.1 (c)(2), "bulk cargo" means cargo that is loaded and carried in bulk onboard ship without mark or count, in a loose unpackaged form, having homogenous characteristics. Bulk cargo loaded into intermodal equipment, except LASH or Seabee barges, is subject to mark and count and, therefore, ceases to be bulk cargo.

"Employee assigned to the contract" means an employee who was hired after November 6, 1986, who is directly performing work, in the United States, under a contract that is required to include the clause prescribed at 22.1803. An employee is not considered to be directly performing work under a contract if the employee—

(1) Normally performs support work, such as indirect or overhead functions; and

(2) Does not perform any substantial duties applicable to the contract.

"Subcontract" means any contract, as defined in 2.101, entered into by a subcontractor to furnish supplies or services for performance of a prime contract or a subcontract. It includes but is not limited to purchase orders, and changes and modifications to purchase orders.

"Subcontractor" means any supplier, distributor, vendor, or firm that furnishes supplies or services to or for a prime Contractor or another subcontractor.

"United States", as defined in 8 U.S.C. 1101(a)(38), means the 50 States, the District of Columbia, Puerto Rico, Guam, and the U.S. Virgin Islands.

(b) Enrollment and verification requirements.

(1) If the Contractor is not enrolled as a Federal Contractor in E-Verify at time of contract award, the Contractor shall—

(i) Enroll. Enroll as a Federal Contractor in the E-Verify program within 30 calendar days of contract award;

(ii) Verify all new employees. Within 90 calendar days of enrollment in the E-Verify program, begin to use E-Verify to initiate verification of employment eligibility of all new hires of the Contractor, who are working in the United States, whether or not assigned to the contract, within 3 business days after the date of hire (but see paragraph (b)(3) of this section): and

(iii) Verify employees assigned to the contract. For each employee assigned to the contract, initiate verification within 90 calendar days after date of enrollment or within 30 calendar days of the employee's assignment to the contract, whichever date is later (but see paragraph (b)(4) of this section).

(2) If the Contractor is enrolled as a Federal Contractor in E-Verify at time of contract award, the Contractor shall use E-Verify to initiate verification of employment eligibility of-(i) All new employees.

(A) Enrolled 90 calendar days or more. The Contractor shall initiate verification of all new hires of the Contractor, who are working in the United States, whether or not assigned to the contract, within 3 business days after the date of hire (but see paragraph (b)(3) of this section); or

(B) Enrolled less than 90 calendar days. Within 90 calendar days after enrollment as a Federal Contractor in E-Verify, the Contractor shall initiate verification of all new hires of the Contractor, who are working in the United States, whether or not assigned to the contract, within 3 business days after the date of hire (but see paragraph (b)(3) of this section); or

(ii) Employees assigned to the contract. For each employee assigned to the contract, the Contractor shall initiate verification within 90 calendar days after date of contract award or within 30 days after assignment to the contract, whichever date is later (but see paragraph (b)(4) of this section).

(3) If the Contractor is an institution of higher education (as defined at 20 U.S.C. 1001(a)); a State or local government or the government of a Federally recognized Indian tribe; or a surety performing under a takeover agreement entered into with a Federal agency pursuant to a performance bond, the Contractor may choose to verify only employees assigned to the contract, whether existing employees or new hires. The Contractor shall follow the applicable verification requirements at (b)(1) or (b)(2) respectively, except that any requirement for verification of new employees applies only to new employees assigned to the contract.

(4) Option to verify employment eligibility of all employees. The Contractor may elect to verify all existing employees hired after November 6, 1986, rather than just those employees assigned to the contract. The Contractor shall initiate verification for each existing employee working in the United States who was hired after November 6, 1986, within 180 calendar days of-

(i) Enrollment in the E-Verify program; or

(ii) Notification to E-Verify Operations of the Contractor's decision to exercise this option, using the contact information provided in the E-Verify program Memorandum of Understanding (MOU).

(5) The Contractor shall comply, for the period of performance of this contract, with the requirements of the E-Verify program MOU.

(i) The Department of Homeland Security (DHS) or the Social Security Administration (SSA) may terminate the Contractor's MOU and deny access to the E-Verify system in accordance with the terms of the MOU. In such case, the Contractor will be referred to a suspension or debarment official.

(ii) During the period between termination of the MOU and a decision by the suspension or debarment official whether to suspend or debar, the Contractor is excused from its obligations under paragraph (b) of this clause. If the suspension or debarment official determines not to suspend or debar the Contractor, then the Contractor must reenroll in E-Verify.

(c) Web site. Information on registration for and use of the E-Verify program can be obtained via the Internet at the Department of Homeland Security Web site: http://www.dhs.gov/E-Verify.

(d) Individuals previously verified. The Contractor is not required by this clause to perform additional employment verification using E-Verify for any employee—

(1) Whose employment eligibility was previously verified by the Contractor through the E-Verify program;

(2) Who has been granted and holds an active U.S. Government security clearance for access to confidential, secret, or top secret information in accordance with the National Industrial Security Program Operating Manual; or

(3) Who has undergone a completed background investigation and been issued credentials pursuant to Homeland Security Presidential Directive (HSPD)-12, Policy for a Common Identification Standard for Federal Employees and Contractors.

(e) Subcontracts. The Contractor shall include the requirements of this clause, including this paragraph (e) (appropriately modified for identification of the parties), in each subcontract that-

(1) Is for-

(i) Commercial or noncommercial services (except for commercial services that are part of the purchase of a COTS item (or an item that would be a COTS item, but for minor modifications), performed by the COTS provider, and are normally provided for that COTS item); or

(ii) Construction;

(2) Has a value of more than \$3,000; and

(3) Includes work performed in the United States.

(End of clause)

# 6.11 <u>1852.223-70 SAFETY AND HEALTH (APR 2002)</u>

(a) Safety is the freedom from those conditions that can cause death, injury, occupational illness, damage to or loss of equipment or property, or damage to the environment. NASA's safety priority is to protect: (1) the public, (2) astronauts and pilots, (3) the NASA workforce

(including Contractor employees working on NASA contracts), and (4) high-value equipment and property.

(b) The Contractor shall take all reasonable safety and occupational health measures in performing this contract. The Contractor shall comply with all Federal, State, and local laws applicable to safety and occupational health and with the safety and occupational health standards, specifications, reporting requirements, and any other relevant requirements of this contract.

(c) The Contractor shall take, or cause to be taken, any other safety, and occupational health-measures the Contracting Officer may reasonably direct. To the extent that the Contractor may be entitled to an equitable adjustment for those measures under the terms and conditions of this contract, the equitable adjustment shall be determined pursuant to the procedures of the changes clause of this contract; provided, that no adjustment shall be made under this Safety and Health clause for any change for which an equitable adjustment is expressly provided under any other clause of the contract.

(d) The Contractor shall immediately notify and promptly report to the Contracting Officer or a designee any accident, incident, or exposure resulting in fatality, lost-time occupational injury, occupational disease, contamination of property beyond any stated acceptable limits set forth in the contract Schedule; or property loss of \$25,000 or more, or Close Call (a situation or occurrence with no injury, no damage or only minor damage (less than \$1,000) but possesses the potential to cause any type mishap, or any injury, damage, or negative mission impact) that may be of immediate interest to NASA, arising out of work performed under this contract. The Contractor is not required to include in any report an expression of opinion as to the fault or negligence of any employee. In addition, service contractors (excluding construction contracts) shall provide quarterly reports specifying lost-time frequency rate, number of lost-time injuries, exposure, and accident/incident dollar losses as specified in the contract Schedule.

(e) The Contractor shall investigate all work-related incidents, accidents, and Close Calls, to the extent necessary to determine their causes and furnish the Contracting Officer a report, in such form as the Contracting Officer may require, of the investigative findings and proposed or completed corrective actions.

(f)(1) The Contracting Officer may notify the Contractor in writing of any noncompliance with this clause and specify corrective actions to be taken. When the Contracting Officer becomes aware of noncompliance that may pose a serious or imminent danger to safety and health of the public, astronauts and pilots, the NASA workforce (including Contractor employees working on NASA contracts), or high value mission critical equipment or property, the Contracting Officer shall notify the Contractor orally, with written confirmation. The Contractor shall promptly take and report any necessary corrective action.

(2) If the Contractor fails or refuses to institute prompt corrective action in accordance with subparagraph (f)(1) of this clause, the Contracting Officer may invoke the stop-work order clause in this contract or any other remedy available to the Government in the event of such failure or refusal.

(g) The Contractor (or subcontractor or supplier) shall insert the substance of this clause, including this paragraph (g) and any applicable Schedule provisions and clauses,

with appropriate changes of designations of the parties, in all solicitations and subcontracts of every tier, when one or more of the following conditions exist:

(1) The work will be conducted completely or partly on premises owned or controlled by the Government.

(2) The work includes construction, alteration, or repair of facilities in excess of the simplified acquisition threshold.

(3) The work, regardless of place of performance, involves hazards that could endanger the public, astronauts and pilots, the NASA workforce (including Contractor employees working on NASA contracts), or high value equipment or property, and the hazards are not adequately addressed by Occupational Safety and Health Administration (OSHA) or Department of Transportation (DOT) regulations (if applicable).

(4) When the Contractor (or subcontractor or supplier) determines that the assessed risk and consequences of a failure to properly manage and control the hazard(s) warrants use of the clause.

(h) The Contractor (or subcontractor or supplier) may exclude the provisions of paragraph (g) from its solicitation(s) and subcontract(s) of every tier when it determines that the clause is not necessary because the application of the OSHA and DOT (if applicable) regulations constitute adequate safety and occupational health protection. When a determination is made to exclude the provisions of paragraph (g) from a solicitation and subcontract, the Contractor must notify and provide the basis for the determination to the Contracting Officer. In subcontracts of every tier above the micro-purchase threshold for which paragraph (g) does not apply, the Contractor (or subcontractor or supplier) shall insert the substance of paragraphs (a), (b), (c), and (f) of this clause).

(i) Authorized Government representatives of the Contracting Officer shall have access to and the right to examine the sites or areas where work under this contract is being performed in order to determine the adequacy of the Contractor's safety and occupational health measures under this clause.

(j) The Contractor shall continually update the safety and health plan when necessary. In particular, the Contractor shall furnish a list of all hazardous operations to be performed, and a list of other major or key operations required or planned in the performance of the contract, even though not deemed hazardous by the Contractor. NASA and the Contractor shall jointly decide which operations are to be considered hazardous, with NASA as the final authority. Before hazardous operations commence, the Contractor shall submit for NASA concurrence --

(1) Written hazardous operating procedures for all hazardous operations; and/or

(2) Qualification standards for personnel involved in hazardous operations.

# 6.12 <u>1852.223-75 MAJOR BREACH OF SAFETY OR SECURITY (FEB 2002) -- ALT I</u> (FEB 2006)

(a) Safety is the freedom from those conditions that can cause death, injury, occupational illness, damage to or loss of equipment or property, or damage to the environment. Safety is essential to NASA and is a material part of this contract. NASA's safety priority is to protect: (1) the public; (2) astronauts and pilots; (3) the NASA workforce (including Contractor employees working on NASA contracts); and (4) high-value equipment and property. A major breach of safety may constitute a breach of contract that entitles the Government to exercise any of its rights and remedies applicable to material parts of this contract, including termination. A major breach of safety must be related directly to the work on the contract. A major breach of safety is an act or omission of the Contractor that consists of an accident, incident, or exposure resulting in a fatality or mission failure; or in damage to equipment or property equal to or greater than \$1 million; or in any "willful" or "repeat" violation cited by the Occupational Safety and Health Administration (OSHA) or by a state agency operating under an OSHA approved plan.

(b) Security is the condition of safeguarding against espionage, sabotage, crime (including computer crime), or attack. A major breach of security may constitute a breach of contract that entitles the Government to exercise any of its rights and remedies applicable to material parts of this contract, including termination. A major breach of security may occur on or off Government installations, but must be related directly to the work on the contract. A major breach of security is an act or omission by the Contractor that results in compromise of classified information, illegal technology transfer, workplace violence resulting in criminal conviction, sabotage, compromise or denial of information technology services, equipment or property damage from vandalism greater than \$250,000, or theft greater than \$250,000.

(c) The Contractor shall take, or cause to be taken, any other safety, and occupational health-measures the Contracting Officer may reasonably direct. To the extent that the Contractor may be entitled to an equitable adjustment for those measures under the terms and conditions of this contract, the equitable adjustment shall be determined pursuant to the procedures of the changes clause of this contract; provided, that no adjustment shall be made under this Safety and Health clause for any change for which an equitable adjustment is expressly provided under any other clause of the contract.

(d) The Contractor shall immediately notify and promptly report to the Contracting Officer or a designee any accident, incident, or exposure resulting in fatality, lost-time occupational injury, occupational disease, contamination of property beyond any stated acceptable limits set forth in the contract Schedule; or property loss of \$25,000 or more, or Close Call (a situation or occurrence with no injury, no damage or only minor damage (less than \$1,000) but possesses the potential to cause any type mishap, or any injury, damage, or negative mission impact) that may be of immediate interest to NASA, arising out of work performed under this contract. The Contractor is not required to include in any report an expression of opinion as to the fault or negligence of any employee. In addition, service contractors (excluding construction contracts) shall provide quarterly reports specifying lost-time frequency rate, number of lost-time injuries, exposure, and accident/incident dollar losses as specified in the contract Schedule.

(e) The Contractor shall investigate all work-related incidents, accidents, and Close Calls, to the extent necessary to determine their causes and furnish the Contracting Officer a report, in such form as the Contracting Officer may require, of the investigative findings and proposed or completed corrective actions.

(f)(1) The Contracting Officer may notify the Contractor in writing of any noncompliance with this clause and specify corrective actions to be taken. When the Contracting Officer becomes aware of noncompliance that may pose a serious or imminent danger to safety and health of the public, astronauts and pilots, the NASA workforce (including Contractor employees working on NASA contracts), or high value mission critical equipment or property, the Contracting Officer shall notify the Contractor orally, with written confirmation. The Contractor shall promptly take and report any necessary corrective action.

(2) If the Contractor fails or refuses to institute prompt corrective action in accordance with subparagraph (f)(1) of this clause, the Contracting Officer may invoke the stop-work order clause in this contract or any other remedy available to the Government in the event of such failure or refusal.

(g) The Contractor (or subcontractor or supplier) shall insert the substance of this clause, including this paragraph (g) and any applicable Schedule provisions and clauses, with appropriate changes of designations of the parties, in all solicitations and subcontracts of every tier, when one or more of the following conditions exist:

(1) The work will be conducted completely or partly on premises owned or controlled by the Government.

(2) The work includes construction, alteration, or repair of facilities in excess of the simplified acquisition threshold.

(3) The work, regardless of place of performance, involves hazards that could endanger the public, astronauts and pilots, the NASA workforce (including Contractor employees working on NASA contracts), or high value equipment or property, and the hazards are not adequately addressed by Occupational Safety and Health Administration (OSHA) or Department of Transportation (DOT) regulations (if applicable).

(4) When the Contractor (or subcontractor or supplier) determines that the assessed risk and consequences of a failure to properly manage and control the hazard(s) warrants use of the clause.

(h) The Contractor (or subcontractor or supplier) may exclude the provisions of paragraph (g) from its solicitation(s) and subcontract(s) of every tier when it determines that the clause is not necessary because the application of the OSHA and DOT (if applicable) regulations constitute adequate safety and occupational health protection. When a determination is made to exclude the provisions of paragraph (g) from a solicitation and subcontract, the Contractor must notify and provide the basis for the determination to the Contracting Officer. In subcontracts of every tier above the micro-purchase threshold for which paragraph (g) does not apply, the Contractor (or subcontractor or supplier) shall insert the substance of paragraphs (a), (b), (c), and (f) of this clause).

(i) Authorized Government representatives of the Contracting Officer shall have access to and the right to examine the sites or areas where work under this contract is being performed in order to determine the adequacy of the Contractor's safety and occupational health measures under this clause.

(j) The Contractor shall continually update the safety and health plan when necessary. In particular, the Contractor shall furnish a list of all hazardous operations to be performed, and a list of other major or key operations required or planned in the performance of the contract, even though not deemed hazardous by the Contractor. NASA and the Contractor shall jointly decide which operations are to be considered hazardous, with NASA as the final authority. Before hazardous operations commence, the Contractor shall submit for NASA concurrence --

(1) Written hazardous operating procedures for all hazardous operations; and/or

(2) Qualification standards for personnel involved in hazardous operations.

(End of clause)

# 6.13 52.224-1 PRIVACY ACT NOTIFICATION (APR 1984)

The Contractor will be required to design, develop, or operate a system of records on individuals, to accomplish an agency function subject to the Privacy Act of 1974, Public Law 93-579, December 31, 1974 (5 U.S.C. 552a) and applicable agency regulations. Violation of the Act may involve the imposition of criminal penalties.

(End of clause)

# 6.14 52.224-2 PRIVACY ACT (APR 1984)

(a) The Contractor agrees to-

(1) Comply with the Privacy Act of 1974 (the Act) and the agency rules and regulations issued under the Act in the design, development, or operation of any system of records on individuals to accomplish an agency function when the contract specifically identifies-

(i) The systems of records; and

(ii) The design, development, or operation work that the contractor is to perform;

(2) Include the Privacy Act notification contained in this contract in every solicitation and resulting subcontract and in every subcontract awarded without a solicitation, when the work statement in the proposed subcontract requires the redesign, development, or operation of a system of records on individuals that is subject to the Act; and

(3) Include this clause, including this paragraph (3), in all subcontracts awarded under this contract which requires the design, development, or operation of such a system of records.

(b) In the event of violations of the Act, a civil action may be brought against the agency involved when the violation concerns the design, development, or operation of a system of records on individuals to accomplish an agency function, and criminal penalties may be imposed upon the officers or employees of the agency when the violation concerns the operation of a system of records on individuals to accomplish an agency function. For purposes of the Act, when the contract is for the operation of a system of records on

individuals to accomplish an agency function, the Contractor is considered to be an employee of the agency.

(c)(1) "Operation of a system of records," as used in this clause, means performance of any of the activities associated with maintaining the system of records, including the collection, use, and dissemination of records.

(2) "Record," as used in this clause, means any item, collection, or grouping of information about an individual that is maintained by an agency, including, but not limited to, education, financial transactions, medical history, and criminal or employment history and that contains the person's name, or the identifying number, symbol, or other identifying particular assigned to the individual, such as a fingerprint or voiceprint or a photograph.

(3) "System of records on individuals," as used in this clause, means a group of any records under the control of any agency from which information is retrieved by the name of the individual or by some identifying number, symbol, or other identifying particular assigned to the individual.

(End of clause)

# 6.15 1852.225-70 EXPORT LICENSES (FEB 2000)

(a) The Contractor shall comply with all U.S. export control laws and regulations, including the International Traffic in Arms Regulations (ITAR), 22 CFR Parts 120 through 130, and the Export Administration Regulations (EAR), 15 CFR Parts 730 through 799, in the performance of this contract. In the absence of available license exemptions/exceptions, the Contractor shall be responsible for obtaining the appropriate licenses or other approvals, if required, for exports of hardware, technical data, and software, or for the provision of technical assistance.

(b) The Contractor shall be responsible for obtaining export licenses, if required, before utilizing foreign persons in the performance of this contract, including instances where the work is to be performed on-site at any NASA installation, where the foreign person will have access to export-controlled technical data or software.

(c) The Contractor shall be responsible for all regulatory record keeping requirements associated with the use of licenses and license exemptions/exceptions.

(d) The Contractor shall be responsible for ensuring that the provisions of this clause apply to its subcontractors.

(End of clause)

#### 6.16 1852.228-75 MINIMUM INSURANCE COVERAGE (OCT 1988)

The Contractor shall obtain and maintain insurance coverage as follows for the performance of this contract:

(a) Worker's compensation and employer's liability insurance as required by applicable Federal and state workers' compensation and occupational disease statutes. If

occupational diseases are not compensable under those statutes, they shall be covered under the employer's liability section of the insurance policy, except when contract operations are so commingled with the Contractor's commercial operations that it would not be practical. The employer's liability coverage shall be at least \$100,000, except in States with exclusive or monopolistic funds that do not permit workers' compensation to be written by private carriers.

(b) Comprehensive general (bodily injury) liability insurance of at least \$500,000 per occurrence.

(c) Motor vehicle liability insurance written on the comprehensive form of policy which provides for bodily injury and property damage liability covering the operation of all motor vehicles used in connection with performing the contract. Policies covering motor vehicles operated in the United States shall provide coverage of at least \$200,000 per person and \$500,000 per occurrence for bodily injury liability and \$50,000 per occurrence for property damage. The amount of liability coverage on other policies shall be commensurate with any legal requirements of the locality and sufficient to meet normal and customary claims.

(d) Comprehensive general and motor vehicle liability policies shall contain a provision worded as follows:

"The insurance company waives any right of subrogation against the United States of America which may arise by reason of any payment under the policy."

(e) When aircraft are used in connection with performing the contract, aircraft public and passenger liability insurance of at least \$200,000 per person and \$500,000 per occurrence for bodily injury, other than passenger liability, and \$200,000 per occurrence for property damage. Coverage for passenger liability bodily injury shall be at least \$200,000 multiplied by the number of seats or passengers, whichever is greater.

(End of clause)

# 6.17 1852.237-72 ACCESS TO SENSITIVE INFORMATION (JUN 2005)

(a) As used in this clause, ``sensitive information" refers to information that a contractor has developed at private expense, or that the Government has generated that qualifies for an exception to the Freedom of Information Act, which is not currently in the public domain, and which may embody trade secrets or commercial or financial information, and which may be sensitive or privileged.

(b) To assist NASA in accomplishing management activities and administrative functions, the Contractor shall provide the services specified elsewhere in this contract.

(c) If performing this contract entails access to sensitive information, as defined above, the Contractor agrees to--

(1) Utilize any sensitive information coming into its possession only for the purposes of performing the services specified in this contract, and not to improve its own competitive position in another procurement.

(2) Safeguard sensitive information coming into its possession from unauthorized use and disclosure.

(3) Allow access to sensitive information only to those employees that need it to perform services under this contract.

(4) Preclude access and disclosure of sensitive information to persons and entities outside of the Contractor's organization.

(5) Train employees who may require access to sensitive information about their obligations to utilize it only to perform the services specified in this contract and to safeguard it from unauthorized use and disclosure.

(6) Obtain a written affirmation from each employee that he/she has received and will comply with training on the authorized uses and mandatory protections of sensitive information needed in performing this contract.

(7) Administer a monitoring process to ensure that employees comply with all reasonable security procedures, report any breaches to the Contracting Officer, and implement any necessary corrective actions.

(d) The Contractor will comply with all procedures and obligations specified in its Organizational Conflicts of Interest Avoidance Plan, which this contract incorporates as a compliance document.

(e) The nature of the work on this contract may subject the Contractor and its employees to a variety of laws and regulations relating to ethics, conflicts of interest, corruption, and other criminal or civil matters relating to the award and administration of government contracts. Recognizing that this contract establishes a high standard of accountability and trust, the Government will carefully review the Contractor's performance in relation to the mandates and restrictions found in these laws and regulations. Unauthorized uses or disclosures of sensitive information may result in termination of this contract for default, or in debarment of the Contractor.

(f) The Contractor shall include the substance of this clause, including this paragraph (f), suitably modified to reflect the relationship of the parties, in all subcontracts that may involve access to sensitive information

# (End of clause)

# 6.18 <u>1852.237-73 RELEASE OF SENSITIVE INFORMATION (JUN 2005)</u>

(a) As used in this clause, "Sensitive information" refers to information, not currently in the public domain, that the Contractor has developed at private expense, that may embody trade secrets or commercial or financial information, and that may be sensitive or privileged.

(b) In accomplishing management activities and administrative functions, NASA relies heavily on the support of various service providers. To support NASA activities and functions, these service providers, as well as their subcontractors and their individual employees, may need access to sensitive information submitted by the Contractor under

this contract. By submitting this proposal or performing this contract, the Contractor agrees that NASA may release to its service providers, their subcontractors, and their individual employees, sensitive information submitted during the course of this procurement, subject to the enumerated protections mandated by the clause at 1852.237-72, Access to Sensitive Information.

(c)(1) The Contractor shall identify any sensitive information submitted in support of this proposal or in performing this contract. For purposes of identifying sensitive information, the Contractor may, in addition to any other notice or legend otherwise required, use a notice similar to the following:

Mark the title page with the following legend:

This proposal or document includes sensitive information that NASA shall not disclose outside the Agency and its service providers that support management activities and administrative functions. To gain access to this sensitive information, a service provider's contract must contain the clause at NFS 1852.237-72, Access to Sensitive Information. Consistent with this clause, the service provider shall not duplicate, use, or disclose the information in whole or in part for any purpose other than to perform the services specified in its contract. This restriction does not limit the Government's right to use this information subject to this restriction is contained in pages [*insert page numbers or other identification of pages*]. Mark each page of sensitive information the Contractor wishes to restrict with the following legend:

Use or disclosure of sensitive information contained on this page is subject to the restriction on the title page of this proposal or document.

(2) The Contracting Officer shall evaluate the facts supporting any claim that particular information is "sensitive." This evaluation shall consider the time and resources necessary to protect the information in accordance with the detailed safeguards mandated by the clause at 1852.237-72, Access to Sensitive Information. However, unless the Contracting Officer decides, with the advice of Center counsel, that reasonable grounds exist to challenge the Contractor's claim that particular information is sensitive, NASA and its service providers and their employees shall comply with all of the safeguards contained in paragraph (d) of this clause.

(d) To receive access to sensitive information needed to assist NASA in accomplishing management activities and administrative functions, the service provider must be operating under a contract that contains the clause at 1852.237-72, Access to Sensitive Information. This clause obligates the service provider to do the following:

(1) Comply with all specified procedures and obligations, including the Organizational Conflicts of Interest Avoidance Plan, which the contract has incorporated as a compliance document.

(2) Utilize any sensitive information coming into its possession only for the purpose of performing the services specified in its contract.

(3) Safeguard sensitive information coming into its possession from unauthorized use and disclosure.

(4) Allow access to sensitive information only to those employees that need it to perform services under its contract.

(5) Preclude access and disclosure of sensitive information to persons and entities outside of the service provider's organization.

(6) Train employees who may require access to sensitive information about their obligations to utilize it only to perform the services specified in its contract and to safeguard it from unauthorized use and disclosure.

(7) Obtain a written affirmation from each employee that he/she has received and will comply with training on the authorized uses and mandatory protections of sensitive information needed in performing this contract.

(8) Administer a monitoring process to ensure that employees comply with all reasonable security procedures, report any breaches to the Contracting Officer, and implement any necessary corrective actions.

(e) When the service provider will have primary responsibility for operating an information technology system for NASA that contains sensitive information, the service provider's contract shall include the clause at 1852.204-76, Security Requirements for Unclassified Information Technology Resources. The Security Requirements clause requires the service provider to implement an Information Technology Security Plan to protect information processed, stored, or transmitted from unauthorized access, alteration, disclosure, or use. Service provider personnel requiring privileged access or limited privileged access to these information technology systems are subject to screening using the standard National Agency Check (NAC) forms appropriate to the level of risk for adverse impact to NASA missions. The Contracting Officer may allow the service provider to conduct

its own screening, provided the service provider employs substantially equivalent screening procedures.

(f) This clause does not affect NASA's responsibilities under the Freedom of Information Act.

(g) The Contractor shall insert this clause, including this paragraph (g), suitably modified to reflect the relationship of the parties, in all subcontracts that may require the furnishing of sensitive information.

(End of clause)

#### 6.19 1852.242-72 DENIED ACCESS TO NASA FACILITIES (OCT 2015)

(a)(1) The performance of this contract requires contractor employees of the prime contractor or any subcontractor, affiliate, partner, joint venture, or team member with which the contractor is associated, including consultants engaged by any of these entities, to have access to, physical entry into, and to the extent authorized, mobility within, a NASA facility.

(2) NASA may close and or deny contractor access to a NASA facility for a portion of a business day or longer due to any one of the following events:

(i) Federal public holidays for federal employees in accordance with 5 U.S.C. 6103.(ii) Fires, floods, earthquakes, unusually severe weather to include snow storms, tornadoes and hurricanes.

(iii) Occupational safety or health hazards.

(iv) Non-appropriation of funds by Congress.

(v) Any other reason.

(3) In such events, the contractor employees may be denied access to a NASA facility, in part or in whole, to perform work required by the contract. Contractor personnel already present at a NASA facility during such events may be required to leave the facility.

(b) In all instances where contractor employees are denied access or required to vacate a NASA facility, in part or in whole, the contractor shall be responsible to ensure contractor personnel working under the contract comply. If the circumstances permit, the contracting officer will provide direction to the contractor, which could include continuing on-site performance during the NASA facility closure period. In the absence of such direction, the contractor shall exercise sound judgment to minimize unnecessary contract costs and performance impacts by, for example, performing required work off-site if possible or reassigning personnel to other activities if appropriate.

(c) The contractor shall be responsible for monitoring the local radio, television stations, NASA Web sites, other communications channels, for example contracting officer notification, that the NASA facility is accessible. Once accessible the contractor shall resume contract performance as required by the contract.

(d) For the period that NASA facilities were not accessible to contractor employees, the contracting officer may—

(1) Adjust the contract performance or delivery schedule for a period equivalent to the period the NASA facility was not accessible;

(2) Forego the work;

(3) Reschedule the work by mutual agreement of the parties; or

(4) Consider properly documented requests for equitable adjustment, claim, or any other remedy pursuant to the terms and conditions of the contract.

(e) Notification procedures of a NASA facility closure, including contractor denial of access, as follows:

(1) The contractor shall be responsible for monitoring the local radio, television stations, NASA Web sites, other communications channels, for example contracting

officer notification, for announcement of a NASA facility closure to include denial of access to the NASA facility. The contractor shall be responsible for notification of its employees of the NASA facility closure to include denial of access to the NASA facility. The dismissal of NASA employees in accordance with statute and regulations providing for such dismissals shall not, in itself, equate to a NASA facility closure in which contractor employees are denied access. Moreover, the leave status of NASA employees shall not be conveyed or imputed to contractor personnel. Accordingly, unless a NASA facility is closed and the contractor is denied access to the facility, the contractor shall continue performance in accordance with the contract.

(2) NASA's Emergency Notification System (ENS). ENS is a NASA-wide Emergency Notification and Accountability System that provides NASA the ability to send messages, both Agency-related and/or Center-related, in the event of an emergency or emerging situation at a NASA facility. Notification is provided via multiple communication devices, *e.g.* Email, text, cellular, home / office numbers. The ENS provides the capability to respond to notifications and provide the safety status. Contractor employees may register for these notifications at the ENS Web site: <u>http://www.hg.nasa.gov/office/ops/nasaonly/ENSinformation.html</u>.

(End of clause)

## 6.20 1852.243-71 SHARED SAVINGS (MAR 1997)

(a) The Contractor is entitled, under the provisions of this clause, to share in cost savings resulting from the implementation of cost reduction projects which are presented to

the Government in the form of Cost Reduction Proposals (CRP) and approved by the Contracting Officer. These cost reduction projects may require changes to the terms, conditions or statement of work of this contract. Any cost reduction projects must not change the essential function of any products to be delivered or the essential purpose of services to be provided under the contract.

#### (b) Definitions:

(1) Cost savings, as contemplated by this clause mean savings that result from instituting changes to the covered contract, as identified in an approved Cost Reduction Proposal.

(2) Cost Reduction Proposal - For the purposes of this clause, a Cost Reduction Proposal means a proposal that recommends alternatives to the established procedures and/or organizational support of a contract or group of contracts. These alternatives must result in a net reduction of contract cost and price to NASA. The proposal will include technical and cost information sufficient to enable the Contracting Officer to evaluate the CRP and approve or disapprove it.

(3) Covered contract - As used in this provision, covered contract means the contract, including unexercised options but excluding future contracts, whether contemplated or not, against which the CRP is submitted.

(4) Contractor implementation costs - As used in this provision, Contractor implementation costs, or "implementation costs", shall mean those costs which the Contractor incurs on covered contracts specifically in developing, preparing, submitting, and

(5) Government costs - As used in this provision, the term Government costs means internal costs of NASA, or any other Government agency, which result directly from development and implementation of the CRP. These may include, but are not limited to, costs associated with the administration of the contract or with such contractually related functions such as testing, operations, maintenance and logistics support. These costs also include costs associated with other Agency contracts (including changes in contract price or cost and fee) that may be affected as a result of the implementation of a CRP. They do not include the normal administrative costs of reviewing and processing the Cost Reduction Proposal.

(c) General. The Contractor will develop, prepare and submit CRP's with supporting information as detailed in paragraph (e) of this clause, to the Contracting Officer. The CRP will describe the proposed cost reduction activity in sufficient detail to enable the Contracting Officer to evaluate it and to approve or disapprove it. The Contractor shall share in any net cost savings realized from approved and implemented CRPs in accordance with the terms of this clause. The Contractor's actual percentage share of the cost savings shall be a matter for negotiation with the Contracting Officer, but shall not, in any event, exceed 50 percent of the total cost savings recognized by the Contracting Officer. The Contractor may propose changes in other activities that impact performance on its contract, including Government and other Contractor operations, if such changes will optimize cost savings. A Contractor shall not be entitled to share, however, in any cost savings that are internal to the Government, or which result from changes made to any contracts to which it is not a party even if those changes were proposed as a part of its CRP. Early communication between

the Contractor and Government is encouraged. The communication may be in the form of a concept paper or preliminary proposal. The Government is not committed to accepting any proposal as a result of these early discussions.

Computation of cost savings. The cost savings to be shared between the (d) Government and the Contractor will be computed by the Contracting Officer by comparing a current estimate to complete (ETC) for the covered contract, as structured before implementation of the proposed CRP, to a revised ETC which takes into account the implementation of that CRP. The cost savings to be shared shall be reduced by any cost overrun, whether experienced or projected, that is identified on the covered contract before implementation of the CRP. Although a CRP may result in cost savings that extend far into the future, the period in which the Contractor may share in those savings will be limited to no more than five years. Implementation costs of the Contractor must be considered and specifically identified in the revised ETC. The Contracting Officer shall offset Contractor cost savings by any increased costs (whether implementing or recurring) to the Government when computing the total cost savings to be shared. The Contractor shall not be entitled, under the provisions of this clause, to share in any cost reductions to the contract that are the result of changes stemming from any action other than an approved CRP. However, this clause does not limit recovery of any such reimbursements that are allowed as a result of other contract provisions.

(e) Supporting Information. As a minimum, the Contractor shall provide the following supporting information with each CRP:

(1) Identification of the current contract requirements or established procedures and/or organizational support which are proposed to be changed.

(2) A description of the difference between the current process or procedure and the proposed change. This description shall address how proposed changes will meet NASA requirements and discuss the advantages and disadvantages of the existing practice and the proposed changes.

(3) A list of contract requirements which must be revised, if any, if the CRP is approved, along with proposed revisions. Any changes to NASA or delegated contract management processes should also be addressed.

(4) Detailed cost estimates which reflect the implementation costs of the CRP.

(5) An updated ETC for the covered contract, unchanged, and a revised ETC for the covered contract which reflects changes resulting from implementing the CRP. If the CRP proposes changes to only a limited number of elements of the contract, the ETCs need only address those portions of the contract that have been impacted. Each ETC shall depict the level of costs incurred or to be incurred by year, or to the level of detail required by the Contracting Officer. If other CRPs have been proposed or approved on a contract, the impact of these CRPs must be addressed in the computation of the cost savings to ensure that the cost savings identified are attributable only to the CRP under consideration in the instant case.

(6) Identification of any other previous submissions of the CRP, including the dates submitted, the agencies and contracts involved, and the disposition of those submittals.

#### (f) Administration.

(1) The Contractor shall submit proposed CRPs to the Contracting Officer who shall be responsible for the review, evaluation and approval. Normally, CRP's should not be entertained for the first year of performance to allow the Contracting Officer to assess performance against the basic requirements. If a cost reduction project impacts more than a single contract, the Contractor may, upon concurrence of the Contracting Officer responsible for the affected contracts, submit a single CRP which addresses fully the cost savings projected on all affected contracts that contain this Shared Savings Clause. In the case of multiple contracts affected, responsibility for the review and approval of the CRP will be a matter to be decided by the affected Contracting Officers.

(2) Within 60 days of receipt, the Contracting Officer shall complete an initial evaluation of any proposed cost reduction plan to determine its feasibility. Failure of the Contracting Officer to provide a response within 60 days shall not be construed as approval of the CRP. The Government shall promptly notify the Contractor of the results of its initial evaluation and indicate what, if any, further action will be taken. If the Government determines that the proposed CRP has merit, it will open discussions with the Contractor to establish the cost savings to be recognized, the Contractor's share of the cost savings, and a payment schedule. The Contractor shall continue to perform in accordance with the terms and conditions of the existing contract until a contract modification is executed by the Contracting Officer. The modification shall constitute approval of the CRP and shall incorporate the changes identified by the CRP, adjust the contract cost and/or price, establish the Contractor's share of cost savings, and incorporate the agreed to payment schedule.

(3) The Contractor will receive payment by submitting invoices to the Contracting Officer for approval. The amount and timing of individual payments will be made in

accordance with the schedule to be established with the Contracting Officer. Notwithstanding the overall savings recognized by the Contracting Officer as a result of an approved CRP, payment of any portion of the Contractor's share of savings shall not be made until NASA begins to realize a net cost savings on the contract (i.e., implementation, startup and other increased costs resulting from the change have been offset by cumulative cost savings). Savings associated with unexercised options will not be paid unless and until the contract options are exercised. It shall be the responsibility of the Contractor to provide such justification as the Contracting Officer deems necessary to substantiate that cost savings are being achieved.

(4) Any future activity, including a merger or acquisition undertaken by the Contractor (or to which the Contractor becomes an involved party), which has the effect of reducing or reversing the cost savings realized from an approved CRP for which the Contractor has received payment may be cause for recomputing the net cost savings associated with any approved CRP. The Government reserves the right to make an adjustment to the Contractor's share of cost savings and to receive a refund of moneys paid if necessary. Such adjustment shall not be made without notifying the Contractor in advance of the intended action and affording the Contractor an opportunity for discussion.

(g) Limitations. Contract requirements that are imposed by statute shall not be targeted for cost reduction exercises. The Contractor is precluded from receiving reimbursements under both this clause and other incentive provisions of the contract, if any, for the same cost reductions.

(h) Disapproval of, or failure to approve, any proposed cost reduction proposal shall not be considered a dispute subject to remedies under the Disputes clause.

(i) Cost savings paid to the Contractor in accordance with the provisions of this clause do not constitute profit or fee within the limitations imposed by 10 U.S.C. 2306(d) and 41 U.S.C. 254(b).

(End of clause)

# 6.21 REPEATED EQUIPMENT FAILURE PLAN

For any system or component procured through the ESRS, that repeatedly fails (three or more times) due to a specific hardware-related problem, the Contractor shall replace the failing hardware in lieu of repair, at no additional cost, and remove the failed item from service. The Contractor shall provide a monthly report stating the number of hardware replacements made within a given month.

For compute seats with an extended useful life of 48 months (initially installed during contract years 1-3), the Contractor shall provide the end-user the option to accept a permanent break/fix device or request an early tech refresh under the following conditions.

- a) If the compute seat has less than twelve months of useful life remaining (calculated from the device's initial installment date) the end-user will be given the option to request a permanent break/fix of the same CLIN offering or an early tech refresh to a different CLIN offering without incurring an ATV cost to replace the device.
- b) If the compute seat has more than twelve months of useful life remaining (calculated from the device's initial installment date) the end-user will be given the option to request a permanent break/fix of the same CLIN offering or an early tech refresh to a

different CLIN offering with NASA incurring an ATV cost to replace the device.

(End of clause)

# 6.22 COMPUTER/ELECTRONIC ACCOMMODATIONS PROGRAM (CAP) SUPPORT

The Contractor shall support NASA employees in obtaining assistive technology in accordance with the Computer/Electronic Accommodations Program (CAP), a partnership between NASA and the Department of Defense.

CAP provides assistive technology and services to people with disabilities, Federal managers, supervisors and IT professionals. The CAP Technology Evaluation Center (CAPTEC) is a demonstration and assessment facility where Managers and individuals seeking solutions to accessibility challenges can see assistive technology, compare different solutions, and ensure equipment compatibility.

The Contractor's responsibilities are as follows:

a.) For users that have an ACES Computing seat, the Contractor shall participate with CAP in identifying products that meet the users' needs and ensure they are compatible with their ACES seats. CAP shall acquire and deliver the products to the user, or, if preferred, the

ACES Contractor.

b.) If the service is ordered from the ACES catalog, the Contractor shall install and setup the products on the user's seat. This includes making software changes to accommodate the CAP products.

c.) The CAP products will be considered Government furnished property under the ACES contract. The Contractor shall manage the CAP products in the same manner as other Government furnished property under their contract.

d.) The Contractor shall be responsible for any necessary registering of the assistive technology after it is installed on the user's seat.

e.) If maintenance support service is ordered from the ACES catalog, the Contractor shall also be responsible for all maintenance and repair of the CAP product. However, this does not include replacement due to breakage or incompatibility with subsequent ACES technology. Replacement products will be obtained through the CAP.

f.) CAP will be responsible for any needed user training.

g.) The Contractor shall only be responsible for ensuring product compatibility under the Contractor's control.

(End of clause)

# 6.23 SECTION 508 COMPLIANCE

(a) The Workforce Investment Act of 1998 amended Section 508 of the Rehabilitation Act of 1973 to require that :

(1) When developing, procuring, maintaining or using Electronic and Information Technology (EIT), agencies must ensure employees with disabilities have access to and use of information and data comparable to that for other employees; and

(2) Members of the public with disabilities seeking information or services from an agency have access to and use of information and data comparable to that for members of the public without disabilities.

(b) Section 508 standards shall be taken into consideration in the design of prototypes. Failure to meet Section 508 standards will impact the Government's ability to make future purchases of the technology developed under this contract. Information regarding Section 508 standards can be obtained at http://www.access-board.gov/508.htm.

(c) Supplies or services delivered as a result of this solicitation will be accepted based in part on satisfaction of identified Section 508 requirements for accessibility. The Contractor shall also provide OEM validation when hardware and software changes occur.

(End of clause)

# 6.24 STANDARDIZATION INCENTIVES

The Contractor shall provide a standardization incentive of <u>0%</u> discount to the monthly unit price of an "M" Computing seat when the Agency standardizes upon any Service Option.

This incentive discount shall apply only to the "M" Computing seat if NASA chooses to consolidate a service with multiple Service Options to one Service Option. The incentive can be initiated at any time during the life of the contract.

(End of clause)

# 6.25 <u>52.223-5 POLLUTION PREVENTION AND RIGHT-TO-KNOW INFORMATION</u> (AUG 2003)

(a) *Definitions*. As used in this clause—

"Priority chemical" means a chemical identified by the Interagency Environmental Leadership Workgroup or, alternatively, by an agency pursuant to Section 503 of Executive Order 13148 of April 21, 2000, Greening the Government through Leadership in Environmental Management.

"Toxic chemical" means a chemical or chemical category listed in 40 CFR 372.65.

 (b) Executive Order 13148 requires Federal facilities to comply with the provisions of the Emergency Planning and Community Right-to-Know Act of 1986 (EPCRA) (42 U.S.C. 11001-11050) and the Pollution Prevention Act of 1990 (PPA) (42 U.S.C. 13101-13109).

(c) The Contractor shall provide all information needed by the Federal facility to comply with the following:

(1) The emergency planning reporting requirements of Section 302 of EPCRA.

(2) The emergency notice requirements of Section 304 of EPCRA.

(3) The list of Material Safety Data Sheets, required by Section 311 of EPCRA.

(4) The emergency and hazardous chemical inventory forms of Section 312 of

(5) The toxic chemical release inventory of Section 313 of EPCRA, which includes the reduction and recycling information required by Section 6607 of PPA.

(6) The toxic chemical, priority chemical, and hazardous substance release and use reduction goals of Sections 502 and 503 of Executive Order 13148.

#### (End of clause)

## 6.26 52.223-14 TOXIC CHEMICAL RELEASE REPORTING (AUG 2003)

(a) Unless otherwise exempt, the Contractor, as owner or operator of a facility used in the performance of this contract, shall file by July 1 for the prior calendar year an annual Toxic Chemical Release Inventory Form (Form R) as described in sections 313(a) and (g) of the Emergency Planning and Community Right-to-Know Act of 1986 (EPCRA) (42 U.S.C. 11023(a) and (g)), and section 6607 of the Pollution Prevention Act of 1990 (PPA) (42 U.S.C. 13106). The Contractor shall file, for each facility subject to the Form R filing and reporting requirements, the annual Form R throughout the life of the contract.

(b) A Contractor-owned or -operated facility used in the performance of this contract is exempt from the requirement to file an annual Form R if—

(1) The facility does not manufacture, process, or otherwise use any toxic chemicals listed in 40 CFR 372.65;

(2) The facility does not have 10 or more full-time employees as specified in section 313(b)(1)(A) of EPCRA, 42 U.S.C. 11023(b)(1)(A);

(3) The facility does not meet the reporting thresholds of toxic chemicals established under section 313(f) of EPCRA, 42 U.S.C. 11023(f) (including the alternate thresholds at 40 CFR 372.27, provided an appropriate certification form has been filed with EPA);

(4) The facility does not fall within the following Standard Industrial Classification (SIC) codes or their corresponding North American Industry Classification System sectors:

(i) Major group code 10 (except 1011, 1081, and 1094.

(ii) Major group code 12 (except 1241).

(iii) Major group codes 20 through 39.

(iv)Industry code 4911, 4931, or 4939 (limited to facilities that combust coal and/or oil for the purpose of generating power for distribution in commerce).
(v) Industry code 4953 (limited to facilities regulated under the Resource Conservation and Recovery Act, Subtitle C (42 U.S.C. 6921, *et seq.*)), or 5169, or 5171, or 7389 (limited to facilities primarily engaged in solvent recovery services on a contract or fee basis); or

(5) The facility is not located in the United States or its outlying areas.

(c) If the Contractor has certified to an exemption in accordance with one or more of the criteria in paragraph (b) of this clause, and after award of the contract circumstances change so that any of its owned or operated facilities used in the performance of this contract is no longer exempt—

(1) The Contractor shall notify the Contracting Officer; and

(2) The Contractor, as owner or operator of a facility used in the performance of this

Contract NNX11AA01C

contract that is no longer exempt, shall-

(i) Submit a Toxic Chemical Release Inventory Form (Form R) on or before

July 1 for the prior calendar year during which the facility becomes eligible; and (ii) Continue to file the annual Form R for the life of the contract for such facility.

(d) The Contracting Officer may terminate this contract or take other action as appropriate, if the Contractor fails to comply accurately and fully with the EPCRA and PPA toxic chemical release filing and reporting requirements.

(e) Except for acquisitions of commercial items as defined in FAR Part 2, the Contractor shall—

(1) For competitive subcontracts expected to exceed \$100,000 (including all options), include a solicitation provision substantially the same as the provision at FAR 52.223-13, Certification of Toxic Chemical Release Reporting; and

(2) Include in any resultant subcontract exceeding \$100,000 (including all options), the substance of this clause, except this paragraph (e).

(End of clause)

#### 6.27 <u>52.223-17 AFFIRMATIVE PROCUREMENT OF EPA-DESIGNATED ITEMS IN</u> SERVICE AND CONSTRUCTION CONTRACTS (MAY 2008)

(a) In the performance of this contract, the Contractor shall make maximum use of products containing recovered materials that are EPA-designated items unless the product cannot

be acquired—

(1) Competitively within a timeframe providing for compliance with the contract

performance schedule;

(2) Meeting contract performance requirements; or

(3) At a reasonable price.

(b) Information about this requirement is available at EPA's Comprehensive Procurement Guidelines web site, http://www.epa.gov/cpg/. The list of EPA-designated items is available at http://www.epa.gov/cpg/products.htm.

(End of clause)

#### 6.28 1852.209-71 LIMITATION OF FUTURE CONTRACTING (DEC 1988)

(a) The Contracting Officer has determined that this acquisition may give rise to a potential organizational conflict of interest. Accordingly, the attention of prospective offerors is invited to FAR Subpart 9.5--Organizational Conflicts of Interest.

(b) The nature of this conflict is [describe the conflict].

(c) The restrictions upon future contracting are as follows:

(1) If the Contractor, under the terms of this contract, or through the performance of tasks pursuant to this contract, is required to develop specifications or statements of work that are to be incorporated into a solicitation, the Contractor shall be ineligible to perform the work described in that solicitation as a prime or first-tier subcontractor under an ensuing NASA contract. This restriction shall remain in effect for a reasonable time, as agreed to by the Contracting Officer and the Contractor, sufficient to avoid unfair competitive advantage or potential bias (this time shall in no case be less than the duration of the initial production contract). NASA shall not unilaterally require the Contractor to prepare such specifications or statements of work under this contract.

(2) To the extent that the work under this contract requires access to proprietary, business confidential, or financial data of other companies, and as long as these data remain proprietary or confidential, the Contractor shall protect these data from unauthorized use and disclosure and agrees not to use them to compete with those other companies.

(End of clause)

# 6.29 ORGANIZATIONAL CONFLICTS OF INTEREST (OCI)

(a) OCI Plan. The Contractor's Organizational Conflict of Interest (OCI) Plan is hereby incorporated into this contract as a compliance document. If a specific OCI has been identified with respect to the Contractor, the OCI Plan shall describe the actions the Contractor will take to mitigate any identified OCIs. The Contractor shall permit a Government review of the OCI Plan for verification purposes. Additionally, during contract performance, NASA will review the OCI Plan as needed, in the event of changes in the contractor community due to mergers, consolidations, or any unanticipated circumstances that may create unacceptable organizational conflicts of interest.

(b) The Contractor agrees that if an actual or potential OCI is discovered after award, the Contractor shall make a prompt and full disclosure in writing to the Contracting Officer. The disclosure shall include either an update to the existing OCI Plan or submission of a

separate OCI Plan. The Contractor shall consult with the Contracting Officer to determine whether an update to the existing OCI Plan or submission of a separate OCI Plan is appropriate. This submission shall describe actions the Contractor has taken or proposed to take, to mitigate the actual or potential conflict. Changes in the Contractor's relationships due to mergers, consolidations or any unanticipated circumstances may create an unacceptable organizational conflict of interest that necessitates such disclosure. NASA reserves the right to reject an OCI Plan in whole or in part or any revisions thereto, if in the opinion of the Contracting Officer, the OCI cannot be avoided, neutralized, or mitigated.

(c) If the Contractor was aware of a potential OCI prior to award or discovered an actual or potential conflict after award and did not disclose or misrepresented relevant information to the Contracting Officer, the Government may terminate this contract for default, suspend or debar the Contractor from government contracting, or pursue such other remedies as may be permitted by law or this contract.

(d) The Contractor further agrees to insert provisions which shall conform substantially to the language of this clause including this paragraph (d) in any subcontract or consultant agreement hereunder.

(End of clause)

#### Contract NNX11AA01C 6.30 <u>UNPLANNED SCHEDULE DELAY</u>

(a) The planned Phase-In Period allocated for each wave is six months, in accordance with Attachment I-14, *Phase-In Schedule*.

(b) In the event that the Wave 1 Phase-In Start date is delayed less than two months, the Wave 1 Implementation date will remain as indicated in Attachment I-14, *Phase-In Schedule.* 

(c) In the event that the Wave 1 Phase-In Start date is delayed beyond two months, the Wave 1 and Wave 2 Phase-Ins shall occur concurrently.

(d) No "Wave" Phase-In Start date will begin any later than 09/01/11.

(e) So long as the Phase-In start dates are not delayed beyond 09/01/11, prices (reference Attachment I-9, *CLIN Pricing*) shall remain unchanged.

(End of clause)

# 6.31 52.227-14 RIGHTS IN DATA--GENERAL. (Dec 2007)

(a) Definitions. As used in this clause—

"Computer database" or "database means" a collection of recorded information in a form capable of, and for the purpose of, being stored in, processed, and operated on by a computer. The term does not include computer software.

"Computer software"—

(1) Means

(i) Computer programs that comprise a series of instructions, rules, routines, or statements,

regardless of the media in which recorded, that allow or cause a computer to perform a specific operation or series of operations; and

(ii) Recorded information comprising source code listings, design details, algorithms, processes, flow charts, formulas, and related material that would enable the computer program to be produced, created, or compiled.

(2) Does not include computer databases or computer software documentation. "Computer software documentation" means owner's manuals, user's manuals, installation instructions, operating instructions, and other similar items, regardless of storage medium, that explain the capabilities of the computer software or provide instructions for using the software.

"Data" means recorded information, regardless of form or the media on which it may be recorded. The term includes technical data and computer software. The term does not include information incidental to contract administration, such as financial, administrative, cost or pricing, or management information.

"Form, fit, and function data" means data relating to items, components, or processes that are sufficient to enable physical and functional interchangeability, and data identifying source, size, configuration, mating and attachment characteristics, functional characteristics, and performance requirements. For computer software it means data identifying source, functional characteristics, and performance requirements but specifically excludes the "Limited rights" means the rights of the Government in limited rights data as set forth in the Limited Rights Notice of paragraph (g)(3) if included in this clause.

"Limited rights data" means data, other than computer software, that embody trade secrets or are commercial or financial and confidential or privileged, to the extent that such data pertain to items, components, or processes developed at private expense, including minor modifications.

"Restricted computer software" means computer software developed at private expense and that is a trade secret, is commercial or financial and confidential or privileged, or is copyrighted computer software, including minor modifications of the computer software.

"Restricted rights," as used in this clause, means the rights of the Government in restricted computer software, as set forth in a Restricted Rights Notice of paragraph (g) if included in this clause, or as otherwise may be provided in a collateral agreement incorporated in and made part of this contract, including minor modifications of such computer software.

"Technical data" means recorded information (regardless of the form or method of the recording) of a scientific or technical nature (including computer databases and computer software documentation). This term does not include computer software or financial, administrative, cost or pricing, or management data or other information incidental to contract administration. The term includes recorded information of a scientific or technical nature that is included in computer databases (See 41 U.S.C. 403(8)).

"Unlimited rights" means the rights of the Government to use, disclose, reproduce, prepare derivative works, distribute copies to the public, and perform publicly and display publicly, in

any manner and for any purpose, and to have or permit others to do so.

(b) Allocation of rights.

(1) Except as provided in paragraph (c) of this clause, the Government shall have unlimited rights in—

(i) Data first produced in the performance of this contract;

(ii) Form, fit, and function data delivered under this contract;

(iii) Data delivered under this contract (except for restricted computer software) that constitute manuals or instructional and training material for installation, operation, or routine maintenance and repair of items, components, or processes delivered or furnished for use under this contract; and

(iv) All other data delivered under this contract unless provided otherwise for limited rights data or restricted computer software in accordance with paragraph (g) of this clause.

(2) The Contractor shall have the right to-

(i) Assert copyright in data first produced in the performance of this contract to the extent provided in paragraph (c)(1) of this clause;

(ii) Use, release to others, reproduce, distribute, or publish any data first produced or Page I-88

specifically used by the Contractor in the performance of this contract, unless provided otherwise in paragraph (d) of this clause;

(iii) Substantiate the use of, add, or correct limited rights, restricted rights, or copyright notices and to take other appropriate action, in accordance with paragraphs (e) and (f) of this clause; and

(iv) Protect from unauthorized disclosure and use those data that are limited rights data or restricted computer software to the extent provided in paragraph (g) of this clause.

(c) Copyright—

(1) Data first produced in the performance of this contract.

(i) Unless provided otherwise in paragraph (d) of this clause, the Contractor may, without prior approval of the Contracting Officer, assert copyright in scientific and technical articles based on or containing data first produced in the performance of this contract and published in academic, technical or professional journals, symposia proceedings, or similar

works. The prior, express written permission of the Contracting Officer is required to assert copyright in all other data first produced in the performance of this contract.

(ii) When authorized to assert copyright to the data, the Contractor shall affix the applicable copyright notices of 17 U.S.C. 401 or 402, and an acknowledgment of Government sponsorship (including contract number).

(iii) For data other than computer software, the Contractor grants to the Government, and others acting on its behalf, a paid-up, nonexclusive, irrevocable, worldwide license in such copyrighted data to reproduce, prepare derivative works, distribute copies to the public,

and perform publicly and display publicly by or on behalf of the Government. For computer software, the Contractor grants to the Government, and others acting on its behalf, a paid-

up, nonexclusive, irrevocable, worldwide license in such copyrighted computer software to reproduce, prepare derivative works, and perform publicly and display publicly (but not to distribute copies to the public) by or on behalf of the Government.

(2) Data not first produced in the performance of this contract. The Contractor shall not, without the prior written permission of the Contracting Officer, incorporate in data delivered under this contract any data not first produced in the performance of this contract unless the Contractor—

(i) Identifies the data; and

(ii) Grants to the Government, or acquires on its behalf, a license of the same scope as set forth in paragraph (c)(1) of this clause or, if such data are restricted computer software, the Government shall acquire a copyright license as set forth in paragraph (g)(4) of this clause (if included in this contract) or as otherwise provided in a collateral agreement incorporated in or made part of this contract.

(3) Removal of copyright notices. The Government will not remove any authorized copyright notices placed on data pursuant to this paragraph (c), and will include such notices on all reproductions of the data.

(d) Release, publication, and use of data. The Contractor shall have the right to use, release to others, reproduce, distribute, or publish any data first produced or specifically used by the Contractor in the performance of this contract, except—

(1) As prohibited by Federal law or regulation (e.g., export control or national security laws or regulations);

(2) As expressly set forth in this contract; or

(3) If the Contractor receives or is given access to data necessary for the performance of this contract that contain restrictive markings, the Contractor shall treat the data in accordance with such markings unless specifically authorized otherwise in writing by the Contracting Officer.

(e) Unauthorized marking of data.

(1) Notwithstanding any other provisions of this contract concerning inspection or acceptance, if any data delivered under this contract are marked with the notices specified in

paragraph (g)(3) or (g) (4) if included in this clause, and use of the notices is not authorized by this clause, or if the data bears any other restrictive or limiting markings not authorized by this contract, the Contracting Officer may at any time either return the data to the Contractor, or cancel or ignore the markings. However, pursuant to 41 U.S.C. 253d, the following procedures shall apply prior to canceling or ignoring the markings.

(i) The Contracting Officer will make written inquiry to the Contractor affording the Contractor 60 days from receipt of the inquiry to provide written justification to substantiate the propriety of the markings;

(ii) If the Contractor fails to respond or fails to provide written justification to

substantiate the propriety of the markings within the 60-day period (or a longer time approved in writing by the Contracting Officer for good cause shown), the Government shall have the right to cancel or ignore the markings at any time after said period and the data will no longer be made subject to any disclosure prohibitions.

(iii) If the Contractor provides written justification to substantiate the propriety of the markings within the period set in paragraph (e)(1)(i) of this clause, the Contracting Officer will consider such written justification and determine whether or not the markings are to be cancelled or ignored. If the Contracting Officer determines that the markings are authorized, the Contractor will be so notified in writing. If the Contracting Officer determines, with concurrence of the head of the contracting activity, that the markings are not authorized, the Contracting Officer will furnish the Contractor a written determination, which determination will become the final agency decision regarding the appropriateness of the markings unless the Contractor files suit in a court of competent jurisdiction within 90 days of receipt of the Contracting Officer's decision. The Government will continue to abide by the markings under this paragraph (e)(1)(ii) until final resolution of the matter either by the Contracting Officer's determination becoming final (in which instance the Government will thereafter have the right to cancel or ignore the markings at any time and the data will no longer be made subject to any disclosure prohibitions), or by final disposition of the matter by court decision if suit is filed.

(2) The time limits in the procedures set forth in paragraph (e)(1) of this clause may be modified in accordance with agency regulations implementing the Freedom of Information

(3) Except to the extent the Government's action occurs as the result of final disposition of the matter by a court of competent jurisdiction, the Contractor is not precluded by paragraph
(e) of the clause from bringing a claim, in accordance with the Disputes clause of this contract, that may arise as the result of the Government removing or ignoring authorized markings on data delivered under this contract.

(f) Omitted or incorrect markings.

(1) Data delivered to the Government without any restrictive markings shall be deemed to have been furnished with unlimited rights. The Government is not liable for the disclosure, use, or reproduction of such data.

(2) If the unmarked data has not been disclosed without restriction outside the Government, the Contractor may request, within 6 months (or a longer time approved by the Contracting Officer in writing for good cause shown) after delivery of the data, permission to have authorized notices placed on the data at the Contractor's expense. The Contracting Officer

may agree to do so if the Contractor-

(i) Identifies the data to which the omitted notice is to be applied;

(ii) Demonstrates that the omission of the notice was inadvertent;

(iii) Establishes that the proposed notice is authorized; and

(iv) Acknowledges that the Government has no liability for the disclosure, use, or reproduction of any data made prior to the addition of the notice or resulting from the omission of the notice.

(3) If data has been marked with an incorrect notice, the Contracting Officer may—

(i) Permit correction of the notice at the Contractor's expense if the Contractor identifies the data and demonstrates that the correct notice is authorized; or

(ii) Correct any incorrect notices.

(g) Protection of limited rights data and restricted computer software.

(1) The Contractor may withhold from delivery qualifying limited rights data or restricted computer software that are not data identified in paragraphs (b)(1)(i), (ii), and (iii) of this clause. As a condition to this withholding, the Contractor shall—

(i) Identify the data being withheld; and

(ii) Furnish form, fit, and function data instead.

(2) Limited rights data that are formatted as a computer database for delivery to the Government shall be treated as limited rights data and not restricted computer software.

(3) [Reserved]

(h) Subcontracting. The Contractor shall obtain from its subcontractors all data and rights therein necessary to fulfill the Contractor's obligations to the Government under this contract. If a subcontractor refuses to accept terms affording the Government those rights, the Contractor shall promptly notify the Contracting Officer of the refusal and shall not proceed with the subcontract award without authorization in writing from the Contracting Officer.

(i) Relationship to patents or other rights. Nothing contained in this clause shall imply a license to the Government under any patent or be construed as affecting the scope of any license or other right otherwise granted to the Government.

(End of clause)

# 6.32 52.227-19 COMMERCIAL COMPUTER SOFTWARE LICENSE (DEC 2007)

(a) Notwithstanding any contrary provisions contained in the Contractor's standard commercial license or lease agreement, the Contractor agrees that the Government will

have the rights that are set forth in paragraph (b) of this clause to use, duplicate or disclose any commercial computer software delivered under this contract. The terms and provisions of this contract shall comply with Federal laws and the Federal Acquisition Regulation.

(b)(1) The commercial computer software delivered under this contract may not be used, reproduced, or disclosed by the Government except as provided in paragraph (b)(2) of this clause or as expressly stated otherwise in this contract.

(2) The commercial computer software may be—

(i) Used or copied for use with the computer(s) for which it was acquired, including use at any Government installation to which the computer(s) may be transferred;

(ii) Used or copied for use with a backup computer if any computer for which it was acquired is inoperative;

(iii) Reproduced for safekeeping (archives) or backup purposes;

(iv) Modified, adapted, or combined with other computer software, provided that the modified, adapted, or combined portions of the derivative software incorporating any of the delivered, commercial computer software shall be subject to same restrictions set forth in this contract;

(v) Disclosed to and reproduced for use by support service Contractors or their subcontractors, subject to the same restrictions set forth in this contract; and

(vi) Used or copied for use with a replacement computer.

(3) If the commercial computer software is otherwise available without disclosure restrictions, the Contractor licenses it to the Government without disclosure restrictions.

(c) The Contractor shall affix a notice substantially as follows to any commercial computer software delivered under this contract: Notice-Notwithstanding any other lease or license agreement that may pertain to, or accompany the delivery of, this computer software, the Page I-92

(End of clause)

# 6.33 <u>1852.225-74. Notification Prior to Acquiring Information Technology Systems</u> from Entities Owned. Directed or Subsidized by the People's Republic of China

As prescribed in paragraph four of this PIC, the contracting officer shall insert a clause substantially the same as the following clause:

# NOTIFICATION PRIOR TO ACQUIRING INFORMATION TECHNOLOGY SYSTEMS FROM ENTITIES OWNED, DIRECTED OR SUBSIDIZED BY THE PEOPLE'S REPUBLIC OF CHINA (JUNE 2013) (DEVIATION)

(a) Definitions -

"Acquire" means procure with appropriated funds by and for the use of NASA through purchase or lease.

"Entity owned, directed or subsidized by the People's Republic of China" means any organization incorporated under the laws of the People's Republic of China. "Information Technology (IT) System" means the combination of hardware components, software, and other equipment to make a system whose core purpose is to accomplish a data processing need such as the automatic acquisition, storage, analysis, evaluation, manipulation, management, movement, control, display, switching, interchange, transmission or reception of data. IT systems include ground systems in support of flight hardware. IT systems do not include—

(i) Systems acquired by a contractor incidental to a contract;

(ii) Imbedded information technology that is used as an integral part of the product, but the principal function of which is not the acquisition, storage, analysis, evaluation, manipulation, management, movement, control, display, switching, interchange, transmission, or reception of data or information. For example, HVAC (heating, ventilation, and air conditioning) equipment such as thermostats or temperature control devices, and medical equipment where information technology is integral to its operation, are not information technology systems;

(iii) Services in support of IT systems, such as help desk services; or

(iv) Flight hardware, which includes aircraft, spacecraft, artificial satellites, launch vehicles, balloon systems, sounding rockets, on-board instrument and technology demonstration systems, and equipment operated on the International Space Station; as well as prototypes, and engineering or brass boards created and used to test, troubleshoot, and refine air- and spacecraft hardware, software and procedures.

Contract NNX11AA01C Section I (b) Section 516 of the Consolidated and Further Continuing Appropriation Act, 2013 (Pub. L.113-6), requires NASA's Office of the Chief Information Officer (OCIO) to assess the risk of cyber-espionage or sabotage of an information technology (IT) system that is produced, manufactured, or assembled by an entity owned, directed or subsidized by the People's Republic of China (PRC). The Government retains the right to reject any IT system tendered for acceptance under this Contract, without any further recourse by, or explanation to, the Contractor, if the Government determines the IT system, in whole or in part, presents an unacceptable risk to national security.

(c) The Contractor shall obtain the approval of the Contracting Officer before acquiring any IT system(s) from entities owned, directed or subsidized by the People's Republic of China under this contract. Any Contractor request to use such items shall include adequate information for Government evaluation of the request, including—

- (1) A brief description of the item(s); and
- (2) Vendor/manufacturer's company name and address;

(d) The Contracting Officer will provide the list referenced in paragraph (b) to the NASA Office of the Chief Information Officer (OCIO) which will assess the risk of cyber-espionage or sabotage and make a determination if the acquisition of such system is in the national interest. Only items so approved shall be provided under the contract.

(End of clause)

# 6.34 <u>1852239-72, Information Technology System Supply Chain Risk</u> <u>Assessment</u>

# INFORMATION TECHNOLOGY SYSTEM SUPPLY CHAIN RISK ASSESSMENT (APR 2014) (DEVIATION)

(a) Definitions -

"Acquire" means procure with appropriated funds by and for the use of NASA through purchase or lease.

"Information Technology (IT) System" means the combination of hardware components, software, and other equipment to make a system whose core purpose is to accomplish a data processing need such as the automatic acquisition, storage, analysis, evaluation, manipulation, management, movement, control, display, switching, interchange, transmission or reception of data. IT systems include ground systems in support of flight hardware. IT systems do not include-

- Systems acquired by a contractor incidental to a contract and not directly charged to the contract, such as a contractor's payroll and personnel management system;
- (ii) Systems that do not process NASA information, i.e., any data which is collected, generated, maintained, or controlled on behalf of the Agency.
- (iii) Imbedded information technology that is used as an integral part of the product, but the principal function of which is not the acquisition, storage, analysis, evaluation, manipulation, management, movement, control, display, switching, interchange, transmission, or reception of data or

information. For example, HVAC (heating, ventilation, and air conditioning) equipment such as thermostats or temperature control devices, and medical equipment where information technology is integral to its operation;

- (iv) Services in support of IT systems, such as help desk services; or
- (v) Flight hardware, which includes aircraft, spacecraft, artificial satellites, launch vehicles, balloon systems, sounding rockets, on-board instrument and technology demonstration systems, and equipment operated on the International Space Station; as well as prototypes, and engineering or brass boards created and used to test, troubleshoot, and refine air- and spacecraft hardware, software and procedures.
- (b) Section 515 of the Consolidated and Further Continuing Appropriation Act, 2014 (Pub.L.II3-76), requires NASA's Chief Information Officer (CIO) to review the contractor's supply chain for the risk of cyber-espionage or sabotage before acquiring any high-impact or moderate- impact IT systems. The NASA CIO will use the security categorization in the National Institute of Standards and Technology's (NIST) Federal Information Processing Standard Publication 199, "Standards for Security Categorization of Federal Information and Information Systems" to determine whether an IT system is high-impact or moderate-impact.
- (c) The Contractor shall provide the following information for any IT system proposed to be provided:
  - (1) A brief description of the item(s);
  - (2) Vendor/manufacturer's company name and address; and
  - (3) If known, manufacturer's web site, and Commercial and Government Entity (CAGE) code.
- (d) The Contracting Officer will provide the information referenced in paragraph (b) to

the NASA CIO which will assess the risk of cyber-espionage or sabotage and make a determination if the acquisition of such system is in the national interest. Section 515 only allows NASA to acquire IT systems approved by the OCIO. NASA must reject any IT system the NASA CIO deems to be high impact or moderate impact unless it is determined the acquisition is in the national interest of the United States. The Government reserves the right to make this decision, without any further explanation to the Contractor. The Contracting Officer will advise the Contractor when any IT system represents an unacceptable risk to national security and may provide the Contractor with an opportunity to submit an alternative IT system.

(e) The Contractor shall insert the substance of this clause, including this paragraph (e), in all subcontracts involving the development or delivery of any information technology system.

(End of clause)

0.26%

10.84%

# 7.0 SMALL BUSINESS REQUIREMENTS

#### 7.1 <u>SMALL DISADVANTAGED BUSINESS PARTICIPATION –</u> <u>CONTRACT TARGETS</u>

(a) In accordance with FAR 19.1202-4(a), SDB subcontracting targets shall be incorporated in the Contract. Targets for this contract are as follows:

#### \*NAICS Industry

541712

Total

Subsectors		Dollar Target	<u>Pe</u>	ercent of Contract Value
	NASA ACES Small D	isadvantaged Bu	siness Participatior	- Contracting Targets
	NAICS Industry Subsecto	rs	Dollar Target	Percent of Contract Value
	423430		\$101,503,121	7.85%
	541519		\$23,479,056	1.81%
	611310		\$7,367,018	0.57%
	541512		\$4,552,158	0.35%

\$3,351,130

\$140,252,483

\*North American Industry Classification System (NAICS) Industry Subsectors as determined by the Department of Commerce as being underrepresented in accordance with FAR 9.201(b)

(b) FAR 19.1202-4(b) requires that SDB concerns specifically identified by the Offeror be listed in the contract when the extent of the identification of such subcontractors was part of the subfactor on Small Business Utilization. SDB concerns (subcontractors) specifically identified by the Offeror are as follows:

Name & Address of SDB Concern(s):

SDB Partner Company Name and Address			
Aerodyne Industries	16120 US 1 North, Suite 151, Clearwater FL 33764		
Anadarko Industries, LLC	17625 El Camino Real, Suite 410, Houston TX 77058		
ASRC Aerospace Corporation	6303 Ivy Lane, Greenbelt, MD 20770		
Barrister Global Services Network	42548 Happywoods Road, Hammond, LA 70403		
Chugach Systems Integration	3800 Centerpoint Drive, Suite 601, Anchorage, AK 99503		
Dav Lear Systems, Inc	556 N. Diamond Bar Blvd., #302, Diamond Bar, CA 91765		
Dev Technology Group	1984 Isaac Newton Square West, Suite 302, Reston, VA 20190		
DME Products and Systems, Inc	47704 Hoool Street, Honokaa, HI 96727		
EmagineIT, Inc	1425 K Street, NW Suite 350, Washington, DC 20005		
GTI Federal	340 W Patrick Street, Frederick, MD 21701		
Jackson State University	P.O. Box 17098, 1400 J.R. Lynch Street, Jackson, MS 39217		
TechOpps, Inc3017 Courtside Road, Mitchellville, MD 20721			

The Contractor shall notify the Contracting Officer of any substitutions of the firms listed if the replacement contractor is not an SDB concern.

(c) If the prime Offeror is an SDB the target for the work it intends to perform as the

prime Contractor is as follows:

\*NAICS Industry

Subsectors

Dollars

Percent of Contract Value

N/A to HP Enterprise Services, LLC

(End of clause)

#### 7.2 <u>52.219-4 NOTICE OF PRICE EVALUATION PREFERENCE FOR HUBZONE</u> <u>SMALL BUSINESS CONCERNS (JULY 2005)</u>

(a) *Definition.* "HUBZone small business concern," as used in this clause, means a small business concern that appears on the List of Qualified HUBZone Small Business Concerns maintained by the Small Business Administration.

(b) Evaluation preference.

(1) Offers will be evaluated by adding a factor of 10 percent to the price of all offers, except—

(i) Offers from HUBZone small business concerns that have not waived the evaluation preference; and

(ii) Otherwise successful offers from small business concerns.

(2) The factor of 10 percent shall be applied on a line item basis or to any group of items on which award may be made. Other evaluation factors described in the solicitation shall be applied before application of the factor.

(3) Reserved

(c) *Waiver of evaluation preference*. A HUBZone small business concern may elect to waive the evaluation preference, in which case the factor will be added to its offer for evaluation purposes. The agreements in paragraph (d) of this clause do not apply if the Offeror has waived the evaluation preference.

Offeror elects to waive the evaluation preference.

N/A to HP Enterprise Services, LLC

(d) *Agreement*. A HUBZone small business concern agrees that in the performance of the contract, in the case of a contract for—

(1) Services (except construction), at least 50 percent of the cost of personnel for contract performance will be spent for employees of the concern or employees of other HUBZone small business concerns;

(2) Supplies (other than procurement from a nonmanufacturer of such supplies), at least 50 percent of the cost of manufacturing, excluding the cost of materials, will be

performed by the concern or other HUBZone small business concerns;

(3) General construction, at least 15 percent of the cost of the contract performance incurred for personnel will be spent on the concern's employees or the employees of other HUBZone small business concerns; or

(4) Construction by special trade contractors, at least 25 percent of the cost of the contract performance incurred for personnel will be spent on the concern's employees or the employees of other HUBZone small business concerns.

(e) A HUBZone joint venture agrees that in the performance of the contract, the applicable percentage specified in paragraph (d) of this clause will be performed by the HUBZone small business participant or participants.

(f) A HUBZone small business concern nonmanufacturer agrees to furnish in performing this contract only end items manufactured or produced by HUBZone small business manufacturer concerns. This paragraph does not apply in connection with construction or service contracts.

(End of clause)

## 7.3 <u>Reserved</u>

(End of clause)

#### 7.4 1852.219-76 NASA 8 PERCENT GOAL (JUL 1997)

#### (a) Definitions.

"Historically Black Colleges or University," as used in this clause, means an institution determined by the Secretary of Education to meet the requirements of 34 CFR Section 608.2. The term also includes any nonprofit research institution that was an integral part of such a college or university before November 14, 1986.

"Minority institution<del>s</del>," as used in this clause, means an institution of higher education meeting the requirements of section 1046(3) of the Higher Education Act of 1965 (20 U.S.C. 1135d-5(3)) which for the purposes of this clause includes a Hispanic-serving institution of higher education as defined in section 316(b)(1) of the Act (20 U.S.C. 1059c(b)(1)).

"Small disadvantaged business concern," as used in this clause, means a small business concern that (1) is at least 51 percent unconditionally owned by one or more individuals who are both socially and economically disadvantaged, or a publicly owned business having at least 51 percent of its stock unconditionally owned by one or more socially and economically disadvantaged individuals, and (2) has its management and daily business controlled by one or more such individuals. This term also means a small business concern that is at least 51 percent unconditionally owned by an economically disadvantaged Indian tribe or Native Hawaiian Organization, or a publicly owned business having at least 51 percent of its stock unconditionally owned by one or more of these entities, which has its management and daily business controlled by members of an economically disadvantaged Indian tribe or (b) The NASA Administrator is required by statute to establish annually a goal to make available to small disadvantaged business concerns, Historically Black Colleges and Universities, minority institutions, and women-owned small business concerns, at least 8 percent of NASA's procurement dollars under prime contracts or subcontracts awarded in support of authorized programs, including the space station by the time operational status is obtained.

(c) The contractor hereby agrees to assist NASA in achieving this goal by using its best efforts to award subcontracts to such entities to the fullest extent consistent with efficient contract performance.

(d) Contractors acting in good faith may rely on written representations by their subcontractors regarding their status as small disadvantaged business concerns, Historically Black Colleges and Universities, minority institutions, and women-owned small business concerns.

(End of clause)

# 8.0 LIST OF ATTACHMENTS

Attachment No.	Description	Pages
	Performance Work Statement (PWS)	107
1.4	Addendum 1 to Attachment I-1, Cross Functional PWS	76
I-1	Addendum 2 to Attachment I-1, Std Load Software	7
	Addendum 3 to Attachment I-1, Min Hardware Require	21
I-2	Data Procurement Document (DPD)	55
I-3	Retainage Pools and Performance Metrics	30
1-4	Government Provided Storage and Facilities	4
I-5	Wage Determinations	106
I-6	Reserved For Future Use	1
I-7	Summary of Infrastructure Upgrade Proposals (IUP)	7
I-8	Reserved For Future Use	1
1-9	CLIN Pricing	56
I-10	Schedule of Fully Burdened Labor Rates	3
I-11	List of Government Furnished Property	83
I-12	List of Applicable Documents	2
I-13	DD Form 254, Contract Security Classification Specification	2
I-14	Phase-In Schedule	1
I-15	Phase-In Plan	41
I-16	Small Business Subcontracting Plan	16
I-17	Government Property Plan	1
I-18	Safety and Health Plan	13
I-19	Management Plan	19
I-20	Surveillance Plan	3
I-21	Technology Refresh Plan	1
I-22	Acronyms Listing	5
I-23	Glossary of Terms	8
I-24	Mission Suitability Proposal	1
I-25	COLSA Business Rules	4
I-26	Legacy Compute Seat Refresh Acceleration Schedule	5
I-27	Government Owned Compute (GC) Seat Support	14
I-28	MDM Scope Definition	9
I-29	CLINS for Non-ACES Managed Software	1

#### Attachment I-5

# **Wage Determinations**

#### Page 1 of 11

#### NNX11AA01C

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: California

Area: California County of Kern

**Fringe Benefits Required Follow the Occupational Listing**	
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	14.60
01012 - Accounting Clerk II	16.38
01013 - Accounting Clerk III	18.50
01020 - Administrative Assistant	23.25
01035 - Court Reporter	24.94
01041 - Customer Service Representative I	11.89
01042 - Customer Service Representative II	13.38
01043 - Customer Service Representative III	14.59
01051 - Data Entry Operator I	12.78
01052 - Data Entry Operator II	14.48
01060 - Dispatcher, Motor Vehicle	18.64
01070 - Document Preparation Clerk	14.35
01090 - Duplicating Machine Operator	14.35
01111 - General Clerk I	13.04
01112 - General Clerk II	14.83
01113 - General Clerk III	16.65
01120 - Housing Referral Assistant	20.00
01141 - Messenger Courier	12.69
01191 - Order Clerk I	14.03
01192 - Order Clerk II	15.30
01261 - Personnel Assistant (Employment) I	15.87
01262 – Personnel Assistant (Employment) II	17.77
01263 - Personnel Assistant (Employment) III	19.79
01270 - Production Control Clerk	25.45
01290 - Rental Clerk	12.72
01300 - Scheduler, Maintenance	16.03
01311 - Secretary I	16.03
01312 - Secretary II	17.93
01313 - Secretary III	20.00

#### Attachment I-5

#### http://www.wdol.gov/wdol/scafiles/std/15-5603.txt?v=2

	- Service Order Dispatcher	16.67
	- Supply Technician	23.25
	- Survey Worker	16.68
	- Switchboard Operator/Receptionist	11.59
	- Travel Clerk I	13.02
	- Travel Clerk II	13.70
	- Travel Clerk III	14.84
	- Word Processor I	14.72
	- Word Processor II	16.51
	- Word Processor III	18.47
	Automotive Service Occupations	10.07
	- Automobile Body Repairer, Fiberglass	18.07
	- Automotive Electrician - Automotive Glass Installer	18.24 17.52
	- Automotive Glass Installer - Automotive Worker	17.52
	- Mobile Equipment Servicer	17.52
	- Mobile Equipment Servicer - Motor Equipment Metal Mechanic	19.16
	- Motor Equipment Metal Worker	17.52
	- Motor Vehicle Mechanic	19.16
	- Motor Vehicle Mechanic Helper	14.66
	- Motor Vehicle Upholstery Worker	17.00
	- Motor Vehicle Wrecker	17.52
	- Painter, Automotive	18.23
	- Radiator Repair Specialist	17.52
	- Tire Repairer	13.87
	- Transmission Repair Specialist	19.16
	Food Preparation And Service Occupations	
	- Baker	14.06
07041	- Cook I	14.14
07042	- Cook II	16.30
07070	- Dishwasher	9.15
07130	- Food Service Worker	9.32
07210	- Meat Cutter	14.15
07260	- Waiter/Waitress	9.26
	Furniture Maintenance And Repair Occupations	
	- Electrostatic Spray Painter	16.54
	- Furniture Handler	12.87
	- Furniture Refinisher	16.54
	- Furniture Refinisher Helper	13.30
	- Furniture Repairer, Minor	15.21
	- Upholsterer	16.54
	General Services And Support Occupations	
	- Cleaner, Vehicles	11.66
	- Elevator Operator	12.40
	- Gardener	14.92 12.40
	- Housekeeping Aide	
	- Janitor	12.40 13.32
	- Laborer, Grounds Maintenance - Maid or Houseman	9.88
	- Pruner	9.00
	- Tractor Operator	16.06
	- Trail Maintenance Worker	13.32
	- Window Cleaner	13.12
	Health Occupations	13.12
	- Ambulance Driver	18.87
	- Breath Alcohol Technician	18.87
	- Certified Occupational Therapist Assistant	27.89
	- Certified Physical Therapist Assistant	28.24
	- Dental Assistant	16.35
	- Dental Hygienist	41.60
	- EKG Technician	26.51

#### Attachment I-5

12035 - Electroneurodiagnostic Technologist		26.51
12040 - Emergency Medical Technician		18.87
12071 - Licensed Practical Nurse I		18.17
12072 - Licensed Practical Nurse II		20.33
12073 - Licensed Practical Nurse III		22.67
12100 - Medical Assistant		14.04
12130 - Medical Laboratory Technician		17.06
12160 - Medical Record Clerk		14.85
12190 - Medical Record Technician		16.61
12195 - Medical Transcriptionist		19.00
12210 - Nuclear Medicine Technologist		44.68
12221 - Nursing Assistant I		10.26
12222 - Nursing Assistant II		11.54
12223 - Nursing Assistant III		12.58
12224 - Nursing Assistant IV		14.12
12235 - Optical Dispenser		14.88
12236 - Optical Technician		18.17
12250 - Pharmacy Technician		17.14
12280 - Phlebotomist		16.64
12305 - Radiologic Technologist		29.13
12311 - Registered Nurse I		24.30
12312 - Registered Nurse II		29.72
12313 - Registered Nurse II, Specialist		29.72
12314 - Registered Nurse III		35.96
12315 - Registered Nurse III, Anesthetist		35.96
12316 - Registered Nurse IV		43.10
12317 - Scheduler (Drug and Alcohol Testing)		22.89
12320 - Substance Abuse Treatment Counselor		20.03
13000 - Information And Arts Occupations		00 14
13011 – Exhibits Specialist I 13012 – Exhibits Specialist II		22.14 27.45
13012 - Exhibits Specialist II 13013 - Exhibits Specialist III		33.57
13041 - Illustrator I		22.14
13042 - Illustrator II		27.45
13043 - Illustrator III		33.57
13047 - Librarian		30.38
13050 - Library Aide/Clerk		15.10
13054 - Library Information Technology Systems		27.45
Administrator		2,10
13058 - Library Technician		19.47
13061 - Media Śpecialist I		19.80
13062 - Media Specialist II		22.14
13063 - Media Specialist III		24.70
13071 - Photographer I		18.00
13072 - Photographer II		20.14
13073 - Photographer III		24.95
13074 - Photographer IV		30.52
13075 - Photographer V		36.92
13090 - Technical Order Library Clerk		18.97
13110 - Video Teleconference Technician		18.00
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.85
14042 - Computer Operator II		20.61
14043 - Computer Operator III		22.98
14044 - Computer Operator IV		25.55
14045 - Computer Operator V		28.28
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	

http://www.wdol.gov/wdol/scafiles/std/15-5603.txt?v=2

14102	- Computer Systems Analyst II	(see 1)	
		(see 1)	
14150	- Peripheral Equipment Operator		17.85
	- Personal Computer Support Technician		25.55
	- System Support Specialist		28.94
	Instructional Occupations		00 50
	- Aircrew Training Devices Instructor (Non-Rated)		30.78 37.24
	<ul> <li>Aircrew Training Devices Instructor (Rated)</li> <li>Air Crew Training Devices Instructor (Pilot)</li> </ul>		37.24
	- Computer Based Training Specialist / Instructor	-	30.78
	- Educational Technologist	-	29.79
	- Flight Instructor (Pilot)		44.48
	- Graphic Artist		21.59
	- Maintenance Test Pilot, Fixed, Jet/Prop		39.49
	- Maintenance Test Pilot, Rotary Wing		39.49
	- Non-Maintenance Test/Co-Pilot		39.49
	- Technical Instructor		19.96
	- Technical Instructor/Course Developer		24.27
	- Test Proctor		17.86
	- Tutor Laundry, Dry-Cleaning, Pressing And Related Occup	at i on a	17.86
	- Assembler	Jacions	9.95
	- Counter Attendant		9.95
	- Dry Cleaner		11.95
	- Finisher, Flatwork, Machine		9.95
	- Presser, Hand		9.95
16110	- Presser, Machine, Drycleaning		9.95
	- Presser, Machine, Shirts		9.95
	- Presser, Machine, Wearing Apparel, Laundry		9.95
	- Sewing Machine Operator		12.31
	- Tailor		12.97
	- Washer, Machine Machine Tool Operation And Repair Occupations		10.43
	- Machine-Tool Operator (Tool Room)		25.73
	- Tool And Die Maker		30.94
	Materials Handling And Packing Occupations		50.91
	- Forklift Operator		13.04
	- Material Coordinator		25.45
21040	- Material Expediter		25.45
	- Material Handling Laborer		11.54
	- Order Filler		12.17
	- Production Line Worker (Food Processing)		13.04
	- Shipping Packer		15.32
	- Shipping/Receiving Clerk - Store Worker I		15.32 11.60
	- Stock Clerk		16.10
	- Tools And Parts Attendant		13.04
	- Warehouse Specialist		13.04
	Mechanics And Maintenance And Repair Occupations		
	- Aerospace Structural Welder		31.05
	- Aircraft Logs and Records Technician		25.59
	- Aircraft Mechanic I		29.47
	- Aircraft Mechanic II		31.05
	- Aircraft Mechanic III		32.63
	- Aircraft Mechanic Helper		21.89
	- Aircraft, Painter - Aircraft Servicer		24.54 25.59
	- Aircrait Servicer - Aircraft Survival Flight Equipment Technician		25.59 24.54
	- Aircraft Worker		24.34
	- Aircrew Life Support Equipment (ALSE) Mechanic		27.39
I			

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.47
23110 - Appliance Mechanic	24.88
23120 - Bicycle Repairer	16.79
23125 - Cable Splicer	34.51
23130 - Carpenter, Maintenance	22.86
23140 - Carpet Layer	17.92
23160 - Electrician, Maintenance	29.17
23181 - Electronics Technician Maintenance I	27.41
23182 - Electronics Technician Maintenance II	29.24
23183 - Electronics Technician Maintenance III	31.11
23260 - Fabric Worker	22.36
23290 - Fire Alarm System Mechanic	23.03
	20.91
23310 - Fire Extinguisher Repairer	26.91
23311 - Fuel Distribution System Mechanic	
23312 - Fuel Distribution System Operator	22.23
23370 - General Maintenance Worker	18.26
23380 - Ground Support Equipment Mechanic	29.47
23381 - Ground Support Equipment Servicer	25.59
23382 - Ground Support Equipment Worker	27.39
23391 - Gunsmith I	20.91
23392 - Gunsmith II	23.78
23393 - Gunsmith III	26.64
23410 - Heating, Ventilation And Air-Conditioning	24.07
Mechanic	
23411 - Heating, Ventilation And Air Contditioning	25.37
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	23.26
23440 - Heavy Equipment Operator	24.53
23460 - Instrument Mechanic	31.08
23465 - Laboratory/Shelter Mechanic	25.22
23470 - Laborer	11.54
23510 - Locksmith	21.52
23530 - Machinery Maintenance Mechanic	24.77
23550 - Machinist, Maintenance	20.44
23580 - Maintenance Trades Helper	13.36
23591 - Metrology Technician I	31.08
23592 - Metrology Technician II	32.71
23593 - Metrology Technician III	34.39
23640 - Millwright	25.55
23710 - Office Appliance Repairer	21.82
23760 - Painter, Maintenance	20.87
23790 - Pipefitter, Maintenance	23.98
23810 - Plumber, Maintenance	22.52
23820 - Pneudraulic Systems Mechanic	26.64
23850 - Rigger	26.64
23870 - Scale Mechanic	23.88
23890 - Sheet-Metal Worker, Maintenance	23.88
	20.48
23910 - Small Engine Mechanic	
23931 - Telecommunications Mechanic I	26.66
23932 - Telecommunications Mechanic II	28.18
23950 - Telephone Lineman	23.30
23960 - Welder, Combination, Maintenance	25.56
23965 - Well Driller	26.64
23970 - Woodcraft Worker	26.64
23980 - Woodworker	20.91
24000 - Personal Needs Occupations	
24550 - Case Manager	15.18
24570 - Child Care Attendant	10.79
24580 - Child Care Center Clerk	12.29
24610 - Chore Aide	13.07

http://www.wdol.gov/wdol/scafiles/std/15-5603.txt?v=2

24620 Coord:	- Family Readiness And Support Services nator	:	15.18
24630	- Homemaker	:	17.39
	Plant And System Operations Occupations		~ ~ ~ ~
	- Boiler Tender		32.09
	- Sewage Plant Operator		23.18
	- Stationary Engineer		32.09
	- Ventilation Equipment Tender		19.30
	- Water Treatment Plant Operator	2	23.18
	Protective Service Occupations		
	- Alarm Monitor		19.06
	- Baggage Inspector		11.00
	- Corrections Officer		34.42
	- Court Security Officer		32.26
	- Detection Dog Handler		12.30
	- Detention Officer		34.42
	- Firefighter		30.20
	- Guard I		11.00
	- Guard II		12.30
	- Police Officer I		31.37
	- Police Officer II		34.86
	Recreation Occupations		
	- Carnival Equipment Operator		14.01
	- Carnival Equipment Repairer		15.10
	- Carnival Worker		9.24
	- Gate Attendant/Gate Tender		13.62
	- Lifeguard		11.95
	- Park Attendant (Aide)		15.23
	- Recreation Aide/Health Facility Attendant		11.10
	- Recreation Specialist		18.04
	- Sports Official		12.14
	- Swimming Pool Operator		18.62
	Stevedoring/Longshoremen Occupational Services - Blocker And Bracer		25.77
	- Hatch Tender		25.77
	- Line Handler		25.77
	- Stevedore I		24.04
	- Stevedore II		27.47
	Technical Occupations		2/.1/
	- Air Traffic Control Specialist, Center (HFO)	(500.2)	36.49
	- Air Traffic Control Specialist, Station (HFO)		25.17
	- Air Traffic Control Specialist, Terminal (HFO)		27.71
	- Archeological Technician I		19.91
	- Archeological Technician II		25.44
	- Archeological Technician III		27.27
	- Cartographic Technician		30.50
	- Civil Engineering Technician		28.72
	- Cryogenic Technician I		21.20
	- Cryogenic Technician II		23.41
	- Drafter/CAD Operator I		19.91
	- Drafter/CAD Operator II		26.44
	- Drafter/CAD Operator III		26.80
	- Drafter/CAD Operator IV		32.98
	- Engineering Technician I		17.68
	- Engineering Technician II		20.62
	- Engineering Technician III		23.07
	- Engineering Technician IV		28.59
	- Engineering Technician V		34.97
	- Engineering Technician VI		42.20
30090	- Environmental Technician	:	24.34
30095	- Evidence Control Specialist		19.14

30210 - Laboratory Technician		24.11
30221 - Latent Fingerprint Technician I		21.20
30222 - Latent Fingerprint Technician II		23.41
30240 - Mathematical Technician		27.58
30361 - Paralegal/Legal Assistant I		20.79
30362 - Paralegal/Legal Assistant II		25.77
30363 - Paralegal/Legal Assistant III		31.52
30364 - Paralegal/Legal Assistant IV		38.14
30375 - Petroleum Supply Specialist		23.41
30390 - Photo-Optics Technician		27.58
30395 - Radiation Control Technician		23.41
30461 - Technical Writer I		29.04
30462 - Technical Writer II		35.52
30463 - Technical Writer III		42.97
30491 - Unexploded Ordnance (UXO) Technician I		23.19
30492 - Unexploded Ordnance (UXO) Technician II		28.06
30493 - Unexploded Ordnance (UXO) Technician III		33.63
30494 - Unexploded (UXO) Safety Escort		23.19
30495 - Unexploded (UXO) Sweep Personnel		23.19
30501 - Weather Forecaster I		21.20
30502 - Weather Forecaster II	( )	25.78
30620 - Weather Observer, Combined Upper Air Or	(see 2)	26.80
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupat	ions	
31010 - Airplane Pilot		28.06
31020 - Bus Aide		11.36
31030 - Bus Driver		16.67
31043 - Driver Courier		13.85
31260 - Parking and Lot Attendant		10.80
31290 - Shuttle Bus Driver		14.87
31310 - Taxi Driver		10.82
31361 - Truckdriver, Light		14.87
31362 - Truckdriver, Medium		17.64
31363 - Truckdriver, Heavy		19.07
31364 - Truckdriver, Tractor-Trailer		19.07
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		13.68
99030 - Cashier		10.75
99050 - Desk Clerk		9.85
99095 - Embalmer		23.59
99130 - Flight Follower		23.19
99251 - Laboratory Animal Caretaker I		9.88
99252 - Laboratory Animal Caretaker II		10.73
99260 - Marketing Analyst		29.95
99310 - Mortician		23.59
99410 - Pest Controller		15.29
99510 - Photofinishing Worker		12.19
99710 - Recycling Laborer		21.19
99711 - Recycling Specialist		24.79
99730 - Refuse Collector		19.33
99810 - Sales Clerk		11.95
99820 - School Crossing Guard		10.81
99830 - Survey Party Chief		28.28
99831 - Surveying Aide		18.77
99832 - Surveying Technician		25.72
99840 - Vending Machine Attendant		16.13
99841 - Vending Machine Repairer		20.20
99842 - Vending Machine Repairer Helper		17.37
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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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

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

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your

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

### \*\* HAZARDOUS PAY DIFFERENTIAL \*\*

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

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

\*\* UNIFORM ALLOWANCE \*\*

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

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

\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\*

### Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to

### Attachment I-5

be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

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

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

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

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\*

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

### Attachment I-5

#### Page 11 of 116

"Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

## Page 1 of 10

## NNX11AA01C

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: California

Area: California Counties of Santa Clara, Santa Cruz

**Fringe Benefits Required Follow the Occupational Listing**	
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	17.92
01012 - Accounting Clerk II	20.12
01013 - Accounting Clerk III	22.50
01020 - Administrative Assistant	30.87
01040 - Court Reporter	26.02
01051 - Data Entry Operator I	15.38
01052 - Data Entry Operator II	16.78
01060 - Dispatcher, Motor Vehicle	29.13
01070 - Document Preparation Clerk	15.93
01090 - Duplicating Machine Operator	15.93
01111 - General Clerk I	15.87
01112 - General Clerk II	17.31
01113 - General Clerk III	19.37
01120 - Housing Referral Assistant	28.83
01141 - Messenger Courier	14.32
01191 - Order Clerk I	16.98
01192 - Order Clerk II	18.53
01261 - Personnel Assistant (Employment) I	19.80
01262 - Personnel Assistant (Employment) II	22.18
01263 - Personnel Assistant (Employment) III	24.69
01270 - Production Control Clerk	28.05
01280 - Receptionist	17.21
01290 - Rental Clerk	17.70
01300 - Scheduler, Maintenance	23.12
01311 - Secretary I	23.12
01312 - Secretary II	25.86
01313 - Secretary III	28.83
01320 - Service Order Dispatcher	23.54
01410 - Supply Technician	30.87
01420 - Survey Worker	22.72

### Attachment I-5

01532	- Travel Clerk I - Travel Clerk II - Travel Clerk III	15.41 17.34 19.53
	- Word Processor I	20.77
	- Word Processor II	23.32
	- Word Processor III Automotive Service Occupations	26.09
	- Automobile Body Repairer, Fiberglass	22.32
05010	- Automotive Electrician	22.49
	- Automotive Glass Installer - Automotive Worker	19.58 21.48
	- Mobile Equipment Servicer	21.40 19.56
	- Motor Equipment Metal Mechanic	23.48
	- Motor Equipment Metal Worker	21.48
	- Motor Vehicle Mechanic	23.46 18.56
	- Motor Vehicle Mechanic Helper - Motor Vehicle Upholstery Worker	20.54
	- Motor Vehicle Wrecker	21.48
	- Painter, Automotive	22.49
	- Radiator Repair Specialist	21.52
	- Tire Repairer - Transmission Repair Specialist	14.48 23.48
	Food Preparation And Service Occupations	20.10
07010	- Baker	12.82
	- Cook I	16.43
	- Cook II - Dishwasher	18.65 10.27
	- Food Service Worker	10.72
	- Meat Cutter	19.49
	- Waiter/Waitress	9.68
	Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter	20.21
	- Furniture Handler	14.58
	- Furniture Refinisher	20.21
	- Furniture Refinisher Helper	16.64
	- Furniture Repairer, Minor - Upholsterer	18.45 20.21
	General Services And Support Occupations	20.21
	- Cleaner, Vehicles	12.92
	- Elevator Operator	13.67
	- Gardener - Housekeeping Aide	21.60 14.10
	- Janitor	14.10
	- Laborer, Grounds Maintenance	17.52
	- Maid or Houseman	12.54
	- Pruner - Tractor Operator	15.75 20.48
	- Trail Maintenance Worker	17.52
	- Window Cleaner	15.68
	Health Occupations	00 40
	- Ambulance Driver - Breath Alcohol Technician	23.48 23.48
	- Certified Occupational Therapist Assistant	28.36
	- Certified Physical Therapist Assistant	25.46
	- Dental Assistant	21.98
	- Dental Hygienist - EKG Technician	35.90 33.99
	- Electroneurodiagnostic Technologist	33.99
12040	- Emergency Medical Technician	23.48
	- Licensed Practical Nurse I	23.14
	- Licensed Practical Nurse II - Licensed Practical Nurse III	25.96 29.04
12010		

12100 - Medical Assistant 12130 - Medical Laboratory Technician 12160 - Medical Record Clerk 12190 - Medical Record Technician 12195 - Medical Transcriptionist 12210 - Nuclear Medicine Technologist		20.98 23.05 21.00 23.48 20.55 42.96
12221 - Nursing Assistant I 12222 - Nursing Assistant II 12223 - Nursing Assistant III		13.66 15.35 16.75
12224 - Nursing Assistant IV 12235 - Optical Dispenser 12236 - Optical Technician		18.81 19.51 18.22
12250 - Pharmacy Technician 12280 - Phlebotomist 12305 - Radiologic Technologist		21.25 18.81 33.12
12311 - Registered Nurse I 12312 - Registered Nurse II 12313 - Registered Nurse II, Specialist		38.63 47.23 47.23
12314 - Registered Nurse III 12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV		57.12 57.12 68.53
12317 - Scheduler (Drug and Alcohol Testing) 13000 - Information And Arts Occupations 13011 - Exhibits Specialist I		34.02 22.87
13012 - Exhibits Specialist II 13013 - Exhibits Specialist III 13041 - Illustrator I 13042 - Illustrator II		28.33 34.65 25.34 31.15
13042 - Illustrator II 13043 - Illustrator III 13047 - Librarian 13050 - Library Aide/Clerk		38.11 34.41 20.80
13054 - Library Information Technology Systems Administrator 13058 - Library Technician		31.06 26.04
13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer II		22.42 25.08 27.96 19.48 21.80
13073 - Photographer III 13074 - Photographer IV 13075 - Photographer V 13110 - Video Teleconference Technician		27.00 33.02 38.43 22.90
14000 - Information Technology Occupations 14041 - Computer Operator I 14042 - Computer Operator II		19.80 22.18
14043 - Computer Operator III 14044 - Computer Operator IV 14045 - Computer Operator V 14071 - Computer Programmer I	(see 1)	24.69 27.43 30.39 27.62
14071 - Computer Programmer I 14072 - Computer Programmer III 14073 - Computer Programmer IV 14074 - Computer Programmer IV 14101 - Computer Systems Analyst I 14102 - Computer Systems Analyst III 14103 - Computer Systems Analyst III	(see 1) (see 1) (see 1) (see 1) (see 1) (see 1)	27.02
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 15000 - Instructional Occupations	(,	19.80 27.43
15000 - Aircrew Training Devices Instructor (Non-Rated 15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot)	.)	36.80 44.51 53.36

15050	-	Computer Based Training Specialist / Instructor	36.97
		Educational Technologist	33.44
15070	-	Flight Instructor (Pilot)	53.36
15080	-	Graphic Artist	26.67
15090	-	Technical Instructor	26.13
		Technical Instructor/Course Developer	32.10
15110	-	Test Proctor	22.20
15120	-	Tutor	22.20
16000 -	Lä	aundry, Dry-Cleaning, Pressing And Related Occupations	
16010	-	Assembler	11.25
		Counter Attendant	11.25
		Dry Cleaner	14.57
		Finisher, Flatwork, Machine	11.25
		Presser, Hand	11.25
		Presser, Machine, Drycleaning	11.25
		Presser, Machine, Shirts	11.25
		Presser, Machine, Wearing Apparel, Laundry	10.71
		Sewing Machine Operator	15.86
		Tailor	17.13
		Washer, Machine	12.01
		achine Tool Operation And Repair Occupations	
		Machine-Tool Operator (Tool Room)	21.96
		Tool And Die Maker	25.80
		aterials Handling And Packing Occupations	
		Forklift Operator	16.76
		Material Coordinator	26.06
		Material Expediter	26.06
		Material Handling Laborer	15.36
		Order Filler	15.60
		Production Line Worker (Food Processing)	16.76
		Shipping Packer	15.84
		Shipping/Receiving Clerk	15.84
		Store Worker I	14.54
		Stock Clerk	20.01
		Tools And Parts Attendant	16.76
		Warehouse Specialist	16.76
		echanics And Maintenance And Repair Occupations	
		Aerospace Structural Welder Aircraft Mechanic I	28.62
		Aircraft Mechanic II	27.23 28.62
			20.02
		Aircraft Mechanic III	29.83
		Aircraft Mechanic Helper Aircraft, Painter	26.49
		Aircraft Servicer	23.02
		Aircraft Worker	23.02
		Appliance Mechanic	24.32
		Bicycle Repairer	15.44
		Cable Splicer	26.60
		Carpenter, Maintenance	24.84
		Carpet Layer	24.72
		Electrician, Maintenance	35.53
		Electronics Technician Maintenance I	24.83
		Electronics Technician Maintenance II	26.38
		Electronics Technician Maintenance III	29.21
		Fabric Worker	21.26
		Fire Alarm System Mechanic	25.14
		Fire Extinguisher Repairer	21.04
		Fuel Distribution System Mechanic	25.99
		Fuel Distribution System Operator	20.56
		General Maintenance Worker	22.50
		Ground Support Equipment Mechanic	27.23
		Ground Support Equipment Servicer	23.02

	04 50
23382 - Ground Support Equipment Worker	24.52
23391 - Gunsmith I	21.04
23392 - Gunsmith II	23.88
23393 - Gunsmith III	26.60
23410 - Heating, Ventilation And Air-Conditioning	28.41
Mechanic	
23411 - Heating, Ventilation And Air Contditioning	29.87
	29.07
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	27.12
23440 - Heavy Equipment Operator	29.74
23460 - Instrument Mechanic	26.65
23465 – Laboratory/Shelter Mechanic	25.23
23470 - Laborer	14.73
23510 - Locksmith	25.62
23530 - Machinery Maintenance Mechanic	27.02
23550 - Machinist, Maintenance	27.28
23580 - Maintenance Trades Helper	18.99
23591 - Metrology Technician I	26.65
23592 - Metrology Technician II	28.02
23593 - Metrology Technician III	30.29
23640 - Millwright	26.60
23710 - Office Appliance Repairer	22.89
23760 - Painter, Maintenance	22.23
23790 - Pipefitter, Maintenance	32.29
23810 - Plumber, Maintenance	30.80
23820 - Pneudraulic Systems Mechanic	26.60
23850 - Rigger	26.60
23870 - Scale Mechanic	23.88
23890 - Sheet-Metal Worker, Maintenance	26.98
23910 - Small Engine Mechanic	19.31
23931 - Telecommunications Mechanic I	27.58
23932 - Telecommunications Mechanic II	28.99
23950 - Telephone Lineman	27.26
23960 - Welder, Combination, Maintenance	23.20
23965 - Well Driller	29.30
23970 - Woodcraft Worker	26.60
23980 - Woodworker	21.04
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.57
24580 - Child Care Center Clerk	16.27
24610 - Chore Aide	11.92
24620 - Family Readiness And Support Services	16.95
Coordinator	
24630 - Homemaker	18.73
25000 - Plant And System Operations Occupations	10.10
	20.10
25010 - Boiler Tender	38.18
25040 - Sewage Plant Operator	27.78
25070 - Stationary Engineer	38.18
25190 - Ventilation Equipment Tender	27.90
25210 - Water Treatment Plant Operator	27.78
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	14.34
27008 - Corrections Officer	38.39
27010 - Court Security Officer	39.43
27030 - Detection Dog Handler	17.06
27040 - Detention Officer	38.39
27070 - Firefighter	36.20
27101 - Guard I	14.34
27102 - Guard II	17.06
27131 - Police Officer I	42.92
27132 - Police Officer II	47.21
2,102 FOLLOC TI	7/.21

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	Recreation Occupations		12 00
	- Carnival Equipment Operator - Carnival Equipment Repairer		13.09 13.81
	- Carnival Equipment Worker		10.58
	- Gate Attendant/Gate Tender		18.04
	- Lifeguard		11.70
	- Park Attendant (Aide)		18.24
	- Recreation Aide/Health Facility Attendant		15.30
28515	- Recreation Specialist		19.21
	- Sports Official		14.34
	- Swimming Pool Operator		19.13
	Stevedoring/Longshoremen Occupational Services		
	- Blocker And Bracer		26.66
	- Hatch Tender		26.66
	- Line Handler		26.66
	- Stevedore I - Stevedore II		25.14 28.18
	Technical Occupations		20.10
	- Air Traffic Control Specialist, Center (HFO)	(see 2)	42.35
	- Air Traffic Control Specialist, Station (HFO)		29.20
	- Air Traffic Control Specialist, Terminal (HFO)		32.16
	- Archeological Technician I	(500 2)	20.43
	- Archeological Technician II		23.52
	- Archeological Technician III		32.49
30030	- Cartographic Technician		34.44
30040	- Civil Engineering Technician		30.55
	- Drafter/CAD Operator I		25.69
	- Drafter/CAD Operator II		28.74
	- Drafter/CAD Operator III		32.03
	- Drafter/CAD Operator IV		38.48
	- Engineering Technician I		18.90
	- Engineering Technician II		21.22
	- Engineering Technician III - Engineering Technician IV		23.73 29.40
	- Engineering Technician V		35.98
	- Engineering Technician VI		43.51
	- Environmental Technician		27.74
	- Laboratory Technician		22.20
	- Mathematical Technician		35.89
30361	- Paralegal/Legal Assistant I		23.18
	- Paralegal/Legal Assistant II		28.66
30363	- Paralegal/Legal Assistant III		35.07
30364	- Paralegal/Legal Assistant IV		42.42
	- Photo-Optics Technician		35.89
	- Technical Writer I		25.38
	- Technical Writer II		31.05
	- Technical Writer III		37.57
	- Unexploded Ordnance (UXO) Technician I - Unexploded Ordnance (UXO) Technician II		26.92
	- Unexploded Ordnance (UXO) Technician II - Unexploded Ordnance (UXO) Technician III		32.56 39.03
	- Unexploded (UXO) Safety Escort		26.92
	- Unexploded (UXO) Sweep Personnel		26.92
		(see 2)	30.99
	ce Programs		
	- Weather Observer, Senior	(see 2)	34.44
31000 -	Transportation/Mobile Equipment Operation Occupat	ions	
	- Bus Aide		13.55
	- Bus Driver		18.83
	- Driver Courier		17.76
	- Parking and Lot Attendant		10.94
	- Shuttle Bus Driver		19.22
31310	- Taxi Driver		13.45

## Page 7 of 10

## NNX11AA01C

31361 - Truckdriver, Light	19.22
31362 - Truckdriver, Medium	20.55
31363 - Truckdriver, Heavy	21.78
31364 - Truckdriver, Tractor-Trailer	21.78
99000 - Miscellaneous Occupations	
99030 - Cashier	11.89
99050 - Desk Clerk	11.13
99095 - Embalmer	26.92
99251 - Laboratory Animal Caretaker I	13.07
99252 - Laboratory Animal Caretaker II	14.15
99310 - Mortician	29.38
99410 - Pest Controller	17.21
99510 - Photofinishing Worker	13.29
99710 - Recycling Laborer	20.42
99711 - Recycling Specialist	24.54
99730 - Refuse Collector	18.38
99810 - Sales Clerk	14.49
99820 - School Crossing Guard	15.75
99830 - Survey Party Chief	26.14
99831 - Surveying Aide	13.15
99832 - Surveying Technician	16.58
99840 - Vending Machine Attendant	14.98
99841 - Vending Machine Repairer	17.39
99842 - Vending Machine Repairer Helper	14.98

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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

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

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

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

### Attachment I-5

### Page 19 of 116

example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

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

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

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

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

\*\* UNIFORM ALLOWANCE \*\*

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

#### Attachment I-5

#### Page 20 of 116

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

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

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

### Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

### Attachment I-5

#### Page 21 of 116

## http://www.wdol.gov/wdol/scafiles/std/05-2061.txt?v=17

5/2/2016

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

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

6) The contractor informs the affected employees.

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

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

## Page 1 of 10

## NNX11AA01C

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio Counties of Ashland, Ashtabula, Cuyahoga, Erie, Geauga, Huron, Lake, Lorain, Medina, Portage, Richland, Stark, Summit, Wayne

**Fringe Benefits Required Follow the Occupational Listing**	
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	14.21
01012 - Accounting Clerk II	15.90
01013 - Accounting Clerk III	17.72
01020 - Administrative Assistant	21.22
01040 - Court Reporter	16.99
01051 - Data Entry Operator I	13.42
01052 - Data Entry Operator II	15.43
01060 - Dispatcher, Motor Vehicle	20.76
01070 - Document Preparation Clerk	13.72
01090 - Duplicating Machine Operator	13.72
01111 - General Clerk I	13.46
01112 - General Clerk II	14.87
01113 - General Clerk III	16.65
01120 - Housing Referral Assistant	19.31
01141 - Messenger Courier	11.13
01191 - Order Clerk I	13.18
01192 - Order Clerk II	15.03
01261 - Personnel Assistant (Employment) I	16.00
01262 - Personnel Assistant (Employment) II	17.89
01263 - Personnel Assistant (Employment) III	19.95
01270 - Production Control Clerk	18.96
01280 - Receptionist	13.97
01290 - Rental Clerk	15.48
01300 - Scheduler, Maintenance	14.72
01311 - Secretary I	14.72
01312 - Secretary II	17.05
01313 - Secretary III	18.69
01320 - Service Order Dispatcher	18.84
01410 - Supply Technician	21.22

### Attachment I-5

01420	- Survey Worker	15.10
01531	- Travel Clerk I	12.61
01532	- Travel Clerk II	13.54
01533	- Travel Clerk III	14.52
01611	- Word Processor I	14.47
01612	- Word Processor II	16.25
01613	- Word Processor III	18.18
05000 -	Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	20.33
05010	- Automotive Electrician	19.67
05040	- Automotive Glass Installer	18.92
05070	- Automotive Worker	18.92
05110	- Mobile Equipment Servicer	17.27
05130	- Motor Equipment Metal Mechanic	20.33
05160	- Motor Equipment Metal Worker	18.92
	- Motor Vehicle Mechanic	20.33
05220	- Motor Vehicle Mechanic Helper	16.50
	- Motor Vehicle Upholstery Worker	18.07
	- Motor Vehicle Wrecker	18.92
05310	- Painter, Automotive	19.67
	- Radiator Repair Specialist	18.92
	- Tire Repairer	15.89
	- Transmission Repair Specialist	20.33
	Food Preparation And Service Occupations	
	- Baker	12.08
	- Cook I	10.72
07042	- Cook II	12.08
	- Dishwasher	9.28
	- Food Service Worker	9.28
	- Meat Cutter	14.34
	- Waiter/Waitress	9.94
	Furniture Maintenance And Repair Occupations	
	- Electrostatic Spray Painter	20.60
	- Furniture Handler	13.89
	- Furniture Refinisher	20.60
	- Furniture Refinisher Helper	15.71
	- Furniture Repairer, Minor	17.22
	- Upholsterer	20.60
	General Services And Support Occupations	
	- Cleaner, Vehicles	11.78
	- Elevator Operator	11.78
	- Gardener	14.19
	- Housekeeping Aide	12.06
	- Janitor	12.06
	- Laborer, Grounds Maintenance	11.32
	- Maid or Houseman	9.56
	- Pruner	11.52
	- Pruner - Tractor Operator	11.52 12.65
11270	- Tractor Operator	12.65
11270 11330	- Tractor Operator - Trail Maintenance Worker	12.65 11.32
11270 11330 11360	- Tractor Operator - Trail Maintenance Worker - Window Cleaner	12.65
11270 11330 11360 12000 -	<ul> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> </ul>	12.65 11.32 12.73
11270 11330 11360 12000 - 12010	<ul> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> </ul>	12.65 11.32 12.73 15.99
11270 11330 11360 12000 - 12010 12011	<ul> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> </ul>	12.65 11.32 12.73 15.99 16.87
11270 11330 11360 12000 - 12010 12011 12012	<ul> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> </ul>	12.65 11.32 12.73 15.99 16.87 23.89
11270 11330 12000 - 12010 12011 12012 12015	<ul> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> </ul>	12.65 11.32 12.73 15.99 16.87 23.89 23.10
11270 11330 12000 - 12010 12011 12012 12015 12020	<ul> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> </ul>	12.65 11.32 12.73 15.99 16.87 23.89 23.10 15.34
11270 11330 12000 - 12010 12011 12012 12015 12020 12025	<ul> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> </ul>	12.65 11.32 12.73 15.99 16.87 23.89 23.10 15.34 33.67
11270 11330 12000 - 12010 12011 12012 12015 12020 12025 12030	<ul> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> </ul>	12.65 11.32 12.73 15.99 16.87 23.89 23.10 15.34 33.67 22.15
11270 11330 12000 - 12010 12011 12012 12015 12020 12025 12030 12035	<ul> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> <li>Electroneurodiagnostic Technologist</li> </ul>	12.65 11.32 12.73 15.99 16.87 23.89 23.10 15.34 33.67 22.15 25.64
11270 11330 12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040	<ul> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> <li>Electroneurodiagnostic Technologist</li> <li>Emergency Medical Technician</li> </ul>	12.65 11.32 12.73 15.99 16.87 23.89 23.10 15.34 33.67 22.15 25.64 15.99
11270 11330 12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071	<ul> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> <li>Electroneurodiagnostic Technologist</li> </ul>	12.65 11.32 12.73 15.99 16.87 23.89 23.10 15.34 33.67 22.15 25.64

10070	Licensed Practical Nurse III		21.84
	Medical Assistant		21.04 13.82
			18.30
	Medical Laboratory Technician Medical Record Clerk		13.71
	Medical Record Technician		15.13
			14.86
	Medical Transcriptionist		
	Nuclear Medicine Technologist		31.29
	Nursing Assistant I		9.81
	Nursing Assistant II		10.88
	Nursing Assistant III		12.04
	Nursing Assistant IV		13.51
	Optical Dispenser		16.65
	Optical Technician		14.97
	Pharmacy Technician		14.65
	Phlebotomist		13.71
	Radiologic Technologist		25.11
	Registered Nurse I		22.85
	Registered Nurse II		27.71
	Registered Nurse II, Specialist		27.71
	Registered Nurse III		33.52
	Registered Nurse III, Anesthetist		33.52
	Registered Nurse IV		40.18
	Scheduler (Drug and Alcohol Testing)		22.98
	nformation And Arts Occupations		00 50
	Exhibits Specialist I		20.58
	Exhibits Specialist II		23.96
	Exhibits Specialist III		28.55
	Illustrator I		20.35
	Illustrator II		25.21
	Illustrator III		30.83
	Librarian		29.41
	Library Aide/Clerk		13.28
	Library Information Technology Systems crator		22.30
			17.17
	Library Technician Media Specialist I		16.09
			18.09
	Media Specialist II Media Specialist III		20.07
	Photographer I		15.90
	Photographer II		18.01
	Photographer III		22.30
	Photographer IV		26.94
	Photographer V		32.59
	Video Teleconference Technician		
	nformation Technology Occupations		17.41
	Computer Operator I		15.12
	Computer Operator II		16.92
	Computer Operator III		18.89
	Computer Operator IV		22.64
	Computer Operator V		22.04
	Computer Programmer I		22.13
	Computer Programmer II		27.20
	Computer Programmer III	(see 1)	27.20
	Computer Programmer IV	(see 1)	
	Computer Systems Analyst I	(see 1)	
	Computer Systems Analyst I Computer Systems Analyst II	(see 1)	
	Computer Systems Analyst II Computer Systems Analyst III	(see 1)	
	Peripheral Equipment Operator		15.12
	Personal Computer Support Technician		22.64
	nstructional Occupations		22.01
	Aircrew Training Devices Instructor (Non-Rated)		28.53
	Aircrew Training Devices Instructor (Non Kated) Aircrew Training Devices Instructor (Rated)		35.35
10020			

15030	- Air Crew Training Devices Instructor (Pilot)	41.38
15050	- Computer Based Training Specialist / Instructor	30.23
	- Educational Technologist	29.57
	- Flight Instructor (Pilot)	41.38
	- Graphic Artist	22.54
	- Technical Instructor	19.91
	- Technical Instructor/Course Developer	24.36
	- Test Proctor	16.98
	- Tutor	16.98
	Laundry, Dry-Cleaning, Pressing And Related Occupations	0.00
	- Assembler	9.28
	- Counter Attendant	9.28
	- Dry Cleaner	11.56 9.28
	- Finisher, Flatwork, Machine - Presser, Hand	9.28
	- Presser, Machine, Drycleaning	9.28
	- Presser, Machine, Shirts	9.28
	- Presser, Machine, Wearing Apparel, Laundry	9.28
	- Sewing Machine Operator	12.33
	- Tailor	13.09
	- Washer, Machine	10.04
	Machine Tool Operation And Repair Occupations	10.01
	- Machine-Tool Operator (Tool Room)	22.02
	- Tool And Die Maker	26.69
	Materials Handling And Packing Occupations	
	- Forklift Operator	16.71
	- Material Coordinator	18.96
	- Material Expediter	18.96
	- Material Handling Laborer	13.50
	- Order Filler	13.69
21080	- Production Line Worker (Food Processing)	16.71
	- Shipping Packer	16.72
	- Shipping/Receiving Clerk	16.72
21140	- Store Worker I	14.39
21150	- Stock Clerk	18.87
21210	- Tools And Parts Attendant	16.71
	- Warehouse Specialist	16.71
23000 -	Mechanics And Maintenance And Repair Occupations	
	- Aerospace Structural Welder	24.00
	- Aircraft Mechanic I	22.86
	- Aircraft Mechanic II	24.00
	- Aircraft Mechanic III	24.93
	- Aircraft Mechanic Helper	18.55
	- Aircraft, Painter	22.10
	- Aircraft Servicer	20.32
	- Aircraft Worker	21.27
	- Appliance Mechanic	20.40
	- Bicycle Repairer	15.89
	- Cable Splicer	24.13
	- Carpenter, Maintenance	22.39
	- Carpet Layer	21.36
	- Electrician, Maintenance	28.34
	- Electronics Technician Maintenance I	20.25 21.21
	- Electronics Technician Maintenance II	
	- Electronics Technician Maintenance III - Fabric Worker	26.65
		18.97 21.77
	- Fire Alarm System Mechanic	
	- Fire Extinguisher Repairer	17.84 27.55
	- Fuel Distribution System Mechanic - Fuel Distribution System Operator	27.55
	- General Maintenance Worker	18.13
	- Ground Support Equipment Mechanic	22.86
2000	oroana support squipment mechanic	22.00

23381 - Ground Support Equipment Servicer	20.32
23382 - Ground Support Equipment Worker	21.27
23391 - Gunsmith I	17.84
23392 - Gunsmith II	20.09
23393 - Gunsmith III	21.77
23410 - Heating, Ventilation And Air-Conditioning	20.68
Mechanic	20.00
23411 - Heating, Ventilation And Air Contditioning	21.50
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	20.38
23440 - Heavy Equipment Operator	23.85
23460 - Instrument Mechanic	23.32
23465 – Laboratory/Shelter Mechanic	21.04
23470 - Laborer	13.23
23510 - Locksmith	20.60
23530 - Machinery Maintenance Mechanic	22.73
23550 - Machinist, Maintenance	21.77
23580 - Maintenance Trades Helper	16.05
23591 - Metrology Technician I	25.65
23592 - Metrology Technician II	26.67
23593 - Metrology Technician III	27.59
23640 - Millwright	28.82
23710 - Office Appliance Repairer	21.04
23760 - Painter, Maintenance	21.74
23790 - Pipefitter, Maintenance	26.96
23810 - Plumber, Maintenance	23.66
23820 - Pneudraulic Systems Mechanic	21.77
23850 - Rigger	21.78
23870 - Scale Mechanic	20.09
23890 - Sheet-Metal Worker, Maintenance	23.09
23910 - Small Engine Mechanic	19.82
23931 - Telecommunications Mechanic I	24.70
23932 - Telecommunications Mechanic II	25.58
23950 - Telephone Lineman	20.83
23960 - Welder, Combination, Maintenance	19.36
23965 - Well Driller	21.30
23970 – Woodcraft Worker	21.77
23980 - Woodworker	16.45
24000 - Personal Needs Occupations	
	10.05
24570 - Child Care Attendant	12.25
24580 - Child Care Center Clerk	15.29
24610 - Chore Aide	9.43
24620 - Family Readiness And Support Services	12.91
Coordinator	12.91
	4
24630 - Homemaker	17.23
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.57
25040 - Sewage Plant Operator	21.29
25070 - Stationary Engineer	23.57
25190 - Ventilation Equipment Tender	18.06
25210 - Water Treatment Plant Operator	21.29
	21.29
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.15
27007 - Baggage Inspector	11.28
27008 - Corrections Officer	21.73
27010 - Court Security Officer	23.11
27030 - Detection Dog Handler	16.31
27040 - Detention Officer	21.73
27070 - Firefighter	22.60
27101 - Guard I	11.28
27102 - Guard II	16.31
27131 - Police Officer I	25.03

	- Police Officer II			27.80
	Recreation Occupations			
	- Carnival Equipment Operator			11.12
	- Carnival Equipment Repairer			11.63
	- Carnival Equpment Worker			9.17
	- Gate Attendant/Gate Tender			13.17
	- Lifeguard			11.34
	- Park Attendant (Aide)			14.74
	- Recreation Aide/Health Facility Attendant			10.75
	- Recreation Specialist			16.98
	- Sports Official			11.73
	- Swimming Pool Operator			18.62
	Stevedoring/Longshoremen Occupational Services			
	- Blocker And Bracer			21.04
	- Hatch Tender			21.04
	- Line Handler			21.04
	- Stevedore I			19.85
	- Stevedore II			21.61
	Technical Occupations			
	- Air Traffic Control Specialist, Center (HFO)			37.19
	- Air Traffic Control Specialist, Station (HFO)			25.64
	- Air Traffic Control Specialist, Terminal (HFO)	(see		28.25
	- Archeological Technician I			15.04
	- Archeological Technician II			15.03
	- Archeological Technician III			20.85
	- Cartographic Technician			25.34
	- Civil Engineering Technician			21.36
	- Drafter/CAD Operator I			18.14
	- Drafter/CAD Operator II			20.46
	- Drafter/CAD Operator III			22.81
	- Drafter/CAD Operator IV			28.07
	- Engineering Technician I			16.70
	- Engineering Technician II			18.75
	- Engineering Technician III			20.98
	- Engineering Technician IV			25.99
	- Engineering Technician V			31.78
	- Engineering Technician VI			38.46
	- Environmental Technician			23.34
	- Laboratory Technician			22.81
	- Mathematical Technician			25.32
	- Paralegal/Legal Assistant I			18.72
	- Paralegal/Legal Assistant II			23.34
	- Paralegal/Legal Assistant III			30.33
	- Paralegal/Legal Assistant IV			36.70
	- Photo-Optics Technician			25.34
	- Technical Writer I			
	- Technical Writer II - Technical Writer III			29.25
				23.64
	- Unexploded Ordnance (UXO) Technician I - Unexploded Ordnance (UXO) Technician II			28.60
	- Unexploded Ordnance (UXO) Technician III			34.28
	- Unexploded (UXO) Safety Escort			23.64
	- Unexploded (UXO) Safety Escolt - Unexploded (UXO) Sweep Personnel			23.64
		(see		23.15
	e Programs	1366	<i>~  </i>	2J.IJ
	- Weather Observer, Senior	(see	2)	25.34
	Transportation/Mobile Equipment Operation Occupat		<i>~ )</i>	20.04
	- Bus Aide			13.82
	- Bus Driver			18.42
	- Driver Courier			15.37
	- Parking and Lot Attendant			8.74
	- Shuttle Bus Driver			16.42
51290				- ~ • 12

## Page 7 of 10

## NNX11AA01C

31310	- Taxi Driver	10.32
31361	- Truckdriver, Light	16.42
31362	- Truckdriver, Medium	19.05
31363	- Truckdriver, Heavy	23.70
31364	- Truckdriver, Tractor-Trailer	23.70
99000 -	Miscellaneous Occupations	
99030	- Cashier	10.67
99050	- Desk Clerk	11.14
99095	- Embalmer	24.57
99251	- Laboratory Animal Caretaker I	11.54
99252	- Laboratory Animal Caretaker II	12.33
99310	- Mortician	33.31
99410	- Pest Controller	14.95
99510	- Photofinishing Worker	13.45
99710	- Recycling Laborer	16.63
99711	- Recycling Specialist	18.60
99730	- Refuse Collector	15.22
99810	- Sales Clerk	12.24
99820	- School Crossing Guard	10.99
99830	- Survey Party Chief	20.27
99831	- Surveying Aide	11.56
99832	- Surveying Technician	17.36
99840	- Vending Machine Attendant	13.42
99841	- Vending Machine Repairer	15.39
99842	- Vending Machine Repairer Helper	13.42

### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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

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

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

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

### Attachment I-5

#### Page 29 of 116

example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

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

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

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

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

#### OCCUPATION NOTES:

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

\*\* UNIFORM ALLOWANCE \*\*

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

Attachment I-5

Page 30 of 116

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

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

#### \*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*

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

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

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

#### Conformance Process:

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

#### Attachment I-5

#### Page 31 of 116

The process for preparing a conformance request is as follows:

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

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

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

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

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

6) The contractor informs the affected employees.

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

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

# Page 1 of 11

## NNX11AA01C

WD 15-4281 (Rev.-3) was first posted on www.wdol.gov on 04/19/2016 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor | WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 | Wage Determination No.: 2015-4281 Daniel W. Simms Division of | Revision No.: 3 Date Of Revision: 04/08/2016 Director Wage Determinations| Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts. States: District of Columbia, Maryland, Virginia Area: District of Columbia Statewide Maryland Counties of Calvert, Charles, Prince George's Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, Loudoun, Prince William, Stafford \*\*Fringe Benefits Required Follow the Occupational Listing\*\* OCCUPATION CODE - TITLE FOOTNOTE RATE 01000 - Administrative Support And Clerical Occupations 01011 - Accounting Clerk I 16.59 01012 - Accounting Clerk II 18.61 01013 - Accounting Clerk III 22.30 01020 - Administrative Assistant 31.41 01035 - Court Reporter 21.84 01041 - Customer Service Representative I 14.40 01042 - Customer Service Representative II 16.18 17.66 01043 - Customer Service Representative III 01051 - Data Entry Operator I 14.71 16.05 01052 - Data Entry Operator II 01060 - Dispatcher, Motor Vehicle 18.42 01070 - Document Preparation Clerk 14.70 01090 - Duplicating Machine Operator 14.70 01111 - General Clerk I 14.88 01112 - General Clerk II 16.24 01113 - General Clerk III 18.74 01120 - Housing Referral Assistant 25.29 01141 - Messenger Courier 14.98 01191 - Order Clerk I 15.12 01192 - Order Clerk II 16.50 01261 - Personnel Assistant (Employment) I 18.15 01262 - Personnel Assistant (Employment) II 20.32 01263 - Personnel Assistant (Employment) III 22.65 01270 - Production Control Clerk 24.23 01290 - Rental Clerk 16.55 01300 - Scheduler, Maintenance 18.07

01311	- Secretary I	18.07
	- Secretary II	20.18
	- Secretary III	25.29
	- Service Order Dispatcher	16.98
	- Supply Technician	31.41
	- Survey Worker	20.03
	- Switchboard Operator/Receptionist	14.43
	- Travel Clerk I	13.46
	- Travel Clerk II	14.46
	- Travel Clerk III	15.53
	- Word Processor I	15.63
	- Word Processor I - Word Processor II	17.67
	- Word Processor III	19.95
	Automotive Service Occupations	07.70
	- Automobile Body Repairer, Fiberglass	27.70
	- Automotive Electrician	23.51
	- Automotive Glass Installer	22.15
	- Automotive Worker	22.15
	- Mobile Equipment Servicer	19.04
	- Motor Equipment Metal Mechanic	24.78
	- Motor Equipment Metal Worker	22.15
	- Motor Vehicle Mechanic	24.78
05220	- Motor Vehicle Mechanic Helper	18.49
05250	- Motor Vehicle Upholstery Worker	21.63
05280	- Motor Vehicle Wrecker	22.15
05310	- Painter, Automotive	23.51
05340	- Radiator Repair Specialist	22.15
	- Tire Repairer	14.44
	- Transmission Repair Specialist	24.78
	Food Preparation And Service Occupations	
	- Baker	14.14
	- Cook I	13.81
	- Cook II	16.06
	- Dishwasher	10.11
	- Food Service Worker	10.66
	- Meat Cutter	19.19
	- Waiter/Waitress	9.70
		9.70
	Furniture Maintenance And Repair Occupations	10.00
	- Electrostatic Spray Painter	19.86
	- Furniture Handler	14.06
	- Furniture Refinisher	20.23
	- Furniture Refinisher Helper	15.52
	- Furniture Repairer, Minor	17.94
	- Upholsterer	19.86
	General Services And Support Occupations	
	- Cleaner, Vehicles	10.54
	- Elevator Operator	11.59
11090	- Gardener	17.52
11122	- Housekeeping Aide	12.23
11150	- Janitor	12.23
11210	- Laborer, Grounds Maintenance	13.07
	- Maid or Houseman	11.40
11260	- Pruner	11.58
	- Tractor Operator	16.04
	- Trail Maintenance Worker	13.07
	- Window Cleaner	13.80
	Health Occupations	10.00
	- Ambulance Driver	21.63
	- Breath Alcohol Technician	21.03
	- Certified Occupational Therapist Assistant	25.42
		23.57
TZAT2	- Certified Physical Therapist Assistant	23.57

12020 - Dental Assistant		17.98
12025 - Dental Hygienist		44.75
12030 - EKG Technician		30.44
12035 - Electroneurodiagnostic Technologist		30.44
12040 - Emergency Medical Technician		21.63
12071 - Licensed Practical Nurse I		19.07
12072 - Licensed Practical Nurse II		21.35
12073 - Licensed Practical Nurse III		24.13
12100 - Medical Assistant		16.36
12130 - Medical Laboratory Technician		18.08
12160 - Medical Record Clerk 12190 - Medical Record Technician		18.80
12190 - Medical Record Technician 12195 - Medical Transcriptionist		21.04 20.12
12210 - Nuclear Medicine Technologist		37.60
12221 - Nuclear Medicine Technologist 12221 - Nursing Assistant I		11.74
12222 - Nursing Assistant II		13.19
12223 - Nursing Assistant III		14.40
12224 - Nursing Assistant IV		16.16
12235 - Optical Dispenser		20.17
12236 - Optical Technician		17.38
12250 - Pharmacy Technician		18.12
12280 - Phlebotomist		17.18
12305 - Radiologic Technologist		32.31
12311 - Registered Nurse I		27.64
12312 - Registered Nurse II		33.44
12313 - Registered Nurse II, Specialist		33.44
12314 - Registered Nurse III		40.13
12315 - Registered Nurse III, Anesthetist		40.13
12316 - Registered Nurse IV		48.10
12317 - Scheduler (Drug and Alcohol Testing)		23.90
12320 - Substance Abuse Treatment Counselor		27.04
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.37
13012 - Exhibits Specialist II		26.46
13013 - Exhibits Specialist III		32.37
13041 - Illustrator I 13042 - Illustrator II		20.48 25.38
13042 - Illustrator III 13043 - Illustrator III		31.03
13045 - Tilustiator III 13047 - Librarian		36.09
13050 - Library Aide/Clerk		14.86
13054 - Library Information Technology Systems		32.58
Administrator		52.00
13058 - Library Technician		20.09
13061 - Media Specialist I		20.60
13062 - Media Specialist II		23.05
13063 - Media Specialist III		25.70
13071 - Photographer I		16.65
13072 - Photographer II		18.90
13073 – Photographer III		23.67
13074 - Photographer IV		28.65
13075 - Photographer V		33.76
13090 - Technical Order Library Clerk		18.67
13110 - Video Teleconference Technician		21.25
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V	$(s_{2}, s_{2}, 1)$	29.05
14071 - Computer Programmer I 14072 - Computer Programmer II	(see 1) (see 1)	26.36
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14073	- Computer Programmer III	(see 1)	
	- Computer Programmer IV	(see 1)	
	- Computer Systems Analyst I	(see 1)	
		(see 1)	
		(see 1)	
14150	- Peripheral Equipment Operator		18.92
14160	- Personal Computer Support Technician		26.22
14170	- System Support Specialist		36.86
15000 -	Instructional Occupations		
	- Aircrew Training Devices Instructor (Non-Rated)	)	36.47
	- Aircrew Training Devices Instructor (Rated)		44.06
	- Air Crew Training Devices Instructor (Pilot)		52.81
	- Computer Based Training Specialist / Instructor	r	36.47
	- Educational Technologist		35.31
	- Flight Instructor (Pilot)		52.81
	- Graphic Artist		29.48
	- Maintenance Test Pilot, Fixed, Jet/Prop		48.72
	- Maintenance Test Pilot, Rotary Wing		48.72
	- Non-Maintenance Test/Co-Pilot		48.72
	- Technical Instructor		27.59
	- Technical Instructor/Course Developer		33.74
	- Test Proctor		22.22
	- Tutor		22.22
	Laundry, Dry-Cleaning, Pressing And Related Occup - Assembler	pations	10.37
	- Counter Attendant		10.37
	- Dry Cleaner		13.33
	- Finisher, Flatwork, Machine		10.37
	- Presser, Hand		10.37
	- Presser, Machine, Drycleaning		10.37
	- Presser, Machine, Shirts		10.37
	- Presser, Machine, Wearing Apparel, Laundry		10.37
	- Sewing Machine Operator		14.28
	- Tailor		15.13
	- Washer, Machine		11.37
	Machine Tool Operation And Repair Occupations		
	- Machine-Tool Operator (Tool Room)		23.25
	- Tool And Die Maker		25.72
21000 -	Materials Handling And Packing Occupations		
21020	- Forklift Operator		18.02
21030	- Material Coordinator		24.23
21040	- Material Expediter		24.23
	- Material Handling Laborer		13.83
	- Order Filler		15.09
	- Production Line Worker (Food Processing)		18.02
	- Shipping Packer		16.20
	- Shipping/Receiving Clerk		16.20
	- Store Worker I		11.96
	- Stock Clerk		17.21
	- Tools And Parts Attendant		18.02
	- Warehouse Specialist		18.02
	Mechanics And Maintenance And Repair Occupations		00.00
	- Aerospace Structural Welder		29.93
	- Aircraft Logs and Records Technician		21.74
	- Aircraft Mechanic I - Aircraft Mechanic II		28.41 29.93
	- Aircraft Mechanic II - Aircraft Mechanic III		29.93 31.38
	- Aircraft Mechanic Helper		19.29
	- Aircraft, Painter		27.20
	- Aircraft Servicer		21.74
	- Aircraft Survival Flight Equipment Technician		27.20

23080 - Aircraft Worker 23091 - Aircrew Life Support Equipment (ALSE) Mechanic	23.11 23.11
I 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.41
23110 - Appliance Mechanic	21.75
23120 - Bicycle Repairer	14.43
23125 - Cable Splicer	28.62
23130 - Carpenter, Maintenance	21.66
23140 - Carpet Layer	20.49
23160 - Electrician, Maintenance	27.98
23181 - Electronics Technician Maintenance I	27.43
23182 - Electronics Technician Maintenance II	29.12
23183 - Electronics Technician Maintenance III	30.68
23260 - Fabric Worker	21.04
23290 - Fire Alarm System Mechanic	22.91
23310 - Fire Extinguisher Repairer	19.38
23311 - Fuel Distribution System Mechanic	25.09
23312 - Fuel Distribution System Operator	21.32
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechanic	28.41
23381 - Ground Support Equipment Servicer	21.74
23382 - Ground Support Equipment Worker	23.11
23391 - Gunsmith I	19.38
23392 - Gunsmith II	22.54
23393 - Gunsmith III	25.20
23410 - Heating, Ventilation And Air-Conditioning	26.28
Mechanic	
23411 - Heating, Ventilation And Air Contditioning	27.69
Mechanic (Research Facility)	24.16
23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator	24.10 22.91
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic	22.91 24.85
23465 - Laboratory/Shelter Mechanic	24.65 23.93
23400 - Laborar	14.98
23510 - Locksmith	23.21
23530 - Machinery Maintenance Mechanic	25.21
23550 - Machinist, Maintenance	24.69
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	24.85
23592 - Metrology Technician II	26.18
23593 - Metrology Technician III	27.46
23640 - Millwright	28.19
23710 - Office Appliance Repairer	22.96
23760 - Painter, Maintenance	21.75
23790 - Pipefitter, Maintenance	25.89
23810 - Plumber, Maintenance	24.52
23820 - Pneudraulic Systems Mechanic	25.20
23850 - Rigger	25.20
23870 - Scale Mechanic	22.54
23890 - Sheet-Metal Worker, Maintenance	22.91
23910 - Small Engine Mechanic	20.49
23931 - Telecommunications Mechanic I	29.95
23932 - Telecommunications Mechanic II	31.55
23950 - Telephone Lineman	30.15
23960 - Welder, Combination, Maintenance	22.91
23965 - Well Driller	22.91
23970 - Woodcraft Worker	25.20
23980 - Woodworker	19.38
24000 - Personal Needs Occupations	
24550 - Case Manager	17.64

24570	- Child Care Attendant		12.79
	- Child Care Center Clerk		17.77
	- Chore Aide		10.86
	- Family Readiness And Support Services		17.64
	inator		17.01
	- Homemaker		18.43
	Plant And System Operations Occupations		10.45
			20 02
	- Boiler Tender		30.03
	- Sewage Plant Operator		22.92
	- Stationary Engineer		30.03
	- Ventilation Equipment Tender		21.44
	- Water Treatment Plant Operator		22.92
	Protective Service Occupations		
	- Alarm Monitor		21.91
27007	- Baggage Inspector		13.98
27008	- Corrections Officer		25.08
27010	- Court Security Officer		26.37
27030	- Detection Dog Handler		20.57
27040	- Detention Officer		25.08
27070	- Firefighter		26.52
27101	- Guard I		13.98
	- Guard II		20.57
27131	- Police Officer I		28.19
	- Police Officer II		31.32
28000 -	Recreation Occupations		
	- Carnival Equipment Operator		13.59
	- Carnival Equipment Repairer		14.63
	- Carnival Worker		9.24
	- Gate Attendant/Gate Tender		14.31
	- Lifeguard		11.59
	- Park Attendant (Aide)		16.02
	- Recreation Aide/Health Facility Attendant		11.68
	- Recreation Specialist		19.84
	- Sports Official		12.75
	- Swimming Pool Operator		18.21
	Stevedoring/Longshoremen Occupational Services		
	- Blocker And Bracer		25.44
29020	- Hatch Tender		25.44
29030	- Line Handler		25.44
	- Stevedore I		23.44
29042	- Stevedore II		26.66
30000 -	Technical Occupations		
30010	- Air Traffic Control Specialist, Center (HFO)	(see 2)	39.92
	- Air Traffic Control Specialist, Station (HFO)	(see 2)	27.38
	- Air Traffic Control Specialist, Terminal (HFO)		30.16
	- Archeological Technician I		20.19
	- Archeological Technician II		22.60
	- Archeological Technician III		27.98
	- Cartographic Technician		27.98
	- Civil Engineering Technician		26.41
	- Cryogenic Technician I		24.48
	- Cryogenic Technician II		27.04
	- Drafter/CAD Operator I		20.19
	- Drafter/CAD Operator II		22.60
	- Drafter/CAD Operator III		25.19
	- Drafter/CAD Operator IV		31.00
	- Engineering Technician I		22.92
	- Engineering Technician II		25.72
	- Engineering Technician III		28.79
	- Engineering Technician IV		35.64
30085	- Engineering Technician V		43.61

30086 - Engineering Technician VI		52.76
30090 - Environmental Technician		27.41
30095 - Evidence Control Specialist		22.10
30210 - Laboratory Technician		23.38
30221 - Latent Fingerprint Technician I		31.51
30222 - Latent Fingerprint Technician II		34.81
30222 - Mathematical Technician		28.94
		20.94
30361 - Paralegal/Legal Assistant I		
30362 - Paralegal/Legal Assistant II		26.47
30363 - Paralegal/Legal Assistant III		32.36
30364 - Paralegal/Legal Assistant IV		39.16
30375 – Petroleum Supply Specialist		27.04
30390 - Photo-Optics Technician		27.98
30395 - Radiation Control Technician		27.04
30461 - Technical Writer I		24.12
30462 - Technical Writer II		29.52
30463 - Technical Writer III		35.72
30491 - Unexploded Ordnance (UXO) Technician I		25.24
30492 - Unexploded Ordnance (UXO) Technician II		30.53
30493 - Unexploded Ordnance (UXO) Technician III		36.60
30494 - Unexploded (UXO) Safety Escort		25.24
		25.24
30495 - Unexploded (UXO) Sweep Personnel		
30501 - Weather Forecaster I		24.48
30502 - Weather Forecaster II		29.77
30620 - Weather Observer, Combined Upper Air Or	(see 2)	25.19
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	27.98
31000 - Transportation/Mobile Equipment Operation Occ	upations	
31010 - Airplane Pilot		30.53
31020 - Bus Aide		14.32
31030 - Bus Driver		20.85
31043 - Driver Courier		15.38
31260 - Parking and Lot Attendant		10.07
31290 - Shuttle Bus Driver		16.83
31310 - Taxi Driver		13.98
31361 - Truckdriver, Light		16.83
31362 - Truckdriver, Medium		18.28
31363 - Truckdriver, Heavy		19.96
31364 - Truckdriver, Tractor-Trailer		19.96
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		14.89
99030 - Cashier		10.03
99050 - Desk Clerk		12.08
99095 - Embalmer		25.36
99095 - Embaimer 99130 - Flight Follower		25.36 25.24
99130 - Flight Follower 99251 - Laboratory Animal Caretaker I		25.24
99130 - Flight Follower 99251 - Laboratory Animal Caretaker I 99252 - Laboratory Animal Caretaker II		25.24 12.43
99130 - Flight Follower 99251 - Laboratory Animal Caretaker I 99252 - Laboratory Animal Caretaker II 99260 - Marketing Analyst		25.24 12.43 13.59 33.51
99130 - Flight Follower 99251 - Laboratory Animal Caretaker I 99252 - Laboratory Animal Caretaker II 99260 - Marketing Analyst 99310 - Mortician		25.24 12.43 13.59 33.51 34.10
99130 - Flight Follower 99251 - Laboratory Animal Caretaker I 99252 - Laboratory Animal Caretaker II 99260 - Marketing Analyst 99310 - Mortician 99410 - Pest Controller		25.24 12.43 13.59 33.51 34.10 17.69
99130 - Flight Follower 99251 - Laboratory Animal Caretaker I 99252 - Laboratory Animal Caretaker II 99260 - Marketing Analyst 99310 - Mortician 99410 - Pest Controller 99510 - Photofinishing Worker		25.24 12.43 13.59 33.51 34.10 17.69 13.20
99130 - Flight Follower 99251 - Laboratory Animal Caretaker I 99252 - Laboratory Animal Caretaker II 99260 - Marketing Analyst 99310 - Mortician 99410 - Pest Controller 99510 - Photofinishing Worker 99710 - Recycling Laborer		25.24 12.43 13.59 33.51 34.10 17.69 13.20 19.20
99130 - Flight Follower 99251 - Laboratory Animal Caretaker I 99252 - Laboratory Animal Caretaker II 99260 - Marketing Analyst 99310 - Mortician 99410 - Pest Controller 99510 - Photofinishing Worker 99710 - Recycling Laborer 99711 - Recycling Specialist		25.24 12.43 13.59 33.51 34.10 17.69 13.20 19.20 23.54
99130 - Flight Follower 99251 - Laboratory Animal Caretaker I 99252 - Laboratory Animal Caretaker II 99260 - Marketing Analyst 99310 - Mortician 99410 - Pest Controller 99510 - Photofinishing Worker 99710 - Recycling Laborer 99711 - Recycling Specialist 99730 - Refuse Collector		25.24 12.43 13.59 33.51 34.10 17.69 13.20 19.20 23.54 17.01
<pre>99130 - Flight Follower 99251 - Laboratory Animal Caretaker I 99252 - Laboratory Animal Caretaker II 99260 - Marketing Analyst 99310 - Mortician 99410 - Pest Controller 99510 - Photofinishing Worker 99710 - Recycling Laborer 99711 - Recycling Specialist 99730 - Refuse Collector 99810 - Sales Clerk</pre>		25.24 12.43 13.59 33.51 34.10 17.69 13.20 19.20 23.54 17.01 12.09
<pre>99130 - Flight Follower 99251 - Laboratory Animal Caretaker I 99252 - Laboratory Animal Caretaker II 99260 - Marketing Analyst 99310 - Mortician 99410 - Pest Controller 99510 - Photofinishing Worker 99710 - Recycling Laborer 99711 - Recycling Specialist 99730 - Refuse Collector 99810 - Sales Clerk 99820 - School Crossing Guard</pre>		25.24 12.43 13.59 33.51 34.10 17.69 13.20 19.20 23.54 17.01 12.09 14.77
<pre>99130 - Flight Follower 99251 - Laboratory Animal Caretaker I 99252 - Laboratory Animal Caretaker II 99260 - Marketing Analyst 99310 - Mortician 99410 - Pest Controller 99510 - Photofinishing Worker 99710 - Recycling Laborer 99711 - Recycling Specialist 99730 - Refuse Collector 99810 - Sales Clerk 99820 - School Crossing Guard 99830 - Survey Party Chief</pre>		25.24 12.43 13.59 33.51 34.10 17.69 13.20 19.20 23.54 17.01 12.09 14.77 23.14
<pre>99130 - Flight Follower 99251 - Laboratory Animal Caretaker I 99252 - Laboratory Animal Caretaker II 99260 - Marketing Analyst 99310 - Mortician 99410 - Pest Controller 99510 - Photofinishing Worker 99710 - Recycling Laborer 99711 - Recycling Specialist 99730 - Refuse Collector 99810 - Sales Clerk 99820 - School Crossing Guard 99830 - Survey Party Chief 99831 - Surveying Aide</pre>		25.24 12.43 13.59 33.51 34.10 17.69 13.20 19.20 23.54 17.01 12.09 14.77 23.14 14.38
<pre>99130 - Flight Follower 99251 - Laboratory Animal Caretaker I 99252 - Laboratory Animal Caretaker II 99260 - Marketing Analyst 99310 - Mortician 99410 - Pest Controller 99510 - Photofinishing Worker 99710 - Recycling Laborer 99711 - Recycling Specialist 99730 - Refuse Collector 99810 - Sales Clerk 99820 - School Crossing Guard 99830 - Survey Party Chief 99831 - Surveying Aide 99832 - Surveying Technician</pre>		25.24 12.43 13.59 33.51 34.10 17.69 13.20 19.20 23.54 17.01 12.09 14.77 23.14 14.38 21.99
<pre>99130 - Flight Follower 99251 - Laboratory Animal Caretaker I 99252 - Laboratory Animal Caretaker II 99260 - Marketing Analyst 99310 - Mortician 99410 - Pest Controller 99510 - Photofinishing Worker 99710 - Recycling Laborer 99711 - Recycling Specialist 99730 - Refuse Collector 99810 - Sales Clerk 99820 - School Crossing Guard 99830 - Survey Party Chief 99831 - Surveying Aide</pre>		25.24 12.43 13.59 33.51 34.10 17.69 13.20 19.20 23.54 17.01 12.09 14.77 23.14 14.38
<pre>99130 - Flight Follower 99251 - Laboratory Animal Caretaker I 99252 - Laboratory Animal Caretaker II 99260 - Marketing Analyst 99310 - Mortician 99410 - Pest Controller 99510 - Photofinishing Worker 99710 - Recycling Laborer 99711 - Recycling Specialist 99730 - Refuse Collector 99810 - Sales Clerk 99820 - School Crossing Guard 99830 - Survey Party Chief 99831 - Surveying Aide 99832 - Surveying Technician</pre>		25.24 12.43 13.59 33.51 34.10 17.69 13.20 19.20 23.54 17.01 12.09 14.77 23.14 14.38 21.99

99842 - Vending Machine Repairer Helper

### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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

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

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

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

### \*\* HAZARDOUS PAY DIFFERENTIAL \*\*

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

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

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

#### \*\* UNIFORM ALLOWANCE \*\*

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

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

### \*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\*

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1),

dated September 2015, unless otherwise indicated.

\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\*

### Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

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

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

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

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties

requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

# Page 1 of 11

#### NNX11AA01C

WD 15-4281 (Rev.-3) was first posted on www.wdol.gov on 04/19/2016 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor | WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 | Wage Determination No.: 2015-4281 Daniel W. Simms Division of | Revision No.: 3 Date Of Revision: 04/08/2016 Director Wage Determinations| Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts. States: District of Columbia, Maryland, Virginia Area: District of Columbia Statewide Maryland Counties of Calvert, Charles, Prince George's Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, Loudoun, Prince William, Stafford \*\*Fringe Benefits Required Follow the Occupational Listing\*\* OCCUPATION CODE - TITLE FOOTNOTE RATE 01000 - Administrative Support And Clerical Occupations 01011 - Accounting Clerk I 16.59 01012 - Accounting Clerk II 18.61 01013 - Accounting Clerk III 22.30 01020 - Administrative Assistant 31.41 01035 - Court Reporter 21.84 01041 - Customer Service Representative I 14.40 01042 - Customer Service Representative II 16.18 17.66 01043 - Customer Service Representative III 01051 - Data Entry Operator I 14.71 16.05 01052 - Data Entry Operator II 01060 - Dispatcher, Motor Vehicle 18.42 01070 - Document Preparation Clerk 14.70 14.70 01090 - Duplicating Machine Operator 01111 - General Clerk I 14.88 01112 - General Clerk II 16.24 01113 - General Clerk III 18.74 01120 - Housing Referral Assistant 25.29 01141 - Messenger Courier 14.98 01191 - Order Clerk I 15.12 01192 - Order Clerk II 16.50 01261 - Personnel Assistant (Employment) I 18.15 01262 - Personnel Assistant (Employment) II 20.32 01263 - Personnel Assistant (Employment) III 22.65 01270 - Production Control Clerk 24.23 01290 - Rental Clerk 16.55 01300 - Scheduler, Maintenance 18.07

01311	- Secretary I	18.07
01312	- Secretary II	20.18
	- Secretary III	25.29
	- Service Order Dispatcher	16.98
	- Supply Technician	31.41
	- Survey Worker	20.03
	- Switchboard Operator/Receptionist	14.43
	- Travel Clerk I	13.46
	- Travel Clerk II	14.46
01533	- Travel Clerk III	15.53
01611	- Word Processor I	15.63
01612	- Word Processor II	17.67
	- Word Processor III	19.95
	Automotive Service Occupations	
	- Automobile Body Repairer, Fiberglass	27.70
05010	- Automotive Electrician	23.51
05040	- Automotive Glass Installer	22.15
	- Automotive Worker	22.15
	- Mobile Equipment Servicer	19.04
05130	- Motor Equipment Metal Mechanic	24.78
	- Motor Equipment Metal Worker	22.15
05190	- Motor Vehicle Mechanic	24.78
05220	- Motor Vehicle Mechanic Helper	18.49
05250	- Motor Vehicle Upholstery Worker	21.63
05280	- Motor Vehicle Wrecker	22.15
05310	- Painter, Automotive	23.51
05340	- Radiator Repair Specialist	22.15
05370	- Tire Repairer	14.44
05400	- Transmission Repair Specialist	24.78
07000 -	Food Preparation And Service Occupations	
07010	- Baker	14.14
07041	- Cook I	13.81
07042	- Cook II	16.06
07070	- Dishwasher	10.11
07130	- Food Service Worker	10.66
07210	- Meat Cutter	19.19
07260	- Waiter/Waitress	9.70
09000 -	Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	19.86
09040	- Furniture Handler	14.06
09080	- Furniture Refinisher	20.23
09090	- Furniture Refinisher Helper	15.52
09110	- Furniture Repairer, Minor	17.94
	- Upholsterer	19.86
11000 -	General Services And Support Occupations	
	- Cleaner, Vehicles	10.54
11060	- Elevator Operator	11.59
	- Gardener	17.52
11122	- Housekeeping Aide	12.23
	- Janitor	12.23
	- Laborer, Grounds Maintenance	13.07
	- Maid or Houseman	11.40
11260	- Pruner	11.58
	- Tractor Operator	16.04
	- Trail Maintenance Worker	13.07
	- Window Cleaner	13.80
	Health Occupations	
	- Ambulance Driver	21.63
	- Breath Alcohol Technician	21.35
	- Certified Occupational Therapist Assistant	25.42
	- Certified Physical Therapist Assistant	23.57

12020 - Dental Assistant		17.98
12025 - Dental Hygienist		44.75
12030 - EKG Technician		30.44
12035 - Electroneurodiagnostic Technologist		30.44
12040 - Emergency Medical Technician		21.63
12071 - Licensed Practical Nurse I		19.07
12072 - Licensed Practical Nurse II		21.35
12073 - Licensed Practical Nurse III		24.13
12100 - Medical Assistant		16.36
12130 - Medical Laboratory Technician		18.08
12160 - Medical Record Clerk 12190 - Medical Record Technician		18.80
12190 - Medical Record Technician 12195 - Medical Transcriptionist		21.04 20.12
122195 - Medicar Hanseliptionist 12210 - Nuclear Medicine Technologist		37.60
12221 - Nursing Assistant I		11.74
12222 - Nursing Assistant II		13.19
12223 - Nursing Assistant III		14.40
12224 - Nursing Assistant IV		16.16
12235 - Optical Dispenser		20.17
12236 - Optical Technician		17.38
12250 - Pharmacy Technician		18.12
12280 - Phlebotomist		17.18
12305 - Radiologic Technologist		32.31
12311 - Registered Nurse I		27.64
12312 - Registered Nurse II		33.44
12313 - Registered Nurse II, Specialist		33.44
12314 - Registered Nurse III		40.13
12315 - Registered Nurse III, Anesthetist		40.13
12316 - Registered Nurse IV		48.10
12317 - Scheduler (Drug and Alcohol Testing)		23.90
12320 - Substance Abuse Treatment Counselor		27.04
13000 - Information And Arts Occupations		01 07
13011 - Exhibits Specialist I		21.37
13012 - Exhibits Specialist II 13013 - Exhibits Specialist III		26.46 32.37
13013 - Exhibits Specialist III 13041 - Illustrator I		20.48
13042 - Illustrator II		25.38
13043 - Illustrator III		31.03
13047 - Librarian		36.09
13050 - Library Aide/Clerk		14.86
13054 - Library Information Technology Systems		32.58
Administrator		
13058 - Library Technician		20.09
13061 - Media Specialist I		20.60
13062 - Media Specialist II		23.05
13063 - Media Specialist III		25.70
13071 - Photographer I		16.65
13072 - Photographer II		18.90
13073 - Photographer III		23.67
13074 - Photographer IV		28.65
13075 - Photographer V		33.76
13090 - Technical Order Library Clerk		18.67
13110 - Video Teleconference Technician		21.25
14000 - Information Technology Occupations		10 00
14041 - Computer Operator I		18.92 21.18
14042 - Computer Operator II 14043 - Computer Operator III		21.18
14043 - Computer Operator III 14044 - Computer Operator IV		25.60
14044 - Computer Operator IV 14045 - Computer Operator V		20.22
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	20.00
	· · · ·	

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	- Computer Programmer III	(see 1)	
	- Computer Programmer IV	(see 1)	
	- Computer Systems Analyst I	(see 1)	
	1 1 1	(see 1)	
		(see 1)	
	- Peripheral Equipment Operator		18.92
	- Personal Computer Support Technician		26.22
	- System Support Specialist		36.86
	Instructional Occupations		
	- Aircrew Training Devices Instructor (Non-Rated)	)	36.47
	- Aircrew Training Devices Instructor (Rated)		44.06
	- Air Crew Training Devices Instructor (Pilot)		52.81
	- Computer Based Training Specialist / Instructor	r	36.47
	- Educational Technologist		35.31
	- Flight Instructor (Pilot)		52.81
	- Graphic Artist		29.48
	- Maintenance Test Pilot, Fixed, Jet/Prop		48.72
	- Maintenance Test Pilot, Rotary Wing		48.72
	- Non-Maintenance Test/Co-Pilot		48.72
	- Technical Instructor		27.59
	- Technical Instructor/Course Developer		33.74
	- Test Proctor		22.22
	- Tutor		22.22
	Laundry, Dry-Cleaning, Pressing And Related Occur	pations	
16010	- Assembler		10.37
16030	- Counter Attendant		10.37
	- Dry Cleaner		13.33
16070	- Finisher, Flatwork, Machine		10.37
16090	- Presser, Hand		10.37
16110	- Presser, Machine, Drycleaning		10.37
16130	- Presser, Machine, Shirts		10.37
16160	- Presser, Machine, Wearing Apparel, Laundry		10.37
16190	- Sewing Machine Operator		14.28
16220	- Tailor		15.13
16250	- Washer, Machine		11.37
	Machine Tool Operation And Repair Occupations		
19010	- Machine-Tool Operator (Tool Room)		23.25
19040	- Tool And Die Maker		25.72
	Materials Handling And Packing Occupations		
	- Forklift Operator		18.02
21030	- Material Coordinator		24.23
21040	- Material Expediter		24.23
21050	- Material Handling Laborer		13.83
	- Order Filler		15.09
	- Production Line Worker (Food Processing)		18.02
21110	- Shipping Packer		16.20
	- Shipping/Receiving Clerk		16.20
	- Store Worker I		11.96
21150	- Stock Clerk		17.21
	- Tools And Parts Attendant		18.02
	- Warehouse Specialist		18.02
23000 -	Mechanics And Maintenance And Repair Occupations		
	- Aerospace Structural Welder		29.93
23019	- Aircraft Logs and Records Technician		21.74
	- Aircraft Mechanic I		28.41
23022	- Aircraft Mechanic II		29.93
23023	- Aircraft Mechanic III		31.38
23040	- Aircraft Mechanic Helper		19.29
	- Aircraft, Painter		27.20
	- Aircraft Servicer		21.74
23070	- Aircraft Survival Flight Equipment Technician		27.20

# Page 47 of 116

# http://www.wdol.gov/wdol/scafiles/std/15-4281.txt?v=3

23080 - Aircraft Worker	23.11
23091 – Aircrew Life Support Equipment (ALSE) Mechanic	23.11
I	
23092 – Aircrew Life Support Equipment (ALSE) Mechanic	28.41
II	
23110 - Appliance Mechanic	21.75
23120 - Bicycle Repairer	14.43
23125 - Cable Splicer	28.62
23130 - Carpenter, Maintenance	21.66
23140 - Carpet Layer	20.49
23160 - Electrician, Maintenance	27.98
23181 - Electronics Technician Maintenance I	27.43
23182 - Electronics Technician Maintenance II	29.12
23183 - Electronics Technician Maintenance III	30.68
23260 - Fabric Worker	21.04
23290 - Fire Alarm System Mechanic	22.91
23310 - Fire Extinguisher Repairer	19.38
23311 - Fuel Distribution System Mechanic	25.09
23312 - Fuel Distribution System Operator	21.32
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechanic	28.41
23381 - Ground Support Equipment Servicer	21.74
23382 - Ground Support Equipment Worker	23.11
23391 - Gunsmith I	19.38
23392 - Gunsmith II	22.54
23393 - Gunsmith III	25.20
23410 - Heating, Ventilation And Air-Conditioning	26.28
Mechanic	20120
23411 - Heating, Ventilation And Air Contditioning	27.69
Mechanic (Research Facility)	27.09
23430 - Heavy Equipment Mechanic	24.16
23440 - Heavy Equipment Operator	24.10
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic	
	24.85
23465 - Laboratory/Shelter Mechanic	23.93
23470 - Laborer	14.98
23510 - Locksmith	23.21
23530 - Machinery Maintenance Mechanic	25.43
23550 - Machinist, Maintenance	24.69
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	24.85
23592 - Metrology Technician II	26.18
23593 - Metrology Technician III	27.46
23640 - Millwright	28.19
23710 - Office Appliance Repairer	22.96
23760 - Painter, Maintenance	21.75
23790 - Pipefitter, Maintenance	25.89
23810 - Plumber, Maintenance	24.52
23820 - Pneudraulic Systems Mechanic	25.20
23850 - Rigger	25.20
23870 - Scale Mechanic	22.54
23890 - Sheet-Metal Worker, Maintenance	22.94
23910 - Small Engine Mechanic	20.49
23931 - Telecommunications Mechanic I	20.49
23931 - Telecommunications Mechanic I 23932 - Telecommunications Mechanic II	
	31.55
23950 - Telephone Lineman	30.15
23960 - Welder, Combination, Maintenance	22.91
23965 - Well Driller	22.91
23970 - Woodcraft Worker	25.20
23980 - Woodworker	19.38
24000 - Personal Needs Occupations	
24550 - Case Manager	17.64

24570	- Child Care Attendant		12.79
	- Child Care Center Clerk		17.77
	- Chore Aide		10.86
	- Family Readiness And Support Services		17.64
	inator		17.01
	- Homemaker		18.43
	Plant And System Operations Occupations		10.45
			20 02
	- Boiler Tender		30.03
	- Sewage Plant Operator		22.92
	- Stationary Engineer		30.03
	- Ventilation Equipment Tender		21.44
	- Water Treatment Plant Operator		22.92
	Protective Service Occupations		
	- Alarm Monitor		21.91
27007	- Baggage Inspector		13.98
27008	- Corrections Officer		25.08
27010	- Court Security Officer		26.37
27030	- Detection Dog Handler		20.57
27040	- Detention Officer		25.08
27070	- Firefighter		26.52
27101	- Guard I		13.98
	- Guard II		20.57
27131	- Police Officer I		28.19
	- Police Officer II		31.32
28000 -	Recreation Occupations		
	- Carnival Equipment Operator		13.59
	- Carnival Equipment Repairer		14.63
	- Carnival Worker		9.24
	- Gate Attendant/Gate Tender		14.31
	- Lifeguard		11.59
	- Park Attendant (Aide)		16.02
	- Recreation Aide/Health Facility Attendant		11.68
	- Recreation Specialist		19.84
	- Sports Official		12.75
	- Swimming Pool Operator		18.21
	Stevedoring/Longshoremen Occupational Services		
	- Blocker And Bracer		25.44
29020	- Hatch Tender		25.44
29030	- Line Handler		25.44
	- Stevedore I		23.44
29042	- Stevedore II		26.66
30000 -	Technical Occupations		
30010	- Air Traffic Control Specialist, Center (HFO)	(see 2)	39.92
	- Air Traffic Control Specialist, Station (HFO)	(see 2)	27.38
	- Air Traffic Control Specialist, Terminal (HFO)		30.16
	- Archeological Technician I		20.19
	- Archeological Technician II		22.60
	- Archeological Technician III		27.98
	- Cartographic Technician		27.98
	- Civil Engineering Technician		26.41
	- Cryogenic Technician I		24.48
	- Cryogenic Technician II		27.04
	- Drafter/CAD Operator I		20.19
	- Drafter/CAD Operator II		22.60
	- Drafter/CAD Operator III		25.19
	- Drafter/CAD Operator IV		31.00
	- Engineering Technician I		22.92
	- Engineering Technician II		25.72
	- Engineering Technician III		28.79
	- Engineering Technician IV		35.64
30085	- Engineering Technician V		43.61

30086 - Engineering Technician VI		52.76
30090 - Environmental Technician		27.41
30095 - Evidence Control Specialist		22.10
30210 - Laboratory Technician		23.38
30221 - Latent Fingerprint Technician I		31.51
30222 - Latent Fingerprint Technician II		34.81
30240 - Mathematical Technician		28.94
30361 - Paralegal/Legal Assistant I		21.36
30362 - Paralegal/Legal Assistant II		26.47
30363 - Paralegal/Legal Assistant III		32.36
30364 - Paralegal/Legal Assistant IV		39.16
30375 - Petroleum Supply Specialist		27.04
30390 - Photo-Optics Technician		27.98
30395 - Radiation Control Technician		27.04
30461 - Technical Writer I		24.12
30462 - Technical Writer II		29.52
30463 - Technical Writer III		35.72
30491 - Unexploded Ordnance (UXO) Technician I		25.24
30492 - Unexploded Ordnance (UXO) Technician II		30.53
30493 - Unexploded Ordnance (UXO) Technician III		36.60 25.24
30494 - Unexploded (UXO) Safety Escort		
30495 - Unexploded (UXO) Sweep Personnel		25.24
30501 - Weather Forecaster I		24.48
30502 - Weather Forecaster II	(	29.77
· ± ±	(see 2)	25.19
Surface Programs	(222.2)	27.98
30621 - Weather Observer, Senior	(see 2)	27.90
31000 - Transportation/Mobile Equipment Operation Occupat 31010 - Airplane Pilot	LOUR	30.53
31020 - Bus Aide		14.32
31020 - Bus Aide 31030 - Bus Driver		20.85
31030 - Bus Driver 31043 - Driver Courier		20.85
31260 - Parking and Lot Attendant		10.07
31290 - Shuttle Bus Driver		16.83
31310 - Taxi Driver		13.98
31361 - Truckdriver, Light		16.83
31362 - Truckdriver, Medium		18.28
31363 - Truckdriver, Heavy		19.96
31364 - Truckdriver, Tractor-Trailer		19.96
99000 - Miscellaneous Occupations		10.00
99020 - Cabin Safety Specialist		14.89
99030 - Cashier		10.03
99050 - Desk Clerk		12.08
99095 - Embalmer		25.36
99130 - Flight Follower		25.24
99251 - Laboratory Animal Caretaker I		12.43
99252 - Laboratory Animal Caretaker II		13.59
99260 - Marketing Analyst		33.51
99310 - Mortician		34.10
99410 - Pest Controller		17.69
99510 - Photofinishing Worker		13.20
99710 - Recycling Laborer		19.20
99711 - Recycling Specialist		23.54
99730 - Refuse Collector		17.01
99810 - Sales Clerk		12.09
99820 - School Crossing Guard		14.77
99830 - Survey Party Chief		23.14
99831 - Surveying Aide		14.38
99832 - Surveying Technician		21.99
99840 - Vending Machine Attendant		15.48
99841 - Vending Machine Repairer		19.67

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99842 - Vending Machine Repairer Helper

#### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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

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

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

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

#### \*\* HAZARDOUS PAY DIFFERENTIAL \*\*

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

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

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

#### \*\* UNIFORM ALLOWANCE \*\*

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

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

#### \*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\*

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1),

dated September 2015, unless otherwise indicated.

\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\*

#### Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

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

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

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

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties

requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

# Page 1 of 11

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

#### State: Texas

Area: Texas Counties of Austin, Brazoria, Chambers, Fort Bend, Galveston, Harris, Liberty, Montgomery, San Jacinto, Waller

**Fringe Benefits Required Follow the Occupational Listing**	
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	14.98
01012 - Accounting Clerk II	16.82
01013 - Accounting Clerk III	18.82
01020 - Administrative Assistant	25.91
01035 - Court Reporter	23.97
01041 - Customer Service Representative I	11.62
01042 - Customer Service Representative II	13.07
01043 - Customer Service Representative III	14.26
01051 - Data Entry Operator I	13.63
01052 - Data Entry Operator II	14.87
01060 - Dispatcher, Motor Vehicle	17.56
01070 - Document Preparation Clerk	13.41
01090 - Duplicating Machine Operator	13.41
01111 - General Clerk I	13.07
01112 - General Clerk II	14.60
01113 - General Clerk III	16.39
01120 - Housing Referral Assistant	20.69
01141 - Messenger Courier	13.54
01191 - Order Clerk I	14.87
01192 - Order Clerk II	16.76
01261 – Personnel Assistant (Employment) I	16.42
01262 – Personnel Assistant (Employment) II	18.37
01263 – Personnel Assistant (Employment) III	20.48
01270 - Production Control Clerk	21.01
01290 - Rental Clerk	14.75
01300 - Scheduler, Maintenance	16.59
01311 - Secretary I	16.59
01312 - Secretary II	18.57

01313	- Secretary III	20.69
01320	- Service Order Dispatcher	16.15
01410	- Supply Technician	25.91
01420	- Survey Worker	17.79
01460	- Switchboard Operator/Receptionist	12.59
01531	- Travel Clerk I	13.92
01532	- Travel Clerk II	15.00
	- Travel Clerk III	16.05
01611	- Word Processor I	14.71
	- Word Processor II	16.52
	- Word Processor III	18.48
	Automotive Service Occupations	
	- Automobile Body Repairer, Fiberglass	25.76
	- Automotive Electrician	23.79
	- Automotive Glass Installer	21.96
	- Automotive Worker	21.96
	- Mobile Equipment Servicer	20.23
	- Motor Equipment Metal Mechanic	25.96
	- Motor Equipment Metal Worker	21.96
	- Motor Vehicle Mechanic	25.76
	- Motor Vehicle Mechanic Helper	19.40
	- Motor Vehicle Upholstery Worker	20.83
	- Motor Vehicle Wrecker	21.96
	- Painter, Automotive	23.79
	- Radiator Repair Specialist	22.88
	- Tire Repairer	14.40 25.76
	- Transmission Repair Specialist Food Preparation And Service Occupations	23.70
	- Baker	10.06
	- Cook I	10.00
	- Cook II	11.97
	- Dishwasher	8.86
	- Food Service Worker	9.31
	- Meat Cutter	12.91
	- Waiter/Waitress	8.99
	Furniture Maintenance And Repair Occupations	0.55
	- Electrostatic Spray Painter	18.32
	- Furniture Handler	11.95
	- Furniture Refinisher	17.70
09090	- Furniture Refinisher Helper	14.58
	- Furniture Repairer, Minor	16.82
	- Upholsterer	18.32
11000 -	General Services And Support Occupations	
	- Cleaner, Vehicles	9.90
11060	- Elevator Operator	9.24
11090	- Gardener	14.52
11122	- Housekeeping Aide	9.24
11150	- Janitor	9.24
11210	- Laborer, Grounds Maintenance	10.93
11240	- Maid or Houseman	8.76
11260	- Pruner	9.63
11270	- Tractor Operator	13.15
11330	- Trail Maintenance Worker	10.93
	- Window Cleaner	10.34
	Health Occupations	
	- Ambulance Driver	15.90
	- Breath Alcohol Technician	15.90
	- Certified Occupational Therapist Assistant	26.06
	- Certified Physical Therapist Assistant	26.97
	- Dental Assistant	16.49
12025	- Dental Hygienist	35.17

12030 - EKG Technician		25.92
12035 - Electroneurodiagnostic Technologist		25.92
12040 - Emergency Medical Technician		15.90
12071 - Licensed Practical Nurse I		19.05
12072 - Licensed Practical Nurse II		21.32
12073 - Licensed Practical Nurse III		23.76
12100 - Medical Assistant		13.60
12130 - Medical Laboratory Technician		18.29
12160 - Medical Record Clerk		15.98
12190 - Medical Record Technician		17.91
12195 - Medical Transcriptionist		16.81
12210 - Nuclear Medicine Technologist		35.13
12221 - Nursing Assistant I		9.43
12222 - Nursing Assistant II		11.40
12223 - Nursing Assistant III		12.44
12224 - Nursing Assistant IV		13.96
12235 – Optical Dispenser		16.79
12236 - Optical Technician		15.29
12250 - Pharmacy Technician		19.18
12280 - Phlebotomist		14.63
12305 - Radiologic Technologist		26.70
12311 - Registered Nurse I		30.36
12312 - Registered Nurse II		38.37
12313 - Registered Nurse II, Specialist		38.37
12314 - Registered Nurse III		44.91
12315 - Registered Nurse III, Anesthetist		44.91
12316 - Registered Nurse IV		53.84
12317 - Scheduler (Drug and Alcohol Testing)		21.85
12320 - Substance Abuse Treatment Counselor		20.09
13000 - Information And Arts Occupations		10.00
13011 - Exhibits Specialist I		19.30
13012 - Exhibits Specialist II		24.74
13013 - Exhibits Specialist III 13041 - Illustrator I		28.94 19.30
13041 - Illustrator II 13042 - Illustrator II		23.91
13042 - Illustrator III		30.12
13047 - Librarian		27.23
13050 - Library Aide/Clerk		11.52
13054 - Library Information Technology Systems		24.60
Administrator		21.00
13058 - Library Technician		16.04
13061 - Media Specialist I		17.75
13062 - Media Specialist II		19.86
13063 - Media Specialist III		22.13
13071 - Photographer I		15.84
13072 - Photographer II		18.15
13073 - Photographer III		22.56
13074 - Photographer IV		27.49
13075 - Photographer V		33.07
13090 - Technical Order Library Clerk		14.47
13110 - Video Teleconference Technician		16.73
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.31
14042 - Computer Operator II		19.37
14043 - Computer Operator III		21.59
14044 - Computer Operator IV		24.00
14045 - Computer Operator V		26.57
14071 - Computer Programmer I	(see 1)	26.04
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	

14101 - Computer Systems Analyst I	(see 1)
	(see 1)
	(see 1)
14150 - Peripheral Equipment Operator	17.31
14160 - Personal Computer Support Technician	24.00
14170 – System Support Specialist	32.92
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	
15020 - Aircrew Training Devices Instructor (Rated)	40.02
15030 - Air Crew Training Devices Instructor (Pilot)	47.98
15050 - Computer Based Training Specialist / Instructor	
15060 - Educational Technologist	30.39
15070 – Flight Instructor (Pilot) 15080 – Graphic Artist	47.98 26.72
15080 - Graphic Artist 15085 - Maintenance Test Pilot, Fixed, Jet/Prop	43.62
15086 - Maintenance Test Pilot, Rotary Wing	43.62
15088 - Non-Maintenance Test/Co-Pilot	43.62
15090 - Technical Instructor	24.67
15095 - Technical Instructor/Course Developer	30.17
15110 - Test Proctor	20.27
15120 - Tutor	20.27
16000 - Laundry, Dry-Cleaning, Pressing And Related Occup	ations
16010 - Assembler	9.80
16030 - Counter Attendant	9.80
16040 - Dry Cleaner	12.58
16070 - Finisher, Flatwork, Machine	9.80
16090 - Presser, Hand	9.80
16110 - Presser, Machine, Drycleaning	9.80
16130 - Presser, Machine, Shirts	9.80 9.80
16160 - Presser, Machine, Wearing Apparel, Laundry 16190 - Sewing Machine Operator	13.34
16220 - Tailor	14.35
16220 - Washer, Machine	10.76
19000 - Machine Tool Operation And Repair Occupations	10.70
19010 - Machine-Tool Operator (Tool Room)	19.71
19040 - Tool And Die Maker	23.23
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.10
21030 - Material Coordinator	21.41
21040 - Material Expediter	21.41
21050 - Material Handling Laborer	12.26
21071 - Order Filler	11.47
21080 - Production Line Worker (Food Processing)	14.10
21110 - Shipping Packer	14.60
21130 - Shipping/Receiving Clerk 21140 - Store Worker I	14.60 11.79
21140 - Store Worker 1 21150 - Stock Clerk	16.70
21210 - Tools And Parts Attendant	14.10
21410 - Warehouse Specialist	14.10
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.26
23019 - Aircraft Logs and Records Technician	24.66
23021 - Aircraft Mechanic I	29.95
23022 - Aircraft Mechanic II	31.26
23023 - Aircraft Mechanic III	32.60
23040 - Aircraft Mechanic Helper	21.98
23050 - Aircraft, Painter	28.17
23060 - Aircraft Servicer	24.66
23070 - Aircraft Survival Flight Equipment Technician	28.17
23080 - Aircraft Worker 23091 - Aircrew Life Support Equipment (ALSE) Mechanic	26.49 26.49
20091 Allerew Hile Support Equipment (ALSE) Mechanic	20.49

Ι	
- 23092 - Aircrew Life Support Equipment (ALSE) Mechanic	29.95
II	
23110 - Appliance Mechanic	18.61
23120 - Bicycle Repairer	15.30
23125 - Cable Splicer	27.87
23130 - Carpenter, Maintenance	19.71
23140 - Carpet Layer	19.83
23160 - Electrician, Maintenance	26.51
23181 - Electronics Technician Maintenance I	23.36
23182 - Electronics Technician Maintenance II	24.98
23183 - Electronics Technician Maintenance III	26.41
23260 - Fabric Worker	17.17
23290 - Fire Alarm System Mechanic	21.30
23310 - Fire Extinguisher Repairer	17.08
23311 - Fuel Distribution System Mechanic	20.96
23312 - Fuel Distribution System Operator	16.99
23370 - General Maintenance Worker	18.08
23380 - Ground Support Equipment Mechanic	29.95
23381 - Ground Support Equipment Servicer	24.66
23382 - Ground Support Equipment Worker	26.49
23391 - Gunsmith I	17.08
23392 - Gunsmith II	19.83
23393 - Gunsmith III	22.42
23410 - Heating, Ventilation And Air-Conditioning	21.84
Mechanic	
23411 - Heating, Ventilation And Air Contditioning	22.80
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	21.77
23440 - Heavy Equipment Operator	19.26
23460 - Instrument Mechanic	25.87
23465 – Laboratory/Shelter Mechanic	21.21
23470 - Laborer	11.87
23510 - Locksmith	18.99
23530 - Machinery Maintenance Mechanic	24.33
23550 - Machinist, Maintenance	20.81
23580 - Maintenance Trades Helper	14.94
23591 - Metrology Technician I	25.87
23592 - Metrology Technician II	27.00
23593 - Metrology Technician III	28.16
23640 - Millwright	22.43
23710 - Office Appliance Repairer	18.99
23760 - Painter, Maintenance	18.99
23790 - Pipefitter, Maintenance	23.52
23810 - Plumber, Maintenance	22.97
23820 - Pneudraulic Systems Mechanic	22.42
23850 - Rigger	22.83
23870 - Scale Mechanic	19.83
23890 - Sheet-Metal Worker, Maintenance	19.95
23910 - Small Engine Mechanic	18.08
23931 - Telecommunications Mechanic I	23.89
23932 - Telecommunications Mechanic II	24.95
23950 - Telephone Lineman	25.52
23960 - Welder, Combination, Maintenance	20.27
23965 - Well Driller	22.76
23970 - Woodcraft Worker	22.42
23980 - Woodworker	16.54
24000 - Personal Needs Occupations	
24550 - Case Manager	14.98
24570 - Child Care Attendant	10.65
24580 - Child Care Center Clerk	13.48

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24620	- Chore Aide - Family Readiness And Support Services inator	8.09 14.98
24630	- Homemaker	16.84
25010 25040 25070 25190	<ul> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> </ul>	22.20 18.70 22.20 14.81 18.32
27000 -	Protective Service Occupations	
27007 27008 27010 27030 27040 27070	<ul> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard I</li> </ul>	16.50 11.56 19.62 21.18 17.90 19.62 22.45 11.56
	- Guard II	17.90
27131	- Police Officer I	24.19
	- Police Officer II	26.88
	Recreation Occupations	11.77
	- Carnival Equipment Operator - Carnival Equipment Repairer	12.82
	- Carnival Worker	8.62
	- Gate Attendant/Gate Tender	13.90
	- Lifeguard	12.38
	- Park Attendant (Aide)	15.55
	- Recreation Aide/Health Facility Attendant	11.35
	- Recreation Specialist - Sports Official	17.83 12.38
	- Swimming Pool Operator	17.44
	Stevedoring/Longshoremen Occupational Services	±,•11
	- Blocker And Bracer	22.13
	- Hatch Tender	22.13
	- Line Handler	22.13
	- Stevedore I - Stevedore II	20.59 23.65
	Technical Occupations	23.03
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	41.14
	<ul> <li>Air Traffic Control Specialist, Station (HFO) (see 2)</li> <li>Air Traffic Control Specialist, Terminal (HFO) (see 2)</li> </ul>	28.37 31.25
	- Archeological Technician I	21.56
	- Archeological Technician II	25.47
	- Archeological Technician III	30.62
30030	- Cartographic Technician	30.62
	- Civil Engineering Technician	30.03
	- Cryogenic Technician I	24.49
	- Cryogenic Technician II - Drafter/CAD Operator I	27.06 21.56
	- Drafter/CAD Operator II	24.71
	- Drafter/CAD Operator III	27.56
30064	- Drafter/CAD Operator IV	33.10
	- Engineering Technician I	20.02
	- Engineering Technician II	22.48
	- Engineering Technician III - Engineering Technician IV	25.15 31.09
	- Engineering Technician V	38.65
	- Engineering Technician VI	46.10
	- Environmental Technician	29.96

20005		Evidence Control Creationist			00 10
		Evidence Control Specialist Laboratory Technician			22.12 25.92
		Laboratory rechnician Latent Fingerprint Technician I			23.92
		Latent Fingerprint Technician II			25.90
		Mathematical Technician			30.62
		Paralegal/Legal Assistant I			22.52
		Paralegal/Legal Assistant II			27.90
		Paralegal/Legal Assistant III			34.12
		Paralegal/Legal Assistant IV			41.27
		Petroleum Supply Specialist			27.06
		Photo-Optics Technician			30.62
		Radiation Control Technician			27.06
		Technical Writer I			23.41
30462	_	Technical Writer II			28.64
		Technical Writer III			34.93
		Unexploded Ordnance (UXO) Technician I			26.15
		Unexploded Ordnance (UXO) Technician II			31.64
		Unexploded Ordnance (UXO) Technician III			37.92
		Unexploded (UXO) Safety Escort			26.15
30495	_	Unexploded (UXO) Sweep Personnel			26.15
30501	-	Weather Forecaster I			24.49
30502	-	Weather Forecaster II			29.80
30620	_	Weather Observer, Combined Upper Air Or	(see	2)	26.35
		Programs			
		Weather Observer, Senior	(see	2)	30.48
		ransportation/Mobile Equipment Operation Occupa	ations		
		Airplane Pilot			31.64
		Bus Aide			13.07
		Bus Driver			18.77
		Driver Courier			14.03
		Parking and Lot Attendant			9.17
		Shuttle Bus Driver			15.28
		Taxi Driver			12.40
		Truckdriver, Light			15.28
		Truckdriver, Medium			18.98
		Truckdriver, Heavy			20.32
		Truckdriver, Tractor-Trailer			20.32
		iscellaneous Occupations Cabin Safety Specialist			15.43
		Cashier			10.01
		Desk Clerk			10.01
		Embalmer			26.08
		Flight Follower			26.00
		Laboratory Animal Caretaker I			10.81
		Laboratory Animal Caretaker II			11.78
		Marketing Analyst			28.96
		Mortician			29.08
		Pest Controller			15.80
		Photofinishing Worker			13.88
		Recycling Laborer			16.46
		Recycling Specialist			20.06
		Refuse Collector			14.67
		Sales Clerk			12.66
		School Crossing Guard			10.96
		Survey Party Chief			22.05
		Surveying Aide			15.09
		Surveying Technician			19.07
		Vending Machine Attendant			12.00
		Vending Machine Repairer			14.41
		Vending Machine Repairer Helper			12.31

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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

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

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

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

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

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

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

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

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

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

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

#### \*\* HAZARDOUS PAY DIFFERENTIAL \*\*

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

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

\*\* UNIFORM ALLOWANCE \*\*

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

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

\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\*

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\*

#### Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

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

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

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

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that

#### Attachment I-5

#### Page 64 of 116

http://www.wdol.gov/wdol/scafiles/std/15-5233.txt?v=3

# Page 11 of 11

## NNX11AA01C

determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

## Page 1 of 10

### NNX11AA01C

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Florida

Area: Florida Counties of Brevard, Indian River

**Fringe Benefits Required Follow the Occupational Listing**	
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	13.56
01012 - Accounting Clerk II	15.22
01013 - Accounting Clerk III	18.43
01020 - Administrative Assistant	19.20
01040 - Court Reporter	16.31
01051 - Data Entry Operator I	11.69
01052 - Data Entry Operator II	13.31
01060 - Dispatcher, Motor Vehicle	16.31
01070 - Document Preparation Clerk	13.60
01090 - Duplicating Machine Operator	13.60
01111 - General Clerk I	12.38
01112 - General Clerk II	13.39
01113 - General Clerk III	14.93
01120 - Housing Referral Assistant	17.64
01141 - Messenger Courier	12.16
01191 - Order Clerk I	11.55
01192 - Order Clerk II	13.60
01261 - Personnel Assistant (Employment) I	14.66
01262 - Personnel Assistant (Employment) II	16.40
01263 - Personnel Assistant (Employment) III	18.29
01270 - Production Control Clerk	19.41
01280 - Receptionist	11.39
01290 - Rental Clerk	12.83
01300 - Scheduler, Maintenance	14.20
01311 - Secretary I	14.20
01312 - Secretary II	15.82
01313 - Secretary III	17.64
01320 - Service Order Dispatcher	14.82
01410 - Supply Technician	19.60
01420 - Survey Worker	16.31

#### Attachment I-5

### http://www.wdol.gov/wdol/scafiles/std/05-2117.txt?v=18

01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations	11.33 12.24 13.11 12.21 13.16 16.23
<pre>05005 - Automobile Body Repairer, Fiberglass 05010 - Automotive Electrician 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic Helper 05220 - Motor Vehicle Mechanic Helper 05250 - Motor Vehicle Upholstery Worker 05280 - Motor Vehicle Wrecker 05310 - Painter, Automotive 05340 - Radiator Repair Specialist 05370 - Tire Repairer 05400 - Transmission Repair Specialist</pre>	19.32 18.15 17.17 17.17 15.50 18.88 17.17 18.80 14.58 16.58 17.17 18.04 17.17 13.08 18.88
<pre>07000 - Food Preparation And Service Occupations 07010 - Baker 07041 - Cook I 07042 - Cook II 07070 - Dishwasher 07130 - Food Service Worker 07210 - Meat Cutter 07260 - Waiter/Waitress 09000 - Furniture Maintenance And Repair Occupations 09010 - Electrostatic Spray Painter</pre>	12.08 11.12 12.08 8.13 10.11 14.83 9.64
09040 - Furniture Handler 09080 - Furniture Refinisher 09090 - Furniture Refinisher Helper 09110 - Furniture Repairer, Minor 09130 - Upholsterer 11000 - General Services And Support Occupations	13.01 16.55 13.38 14.99 16.55 10.09
<pre>11030 - Cleaner, Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer, Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations</pre>	10.09 10.09 13.52 11.47 11.47 11.33 9.03 10.31 13.20 11.33 12.61
12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician 12035 - Electroneurodiagnostic Technologist 12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse I 12072 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse III	$15.51 \\ 17.75 \\ 27.42 \\ 24.67 \\ 15.36 \\ 28.81 \\ 17.76 \\ 17.76 \\ 15.51 \\ 16.45 \\ 18.40 \\ 20.52 \\ \end{array}$

12130 12160 12190 12195 12210 12221 12222 12223	<ul> <li>Medical Assistant</li> <li>Medical Laboratory Technician</li> <li>Medical Record Clerk</li> <li>Medical Record Technician</li> <li>Medical Transcriptionist</li> <li>Nuclear Medicine Technologist</li> <li>Nursing Assistant I</li> <li>Nursing Assistant III</li> <li>Nursing Assistant III</li> </ul>		12.83 18.67 14.62 15.17 14.93 30.91 11.00 12.37 13.50
12235 12236 12250 12305 12311 12312 12313 12314 12315 12316 12317 13000 -	<ul> <li>Nursing Assistant IV</li> <li>Optical Dispenser</li> <li>Optical Technician</li> <li>Pharmacy Technician</li> <li>Phlebotomist</li> <li>Radiologic Technologist</li> <li>Registered Nurse I</li> <li>Registered Nurse III, Specialist</li> <li>Registered Nurse III, Anesthetist</li> <li>Registered Nurse IV</li> <li>Scheduler (Drug and Alcohol Testing)</li> <li>Information And Arts Occupations</li> </ul>		15.14 17.68 13.58 12.47 15.14 24.10 22.67 27.73 27.73 33.55 33.55 40.22 22.80
13012 13013 13041 13042 13043 13047 13050 13054	<ul> <li>Exhibits Specialist I</li> <li>Exhibits Specialist II</li> <li>Exhibits Specialist III</li> <li>Illustrator I</li> <li>Illustrator III</li> <li>Illustrator III</li> <li>Librarian</li> <li>Library Aide/Clerk</li> <li>Library Information Technology Systems strator</li> </ul>		17.52 20.85 23.88 16.29 19.52 23.31 22.41 11.99 20.85
13058 13061 13062 13063 13071 13072 13073 13074 13075 13110	<ul> <li>Library Technician</li> <li>Media Specialist I</li> <li>Media Specialist III</li> <li>Media Specialist III</li> <li>Photographer I</li> <li>Photographer III</li> <li>Photographer IVI</li> <li>Photographer V</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> </ul>		$15.75 \\ 15.05 \\ 16.55 \\ 17.57 \\ 15.22 \\ 17.02 \\ 21.09 \\ 24.68 \\ 27.29 \\ 15.74$
14041 14042 14043 14044 14045 14071 14072 14073 14074 14101 14102	<ul> <li>Computer Operator I</li> <li>Computer Operator II</li> <li>Computer Operator III</li> <li>Computer Operator IV</li> <li>Computer Operator V</li> <li>Computer Programmer I</li> <li>Computer Programmer III</li> <li>Computer Programmer IV</li> <li>Computer Programmer IV</li> <li>Computer Systems Analyst I</li> <li>Computer Systems Analyst II</li> </ul>	(see 1)	16.15 18.06 20.14 22.37 24.79 23.18 27.62
14150 14160	- Peripheral Equipment Operator - Personal Computer Support Technician		16.15 22.37
15010 15020	<pre>Instructional Occupations - Aircrew Training Devices Instructor (Non-Rated) - Aircrew Training Devices Instructor (Rated) - Air Crew Training Devices Instructor (Pilot)</pre>		29.98 33.63 35.42

15050	-	Computer Based Training Specialist / Instructor	29.98
		Educational Technologist	25.26
15070	-	Flight Instructor (Pilot)	35.42
15080	-	Graphic Artist	20.58
15090	-	Technical Instructor	21.82
15095	-	Technical Instructor/Course Developer	25.91
		Test Proctor	17.90
15120	-	Tutor	17.90
16000 -	Цá	aundry, Dry-Cleaning, Pressing And Related Occupations	
16010	-	Assembler	8.37
16030	-	Counter Attendant	8.37
16040	-	Dry Cleaner	10.44
		Finisher, Flatwork, Machine	8.37
		Presser, Hand	8.37
		Presser, Machine, Drycleaning	8.37
		Presser, Machine, Shirts	8.37
		Presser, Machine, Wearing Apparel, Laundry	8.37
		Sewing Machine Operator	11.12
		Tailor	11.82
		Washer, Machine	9.06
		achine Tool Operation And Repair Occupations	
		Machine-Tool Operator (Tool Room)	17.55
		Tool And Die Maker	20.86
		aterials Handling And Packing Occupations	
		Forklift Operator	13.08
		Material Coordinator	19.41
		Material Expediter	19.41
		Material Handling Laborer	11.56
		Order Filler	11.67
		Production Line Worker (Food Processing)	13.84
		Shipping Packer	13.52
		Shipping/Receiving Clerk	13.52
		Store Worker I	11.88
		Stock Clerk	15.84
		Tools And Parts Attendant	14.66
		Warehouse Specialist	14.58
		echanics And Maintenance And Repair Occupations	
		Aerospace Structural Welder	23.29
		Aircraft Mechanic I	22.18
		Aircraft Mechanic II	23.29
		Aircraft Mechanic III	24.46
		Aircraft Mechanic Helper	15.59
		Aircraft, Painter	19.14
		Aircraft Servicer	17.47
		Aircraft Worker	18.35
		Appliance Mechanic	18.95
		Bicycle Repairer	13.08
		Cable Splicer	24.84
		Carpenter, Maintenance	18.77
		Carpet Layer	17.82
		Electrician, Maintenance	22.10
		Electronics Technician Maintenance I	22.65
		Electronics Technician Maintenance II	24.25
		Electronics Technician Maintenance III	25.73
		Fabric Worker	16.67
		Fire Alarm System Mechanic	17.54
		Fire Extinguisher Repairer	15.49
		Fuel Distribution System Mechanic	20.11
		Fuel Distribution System Operator	16.75
		General Maintenance Worker	17.61
		Ground Support Equipment Mechanic	22.18 17.47
23301	_	Ground Support Equipment Servicer	1/.4/

23382 - Ground Support Equipment Worker	18.35
23391 - Gunsmith I	17.56
23392 - Gunsmith II	20.20
23393 - Gunsmith III	22.75
23410 - Heating, Ventilation And Air-Conditioning	18.49
Mechanic	20.15
23411 - Heating, Ventilation And Air Contditioning	19.55
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	20.74
23440 - Heavy Equipment Operator	16.89
23460 - Instrument Mechanic	20.11
23465 - Laboratory/Shelter Mechanic	20.21
23470 - Laborer	12.14
23510 - Locksmith	16.96
23530 - Machinery Maintenance Mechanic	23.76
	20.27
23550 - Machinist, Maintenance	
23580 - Maintenance Trades Helper	15.08
23591 - Metrology Technician I	20.11
23592 - Metrology Technician II	21.26
23593 - Metrology Technician III	22.06
23640 - Millwright	20.21
23710 - Office Appliance Repairer	18.22
23760 - Painter, Maintenance	17.34
23790 - Pipefitter, Maintenance	19.44
23810 - Plumber, Maintenance	18.59
23820 - Pneudraulic Systems Mechanic	20.11
23850 - Rigger	19.60
23870 - Scale Mechanic	17.82
23890 - Sheet-Metal Worker, Maintenance	19.20
23910 - Small Engine Mechanic	16.50
23931 - Telecommunications Mechanic I	24.15
23932 - Telecommunications Mechanic II	25.23
23950 - Telephone Lineman	21.31
23960 - Welder, Combination, Maintenance	18.14
23965 - Well Driller	20.11
23970 - Woodcraft Worker	20.11
23980 - Woodworker	14.58
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.25
24580 - Child Care Center Clerk	13.34
24610 - Chore Aide	10.53
24620 - Family Readiness And Support Services	13.26
Coordinator	
24630 - Homemaker	16.32
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.20
25040 - Sewage Plant Operator	18.79
25070 - Stationary Engineer	19.20
25190 - Ventilation Equipment Tender	14.23
25210 - Water Treatment Plant Operator	18.79
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.87
27007 - Baggage Inspector	12.42
27008 - Corrections Officer	18.77
27010 - Court Security Officer	18.77
27030 - Detection Dog Handler	17.09
27040 - Detention Officer	18.77
27070 - Firefighter	19.22
27101 - Guard I	12.42
27102 - Guard II	17.09
27131 - Police Officer I	20.43
27132 - Police Officer II	22.70

20000	Desusation Oceanations		
	Recreation Occupations		13.12
	- Carnival Equipment Operator - Carnival Equipment Repairer		13.43
	- Carnival Equipment Worker		9.04
	- Gate Attendant/Gate Tender		13.56
	- Lifeguard		12.08
	- Park Attendant (Aide)		15.16
	- Recreation Aide/Health Facility Attendant		11.07
	- Recreation Specialist		18.79
	- Sports Official		12.08
	- Swimming Pool Operator		14.79
	Stevedoring/Longshoremen Occupational Services		
	- Blocker And Bracer		17.91
	- Hatch Tender		17.91
	- Line Handler		17.91
	- Stevedore I - Stevedore II		17.02 20.11
	Technical Occupations		20.11
	- Air Traffic Control Specialist, Center (HFO)	(see 2)	37.80
	- Air Traffic Control Specialist, Station (HFO)		24.66
	- Air Traffic Control Specialist, Terminal (HFO)		27.16
	- Archeological Technician I	(866 2)	14.56
	- Archeological Technician II		16.54
	- Archeological Technician III		20.23
30030	- Cartographic Technician		19.71
30040	- Civil Engineering Technician		20.89
	- Drafter/CAD Operator I		13.92
	- Drafter/CAD Operator II		15.57
	- Drafter/CAD Operator III		18.21
	- Drafter/CAD Operator IV		21.36
	- Engineering Technician I		15.41
	- Engineering Technician II		17.30
	- Engineering Technician III - Engineering Technician IV		19.35 23.98
	- Engineering Technician V		29.33
	- Engineering Technician VI		35.49
	- Environmental Technician		18.78
	- Laboratory Technician		22.77
	- Mathematical Technician		19.29
30361	- Paralegal/Legal Assistant I		15.19
30362	- Paralegal/Legal Assistant II		20.55
30363	- Paralegal/Legal Assistant III		25.12
30364	- Paralegal/Legal Assistant IV		30.43
	- Photo-Optics Technician		19.71
	- Technical Writer I		19.86
	- Technical Writer II		24.29
	- Technical Writer III		29.39
	- Unexploded Ordnance (UXO) Technician I		22.74
	- Unexploded Ordnance (UXO) Technician II - Unexploded Ordnance (UXO) Technician III		27.51 32.97
	- Unexploded (UXO) Safety Escort		22.74
	- Unexploded (UXO) Sweep Personnel		22.74
		(see 2)	18.21
	ce Programs	· ·	-
	- Weather Observer, Senior	(see 2)	19.59
31000 -	Transportation/Mobile Equipment Operation Occupat	ions	
	- Bus Aide		11.22
	- Bus Driver		12.82
	- Driver Courier		15.56
	- Parking and Lot Attendant		11.35
	- Shuttle Bus Driver		13.22
31310	- Taxi Driver		13.42

## Page 7 of 10

### NNX11AA01C

31361 - Truckdriver, Light	14.77
31362 - Truckdriver, Medium	15.11
31363 - Truckdriver, Heavy	15.38
31364 - Truckdriver, Tractor-Trailer	15.38
99000 - Miscellaneous Occupations	
99030 - Cashier	9.59
99050 - Desk Clerk	10.15
99095 - Embalmer	23.84
99251 - Laboratory Animal Caretaker I	10.25
99252 - Laboratory Animal Caretaker II	11.13
99310 - Mortician	23.84
99410 - Pest Controller	14.24
99510 - Photofinishing Worker	10.82
99710 - Recycling Laborer	13.25
99711 - Recycling Specialist	15.71
99730 - Refuse Collector	12.05
99810 - Sales Clerk	11.66
99820 - School Crossing Guard	10.86
99830 - Survey Party Chief	17.08
99831 - Surveying Aide	11.32
99832 - Surveying Technician	15.53
99840 - Vending Machine Attendant	13.23
99841 - Vending Machine Repairer	15.49
99842 - Vending Machine Repairer Helper	13.23

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years.

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

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

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

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

#### Attachment I-5

#### Page 72 of 116

### http://www.wdol.gov/wdol/scafiles/std/05-2117.txt?v=18

within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

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

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

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

\*\* UNIFORM ALLOWANCE \*\*

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

#### Attachment I-5

http://www.wdol.gov/wdol/scafiles/std/05-2117.txt?v=18

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

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

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

#### Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

6) The contractor informs the affected employees.

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

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

# Page 1 of 11

#### NNX11AA01C

WD 15-4341 (Rev.-2) was first posted on www.wdol.gov on 01/05/2016 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor | WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 | Wage Determination No.: 2015-4341 Daniel W. Simms Division of | Revision No.: 2 Date Of Revision: 12/29/2015 Director Wage Determinations| Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts. States: North Carolina, Virginia Area: North Carolina County of Currituck Virginia Counties of Chesapeake, Gloucester, Hampton, Isle of Wight, James City, Mathews, Newport News, Norfolk, Poquoson, Portsmouth, Suffolk, Surry, Virginia Beach, Williamsburg, York \*\*Fringe Benefits Required Follow the Occupational Listing\*\* OCCUPATION CODE - TITLE FOOTNOTE RATE 01000 - Administrative Support And Clerical Occupations 01011 - Accounting Clerk I 14.03 01012 - Accounting Clerk II 15.74 01013 - Accounting Clerk III 17.61 01020 - Administrative Assistant 23.48 01035 - Court Reporter 18.82 01041 - Customer Service Representative I 11.29 01042 - Customer Service Representative II 12.70 13.86 01043 - Customer Service Representative III 01051 - Data Entry Operator I 12.41 01052 - Data Entry Operator II 13.90 01060 - Dispatcher, Motor Vehicle 17.23 01070 - Document Preparation Clerk 13.21 01090 - Duplicating Machine Operator 13.21 01111 - General Clerk I 12.20 01112 - General Clerk II 13.78 01113 - General Clerk III 15.47 01120 - Housing Referral Assistant 19.11 01141 - Messenger Courier 13.44 01191 - Order Clerk I 13.46 01192 - Order Clerk II 17.61 01261 - Personnel Assistant (Employment) I 16.22 01262 - Personnel Assistant (Employment) II 18.14 01263 - Personnel Assistant (Employment) III 20.23 01270 - Production Control Clerk 25.93 01290 - Rental Clerk 14.15 01300 - Scheduler, Maintenance 15.32

01311	- Secretary I	15.32
	- Secretary II	17.15
01313	- Secretary III	19.11
	- Service Order Dispatcher	15.40
	- Supply Technician	23.48
	- Survey Worker	13.82
	- Switchboard Operator/Receptionist	12.28
	- Travel Clerk I	11.73
	- Travel Clerk II	12.51
	- Travel Clerk III	13.36
	- Word Processor I	14.13
	- Word Processor II	15.86
	- Word Processor III	17.75
	Automotive Service Occupations	1,.,3
	- Automobile Body Repairer, Fiberglass	25.82
	- Automotive Electrician	23.02
	- Automotive Glass Installer	20.09
	- Automotive Glass Installer	20.09
	- Mobile Equipment Servicer	18.15
		22.02
	- Motor Equipment Metal Mechanic	
	- Motor Equipment Metal Worker	20.09
	- Motor Vehicle Mechanic	22.02
	- Motor Vehicle Mechanic Helper	17.13
	- Motor Vehicle Upholstery Worker	19.10
	- Motor Vehicle Wrecker	20.09
	- Painter, Automotive	21.03
	- Radiator Repair Specialist	19.10
	- Tire Repairer	13.65
	- Transmission Repair Specialist	22.02
07000 -	Food Preparation And Service Occupations	
07010	- Baker	11.48
07041	- Cook I	11.12
07042	- Cook II	12.33
07070	- Dishwasher	8.73
07130	- Food Service Worker	9.89
07210	- Meat Cutter	15.35
07260	- Waiter/Waitress	9.68
09000 -	Furniture Maintenance And Repair Occupations	
	- Electrostatic Spray Painter	21.23
	- Furniture Handler	14.67
09080	- Furniture Refinisher	19.39
	- Furniture Refinisher Helper	15.80
	- Furniture Repairer, Minor	17.62
	- Upholsterer	20.17
	General Services And Support Occupations	20.1
	- Cleaner, Vehicles	11.41
	- Elevator Operator	11.41
	- Gardener	13.67
	- Housekeeping Aide	11.92
	- Janitor	11.92
	- Laborer, Grounds Maintenance	11.41
	- Maid or Houseman	9.30
	- Pruner	11.63
	- Tractor Operator	12.88
	- Trail Maintenance Worker	11.41
	- Window Cleaner	12.64
	Health Occupations	
	- Ambulance Driver	16.84
	- Breath Alcohol Technician	16.42
	- Certified Occupational Therapist Assistant	26.23
12015	- Certified Physical Therapist Assistant	25.05

12020 - Dental Assistant		15.56
12025 - Dental Hygienist		34.44
12030 - EKG Technician		26.10
12035 - Electroneurodiagnostic Technologist		26.10
12040 - Emergency Medical Technician		16.84
12071 - Licensed Practical Nurse I		14.67
12072 - Licensed Practical Nurse II		16.42
12073 - Licensed Practical Nurse III		18.30
12100 - Medical Assistant		13.69
12130 - Medical Laboratory Technician		18.70
12160 - Medical Record Clerk		15.13
12190 - Medical Record Technician		16.93
12195 - Medical Transcriptionist		14.13
12210 - Nuclear Medicine Technologist		31.32
12221 - Nursing Assistant I		9.93
12222 - Nursing Assistant II		11.17
12223 - Nursing Assistant III		12.19
12224 - Nursing Assistant IV 12235 - Optical Dispenser		13.68
12235 - Optical Dispenser 12236 - Optical Technician		19.99 16.59
12250 - Optical Technician 12250 - Pharmacy Technician		17.33
12230 - Pharmacy rechnician 12280 - Phlebotomist		13.84
12200 - Filebolomist 12305 - Radiologic Technologist		25.67
12303 Radiologic lecimologist 12311 - Registered Nurse I		24.37
12312 - Registered Nurse II		29.81
12313 - Registered Nurse II, Specialist		29.81
12314 - Registered Nurse III		36.07
12315 - Registered Nurse III, Anesthetist		36.07
12316 - Registered Nurse IV		43.23
12317 - Scheduler (Drug and Alcohol Testing)		20.34
12320 - Substance Abuse Treatment Counselor		17.96
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.46
13012 - Exhibits Specialist II		25.36
13013 - Exhibits Specialist III		29.19
13041 - Illustrator I		20.00
13042 - Illustrator II		24.56
13043 - Illustrator III		29.80
13047 - Librarian		32.67
13050 - Library Aide/Clerk		11.45
13054 - Library Information Technology Systems		23.82
Administrator		
13058 - Library Technician		16.78
13061 - Media Specialist I		17.17
13062 - Media Specialist II		19.21
13063 - Media Specialist III		21.41
13071 - Photographer I		13.93
13072 - Photographer II		18.46
13073 - Photographer III		22.43
13074 - Photographer IV		24.90
13075 - Photographer V		30.14
13090 - Technical Order Library Clerk		14.93
13110 - Video Teleconference Technician		15.93
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.56
14042 - Computer Operator II		17.40
14043 - Computer Operator III		19.41
14044 - Computer Operator IV		21.57
14045 - Computer Operator V	$(c_{1}, c_{2}, c_{1}, c_{2}, c_{2},$	23.88
14071 - Computer Programmer I 14072 - Computer Programmer II	(see 1)	20.07
14072 - Computer rrogrammer II	(see 1)	24.57

1 4 0 5 0			
	- Computer Programmer III	(see 1)	
	- Computer Programmer IV	(see 1)	
	- Computer Systems Analyst I	(see 1)	
	1 1 1	(see 1)	
	1 1 1	(see 1)	
	- Peripheral Equipment Operator		15.56
	- Personal Computer Support Technician		21.57
	- System Support Specialist		26.47
	Instructional Occupations		
	- Aircrew Training Devices Instructor (Non-Rated)		33.24
	- Aircrew Training Devices Instructor (Rated)		40.21
	- Air Crew Training Devices Instructor (Pilot)		48.04
	- Computer Based Training Specialist / Instructor	r	33.24
	- Educational Technologist		30.26
	- Flight Instructor (Pilot)		48.04
	- Graphic Artist		24.28
	- Maintenance Test Pilot, Fixed, Jet/Prop		36.50
15086	- Maintenance Test Pilot, Rotary Wing		36.50
15088	- Non-Maintenance Test/Co-Pilot		36.50
15090	- Technical Instructor		23.03
15095	- Technical Instructor/Course Developer		28.17
15110	- Test Proctor		19.29
15120	- Tutor		19.29
16000 -	Laundry, Dry-Cleaning, Pressing And Related Occur	pations	
16010	- Assembler		8.83
16030	- Counter Attendant		8.83
16040	- Dry Cleaner		11.08
	- Finisher, Flatwork, Machine		8.83
	- Presser, Hand		8.83
	- Presser, Machine, Drycleaning		8.83
	- Presser, Machine, Shirts		8.83
	- Presser, Machine, Wearing Apparel, Laundry		8.83
	- Sewing Machine Operator		11.84
	- Tailor		12.65
	- Washer, Machine		9.59
	Machine Tool Operation And Repair Occupations		5.05
	- Machine-Tool Operator (Tool Room)		23.51
	- Tool And Die Maker		26.83
	Materials Handling And Packing Occupations		20.05
	- Forklift Operator		16.59
	- Material Coordinator		25.93
	- Material Expediter		25.93
	- Material Handling Laborer		11.27
	- Material Handling Laborer - Order Filler		11.27
	- Production Line Worker (Food Processing)		16.59 15.21
	- Shipping Packer		
	- Shipping/Receiving Clerk		15.21
	- Store Worker I		12.76
	- Stock Clerk		15.96
	- Tools And Parts Attendant		16.59
	- Warehouse Specialist		16.59
	Mechanics And Maintenance And Repair Occupations		05 22
	- Aerospace Structural Welder		25.62
	- Aircraft Logs and Records Technician		20.04
	- Aircraft Mechanic I		24.40
	- Aircraft Mechanic II		25.62
	- Aircraft Mechanic III		26.81
	- Aircraft Mechanic Helper		17.99
	- Aircraft, Painter		22.22
	- Aircraft Servicer		20.04
23070	- Aircraft Survival Flight Equipment Technician		22.22

23080 - Aircraft Worker 23091 - Aircrew Life Support Equipment (ALSE) Mechanic	21.09 21.09
I 23092 - Aircrew Life Support Equipment (ALSE) Mechanic	24.40
II 22110 Appliance Machania	19.24
23110 - Appliance Mechanic 23120 - Bicycle Repairer	19.24
23125 - Cable Splicer	25.69
23130 - Carpenter, Maintenance	19.24
23140 - Carpet Layer	18.79
23160 - Electrician, Maintenance	22.27
23181 - Electronics Technician Maintenance I	23.07
23182 - Electronics Technician Maintenance II	24.32
23183 - Electronics Technician Maintenance III	25.53
23260 - Fabric Worker	19.59
23290 - Fire Alarm System Mechanic	20.20
23310 – Fire Extinguisher Repairer	18.15
23311 - Fuel Distribution System Mechanic	21.94
23312 - Fuel Distribution System Operator	17.87
23370 - General Maintenance Worker	18.30
23380 - Ground Support Equipment Mechanic	24.40
23381 - Ground Support Equipment Servicer	20.04
23382 - Ground Support Equipment Worker	21.09
23391 - Gunsmith I	18.15
23392 - Gunsmith II	20.16
23393 - Gunsmith III	20.10
23410 - Heating, Ventilation And Air-Conditioning	20.45
Mechanic	01 40
23411 - Heating, Ventilation And Air Contditioning	21.48
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	22.03
23440 - Heavy Equipment Operator	20.20
23460 - Instrument Mechanic	21.16
23465 – Laboratory/Shelter Mechanic	12.40
23470 - Laborer	11.27
23510 - Locksmith	20.65
23530 - Machinery Maintenance Mechanic	22.31
23550 - Machinist, Maintenance	21.25
23580 - Maintenance Trades Helper	16.29
23591 - Metrology Technician I	21.16
23592 - Metrology Technician II	24.24
23593 - Metrology Technician III	25.26
23640 - Millwright	26.52
23710 - Office Appliance Repairer	19.24
23760 - Painter, Maintenance	19.24
23790 - Pipefitter, Maintenance	22.09
23810 - Plumber, Maintenance	22.09
23820 - Pneudraulic Systems Mechanic	22.22 22.57
23850 - Rigger	
23870 - Scale Mechanic	20.13
23890 - Sheet-Metal Worker, Maintenance	21.52
23910 - Small Engine Mechanic	20.11
23931 - Telecommunications Mechanic I	25.35
23932 - Telecommunications Mechanic II	26.62
23950 - Telephone Lineman	25.17
23960 - Welder, Combination, Maintenance	20.98
23965 - Well Driller	21.92
23970 - Woodcraft Worker	22.22
23980 - Woodworker	18.15
24000 - Personal Needs Occupations	
24550 - Case Manager	13.31

24570 - Child Care Attendant	9.58
24580 - Child Care Center Clerk	13.48
24610 - Chore Aide	8.43
24620 - Family Readiness And Support Services	13.31
Coordinator	10.01
24630 - Homemaker	14.24
25000 - Plant And System Operations Occupations	
25000 - Flant And System Operations Occupations 25010 - Boiler Tender	22.00
	22.88
25040 - Sewage Plant Operator	20.01
25070 - Stationary Engineer	22.88
25190 - Ventilation Equipment Tender	17.38
25210 - Water Treatment Plant Operator	20.01
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.03
27007 - Baggage Inspector	12.52
27008 - Corrections Officer	18.71
27010 - Court Security Officer	20.29
27030 - Detection Dog Handler	15.31
27040 - Detention Officer	18.71
27070 - Firefighter	19.65
27101 - Guard I	12.52
27102 - Guard II	15.31
27131 - Police Officer I	22.07
27132 - Police Officer II	24.52
28000 - Recreation Occupations	27.32
=	10 47
28041 - Carnival Equipment Operator	10.47
28042 - Carnival Equipment Repairer	11.10
28043 - Carnival Worker	8.54
28210 - Gate Attendant/Gate Tender	14.30
28310 - Lifeguard	12.22
28350 - Park Attendant (Aide)	15.60
28510 - Recreation Aide/Health Facility Attendar	
28515 - Recreation Specialist	19.83
28630 - Sports Official	12.75
28690 - Swimming Pool Operator	15.63
29000 - Stevedoring/Longshoremen Occupational Serv	vices
29010 - Blocker And Bracer	22.80
29020 - Hatch Tender	22.80
29030 - Line Handler	22.80
29041 - Stevedore I	21.68
29042 - Stevedore II	23.98
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center	(HFO) (see 2) 36.49
30011 - Air Traffic Control Specialist, Station	
30012 - Air Traffic Control Specialist, Terminal	
30021 - Archeological Technician I	18.85
30022 - Archeological Technician II	20.93
30023 - Archeological Technician III	25.14
30030 - Cartographic Technician	26.68
30040 - Civil Engineering Technician	25.15
30051 - Cryogenic Technician I	23.15
30052 - Cryogenic Technician II	25.56
30061 - Drafter/CAD Operator I	18.85
30062 - Drafter/CAD Operator II	21.09
30063 - Drafter/CAD Operator III	23.52
30064 - Drafter/CAD Operator IV	28.93
30081 - Engineering Technician I	17.82
30082 - Engineering Technician II	19.79
30083 - Engineering Technician III	22.59
30084 - Engineering Technician IV	27.42
30085 - Engineering Technician V	33.54

30086 - Engineering Technician VI		40.58
30090 - Environmental Technician		24.06
30095 - Evidence Control Specialist		20.90
30210 - Laboratory Technician		21.99
30221 - Latent Fingerprint Technician I		22.97
30222 - Latent Fingerprint Technician II		25.37
30240 - Mathematical Technician		26.68
30361 - Paralegal/Legal Assistant I		16.04
30362 - Paralegal/Legal Assistant II		19.88
30363 - Paralegal/Legal Assistant III		24.32
30364 - Paralegal/Legal Assistant IV		29.42
30375 - Petroleum Supply Specialist		25.56
30390 - Photo-Optics Technician		26.68
30395 - Radiation Control Technician		25.56
30461 - Technical Writer I		23.10
30462 - Technical Writer II		28.24
30463 - Technical Writer III		34.17
30491 - Unexploded Ordnance (UXO) Technician I		23.19
30492 - Unexploded Ordnance (UXO) Technician II		28.06
30493 - Unexploded Ordnance (UXO) Technician III		33.63
30494 - Unexploded (UXO) Safety Escort		23.19
		23.19
30495 - Unexploded (UXO) Sweep Personnel		
30501 - Weather Forecaster I		23.15
30502 - Weather Forecaster II		28.15
30620 - Weather Observer, Combined Upper Air Or	(see 2,3)	23.52
Surface Programs		
30621 - Weather Observer, Senior	(see 2,3)	25.48
31000 - Transportation/Mobile Equipment Operation Occup	pations	
31010 - Airplane Pilot		28.06
31020 - Bus Aide		12.77
31030 - Bus Driver		16.13
31043 - Driver Courier		13.40
31260 - Parking and Lot Attendant		9.25
31290 - Shuttle Bus Driver		14.22
31310 - Taxi Driver		11.50
31361 - Truckdriver, Light		14.22
31362 - Truckdriver, Medium		15.59
·		
31363 - Truckdriver, Heavy		17.75
31364 - Truckdriver, Tractor-Trailer		17.75
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		13.68
99030 - Cashier		8.95
99050 - Desk Clerk		9.22
99095 - Embalmer		25.97
99130 - Flight Follower		23.19
99251 - Laboratory Animal Caretaker I		10.85
99252 - Laboratory Animal Caretaker II		11.52
99260 - Marketing Analyst		23.81
99310 - Mortician		30.76
99410 - Pest Controller		15.66
99510 - Photofinishing Worker		11.61
99710 - Recycling Laborer		16.46
99711 - Recycling Specialist		18.57
99711 - Recycling Specialist 99730 - Refuse Collector		15.17
99810 - Sales Clerk		11.04
99820 - School Crossing Guard		11.74
99830 - Survey Party Chief		19.82
99831 - Surveying Aide		12.37
99832 - Surveying Technician		18.02
99840 - Vending Machine Attendant		14.21
99841 - Vending Machine Repairer		16.64

99842 - Vending Machine Repairer Helper

#### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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

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

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

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

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

#### \*\* HAZARDOUS PAY DIFFERENTIAL \*\*

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

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

\*\* UNIFORM ALLOWANCE \*\*

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

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

#### Attachment I-5

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

\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\*

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\*

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

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

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

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

Attachment I-5

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

## Page 1 of 10

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Note: Under Executive Order (EO) 13658, an nourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

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

01000 - Administrative Support And Clerical Occupations01011 - Accounting Clerk I01012 - Accounting Clerk II01013 - Accounting Clerk III01020 - Administrative Assistant01040 - Court Reporter01051 - Data Entry Operator I01052 - Data Entry Operator II01060 - Dispatcher, Motor Vehicle01070 - Document Preparation Clerk01090 - Duplicating Machine Operator01111 - General Clerk I01112 - General Clerk III01113 - General Clerk III01120 - Housing Referral Assistant	RATE
01011 - Accounting Clerk I101012 - Accounting Clerk II101013 - Accounting Clerk III101020 - Administrative Assistant201040 - Court Reporter101051 - Data Entry Operator I101052 - Data Entry Operator II101060 - Dispatcher, Motor Vehicle101070 - Document Preparation Clerk101090 - Duplicating Machine Operator101111 - General Clerk I101112 - General Clerk III101113 - General Clerk III101120 - Housing Referral Assistant1	
01012 - Accounting Clerk II101013 - Accounting Clerk III101020 - Administrative Assistant201040 - Court Reporter101051 - Data Entry Operator I101052 - Data Entry Operator II101060 - Dispatcher, Motor Vehicle101070 - Document Preparation Clerk101090 - Duplicating Machine Operator101111 - General Clerk I101112 - General Clerk III101113 - General Clerk III101120 - Housing Referral Assistant1	
01013 - Accounting Clerk III101020 - Administrative Assistant201040 - Court Reporter101051 - Data Entry Operator I101052 - Data Entry Operator II101060 - Dispatcher, Motor Vehicle101070 - Document Preparation Clerk101090 - Duplicating Machine Operator101111 - General Clerk I101112 - General Clerk III101113 - General Clerk III101120 - Housing Referral Assistant1	13.47
01020 - Administrative Assistant201040 - Court Reporter101051 - Data Entry Operator I101052 - Data Entry Operator II101060 - Dispatcher, Motor Vehicle101070 - Document Preparation Clerk101090 - Duplicating Machine Operator101111 - General Clerk I101112 - General Clerk III101113 - General Clerk III101120 - Housing Referral Assistant1	4.65
01040 - Court Reporter101051 - Data Entry Operator I101052 - Data Entry Operator II101060 - Dispatcher, Motor Vehicle101070 - Document Preparation Clerk101090 - Duplicating Machine Operator101111 - General Clerk I101112 - General Clerk II101113 - General Clerk III101120 - Housing Referral Assistant1	16.77
01051 - Data Entry Operator I101052 - Data Entry Operator II101060 - Dispatcher, Motor Vehicle101070 - Document Preparation Clerk101090 - Duplicating Machine Operator101111 - General Clerk I101112 - General Clerk II101113 - General Clerk III101120 - Housing Referral Assistant1	21.27
01052 - Data Entry Operator II101060 - Dispatcher, Motor Vehicle101070 - Document Preparation Clerk101090 - Duplicating Machine Operator101111 - General Clerk I101112 - General Clerk II101113 - General Clerk III101120 - Housing Referral Assistant1	17.16
01060 - Dispatcher, Motor Vehicle101070 - Document Preparation Clerk101090 - Duplicating Machine Operator101111 - General Clerk I101112 - General Clerk II101113 - General Clerk III101120 - Housing Referral Assistant1	1.95
01070 - Document Preparation Clerk101090 - Duplicating Machine Operator101111 - General Clerk I101112 - General Clerk II101113 - General Clerk III101120 - Housing Referral Assistant1	13.89
01090 - Duplicating Machine Operator101111 - General Clerk I101112 - General Clerk II101113 - General Clerk III101120 - Housing Referral Assistant1	16.31
01111 - General Clerk I101112 - General Clerk II101113 - General Clerk III101120 - Housing Referral Assistant1	2.47
01112 - General Clerk II101113 - General Clerk III101120 - Housing Referral Assistant1	2.47
01113 - General Clerk III 1 01120 - Housing Referral Assistant 1	10.88
01120 - Housing Referral Assistant	1.87
	13.86
01141 - Messenger Courier 1	19.14
	L0.07
01191 - Order Clerk I	12.66
01192 - Order Clerk II	15.27
	14.18
	15.86
	17.70
	19.18
	1.86
	12.97
· · · · · · · · · · · · · · · · · · ·	15.32
	15.32
	17.16
	.9.14
01320 - Service Order Dispatcher 1	13.83

#### Attachment I-5

	- Supply Technician	21.27
	- Survey Worker	16.81
	- Travel Clerk I	11.08
	- Travel Clerk II	11.72
	- Travel Clerk III	12.50
	- Word Processor I	13.12
	- Word Processor II	14.73
	- Word Processor III	16.48
	Automotive Service Occupations	10.05
	- Automobile Body Repairer, Fiberglass - Automotive Electrician	19.25
		18.61
	- Automotive Glass Installer	17.74 17.74
	- Automotive Worker	17.74
	- Mobile Equipment Servicer	19.47
	- Motor Equipment Metal Mechanic - Motor Equipment Metal Worker	19.47
	- Motor Vehicle Mechanic	17.74
	- Motor Vehicle Mechanic Helper	13.93
	- Motor Vehicle Upholstery Worker	16.93
	- Motor Vehicle Wrecker	17.74
	- Painter, Automotive	17.00
	- Radiator Repair Specialist	17.00
	- Tire Repairer	12.75
	- Transmission Repair Specialist	19.47
	Food Preparation And Service Occupations	19.17
	- Baker	11.24
	- Cook I	9.14
	- Cook II	10.27
	- Dishwasher	7.82
	- Food Service Worker	8.09
	- Meat Cutter	14.21
	- Waiter/Waitress	
		/.90
		7.90
09000 -	Furniture Maintenance And Repair Occupations	17.56
09000 - 09010		
09000 - 09010 09040	Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter	17.56
09000 - 09010 09040 09080	Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler	17.56 13.94
09000 - 09010 09040 09080 09090	Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher	17.56 13.94 17.56
09000 - 09010 09040 09080 09090 09110	<ul> <li>Furniture Maintenance And Repair Occupations</li> <li>Electrostatic Spray Painter</li> <li>Furniture Handler</li> <li>Furniture Refinisher</li> <li>Furniture Refinisher Helper</li> </ul>	17.56 13.94 17.56 14.41
09000 - 09010 09040 09080 09090 09110 09130	<ul> <li>Furniture Maintenance And Repair Occupations</li> <li>Electrostatic Spray Painter</li> <li>Furniture Handler</li> <li>Furniture Refinisher</li> <li>Furniture Refinisher Helper</li> <li>Furniture Repairer, Minor</li> </ul>	17.56 13.94 17.56 14.41 15.98
09000 - 09010 09040 09080 09090 09110 09130 11000 -	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer</pre>	17.56 13.94 17.56 14.41 15.98
09000 - 09010 09040 09080 09090 09110 09130 11000 - 11030 11060	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28 10.02
09000 - 09010 09040 09080 09090 09110 09130 11000 - 11030 11060 11090	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28 10.02 12.11
09000 - 09010 09040 09080 09090 09110 09130 11000 - 11030 11060 11090 11122	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28 10.02 12.11 10.02
09000 - 09010 09040 09080 09090 09110 09130 11000 - 11030 11060 11090 11122 11150	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28 10.02 12.11 10.02 10.02
09000 - 09010 09040 09080 09090 09110 09130 11000 - 11030 11060 11090 11122 11150 11210	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28 10.02 12.11 10.02 10.02 10.02
09000 - 09010 09040 09080 0910 09130 11000 - 11030 11060 11090 11122 11150 11210 11240	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28 10.02 12.11 10.02 10.02 10.00 8.67
09000 - 09010 09040 09090 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240 11260	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28 10.02 12.11 10.02 10.02 10.02 10.00 8.67 9.28
09000 - 09010 09040 09090 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240 11260 11270	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28 10.02 12.11 10.02 10.02 10.00 8.67 9.28 12.08
09000 - 09010 09040 09090 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240 11260 11270 11330	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28 10.02 12.11 10.02 10.02 10.00 8.67 9.28 12.08 10.00
09000 - 09010 09040 09080 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28 10.02 12.11 10.02 10.02 10.00 8.67 9.28 12.08
09000 - 09010 09040 09080 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 -	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner Health Occupations</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28 10.02 12.11 10.02 10.02 10.02 10.00 8.67 9.28 12.08 10.00 10.97
09000 - 09010 09040 09080 09110 09130 11000 - 11030 11060 11090 1122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner Health Occupations - Ambulance Driver</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28 10.02 12.11 10.02 10.02 10.00 8.67 9.28 12.08 10.00 10.97
09000 - 09010 09040 09080 09110 09130 11000 - 11030 11060 11090 1122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner Health Occupations - Ambulance Driver - Breath Alcohol Technician</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28 10.02 12.11 10.02 10.02 10.02 10.00 8.67 9.28 12.08 10.00 10.97 15.85 16.00
09000 - 09010 09040 09080 09110 09130 11000 - 11030 11060 11090 1122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28 10.02 12.11 10.02 10.02 10.00 8.67 9.28 12.08 10.00 10.97 15.85 16.00 21.95
09000 - 09010 09040 09080 09110 09130 11000 - 11030 11060 11090 1122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28 10.02 12.11 10.02 10.02 10.02 10.00 8.67 9.28 12.08 10.00 10.97 15.85 16.00 21.95 21.95
09000 - 09010 09040 09080 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12010 12011 12012 12015 12020	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Dental Assistant</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28 10.02 12.11 10.02 10.02 10.02 10.00 8.67 9.28 12.08 10.00 10.97 15.85 16.00 21.95 21.95 16.00
09000 - 09010 09040 09080 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020 12025	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner Health Occupations - Ambulance Driver Breath Alcohol Technician - Certified Occupational Therapist Assistant - Dental Assistant - Dental Hygienist</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28 10.02 12.11 10.02 10.02 10.02 10.00 8.67 9.28 12.08 10.00 10.97 15.85 16.00 21.95 21.95 16.00 22.48
09000 - 09010 09040 09080 0910 09130 11000 - 11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12010 12011 12012 12015 12020 12025 12030	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28 10.02 12.11 10.02 10.02 10.02 10.00 8.67 9.28 12.08 10.00 10.97 15.85 16.00 21.95 21.95 16.00 22.48 23.45
09000 - 09010 09040 09080 0910 09130 11000 - 11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 12010 12010 12011 12012 12015 12020 12025 12030 12035	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - EkG Technician - Electroneurodiagnostic Technologist</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28 10.02 12.11 10.02 10.02 10.02 10.00 8.67 9.28 12.08 10.00 10.97 15.85 16.00 21.95 21.95 16.00 22.48 23.45
09000 - 09010 09040 09080 09090 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12010 12010 12011 12012 12015 12020 12025 12030 12035 12040	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28 10.02 12.11 10.02 10.02 10.02 10.00 8.67 9.28 12.08 10.00 10.97 15.85 16.00 21.95 21.95 16.00 22.48 23.45

<pre>12072 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse III 12100 - Medical Assistant 12130 - Medical Laboratory Technician 12160 - Medical Record Clerk 12190 - Medical Record Technician 12195 - Medical Transcriptionist 12210 - Nuclear Medicine Technologist 12221 - Nursing Assistant I 12222 - Nursing Assistant II 12223 - Nursing Assistant III 12224 - Nursing Assistant IV 12235 - Optical Dispenser 12236 - Optical Technician 12250 - Pharmacy Technician 12260 - Phlebotomist 12305 - Radiologic Technologist 12311 - Registered Nurse I 12312 - Registered Nurse II 12313 - Registered Nurse III 12315 - Registered Nurse III 12315 - Registered Nurse III 12316 - Registered Nurse III 12317 - Scheduler (Drug and Alcohol Testing)</pre>		16.00 17.84 11.87 14.07 12.41 14.96 13.59 30.65 9.43 10.61 11.57 12.99 15.05 12.56 13.36 12.99 23.95 22.94 28.08 28.08 33.97 33.97 40.70 19.83
13000 - Information And Arts Occupations 13011 - Exhibits Specialist I		20.09
13012 - Exhibits Specialist II		24.89
13013 - Exhibits Specialist III 13041 - Illustrator I		30.45 20.09
13042 - Illustrator II		24.89
13043 - Illustrator III		30.45
13047 - Librarian		27.56
13050 - Library Aide/Clerk		15.94
13054 - Library Information Technology Systems		24.89
Administrator 13058 - Library Technician		16.14
13061 - Media Specialist I		17.96
13062 - Media Specialist II		20.09
13063 - Media Specialist III		22.40
13071 - Photographer I		16.19
13072 - Photographer II		18.70
13073 - Photographer III		22.40
13074 - Photographer IV 13075 - Photographer V		27.38 33.23
13110 - Video Teleconference Technician		17.96
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.55
14042 - Computer Operator II		19.13
14043 - Computer Operator III		20.49 26.16
14044 - Computer Operator IV 14045 - Computer Operator V		20.10
14071 - Computer Programmer I		25.00
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I 14102 - Computer Systems Analyst II	(see 1) (see 1)	
14102 - Computer Systems Analyst II 14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.55
14160 - Personal Computer Support Technician		26.16
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.35

15020	- Aircrew Training Devices Instructor (Rated)	35.52
15030	- Air Crew Training Devices Instructor (Pilot)	36.76
15050	- Computer Based Training Specialist / Instructor	30.38
15060	- Educational Technologist	30.52
15070	- Flight Instructor (Pilot)	36.76
15080	- Graphic Artist	22.01
15090	- Technical Instructor	18.91
15095	- Technical Instructor/Course Developer	23.11
15110	- Test Proctor	17.16
15120	- Tutor	17.16
16000 -	Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	8.30
16030	- Counter Attendant	8.30
	- Dry Cleaner	10.44
16070	- Finisher, Flatwork, Machine	8.30
16090	- Presser, Hand	8.30
16110	- Presser, Machine, Drycleaning	8.30
16130	- Presser, Machine, Shirts	8.30
16160	- Presser, Machine, Wearing Apparel, Laundry	8.30
16190	- Sewing Machine Operator	11.03
16220	- Tailor	11.64
	- Washer, Machine	9.00
19000 -	Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	24.44
19040	- Tool And Die Maker	29.82
	Materials Handling And Packing Occupations	
21020	- Forklift Operator	14.82
	- Material Coordinator	19.18
	- Material Expediter	19.18
21050	- Material Handling Laborer	10.48
	- Order Filler	10.87
	- Production Line Worker (Food Processing)	14.82
	- Shipping Packer	12.98
	- Shipping/Receiving Clerk	12.98
	- Store Worker I	12.06
	- Stock Clerk	16.35
	- Tools And Parts Attendant	14.82
	- Warehouse Specialist	14.82
	Mechanics And Maintenance And Repair Occupations	
	- Aerospace Structural Welder	20.61
	- Aircraft Mechanic I	22.24
	- Aircraft Mechanic II	23.35
	- Aircraft Mechanic III	24.52
	- Aircraft Mechanic Helper	17.44
	- Aircraft, Painter	19.32
	- Aircraft Servicer	19.34
	- Aircraft Worker	20.27
	- Appliance Mechanic	18.04
	- Bicycle Repairer	14.66
	- Cable Splicer	19.76
	- Carpenter, Maintenance	17.56
	- Carpet Layer	17.29
	- Electrician, Maintenance	23.21
	- Electronics Technician Maintenance I	19.44
	- Electronics Technician Maintenance II	25.55
	- Electronics Technician Maintenance III	26.62
	- Fabric Worker	16.54
	- Fire Alarm System Mechanic	18.79
	- Fire Extinguisher Repairer	15.72
	- Fuel Distribution System Mechanic	18.79
	- Fuel Distribution System Operator - General Maintenance Worker	16.80 16.43
23310	- General Mainfellance Morker	10.43

23380 - Ground Support Equipment Mechanic	22.24
23381 - Ground Support Equipment Servicer	19.34
23382 - Ground Support Equipment Worker	20.27
23391 - Gunsmith I	15.48
23392 - Gunsmith II	17.06
23393 - Gunsmith III	18.83
23410 - Heating, Ventilation And Air-Conditioning	18.38
Mechanic	10.00
23411 - Heating, Ventilation And Air Contditioning	19.30
Mechanic (Research Facility)	20 42
23430 - Heavy Equipment Mechanic	20.43
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic	17.87 22.82
23465 - Laboratory/Shelter Mechanic	17.99
23405 - Laborarory/Shelter Mechanic 23470 - Laborer	11.36
23510 - Locksmith	18.04
23530 - Machinery Maintenance Mechanic	23.32
23550 - Machinist, Maintenance	18.59
23580 - Maintenance Trades Helper	14.41
23591 - Metrology Technician I	22.82
23592 - Metrology Technician II	23.80
23593 - Metrology Technician III	24.74
23640 - Millwright	20.67
23710 - Office Appliance Repairer	22.90
23760 - Painter, Maintenance	17.56
23790 - Pipefitter, Maintenance	19.29
23810 - Plumber, Maintenance	18.43
23820 - Pneudraulic Systems Mechanic	18.83
23850 - Rigger	18.83
23870 - Scale Mechanic	17.29
23890 - Sheet-Metal Worker, Maintenance	18.81
23910 - Small Engine Mechanic	17.06
23931 - Telecommunications Mechanic I	18.89
23932 - Telecommunications Mechanic II	20.87
23950 - Telephone Lineman	19.60
23960 - Welder, Combination, Maintenance	18.38
23965 - Well Driller	18.83
23970 - Woodcraft Worker	18.83
23980 - Woodworker	16.43
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.56
24580 - Child Care Center Clerk	10.68
24610 - Chore Aide	10.19
24620 - Family Readiness And Support Services	12.61
Coordinator	
24630 - Homemaker	13.55
25000 - Plant And System Operations Occupations	0.0 55
25010 - Boiler Tender	20.75
25040 - Sewage Plant Operator	19.88
25070 - Stationary Engineer	20.75
25190 - Ventilation Equipment Tender	14.85
25210 - Water Treatment Plant Operator	19.88
27000 - Protective Service Occupations	13 83
27004 - Alarm Monitor 27007 - Baggage Inspector	13.83
27007 - Baggage Inspector 27008 - Corrections Officer	10.85 15.28
27008 - Corrections Officer 27010 - Court Security Officer	15.28
27030 - Detection Dog Handler	13.55
27030 - Detection Dog Handler 27040 - Detention Officer	15.28
27040 - Decention Officer 27070 - Firefighter	16.82
27101 - Guard I	10.85
27101 - Guard I 27102 - Guard II	13.55
Erice Guara II	TO.00

27131 - Police Officer I		18.64
27132 - Police Officer II		20.71
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		10.11
28042 - Carnival Equipment Repairer		10.62
28043 - Carnival Equpment Worker		8.38
28210 - Gate Attendant/Gate Tender		14.06
28310 - Lifeguard 28350 - Park Attendant (Aide)		12.21 15.73
28510 - Recreation Aide/Health Facility Attendant		11.48
28515 - Recreation Specialist		17.94
28630 - Sports Official		12.53
28690 - Swimming Pool Operator		15.65
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		17.70
29020 - Hatch Tender		17.70
29030 - Line Handler		17.70
29041 - Stevedore I		16.90
29042 - Stevedore II		18.56
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)		35.77
30011 - Air Traffic Control Specialist, Station (HFO)		24.66 27.16
30012 - Air Traffic Control Specialist, Terminal (HFO) 30021 - Archeological Technician I	(See 2)	27.16 18.60
30022 - Archeological Technician II		20.81
30023 - Archeological Technician III		25.48
30030 - Cartographic Technician		25.48
30040 - Civil Engineering Technician		22.83
30061 - Drafter/CAD Operator I		18.60
30062 - Drafter/CAD Operator II		20.81
30063 - Drafter/CAD Operator III		23.21
30064 - Drafter/CAD Operator IV		28.55
30081 - Engineering Technician I		15.98
30082 - Engineering Technician II		18.00
30083 - Engineering Technician III		21.00
30084 - Engineering Technician IV		28.62
30085 - Engineering Technician V		33.81
30086 - Engineering Technician VI 30090 - Environmental Technician		40.89 25.48
30210 - Laboratory Technician		18.92
30240 - Mathematical Technician		25.48
30361 - Paralegal/Legal Assistant I		18.54
30362 - Paralegal/Legal Assistant II		22.98
30363 - Paralegal/Legal Assistant III		28.11
30364 - Paralegal/Legal Assistant IV		34.01
30390 - Photo-Optics Technician		25.48
30461 - Technical Writer I		21.30
30462 - Technical Writer II		26.06
30463 - Technical Writer III		31.52
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74 22.74
30495 - Unexploded (UXO) Sweep Personnel 30620 - Weather Observer, Combined Upper Air Or	(see 3)	22.74
Surface Programs	(366 3)	23.21
30621 - Weather Observer, Senior	(see 3)	25.48
31000 - Transportation/Mobile Equipment Operation Occupa		
31020 - Bus Aide		10.71
31030 - Bus Driver		13.94
31043 - Driver Courier		14.96
31260 - Parking and Lot Attendant		10.11

31290	) - Shuttle Bus Driver	16.25
31310	) - Taxi Driver	10.90
31361	. – Truckdriver, Light	16.25
31362	2 - Truckdriver, Medium	16.82
31363	8 - Truckdriver, Heavy	17.62
31364	- Truckdriver, Tractor-Trailer	17.62
99000 -	· Miscellaneous Occupations	
99030	) - Cashier	9.30
99050	) - Desk Clerk	8.43
99095	5 - Embalmer	22.74
99251	. – Laboratory Animal Caretaker I	8.61
99252	2 - Laboratory Animal Caretaker II	13.46
99310	) - Mortician	22.65
99410	) - Pest Controller	12.76
99510	) - Photofinishing Worker	11.95
99710	) – Recycling Laborer	14.15
99711	. – Recycling Specialist	16.30
99730	) - Refuse Collector	12.79
99810	) - Sales Clerk	11.63
	) - School Crossing Guard	12.71
99830	) - Survey Party Chief	17.75
99831	Surveying Aide	10.94
99832	2 - Surveying Technician	14.97
	) - Vending Machine Attendant	13.90
	. – Vending Machine Repairer	15.93
99842	2 – Vending Machine Repairer Helper	13.90

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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

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

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

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

#### Attachment I-5

#### Page 93 of 116

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

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

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

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

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

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

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

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

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

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

\*\* UNIFORM ALLOWANCE \*\*

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

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

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

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

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

#### Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

#### Attachment I-5

#### Page 95 of 116

### http://www.wdol.gov/wdol/scafiles/std/05-2007.txt?v=21

4/25/2016

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

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

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

6) The contractor informs the affected employees.

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

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

## Page 1 of 10

### NNX11AA01C

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Mississippi

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

**Fringe Benefits Required Follow the Occupational Listing**	
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	12.39
01012 - Accounting Clerk II	15.08
01013 - Accounting Clerk III	16.77
01020 - Administrative Assistant	18.76
01040 - Court Reporter	14.61
01051 - Data Entry Operator I	10.76
01052 - Data Entry Operator II	12.08
01060 - Dispatcher, Motor Vehicle	15.59
01070 - Document Preparation Clerk	11.31
01090 - Duplicating Machine Operator	11.31
01111 - General Clerk I	11.03
01112 - General Clerk II	12.04
01113 - General Clerk III	13.67
01120 - Housing Referral Assistant	16.29
01141 - Messenger Courier	9.56
01191 - Order Clerk I	12.09
01192 - Order Clerk II	14.67
01261 - Personnel Assistant (Employment) I	13.54
01262 - Personnel Assistant (Employment) II	15.14
01263 - Personnel Assistant (Employment) III	16.89
01270 - Production Control Clerk	18.74
01280 - Receptionist	11.19
01290 - Rental Clerk	10.82
01300 - Scheduler, Maintenance	13.06
01311 - Secretary I	13.06
01312 - Secretary II	14.61
01313 - Secretary III	16.29
01320 - Service Order Dispatcher	12.47
01410 - Supply Technician	18.10

#### Attachment I-5

01420	- Survey Worker	13.80
	- Travel Clerk I	11.65
	- Travel Clerk II	12.37
01533	- Travel Clerk III	12.97
	- Word Processor I	13.29
	- Word Processor II	14.92
	- Word Processor III	16.69
	Automotive Service Occupations	
	- Automobile Body Repairer, Fiberglass	21.73
	- Automotive Electrician	17.59
	- Automotive Glass Installer	16.90
	- Automotive Worker	16.90
	- Mobile Equipment Servicer	15.49
	- Motor Equipment Metal Mechanic	18.27
	- Motor Equipment Metal Worker	16.90
	- Motor Vehicle Mechanic	19.39
	- Motor Vehicle Mechanic Helper	14.84
	- Motor Vehicle Upholstery Worker	16.20
	- Motor Vehicle Wrecker	16.90
	- Painter, Automotive	17.59
	- Radiator Repair Specialist	16.90
	- Tire Repairer	12.36
	- Transmission Repair Specialist	18.27
	Food Preparation And Service Occupations	
	- Baker	11.15
	- Cook I	10.34
	- Cook II	11.28
	- Dishwasher	8.77
	- Food Service Worker	8.41
	- Meat Cutter	13.16
	- Waiter/Waitress	8.83
	Furniture Maintenance And Repair Occupations	16 50
	- Electrostatic Spray Painter - Furniture Handler	16.50
		13.10
	- Furniture Refinisher	16.50 13.94
	- Furniture Refinisher Helper	
	- Furniture Repairer, Minor	15.20 16.50
	- Upholsterer	10.30
	General Services And Support Occupations - Cleaner, Vehicles	9.14
		9.14
	- Elevator Operator - Gardener	12.62
	- Housekeeping Aide	10.53
	- Janitor	10.53
	- Laborer, Grounds Maintenance	10.95
	- Maid or Houseman	8.89
	- Pruner	10.35
	- Tractor Operator	12.20
	- Trail Maintenance Worker	10.96
	- Window Cleaner	10.90
	Health Occupations	±±•±±
	- Ambulance Driver	14.53
	- Breath Alcohol Technician	15.99
	- Certified Occupational Therapist Assistant	18.30
	- Certified Physical Therapist Assistant	16.64
	- Dental Assistant	13.64
	- Dental Hygienist	26.82
	- EKG Technician	24.24
	- Electroneurodiagnostic Technologist	24.24
	- Emergency Medical Technician	14.53
		± 1 • 0 0
12071		
	- Licensed Practical Nurse I - Licensed Practical Nurse II	14.30 15.99

12073	- Licensed Practical Nurse III		17.83
12100	- Medical Assistant		13.23
12130	- Medical Laboratory Technician		13.98
12160	- Medical Record Clerk		12.63
12190	- Medical Record Technician		14.22
12195	- Medical Transcriptionist		13.85
	- Nuclear Medicine Technologist		30.24
12221	- Nursing Assistant I		9.73
	- Nursing Assistant II		10.94
	- Nursing Assistant III		11.94
12224	- Nursing Assistant IV		13.40
12235	- Optical Dispenser		15.66
12236	- Optical Technician		12.82
12250	- Pharmacy Technician		13.17
12280	- Phlebotomist		13.52
12305	- Radiologic Technologist		21.02
12311	- Registered Nurse I		22.23
12312	- Registered Nurse II		25.94
12313	- Registered Nurse II, Specialist		27.19
	- Registered Nurse III		32.89
	- Registered Nurse III, Anesthetist		32.89
	- Registered Nurse IV		39.42
	- Scheduler (Drug and Alcohol Testing)		19.82
	Information And Arts Occupations		
13011	- Exhibits Specialist I		16.83
	- Exhibits Specialist II		20.86
	- Exhibits Specialist III		25.61
13041	- Illustrator I		16.83
13042	- Illustrator II		20.86
13043	- Illustrator III		25.61
13047	- Librarian		23.09
13050	- Library Aide/Clerk		9.77
13054	- Library Information Technology Systems		20.86
	istrator		
13058	- Library Technician		12.78
13061	- Media Specialist I		15.05
13062	- Media Specialist II		16.83
13063	- Media Specialist III		18.77
13071	- Photographer I		12.74
13072	- Photographer II		14.25
13073	- Photographer III		17.66
13074	- Photographer IV		21.74
13075	- Photographer V		26.13
13110	- Video Teleconference Technician		14.62
14000 -	Information Technology Occupations		
14041	- Computer Operator I		14.48
14042	- Computer Operator II		16.20
14043	- Computer Operator III		18.76
14044	- Computer Operator IV		20.07
14045	- Computer Operator V		22.22
14071	- Computer Programmer I	(see 1)	20.43
14072	- Computer Programmer II	(see 1)	25.30
	- Computer Programmer III	(see 1)	
14074	- Computer Programmer IV	(see 1)	
	- Computer Systems Analyst I	(see 1)	
	- Computer Systems Analyst II	(see 1)	
14103	- Computer Systems Analyst III	(see 1)	
	- Peripheral Equipment Operator		14.48
	- Personal Computer Support Technician		20.07
	Instructional Occupations		
	- Aircrew Training Devices Instructor (Non-Rated	4)	27.76
15020	- Aircrew Training Devices Instructor (Rated)	x)	33.59

	- Air Crew Training Devices Instructor (Pilot)	40.14
15050	- Computer Based Training Specialist / Instructor	27.76
15060	- Educational Technologist	34.22
15070	- Flight Instructor (Pilot)	40.14
15080	- Graphic Artist	19.42
15090	- Technical Instructor	19.73
15095	- Technical Instructor/Course Developer	22.52
15110	- Test Proctor	15.92
15120	- Tutor	15.92
16000 -	Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	8.97
16030	- Counter Attendant	8.97
16040	- Dry Cleaner	10.38
16070	- Finisher, Flatwork, Machine	8.97
16090	- Presser, Hand	8.97
16110	- Presser, Machine, Drycleaning	8.97
16130	- Presser, Machine, Shirts	8.97
16160	- Presser, Machine, Wearing Apparel, Laundry	8.97
16190	- Sewing Machine Operator	11.00
16220	- Tailor	11.65
16250	- Washer, Machine	9.36
	Machine Tool Operation And Repair Occupations	
	- Machine-Tool Operator (Tool Room)	18.58
	- Tool And Die Maker	21.01
	Materials Handling And Packing Occupations	
	- Forklift Operator	15.50
	- Material Coordinator	18.74
21040	- Material Expediter	18.74
	- Material Handling Laborer	11.36
	- Order Filler	11.80
	- Production Line Worker (Food Processing)	15.50
	- Shipping Packer	12.52
	- Shipping/Receiving Clerk	12.52
	- Store Worker I	14.79
	- Stock Clerk	16.50
	- Tools And Parts Attendant	15.50
	- Warehouse Specialist	15.50
	Mechanics And Maintenance And Repair Occupations	
	- Aerospace Structural Welder	24.47
	- Aircraft Mechanic I	23.29
	- Aircraft Mechanic II	24.47
	- Aircraft Mechanic III	25.68
	- Aircraft Mechanic Helper	18.92
	- Aircraft, Painter	22.06
	- Aircraft Servicer	20.66
	- Aircraft Worker	20.00
	- Appliance Mechanic	18.58
	- Bicycle Repairer	12.36
	- Cable Splicer	22.88
	- Carpenter, Maintenance	17.95
	- Carpet Layer	14.76
	- Electrician, Maintenance	19.75
	- Electronics Technician Maintenance I	20.75
	- Electronics Technician Maintenance II	20.75
	- Electronics Technician Maintenance II	22.25
	- Fabric Worker	17.20
	- Fire Alarm System Mechanic	20.09
	- Fire Extinguisher Repairer	16.49
	- Fuel Distribution System Mechanic	21.51
	- Fuel Distribution System Mechanic - Fuel Distribution System Operator	16.76
	- General Maintenance Worker	14.91
	- General Maintenance worker - Ground Support Equipment Mechanic	23.29
23300	Ground Support Equipment Mechanic	23.29

	0.0
23381 - Ground Support Equipment Servicer	20.66
23382 - Ground Support Equipment Worker	21.56
23391 - Gunsmith I	16.49
23392 - Gunsmith II	17.92
23393 - Gunsmith III	19.91
23410 - Heating, Ventilation And Air-Conditioning	18.90
	10.00
Mechanic	
23411 - Heating, Ventilation And Air Contditioning	19.16
Mechanic (Research Facility)	
	10 70
23430 - Heavy Equipment Mechanic	18.79
23440 - Heavy Equipment Operator	16.03
23460 - Instrument Mechanic	19.91
	18.58
23465 - Laboratory/Shelter Mechanic	
23470 - Laborer	11.36
23510 - Locksmith	18.22
23530 - Machinery Maintenance Mechanic	20.21
23550 - Machinist, Maintenance	18.65
23580 - Maintenance Trades Helper	15.22
23591 - Metrology Technician I	19.91
23592 - Metrology Technician II	20.59
23593 - Metrology Technician III	21.20
23640 - Millwright	19.82
	16.72
23710 - Office Appliance Repairer	
23760 - Painter, Maintenance	15.08
23790 - Pipefitter, Maintenance	18.47
23810 - Plumber, Maintenance	17.40
23820 - Pneudraulic Systems Mechanic	19.91
23850 - Rigger	19.91
23870 - Scale Mechanic	17.92
23890 - Sheet-Metal Worker, Maintenance	18.08
23910 - Small Engine Mechanic	13.96
23931 - Telecommunications Mechanic I	24.20
23932 - Telecommunications Mechanic II	27.78
23950 - Telephone Lineman	20.70
23960 - Welder, Combination, Maintenance	17.57
23965 - Well Driller	18.90
23970 - Woodcraft Worker	19.91
23980 - Woodworker	17.07
24000 - Personal Needs Occupations	
-	0 (1
24570 - Child Care Attendant	8.61
24580 - Child Care Center Clerk	11.40
24610 - Chore Aide	11.01
24620 - Family Readiness And Support Services	15.82
	13.02
Coordinator	
24630 - Homemaker	12.19
25000 - Plant And System Operations Occupations	
	10.00
25010 - Boiler Tender	19.60
25040 - Sewage Plant Operator	16.13
25070 - Stationary Engineer	19.60
25190 - Ventilation Equipment Tender	15.23
25210 - Water Treatment Plant Operator	15.97
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.21
27007 - Baggage Inspector	11.23
27008 - Corrections Officer	12.80
27010 - Court Security Officer	15.40
27030 - Detection Dog Handler	15.38
27040 - Detention Officer	12.80
27070 - Firefighter	17.64
27101 - Guard I	11.23
27102 - Guard II	15.38
27131 - Police Officer I	15.75
	==::;•

27132	- Police Officer II		17.50
28000 -	Recreation Occupations		
	- Carnival Equipment Operator		11.14
	- Carnival Equipment Repairer		12.75
	- Carnival Equpment Worker		9.60
	- Gate Attendant/Gate Tender		14.28
	- Lifeguard		12.19
	- Park Attendant (Aide)		15.97
	- Recreation Aide/Health Facility Attendant		11.66
	- Recreation Specialist		19.61
	- Sports Official		12.72
	- Swimming Pool Operator		17.32
	Stevedoring/Longshoremen Occupational Services		
	- Blocker And Bracer		20.56
	- Hatch Tender		19.81
	- Line Handler		19.81
	- Stevedore I		19.70
	- Stevedore II		21.36
	Technical Occupations		
	- Air Traffic Control Specialist, Center (HFO)		35.77
	- Air Traffic Control Specialist, Station (HFO)		24.66
	- Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
	- Archeological Technician I		17.91
	- Archeological Technician II		20.08
	- Archeological Technician III		24.82
	- Cartographic Technician		26.10
	- Civil Engineering Technician		18.35
	- Drafter/CAD Operator I		18.63
	- Drafter/CAD Operator II		21.06
	- Drafter/CAD Operator III		23.45
	- Drafter/CAD Operator IV		28.86
	- Engineering Technician I		16.25
	- Engineering Technician II		18.24
	- Engineering Technician III		20.44
	- Engineering Technician IV		25.28
	- Engineering Technician V		31.68
	- Engineering Technician VI		37.41
	- Environmental Technician		23.70
	- Laboratory Technician		18.70
	- Mathematical Technician		25.12
	- Paralegal/Legal Assistant I		15.77
	- Paralegal/Legal Assistant II		19.54
	- Paralegal/Legal Assistant III		23.91
	- Paralegal/Legal Assistant IV		28.92
	- Photo-Optics Technician		25.12 24.33
	- Technical Writer I		
	- Technical Writer II		27.26
	- Technical Writer III		32.98 22.74
	- Unexploded Ordnance (UXO) Technician I		27.51
	- Unexploded Ordnance (UXO) Technician II		32.97
	- Unexploded Ordnance (UXO) Technician III		
	- Unexploded (UXO) Safety Escort - Unexploded (UXO) Sweep Personnel		22.74 22.74
		(222 2)	
	- Weather Observer, Combined Upper Air Or ce Programs	(see 2)	23.45
	- Weather Observer, Senior	(see 2)	25.12
	Transportation/Mobile Equipment Operation Occupat		23.12
	- Bus Aide	20110	9.59
	- Bus Arde - Bus Driver		14.48
	- Driver Courier		14.40
	- Parking and Lot Attendant		8.66
	- Shuttle Bus Driver		13.37
51270	SHACCIC DAD DIIVCI		10.07

## Page 7 of 10

## NNX11AA01C

31310	- Taxi Driver	10.09
31361	- Truckdriver, Light	13.37
31362	- Truckdriver, Medium	15.35
31363	- Truckdriver, Heavy	18.33
31364	- Truckdriver, Tractor-Trailer	18.33
99000 -	Miscellaneous Occupations	
99030	- Cashier	8.64
99050	- Desk Clerk	9.43
99095	- Embalmer	22.74
99251	- Laboratory Animal Caretaker I	13.56
99252	- Laboratory Animal Caretaker II	13.95
99310	- Mortician	22.74
99410	- Pest Controller	12.79
99510	- Photofinishing Worker	11.95
99710	- Recycling Laborer	14.77
99711	- Recycling Specialist	16.34
99730	- Refuse Collector	13.46
99810	- Sales Clerk	11.54
99820	- School Crossing Guard	13.99
99830	- Survey Party Chief	16.49
99831	- Surveying Aide	10.91
99832	- Surveying Technician	14.98
99840	- Vending Machine Attendant	13.25
99841	- Vending Machine Repairer	15.07
99842	- Vending Machine Repairer Helper	12.35

### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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

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

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

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

#### Attachment I-5

#### Page 103 of 116

example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

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

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

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

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

\*\* UNIFORM ALLOWANCE \*\*

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

#### Attachment I-5

#### Page 104 of 116

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

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

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

#### Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

#### Attachment I-5

#### Page 105 of 116

### http://www.wdol.gov/wdol/scafiles/std/05-2301.txt?v=17

5/2/2016

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

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

6) The contractor informs the affected employees.

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class 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 05-2159 (Rev18) was first posted or	-		
**************************************	**************************************		
Daniel W. Simms Division of Director Wage Determinations Note: Under Executive Order (EO) 13658,	an hourly minimum wage of \$10.15 for		
calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on			
contractor requirements and worker prote www.dol.gov/whd/govcontracts. 	ections under the EO is available at		

**Fringe Benefits Required Follo	w the Occupational Listing**	
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerica		TOTE
01011 - Accounting Clerk I		12.27
01012 - Accounting Clerk II		13.83
01013 - Accounting Clerk III		15.09
01020 - Administrative Assistant		17.16
01040 - Court Reporter		22.66
01051 - Data Entry Operator I		11.51
01052 - Data Entry Operator II		12.57
01060 - Dispatcher, Motor Vehicle		17.87
01070 - Document Preparation Clerk		14.34
01090 - Duplicating Machine Operator		14.34
01111 - General Clerk I		11.17
01112 - General Clerk II		12.19
01113 - General Clerk III		13.68
01120 - Housing Referral Assistant		17.37
01141 - Messenger Courier		10.69
01191 - Order Clerk I		14.76
01192 - Order Clerk II		16.11
01261 - Personnel Assistant (Employment)	I	13.55
01262 - Personnel Assistant (Employment)	II	15.15
01263 - Personnel Assistant (Employment)	III	16.89
01270 - Production Control Clerk		18.51
01280 - Receptionist		11.51
01290 - Rental Clerk		12.35
01300 - Scheduler, Maintenance		13.93
01311 - Secretary I		13.93
01312 - Secretary II		15.58
01313 - Secretary III		17.37
01320 - Service Order Dispatcher		16.49
01410 - Supply Technician		17.16
01420 - Survey Worker		11.40
Attachment I-5	Page 107 of 116	

01531 - Travel Clerk I	NNX07AA01C
01532 - Travel Clerk II	12.66
01533 - Travel Clerk III	13.73
01611 - Word Processor I	13.03
01612 - Word Processor II	13.92
01613 - Word Processor III	15.58
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.65
05010 - Automotive Electrician	14.43
05040 - Automotive Glass Installer	14.24
05070 - Automotive Worker	14.07
05110 - Mobile Equipment Servicer	11.50
05130 - Motor Equipment Metal Mechanic	15.83
05160 - Motor Equipment Metal Worker	14.07
05190 - Motor Vehicle Mechanic	15.83
05220 - Motor Vehicle Mechanic Helper	11.50
05250 - Motor Vehicle Upholstery Worker	13.30
05280 - Motor Vehicle Wrecker	14.07
05310 - Painter, Automotive	15.03
05340 - Radiator Repair Specialist	15.27
05370 - Tire Repairer	10.02
05400 - Transmission Repair Specialist	15.83
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.89
07041 - Cook I	9.80
07042 - Cook II	11.37
07070 - Dishwasher	7.90
07130 - Food Service Worker	9.41
07210 - Meat Cutter	14.58
07260 - Waiter/Waitress	8.62
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.60
09040 - Furniture Handler	10.99
09080 - Furniture Refinisher	13.05
09090 - Furniture Refinisher Helper	11.51
09110 - Furniture Repairer, Minor	11.54
09130 - Upholsterer	12.83
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.95
11060 - Elevator Operator	8.95
11090 - Gardener	14.27
11122 - Housekeeping Aide	10.75
11150 - Janitor	11.06
11210 - Laborer, Grounds Maintenance	11.56
11240 - Maid or Houseman	8.80
11260 - Pruner	10.14
11270 - Tractor Operator	14.11
11330 - Trail Maintenance Worker	11.56
11360 - Window Cleaner	12.19
12000 - Health Occupations 12010 - Ambulance Driver	16 40
12010 - Ambulance Driver 12011 - Breath Alcohol Technician	16.49
	16.25
12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant	24.40 21.99
12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant	21.99 14.94
	33.20
12025 - Dental Hygienist 12030 - EKG Technician	24.91
12030 - Ekg Technician 12035 - Electroneurodiagnostic Technologist	24.91
12040 - Emergency Medical Technician	16.49
12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse I	16.49
12072 - Licensed Practical Nurse II	14.55
12072 _ Licensed Practical Nurse II Page 108 of 116	10.27

12073 - Licensed Practical Nurse III		NNX11AA01C
12100 - Medical Assistant		14.79
12130 - Medical Laboratory Technician		17.53
12160 - Medical Record Clerk		13.47
12190 - Medical Record Technician		15.07
12195 - Medical Transcriptionist		15.16
12210 - Nuclear Medicine Technologist		32.30
12221 - Nursing Assistant I		10.66
12222 - Nursing Assistant II		11.99
12223 - Nursing Assistant III		13.08
12224 - Nursing Assistant IV		14.66
12235 - Optical Dispenser		14.76
12236 - Optical Technician		13.18
12250 - Pharmacy Technician		14.80
12280 - Phlebotomist		14.66
12305 - Radiologic Technologist		22.77
12311 - Registered Nurse I		22.72
12312 - Registered Nurse II		27.78
12313 - Registered Nurse II, Specialist		27.78
12314 - Registered Nurse III		33.61
12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV		33.61 40.02
12310 - Kegistered Nurse IV 12317 - Scheduler (Drug and Alcohol Testing)		20.13
13000 - Information And Arts Occupations		20.15
13011 - Exhibits Specialist I		16.36
13012 - Exhibits Specialist II		20.27
13013 - Exhibits Specialist III		24.80
13041 - Illustrator I		16.36
13042 - Illustrator II		20.27
13043 - Illustrator III		24.80
13047 - Librarian		22.59
13050 - Library Aide/Clerk		13.53
13054 - Library Information Technology Systems		20.57
Administrator		
13058 - Library Technician		13.31
13061 - Media Špecialist I		14.72
13062 - Media Specialist II		16.48
13063 - Media Specialist III		18.36
13071 - Photographer I		13.38
13072 - Photographer II		16.76
13073 - Photographer III		18.78
13074 - Photographer IV		23.09
13075 - Photographer V		28.39
13110 - Video Teleconference Technician		18.11
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.69
14042 - Computer Operator II		16.43
14043 - Computer Operator III		18.32
14044 - Computer Operator IV		20.50
14045 - Computer Operator V		22.54
14071 - Computer Programmer I		17.62
14072 - Computer Programmer II		22.88
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III 14150 - Peripheral Equipment Operator	(see 1)	14.69
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician		20.50
15000 - Instructional Occupations		20.00
15010 - Instructional occupations 15010 Attachmentrew Training Devices Instructor (Non Rated)		27.58
Attachment 1-5		_,,,,,,

15020	- Aircrew Training Devices Instructor (Rated)	NNX11AA01C
	- Air Crew Training Devices Instructor (Pilot)	36.70
	- Computer Based Training Specialist / Instructor	27.58
	- Educational Technologist	20.74
	- Flight Instructor (Pilot)	36.70
	- Graphic Artist	18.46
15090	- Technical Instructor	18.36
15095	- Technical Instructor/Course Developer	22.46
15110	- Test Proctor	14.79
	- Tutor	14.79
	Laundry, Dry-Cleaning, Pressing And Related Occupations	
	- Assembler	8.97
	- Counter Attendant	8.97
	- Dry Cleaner	10.70
	- Finisher, Flatwork, Machine	8.97
	- Presser, Hand	8.97
	- Presser, Machine, Drycleaning - Presser, Machine, Shirts	8.97 8.97
	- Presser, Machine, Wearing Apparel, Laundry	8.97
	- Sewing Machine Operator	11.28
	- Tailor	11.90
	- Washer, Machine	9.39
	Machine Tool Operation And Repair Occupations	
	- Machine-Tool Operator (Tool Room)	14.91
	- Tool And Die Maker	22.33
	Materials Handling And Packing Occupations	
	- Forklift Operator	12.95
	- Material Coordinator	18.51
21040	- Material Expediter	18.51
21050	- Material Handling Laborer	10.85
21071	- Order Filler	11.95
21080	- Production Line Worker (Food Processing)	12.95
	- Shipping Packer	12.87
	- Shipping/Receiving Clerk	12.87
	- Store Worker I	10.50
	- Stock Clerk	15.07
	- Tools And Parts Attendant	12.95
	- Warehouse Specialist	12.95
	Mechanics And Maintenance And Repair Occupations	24.22
	- Aerospace Structural Welder	21.20
	- Aircraft Mechanic I	20.19
	- Aircraft Mechanic II - Aircraft Mechanic III	21.20 22.26
	- Aircraft Mechanic Helper	13.63
	- Aircraft, Painter	19.01
	- Aircraft Servicer	16.63
	- Aircraft Worker	17.60
	- Appliance Mechanic	17.03
	- Bicycle Repairer	10.23
	- Cable Splicer	29.76
	- Carpenter, Maintenance	17.46
	- Carpet Layer	19.20
	- Electrician, Maintenance	20.50
	- Electronics Technician Maintenance I	21.33
23182	- Electronics Technician Maintenance II	22.66
23183	- Electronics Technician Maintenance III	26.15
	- Fabric Worker	16.56
	- Fire Alarm System Mechanic	18.62
	- Fire Extinguisher Repairer	15.33
	- Fuel Distribution System Mechanic	21.65
23312 <sub>At</sub>	Fuel_Distribution System Operatop <sub>age 110 of 116</sub>	17.67

23270 - General Maintenance Morker         28780000           23380 - Ground Support Equipment Mechanic         20.19           23381 - Ground Support Equipment Servicer         16.63           23382 - Ground Support Equipment Norker         7.60           23391 - Gunsmith II         17.65           23392 - Gunsmith II         7.65           23393 - Gunsmith II         7.65           23410 - Heating, Ventilation And Air-Conditioning         18.62           Mechanic         18.62           24430 - Heavy Equipment Mechanic         18.62           24440 - Heavy Equipment Mechanic         18.62           24460 - Instrument Mechanic         18.62           24460 - Laboratory/Shelter Mechanic         18.74           2350 - Machinist, Maintenance Mechanic         21.22           2356 - Machinist, Maintenance Mechanic         21.22           2356 - Machinist, Maintenance         17.48           2359 - Painter, Maintenance         17.48           2359 - Painter, Maintenance         17.48           2350 - Painter, Maintenance         17.48           2360 - Painter, Maintenance			
23381 - Ground Support Equipment Servicer       16.63         23382 - Ground Support Equipment Worker       17.60         23383 - Grouns dith I       17.65         23393 - Gunsmith III       17.65         23410 - Heating, Ventilation And Air Conditioning       18.62         Mechanic       18.62         Mechanic       18.62         Za440 - Heavy Equipment Mechanic       18.62         Za446 - Heavy Equipment Operator       18.62         Za456 - Laboratory/Shelter Mechanic       18.74         Za457 - Laboratory/Shelter Mechanic       17.48         Za538 - Machinery Maintenance Mechanic       17.44         Za558 - Machinist, Maintenance       17.44         Za559 - Machinist, Maintenance       17.44         Za559 - Machinist, Maintenance       11.1         Za559 - Machinist, Maintenance       15.62         Za559 - Machinist, Maintenance       15.62         Za550 - Machinist, Maintenance       16.66         Za550 - Machinist, Maintenance       17.44         Za560 - Painter, Maintenance       15.62         Za570 - Paiperiter, Maintenance       16.66         Za760 - Painter, Maintenance       15.62         Za570 - Metrology Technician II       24.53         Za570 - Pipefilter, Maintenance			Nex43AA01C
2332 - Ground Support Equipment Worker       15.33         23392 - Gunsmith II       15.33         23392 - Gunsmith II       21.89         23410 - Heating, Ventilation And Air-Conditioning       18.62         mechanic       19.43         Mechanic       18.62         23410 - Heatyn Equipment Mechanic       18.62         23480 - Heavy Equipment Mechanic       28.62         23460 - Instrument Mechanic       28.62         23460 - Instrument Mechanic       28.72         23570 - Machinery Maintenance Mechanic       18.62         23580 - Machinery Maintenance Mechanic       21.22         23580 - Machinery Maintenance Mechanic       21.22         23580 - Machinery Maintenance Mechanic       21.22         23580 - Machinery Maintenance       17.44         23580 - Machinery Maintenance       16.66         23592 - Metrology Technician II       21.51         23640 - Millwright       22.43         23760 - Painter, Maintenance       16.66         23790 - Dipefitter, Maintenance       17.65         23890 - Meudogy Technician III       24.68         23800 - Merology Technician III       24.74         23700 - Painter, Maintenance       16.66         23800 - Filter, Maintenance       16.76 </td <td></td> <td></td> <td></td>			
23391 - Gunsmith I15.3323392 - Gunsmith III17.6523393 - Gunsmith III18.62Wachanic (Research Facility)18.6223411 - Heating, Ventilation And Air Conditioning18.62Wachanic (Research Facility)18.6223440 - Heavy Equipment Operator18.6223460 - Instrument Acchanic18.6223460 - Laway Equipment Operator18.6223460 - Laboratory/Shelter Mechanic18.7423470 - Laboratory/Shelter Mechanic17.4823510 - Locksmith17.4823530 - Machinery Maintenance Mechanic17.4423580 - Machinist, Maintenance17.4423580 - Machinist, Maintenance17.4423580 - Machinist, Maintenance17.442359 - Metrology Technician II22.4323718 - Office Appliance Repairer17.4823760 - Painter, Maintenance19.5523860 - Painter, Maintenance19.5523860 - Rigger21.8823778 - Scale Mechanic19.5523860 - Rigger21.8823879 - Scale Mechanic21.8823879 - Scale Mechanic21.8823870 - Scale Mechanic18.6223950 - Heudraulic Systems Mechanic II23.6623950 - Heldermuniciations Mechanic II23.6623950 - Scale Mechanic18.6223950 - Melder, Combination, Maintenance19.6923950 - Velephone Lineman26.4523950 - Welder, Combination, Maintenance19.6923950 - Pianter And System Operations Occupations18.6223950 - Welder, Co			16.63
23322 - Gunsmith II       21.89         23333 - Gunsmith III       21.89         23410 - Heating, Ventilation And Air-Conditioning       18.62         Machanic       19.43         Machanic       19.43         Machanic       18.62         23430 - Heavy Equipment Mechanic       18.62         23440 - Heavy Equipment Mechanic       20.48         23450 - Instrument Mechanic       20.48         23455 - Laboratory/Shelter Mechanic       21.22         23559 - Machinery Maintenance       13.69         23519 - Metrology Technician II       21.51         23529 - Metrology Technician III       22.53         23640 - Millwright       21.51         2370 - Dipefitter, Maintenance       21.74         2370 - Dipefitter, Maintenance       21.74         2380 - Ruedonalic Systems Mechanic I       23.86         23870 - Scale Mechanic       13.86         23870 - Scale Mechanic       14.81         23870 - Scale Mechanic       14.82         23870 - S			
23393 - Gunsmith III21.8923410 - Heating, Ventilation And Air Conditioning18.62Mechanic18.6223411 - Heating, Ventilation And Air Contditioning19.43Mechanic (Research Facility)18.6223440 - Heavy Equipment Operator18.6223460 - Instrument Mechanic28.6223460 - Laboratory/Shelter Mechanic18.7423470 - Laboratory/Shelter Mechanic18.7423470 - Laboratory/Shelter Mechanic17.4823530 - Machinery Maintenance Mechanic17.4823530 - Machinery Maintenance Mechanic17.4423530 - Machinery Maintenance Mechanic21.2223559 - Matchinist, Maintenance17.4423580 - Maintenance Trades Helper13.0923591 - Metrology Technician II21.5123592 - Metrology Technician III22.5323640 - Millwright22.4323700 - Pipefitter, Maintenance16.6623709 - Pipefitter, Maintenance17.482380 - Scale Mechanic18.8223828 - Reudraulic Systems Mechanic18.8223829 - Scale Mechanic18.8223820 - Scale Mechanic18.6223970 - Vipefitter, Maintenance19.6923828 - Piedorination, Maintenance19.6523829 - Scale Mechanic18.6223920 - Scale Mechanic18.6223920 - Scale Mechanic18.6223920 - Small Engine Mechanic18.6223920 - Moderaft Worker18.6223920 - Scale Mechanic18.6223920 - Scale Mechanic18.6223920 -			
22410 - Heating, Ventilation And Air-Conditioning18.62Mechanic19.43Mechanic (Research Facility)18.6223430 - Heavy Equipment Mechanic18.6223440 - Heavy Equipment Operator18.6223460 - Instrument Mechanic20.4323453 - Laboratory/Shelter Mechanic20.4323470 - Laborer18.8523530 - Machinist, Maintenance Mechanic21.2223555 - Machinist, Maintenance Mechanic21.2223558 - Machinist, Maintenance Mechanic21.302359 - Metrology Technician II21.5123593 - Metrology Technician II22.5323640 - Millwright22.4323709 - Opifice Appliance Repairer17.4823709 - Dipefitter, Maintenance21.7423808 - Metrology Technician III21.5323709 - Dipefitter, Maintenance21.7423809 - Sheet-Metal Worker, Maintenance21.7423809 - Sheet-Metal Worker, Maintenance17.6523809 - Sheet-Metal Worker, Maintenance19.692391 - Telecommunications Mechanic I23.6623929 - Telephone Lineman26.4523960 - Weilder, Combination, Maintenance16.6523970 - Woodcraft Worker21.8923980 - Neil Engine Mechanic I24.5023970 - Vandardting, Maintenance16.6523970 - Feleromunications Mechanic I24.5023980 - Sheet-Metal Worker21.8923980 - Sheet-Metal Worker21.8923980 - Sheet-Metal Worker21.8923980 - Modenaft Worker12.8023980 - Predot			
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23411 - Heating, Ventilation And Air Contditioning       19.43         Mechanic (Research Facility)       18.62         23430 - Heavy Equipment Operator       18.62         23440 - Heavy Equipment Operator       18.62         23460 - Instrument Mechanic       20.48         23455 - Laboratory/Shelter Mechanic       21.22         23570 - Machinery Maintenance Mechanic       21.22         23580 - Machinery Maintenance Mechanic       21.22         23591 - Metrology Technician II       20.48         23592 - Metrology Technician III       22.53         23640 - Millwright       22.43         23708 - Dainter, Maintenance       21.74         23819 - Plumber, Maintenance       21.74         23819 - Plumber, Maintenance       19.55         23820 - Pneudraulic Systems Mechanic       21.88         23879 - Scale Mechanic       23.89         23890 - Buet-Metal Worker, Maintenance       19.69         23910 - Small Engine Mechanic II       23.66         23923 - Telecommunications Mechanic II       23.6		Ventilation And Air-Conditioning	18.62
Mechanic (Reserch Facility)         18.62           23430 - Heavy Equipment Mechanic         18.62           23460 - Instrument Mechanic         20.48           23455 - Laboratory/Shelter Mechanic         18.74           23476 - Laboratory/Shelter Mechanic         18.74           23476 - Laboratory/Shelter Mechanic         18.74           23550 - Machinery Maintenance Mechanic         21.22           23580 - Machinery Maintenance Mechanic         21.22           23580 - Machinery Maintenance Mechanic         21.22           23580 - Machinery Maintenance         17.44           23591 - Metrology Technician II         21.51           23592 - Metrology Technician III         22.53           23640 - Millwright         22.43           23700 - Pfipefitter, Maintenance         16.06           23790 - Pipefitter, Maintenance         21.74           23800 - Scale Mechanic         21.88           23870 - Scale Mechanic         17.45           23870 - Scale Mechanic         18.62           23939 - Telecommunications Mechanic I         23.66           23950 - Rigger         24.56			
23440       Heavy Equipment Mechanic       18.62         23440       Heavy Equipment Operator       18.62         23465       Laboratory/Shelter Mechanic       20.48         23470       Laboratory/Shelter Mechanic       18.74         23530       Machinery Maintenance Mechanic       21.22         23559       Machinery Maintenance Mechanic       21.22         23559       Machinery Maintenance Mechanic       21.22         23559       Machinery Maintenance       17.44         23593       Metrology Technician II       20.48         23592       Metrology Technician III       22.53         23640       Millwright       22.43         23709       Office Appliance Repairer       17.48         23709       Paintern, Maintenance       21.74         23810       Plumber, Maintenance       19.55         23826       Reudraulic Systems Mechanic       21.88         23870       Scale Mechanic       12.80         23890       Reiger       21.88         23891       Telecommunications Mechanic II       23.96         23992       Telecommunications Mechanic II       23.96         23993       Telecommunications Mechanic II       28.96         23			19.43
23440       Heavy Equipment Operator       18.62         23460       Instrument Mechanic       20.48         23455       Laboratory/Shelter Mechanic       18.74         23476       Laborer       10.85         23510       Locksmith       17.48         23550       Machinery Maintenance Mechanic       21.22         23550       Machinery Maintenance       17.44         23580       Machinery Maintenance       17.44         23591       Metrology Technician II       21.51         23592       Metrology Technician III       22.43         23710       Office Appliance Repairer       17.48         23700       Painter, Maintenance       16.06         23790       Pipefitter, Maintenance       21.82         23820       Neudraulic Systems Mechanic       21.88         23820       Scale Mechanic       17.65         23820       Scale Mechanic       14.51         23831       Telecommunications Mechanic II       23.66         23931       Telecommunications Mechanic II       24.50         23932       Telecommunications Mechanic II       24.50         23955       Falgene Lineman       26.45         23956       Well Driller			10.62
23460       Instrument Mechanic       28.48         23465       Laboratory/Shelter Mechanic       18.74         23478       Laborer       18.85         23519       Locksmith       17.44         23539       Machinery Maintenance Mechanic       21.22         23550       Machinery Maintenance Mechanic       21.22         23559       Machinery Maintenance Mechanic       21.42         23580       Machinery Maintenance       17.44         23589       Metrology Technician II       21.51         23593       Metrology Technician III       22.53         23710       Office Appliance Repairer       17.48         23760       Painter, Maintenance       19.55         23820       Pneudraulic Systems Mechanic       21.88         23870       Scale Mechanic       17.65         23820       Pneudraulic Systems Mechanic I       23.66         23931       Telecommunications Mechanic I       23.66         23932       Seet-Metal Worker, Maintenance       19.69         23933       Telecommunications Mechanic I       23.66         23934       Telecommunications Mechanic I       23.66         23935       Telecommunications Mechanic I       23.66			
23465 - Laboratory/Shelter Mechanic       18.74         23470 - Laborer       10.85         23510 - Locksmith       17.48         23532 - Machinist, Maintenance       21.22         2358 - Machinist, Maintenance       17.44         23580 - Machinist, Maintenance       13.09         23591 - Metrology Technician I       20.48         23592 - Metrology Technician III       21.51         23593 - Metrology Technician III       22.53         23640 - Millwright       22.43         23710 - Office Appliance Repairer       17.48         23700 - Pipefitter, Maintenance       10.66         23790 - Pipefitter, Maintenance       19.55         23820 - Pneudraulic Systems Mechanic       21.89         23870 - Scale Mechanic       11.89         23870 - Scale Mechanic       14.51         23931 - Telecommunications Mechanic I       23.66         23932 - Telepomeunications Mechanic II       24.59         23950 - Telephone Lineman       20.45         23950 - Telepomeunication, Maintenance       16.65         23950 - Telepomeunication, Maintenance       18.62         23960 - Welder, Combination, Maintenance       16.55         23960 - Welder, Combination, Maintenance       16.55         23956 - Telepone Lineman <td></td> <td></td> <td></td>			
23470 - Laborer       10.85         23510 - Locksmith       17.48         23530 - Machinery Maintenance Mechanic       21.22         23550 - Machinist, Maintenance       17.44         23580 - Machinery Maintenance Melper       13.09         23591 - Metrology Technician I       21.51         23593 - Metrology Technician III       22.53         23640 - Millwright       22.43         23700 - Office Appliance Repairer       17.48         23700 - Dipefitter, Maintenance       10.66         23700 - Pipefitter, Maintenance       11.89         23820 - Pheudraulic Systems Mechanic       21.88         23870 - Scale Mechanic       21.88         23870 - Scale Mechanic       23.66         23890 - Sheet-Metal Worker, Maintenance       19.69         23910 - Small Engine Mechanic I       23.66         23920 - Telecommunications Mechanic I       24.50         23921 - Telecommunications Mechanic I       24.50         23923 - Telecommunications Mechanic I       24.50         23930 - Welder, Combination, Maintenance       16.65         23960 - Welder, Combination, Maintenance       16.65         23960 - Welder, Combination, Maintenance       14.82         23960 - Welder, Combination, Maintenance       16.55			
23510 - Locksmith       17.48         23530 - Machinist, Maintenance Mechanic       21.22         23550 - Machinist, Maintenance       17.44         23580 - Machinist, Maintenance       20.48         23591 - Metrology Technician II       21.51         23592 - Metrology Technician III       21.51         23640 - Millwright       22.43         23710 - Office Appliance Repairer       17.48         23760 - Painter, Maintenance       16.66         23790 - Pleffitter, Maintenance       21.82         23820 - Neudraulic Systems Mechanic       21.89         23820 - Scale Mechanic       21.89         23870 - Scale Mechanic       17.65         23890 - Sheet-Metal Worker, Maintenance       19.69         23910 - Saall Engine Mechanic I       23.66         23920 - Telecommunications Mechanic II       23.66         23931 - Telecommunications Mechanic II       24.50         23932 - Telecommunications Mechanic II       24.50         239340 - Woldworker       21.24         239350 - Wold Driller       18.62         23936 - Woldworker       21.88         23937 - Telecommunications Mechanic II       24.50         23958 - Woldworker       21.89         23959 - Woldworker       21.89 <t< td=""><td></td><td>bry/Shelter Mechanic</td><td></td></t<>		bry/Shelter Mechanic	
23530 - Machinery Maintenance Mechanic       21.22         23550 - Machinery Maintenance       17.44         23580 - Maintenance Trades Helper       13.69         23591 - Metrology Technician I       21.51         23593 - Metrology Technician III       22.53         23640 - Millwright       22.43         23700 - Office Appliance Repairer       17.48         23700 - Pinter, Maintenance       16.66         23700 - Pinter, Maintenance       19.55         23820 - Pneudraulic Systems Mechanic       21.88         23870 - Scale Mechanic       17.65         23890 - Sheet-Metal Worker, Maintenance       19.65         23800 - Sinel Engine Mechanic I       23.66         23931 - Telecommunications Mechanic I       23.66         23932 - Telecommunications Mechanic I       24.59         23930 - Woodcraft Worker       21.88         23970 - Woodcraft Worker       21.89         23980 - Woodworker       21.89         24500 - Child Care Attendant       8.80         23970 - Woodcraft Worker       21.89         23970 - Woodcraft Worker       21.89         23980 - Woodworker       21.89         24500 - Child Care Attendant       8.80         24500 - Child Care Attendant       8.80		- h	
23550 - Machinist, Maintenance       17.44         23580 - Maintenance Trades Helper       13.09         23591 - Metrology Technician II       20.48         23592 - Metrology Technician III       21.51         23540 - Millwright       22.53         23640 - Millwright       22.43         23710 - Office Appliance Repairer       17.48         23700 - Painter, Maintenance       11.74         23810 - Plumber, Maintenance       19.55         23820 - Pneudraulic Systems Mechanic       21.89         23870 - Scale Mechanic       11.88         23870 - Scale Mechanic       14.81         23931 - Telecommunications Mechanic I       23.06         23932 - Telecommunications Mechanic I       23.06         23935 - Rigger       24.50         23930 - Suelt Engine Mechanic II       24.60         23932 - Telecommunications Mechanic I       24.50         23935 - Telecommunications, Maintenance       16.65         23960 - Welder, Combination, Maintenance       18.62         23970 - Woodcraft Worker       21.89         23980 - Woodworker       24.50         23970 - Woodcraft Worker       21.89         23980 - Woodworker       18.62         23980 - Woodworker       18.80         24			
23580 - Maintenance Trades Helper       13.09         23591 - Metrology Technician II       20.48         23592 - Metrology Technician III       22.53         23640 - Millwright       22.43         23710 - Office Appliance Repairer       17.48         23720 - Pipefitter, Maintenance       16.06         23780 - Pipefitter, Maintenance       19.55         23820 - Plopeditter, Maintenance       21.89         23830 - Rigger       21.88         23870 - Scale Mechanic       21.89         23870 - Scale Mechanic       14.81         23930 - Sheet-Metal Worker, Maintenance       19.69         23910 - Small Engine Mechanic II       23.06         23920 - Telecommunications Mechanic II       24.50         23950 - Telecommunications Mechanic II       24.50         23960 - Welder, Combination, Maintenance       16.65         23970 - Woodcraft Worker       21.89         23980 - Child Care Attendant       8.80         24500 - Child Care Attendant       8.80         24500 - Child Care Attendant       19.92         23980 - Homemaker       10.19         24500 - Child Care Attendant       8.80         24500 - Child Care Attendant       10.19         2500 - Plant And System Operator       15.28			
23591 - Metrology Technician II       28.48         23592 - Metrology Technician III       21.51         23693 - Metrology Technician III       22.53         23640 - Millwright       22.43         23710 - Office Appliance Repairer       17.48         23700 - Pipefitter, Maintenance       16.66         23790 - Pipefitter, Maintenance       19.55         23820 - Pneudraulic Systems Mechanic       21.89         23850 - Rigger       21.88         23870 - Scale Mechanic       17.65         23890 - Sheet-Metal Worker, Maintenance       19.65         23910 - Small Engine Mechanic I       23.66         23932 - Telecommunications Mechanic II       24.50         23950 - Welder, Combination, Maintenance       16.65         23950 - Welder, Combination, Maintenance       16.65         23950 - Welder, Combination, Maintenance       18.62         23950 - Welder, Combination, Maintenance       18.62         23960 - Wolder Forcoms       14.28         24000 - Personal Needs Occupations       14.28         24000 - Personal Needs Occupations       19.94 <td></td> <td></td> <td></td>			
23592 - Metrology Technician II       21.51         23593 - Metrology Technician III       22.53         23640 - Millwright       22.43         23710 - Office Appliance Repairer       17.48         23760 - Painter, Maintenance       16.66         23790 - Pipefitter, Maintenance       19.55         23820 - Pneudraulic Systems Mechanic       21.89         23830 - Rigger       21.88         23870 - Scale Mechanic       21.89         23890 - Sheet-Metal Worker, Maintenance       19.69         23910 - Small Engine Mechanic       13.86         23930 - Sheet-Metal Worker, Maintenance       20.66         23930 - Sheet-Metal Worker, Maintenance       20.66         23931 - Telecommunications Mechanic I       23.66         23932 - Telecommunications Mechanic II       24.50         23950 - Telephone Lineman       20.45         23960 - Welder, Combination, Maintenance       16.65         23960 - Welder, Combination, Maintenance       18.62         23970 - Woodcraft Worker       21.89         24800 - Personal Needs Occupations       24.42         24600 - Personal Needs Occupations       22.68         Coordinator       19.84         2500 - Homemaker       19.84         2500 - Stationary Engineer			
23593 - Metrology Technician III       22.53         23640 - Millwright       22.43         23710 - Office Appliance Repairer       17.48         23760 - Painter, Maintenance       17.74         23810 - Plumber, Maintenance       21.74         23810 - Plumber, Maintenance       19.55         23820 - Pneudraulic Systems Mechanic       21.89         23850 - Scale Mechanic       17.65         2380 - Scale Mechanic       17.65         2380 - Small Engine Mechanic       12.306         23910 - Small Engine Mechanic       23.06         23932 - Telecommunications Mechanic II       23.06         23960 - Welder, Combination, Maintenance       16.65         23960 - Welder, Combination, Maintenance       16.65         23970 - Telephone Lineman       20.45         23980 - Woodworker       21.89         23980 - Woodworker       21.89         23980 - Woodworker       18.62         23970 - Child Care Attendant       8.80         24500 - Personal Needs Occupations       24.77         24610 - Chore Aide       9.06         24520 - Family Readiness And Support Services       2.08         Coordinator       19.84         25040 - Sewage Plant Operator       15.28         25040 -			
23640 - Millwright       22.43         23710 - Office Appliance Repairer       17.48         23760 - Painter, Maintenance       17.47         23810 - Plumber, Maintenance       21.74         23810 - Plumber, Maintenance       21.74         23810 - Plumber, Maintenance       21.74         23810 - Plumber, Maintenance       21.88         23870 - Scale Mechanic       21.88         23870 - Scale Mechanic       17.65         23880 - Sheet-Metal Worker, Maintenance       19.69         23910 - Small Engine Mechanic I       23.06         23921 - Telecommunications Mechanic II       24.50         23950 - Telephone Lineman       20.45         23960 - Welder, Combination, Maintenance       16.65         23970 - Woodcraft Worker       21.89         23980 - Woodworker       21.89         23980 - Woodworker       21.89         24600 - Personal Needs Occupations       24.28         24600 - Personal Needs Occupations       24.28         24600 - Plant And System Operations Occupations       22.47         24510 - Chore Aide       9.06         24520 - Family Readiness And Support Services       12.08         Coordinator       19.84         25040 - Boiler Tender       19.84			
23710       Office Appliance Repairer       17.48         23760       Painter, Maintenance       16.06         23790       Pipefitter, Maintenance       19.55         23820       Pneudraulic Systems Mechanic       21.89         23830       Scale Mechanic       17.65         23890       Scale Mechanic       17.65         23890       Scale Mechanic       17.65         23990       Sheet-Metal Worker, Maintenance       19.69         23910       Small Engine Mechanic       14.51         23931       Telecommunications Mechanic I       23.06         23950       Telecommunications Mechanic II       24.50         23960       Welder, Combination, Maintenance       16.65         23960       Welder, Combination, Maintenance       18.62         23970       Woodcraft Worker       21.89         23980       Woodworker       14.28         24000       Personal Needs Occupations       24570         24570       Child Care Attendant       8.80         24580       Child Care Attendant       10.19         25000       Plant And System Operations Occupations       10.19         25000       Plant And System Operator       15.28         25010 </td <td></td> <td></td> <td></td>			
23760 - Painter, Maintenance       16.06         23790 - Pipefitter, Maintenance       21.74         23810 - Plumber, Maintenance       19.55         23820 - Rigger       21.89         23830 - Scale Mechanic       21.89         23830 - Skeet-Metal Worker, Maintenance       19.69         23910 - Small Engine Mechanic       14.51         23931 - Telecommunications Mechanic I       23.06         23932 - Telecommunications Mechanic II       24.50         23950 - Telephone Lineman       20.45         23950 - Welder, Combination, Maintenance       16.65         23950 - Welder, Combination, Maintenance       16.65         23950 - Welder, Combination, Maintenance       14.28         24000 - Personal Needs Occupations       21.89         23980 - Modorrker       14.28         24000 - Personal Needs Occupations       22.47         24600 - Chore Aide       9.06         24520 - Family Readiness And Support Services       12.08         Coordinator       19.84         25040 - Sewage Plant Operator       15.28         25040 - Sewage Plant Operator       15.28         25070 - Stationary Engineer       13.95         2510 - Water Treatment Plant Operator       15.28         27000 - Protective Service Occupatio			
23790       Pipefitter, Maintenance       21.74         23810       Plumber, Maintenance       19.55         23820       Pneudraulic Systems Mechanic       21.89         23850       Rigger       21.88         23870       Scale Mechanic       17.65         23890       Sheet-Metal Worker, Maintenance       19.69         23910       Small Engine Mechanic       14.51         23931       Telecommunications Mechanic II       23.06         23950       Telephone Lineman       20.45         23960       Welder, Combination, Maintenance       16.65         23965       Well Driller       18.62         23970       Woodcraft Worker       21.89         23980       Woodworker       21.89         23980       Woodworker       12.47         24400       Personal Needs Occupations       24570         24500       Child Care Attendant       8.80         24580       Child Care Attendant       8.80         24580       Child Care Attendant       9.06         24620       Family Readiness And Support Services       12.08         Coordinator       19.84       25040       Sewage Plant Operator       15.28         25040			
23810 - Plumber, Maintenance       19.55         23820 - Preudraulic Systems Mechanic       21.89         23850 - Rigger       21.88         23870 - Scale Mechanic       17.65         23890 - Sheet-Metal Worker, Maintenance       19.69         23910 - Small Engine Mechanic       14.51         23931 - Telecommunications Mechanic I       23.06         23932 - Telephone Lineman       20.45         23960 - Welder, Combination, Maintenance       16.65         23955 - Well Driller       18.62         23970 - Woodcraft Worker       21.89         23980 - Woodworker       14.28         24000 - Personal Needs Occupations       14.28         24000 - Personal Needs Occupations       12.47         24610 - Chore Aide       9.06         24520 - Child Care Center Clerk       12.47         24630 - Homemaker       19.84         25040 - Boiler Tender       19.84         25040 - Sewage Plant Operator       15.28         25070 - Stationary Engineer       19.84         25040 - Sewage Plant Operator       15.28         25040 - Sewage Inspector       13.20         27000 - Protective Service Occupations       15.28         27000 - Protective Service Occupations       15.28			
23820 - Pneudraulic Systems Mechanic       21.89         23850 - Rigger       21.88         23850 - Scale Mechanic       17.65         23890 - Sheet-Metal Worker, Maintenance       19.69         23910 - Small Engine Mechanic       14.51         23931 - Telecommunications Mechanic I       23.06         23932 - Telecommunications Mechanic II       24.50         23950 - Telephone Lineman       20.45         23956 - Well Driller       18.62         23970 - Woodcraft Worker       21.89         23980 - Woodworker       21.89         23980 - Woodworker       21.89         23980 - Woodworker       21.89         23980 - Child Care Attendant       8.80         24500 - Personal Needs Occupations       24570         24570 - Child Care Center Clerk       12.47         24610 - Chore Aide       9.06         24620 - Family Readiness And Support Services       12.08         Coordinator       25010 - Boiler Tender       19.84         25070 - Stationary Engineer       19.84         25070 - Stationary Engineer       19.84         25070 - Ventilation Equipment Tender       13.95         25210 - Water Treatment Plant Operator       15.28         27000 - Protective Service Occupations       27 <td></td> <td></td> <td></td>			
23850 - Rigger       21.88         23870 - Scale Mechanic       17.65         23890 - Sheet-Metal Worker, Maintenance       19.69         23911 - Small Engine Mechanic       14.51         23931 - Telecommunications Mechanic I       23.06         23932 - Telephone Lineman       20.45         23960 - Welder, Combination, Maintenance       16.65         23960 - Welder, Combination, Maintenance       18.62         23970 - Woodcraft Worker       21.89         23980 - Woodworker       14.28         24000 - Personal Needs Occupations       21.89         24580 - Child Care Attendant       8.80         24580 - Child Care Center Clerk       12.47         24610 - Chore Aide       9.06         24620 - Family Readiness And Support Services       12.08         Coordinator       19.84         25000 - Plant And System Operations Occupations       19.84         25000 - Plant And System Operator       15.28         25000 - Stationary Engineer       19.84         25000 - Ventilation Equipment Tender       13.95         25210 - Water Treatment Plant Operator       15.28         27000 - Protective Service Occupations       12.20         27004 - Alarm Monitor       16.88         27007 - Baggage Inspector			
23870 - Scale Mechanic       17.65         23890 - Sheet-Metal Worker, Maintenance       19.69         23911 - Telecommunications Mechanic I       23.06         23932 - Telecommunications Mechanic II       24.50         23950 - Telephone Lineman       20.45         23960 - Welder, Combination, Maintenance       16.65         23960 - Welder, Combination, Maintenance       18.62         23970 - Woodcraft Worker       21.89         23980 - Woodworker       21.89         23980 - Woodworker       24.50         24000 - Personal Needs Occupations       14.28         24000 - Personal Needs Occupations       24.7         24610 - Chore Aide       9.06         24620 - Family Readiness And Support Services       12.08         Coordinator       19.19         25000 - Plant And System Operations Occupations       19.19         25000 - Plant And System Operator       15.28         25070 - Stationary Engineer       19.84         25000 - Protective Service Occupations       27004         27000 - Corretions Officer       13.20         2			
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27070 - Einefighten 18.98		-	
Page 111 of 116		nton	
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27101 - Guard I			NNX10AA01C
27102 - Guard II			15.80
27131 - Police Officer I			22.26
27132 - Police Officer II			24.73
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			11.94
28042 - Carnival Equipment Repairer			14.41
28043 - Carnival Equpment Worker			10.11
28210 - Gate Attendant/Gate Tender			14.60
28310 - Lifeguard			11.34
28350 - Park Attendant (Aide)			15.36
28510 - Recreation Aide/Health Facility Attendant			11.92
28515 - Recreation Specialist			15.92
28630 - Sports Official			13.01
28690 - Swimming Pool Operator			17.28
29000 - Stevedoring/Longshoremen Occupational Services			10 12
29010 - Blocker And Bracer			19.42
29020 - Hatch Tender			19.42
29030 - Line Handler 29041 - Stevedore I			19.42 16.97
29041 - Stevedore I 29042 - Stevedore II			19.50
30000 - Technical Occupations			19.50
30010 - Air Traffic Control Specialist, Center (HFO)	(500	2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)		-	24.67
30012 - Air Traffic Control Specialist, Jerminal (HFO)		-	27.16
30021 - Archeological Technician I	(300	2)	17.79
30022 - Archeological Technician II			20.00
30023 - Archeological Technician III			24.38
30030 - Cartographic Technician			24.39
30040 - Civil Engineering Technician			22.41
30061 - Drafter/CAD Operator I			17.59
30062 - Drafter/CAD Operator II			20.76
30063 - Drafter/CAD Operator III			21.94
30064 - Drafter/CAD Operator IV			25.54
30081 - Engineering Technician I			13.93
30082 - Engineering Technician II			15.62
30083 - Engineering Technician III			18.43
30084 - Engineering Technician IV			21.66
30085 - Engineering Technician V			26.49
30086 - Engineering Technician VI			30.94
30090 - Environmental Technician			22.32
30210 - Laboratory Technician			20.26
30240 - Mathematical Technician			24.45
30361 - Paralegal/Legal Assistant I			16.96
30362 - Paralegal/Legal Assistant II			21.01
30363 - Paralegal/Legal Assistant III			25.70
30364 - Paralegal/Legal Assistant IV			31.10
30390 - Photo-Optics Technician			24.45
30461 - Technical Writer I			20.81
30462 - Technical Writer II			25.45
30463 - Technical Writer III			27.75
30491 - Unexploded Ordnance (UXO) Technician I			22.74
30492 - Unexploded Ordnance (UXO) Technician II 30493 - Unexploded Ordnance (UXO) Technician III			27.51 32.97
			22.74
30494 - Unexploded (UXO) Safety Escort 30495 - Unexploded (UXO) Sweep Personnel			22.74
30620 - Weather Observer, Combined Upper Air Or	(see	2)	19.61
Surface Programs	(366	- )	17.UI
30621 - Weather Observer, Senior	(see	2)	23.97
31000 - Transportation/Mobile Equipment Operation Occupa		-,	,,
31020 - Bus Aide	220113		10.06
Page 112 of 116			-

31030 - Bus Driver 1	NX41AA01C
31043 - Driver Courier 1	2.40
31260 - Parking and Lot Attendant	8.69
31290 - Shuttle Bus Driver 1	3.52
31310 - Taxi Driver	9.78
31361 - Truckdriver, Light 1	3.52
31362 - Truckdriver, Medium 1	4.62
31363 - Truckdriver, Heavy 1	6.12
31364 - Truckdriver, Tractor-Trailer 1	6.12
99000 - Miscellaneous Occupations	
99030 - Cashier	9.03
99050 - Desk Clerk	8.36
99095 - Embalmer 2	5.86
99251 - Laboratory Animal Caretaker I	9.90
··	0.80
99310 - Mortician 2	5.86
99410 - Pest Controller 1	6.64
99510 - Photofinishing Worker 1	3.32
	5.96
99711 - Recycling Specialist 1	8.07
99730 - Refuse Collector 1	3.99
99810 - Sales Clerk 1	1.95
99820 - School Crossing Guard 1	1.85
99830 - Survey Party Chief 2	0.27
	3.74
	8.43
0	1.52
99841 - Vending Machine Repairer 1	4.81
99842 - Vending Machine Repairer Helper 1	1.13

#### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations<sup>NNX11AA01C</sup> within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

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

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

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

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

\*\* UNIFORM ALLOWANCE \*\*

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

(either by the terms of the Government contract, by the employer, by the state on NX11AA01C local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting of ficer no later than 30 days after 15 such unlisted class(es) of employees

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

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

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

6) The contractor informs the affected employees.

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

# **Historical Wage Determinations**

State: California

**Fringe Benefits Required Follow the Occupational Listing**	
OCCUPATION CODE - TITLE FOLLOW THE OCCUPATION CODE - TITLE	RATE
01000 - Administrative Support And Clerical Occupations	RAIL
01011 - Accounting Clerk I	14.60
01012 - Accounting Clerk II	16.38
01012 - Accounting Clerk III	18.50
01020 - Administrative Assistant	21.14
01040 - Court Reporter	24.94
01051 - Data Entry Operator I	12.78
01052 - Data Entry Operator II	14.48
01060 - Dispatcher, Motor Vehicle	17.44
01070 - Document Preparation Clerk	14.35
01090 - Duplicating Machine Operator	14.35
01111 - General Clerk I	13.04
01112 - General Clerk II	14.83
01113 - General Clerk III	16.65
01120 - Housing Referral Assistant	20.00
01141 - Messenger Courier	11.54
01191 - Order Člerk I	13.24
01192 - Order Clerk II	14.45
01261 - Personnel Assistant (Employment) I	14.90
01262 - Personnel Assistant (Employment) II	17.56
01263 - Personnel Assistant (Employment) III	18.77
01270 - Production Control Clerk	23.14
01280 - Receptionist	11.49
01290 - Rental Clerk	12.72
01300 - Scheduler, Maintenance	16.03
01311 - Secretary I	16.03
01312 - Secretary II	17.93
01313 - Secretary III	20.00
01320 - Service Order Dispatcher	16.53
01410 - Supply Technician	22.22
01420 - Survey Worker	16.34
01531 - Travel Clerk I	12.88
01532 - Travel Clerk II	13.57
01533 - Travel Clerk III	14.67
01611 - Word Processor I	14.72
01612 - Word Processor II	16.51
01613 - Word Processor III	18.47
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.07
05010 - Automotive Electrician	18.24
05040 - Automotive Glass Installer	17.52

0 - 0 - 0		17 50
	- Automotive Worker	17.52
	- Mobile Equipment Servicer	15.83
05130	- Motor Equipment Metal Mechanic	18.99
05160	- Motor Equipment Metal Worker	17.52
	- Motor Vehicle Mechanic	18.99
	- Motor Vehicle Mechanic Helper	14.66
	-	17.00
	- Motor Vehicle Upholstery Worker	
	- Motor Vehicle Wrecker	17.52
	- Painter, Automotive	18.23
05340	- Radiator Repair Specialist	17.52
05370	- Tire Repairer	13.87
	- Transmission Repair Specialist	18.99
	Food Preparation And Service Occupations	20.00
	- Baker	14 06
		14.06
	- Cook I	13.37
	- Cook II	15.20
07070	- Dishwasher	9.15
07130	- Food Service Worker	9.32
07210	- Meat Cutter	14.15
	- Waiter/Waitress	9.16
	Furniture Maintenance And Repair Occupations	5.10
	- Electrostatic Spray Painter	16.54
	- Furniture Handler	12.87
09080	- Furniture Refinisher	16.54
09090	- Furniture Refinisher Helper	13.30
	- Furniture Repairer, Minor	15.21
	- Upholsterer	16.54
	General Services And Support Occupations	10.01
		11
	- Cleaner, Vehicles	11.66
	- Elevator Operator	11.66
11090	- Gardener	13.56
11122	- Housekeeping Aide	12.40
11150	- Janitor	12.40
	- Laborer, Grounds Maintenance	13.00
	- Maid or Houseman	8.98
	- Pruner	11.87
	- Tractor Operator	15.42
11330	- Trail Maintenance Worker	13.00
11360	- Window Cleaner	13.12
12000 -	Health Occupations	
12010	- Ambulance Driver	18.87
	- Breath Alcohol Technician	18.48
	- Certified Occupational Therapist Assistant	
		25.35
	- Certified Physical Therapist Assistant	25.67
	- Dental Assistant	16.35
12025	- Dental Hygienist	41.60
12030	- EKG Technician	26.51
	- Electroneurodiagnostic Technologist	26.51
	- Emergency Medical Technician	18.87
	- Licensed Practical Nurse I	16.52
	- Licensed Practical Nurse II	18.48
	- Licensed Practical Nurse III	20.61
12100	- Medical Assistant	14.04
12130	- Medical Laboratory Technician	15.51
	- Medical Record Clerk	13.50
	- Medical Record Technician	15.10
	- Medical Transcriptionist	17.27
	- Nuclear Medicine Technologist	40.62
	- Nursing Assistant I	10.26
	- Nursing Assistant II	11.54
12223	- Nursing Assistant III	12.58
12224	- Nursing Assistant IV	14.12

<pre>12235 - Optical Dispenser 12236 - Optical Technician 12250 - Pharmacy Technician 12280 - Phlebotomist 12305 - Radiologic Technologist 12311 - Registered Nurse I 12312 - Registered Nurse II 12313 - Registered Nurse III 12314 - Registered Nurse III 12315 - Registered Nurse III, Anest 12316 - Registered Nurse IV 12317 - Scheduler (Drug and Alcohol 13000 - Information And Arts Occupation)</pre>	35.96         netist       35.96         43.10         Testing)       22.89
13010 - Exhibits Specialist I 13012 - Exhibits Specialist II 13013 - Exhibits Specialist III 13041 - Illustrator I 13042 - Illustrator III 13043 - Illustrator III 13047 - Librarian 13050 - Library Aide/Clerk 13054 - Library Information Technology	20.13 24.95 30.52 20.13 24.95 30.52 27.62 15.10
<pre>13058 - Library Technician 13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer II 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer V 13110 - Video Teleconference Techni</pre>	
<pre>14000 - Information Technology Occupa 14041 - Computer Operator I 14042 - Computer Operator II 14043 - Computer Operator III 14044 - Computer Operator IV 14045 - Computer Operator V 14071 - Computer Programmer I 14072 - Computer Programmer III 14073 - Computer Programmer IV 14101 - Computer Programmer IV 14101 - Computer Systems Analyst I 14102 - Computer Systems Analyst II 14102 - Computer Systems Analyst II</pre>	17.85 20.61 22.98 25.55 28.28 (see 1) (see 1) (see 1) (see 1) (see 1) (see 1)
14103 - Computer Systems Analyst II 14150 - Peripheral Equipment Operate 14160 - Personal Computer Support Te	pr 17.85
<pre>15000 - Instructional Occupations 15010 - Aircrew Training Devices In 15020 - Aircrew Training Devices In 15030 - Air Crew Training Devices I: 15050 - Computer Based Training Spen 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Technical Instructor 15095 - Technical Instructor/Course 15110 - Test Proctor 15120 - Tutor</pre>	structor (Rated)       37.24         hstructor (Pilot)       44.48         cialist / Instructor       28.99         27.08       44.48         20.98         19.96         Developer       24.27         17.86         17.86
16000 - Laundry, Dry-Cleaning, Pressi 16010 - Assembler	ng And Related Occupations 9.62

	- Counter Attendant	9.62
16040	- Dry Cleaner	11.95
	- Finisher, Flatwork, Machine	9.62
	- Presser, Hand	9.62
	- Presser, Machine, Drycleaning	9.62
	- Presser, Machine, Shirts	9.62
	- Presser, Machine, Wearing Apparel, Laundry	9.62
16190	- Sewing Machine Operator	12.25
16220	- Tailor	12.91
16250	- Washer, Machine	10.28
	Machine Tool Operation And Repair Occupations	
	- Machine-Tool Operator (Tool Room)	23.66
	- Tool And Die Maker	28.13
		20.13
	Materials Handling And Packing Occupations	
	- Forklift Operator	13.04
21030	- Material Coordinator	23.14
21040	- Material Expediter	23.14
21050	- Material Handling Laborer	11.54
	- Order Filler	12.17
	- Production Line Worker (Food Processing)	13.04
	- Shipping Packer	13.93
	- Shipping/Receiving Clerk	13.93
	- Store Worker I	11.22
21150	- Stock Clerk	14.72
21210	- Tools And Parts Attendant	13.04
21410	- Warehouse Specialist	13.04
	Mechanics And Maintenance And Repair Occupations	
	- Aerospace Structural Welder	28.23
	- Aircraft Mechanic I	26.79
	- Aircraft Mechanic II	28.23
23023	- Aircraft Mechanic III	29.66
23040	- Aircraft Mechanic Helper	21.12
23050	- Aircraft, Painter	22.31
23060	- Aircraft Servicer	24.18
	- Aircraft Worker	25.24
	- Appliance Mechanic	22.62
	- Bicycle Repairer	
		15.26
	- Cable Splicer	31.37
	- Carpenter, Maintenance	22.86
	- Carpet Layer	17.92
23160	- Electrician, Maintenance	26.52
	- Electronics Technician Maintenance I	26.31
	- Electronics Technician Maintenance II	27.90
	- Electronics Technician Maintenance III	29.47
	- Fabric Worker	20.33
	- Fire Alarm System Mechanic	23.03
	- Fire Extinguisher Repairer	19.01
23311	- Fuel Distribution System Mechanic	26.97
23312	- Fuel Distribution System Operator	22.23
23370	- General Maintenance Worker	18.26
	- Ground Support Equipment Mechanic	26.79
	- Ground Support Equipment Servicer	24.18
	- Ground Support Equipment Worker	25.24
	- Gunsmith I	19.01
	- Gunsmith II	21.62
23393	- Gunsmith III	24.22
23410	- Heating, Ventilation And Air-Conditioning	21.88
Mechar		
	- Heating, Ventilation And Air Contditioning	23.06
	nic (Research Facility)	
	- Heavy Equipment Mechanic	21.73
23440	- Heavy Equipment Operator	24.53

	- Instrument Mechanic	28.25
	- Laboratory/Shelter Mechanic	22.93
	- Laborer	11.54
	- Locksmith	21.52
	- Machinery Maintenance Mechanic	22.52
23550	- Machinist, Maintenance	20.44
23580	- Maintenance Trades Helper	13.36
23591	- Metrology Technician I	28.25
23592	- Metrology Technician II	29.74
23593	- Metrology Technician III	31.26
23640	- Millwright	24.89
23710	- Office Appliance Repairer	21.82
23760	- Painter, Maintenance	20.87
23790	- Pipefitter, Maintenance	23.43
23810	- Plumber, Maintenance	22.50
23820	- Pneudraulic Systems Mechanic	24.22
	- Rigger	24.22
23870	- Scale Mechanic	21.71
23890	- Sheet-Metal Worker, Maintenance	22.68
	- Small Engine Mechanic	20.48
	- Telecommunications Mechanic I	24.61
23932	- Telecommunications Mechanic II	25.94
23950	- Telephone Lineman	22.97
	- Welder, Combination, Maintenance	23.78
	- Well Driller	24.22
	- Woodcraft Worker	24.22
	- Woodworker	19.01
	Personal Needs Occupations	
	- Child Care Attendant	10.79
	- Child Care Center Clerk	11.17
	- Chore Aide	13.07
24620	- Family Readiness And Support Services	13.80
24620 Coordi	- Family Readiness And Support Services inator	13.80
24620 Coordi 24630	- Family Readiness And Support Services inator - Homemaker	
24620 Coordi 24630 25000 -	- Family Readiness And Support Services inator - Homemaker Plant And System Operations Occupations	13.80 17.39
24620 Coordi 24630 25000 - 25010	- Family Readiness And Support Services inator - Homemaker Plant And System Operations Occupations - Boiler Tender	13.80 17.39 29.17
24620 Coordi 24630 25000 - 25010 25040	- Family Readiness And Support Services inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator	13.80 17.39 29.17 21.07
24620 Coordi 24630 25000 - 25010 25040 25070	<ul> <li>Family Readiness And Support Services</li> <li>Inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> </ul>	13.80 17.39 29.17 21.07 29.17
24620 Coordi 24630 25000 - 25010 25040 25070 25190	<ul> <li>Family Readiness And Support Services</li> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> </ul>	13.80 17.39 29.17 21.07 29.17 19.27
24620 Coordi 24630 25000 - 25010 25040 25070 25190 25210	<ul> <li>Family Readiness And Support Services</li> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> </ul>	13.80 17.39 29.17 21.07 29.17
24620 Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 -	<ul> <li>Family Readiness And Support Services</li> <li>Inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> </ul>	13.80 17.39 29.17 21.07 29.17 19.27 21.07
24620 Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004	<ul> <li>Family Readiness And Support Services</li> <li>Inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> </ul>	13.80 17.39 29.17 21.07 29.17 19.27 21.07 17.33
24620 Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007	<ul> <li>Family Readiness And Support Services</li> <li>Inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> </ul>	13.80 17.39 29.17 21.07 29.17 19.27 21.07 17.33 11.00
24620 Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008	<ul> <li>Family Readiness And Support Services</li> <li>Inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> </ul>	13.80 17.39 29.17 21.07 29.17 19.27 21.07 17.33 11.00 31.29
24620 Coordi 24630 25010 25010 25040 25190 25210 27000 - 27004 27007 27008 27010	<ul> <li>Family Readiness And Support Services</li> <li>Inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> </ul>	13.80 17.39 29.17 21.07 29.17 19.27 21.07 17.33 11.00 31.29 29.33
24620 Coordi 24630 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030	<ul> <li>Family Readiness And Support Services</li> <li>Inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> </ul>	13.80 17.39 29.17 21.07 29.17 19.27 21.07 17.33 11.00 31.29 29.33 12.30
24620 Coordi 24630 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040	<ul> <li>Family Readiness And Support Services</li> <li>Inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> </ul>	13.80 17.39 29.17 21.07 29.17 19.27 21.07 17.33 11.00 31.29 29.33 12.30 31.29
24620 Coordi 24630 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070	<ul> <li>Family Readiness And Support Services</li> <li>Inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> </ul>	13.80 17.39 29.17 21.07 29.17 19.27 21.07 17.33 11.00 31.29 29.33 12.30 31.29 29.06
24620 Coordi 24630 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27070	<ul> <li>Family Readiness And Support Services inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Guard I</li> </ul>	13.80 17.39 29.17 21.07 29.17 19.27 21.07 17.33 11.00 31.29 29.33 12.30 31.29 29.06 11.00
24620 Coordi 24630 25010 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27070 27101 27102	<ul> <li>Family Readiness And Support Services inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard I</li> <li>Guard II</li> </ul>	13.80 17.39 29.17 21.07 29.17 19.27 21.07 17.33 11.00 31.29 29.33 12.30 31.29 29.06 11.00 12.30
24620 Coordi 24630 25010 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27040 27070 27101 27102 27131	<ul> <li>Family Readiness And Support Services</li> <li>Inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard II</li> <li>Police Officer I</li> </ul>	13.80 17.39 29.17 21.07 29.17 19.27 21.07 17.33 11.00 31.29 29.33 12.30 31.29 29.06 11.00 12.30 31.37
24620 Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27040 27070 27101 27102 27131 27132	<ul> <li>Family Readiness And Support Services</li> <li>Inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard II</li> <li>Police Officer II</li> <li>Police Officer II</li> </ul>	13.80 17.39 29.17 21.07 29.17 19.27 21.07 17.33 11.00 31.29 29.33 12.30 31.29 29.06 11.00 12.30
24620 Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27040 27070 27101 27102 27131 27132 28000 -	<ul> <li>Family Readiness And Support Services</li> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard II</li> <li>Police Officer II</li> <li>Police Officer II</li> <li>Recreation Occupations</li> </ul>	13.80 17.39 29.17 21.07 29.17 19.27 21.07 17.33 11.00 31.29 29.33 12.30 31.29 29.06 11.00 12.30 31.37 34.86
24620 Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27040 27070 27040 27070 270101 27102 27131 27132 28000 - 28041	<ul> <li>Family Readiness And Support Services</li> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard II</li> <li>Police Officer II</li> <li>Police Officer II</li> <li>Recreation Occupations</li> <li>Carnival Equipment Operator</li> </ul>	13.80 17.39 29.17 21.07 29.17 19.27 21.07 17.33 11.00 31.29 29.33 12.30 31.29 29.06 11.00 12.30 31.37 34.86 14.01
24620 Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27040 27070 27101 27102 27131 27132 28000 - 28041 28042	<ul> <li>Family Readiness And Support Services</li> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard II</li> <li>Police Officer II</li> <li>Recreation Occupations</li> <li>Carnival Equipment Operator</li> </ul>	13.80 17.39 29.17 21.07 29.17 19.27 21.07 17.33 11.00 31.29 29.33 12.30 31.29 29.06 11.00 12.30 31.37 34.86 14.01 15.10
24620 Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043	<ul> <li>Family Readiness And Support Services</li> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detention Dog Handler</li> <li>Detention Officer I</li> <li>Guard II</li> <li>Police Officer II</li> <li>Recreation Occupations</li> <li>Carnival Equipment Operator</li> <li>Carnival Equipment Repairer</li> <li>Carnival Equipment Worker</li> </ul>	13.80 17.39 29.17 21.07 29.17 19.27 21.07 17.33 11.00 31.29 29.33 12.30 31.29 29.06 11.00 12.30 31.37 34.86 14.01 15.10 9.24
24620 Coordi 24630 25000 - 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043 28210	<ul> <li>Family Readiness And Support Services inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard I</li> <li>Police Officer II</li> <li>Recreation Occupations</li> <li>Carnival Equipment Operator</li> <li>Carnival Equipment Repairer</li> <li>Carnival Equipment Worker</li> <li>Gate Attendant/Gate Tender</li> </ul>	13.80 17.39 29.17 21.07 29.17 19.27 21.07 17.33 11.00 31.29 29.33 12.30 31.29 29.06 11.00 12.30 31.37 34.86 14.01 15.10 9.24 13.62
24620 Coordi 24630 25000 - 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043 28210 28310	<ul> <li>Family Readiness And Support Services inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard I</li> <li>Police Officer II</li> <li>Recreation Occupations</li> <li>Carnival Equipment Operator</li> <li>Carnival Equipment Worker</li> <li>Gate Attendant/Gate Tender</li> </ul>	13.80 17.39 29.17 21.07 29.17 19.27 21.07 17.33 11.00 31.29 29.33 12.30 31.29 29.06 11.00 12.30 31.37 34.86 14.01 15.10 9.24 13.62 11.95
24620 Coordi 24630 25000 - 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043 28210 28310 28350	<ul> <li>Family Readiness And Support Services inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Guard I</li> <li>Guard II</li> <li>Police Officer II</li> <li>Recreation Occupations</li> <li>Carnival Equipment Repairer</li> <li>Carnival Equipment Worker</li> <li>Gate Attendant/Gate Tender</li> <li>Park Attendant (Aide)</li> </ul>	13.80 17.39 29.17 21.07 29.17 19.27 21.07 17.33 11.00 31.29 29.33 12.30 31.29 29.06 11.00 12.30 31.37 34.86 14.01 15.10 9.24 13.62 11.95 15.23
24620 Coordi 24630 25000 - 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043 28210 28310 28350 28510	<ul> <li>Family Readiness And Support Services inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Detection Dog Handler</li> <li>Detection Officer</li> <li>Guard I</li> <li>Guard II</li> <li>Police Officer II</li> <li>Recreation Occupations</li> <li>Carnival Equipment Repairer</li> <li>Carnival Equipment Worker</li> <li>Gate Attendant/Gate Tender</li> <li>Park Attendant (Aide)</li> <li>Recreation Aide/Health Facility Attendant</li> </ul>	13.80 17.39 29.17 21.07 29.17 19.27 21.07 17.33 11.00 31.29 29.33 12.30 31.29 29.06 11.00 12.30 31.37 34.86 14.01 15.10 9.24 13.62 11.95 15.23 11.10
24620 Coordi 24630 25000 - 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043 28210 28310 28350 28510	<ul> <li>Family Readiness And Support Services inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Guard I</li> <li>Guard II</li> <li>Police Officer II</li> <li>Recreation Occupations</li> <li>Carnival Equipment Repairer</li> <li>Carnival Equipment Worker</li> <li>Gate Attendant/Gate Tender</li> <li>Park Attendant (Aide)</li> </ul>	13.80 17.39 29.17 21.07 29.17 19.27 21.07 17.33 11.00 31.29 29.33 12.30 31.29 29.06 11.00 12.30 31.37 34.86 14.01 15.10 9.24 13.62 11.95 15.23

- Swimming Pool Operator			18.62
Stevedoring/Longshoremen Occupational Services			0 F 7 F
- Blocker And Bracer - Hatch Tender			25.75
- Line Handler			25.75
- Stevedore I			21.85
- Stevedore II			21.05
Technical Occupations			27.31
	(200	2)	35.78
- Air Traffic Control Specialist, Center (HFO)			24.67
<ul><li>Air Traffic Control Specialist, Station (HFO)</li><li>Air Traffic Control Specialist, Terminal (HFO)</li></ul>			27.16
- Archeological Technician I	(see		19.91
- Archeological Technician I			23.13
- Archeological Technician III			27.27
- Cartographic Technician			30.50
- Civil Engineering Technician			28.72
- Drafter/CAD Operator I			19.91
- Drafter/CAD Operator II			26.44
- Drafter/CAD Operator III			26.80
- Drafter/CAD Operator IV			32.98
- Engineering Technician I			17.68
- Engineering Technician II			20.62
- Engineering Technician III			23.07
- Engineering Technician IV			28.59
- Engineering Technician V			34.97
- Engineering Technician VI			42.20
- Environmental Technician			24.34
			24.34
- Laboratory Technician - Mathematical Technician			27.58
			20.79
- Paralegal/Legal Assistant I - Paralegal/Legal Assistant II			25.77
- Paralegal/Legal Assistant III			31.52
- Paralegal/Legal Assistant IV			38.14
- Photo-Optics Technician			27.58
- Technical Writer I			29.04
- Technical Writer II			35.52
- Technical Writer II			42.97
- Unexploded Ordnance (UXO) Technician I			22.74
- Unexploded Ordnance (UXO) Technician II			27.51
- Unexploded Ordnance (UXO) Technician III			32.97
- Unexploded (UXO) Safety Escort			22.74
- Unexploded (UXO) Sweep Personnel			22.74
	(see		26.80
ce Programs	(500	3)	20.00
- Weather Observer, Senior	(see	3)	27.27
Transportation/Mobile Equipment Operation Occupat		57	21.21
- Bus Aide			11.36
- Bus Driver			16.67
- Driver Courier			13.85
- Parking and Lot Attendant			10.80
- Shuttle Bus Driver			14.87
- Taxi Driver			10.82
- Truckdriver, Light			14.87
- Truckdriver, Medium			17.64
- Truckdriver, Heavy			18.76
- Truckdriver, Tractor-Trailer			18.76
Miscellaneous Occupations			
- Cashier			10.75
- Desk Clerk			8.95
- Embalmer			23.59
- Laboratory Animal Caretaker I			9.26
- Laboratory Animal Caretaker II			9.94
-			

99310 - Mortician	23.59
99410 - Pest Controller	13.90
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	19.26
99711 - Recycling Specialist	22.54
99730 - Refuse Collector	17.57
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	10.81
99830 - Survey Party Chief	28.28
99831 - Surveying Aide	18.77
99832 - Surveying Technician	25.72
99840 - Vending Machine Attendant	14.66
99841 - Vending Machine Repairer	18.36
99842 - Vending Machine Repairer Helper	15.79

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.81 per hour or \$152.40 per week or \$660.40 per month

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

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

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

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

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

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

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

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

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

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

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

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

# \*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

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

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

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

### Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

State: California

**Fringe Benefits Required Follow the Occupational Listing**	
OCCUPATION CODE - TITLE FOLLOW THE OCCUPATIONAL LISTING^^	RATE
01000 - Administrative Support And Clerical Occupations	RAIL
01010 - Accounting Clerk I	14.60
01012 - Accounting Clerk II	16.38
01012 - Accounting Clerk II 01013 - Accounting Clerk III	18.50
01020 - Administrative Assistant	21.14
01040 - Court Reporter	24.94
01051 - Data Entry Operator I	12.78
01052 - Data Entry Operator II	14.48
01060 - Dispatcher, Motor Vehicle	17.44
01070 - Document Preparation Clerk	14.35
01090 - Duplicating Machine Operator	14.35
01111 - General Clerk I	13.04
01112 - General Clerk II	14.83
01113 - General Clerk III	16.65
01120 - Housing Referral Assistant	20.00
01141 - Messenger Courier	11.54
01191 - Order Clerk I	13.24
01192 - Order Clerk II	14.45
01261 - Personnel Assistant (Employment) I	14.90
01262 - Personnel Assistant (Employment) II	17.56
01263 - Personnel Assistant (Employment) III	18.77
01270 - Production Control Clerk	23.14
01280 - Receptionist	11.49
01290 - Rental Clerk	12.72
01300 - Scheduler, Maintenance	16.03
01311 - Secretary I	16.03
01312 - Secretary II	17.93
01313 - Secretary III	20.00
01320 - Service Order Dispatcher	16.53
01410 - Supply Technician	22.22
01420 - Survey Worker	16.34
01531 - Travel Clerk I	12.88
01532 - Travel Clerk II	13.57
01533 - Travel Clerk III	14.67
01611 - Word Processor I	14.72
01612 - Word Processor II	16.51
01613 - Word Processor III	18.47
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.07
05010 - Automotive Electrician	18.24
05040 - Automotive Glass Installer	17.52

0 - 0 - 0		17 50
	- Automotive Worker	17.52
	- Mobile Equipment Servicer	15.83
05130	- Motor Equipment Metal Mechanic	18.99
05160	- Motor Equipment Metal Worker	17.52
	- Motor Vehicle Mechanic	18.99
	- Motor Vehicle Mechanic Helper	14.66
	-	17.00
	- Motor Vehicle Upholstery Worker	
	- Motor Vehicle Wrecker	17.52
	- Painter, Automotive	18.23
05340	- Radiator Repair Specialist	17.52
05370	- Tire Repairer	13.87
	- Transmission Repair Specialist	18.99
	Food Preparation And Service Occupations	20.00
	- Baker	14 06
		14.06
	- Cook I	13.37
	- Cook II	15.20
07070	- Dishwasher	9.15
07130	- Food Service Worker	9.32
07210	- Meat Cutter	14.15
	- Waiter/Waitress	9.16
	Furniture Maintenance And Repair Occupations	5.10
		10 54
	- Electrostatic Spray Painter	16.54
	- Furniture Handler	12.87
09080	- Furniture Refinisher	16.54
09090	- Furniture Refinisher Helper	13.30
09110	- Furniture Repairer, Minor	15.21
	- Upholsterer	16.54
	General Services And Support Occupations	10.01
		11 00
	- Cleaner, Vehicles	11.66
	- Elevator Operator	11.66
11090	- Gardener	13.56
11122	- Housekeeping Aide	12.40
11150	- Janitor	12.40
	- Laborer, Grounds Maintenance	13.00
	- Maid or Houseman	8.98
	- Pruner	11.87
	- Tractor Operator	15.42
11330	- Trail Maintenance Worker	13.00
11360	- Window Cleaner	13.12
12000 -	Health Occupations	
12010	- Ambulance Driver	18.87
	- Breath Alcohol Technician	18.48
	- Certified Occupational Therapist Assistant	
		25.35
	- Certified Physical Therapist Assistant	25.67
	- Dental Assistant	16.35
12025	- Dental Hygienist	41.60
12030	- EKG Technician	26.51
	- Electroneurodiagnostic Technologist	26.51
	- Emergency Medical Technician	18.87
	- Licensed Practical Nurse I	16.52
	- Licensed Practical Nurse II	18.48
	- Licensed Practical Nurse III	20.61
12100	- Medical Assistant	14.04
12130	- Medical Laboratory Technician	15.51
	- Medical Record Clerk	13.50
	- Medical Record Technician	15.10
	- Medical Transcriptionist	17.27
	- Nuclear Medicine Technologist	40.62
	- Nursing Assistant I	10.26
	- Nursing Assistant II	11.54
12223	- Nursing Assistant III	12.58
12224	- Nursing Assistant IV	14.12

<pre>12235 - Optical Dispenser 12236 - Optical Technician 12250 - Pharmacy Technician 12280 - Phlebotomist 12305 - Radiologic Technologist 12311 - Registered Nurse I 12312 - Registered Nurse II 12313 - Registered Nurse III 12314 - Registered Nurse III 12315 - Registered Nurse III, Anest 12316 - Registered Nurse IV 12317 - Scheduler (Drug and Alcohol 13000 - Information And Arts Occupation)</pre>	35.96         netist       35.96         43.10         Testing)       22.89
13010 - Exhibits Specialist I 13012 - Exhibits Specialist II 13013 - Exhibits Specialist III 13041 - Illustrator I 13042 - Illustrator III 13043 - Illustrator III 13047 - Librarian 13050 - Library Aide/Clerk 13054 - Library Information Technology	20.13 24.95 30.52 20.13 24.95 30.52 27.62 15.10
<pre>13058 - Library Technician 13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer II 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer V 13110 - Video Teleconference Techni</pre>	
<pre>14000 - Information Technology Occupa 14041 - Computer Operator I 14042 - Computer Operator II 14043 - Computer Operator III 14044 - Computer Operator IV 14045 - Computer Operator V 14071 - Computer Programmer I 14072 - Computer Programmer III 14073 - Computer Programmer IV 14101 - Computer Programmer IV 14101 - Computer Systems Analyst I 14102 - Computer Systems Analyst II 14102 - Computer Systems Analyst II</pre>	17.85 20.61 22.98 25.55 28.28 (see 1) (see 1) (see 1) (see 1) (see 1) (see 1)
14103 - Computer Systems Analyst II 14150 - Peripheral Equipment Operate 14160 - Personal Computer Support Te	pr 17.85
<pre>15000 - Instructional Occupations 15010 - Aircrew Training Devices In 15020 - Aircrew Training Devices In 15030 - Air Crew Training Devices I: 15050 - Computer Based Training Spen 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Technical Instructor 15095 - Technical Instructor/Course 15110 - Test Proctor 15120 - Tutor</pre>	structor (Rated)       37.24         hstructor (Pilot)       44.48         cialist / Instructor       28.99         27.08       44.48         20.98         19.96         Developer       24.27         17.86         17.86
16000 - Laundry, Dry-Cleaning, Pressi 16010 - Assembler	ng And Related Occupations 9.62

16030	- Counter Attendant	9.62
16040	- Dry Cleaner	11.95
	- Finisher, Flatwork, Machine	9.62
	- Presser, Hand	9.62
16110	- Presser, Machine, Drycleaning	9.62
16130	- Presser, Machine, Shirts	9.62
	- Presser, Machine, Wearing Apparel, Laundry	9.62
		12.25
	- Sewing Machine Operator	
	- Tailor	12.91
16250	- Washer, Machine	10.28
19000 -	Machine Tool Operation And Repair Occupations	
	- Machine-Tool Operator (Tool Room)	23.66
	- Tool And Die Maker	28.13
21000 -	Materials Handling And Packing Occupations	
21020	- Forklift Operator	13.04
21030	- Material Coordinator	23.14
	- Material Expediter	23.14
	- Material Handling Laborer	11.54
21071	- Order Filler	12.17
21080	- Production Line Worker (Food Processing)	13.04
	- Shipping Packer	13.93
	- Shipping/Receiving Clerk	13.93
	- Store Worker I	11.22
21150	- Stock Clerk	14.72
21210	- Tools And Parts Attendant	13.04
21410	- Warehouse Specialist	13.04
		10.01
	Mechanics And Maintenance And Repair Occupations	
	- Aerospace Structural Welder	28.23
23021	- Aircraft Mechanic I	26.79
23022	- Aircraft Mechanic II	28.23
	- Aircraft Mechanic III	29.66
	- Aircraft Mechanic Helper	21.12
23050	- Aircraft, Painter	22.31
23060	- Aircraft Servicer	24.18
23080	- Aircraft Worker	25.24
		22.62
	- Appliance Mechanic	
	- Bicycle Repairer	15.26
23125	- Cable Splicer	31.37
23130	- Carpenter, Maintenance	22.86
	- Carpet Layer	17.92
	- Electrician, Maintenance	26.52
23181	- Electronics Technician Maintenance I	26.31
23182	- Electronics Technician Maintenance II	27.90
23183	- Electronics Technician Maintenance III	29.47
	- Fabric Worker	20.33
	- Fire Alarm System Mechanic	23.03
23310	- Fire Extinguisher Repairer	19.01
23311	- Fuel Distribution System Mechanic	26.97
	- Fuel Distribution System Operator	22.23
	- General Maintenance Worker	18.26
	- Ground Support Equipment Mechanic	26.79
23381	- Ground Support Equipment Servicer	24.18
23382	- Ground Support Equipment Worker	25.24
	- Gunsmith I	19.01
	- Gunsmith II	
		21.62
	- Gunsmith III	24.22
23410	- Heating, Ventilation And Air-Conditioning	21.88
Mechar		
	- Heating, Ventilation And Air Contditioning	23.06
		20.00
	nic (Research Facility)	01 -0
	- Heavy Equipment Mechanic	21.73
23440	- Heavy Equipment Operator	24.53

23460	- Instrument Mechanic	28.25
23465	- Laboratory/Shelter Mechanic	22.93
23470	- Laborer	11.54
23510	- Locksmith	21.52
23530	- Machinery Maintenance Mechanic	22.52
23550	- Machinist, Maintenance	20.44
23580	- Maintenance Trades Helper	13.36
	- Metrology Technician I	28.25
	- Metrology Technician II	29.74
	- Metrology Technician III	31.26
	- Millwright	24.89
	- Office Appliance Repairer	21.82
	- Painter, Maintenance	20.87
	- Pipefitter, Maintenance	23.43
	- Plumber, Maintenance	22.50
	- Pneudraulic Systems Mechanic	24.22
	- Rigger	24.22
	- Scale Mechanic	21.71
	- Sheet-Metal Worker, Maintenance	22.68
	- Small Engine Mechanic	20.48
	- Telecommunications Mechanic I	24.61
	- Telecommunications Mechanic II	25.94
	- Telephone Lineman	22.97
	- Welder, Combination, Maintenance	23.78
	- Well Driller	24.22
	- Woodcraft Worker	24.22
	- Woodworker	19.01
	Personal Needs Occupations	19.01
	- Child Care Attendant	10.79
	- Child Care Center Clerk	10.75
	- Chore Aide	13.07
24010	CHOIC ALGO	10.07
24620	- Family Readiness And Support Services	13 80
	- Family Readiness And Support Services	13.80
Coordi	inator	
Coordi 24630	inator - Homemaker	13.80 17.39
Coordi 24630 25000 -	inator - Homemaker Plant And System Operations Occupations	17.39
Coordi 24630 25000 - 25010	inator - Homemaker Plant And System Operations Occupations - Boiler Tender	17.39 29.17
Coordi 24630 25000 - 25010 25040	inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator	17.39 29.17 21.07
Coordi 24630 25000 - 25010 25040 25070	inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer	17.39 29.17 21.07 29.17
Coordi 24630 25000 - 25010 25040 25070 25190	inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender	17.39 29.17 21.07 29.17 19.27
Coordi 24630 25000 - 25010 25040 25070 25190 25210	inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator	17.39 29.17 21.07 29.17
Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 -	<ul> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> </ul>	17.39 29.17 21.07 29.17 19.27 21.07
Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004	<ul> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> </ul>	17.39 29.17 21.07 29.17 19.27 21.07 17.33
Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007	<ul> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> </ul>	17.39 29.17 21.07 29.17 19.27 21.07 17.33 11.00
Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008	<ul> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> </ul>	17.39 29.17 21.07 29.17 19.27 21.07 17.33 11.00 31.29
Coordi 24630 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010	<ul> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> </ul>	17.39 29.17 21.07 29.17 19.27 21.07 17.33 11.00 31.29 29.33
Coordi 24630 25010 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030	<ul> <li>Homemaker</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> </ul>	17.39 29.17 21.07 29.17 19.27 21.07 17.33 11.00 31.29 29.33 12.30
Coordi 24630 25000 - 25010 25040 25070 25210 27000 - 27004 27007 27008 27010 27030 27040	<ul> <li>Homemaker</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> </ul>	17.39 29.17 21.07 29.17 19.27 21.07 17.33 11.00 31.29 29.33 12.30 31.29
Coordi 24630 25000 - 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter</pre>	17.39 29.17 21.07 29.17 19.27 21.07 17.33 11.00 31.29 29.33 12.30 31.29 29.06
Coordi 24630 25000 - 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27070	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I</pre>	17.39 29.17 21.07 29.17 19.27 21.07 17.33 11.00 31.29 29.33 12.30 31.29 29.06 11.00
Coordi 24630 25000 - 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27070 27070 27070	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II</pre>	17.39 29.17 21.07 29.17 19.27 21.07 17.33 11.00 31.29 29.33 12.30 31.29 29.06 11.00 12.30
Coordi 24630 25010 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27040 27070 27101 27102 27131	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer I</pre>	17.39 29.17 21.07 29.17 19.27 21.07 17.33 11.00 31.29 29.33 12.30 31.29 29.06 11.00 12.30 31.37
Coordi 24630 25010 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27040 27070 27101 27102 27131 27132	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer II</pre>	17.39 29.17 21.07 29.17 19.27 21.07 17.33 11.00 31.29 29.33 12.30 31.29 29.06 11.00 12.30
Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27040 27070 27101 27102 27131 27132 28000 -	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer II Recreation Occupations</pre>	17.39 29.17 21.07 29.17 19.27 21.07 17.33 11.00 31.29 29.33 12.30 31.29 29.06 11.00 12.30 31.37 34.86
Coordi 24630 25000 - 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27040 27070 27101 27102 27131 27132 28000 - 28041	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer II Recreation Occupations - Carnival Equipment Operator</pre>	17.39 29.17 21.07 29.17 19.27 21.07 17.33 11.00 31.29 29.33 12.30 31.29 29.06 11.00 12.30 31.37 34.86 14.01
Coordi 24630 25000 - 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27040 27070 27101 27102 27101 27132 28000 - 28041 28042	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer II Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Repairer</pre>	17.39 29.17 21.07 29.17 19.27 21.07 17.33 11.00 31.29 29.33 12.30 31.29 29.06 11.00 12.30 31.37 34.86 14.01 15.10
Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer I - Police Officer II Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Worker</pre>	17.39 29.17 21.07 29.17 19.27 21.07 17.33 11.00 31.29 29.33 12.30 31.29 29.06 11.00 12.30 31.37 34.86 14.01 15.10 9.24
Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043 28210	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer I - Police Officer II Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Worker - Gate Attendant/Gate Tender</pre>	17.39 29.17 21.07 29.17 19.27 21.07 17.33 11.00 31.29 29.33 12.30 31.29 29.06 11.00 12.30 31.37 34.86 14.01 15.10 9.24 13.62
Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043 28210 28310	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer II Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Worker - Gate Attendant/Gate Tender - Lifeguard</pre>	17.39 29.17 21.07 29.17 19.27 21.07 17.33 11.00 31.29 29.33 12.30 31.29 29.06 11.00 12.30 31.37 34.86 14.01 15.10 9.24 13.62 11.95
Coordi 24630 25000 - 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043 28210 28310 28350	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard I - Police Officer II Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Worker - Gate Attendant/Gate Tender - Lifeguard - Park Attendant (Aide)</pre>	17.39 29.17 21.07 29.17 19.27 21.07 17.33 11.00 31.29 29.33 12.30 31.29 29.06 11.00 12.30 31.37 34.86 14.01 15.10 9.24 13.62 11.95 15.23
Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28040 - 28041 28042 28043 28210 28310 28350 28510	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer II Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Worker - Gate Attendant/Gate Tender - Lifeguard - Park Attendant (Aide) - Recreation Aide/Health Facility Attendant</pre>	17.39 29.17 21.07 29.17 19.27 21.07 17.33 11.00 31.29 29.33 12.30 31.29 29.06 11.00 12.30 31.37 34.86 14.01 15.10 9.24 13.62 11.95 15.23 11.10
Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043 28210 28310 28350 28510	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard I - Police Officer II Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Worker - Gate Attendant/Gate Tender - Lifeguard - Park Attendant (Aide)</pre>	17.39 29.17 21.07 29.17 19.27 21.07 17.33 11.00 31.29 29.33 12.30 31.29 29.06 11.00 12.30 31.37 34.86 14.01 15.10 9.24 13.62 11.95 15.23

28690	- Swimming Pool Operator		18.62
	Stevedoring/Longshoremen Occupational Services		
	- Blocker And Bracer		25.75
29020	- Hatch Tender		25.75
29030	- Line Handler		25.75
	- Stevedore I		21.85
29042	- Stevedore II		27.31
30000 -	Technical Occupations		
	- Air Traffic Control Specialist, Center (HFO)	(see 2	) 35.78
	- Air Traffic Control Specialist, Station (HFO)		
	- Air Traffic Control Specialist, Terminal (HFO)		
30021	- Archeological Technician I		19.91
30022	- Archeological Technician II		23.13
30023	- Archeological Technician III		27.27
30030	- Cartographic Technician		30.50
30040	- Civil Engineering Technician		28.72
30061	- Drafter/CAD Operator I		19.91
	- Drafter/CAD Operator II		26.44
	- Drafter/CAD Operator III		26.80
	- Drafter/CAD Operator IV		32.98
	- Engineering Technician I		17.68
	- Engineering Technician II		20.62
	- Engineering Technician III		23.07
	- Engineering Technician IV		28.59
	- Engineering Technician V		34.97
	- Engineering Technician VI		42.20
	- Environmental Technician		24.34
	- Laboratory Technician		24.11
	- Mathematical Technician		27.58
	- Paralegal/Legal Assistant I		20.79
	- Paralegal/Legal Assistant II		25.77
	- Paralegal/Legal Assistant III		31.52
	- Paralegal/Legal Assistant IV		38.14
	- Photo-Optics Technician		27.58
	- Technical Writer I		29.04
	- Technical Writer II		35.52
	- Technical Writer III		42.97
	- Unexploded Ordnance (UXO) Technician I		22.74
	- Unexploded Ordnance (UXO) Technician II		27.51
	- Unexploded Ordnance (UXO) Technician III		32.97
	- Unexploded (UXO) Safety Escort		22.74
	- Unexploded (UXO) Sweep Personnel - Weather Observer, Combined Upper Air Or	(200 2	) 22.74 ) 26.80
	ce Programs	(see 3	) 20.80
	- Weather Observer, Senior	(see 3	) 27.27
	Transportation/Mobile Equipment Operation Occupat		) 21.21
	- Bus Aide	CT0110	11.36
	- Bus Driver		16.67
	- Driver Courier		13.85
	- Parking and Lot Attendant		10.80
	- Shuttle Bus Driver		14.87
	- Taxi Driver		10.82
	- Truckdriver, Light		14.87
	- Truckdriver, Medium		17.64
	- Truckdriver, Heavy		18.76
	- Truckdriver, Tractor-Trailer		18.76
	Miscellaneous Occupations		
	- Cashier		10.75
99050	- Desk Clerk		8.95
99095	- Embalmer		23.59
	- Laboratory Animal Caretaker I		9.26
99252	- Laboratory Animal Caretaker II		9.94

99310 - Mortician	23.59
99410 - Pest Controller	13.90
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	19.26
99711 - Recycling Specialist	22.54
99730 - Refuse Collector	17.57
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	10.81
99830 - Survey Party Chief	28.28
99831 - Surveying Aide	18.77
99832 - Surveying Technician	25.72
99840 - Vending Machine Attendant	14.66
99841 - Vending Machine Repairer	18.36
99842 - Vending Machine Repairer Helper	15.79

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

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

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

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

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

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

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

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

# \*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

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

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

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

### Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

Page 1 of 10

Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: California

**Fringe Benefits Required Follow the Occupational Listing**	
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	14.60
01012 - Accounting Clerk II	16.38
01013 - Accounting Clerk III	18.50
01020 - Administrative Assistant	21.14
01040 - Court Reporter	24.94
01051 - Data Entry Operator I	12.78
01052 - Data Entry Operator II	14.48
01060 - Dispatcher, Motor Vehicle	17.44
01070 - Document Preparation Clerk	14.35
01090 - Duplicating Machine Operator	14.35
01111 - General Clerk I	13.04
01112 - General Clerk II	14.83
01113 - General Clerk III	16.65
01120 - Housing Referral Assistant	20.00
01141 - Messenger Courier	11.54
01191 - Order Clerk I	13.24
01192 - Order Clerk II	14.45
01261 - Personnel Assistant (Employment) I	14.90
01262 - Personnel Assistant (Employment) II	17.56
01263 - Personnel Assistant (Employment) III	18.77
01270 - Production Control Clerk	23.14
01280 - Receptionist	11.49
01290 - Rental Clerk	12.72
01300 - Scheduler, Maintenance	16.03
01311 - Secretary I	16.03
01312 - Secretary II	17.93
01313 - Secretary III	20.00
01320 - Service Order Dispatcher	16.53
01410 - Supply Technician	22.22
01420 - Survey Worker	16.34

01531	- Travel Clerk I	12.88
01532	- Travel Clerk II	13.57
01533	- Travel Clerk III	14.67
	- Word Processor I	14.72
	- Word Processor II	16.51
01613	- Word Processor III	18.47
05000 -	Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	18.07
	- Automotive Electrician	18.24
	- Automotive Glass Installer	17.52
	- Automotive Worker	17.52
05110	- Mobile Equipment Servicer	15.83
05130	- Motor Equipment Metal Mechanic	18.99
	- Motor Equipment Metal Worker	17.52
	- Motor Vehicle Mechanic	18.99
	- Motor Vehicle Mechanic Helper	14.66
05250	- Motor Vehicle Upholstery Worker	17.00
05280	- Motor Vehicle Wrecker	17.52
05310	- Painter, Automotive	18.23
	- Radiator Repair Specialist	17.52
	- Tire Repairer	13.87
05400	- Transmission Repair Specialist	18.99
07000 -	Food Preparation And Service Occupations	
	- Baker	14.06
	- Cook I	13.37
	- Cook II	15.20
	- Dishwasher	9.15
07130	- Food Service Worker	9.32
07210	- Meat Cutter	14.15
07260	- Waiter/Waitress	9.16
	Furniture Maintenance And Repair Occupations	5.10
	- Electrostatic Spray Painter	16.54
09040	- Furniture Handler	12.87
09080	- Furniture Refinisher	16.54
09090	- Furniture Refinisher Helper	13.30
	- Furniture Repairer, Minor	15.21
	- Upholsterer	16.54
11000 -	General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.66
	- Elevator Operator	11.66
	- Gardener	13.56
	- Housekeeping Aide	12.40
11150	- Janitor	12.40
11210	- Laborer, Grounds Maintenance	13.00
11240	- Maid or Houseman	8.98
	- Pruner	11.87
		15.42
	- Tractor Operator	
	- Trail Maintenance Worker	13.00
11360	- Window Cleaner	13.12
12000 -	Health Occupations	
	- Ambulance Driver	18.87
	- Breath Alcohol Technician	18.48
	- Certified Occupational Therapist Assistant	25.35
	- Certified Physical Therapist Assistant	25.67
12020	- Dental Assistant	16.35
12025	- Dental Hygienist	41.60
	- EKG Technician	26.51
		26.51
	- Electroneurodiagnostic Technologist	
	- Emergency Medical Technician	18.87
12071	- Licensed Practical Nurse I	16.52
12072	- Licensed Practical Nurse II	18.48
12073	- Licensed Practical Nurse III	20.61
		20.01

12130 12160 12195 12210 12221 12222 12223 12224 12235 12236 12250 12305 12311 12312 12313 12314 12315 12316	<ul> <li>Medical Assistant</li> <li>Medical Laboratory Technician</li> <li>Medical Record Clerk</li> <li>Medical Record Technician</li> <li>Medical Transcriptionist</li> <li>Nuclear Medicine Technologist</li> <li>Nursing Assistant I</li> <li>Nursing Assistant III</li> <li>Nursing Assistant IVI</li> <li>Optical Dispenser</li> <li>Optical Technician</li> <li>Pharmacy Technician</li> <li>Phlebotomist</li> <li>Registered Nurse II</li> <li>Registered Nurse III, Anesthetist</li> <li>Registered Nurse IV</li> <li>Scheduler (Drug and Alcohol Testing)</li> </ul>		14.04 15.51 13.50 15.10 17.27 40.62 10.26 11.54 12.58 14.12 14.73 16.52 16.87 16.50 26.48 24.30 29.72 29.72 35.96 35.96 43.10 22.89
	- Scheduler (Drug and Alcohol Testing)		22.89
	Information And Arts Occupations - Exhibits Specialist I		20.13
	- Exhibits Specialist I		24.95
	- Exhibits Specialist III		30.52
	- Illustrator I		20.13
13042	- Illustrator II		24.95
13043	- Illustrator III		30.52
13047	- Librarian		27.62
13050	- Library Aide/Clerk		15.10
	- Library Information Technology Systems		24.95
	strator		
	- Library Technician		19.47
	- Media Specialist I		18.00
	- Media Specialist II		20.13
	- Media Specialist III		22.45
	- Photographer I		18.00
	- Photographer II - Photographer III		20.14 24.95
	- Photographer IV		30.52
	- Photographer V		36.92
	- Video Teleconference Technician		18.00
	Information Technology Occupations		
	- Computer Operator I		17.85
	- Computer Operator II		20.61
14043	- Computer Operator III		22.98
14044	- Computer Operator IV		25.55
	- Computer Operator V		28.28
	- Computer Programmer I		
	- Computer Programmer II	(see 1)	
	- Computer Programmer III	(see 1)	
	- Computer Programmer IV	(see 1)	
	- Computer Systems Analyst I - Computer Systems Analyst II	(see 1)	
	- Computer Systems Analyst II - Computer Systems Analyst III	(see 1) (see 1)	
	- Peripheral Equipment Operator		17.85
	- Personal Computer Support Technician		25.55
	Instructional Occupations		
15010	- Aircrew Training Devices Instructor (Non-Rated)		30.78
15020	- Aircrew Training Devices Instructor (Rated)		37.24
15020	- Air Crew Training Devices Instructor (Pilot)		44.48

	- Computer Based Training Specialist / Inst	ructor 28.99
15060	- Educational Technologist	27.08
15070	- Flight Instructor (Pilot)	44.48
15080	- Graphic Artist	20.98
15090	- Technical Instructor	19.96
15095	- Technical Instructor/Course Developer	24.27
15110	- Test Proctor	17.86
15120	- Tutor	17.86
16000 -	Laundry, Dry-Cleaning, Pressing And Related	Occupations
16010	- Assembler	9.62
16030	- Counter Attendant	9.62
16040	- Dry Cleaner	11.95
16070	- Finisher, Flatwork, Machine	9.62
16090	- Presser, Hand	9.62
16110	- Presser, Machine, Drycleaning	9.62
16130	- Presser, Machine, Shirts	9.62
16160	- Presser, Machine, Wearing Apparel, Laundr	у 9.62
16190	- Sewing Machine Operator	12.25
16220	- Tailor	12.91
16250	- Washer, Machine	10.28
19000 -	Machine Tool Operation And Repair Occupatio	ns
19010	- Machine-Tool Operator (Tool Room)	23.66
19040	- Tool And Die Maker	28.13
21000 -	Materials Handling And Packing Occupations	
21020	- Forklift Operator	13.04
21030	- Material Coordinator	23.14
21040	- Material Expediter	23.14
21050	- Material Handling Laborer	11.54
21071	- Order Filler	12.17
21080	- Production Line Worker (Food Processing)	13.04
21110	- Shipping Packer	13.93
21130	- Shipping/Receiving Clerk	13.93
21140	- Store Worker I	11.22
21150	- Stock Clerk	14.72
21210	- Tools And Parts Attendant	13.04
	- Warehouse Specialist	13.04
	Mechanics And Maintenance And Repair Occupa	tions
	- Aerospace Structural Welder	28.23
	- Aircraft Mechanic I	26.79
	- Aircraft Mechanic II	28.23
	- Aircraft Mechanic III	29.66
	- Aircraft Mechanic Helper	21.12
	- Aircraft, Painter	22.31
	- Aircraft Servicer	24.18
	– Aircraft Worker	25.24
	- Appliance Mechanic	22.62
	- Bicycle Repairer	15.26
	- Cable Splicer	31.37
	- Carpenter, Maintenance	22.86
	- Carpet Layer	17.92
	- Electrician, Maintenance	26.52
	- Electronics Technician Maintenance I	26.31
	- Electronics Technician Maintenance II	27.90
	- Electronics Technician Maintenance III	29.47
	- Fabric Worker	20.33
	- Fire Alarm System Mechanic	23.03
	- Fire Extinguisher Repairer	19.01
	- Fuel Distribution System Mechanic	26.97
	- Fuel Distribution System Operator	22.23
	- General Maintenance Worker	18.26
	- Ground Support Equipment Mechanic	26.79
23381	- Ground Support Equipment Servicer	24.18

23382 - Ground Support Equipment Worker	25.24
23391 - Gunsmith I	19.01
23392 - Gunsmith II	21.62
23393 - Gunsmith III	24.22
23410 - Heating, Ventilation And Air-Conditioning	21.88
Mechanic	
23411 - Heating, Ventilation And Air Contditioning	23.06
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	21.73
23440 - Heavy Equipment Operator	24.53
23460 - Instrument Mechanic	28.25
23465 - Laboratory/Shelter Mechanic	20.23
23470 - Laborar	11.54
23510 - Locksmith	21.52
23530 - Machinery Maintenance Mechanic	22.52
23550 - Machinist, Maintenance	20.44 13.36
23580 - Maintenance Trades Helper	
23591 - Metrology Technician I	28.25
23592 - Metrology Technician II	29.74
23593 - Metrology Technician III	31.26
23640 - Millwright	24.89
23710 - Office Appliance Repairer	21.82
23760 - Painter, Maintenance	20.87
23790 - Pipefitter, Maintenance	23.43
23810 - Plumber, Maintenance	22.50
23820 - Pneudraulic Systems Mechanic	24.22
23850 - Rigger	24.22
23870 - Scale Mechanic	21.71
23890 - Sheet-Metal Worker, Maintenance	22.68
23910 - Small Engine Mechanic	20.48
23931 - Telecommunications Mechanic I	24.61
23932 - Telecommunications Mechanic II	25.94
23950 - Telephone Lineman	22.97
23960 - Welder, Combination, Maintenance	23.78
23965 - Well Driller	24.22
23970 - Woodcraft Worker	24.22
23980 - Woodworker	19.01
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.79
24580 - Child Care Center Clerk	11.17
24610 - Chore Aide	13.07
24620 - Family Readiness And Support Services	13.80
Coordinator	
24630 - Homemaker	17.39
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.17
25040 - Sewage Plant Operator	21.07
25070 - Stationary Engineer	29.17
25190 - Ventilation Equipment Tender	19.27
25210 - Water Treatment Plant Operator	21.07
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.33
27007 - Baggage Inspector	11.00
27008 - Corrections Officer	31.29
27010 - Court Security Officer	29.33
27030 - Detection Dog Handler	12.30
27040 - Detention Officer	31.29
27070 - Firefighter	29.06
27101 - Guard I	29.00
27101 - Guard I 27102 - Guard II	12.30
27102 - Guard II 27131 - Police Officer I	
	31.37
27132 - Police Officer II	34.86

28000 -	Recreation Occupations			
	- Carnival Equipment Operator			14.01
	- Carnival Equipment Repairer			15.10
	- Carnival Equpment Worker			9.24
28210	- Gate Attendant/Gate Tender			13.62
28310	- Lifeguard			11.95
28350	- Park Attendant (Aide)			15.23
	- Recreation Aide/Health Facility Attendant			11.10
	- Recreation Specialist			16.40
	- Sports Official			12.14
	- Swimming Pool Operator			18.62
	Stevedoring/Longshoremen Occupational Services			0F 7F
	- Blocker And Bracer - Hatch Tender			25.75
	- Line Handler			25.75
	- Stevedore I			21.85
	- Stevedore II			27.31
	Technical Occupations			27.01
	- Air Traffic Control Specialist, Center (HFO)	(see	2)	35.78
	- Air Traffic Control Specialist, Station (HFO)			24.67
	- Air Traffic Control Specialist, Terminal (HFO)			27.16
	- Archeological Technician I			19.91
30022	- Archeological Technician II			23.13
30023	- Archeological Technician III			27.27
30030	- Cartographic Technician			30.50
	- Civil Engineering Technician			28.72
	- Drafter/CAD Operator I			19.91
	- Drafter/CAD Operator II			26.44
	- Drafter/CAD Operator III			26.80
	- Drafter/CAD Operator IV			32.98
	- Engineering Technician I			17.68
	- Engineering Technician II			20.62
	- Engineering Technician III			23.07
	- Engineering Technician IV			28.59
	- Engineering Technician V - Engineering Technician VI			34.97 42.20
	- Environmental Technician			24.34
	- Laboratory Technician			24.11
	- Mathematical Technician			27.58
	- Paralegal/Legal Assistant I			20.79
	- Paralegal/Legal Assistant II			25.77
	- Paralegal/Legal Assistant III			31.52
	- Paralegal/Legal Assistant IV			38.14
	- Photo-Optics Technician			27.58
	- Technical Writer I			29.04
30462	- Technical Writer II			35.52
30463	- Technical Writer III			42.97
	- Unexploded Ordnance (UXO) Technician I			22.74
	- Unexploded Ordnance (UXO) Technician II			27.51
	- Unexploded Ordnance (UXO) Technician III			32.97
	- Unexploded (UXO) Safety Escort			22.74
	- Unexploded (UXO) Sweep Personnel			22.74
		(see	3)	26.80
	ce Programs	,	2.	
	- Weather Observer, Senior	(see	3)	27.27
	Transportation/Mobile Equipment Operation Occupat	lons		11 20
	- Bus Aide			11.36
	- Bus Driver - Driver Courier			16.67 13.85
	- Driver Courier - Parking and Lot Attendant			13.85
	- Shuttle Bus Driver			14.87
	- Taxi Driver			10.82
J_J_U	IGUT DITACT			±0.02

31361	- Truckdriver, Light	14.87
31362	- Truckdriver, Medium	17.64
31363	- Truckdriver, Heavy	18.76
31364	- Truckdriver, Tractor-Trailer	18.76
99000 -	Miscellaneous Occupations	
99030	- Cashier	10.75
99050	- Desk Clerk	8.95
99095	- Embalmer	23.59
99251	- Laboratory Animal Caretaker I	9.26
99252	- Laboratory Animal Caretaker II	9.94
99310	- Mortician	23.59
99410	- Pest Controller	13.90
99510	- Photofinishing Worker	11.95
99710	- Recycling Laborer	19.26
99711	- Recycling Specialist	22.54
99730	- Refuse Collector	17.57
99810	- Sales Clerk	11.95
	- School Crossing Guard	10.81
99830	- Survey Party Chief	28.28
	- Surveying Aide	18.77
99832	- Surveying Technician	25.72
99840	- Vending Machine Attendant	14.66
	- Vending Machine Repairer	18.36
99842	- Vending Machine Repairer Helper	15.79

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

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

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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:

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

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

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

#### Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

6) The contractor informs the affected employees.

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

Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: California

**Fringe Benefits Required Follow the Occupational Listing**	· · · · · · · · · · · · · · · · · · ·
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	14.60
01012 - Accounting Clerk II	16.38
01013 - Accounting Clerk III	18.50
01020 - Administrative Assistant	21.14
01040 - Court Reporter	24.94
01051 - Data Entry Operator I	12.78
01052 - Data Entry Operator II	14.48
01060 - Dispatcher, Motor Vehicle	17.44
01070 - Document Preparation Clerk	14.35
01090 - Duplicating Machine Operator	14.35
01111 - General Clerk I	13.04
01112 - General Clerk II	14.83
01113 - General Clerk III	16.65
01120 - Housing Referral Assistant	20.00
01141 - Messenger Courier	11.54
01191 - Order Clerk I	13.24
01192 - Order Clerk II	14.45
01261 - Personnel Assistant (Employment) I	14.90
01262 - Personnel Assistant (Employment) II	17.56
01263 - Personnel Assistant (Employment) III	18.77
01270 - Production Control Clerk	23.14
01280 - Receptionist	11.49
01290 - Rental Clerk	12.72
01300 - Scheduler, Maintenance	16.03
01311 - Secretary I	16.03
01312 - Secretary II	17.93
01313 - Secretary III	20.00
01320 - Service Order Dispatcher	16.53
01410 - Supply Technician	22.22
01420 - Survey Worker	16.34

01531	- Travel Clerk I	12.88
01532	- Travel Clerk II	13.57
01533	- Travel Clerk III	14.67
	- Word Processor I	14.72
	- Word Processor II	16.51
01613	- Word Processor III	18.47
05000 -	Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	18.07
	- Automotive Electrician	18.24
	- Automotive Glass Installer	17.52
	- Automotive Worker	17.52
05110	- Mobile Equipment Servicer	15.83
05130	- Motor Equipment Metal Mechanic	18.99
	- Motor Equipment Metal Worker	17.52
	- Motor Vehicle Mechanic	18.99
	- Motor Vehicle Mechanic Helper	14.66
05250	- Motor Vehicle Upholstery Worker	17.00
05280	- Motor Vehicle Wrecker	17.52
05310	- Painter, Automotive	18.23
	- Radiator Repair Specialist	17.52
	- Tire Repairer	13.87
05400	- Transmission Repair Specialist	18.99
07000 -	Food Preparation And Service Occupations	
	- Baker	14.06
	- Cook I	13.37
	- Cook II	15.20
	- Dishwasher	9.15
07130	- Food Service Worker	9.32
07210	- Meat Cutter	14.15
07260	- Waiter/Waitress	9.16
	Furniture Maintenance And Repair Occupations	5.10
	- Electrostatic Spray Painter	16.54
09040	- Furniture Handler	12.87
09080	- Furniture Refinisher	16.54
09090	- Furniture Refinisher Helper	13.30
	- Furniture Repairer, Minor	15.21
	- Upholsterer	16.54
11000 -	General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.66
	- Elevator Operator	11.66
	- Gardener	13.56
	- Housekeeping Aide	12.40
11150	- Janitor	12.40
11210	- Laborer, Grounds Maintenance	13.00
11240	- Maid or Houseman	8.98
	- Pruner	11.87
		15.42
	- Tractor Operator	
	- Trail Maintenance Worker	13.00
11360	- Window Cleaner	13.12
12000 -	Health Occupations	
	- Ambulance Driver	18.87
	- Breath Alcohol Technician	18.48
	- Certified Occupational Therapist Assistant	25.35
	- Certified Physical Therapist Assistant	25.67
12020	- Dental Assistant	16.35
12025	- Dental Hygienist	41.60
	- EKG Technician	26.51
		26.51
	- Electroneurodiagnostic Technologist	
	- Emergency Medical Technician	18.87
12071	- Licensed Practical Nurse I	16.52
12072	- Licensed Practical Nurse II	18.48
12073	- Licensed Practical Nurse III	20.61
		20.01

10100	- Medical Assistant		14.04
12130	- Medical Laboratory Technician		15.51
12160	- Medical Record Clerk		13.50
12190	- Medical Record Technician		15.10
12195	- Medical Transcriptionist		17.27
12210	- Nuclear Medicine Technologist		40.62
12221	- Nursing Assistant I		10.26
	- Nursing Assistant II		11.54
	- Nursing Assistant III		12.58
	- Nursing Assistant IV		14.12
	- Optical Dispenser		14.73
	- Optical Technician		16.52
	- Pharmacy Technician		16.87
	- Phlebotomist		16.50
	- Radiologic Technologist		26.48
	- Registered Nurse I		24.30
	- Registered Nurse II		29.72
	- Registered Nurse II, Specialist		29.72
	- Registered Nurse III		35.96
	- Registered Nurse III, Anesthetist		35.96
	- Registered Nurse IV		43.10
			22.89
	- Scheduler (Drug and Alcohol Testing) Information And Arts Occupations		22.09
			20.13
	- Exhibits Specialist I		24.95
	- Exhibits Specialist II		30.52
	- Exhibits Specialist III - Illustrator I		20.13
	- Illustrator II		24.95
	- Illustrator III		30.52
	- Librarian		
			27.62
	- Library Aide/Clerk		15.10
	- Library Information Technology Systems strator		24.95
	- Library Technician		19.47
			18.00
	- Media Specialist I		20.13
	- Media Specialist II		22.45
	- Media Specialist III - Photographer I		
	- Photographer I		10 00
	- Dhotographer II		18.00
	- Photographer II		20.14
	- Photographer III		20.14 24.95
13074	- Photographer III - Photographer IV		20.14 24.95 30.52
13074 13075	- Photographer III - Photographer IV - Photographer V		20.14 24.95 30.52 36.92
13074 13075 13110	- Photographer III - Photographer IV - Photographer V - Video Teleconference Technician		20.14 24.95 30.52
13074 13075 13110 14000 -	- Photographer III - Photographer IV - Photographer V - Video Teleconference Technician Information Technology Occupations		20.14 24.95 30.52 36.92 18.00
13074 13075 13110 14000 - 14041	- Photographer III - Photographer IV - Photographer V - Video Teleconference Technician Information Technology Occupations - Computer Operator I		20.14 24.95 30.52 36.92 18.00 17.85
13074 13075 13110 14000 - 14041 14042	- Photographer III - Photographer IV - Photographer V - Video Teleconference Technician Information Technology Occupations - Computer Operator I - Computer Operator II		20.14 24.95 30.52 36.92 18.00 17.85 20.61
13074 13075 13110 14000 - 14041 14042 14043	<ul> <li>Photographer III</li> <li>Photographer IV</li> <li>Photographer V</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> <li>Computer Operator I</li> <li>Computer Operator III</li> <li>Computer Operator III</li> </ul>		20.14 24.95 30.52 36.92 18.00 17.85 20.61 22.98
13074 13075 13110 14000 - 14041 14042 14043 14044	<ul> <li>Photographer III</li> <li>Photographer IV</li> <li>Photographer V</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> <li>Computer Operator I</li> <li>Computer Operator III</li> <li>Computer Operator IIII</li> <li>Computer Operator IV</li> </ul>		20.14 24.95 30.52 36.92 18.00 17.85 20.61 22.98 25.55
13074 13075 13110 14000 - 14041 14042 14043 14044 14045	<ul> <li>Photographer III</li> <li>Photographer IV</li> <li>Photographer V</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> <li>Computer Operator I</li> <li>Computer Operator III</li> <li>Computer Operator IIII</li> <li>Computer Operator IV</li> <li>Computer Operator V</li> </ul>		20.14 24.95 30.52 36.92 18.00 17.85 20.61 22.98
13074 13075 13110 14000 - 14041 14042 14043 14044 14045 14071	<ul> <li>Photographer III</li> <li>Photographer IV</li> <li>Photographer V</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> <li>Computer Operator I</li> <li>Computer Operator III</li> <li>Computer Operator IIII</li> <li>Computer Operator IV</li> <li>Computer Operator V</li> <li>Computer Programmer I</li> </ul>		20.14 24.95 30.52 36.92 18.00 17.85 20.61 22.98 25.55
13074 13075 13110 14000 - 14041 14042 14043 14044 14045 14071 14072	<ul> <li>Photographer III</li> <li>Photographer IV</li> <li>Photographer V</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> <li>Computer Operator I</li> <li>Computer Operator III</li> <li>Computer Operator IVI</li> <li>Computer Operator IV</li> <li>Computer Operator V</li> <li>Computer Programmer I</li> <li>Computer Programmer II</li> </ul>	(see 1)	20.14 24.95 30.52 36.92 18.00 17.85 20.61 22.98 25.55
13074 13075 13110 14000 - 14041 14042 14043 14044 14045 14071 14072 14073	<ul> <li>Photographer III</li> <li>Photographer IV</li> <li>Photographer V</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> <li>Computer Operator I</li> <li>Computer Operator III</li> <li>Computer Operator III</li> <li>Computer Operator IV</li> <li>Computer Operator V</li> <li>Computer Programmer I</li> <li>Computer Programmer III</li> <li>Computer Programmer III</li> </ul>	(see 1)	20.14 24.95 30.52 36.92 18.00 17.85 20.61 22.98 25.55
13074 13075 13110 14000 - 14041 14042 14043 14044 14045 14071 14072 14073 14074	<ul> <li>Photographer III</li> <li>Photographer IV</li> <li>Photographer V</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> <li>Computer Operator I</li> <li>Computer Operator III</li> <li>Computer Operator III</li> <li>Computer Operator IV</li> <li>Computer Operator V</li> <li>Computer Programmer I</li> <li>Computer Programmer III</li> <li>Computer Programmer III</li> <li>Computer Programmer IV</li> </ul>	(see 1) (see 1)	20.14 24.95 30.52 36.92 18.00 17.85 20.61 22.98 25.55
13074 13075 13110 14000 - 14041 14042 14043 14044 14045 14071 14072 14073 14074 14101	<ul> <li>Photographer III</li> <li>Photographer IV</li> <li>Photographer V</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> <li>Computer Operator I</li> <li>Computer Operator III</li> <li>Computer Operator IVI</li> <li>Computer Operator V</li> <li>Computer Programmer I</li> <li>Computer Programmer III</li> <li>Computer Programmer IVI</li> <li>Computer Programmer IV</li> <li>Computer Programmer IV</li> <li>Computer Systems Analyst I</li> </ul>	(see 1) (see 1) (see 1)	20.14 24.95 30.52 36.92 18.00 17.85 20.61 22.98 25.55
13074 13075 13110 14000 - 14041 14042 14043 14044 14045 14071 14072 14073 14074 14101 14102	<ul> <li>Photographer III</li> <li>Photographer IV</li> <li>Photographer V</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> <li>Computer Operator I</li> <li>Computer Operator III</li> <li>Computer Operator IVI</li> <li>Computer Operator V</li> <li>Computer Programmer I</li> <li>Computer Programmer III</li> <li>Computer Programmer IVI</li> <li>Computer Programmer IV</li> <li>Computer Systems Analyst II</li> </ul>	(see 1) (see 1) (see 1) (see 1)	20.14 24.95 30.52 36.92 18.00 17.85 20.61 22.98 25.55
13074 13075 13110 14000 - 14041 14042 14043 14044 14045 14071 14072 14073 14074 14101 14102 14103	<ul> <li>Photographer III</li> <li>Photographer IV</li> <li>Photographer V</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> <li>Computer Operator I</li> <li>Computer Operator III</li> <li>Computer Operator IVI</li> <li>Computer Operator V</li> <li>Computer Programmer I</li> <li>Computer Programmer III</li> <li>Computer Programmer IVI</li> <li>Computer Programmer IVI</li> <li>Computer Systems Analyst II</li> <li>Computer Systems Analyst III</li> </ul>	(see 1) (see 1) (see 1)	20.14 24.95 30.52 36.92 18.00 17.85 20.61 22.98 25.55 28.28
13074 13075 13110 14000 - 14041 14042 14043 14044 14045 14071 14072 14073 14074 14101 14102 14103 14150	<ul> <li>Photographer III</li> <li>Photographer IV</li> <li>Photographer V</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> <li>Computer Operator I</li> <li>Computer Operator III</li> <li>Computer Operator IVI</li> <li>Computer Operator V</li> <li>Computer Programmer I</li> <li>Computer Programmer III</li> <li>Computer Programmer IVI</li> <li>Computer Programmer IVI</li> <li>Computer Systems Analyst II</li> <li>Computer Systems Analyst III</li> <li>Peripheral Equipment Operator</li> </ul>	(see 1) (see 1) (see 1) (see 1)	20.14 24.95 30.52 36.92 18.00 17.85 20.61 22.98 25.55 28.28
13074 13075 13110 14000 - 14041 14042 14043 14044 14045 14071 14072 14073 14074 14101 14102 14103 14150 14160	<ul> <li>Photographer III</li> <li>Photographer IV</li> <li>Photographer V</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> <li>Computer Operator I</li> <li>Computer Operator III</li> <li>Computer Operator IVI</li> <li>Computer Operator V</li> <li>Computer Programmer I</li> <li>Computer Programmer III</li> <li>Computer Programmer IVI</li> <li>Computer Systems Analyst II</li> <li>Computer Systems Analyst III</li> <li>Peripheral Equipment Operator</li> <li>Personal Computer Support Technician</li> </ul>	(see 1) (see 1) (see 1) (see 1)	20.14 24.95 30.52 36.92 18.00 17.85 20.61 22.98 25.55 28.28
13074 13075 13110 14000 - 14041 14042 14043 14044 14045 14071 14072 14073 14074 14101 14102 14103 14150 14160	<ul> <li>Photographer III</li> <li>Photographer IV</li> <li>Photographer V</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> <li>Computer Operator I</li> <li>Computer Operator III</li> <li>Computer Operator IVI</li> <li>Computer Operator V</li> <li>Computer Programmer I</li> <li>Computer Programmer III</li> <li>Computer Programmer IVI</li> <li>Computer Systems Analyst II</li> <li>Computer Systems Analyst III</li> <li>Peripheral Equipment Operator</li> <li>Personal Computer Support Technician</li> </ul>	(see 1) (see 1) (see 1) (see 1)	20.14 24.95 30.52 36.92 18.00 17.85 20.61 22.98 25.55 28.28
13074 13075 13110 14000 - 14041 14042 14043 14044 14045 14071 14072 14073 14074 14101 14102 14103 14150 14160 15000 - 15010	<ul> <li>Photographer III</li> <li>Photographer IV</li> <li>Photographer V</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> <li>Computer Operator I</li> <li>Computer Operator III</li> <li>Computer Operator IVI</li> <li>Computer Operator V</li> <li>Computer Programmer I</li> <li>Computer Programmer III</li> <li>Computer Programmer IVI</li> <li>Computer Systems Analyst II</li> <li>Computer Systems Analyst IIII</li> <li>Peripheral Equipment Operator</li> <li>Personal Computer Support Technician</li> <li>Instructional Occupations</li> <li>Aircrew Training Devices Instructor (Non-Rated)</li> </ul>	(see 1) (see 1) (see 1) (see 1)	20.14 24.95 30.52 36.92 18.00 17.85 20.61 22.98 25.55 28.28 17.85 25.55 30.78
13074 13075 13110 14000 - 14041 14042 14043 14044 14045 14071 14072 14073 14074 14101 14102 14103 14150 14160 15000 - 15010 15020	<ul> <li>Photographer III</li> <li>Photographer IV</li> <li>Photographer V</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> <li>Computer Operator I</li> <li>Computer Operator III</li> <li>Computer Operator IVI</li> <li>Computer Operator V</li> <li>Computer Programmer I</li> <li>Computer Programmer III</li> <li>Computer Programmer IVI</li> <li>Computer Systems Analyst II</li> <li>Computer Systems Analyst III</li> <li>Peripheral Equipment Operator</li> <li>Personal Computer Support Technician</li> </ul>	(see 1) (see 1) (see 1) (see 1)	20.14 24.95 30.52 36.92 18.00 17.85 20.61 22.98 25.55 28.28

	- Computer Based Training Specialist / Inst	ructor 28.99
15060	- Educational Technologist	27.08
15070	- Flight Instructor (Pilot)	44.48
15080	- Graphic Artist	20.98
15090	- Technical Instructor	19.96
15095	- Technical Instructor/Course Developer	24.27
15110	- Test Proctor	17.86
15120	- Tutor	17.86
16000 -	Laundry, Dry-Cleaning, Pressing And Related	Occupations
16010	- Assembler	9.62
16030	- Counter Attendant	9.62
16040	- Dry Cleaner	11.95
16070	- Finisher, Flatwork, Machine	9.62
16090	- Presser, Hand	9.62
16110	- Presser, Machine, Drycleaning	9.62
16130	- Presser, Machine, Shirts	9.62
16160	- Presser, Machine, Wearing Apparel, Laundr	у 9.62
16190	- Sewing Machine Operator	12.25
16220	- Tailor	12.91
16250	- Washer, Machine	10.28
19000 -	Machine Tool Operation And Repair Occupatio	ns
19010	- Machine-Tool Operator (Tool Room)	23.66
19040	- Tool And Die Maker	28.13
21000 -	Materials Handling And Packing Occupations	
21020	- Forklift Operator	13.04
21030	- Material Coordinator	23.14
21040	- Material Expediter	23.14
21050	- Material Handling Laborer	11.54
21071	- Order Filler	12.17
21080	- Production Line Worker (Food Processing)	13.04
21110	- Shipping Packer	13.93
21130	- Shipping/Receiving Clerk	13.93
21140	- Store Worker I	11.22
21150	- Stock Clerk	14.72
21210	- Tools And Parts Attendant	13.04
	- Warehouse Specialist	13.04
	Mechanics And Maintenance And Repair Occupa	tions
	- Aerospace Structural Welder	28.23
	- Aircraft Mechanic I	26.79
	- Aircraft Mechanic II	28.23
	- Aircraft Mechanic III	29.66
	- Aircraft Mechanic Helper	21.12
	- Aircraft, Painter	22.31
	- Aircraft Servicer	24.18
	– Aircraft Worker	25.24
	- Appliance Mechanic	22.62
	- Bicycle Repairer	15.26
	- Cable Splicer	31.37
	- Carpenter, Maintenance	22.86
	- Carpet Layer	17.92
	- Electrician, Maintenance	26.52
	- Electronics Technician Maintenance I	26.31
	- Electronics Technician Maintenance II	27.90
	- Electronics Technician Maintenance III	29.47
	- Fabric Worker	20.33
	- Fire Alarm System Mechanic	23.03
	- Fire Extinguisher Repairer	19.01
	- Fuel Distribution System Mechanic	26.97
	- Fuel Distribution System Operator	22.23
	- General Maintenance Worker	18.26
	- Ground Support Equipment Mechanic	26.79
23381	- Ground Support Equipment Servicer	24.18

23382 - Ground Support Equipment Worker	25.24
23391 - Gunsmith I	19.01
23392 - Gunsmith II	21.62
23393 - Gunsmith III	24.22
23410 - Heating, Ventilation And Air-Conditioning	21.88
Mechanic	
23411 - Heating, Ventilation And Air Contditioning	23.06
Mechanic (Research Facility)	23.00
	21.73
23430 - Heavy Equipment Mechanic	
23440 - Heavy Equipment Operator	24.53
23460 - Instrument Mechanic	28.25
23465 - Laboratory/Shelter Mechanic	22.93
23470 - Laborer	11.54
23510 - Locksmith	21.52
23530 - Machinery Maintenance Mechanic	22.52
23550 – Machinist, Maintenance	20.44
23580 - Maintenance Trades Helper	13.36
23591 - Metrology Technician I	28.25
23592 - Metrology Technician II	29.74
23593 - Metrology Technician III	31.26
23640 - Millwright	24.89
23710 - Office Appliance Repairer	21.03
23760 - Painter, Maintenance	20.87
	20.87
23790 - Pipefitter, Maintenance	
23810 - Plumber, Maintenance	22.50
23820 - Pneudraulic Systems Mechanic	24.22
23850 - Rigger	24.22
23870 - Scale Mechanic	21.71
23890 - Sheet-Metal Worker, Maintenance	22.68
23910 - Small Engine Mechanic	20.48
23931 - Telecommunications Mechanic I	24.61
23932 - Telecommunications Mechanic II	25.94
23950 - Telephone Lineman	22.97
23960 - Welder, Combination, Maintenance	23.78
23965 - Well Driller	24.22
23970 - Woodcraft Worker	24.22
23980 - Woodworker	19.01
24000 - Personal Needs Occupations	19.01
24570 - Child Care Attendant	10.79
24570 - Child Care Center Clerk	11.17
24610 - Chore Aide	
	13.07
24620 - Family Readiness And Support Services	13.80
Coordinator	
24630 - Homemaker	17.39
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.17
25040 - Sewage Plant Operator	21.07
25070 - Stationary Engineer	29.17
25190 - Ventilation Equipment Tender	19.27
25210 - Water Treatment Plant Operator	21.07
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.33
27007 - Baggage Inspector	11.00
27008 - Corrections Officer	31.29
27010 - Court Security Officer	29.33
27030 - Detection Dog Handler	12.30
27040 - Detention Officer	31.29
27070 - Firefighter	29.06
27101 - Guard I	11.00
27102 - Guard II	12.30
27131 - Police Officer I	31.37
27132 - Police Officer II	34.86

28000 -	Recreation Occupations			
	- Carnival Equipment Operator			14.01
	- Carnival Equipment Repairer			15.10
	- Carnival Equpment Worker			9.24
28210	- Gate Attendant/Gate Tender			13.62
28310	- Lifeguard			11.95
28350	- Park Attendant (Aide)			15.23
	- Recreation Aide/Health Facility Attendant			11.10
	- Recreation Specialist			16.40
	- Sports Official			12.14
	- Swimming Pool Operator			18.62
	Stevedoring/Longshoremen Occupational Services			0F 7F
	- Blocker And Bracer - Hatch Tender			25.75
	- Line Handler			25.75
	- Stevedore I			21.85
	- Stevedore II			27.31
	Technical Occupations			27.01
	- Air Traffic Control Specialist, Center (HFO)	(see	2)	35.78
	- Air Traffic Control Specialist, Station (HFO)			24.67
	- Air Traffic Control Specialist, Terminal (HFO)			27.16
	- Archeological Technician I			19.91
30022	- Archeological Technician II			23.13
30023	- Archeological Technician III			27.27
30030	- Cartographic Technician			30.50
	- Civil Engineering Technician			28.72
	- Drafter/CAD Operator I			19.91
	- Drafter/CAD Operator II			26.44
	- Drafter/CAD Operator III			26.80
	- Drafter/CAD Operator IV			32.98
	- Engineering Technician I			17.68
	- Engineering Technician II			20.62
	- Engineering Technician III			23.07
	- Engineering Technician IV			28.59
	- Engineering Technician V - Engineering Technician VI			34.97 42.20
	- Environmental Technician			24.34
	- Laboratory Technician			24.11
	- Mathematical Technician			27.58
	- Paralegal/Legal Assistant I			20.79
	- Paralegal/Legal Assistant II			25.77
	- Paralegal/Legal Assistant III			31.52
	- Paralegal/Legal Assistant IV			38.14
	- Photo-Optics Technician			27.58
	- Technical Writer I			29.04
30462	- Technical Writer II			35.52
30463	- Technical Writer III			42.97
	- Unexploded Ordnance (UXO) Technician I			22.74
	- Unexploded Ordnance (UXO) Technician II			27.51
	- Unexploded Ordnance (UXO) Technician III			32.97
	- Unexploded (UXO) Safety Escort			22.74
	- Unexploded (UXO) Sweep Personnel			22.74
		(see	3)	26.80
	ce Programs	,	2.	
	- Weather Observer, Senior	(see	3)	27.27
	Transportation/Mobile Equipment Operation Occupat	lons		11 20
	- Bus Aide			11.36
	- Bus Driver - Driver Courier			16.67 13.85
	- Driver Courier - Parking and Lot Attendant			13.85
	- Shuttle Bus Driver			14.87
	- Taxi Driver			10.82
J_J_U	IGUT DITACT			±0.02

31361	- Truckdriver, Light	14.87
31362	- Truckdriver, Medium	17.64
31363	- Truckdriver, Heavy	18.76
31364	- Truckdriver, Tractor-Trailer	18.76
99000 -	Miscellaneous Occupations	
99030	- Cashier	10.75
99050	- Desk Clerk	8.95
99095	- Embalmer	23.59
99251	- Laboratory Animal Caretaker I	9.26
99252	- Laboratory Animal Caretaker II	9.94
99310	- Mortician	23.59
99410	- Pest Controller	13.90
99510	- Photofinishing Worker	11.95
99710	- Recycling Laborer	19.26
99711	- Recycling Specialist	22.54
99730	- Refuse Collector	17.57
99810	- Sales Clerk	11.95
	- School Crossing Guard	10.81
99830	- Survey Party Chief	28.28
	- Surveying Aide	18.77
99832	- Surveying Technician	25.72
99840	- Vending Machine Attendant	14.66
	- Vending Machine Repairer	18.36
99842	- Vending Machine Repairer Helper	15.79

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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

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

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

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

within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

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

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

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

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

\*\* UNIFORM ALLOWANCE \*\*

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

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

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

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

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

## Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

6) The contractor informs the affected employees.

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination. \*\*\*\*\*\*\*\*\*\*\*\* THIS WAGE DETERMINATION WAS REPLACED 01/05/2016 \* \* \* \* \* \* \* \* \* \* \* \* \* WD 15-5603 (Rev.-1) was first posted on www.wdol.gov on 12/08/2015 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor | WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 | Wage Determination No.: 2015-5603 Daniel W. Simms Division of | Revision No.: 1 Director Wage Determinations| Date Of Revision: 12/03/2015

Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: California

Area: California County of Kern

**Fringe Benefits Required Follow the Occupational Listing**	
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	14.60
01012 - Accounting Clerk II	16.38
01013 - Accounting Clerk III	18.50
01020 - Administrative Assistant	23.25
01035 - Court Reporter	24.94
01041 - Customer Service Representative I	11.89
01042 - Customer Service Representative II	13.38
01043 - Customer Service Representative III	14.59
01051 - Data Entry Operator I	12.78
01052 - Data Entry Operator II	14.48
01060 - Dispatcher, Motor Vehicle	18.64
01070 - Document Preparation Clerk	14.35
01090 - Duplicating Machine Operator	14.35
01111 - General Clerk I	13.04
01112 - General Clerk II	14.83
01113 - General Clerk III	16.65
01120 - Housing Referral Assistant	20.00
01141 - Messenger Courier	12.69
01191 - Order Clerk I	14.03
01192 - Order Clerk II	15.30
01261 - Personnel Assistant (Employment) I	15.87
01262 - Personnel Assistant (Employment) II	17.77
01263 - Personnel Assistant (Employment) III	19.79
01270 - Production Control Clerk	25.45
01290 - Rental Clerk	12.72
01300 - Scheduler, Maintenance	16.03
01311 - Secretary I	16.03
01312 - Secretary II	17.93
01313 - Secretary III	20.00

01320	- Service Order Dispatcher	16.67
01410	- Supply Technician	23.25
	- Survey Worker	16.68
	- Switchboard Operator/Receptionist	11.59
	- Travel Clerk I	13.02
	- Travel Clerk II	13.70
01533	- Travel Clerk III	14.84
01611	- Word Processor I	14.72
01612	- Word Processor II	16.51
	- Word Processor III	18.47
		10.47
	Automotive Service Occupations	
	- Automobile Body Repairer, Fiberglass	18.07
05010	- Automotive Electrician	18.24
05040	- Automotive Glass Installer	17.52
05070	- Automotive Worker	17.52
	- Mobile Equipment Servicer	15.83
	- Motor Equipment Metal Mechanic	19.16
	- Motor Equipment Metal Worker	17.52
05190	- Motor Vehicle Mechanic	19.16
05220	- Motor Vehicle Mechanic Helper	14.66
	- Motor Vehicle Upholstery Worker	17.00
	- Motor Vehicle Wrecker	17.52
	- Painter, Automotive	18.23
05340	- Radiator Repair Specialist	17.52
05370	- Tire Repairer	13.87
	- Transmission Repair Specialist	19.16
	Food Preparation And Service Occupations	10.10
		14 00
	- Baker	14.06
	- Cook I	14.14
	- Cook II	16.30
07070	- Dishwasher	9.15
07130	- Food Service Worker	9.32
	- Meat Cutter	14.15
	- Waiter/Waitress	9.26
		9.20
	Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	16.54
09040	- Furniture Handler	12.87
09080	- Furniture Refinisher	16.54
	- Furniture Refinisher Helper	13.30
	=	15.21
	- Furniture Repairer, Minor	
	- Upholsterer	16.54
11000 -	General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.66
	- Elevator Operator	12.40
	- Gardener	14.92
		12.40
	- Housekeeping Aide	
	- Janitor	12.40
11210	- Laborer, Grounds Maintenance	13.32
11240	- Maid or Houseman	9.88
	- Pruner	11.95
	- Tractor Operator	16.06
	-	
	- Trail Maintenance Worker	13.32
	- Window Cleaner	13.12
12000 -	Health Occupations	
12010	- Ambulance Driver	18.87
	- Breath Alcohol Technician	18.87
	- Certified Occupational Therapist Assistant	27.89
	- Certified Physical Therapist Assistant	28.24
	- Dental Assistant	16.35
12025	- Dental Hygienist	41.60
12030	- EKG Technician	26.51

12035 – Electroneurodiagnostic Technologist		26.51
12040 - Emergency Medical Technician		18.87
12071 - Licensed Practical Nurse I		18.17
12072 - Licensed Practical Nurse II		20.33
12073 - Licensed Practical Nurse III		22.67
12100 - Medical Assistant		14.04
12130 - Medical Laboratory Technician		17.06
12160 - Medical Record Clerk		14.85
12190 - Medical Record Technician		16.61
12195 - Medical Transcriptionist		19.00
12210 - Nuclear Medicine Technologist		44.68
12221 - Nursing Assistant I		10.26
12222 - Nursing Assistant II		11.54
12223 - Nursing Assistant III		12.58
12224 - Nursing Assistant IV		14.12
12235 - Optical Dispenser		14.88
12236 - Optical Technician		18.17
12250 - Pharmacy Technician		17.14
12280 - Phlebotomist		16.64
12305 - Radiologic Technologist		29.13
12311 - Registered Nurse I		24.30
12312 - Registered Nurse II		29.72
12313 - Registered Nurse II, Specialist		29.72
12314 - Registered Nurse III		35.96
12315 - Registered Nurse III, Anesthetist		35.96
12316 - Registered Nurse IV		43.10
12317 - Scheduler (Drug and Alcohol Testing)		22.89
12320 - Substance Abuse Treatment Counselor		20.03
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.14
13012 - Exhibits Specialist II		27.45
13013 - Exhibits Specialist III		33.57
13041 - Illustrator I		22.14
13042 - Illustrator II		27.45
13043 - Illustrator III		33.57
13047 - Librarian		30.38
13050 - Library Aide/Clerk		15.10
13054 - Library Information Technology Systems		27.45
Administrator		
13058 - Library Technician		19.47
13061 - Media Specialist I		19.80
13062 - Media Specialist II		22.14
13063 - Media Specialist III		24.70
13071 - Photographer I		18.00
13072 – Photographer II		20.14
13073 – Photographer III		24.95
13074 - Photographer IV		30.52
13075 - Photographer V		36.92
13090 - Technical Order Library Clerk		18.97
13110 - Video Teleconference Technician		18.00
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.85
14042 - Computer Operator II		20.61
14043 - Computer Operator III		22.98
14044 - Computer Operator IV		25.55
14045 - Computer Operator V		28.28
14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	

1/102	- Computer Systems Analyst II	(see 1)	
	- Computer Systems Analyst II - Computer Systems Analyst III	(see 1)	
	- Peripheral Equipment Operator	(266 1)	17.85
	- Personal Computer Support Technician		25.55
			28.94
	- System Support Specialist Instructional Occupations		20.94
	-		30.78
	- Aircrew Training Devices Instructor (Non-Rated)		
	- Aircrew Training Devices Instructor (Rated)		37.24
	- Air Crew Training Devices Instructor (Pilot)		44.48
	- Computer Based Training Specialist / Instructor	- -	30.78
	- Educational Technologist		29.79
	- Flight Instructor (Pilot)		44.48
	- Graphic Artist		21.59
	- Maintenance Test Pilot, Fixed, Jet/Prop		39.49
	- Maintenance Test Pilot, Rotary Wing		39.49
	- Non-Maintenance Test/Co-Pilot		39.49
	- Technical Instructor		19.96
15095	- Technical Instructor/Course Developer		24.27
	- Test Proctor		17.86
15120	- Tutor		17.86
	Laundry, Dry-Cleaning, Pressing And Related Occup	pations	
16010	- Assembler		9.95
16030	- Counter Attendant		9.95
16040	- Dry Cleaner		11.95
16070	- Finisher, Flatwork, Machine		9.95
	- Presser, Hand		9.95
16110	- Presser, Machine, Drycleaning		9.95
	- Presser, Machine, Shirts		9.95
	- Presser, Machine, Wearing Apparel, Laundry		9.95
	- Sewing Machine Operator		12.31
	- Tailor		12.97
	- Washer, Machine		10.43
	Machine Tool Operation And Repair Occupations		
	- Machine-Tool Operator (Tool Room)		25.73
	- Tool And Die Maker		30.94
	Materials Handling And Packing Occupations		50.54
	- Forklift Operator		13.04
	- Material Coordinator		25.45
	- Material Expediter		25.45
	- Material Handling Laborer		11.54
	- Order Filler		12.17
	- Production Line Worker (Food Processing)		13.04
			15.04
	- Shipping Packer		
	- Shipping/Receiving Clerk		15.32 11.60
	- Store Worker I		
	- Stock Clerk		16.10
	- Tools And Parts Attendant		13.04
	- Warehouse Specialist		13.04
	Mechanics And Maintenance And Repair Occupations		
	- Aerospace Structural Welder		31.05
	- Aircraft Logs and Records Technician		25.59
	- Aircraft Mechanic I		29.47
	- Aircraft Mechanic II		31.05
	- Aircraft Mechanic III		32.63
	- Aircraft Mechanic Helper		21.89
	- Aircraft, Painter		24.54
	- Aircraft Servicer		25.59
	- Aircraft Survival Flight Equipment Technician		24.54
	- Aircraft Worker		27.39
23091	- Aircrew Life Support Equipment (ALSE) Mechanic		27.39
I			

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.47
23110 - Appliance Mechanic	24.88
23120 - Bicycle Repairer	16.79
23125 - Cable Splicer	34.51
23130 - Carpenter, Maintenance	22.86
23140 - Carpet Layer	17.92
23160 - Electrician, Maintenance	29.17
23181 - Electronics Technician Maintenance I	27.41
23182 - Electronics Technician Maintenance II	29.24
23183 - Electronics Technician Maintenance III	31.11
23260 - Fabric Worker	22.36
23290 - Fire Alarm System Mechanic	23.03
23310 - Fire Extinguisher Repairer	20.91
23311 - Fuel Distribution System Mechanic	26.97
23312 - Fuel Distribution System Operator	22.23
23370 - General Maintenance Worker	18.26
23380 - Ground Support Equipment Mechanic	29.47
23381 - Ground Support Equipment Servicer	25.59
23382 - Ground Support Equipment Worker	27.39
23391 - Gunsmith I	20.91
23392 - Gunsmith II	23.78
23393 - Gunsmith III	26.64
23410 - Heating, Ventilation And Air-Conditioning	24.07
Mechanic	05 07
23411 - Heating, Ventilation And Air Contditioning	25.37
Mechanic (Research Facility)	22.26
23430 - Heavy Equipment Mechanic	23.26 24.53
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic	24.55 31.08
23465 - Laboratory/Shelter Mechanic	25.22
23470 - Laborer	11.54
23510 - Locksmith	21.52
23530 - Machinery Maintenance Mechanic	24.77
23550 - Machinist, Maintenance	20.44
23580 - Maintenance Trades Helper	13.36
23591 - Metrology Technician I	31.08
23592 - Metrology Technician II	32.71
23593 - Metrology Technician III	34.39
23640 - Millwright	25.55
23710 - Office Appliance Repairer	21.82
23760 - Painter, Maintenance	20.87
23790 - Pipefitter, Maintenance	23.98
23810 - Plumber, Maintenance	22.52
23820 - Pneudraulic Systems Mechanic	26.64
23850 - Rigger	26.64
23870 - Scale Mechanic	23.88
23890 - Sheet-Metal Worker, Maintenance	23.18
23910 - Small Engine Mechanic	20.48
23931 - Telecommunications Mechanic I	26.66
23932 - Telecommunications Mechanic II	28.18
23950 - Telephone Lineman	23.30
23960 - Welder, Combination, Maintenance	25.56
23965 - Well Driller	26.64
23970 - Woodcraft Worker	26.64
23980 - Woodworker	20.91
24000 - Personal Needs Occupations	
24550 - Case Manager	15.18
24570 - Child Care Attendant	10.79
24580 - Child Care Center Clerk	12.29
24610 - Chore Aide	13.07

	- Family Readiness And Support Services	15.18
Coord		
	- Homemaker	17.39
	Plant And System Operations Occupations	
	- Boiler Tender	32.09
	- Sewage Plant Operator	23.18
	- Stationary Engineer	32.09
	- Ventilation Equipment Tender	19.30
	- Water Treatment Plant Operator	23.18
	Protective Service Occupations	10.00
	- Alarm Monitor	19.06
	- Baggage Inspector	11.00
	- Corrections Officer	34.42
	- Court Security Officer	32.26
	- Detection Dog Handler	12.30
	- Detention Officer	34.42
	- Firefighter	30.20
	- Guard I	11.00
	- Guard II	12.30
	- Police Officer I	31.37
	- Police Officer II	34.86
	Recreation Occupations	14.01
	- Carnival Equipment Operator	14.01
	- Carnival Equipment Repairer	15.10
	- Carnival Worker	9.24
	- Gate Attendant/Gate Tender	13.62
	- Lifeguard	11.95
	- Park Attendant (Aide)	15.23
	- Recreation Aide/Health Facility Attendant	11.10
	- Recreation Specialist	18.04
	- Sports Official	12.14
	- Swimming Pool Operator	18.62
	Stevedoring/Longshoremen Occupational Services	05 55
	- Blocker And Bracer	25.77
	- Hatch Tender	25.77
	- Line Handler	25.77
	- Stevedore I	24.04
	- Stevedore II	27.47
	Technical Occupations	
	- Air Traffic Control Specialist, Center (HFO) (see 2)	36.49
	- Air Traffic Control Specialist, Station (HFO) (see 2)	25.17
	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.71
	- Archeological Technician I	19.91
	- Archeological Technician II	25.44
	- Archeological Technician III	27.27
	- Cartographic Technician	30.50
	- Civil Engineering Technician	28.72
	- Cryogenic Technician I	21.20
	- Cryogenic Technician II	23.41
	- Drafter/CAD Operator I	19.91
	- Drafter/CAD Operator II	26.44
	- Drafter/CAD Operator III	26.80
	- Drafter/CAD Operator IV	32.98
	- Engineering Technician I	17.68
	- Engineering Technician II	20.62
	- Engineering Technician III	23.07
	- Engineering Technician IV	28.59
	- Engineering Technician V	34.97
	- Engineering Technician VI	42.20
	- Environmental Technician	24.34
30095	- Evidence Control Specialist	19.14

	- Laboratory Technician		24.11
30221	- Latent Fingerprint Technician I		21.20
30222	- Latent Fingerprint Technician II		23.41
30240	- Mathematical Technician		27.58
30361	- Paralegal/Legal Assistant I		20.79
	- Paralegal/Legal Assistant II		25.77
	- Paralegal/Legal Assistant III		31.52
	- Paralegal/Legal Assistant IV		38.14
	- Petroleum Supply Specialist		23.41
	- Photo-Optics Technician		27.58
	- Radiation Control Technician		23.41
	- Technical Writer I		29.04
	- Technical Writer II		35.52
30463	- Technical Writer III		42.97
30491	- Unexploded Ordnance (UXO) Technician I		23.19
30492	- Unexploded Ordnance (UXO) Technician II		28.06
30493	- Unexploded Ordnance (UXO) Technician III		33.63
30494	- Unexploded (UXO) Safety Escort		23.19
	- Unexploded (UXO) Sweep Personnel		23.19
	- Weather Forecaster I		21.20
	- Weather Forecaster II		25.78
		(see 2)	26.80
		(366 2)	20.00
	ce Programs	(222)	27 27
	- Weather Observer, Senior	(see 2)	27.27
	Transportation/Mobile Equipment Operation Occupa	tions	
	- Airplane Pilot		28.06
	- Bus Aide		11.36
	- Bus Driver		16.67
	- Driver Courier		13.85
31260	- Parking and Lot Attendant		10.80
31290	- Shuttle Bus Driver		14.87
31310	- Taxi Driver		10.82
31361	- Truckdriver, Light		14.87
	- Truckdriver, Medium		17.64
	- Truckdriver, Heavy		19.07
	- Truckdriver, Tractor-Trailer		19.07
	Miscellaneous Occupations		10.07
			12 60
	- Cabin Safety Specialist		13.68
	- Cashier		10.75
	- Desk Clerk		9.85
	- Embalmer		23.59
	- Flight Follower		23.19
99251	- Laboratory Animal Caretaker I		9.88
99252	- Laboratory Animal Caretaker II		10.73
99260	- Marketing Analyst		29.95
	- Mortician		23.59
	- Pest Controller		15.29
	- Photofinishing Worker		12.19
	- Recycling Laborer		21.19
	- Recycling Specialist		24.79
	- Refuse Collector		19.33
	- Sales Clerk		11.95
	- School Crossing Guard		10.81
	- Survey Party Chief		28.28
99831	- Surveying Aide		18.77
	- Surveying Technician		25.72
	- Vending Machine Attendant		16.13
	- Vending Machine Repairer		20.20
	- Vending Machine Repairer Helper		17.37
			= · • • • •

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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

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

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your

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

## \*\* HAZARDOUS PAY DIFFERENTIAL \*\*

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

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

\*\* UNIFORM ALLOWANCE \*\*

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

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

\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\*

# Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to

be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

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

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

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

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\*

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

http://www.wdol.gov/wdol/scafiles/archive/sca/15-5603.r1

5/3/2016

"Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

State: California

Area: California Counties of Santa Clara, Santa Cruz

**Fringe Benefits Required Follow the Occupational Listing**	
OCCUPATION CODE - TITLE FOLLOW the Occupational Listing^^	RATE
01000 - Administrative Support And Clerical Occupations	RAIL
01011 - Accounting Clerk I	17.92
01012 - Accounting Clerk II	20.12
01012 - Accounting Clerk II	22.50
01020 - Administrative Assistant	30.87
01040 - Court Reporter	26.02
01051 - Data Entry Operator I	15.38
01052 - Data Entry Operator II	16.78
01060 - Dispatcher, Motor Vehicle	29.13
01070 - Document Preparation Clerk	15.93
01090 - Duplicating Machine Operator	15.93
01111 - General Clerk I	15.87
01112 - General Clerk II	17.31
01113 - General Clerk III	19.37
01120 - Housing Referral Assistant	28.83
01141 - Messenger Courier	14.32
01191 - Order Clerk I	16.98
01192 - Order Clerk II	18.53
01261 - Personnel Assistant (Employment) I	19.80
01262 - Personnel Assistant (Employment) II	22.18
01263 - Personnel Assistant (Employment) III	24.69
01270 - Production Control Clerk	28.05
01280 - Receptionist	17.21
01290 - Rental Clerk	17.70
01300 - Scheduler, Maintenance	23.12
01311 - Secretary I	23.12
01312 - Secretary II	25.86
01313 - Secretary III	28.83
01320 - Service Order Dispatcher	23.54
01410 - Supply Technician	30.87
01420 - Survey Worker	22.72
01531 - Travel Clerk I	15.41
01532 - Travel Clerk II	17.34
01533 - Travel Clerk III	19.53
01611 - Word Processor I	20.77
01612 - Word Processor II	23.32
01613 - Word Processor III	26.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.32
05010 - Automotive Electrician	22.49
05040 - Automotive Glass Installer	19.58

05110 05130 05160	<ul> <li>Automotive Worker</li> <li>Mobile Equipment Servicer</li> <li>Motor Equipment Metal Mechanic</li> <li>Motor Equipment Metal Worker</li> <li>Motor Vehicle Mechanic</li> </ul>	21.48 19.56 23.48 21.48 23.46
	- Motor Vehicle Mechanic Helper	18.56
	- Motor Vehicle Upholstery Worker	20.54
	- Motor Vehicle Wrecker	21.48
	- Painter, Automotive - Radiator Repair Specialist	22.49 21.52
	- Tire Repairer	14.48
	- Transmission Repair Specialist	23.48
07000 -	Food Preparation And Service Occupations	
	- Baker	12.82
	- Cook I	16.43
	- Cook II - Dishwasher	18.65 10.27
	- Food Service Worker	10.72
	- Meat Cutter	19.49
07260	- Waiter/Waitress	9.68
	Furniture Maintenance And Repair Occupations	
	- Electrostatic Spray Painter	20.21
	- Furniture Handler	14.58
	- Furniture Refinisher	20.21
	- Furniture Refinisher Helper - Furniture Repairer, Minor	16.64 18.45
	- Upholsterer	20.21
	General Services And Support Occupations	20.21
	- Cleaner, Vehicles	12.92
	- Elevator Operator	13.67
	- Gardener	21.60
	- Housekeeping Aide	14.10
	- Janitor	14.10
	- Laborer, Grounds Maintenance	17.52
	- Maid or Houseman - Pruner	12.54 15.75
	- Tractor Operator	20.48
	- Trail Maintenance Worker	17.52
	- Window Cleaner	15.68
12000 -	Health Occupations	
	- Ambulance Driver	23.48
	- Breath Alcohol Technician	23.48
	- Certified Occupational Therapist Assistant	28.36
	- Certified Physical Therapist Assistant - Dental Assistant	25.46
	- Dental Hygienist	21.98 35.90
	- EKG Technician	33.99
	- Electroneurodiagnostic Technologist	33.99
	- Emergency Medical Technician	23.48
	- Licensed Practical Nurse I	23.14
	- Licensed Practical Nurse II	25.96
	- Licensed Practical Nurse III	29.04
	- Medical Assistant	20.98
	- Medical Laboratory Technician - Medical Record Clerk	23.05 21.00
	- Medical Record Clerk - Medical Record Technician	21.00
	- Medical Transcriptionist	20.55
	- Nuclear Medicine Technologist	42.96
	- Nursing Assistant I	13.66
12222	- Nursing Assistant II	15.35
	- Nursing Assistant III	16.75
12224	- Nursing Assistant IV	18.81

12236 12250 12280 12305 12311 12312 12313 12314 12315 12316 12317	<ul> <li>Optical Dispenser</li> <li>Optical Technician</li> <li>Pharmacy Technician</li> <li>Phlebotomist</li> <li>Radiologic Technologist</li> <li>Registered Nurse I</li> <li>Registered Nurse III, Specialist</li> <li>Registered Nurse III, Anesthetist</li> <li>Registered Nurse IV</li> <li>Scheduler (Drug and Alcohol Testing)</li> <li>Information And Arts Occupations</li> </ul>		$19.51 \\ 18.22 \\ 21.25 \\ 18.81 \\ 33.12 \\ 38.63 \\ 47.23 \\ 47.23 \\ 57.12 \\ 57.12 \\ 57.12 \\ 68.53 \\ 34.02 \\ \end{array}$
13011 13012 13013 13041 13042 13043 13047 13050 13054	<ul> <li>Exhibits Specialist I</li> <li>Exhibits Specialist II</li> <li>Exhibits Specialist III</li> <li>Illustrator I</li> <li>Illustrator III</li> <li>Illustrator III</li> <li>Librarian</li> <li>Library Aide/Clerk</li> <li>Library Information Technology Systems</li> </ul>		22.87 28.33 34.65 25.34 31.15 38.11 34.41 20.80 31.06
13061 13062 13063 13071 13072 13073 13074 13075 13110	<ul> <li>Library Technician</li> <li>Media Specialist I</li> <li>Media Specialist III</li> <li>Media Specialist III</li> <li>Photographer I</li> <li>Photographer III</li> <li>Photographer IVI</li> <li>Photographer V</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> </ul>		26.04 22.42 25.08 27.96 19.48 21.80 27.00 33.02 38.43 22.90
14041 14042 14043 14044 14045 14071 14072 14073 14074 14101 14102 14103	<ul> <li>Computer Operator I</li> <li>Computer Operator III</li> <li>Computer Operator III</li> <li>Computer Operator IV</li> <li>Computer Operator V</li> <li>Computer Programmer I</li> <li>Computer Programmer III</li> <li>Computer Programmer IVV</li> <li>Computer Programmer IV</li> <li>Computer Systems Analyst I</li> <li>Computer Systems Analyst III</li> <li>Computer Systems Analyst III</li> </ul>	(see 1) (see 1) (see 1) (see 1) (see 1) (see 1) (see 1)	19.80 22.18 24.69 27.43 30.39 27.62
14160	- Peripheral Equipment Operator - Personal Computer Support Technician		19.80 27.43
15010 15020 15030 15060 15070 15080 15090 15095 15110 15120	<pre>Instructional Occupations - Aircrew Training Devices Instructor (Non-Rated) - Aircrew Training Devices Instructor (Rated) - Air Crew Training Devices Instructor (Pilot) - Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Technical Instructor - Technical Instructor/Course Developer - Test Proctor - Tutor</pre>		36.80 44.51 53.36 36.97 33.44 53.36 26.67 26.13 32.10 22.20 22.20
	Laundry, Dry-Cleaning, Pressing And Related Occup - Assembler	ations	11.25

16030	- Counter Attendant	11.25
16040	- Dry Cleaner	14.57
16070	- Finisher, Flatwork, Machine	11.25
16090	- Presser, Hand	11.25
16110	- Presser, Machine, Drycleaning	11.25
16130	- Presser, Machine, Shirts	11.25
16160	- Presser, Machine, Wearing Apparel, Laundry	10.71
16190	- Sewing Machine Operator	15.86
16220	- Tailor	17.13
16250	- Washer, Machine	12.01
19000 -	Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	21.96
19040	- Tool And Die Maker	25.80
21000 -	Materials Handling And Packing Occupations	
21020	- Forklift Operator	16.76
21030	- Material Coordinator	26.06
	- Material Expediter	26.06
21050	- Material Handling Laborer	15.36
	- Order Filler	15.60
	- Production Line Worker (Food Processing)	16.76
	- Shipping Packer	15.84
	- Shipping/Receiving Clerk	15.84
	- Store Worker I	14.54
	- Stock Clerk	20.01
	- Tools And Parts Attendant	16.76
	- Warehouse Specialist	16.76
	Mechanics And Maintenance And Repair Occupations	
	- Aerospace Structural Welder	28.62
	- Aircraft Mechanic I	27.23
	- Aircraft Mechanic II	28.62
	- Aircraft Mechanic III	29.83
	- Aircraft Mechanic Helper	20.28
	- Aircraft, Painter	26.49
	- Aircraft Servicer	23.02
	- Aircraft Worker	24.52
	- Appliance Mechanic	23.84
	- Bicycle Repairer	15.44
	- Cable Splicer	26.60
	- Carpenter, Maintenance	24.84
	- Carpet Layer - Electrician, Maintenance	24.72 35.53
	- Electronics Technician Maintenance I - Electronics Technician Maintenance II	24.83 26.38
	- Electronics Technician Maintenance III	20.30
	- Fabric Worker	29.21
	- Fire Alarm System Mechanic	25.14
	- Fire Extinguisher Repairer	21.04
	- Fuel Distribution System Mechanic	25.99
	- Fuel Distribution System Operator	20.56
	- General Maintenance Worker	20.50
	- Ground Support Equipment Mechanic	27.23
	- Ground Support Equipment Servicer	23.02
	- Ground Support Equipment Worker	24.52
	- Gunsmith I	21.02
	- Gunsmith II	23.88
	- Gunsmith III	26.60
	- Heating, Ventilation And Air-Conditioning	28.41
Mechar		
	- Heating, Ventilation And Air Contditioning	29.87
	nic (Research Facility)	
	- Heavy Equipment Mechanic	27.12
	- Heavy Equipment Operator	29.74

	- Instrument Mechanic	26.65
23465	- Laboratory/Shelter Mechanic	25.23
	- Laborer	14.73
	- Locksmith	25.62
	- Machinery Maintenance Mechanic	27.02
	- Machinist, Maintenance	27.28
	- Maintenance Trades Helper	18.99
23591	- Metrology Technician I	26.65
23592	- Metrology Technician II	28.02
23593	- Metrology Technician III	30.29
	- Millwright	26.60
	- Office Appliance Repairer	22.89
	- Painter, Maintenance	22.23
	- Pipefitter, Maintenance	32.29
23810	- Plumber, Maintenance	30.80
23820	- Pneudraulic Systems Mechanic	26.60
23850	- Rigger	26.60
	- Scale Mechanic	23.88
	- Sheet-Metal Worker, Maintenance	26.98
		19.31
	- Small Engine Mechanic	
	- Telecommunications Mechanic I	27.58
	- Telecommunications Mechanic II	28.99
23950	- Telephone Lineman	27.26
23960	- Welder, Combination, Maintenance	23.20
	- Well Driller	29.30
	- Woodcraft Worker	26.60
	- Woodworker	21.04
		21.04
	Personal Needs Occupations	
	- Child Care Attendant	13.57
24580	- Child Care Center Clerk	16.27
24610	- Chore Aide	11.92
24620	- Family Readiness And Support Services	16.95
	inator	
		18 73
	- Homemaker	18.73
25000 -	Plant And System Operations Occupations	
25000 - 25010	Plant And System Operations Occupations - Boiler Tender	38.18
25000 - 25010 25040	Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator	38.18 27.78
25000 - 25010 25040	Plant And System Operations Occupations - Boiler Tender	38.18
25000 - 25010 25040 25070	Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator	38.18 27.78
25000 - 25010 25040 25070 25190	<ul> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> </ul>	38.18 27.78 38.18 27.90
25000 - 25010 25040 25070 25190 25210	<ul> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> </ul>	38.18 27.78 38.18
25000 - 25010 25040 25070 25190 25210 27000 -	<ul> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> </ul>	38.18 27.78 38.18 27.90 27.78
25000 - 25010 25040 25070 25190 25210 27000 - 27004	<pre>Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor</pre>	38.18 27.78 38.18 27.90 27.78 19.12
25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007	<pre>Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector</pre>	38.18 27.78 38.18 27.90 27.78 19.12 14.34
25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008	<pre>Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer</pre>	38.18 27.78 38.18 27.90 27.78 19.12 14.34 38.39
25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008	<pre>Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector</pre>	38.18 27.78 38.18 27.90 27.78 19.12 14.34
25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010	<pre>Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer</pre>	38.18 27.78 38.18 27.90 27.78 19.12 14.34 38.39
25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030	<pre>Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer</pre>	38.18 27.78 38.18 27.90 27.78 19.12 14.34 38.39 39.43
25000 - 25010 25040 25190 25210 27000 - 27004 27007 27008 27010 27030 27040	<pre>Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer</pre>	38.18 27.78 38.18 27.90 27.78 19.12 14.34 38.39 39.43 17.06 38.39
25000 - 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070	<pre>Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter</pre>	38.18 27.78 38.18 27.90 27.78 19.12 14.34 38.39 39.43 17.06 38.39 36.20
25000 - 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27070	<pre>Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I</pre>	38.18 27.78 38.18 27.90 27.78 19.12 14.34 38.39 39.43 17.06 38.39 36.20 14.34
25000 - 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27070 27101 27102	<pre>Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II</pre>	38.18 27.78 38.18 27.90 27.78 19.12 14.34 38.39 39.43 17.06 38.39 36.20 14.34 17.06
25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27040 27070 27101 27102 27131	<pre>Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer I</pre>	38.18 27.78 38.18 27.90 27.78 19.12 14.34 38.39 39.43 17.06 38.39 36.20 14.34 17.06 42.92
25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27040 27070 27101 27102 27131 27132	<pre>Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer II</pre>	38.18 27.78 38.18 27.90 27.78 19.12 14.34 38.39 39.43 17.06 38.39 36.20 14.34 17.06
25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27040 27070 27101 27102 27131 27132	<pre>Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer I</pre>	38.18 27.78 38.18 27.90 27.78 19.12 14.34 38.39 39.43 17.06 38.39 36.20 14.34 17.06 42.92
25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27070 27101 27102 27131 27132 28000 -	<pre>Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer II</pre>	38.18 27.78 38.18 27.90 27.78 19.12 14.34 38.39 39.43 17.06 38.39 36.20 14.34 17.06 42.92
25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27040 27070 27101 27102 27131 27132 28000 - 28041	<pre>Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer II Recreation Occupations - Carnival Equipment Operator</pre>	38.18 27.78 38.18 27.90 27.78 19.12 14.34 38.39 39.43 17.06 38.39 36.20 14.34 17.06 42.92 47.21
25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27101 27102 27131 27132 28000 - 28041 28042	<pre>Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer II Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Repairer</pre>	38.18 27.78 38.18 27.90 27.78 19.12 14.34 38.39 39.43 17.06 38.39 36.20 14.34 17.06 42.92 47.21 13.09 13.81
25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27101 27102 27131 27132 28000 - 28041 28042 28043	<pre>Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer II Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Worker</pre>	38.18 27.78 38.18 27.90 27.78 19.12 14.34 38.39 39.43 17.06 38.39 36.20 14.34 17.06 42.92 47.21 13.09 13.81 10.58
25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043 28210	<pre>Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard II - Police Officer II Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Worker - Gate Attendant/Gate Tender</pre>	38.18 27.78 38.18 27.90 27.78 19.12 14.34 38.39 39.43 17.06 38.39 36.20 14.34 17.06 42.92 47.21 13.09 13.81 10.58 18.04
25000 - 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043 28210 28310	<pre>Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard II - Police Officer II Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Morker - Gate Attendant/Gate Tender</pre>	38.18 27.78 38.18 27.90 27.78 19.12 14.34 38.39 39.43 17.06 38.39 36.20 14.34 17.06 42.92 47.21 13.09 13.81 10.58 18.04 11.70
25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043 28210 28310 28350	<pre>Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer I - Police Officer II Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Repairer - Carnival Equipment Worker - Gate Attendant/Gate Tender - Lifeguard - Park Attendant (Aide)</pre>	38.18 27.78 38.18 27.90 27.78 19.12 14.34 38.39 39.43 17.06 38.39 36.20 14.34 17.06 42.92 47.21 13.09 13.81 10.58 18.04 11.70 18.24
25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043 28210 28310 28350	<pre>Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard II - Police Officer II Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Morker - Gate Attendant/Gate Tender</pre>	38.18 27.78 38.18 27.90 27.78 19.12 14.34 38.39 39.43 17.06 38.39 36.20 14.34 17.06 42.92 47.21 13.09 13.81 10.58 18.04 11.70 18.24 15.30
25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043 28210 28310 28350 28510	<pre>Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer I - Police Officer II Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Repairer - Carnival Equipment Worker - Gate Attendant/Gate Tender - Lifeguard - Park Attendant (Aide)</pre>	38.18 27.78 38.18 27.90 27.78 19.12 14.34 38.39 39.43 17.06 38.39 36.20 14.34 17.06 42.92 47.21 13.09 13.81 10.58 18.04 11.70 18.24
25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043 28210 28310 28350 28515	<pre>Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Carrections Officer - Court Security Officer - Court Security Officer - Detection Dog Handler - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer I - Police Officer II Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Worker - Gate Attendant/Gate Tender - Lifeguard - Park Attendant (Aide) - Recreation Aide/Health Facility Attendant</pre>	38.18 27.78 38.18 27.90 27.78 19.12 14.34 38.39 39.43 17.06 38.39 36.20 14.34 17.06 42.92 47.21 13.09 13.81 10.58 18.04 11.70 18.24 15.30

	- Swimming Pool Operator Stevedoring/Longshoremen Occupational Services			19.13
	- Blocker And Bracer			26.66
	- Hatch Tender			26.66
	- Line Handler			26.66
	- Stevedore I			25.14
	- Stevedore II			28.18
	Technical Occupations			
	- Air Traffic Control Specialist, Center (HFO)	(see	2)	42.35
	- Air Traffic Control Specialist, Station (HFO)			29.20
	- Air Traffic Control Specialist, Terminal (HFO)			32.16
	- Archeological Technician I			20.43
	- Archeological Technician II			23.52
30023	- Archeological Technician III			32.49
30030	- Cartographic Technician			34.44
30040	- Civil Engineering Technician			30.55
30061	- Drafter/CAD Operator I			25.69
30062	- Drafter/CAD Operator II			28.74
	- Drafter/CAD Operator III			32.03
30064	- Drafter/CAD Operator IV			38.48
	- Engineering Technician I			18.90
	- Engineering Technician II			21.22
	- Engineering Technician III			23.73
	- Engineering Technician IV			29.40
	- Engineering Technician V			35.98
	- Engineering Technician VI			43.51
	- Environmental Technician			27.74
	- Laboratory Technician			22.20
	- Mathematical Technician			35.89
	- Paralegal/Legal Assistant I			23.18
	- Paralegal/Legal Assistant II			28.66
	- Paralegal/Legal Assistant III			35.07
	- Paralegal/Legal Assistant IV			42.42
	- Photo-Optics Technician			35.89
	- Technical Writer I - Technical Writer II			25.38
	- Technical Writer II			31.05 37.57
	- Unexploded Ordnance (UXO) Technician I			26.92
	- Unexploded Ordnance (UXO) Technician II			32.56
	- Unexploded Ordnance (UXO) Technician III			39.03
	- Unexploded (UXO) Safety Escort			26.92
	- Unexploded (UXO) Sweep Personnel			26.92
		(see		30.99
	ce Programs	(	,	
	- Weather Observer, Senior	(see	2)	34.44
	Transportation/Mobile Equipment Operation Occupat	ions		
	- Bus Aide			13.55
31030	- Bus Driver			18.83
31043	- Driver Courier			17.76
31260	- Parking and Lot Attendant			10.94
	- Shuttle Bus Driver			19.22
	- Taxi Driver			13.45
	- Truckdriver, Light			19.22
	- Truckdriver, Medium			20.55
	- Truckdriver, Heavy			21.78
	- Truckdriver, Tractor-Trailer			21.78
	Miscellaneous Occupations			
	- Cashier			11.89
	- Desk Clerk			11.13
	- Embalmer			26.92
	- Laboratory Animal Caretaker I - Laboratory Animal Caretaker II			13.07
77726	- Taporatory Autimar Carelaker II			14.15

99310 - Mortician	29.38
99410 - Pest Controller	17.21
99510 - Photofinishing Worker	13.29
99710 - Recycling Laborer	20.42
99711 - Recycling Specialist	24.54
99730 - Refuse Collector	18.38
99810 - Sales Clerk	14.49
99820 - School Crossing Guard	15.75
99830 - Survey Party Chief	26.14
99831 - Surveying Aide	13.15
99832 - Surveying Technician	16.58
99840 - Vending Machine Attendant	14.98
99841 - Vending Machine Repairer	17.39
99842 - Vending Machine Repairer Helper	14.98

HEALTH & WELFARE: \$3.81 per hour or \$152.40 per week or \$660.40 per month

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

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

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

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

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

who satisfy the compensation requirements and whose primary duty consists of: (1) The application of systems analysis techniques and procedures, including

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

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

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

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

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

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

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

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

\*\* UNIFORM ALLOWANCE \*\*

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

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

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

6) The contractor informs the affected employees.

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

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

State: California

Area: California Counties of Santa Clara, Santa Cruz

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**Fringe Benefits Required Follow the Occupational Listing** OCCUPATION CODE - TITLE FOOTNOTE	RATE
OCCUPATION CODE - TITLE FOOTNOTE 01000 - Administrative Support And Clerical Occupations	RAIL
01011 - Accounting Clerk I	17.92
01011 - Accounting Clerk I 01012 - Accounting Clerk II	20.12
01012 - Accounting Clerk II 01013 - Accounting Clerk III	20.12
01013 - Administrative Assistant	30.87
01020 - Court Reporter	26.02
01051 - Data Entry Operator I	15.38
01052 - Data Entry Operator II	16.78
01060 - Dispatcher, Motor Vehicle	29.13
01070 - Document Preparation Clerk	15.93
01090 - Duplicating Machine Operator	15.93
01111 - General Clerk I	15.87
01112 - General Clerk II	17.31
01113 - General Clerk III	19.37
01120 - Housing Referral Assistant	28.83
01141 - Messenger Courier	14.32
01191 - Order Clerk I	16.98
01192 - Order Clerk II	18.53
01261 - Personnel Assistant (Employment) I	19.80
01262 - Personnel Assistant (Employment) II	22.18
01263 - Personnel Assistant (Employment) III	24.69
01270 - Production Control Clerk	28.05
01280 - Receptionist	17.21
01290 - Rental Clerk	17.70
01300 - Scheduler, Maintenance	23.12
01311 - Secretary I	23.12
01312 - Secretary II	25.86
01313 - Secretary III	28.83
01320 - Service Order Dispatcher	23.54
01410 - Supply Technician	30.87
01420 - Survey Worker	22.72
01531 - Travel Clerk I	15.41
01532 - Travel Clerk II	17.34
01533 - Travel Clerk III	19.53
01611 - Word Processor I	20.77
01612 - Word Processor II	23.32
01613 - Word Processor III	26.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.32
05010 - Automotive Electrician	22.49
05040 - Automotive Glass Installer	19.58

05110 05130 05160	<ul> <li>Automotive Worker</li> <li>Mobile Equipment Servicer</li> <li>Motor Equipment Metal Mechanic</li> <li>Motor Equipment Metal Worker</li> <li>Motor Vehicle Mechanic</li> </ul>	21.48 19.56 23.48 21.48 23.46
	- Motor Vehicle Mechanic Helper	18.56
	- Motor Vehicle Upholstery Worker	20.54
	- Motor Vehicle Wrecker	21.48
	- Painter, Automotive - Radiator Repair Specialist	22.49 21.52
	- Tire Repairer	14.48
	- Transmission Repair Specialist	23.48
07000 -	Food Preparation And Service Occupations	
	- Baker	12.82
	- Cook I	16.43
	- Cook II - Dishwasher	18.65 10.27
	- Food Service Worker	10.72
	- Meat Cutter	19.49
07260	- Waiter/Waitress	9.68
	Furniture Maintenance And Repair Occupations	
	- Electrostatic Spray Painter	20.21
	- Furniture Handler	14.58
	- Furniture Refinisher	20.21
	- Furniture Refinisher Helper - Furniture Repairer, Minor	16.64 18.45
	- Upholsterer	20.21
	General Services And Support Occupations	20.21
	- Cleaner, Vehicles	12.92
	- Elevator Operator	13.67
	- Gardener	21.60
	- Housekeeping Aide	14.10
	- Janitor	14.10
	- Laborer, Grounds Maintenance	17.52
	- Maid or Houseman - Pruner	12.54 15.75
	- Tractor Operator	20.48
	- Trail Maintenance Worker	17.52
	- Window Cleaner	15.68
12000 -	Health Occupations	
	- Ambulance Driver	23.48
	- Breath Alcohol Technician	23.48
	- Certified Occupational Therapist Assistant	28.36
	- Certified Physical Therapist Assistant - Dental Assistant	25.46
	- Dental Hygienist	21.98 35.90
	- EKG Technician	33.99
	- Electroneurodiagnostic Technologist	33.99
	- Emergency Medical Technician	23.48
	- Licensed Practical Nurse I	23.14
	- Licensed Practical Nurse II	25.96
	- Licensed Practical Nurse III	29.04
	- Medical Assistant	20.98
	- Medical Laboratory Technician - Medical Record Clerk	23.05 21.00
	- Medical Record Clerk - Medical Record Technician	21.00
	- Medical Transcriptionist	20.55
	- Nuclear Medicine Technologist	42.96
	- Nursing Assistant I	13.66
12222	- Nursing Assistant II	15.35
	- Nursing Assistant III	16.75
12224	- Nursing Assistant IV	18.81

12236 12250 12280 12305 12311 12312 12313 12314 12315 12316 12317	<ul> <li>Optical Dispenser</li> <li>Optical Technician</li> <li>Pharmacy Technician</li> <li>Phlebotomist</li> <li>Radiologic Technologist</li> <li>Registered Nurse I</li> <li>Registered Nurse III, Specialist</li> <li>Registered Nurse III, Anesthetist</li> <li>Registered Nurse IV</li> <li>Scheduler (Drug and Alcohol Testing)</li> <li>Information And Arts Occupations</li> </ul>		$19.51 \\ 18.22 \\ 21.25 \\ 18.81 \\ 33.12 \\ 38.63 \\ 47.23 \\ 47.23 \\ 57.12 \\ 57.12 \\ 57.12 \\ 68.53 \\ 34.02 \\ \end{array}$
13011 13012 13013 13041 13042 13043 13047 13050 13054	<ul> <li>Exhibits Specialist I</li> <li>Exhibits Specialist II</li> <li>Exhibits Specialist III</li> <li>Illustrator I</li> <li>Illustrator III</li> <li>Illustrator III</li> <li>Librarian</li> <li>Library Aide/Clerk</li> <li>Library Information Technology Systems</li> </ul>		22.87 28.33 34.65 25.34 31.15 38.11 34.41 20.80 31.06
13061 13062 13063 13071 13072 13073 13074 13075 13110	<ul> <li>Library Technician</li> <li>Media Specialist I</li> <li>Media Specialist III</li> <li>Media Specialist III</li> <li>Photographer I</li> <li>Photographer III</li> <li>Photographer IVI</li> <li>Photographer V</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> </ul>		26.04 22.42 25.08 27.96 19.48 21.80 27.00 33.02 38.43 22.90
14041 14042 14043 14044 14045 14071 14072 14073 14074 14101 14102 14103	<ul> <li>Computer Operator I</li> <li>Computer Operator III</li> <li>Computer Operator III</li> <li>Computer Operator IV</li> <li>Computer Operator V</li> <li>Computer Programmer I</li> <li>Computer Programmer III</li> <li>Computer Programmer IVV</li> <li>Computer Programmer IV</li> <li>Computer Systems Analyst I</li> <li>Computer Systems Analyst III</li> <li>Computer Systems Analyst III</li> </ul>	(see 1) (see 1) (see 1) (see 1) (see 1) (see 1) (see 1)	19.80 22.18 24.69 27.43 30.39 27.62
14160	- Peripheral Equipment Operator - Personal Computer Support Technician		19.80 27.43
15010 15020 15030 15060 15070 15080 15090 15095 15110 15120	<pre>Instructional Occupations - Aircrew Training Devices Instructor (Non-Rated) - Aircrew Training Devices Instructor (Rated) - Air Crew Training Devices Instructor (Pilot) - Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Technical Instructor - Technical Instructor/Course Developer - Test Proctor - Tutor</pre>		36.80 44.51 53.36 36.97 33.44 53.36 26.67 26.13 32.10 22.20 22.20
	Laundry, Dry-Cleaning, Pressing And Related Occup - Assembler	ations	11.25

16030	- Counter Attendant	11.25
16040	- Dry Cleaner	14.57
16070	- Finisher, Flatwork, Machine	11.25
16090	- Presser, Hand	11.25
16110	- Presser, Machine, Drycleaning	11.25
16130	- Presser, Machine, Shirts	11.25
16160	- Presser, Machine, Wearing Apparel, Laundry	10.71
16190	- Sewing Machine Operator	15.86
16220	- Tailor	17.13
16250	- Washer, Machine	12.01
19000 -	Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	21.96
19040	- Tool And Die Maker	25.80
21000 -	Materials Handling And Packing Occupations	
21020	- Forklift Operator	16.76
21030	- Material Coordinator	26.06
	- Material Expediter	26.06
21050	- Material Handling Laborer	15.36
	- Order Filler	15.60
	- Production Line Worker (Food Processing)	16.76
	- Shipping Packer	15.84
	- Shipping/Receiving Clerk	15.84
	- Store Worker I	14.54
	- Stock Clerk	20.01
	- Tools And Parts Attendant	16.76
	- Warehouse Specialist	16.76
	Mechanics And Maintenance And Repair Occupations	
	- Aerospace Structural Welder	28.62
	- Aircraft Mechanic I	27.23
	- Aircraft Mechanic II	28.62
	- Aircraft Mechanic III	29.83
	- Aircraft Mechanic Helper	20.28
	- Aircraft, Painter	26.49
	- Aircraft Servicer	23.02
	- Aircraft Worker	24.52
	- Appliance Mechanic	23.84
	- Bicycle Repairer	15.44
	- Cable Splicer	26.60
	- Carpenter, Maintenance	24.84
	- Carpet Layer - Electrician, Maintenance	24.72 35.53
	- Electronics Technician Maintenance I - Electronics Technician Maintenance II	24.83 26.38
	- Electronics Technician Maintenance III	20.30
	- Fabric Worker	29.21
	- Fire Alarm System Mechanic	25.14
	- Fire Extinguisher Repairer	21.04
	- Fuel Distribution System Mechanic	25.99
	- Fuel Distribution System Operator	20.56
	- General Maintenance Worker	20.50
	- Ground Support Equipment Mechanic	27.23
	- Ground Support Equipment Servicer	23.02
	- Ground Support Equipment Worker	24.52
	- Gunsmith I	21.02
	- Gunsmith II	23.88
	- Gunsmith III	26.60
	- Heating, Ventilation And Air-Conditioning	28.41
Mechar		
	- Heating, Ventilation And Air Contditioning	29.87
	nic (Research Facility)	
	- Heavy Equipment Mechanic	27.12
	- Heavy Equipment Operator	29.74

	- Instrument Mechanic	26.65
23465	- Laboratory/Shelter Mechanic	25.23
	- Laborer	14.73
	- Locksmith	25.62
	- Machinery Maintenance Mechanic	27.02
	- Machinist, Maintenance	27.28
	- Maintenance Trades Helper	18.99
23591	- Metrology Technician I	26.65
23592	- Metrology Technician II	28.02
23593	- Metrology Technician III	30.29
	- Millwright	26.60
	- Office Appliance Repairer	22.89
		22.03
	- Painter, Maintenance	
	- Pipefitter, Maintenance	32.29
	- Plumber, Maintenance	30.80
23820	- Pneudraulic Systems Mechanic	26.60
23850	- Rigger	26.60
23870	- Scale Mechanic	23.88
	- Sheet-Metal Worker, Maintenance	26.98
	- Small Engine Mechanic	19.31
	- Telecommunications Mechanic I	
		27.58
	- Telecommunications Mechanic II	28.99
	- Telephone Lineman	27.26
23960	- Welder, Combination, Maintenance	23.20
23965	- Well Driller	29.30
23970	- Woodcraft Worker	26.60
23980	- Woodworker	21.04
	Personal Needs Occupations	21.01
	- Child Care Attendant	10 57
		13.57
	- Child Care Center Clerk	16.27
	- Chore Aide	11.92
24620	- Family Readiness And Support Services	16.95
	- Family Readiness And Support Services inator	16.95
Coordi		16.95
Coordi 24630	inator - Homemaker	
Coordi 24630 25000 -	inator - Homemaker Plant And System Operations Occupations	18.73
Coordi 24630 25000 - 25010	inator - Homemaker Plant And System Operations Occupations - Boiler Tender	18.73 38.18
Coordi 24630 25000 - 25010 25040	inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator	18.73 38.18 27.78
Coordi 24630 25000 - 25010 25040 25070	inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer	18.73 38.18 27.78 38.18
Coords 24630 25000 - 25010 25040 25070 25190	inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender	18.73 38.18 27.78 38.18 27.90
Coordi 24630 25000 - 25010 25040 25070 25190 25210	inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator	18.73 38.18 27.78 38.18
Coordi 24630 25000 - 25010 25040 25070 25190 25210	inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender	18.73 38.18 27.78 38.18 27.90
Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 -	inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator	18.73 38.18 27.78 38.18 27.90
Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004	<ul> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> </ul>	18.73 38.18 27.78 38.18 27.90 27.78
Coordi 24630 25010 25010 25040 25070 25190 25210 27000 - 27004 27007	<ul> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> </ul>	18.73 38.18 27.78 38.18 27.90 27.78 19.12 14.34
Coordi 24630 25010 25010 25040 25070 25190 25210 27000 - 27004 27007 27008	<ul> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> </ul>	18.73 38.18 27.78 38.18 27.90 27.78 19.12 14.34 38.39
Coordi 24630 25010 25010 25070 25190 25210 27000 - 27004 27007 27008 27010	<ul> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> </ul>	18.73 38.18 27.78 38.18 27.90 27.78 19.12 14.34 38.39 39.43
Coordi 24630 25010 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030	<ul> <li>Homemaker</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> </ul>	18.73 38.18 27.78 38.18 27.90 27.78 19.12 14.34 38.39 39.43 17.06
Coordi 24630 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040	<ul> <li>Homemaker</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> </ul>	18.73 38.18 27.78 38.18 27.90 27.78 19.12 14.34 38.39 39.43 17.06 38.39
Coordi 24630 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter</pre>	18.73 38.18 27.78 38.18 27.90 27.78 19.12 14.34 38.39 39.43 17.06 38.39 36.20
Coordi 24630 25010 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27070	<ul> <li>Homemaker</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard I</li> </ul>	18.73 38.18 27.78 38.18 27.90 27.78 19.12 14.34 38.39 39.43 17.06 38.39
Coordi 24630 25010 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27070	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter</pre>	18.73 38.18 27.78 38.18 27.90 27.78 19.12 14.34 38.39 39.43 17.06 38.39 36.20
Coordi 24630 25010 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27070 27011 27102	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II</pre>	18.73 38.18 27.78 38.18 27.90 27.78 19.12 14.34 38.39 39.43 17.06 38.39 36.20 14.34 17.06
Coordi 24630 25010 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27040 27070 27101 27102 27131	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer I</pre>	18.73 38.18 27.78 38.18 27.90 27.78 19.12 14.34 38.39 39.43 17.06 38.39 36.20 14.34 17.06 42.92
Coordi 24630 25010 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27040 27070 27101 27102 27131 27132	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer I - Police Officer II</pre>	18.73 38.18 27.78 38.18 27.90 27.78 19.12 14.34 38.39 39.43 17.06 38.39 36.20 14.34 17.06
Coordi 24630 25010 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27070 27070 27101 27102 27131 27132 28000 -	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer II Recreation Occupations</pre>	18.73 38.18 27.78 38.18 27.90 27.78 19.12 14.34 38.39 39.43 17.06 38.39 36.20 14.34 17.06 42.92 47.21
Coordi 24630 25010 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27040 27070 27101 27102 27131 27132 28000 - 28041	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer I - Police Officer II Recreation Occupations - Carnival Equipment Operator</pre>	18.73 38.18 27.78 38.18 27.90 27.78 19.12 14.34 38.39 39.43 17.06 38.39 36.20 14.34 17.06 42.92 47.21 13.09
Coordi 24630 25010 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27040 27070 27101 27102 27131 27132 28000 - 28041 28042	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer II Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Repairer</pre>	18.73 38.18 27.78 38.18 27.90 27.78 19.12 14.34 38.39 39.43 17.06 38.39 36.20 14.34 17.06 42.92 47.21 13.09 13.81
Coordi 24630 25010 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27101 27102 27131 27132 28000 - 28041 28042 28043	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer II Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Worker - Boile Officer I - Mathematical Security - Carnival Equipment Worker - Summa Security - Boile Officer I - Carnival Equipment Worker - Carnival Equipment Plant - Carnival Equipment - Carniv</pre>	18.73 38.18 27.78 38.18 27.90 27.78 19.12 14.34 38.39 39.43 17.06 38.39 36.20 14.34 17.06 42.92 47.21 13.09 13.81 10.58
Coordi 24630 25010 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27101 27102 27131 27132 28000 - 28041 28042 28043	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer II Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Repairer</pre>	18.73 38.18 27.78 38.18 27.90 27.78 19.12 14.34 38.39 39.43 17.06 38.39 36.20 14.34 17.06 42.92 47.21 13.09 13.81
Coordi 24630 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043 28210	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer II Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Worker - Boile Officer I - Mathematical Security - Carnival Equipment Worker - Summa Security - Boile Officer I - Carnival Equipment Worker - Carnival Equipment Plant - Carnival Equipment - Carniv</pre>	18.73 38.18 27.78 38.18 27.90 27.78 19.12 14.34 38.39 39.43 17.06 38.39 36.20 14.34 17.06 42.92 47.21 13.09 13.81 10.58
Coordi 24630 25010 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043 28210 28310	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detection Officer - Firefighter - Guard I - Guard I - Police Officer I - Police Officer II Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Worker - Gate Attendant/Gate Tender - Lifeguard</pre>	18.73 38.18 27.78 38.18 27.90 27.78 19.12 14.34 38.39 39.43 17.06 38.39 36.20 14.34 17.06 42.92 47.21 13.09 13.81 10.58 18.04
Coordi 24630 25010 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043 28210 28310 28350	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detection Officer - Firefighter - Guard I - Guard II - Police Officer II Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Worker - Gate Attendant/Gate Tender - Lifeguard - Park Attendant (Aide)</pre>	18.73 38.18 27.78 38.18 27.90 27.78 19.12 14.34 38.39 39.43 17.06 38.39 36.20 14.34 17.06 42.92 47.21 13.09 13.81 10.58 18.04 11.70 18.24
Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27030 27040 27070 27101 27102 27131 27132 28040 - 28041 28042 28043 28210 28310 28350 28510	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detection Dog Handler - Detection Officer - Firefighter - Guard I - Guard II - Police Officer II Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Worker - Gate Attendant/Gate Tender - Lifeguard - Park Attendant (Aide) - Recreation Aide/Health Facility Attendant</pre>	18.73 38.18 27.78 38.18 27.90 27.78 19.12 14.34 38.39 39.43 17.06 38.39 36.20 14.34 17.06 42.92 47.21 13.09 13.81 10.58 18.04 11.70 18.24 15.30
Coordi 24630 25010 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043 28210 28310 28350 28515	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detection Officer - Firefighter - Guard I - Guard II - Police Officer II Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Worker - Gate Attendant/Gate Tender - Lifeguard - Park Attendant (Aide)</pre>	18.73 38.18 27.78 38.18 27.90 27.78 19.12 14.34 38.39 39.43 17.06 38.39 36.20 14.34 17.06 42.92 47.21 13.09 13.81 10.58 18.04 11.70 18.24

	- Swimming Pool Operator			19.13
	Stevedoring/Longshoremen Occupational Services			26.66
	- Blocker And Bracer			
	- Hatch Tender			26.66
	- Line Handler			26.66
	- Stevedore I			25.14
	- Stevedore II			28.18
	Technical Occupations	,		40 05
	- Air Traffic Control Specialist, Center (HFO)			42.35
	- Air Traffic Control Specialist, Station (HFO)			29.20
	- Air Traffic Control Specialist, Terminal (HFO)	(see		32.16
	- Archeological Technician I			20.43
	- Archeological Technician II			23.52
	- Archeological Technician III			32.49
	- Cartographic Technician			34.44
	- Civil Engineering Technician			30.55
	- Drafter/CAD Operator I			25.69
30062	- Drafter/CAD Operator II			28.74
30063	- Drafter/CAD Operator III			32.03
30064	- Drafter/CAD Operator IV			38.48
30081	- Engineering Technician I			18.90
30082	- Engineering Technician II			21.22
30083	- Engineering Technician III			23.73
	- Engineering Technician IV			29.40
	- Engineering Technician V			35.98
	- Engineering Technician VI			43.51
	- Environmental Technician			27.74
	- Laboratory Technician			22.20
	- Mathematical Technician			35.89
	- Paralegal/Legal Assistant I			23.18
	- Paralegal/Legal Assistant II			28.66
	- Paralegal/Legal Assistant III			35.07
	- Paralegal/Legal Assistant IV			42.42
	- Photo-Optics Technician			35.89
				25.38
	- Technical Writer I - Technical Writer II			
	- Technical Writer II			31.05
				37.57
	- Unexploded Ordnance (UXO) Technician I			26.92
	- Unexploded Ordnance (UXO) Technician II			32.56
	- Unexploded Ordnance (UXO) Technician III			39.03
	- Unexploded (UXO) Safety Escort			26.92
	- Unexploded (UXO) Sweep Personnel	,		26.92
		(see	2)	30.99
	ce Programs	,		~
	- Weather Observer, Senior	(see	2)	34.44
	Transportation/Mobile Equipment Operation Occupat	lons		10
	- Bus Aide			13.55
	- Bus Driver			18.83
	- Driver Courier			17.76
	- Parking and Lot Attendant			10.94
	- Shuttle Bus Driver			19.22
	- Taxi Driver			13.45
	- Truckdriver, Light			19.22
	- Truckdriver, Medium			20.55
	- Truckdriver, Heavy			21.78
	- Truckdriver, Tractor-Trailer			21.78
	Miscellaneous Occupations			
	- Cashier			11.89
	- Desk Clerk			11.13
	- Embalmer			26.92
	- Laboratory Animal Caretaker I			13.07
99252	- Laboratory Animal Caretaker II			14.15

99310 - Mortician	29.38
99410 - Pest Controller	17.21
99510 - Photofinishing Worker	13.29
99710 - Recycling Laborer	20.42
99711 - Recycling Specialist	24.54
99730 - Refuse Collector	18.38
99810 - Sales Clerk	14.49
99820 - School Crossing Guard	15.75
99830 - Survey Party Chief	26.14
99831 - Surveying Aide	13.15
99832 - Surveying Technician	16.58
99840 - Vending Machine Attendant	14.98
99841 - Vending Machine Repairer	17.39
99842 - Vending Machine Repairer Helper	14.98

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

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

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

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

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

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

who satisfy the compensation requirements and whose primary duty consists of: (1) The application of systems analysis techniques and procedures, including

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

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

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

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

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

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

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

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

\*\* UNIFORM ALLOWANCE \*\*

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

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

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

6) The contractor informs the affected employees.

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

\*\*\*\*\*\*\*\*\*\*\* THIS WAGE DETERMINATION WAS REPLACED 07/14/2015 \*\*\*\*\*\*\*\*\* WD 05-2061 (Rev.-15) was first posted on www.wdol.gov on 12/30/2014 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION By direction of the Secretary of Labor | WASHINGTON D.C. 20210 | Wage Determination No.: 2005-2061 Diane C. Koplewski Division of Revision No.: 15 Wage Determinations| Director Date Of Revision: 12/22/2014

Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: California

Area: California Counties of Santa Clara, Santa Cruz

**Fringe Benefits Required Follow the Occupational Listing**	
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	17.92
01012 - Accounting Clerk II	20.12
01013 - Accounting Clerk III	22.50
01020 - Administrative Assistant	30.87
01040 - Court Reporter	26.02
01051 - Data Entry Operator I	15.38
01052 - Data Entry Operator II	16.78
01060 - Dispatcher, Motor Vehicle	29.13
01070 - Document Preparation Clerk	15.93
01090 - Duplicating Machine Operator	15.93
01111 - General Clerk I	15.87
01112 - General Clerk II	17.31
01113 - General Clerk III	19.37
01120 - Housing Referral Assistant	28.83
01141 - Messenger Courier	14.32
01191 - Order Clerk I	16.98
01192 - Order Clerk II	18.53
01261 - Personnel Assistant (Employment) I	19.80
01262 - Personnel Assistant (Employment) II	22.18
01263 - Personnel Assistant (Employment) III	24.69
01270 - Production Control Clerk	28.05
01280 - Receptionist	17.21
01290 - Rental Clerk	17.70
01300 - Scheduler, Maintenance	23.12
01311 - Secretary I	23.12
01312 - Secretary II	25.86
01313 - Secretary III	28.83
01320 - Service Order Dispatcher	23.54
01410 - Supply Technician	30.87
01420 - Survey Worker	22.72

	- Travel Clerk I	15.41
	- Travel Clerk II - Travel Clerk III	17.34
		19.53 20.77
	- Word Processor I - Word Processor II	23.32
	- Word Processor II - Word Processor III	25.52
	Automotive Service Occupations	20.09
	- Automobile Body Repairer, Fiberglass	22.32
	- Automotive Electrician	22.49
	- Automotive Glass Installer	19.58
	- Automotive Worker	21.48
	- Mobile Equipment Servicer	19.56
	- Motor Equipment Metal Mechanic	23.48
	- Motor Equipment Metal Worker	21.48
	- Motor Vehicle Mechanic	23.46
	- Motor Vehicle Mechanic Helper	18.56
	- Motor Vehicle Upholstery Worker	20.54
	- Motor Vehicle Wrecker	21.48
05310	- Painter, Automotive	22.49
	- Radiator Repair Specialist	21.52
	- Tire Repairer	14.48
05400	- Transmission Repair Specialist	23.48
	Food Preparation And Service Occupations	
07010	- Baker	12.82
07041	- Cook I	16.43
07042	- Cook II	18.65
07070	- Dishwasher	10.27
07130	- Food Service Worker	10.72
07210	- Meat Cutter	19.49
	- Waiter/Waitress	9.68
	Furniture Maintenance And Repair Occupations	
	- Electrostatic Spray Painter	20.21
	- Furniture Handler	14.58
	- Furniture Refinisher	20.21
	- Furniture Refinisher Helper	16.64
	- Furniture Repairer, Minor	18.45
	- Upholsterer	20.21
	General Services And Support Occupations	12.92
	- Cleaner, Vehicles - Elevator Operator	12.92
	- Gardener	21.60
	- Housekeeping Aide	14.10
	- Janitor	14.10
	- Laborer, Grounds Maintenance	17.52
	- Maid or Houseman	12.54
	- Pruner	15.75
	- Tractor Operator	20.48
	- Trail Maintenance Worker	17.52
	- Window Cleaner	15.68
12000 -	Health Occupations	
	- Ambulance Driver	23.48
	- Breath Alcohol Technician	23.48
12012	- Certified Occupational Therapist Assistant	28.36
	- Certified Physical Therapist Assistant	25.46
12020	- Dental Assistant	21.98
	- Dental Hygienist	35.90
	- EKG Technician	33.99
	- Electroneurodiagnostic Technologist	33.99
	- Emergency Medical Technician	23.48
	- Licensed Practical Nurse I	23.14
	- Licensed Practical Nurse II	25.96
12073	- Licensed Practical Nurse III	29.04

12100	- Medical Assistant		20.98
12130	- Medical Laboratory Technician		23.05
12160	- Medical Record Clerk		21.00
12190	- Medical Record Technician		23.48
12195	- Medical Transcriptionist		20.55
12210	- Nuclear Medicine Technologist		42.96
12221	- Nursing Assistant I		13.66
12222	- Nursing Assistant II		15.35
12223	- Nursing Assistant III		16.75
12224	- Nursing Assistant IV		18.81
12235	- Optical Dispenser		19.51
12236	- Optical Technician		18.22
12250	- Pharmacy Technician		21.25
12280	- Phlebotomist		18.81
12305	- Radiologic Technologist		33.12
12311	- Registered Nurse I		38.63
12312	- Registered Nurse II		47.23
12313	- Registered Nurse II, Specialist		47.23
12314	- Registered Nurse III		57.12
12315	- Registered Nurse III, Anesthetist		57.12
12316	- Registered Nurse IV		68.53
12317	- Scheduler (Drug and Alcohol Testing)		34.02
	Information And Arts Occupations		
13011	- Exhibits Specialist I		22.87
13012	- Exhibits Specialist II		28.33
13013	- Exhibits Specialist III		34.65
13041	- Illustrator I		25.34
13042	- Illustrator II		31.15
13043	- Illustrator III		38.11
13047	- Librarian		34.41
13050	- Library Aide/Clerk		20.80
13054	- Library Information Technology Systems		31.06
	istrator		
13058	- Library Technician		26.04
13061	- Media Specialist I		22.42
13062	- Media Specialist II		25.08
13063	- Media Specialist III		27.96
13071	- Photographer I		19.48
13072	- Photographer II		21.80
13073	- Photographer III		27.00
13074	- Photographer IV		33.02
13075	- Photographer V		38.43
	- Video Teleconference Technician		22.90
14000 -	Information Technology Occupations		
	- Computer Operator I		19.80
	- Computer Operator II		22.18
	- Computer Operator III		24.69
	- Computer Operator IV		27.43
	- Computer Operator V		30.39
	- Computer Programmer I	(see 1)	27.62
	- Computer Programmer II	(see 1)	
	- Computer Programmer III	(see 1)	
	- Computer Programmer IV	(see 1)	
	- Computer Systems Analyst I	(see 1)	
	- Computer Systems Analyst II	(see 1)	
	- Computer Systems Analyst III	(see 1)	
	- Peripheral Equipment Operator	· · · ·	19.80
	- Personal Computer Support Technician		27.43
	Instructional Occupations		
	- Aircrew Training Devices Instructor (Non-Rated)		36.80
	- Aircrew Training Devices Instructor (Rated)		44.51
	- Air Crew Training Devices Instructor (Pilot)		53.36

15050	-	Computer Based Training Specialist / Instructor	36.97
		Educational Technologist	33.44
15070	-	Flight Instructor (Pilot)	53.36
15080	-	Graphic Artist	26.67
15090	-	Technical Instructor	26.13
15095	-	Technical Instructor/Course Developer	32.10
15110	-	Test Proctor	22.20
15120	_	Tutor	22.20
16000 -	La	aundry, Dry-Cleaning, Pressing And Related Occupations	
		Assembler	11.25
16030	_	Counter Attendant	11.25
16040	_	Dry Cleaner	14.57
		Finisher, Flatwork, Machine	11.25
		Presser, Hand	11.25
		Presser, Machine, Drycleaning	11.25
		Presser, Machine, Shirts	11.25
		Presser, Machine, Wearing Apparel, Laundry	10.71
		Sewing Machine Operator	15.86
		Tailor	17.13
		Washer, Machine	12.01
		achine Tool Operation And Repair Occupations	
		Machine-Tool Operator (Tool Room)	21.96
		Tool And Die Maker	25.80
		aterials Handling And Packing Occupations	20.00
		Forklift Operator	16.76
		Material Coordinator	26.06
		Material Expediter	26.06
		Material Handling Laborer	15.36
		Order Filler	15.60
		Production Line Worker (Food Processing)	16.76
		Shipping Packer	15.84
		Shipping/Receiving Clerk	15.84
		Store Worker I	14.54
		Stock Clerk	20.01
		Tools And Parts Attendant	16.76
		Warehouse Specialist	16.76
		echanics And Maintenance And Repair Occupations	
		Aerospace Structural Welder	28.62
		Aircraft Mechanic I	27.23
		Aircraft Mechanic II	28.62
		Aircraft Mechanic III	29.83
		Aircraft Mechanic Helper	20.28
		Aircraft, Painter	26.49
		Aircraft Servicer	23.02
		Aircraft Worker	24.52
		Appliance Mechanic	23.84
		Bicycle Repairer	15.44
		Cable Splicer	26.60
		Carpenter, Maintenance	24.84
23140	-	Carpet Layer	24.72
23160	-	Electrician, Maintenance	35.53
23181	-	Electronics Technician Maintenance I	24.83
23182	-	Electronics Technician Maintenance II	26.38
23183	-	Electronics Technician Maintenance III	29.21
23260	-	Fabric Worker	21.26
23290	-	Fire Alarm System Mechanic	25.14
		Fire Extinguisher Repairer	21.04
		Fuel Distribution System Mechanic	25.99
		Fuel Distribution System Operator	20.56
		General Maintenance Worker	22.50
		Ground Support Equipment Mechanic	27.23
		Ground Support Equipment Servicer	23.02

23382 - Ground Support Equipment Worker	24.52
23391 - Gunsmith I	21.04
23392 - Gunsmith II	23.88
23393 - Gunsmith III	26.60
23410 - Heating, Ventilation And Air-Conditioning	28.41
Mechanic	
23411 - Heating, Ventilation And Air Contditioning	29.87
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	27.12
23440 - Heavy Equipment Operator	29.74
23460 - Instrument Mechanic	26.65
23465 – Laboratory/Shelter Mechanic	25.23
23470 - Laborer	14.73
23510 - Locksmith	25.62
23530 - Machinery Maintenance Mechanic	27.02
23550 - Machinist, Maintenance	27.28
23580 - Maintenance Trades Helper	18.99
23591 - Metrology Technician I	26.65
23592 - Metrology Technician II	28.02
23592 - Metrology Technician III 23593 - Metrology Technician III	30.29
23640 - Millwright	26.60
	20.00
23710 - Office Appliance Repairer	
23760 - Painter, Maintenance	22.23
23790 - Pipefitter, Maintenance	32.29
23810 - Plumber, Maintenance	30.80
23820 - Pneudraulic Systems Mechanic	26.60
23850 - Rigger	26.60
23870 - Scale Mechanic	23.88
23890 - Sheet-Metal Worker, Maintenance	26.98
23910 - Small Engine Mechanic	19.31
23931 - Telecommunications Mechanic I	27.58
23932 - Telecommunications Mechanic II	28.99
23950 - Telephone Lineman	27.26
23960 - Welder, Combination, Maintenance	23.20
23965 - Well Driller	29.30
23970 - Woodcraft Worker	26.60
23980 - Woodworker	21.04
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.57
24580 - Child Care Center Clerk	16.27
24610 - Chore Aide	11.92
24620 - Family Readiness And Support Services	16.95
Coordinator	
24630 - Homemaker	18.73
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	38.18
25040 - Sewage Plant Operator	27.78
25070 - Stationary Engineer	38.18
25190 - Ventilation Equipment Tender	27.90
25210 - Water Treatment Plant Operator	27.78
27000 - Protective Service Occupations	27.70
27004 - Alarm Monitor	19.12
	14.34
27007 - Baggage Inspector 27008 - Corrections Officer	38.39
27010 - Court Security Officer	39.43
27030 - Detection Dog Handler	17.06
27040 - Detention Officer	38.39
27070 - Firefighter	36.20
27101 - Guard I	14.34
27102 - Guard II	17.06
27131 - Police Officer I	42.92
27132 - Police Officer II	47.21

28000 -	Recreation Occupations			
	- Carnival Equipment Operator			13.09
	- Carnival Equipment Repairer			13.81
28043	- Carnival Equpment Worker			10.58
	- Gate Attendant/Gate Tender			18.04
	- Lifeguard			11.70
	- Park Attendant (Aide)			18.24
	- Recreation Aide/Health Facility Attendant			15.30
	- Recreation Specialist			19.21
	- Sports Official			14.34
	- Swimming Pool Operator			19.13
	Stevedoring/Longshoremen Occupational Services - Blocker And Bracer			26.66
	- Hatch Tender			26.66
	- Line Handler			26.66
	- Stevedore I			25.14
	- Stevedore II			28.18
	Technical Occupations			20.20
	- Air Traffic Control Specialist, Center (HFO)	(see	2)	42.35
	- Air Traffic Control Specialist, Station (HFO)			29.20
	- Air Traffic Control Specialist, Terminal (HFO)			32.16
	- Archeological Technician I			20.43
30022	- Archeological Technician II			23.52
30023	- Archeological Technician III			32.49
	- Cartographic Technician			34.44
	- Civil Engineering Technician			30.55
	- Drafter/CAD Operator I			25.69
	- Drafter/CAD Operator II			28.74
	- Drafter/CAD Operator III			32.03
	- Drafter/CAD Operator IV			38.48
	- Engineering Technician I			18.90
	- Engineering Technician II			21.22
	- Engineering Technician III			23.73
	- Engineering Technician IV			29.40
	- Engineering Technician V - Engineering Technician VI			35.98 43.51
	- Environmental Technician			27.74
	- Laboratory Technician			22.20
	- Mathematical Technician			35.89
	- Paralegal/Legal Assistant I			23.18
	- Paralegal/Legal Assistant II			28.66
	- Paralegal/Legal Assistant III			35.07
	- Paralegal/Legal Assistant IV			42.42
	- Photo-Optics Technician			35.89
30461	- Technical Writer I			25.38
	- Technical Writer II			31.05
30463	- Technical Writer III			37.57
30491	- Unexploded Ordnance (UXO) Technician I			26.92
	- Unexploded Ordnance (UXO) Technician II			32.56
30493	- Unexploded Ordnance (UXO) Technician III			39.03
	- Unexploded (UXO) Safety Escort			26.92
	- Unexploded (UXO) Sweep Personnel			26.92
		(see	2)	30.99
	ce Programs			
	- Weather Observer, Senior	(see	2)	34.44
	Transportation/Mobile Equipment Operation Occupat	lons		10 55
	- Bus Aide			13.55
	- Bus Driver			18.83
	- Driver Courier - Parking and Lot Attendant			17.76
	- Shuttle Bus Driver			10.94
	- Taxi Driver			13.45
JTJT0				-JJ

31361	- Truckdriver, Light	19.22
31362	- Truckdriver, Medium	20.55
31363	- Truckdriver, Heavy	21.78
31364	- Truckdriver, Tractor-Trailer	21.78
99000 -	Miscellaneous Occupations	
99030	- Cashier	11.89
99050	- Desk Clerk	11.13
	- Embalmer	26.92
99251	- Laboratory Animal Caretaker I	13.07
	- Laboratory Animal Caretaker II	14.15
99310	- Mortician	29.38
	- Pest Controller	17.21
	- Photofinishing Worker	13.29
	- Recycling Laborer	20.42
	- Recycling Specialist	24.54
	- Refuse Collector	18.38
	- Sales Clerk	14.49
	- School Crossing Guard	15.75
	- Survey Party Chief	26.14
	- Surveying Aide	13.15
	- Surveying Technician	16.58
	- Vending Machine Attendant	14.98
	- Vending Machine Repairer	17.39
99842	- Vending Machine Repairer Helper	14.98

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

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

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

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

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

involving regrading and cleaning of artillery ranges.

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

\*\* UNIFORM ALLOWANCE \*\*

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

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

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

## Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4). 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

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

6) The contractor informs the affected employees.

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

\*\*\*\*\*\*\*\*\*\*\*\* THIS WAGE DETERMINATION WAS REPLACED 01/05/2016 \*\*\*\*\*\*\*\*\* WD 05-2061 (Rev.-16) was first posted on www.wdol.gov on 07/14/2015 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION By direction of the Secretary of Labor | WASHINGTON D.C. 20210 | Wage Determination No.: 2005-2061 Daniel W. Simms Division of Revision No.: 16 Wage Determinations| Director Date Of Revision: 07/08/2015

Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: California

Area: California Counties of Santa Clara, Santa Cruz

**Fringe Benefits Required Follow the Occupational Listing**	
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	17.92
01012 - Accounting Clerk II	20.12
01013 - Accounting Clerk III	22.50
01020 - Administrative Assistant	30.87
01040 - Court Reporter	26.02
01051 - Data Entry Operator I	15.38
01052 - Data Entry Operator II	16.78
01060 - Dispatcher, Motor Vehicle	29.13
01070 - Document Preparation Clerk	15.93
01090 - Duplicating Machine Operator	15.93
01111 - General Clerk I	15.87
01112 - General Clerk II	17.31
01113 - General Clerk III	19.37
01120 - Housing Referral Assistant	28.83
01141 - Messenger Courier	14.32
01191 - Order Clerk I	16.98
01192 - Order Clerk II	18.53
01261 - Personnel Assistant (Employment) I	19.80
01262 - Personnel Assistant (Employment) II	22.18
01263 - Personnel Assistant (Employment) III	24.69
01270 - Production Control Clerk	28.05
01280 - Receptionist	17.21
01290 - Rental Clerk	17.70
01300 - Scheduler, Maintenance	23.12
01311 - Secretary I	23.12
01312 - Secretary II	25.86
01313 - Secretary III	28.83
01320 - Service Order Dispatcher	23.54
01410 - Supply Technician	30.87
01420 - Survey Worker	22.72

	- Travel Clerk I	15.41
	- Travel Clerk II - Travel Clerk III	17.34
		19.53 20.77
	- Word Processor I - Word Processor II	23.32
	- Word Processor II - Word Processor III	25.52
	Automotive Service Occupations	20.09
	- Automobile Body Repairer, Fiberglass	22.32
	- Automotive Electrician	22.49
	- Automotive Glass Installer	19.58
	- Automotive Worker	21.48
	- Mobile Equipment Servicer	19.56
	- Motor Equipment Metal Mechanic	23.48
	- Motor Equipment Metal Worker	21.48
	- Motor Vehicle Mechanic	23.46
	- Motor Vehicle Mechanic Helper	18.56
	- Motor Vehicle Upholstery Worker	20.54
	- Motor Vehicle Wrecker	21.48
05310	- Painter, Automotive	22.49
	- Radiator Repair Specialist	21.52
	- Tire Repairer	14.48
05400	- Transmission Repair Specialist	23.48
	Food Preparation And Service Occupations	
07010	- Baker	12.82
07041	- Cook I	16.43
07042	- Cook II	18.65
07070	- Dishwasher	10.27
07130	- Food Service Worker	10.72
07210	- Meat Cutter	19.49
	- Waiter/Waitress	9.68
	Furniture Maintenance And Repair Occupations	
	- Electrostatic Spray Painter	20.21
	- Furniture Handler	14.58
	- Furniture Refinisher	20.21
	- Furniture Refinisher Helper	16.64
	- Furniture Repairer, Minor	18.45
	- Upholsterer	20.21
	General Services And Support Occupations	12.92
	- Cleaner, Vehicles - Elevator Operator	12.92
	- Gardener	21.60
	- Housekeeping Aide	14.10
	- Janitor	14.10
	- Laborer, Grounds Maintenance	17.52
	- Maid or Houseman	12.54
	- Pruner	15.75
	- Tractor Operator	20.48
	- Trail Maintenance Worker	17.52
	- Window Cleaner	15.68
12000 -	Health Occupations	
	- Ambulance Driver	23.48
	- Breath Alcohol Technician	23.48
12012	- Certified Occupational Therapist Assistant	28.36
	- Certified Physical Therapist Assistant	25.46
12020	- Dental Assistant	21.98
	- Dental Hygienist	35.90
	- EKG Technician	33.99
	- Electroneurodiagnostic Technologist	33.99
	- Emergency Medical Technician	23.48
	- Licensed Practical Nurse I	23.14
	- Licensed Practical Nurse II	25.96
12073	- Licensed Practical Nurse III	29.04

12100 - Medical Assistant		20.98
12130 - Medical Laboratory Technician		23.05
12160 - Medical Record Clerk		21.00
12190 - Medical Record Technician		23.48
12195 - Medical Transcriptionist		20.55
12210 - Nuclear Medicine Technologist		42.96
12221 - Nursing Assistant I		13.66
12222 - Nursing Assistant II		15.35
12223 - Nursing Assistant III		16.75
12224 - Nursing Assistant IV		18.81
12235 - Optical Dispenser		19.51
12236 - Optical Technician		18.22
12250 - Pharmacy Technician		21.25
12280 - Phlebotomist		18.81
12305 - Radiologic Technologist		33.12
12311 - Registered Nurse I		38.63
12312 - Registered Nurse II		47.23
12313 - Registered Nurse II, Specialist		47.23
12313 - Registered Nurse III 12314 - Registered Nurse III		57.12
12314 - Registered Nurse III, Anesthetist		57.12
12316 - Registered Nurse IV		68.53
12317 - Scheduler (Drug and Alcohol Testing)		34.02
13000 - Information And Arts Occupations		22 07
13011 - Exhibits Specialist I		22.87
13012 - Exhibits Specialist II		28.33
13013 - Exhibits Specialist III		34.65
13041 - Illustrator I		25.34
13042 - Illustrator II		31.15
13043 - Illustrator III		38.11
13047 - Librarian		34.41
13050 - Library Aide/Clerk		20.80
13054 - Library Information Technology Systems		31.06
Administrator		0.6.04
13058 - Library Technician		26.04
13061 - Media Specialist I		22.42
13062 - Media Specialist II		25.08
13063 - Media Specialist III		27.96
13071 - Photographer I		19.48
13072 - Photographer II		21.80
13073 - Photographer III		27.00
13074 - Photographer IV		33.02
13075 - Photographer V		38.43
13110 - Video Teleconference Technician		22.90
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.80
14042 - Computer Operator II		22.18
14043 - Computer Operator III		24.69
14044 - Computer Operator IV		27.43
14045 - Computer Operator V		30.39
14071 - Computer Programmer I	(see 1)	27.62
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.80
14160 - Personal Computer Support Technician		27.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.80
15020 - Aircrew Training Devices Instructor (Rated)		44.51
15030 - Air Crew Training Devices Instructor (Pilot)		53.36

15050	- Computer Based Training Specialist / Instructor	36.97
15060	- Educational Technologist	33.44
15070	- Flight Instructor (Pilot)	53.36
15080	- Graphic Artist	26.67
15090	- Technical Instructor	26.13
15095	- Technical Instructor/Course Developer	32.10
15110	- Test Proctor	22.20
15120	- Tutor	22.20
16000 -	Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	11.25
16030	- Counter Attendant	11.25
16040	- Dry Cleaner	14.57
16070	- Finisher, Flatwork, Machine	11.25
16090	- Presser, Hand	11.25
16110	- Presser, Machine, Drycleaning	11.25
16130	- Presser, Machine, Shirts	11.25
16160	- Presser, Machine, Wearing Apparel, Laundry	10.71
16190	- Sewing Machine Operator	15.86
16220	- Tailor	17.13
16250	- Washer, Machine	12.01
19000 -	Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	21.96
19040	- Tool And Die Maker	25.80
21000 -	Materials Handling And Packing Occupations	
	- Forklift Operator	16.76
21030	- Material Coordinator	26.06
21040	- Material Expediter	26.06
21050	- Material Handling Laborer	15.36
21071	- Order Filler	15.60
21080	- Production Line Worker (Food Processing)	16.76
21110	- Shipping Packer	15.84
21130	- Shipping/Receiving Clerk	15.84
21140	- Store Worker I	14.54
21150	- Stock Clerk	20.01
21210	- Tools And Parts Attendant	16.76
21410	- Warehouse Specialist	16.76
23000 -	Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	28.62
23021	- Aircraft Mechanic I	27.23
23022	- Aircraft Mechanic II	28.62
23023	- Aircraft Mechanic III	29.83
	- Aircraft Mechanic Helper	20.28
23050	- Aircraft, Painter	26.49
23060	- Aircraft Servicer	23.02
23080	- Aircraft Worker	24.52
23110	- Appliance Mechanic	23.84
23120	- Bicycle Repairer	15.44
23125	- Cable Splicer	26.60
23130	- Carpenter, Maintenance	24.84
23140	- Carpet Layer	24.72
23160	- Electrician, Maintenance	35.53
23181	- Electronics Technician Maintenance I	24.83
23182	- Electronics Technician Maintenance II	26.38
23183	- Electronics Technician Maintenance III	29.21
23260	- Fabric Worker	21.26
23290	- Fire Alarm System Mechanic	25.14
	- Fire Extinguisher Repairer	21.04
	- Fuel Distribution System Mechanic	25.99
	- Fuel Distribution System Operator	20.56
	- General Maintenance Worker	22.50
23380	- Ground Support Equipment Mechanic	27.23
23381	- Ground Support Equipment Servicer	23.02

23382 - Ground Support Equipment Worker	24.52
23391 - Gunsmith I	21.04
23392 - Gunsmith II	23.88
23393 - Gunsmith III	26.60
23410 - Heating, Ventilation And Air-Conditioning	28.41
Mechanic	
23411 - Heating, Ventilation And Air Contditioning	29.87
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	27.12
23440 - Heavy Equipment Operator	29.74
23460 - Instrument Mechanic	26.65
23465 - Laboratory/Shelter Mechanic	25.23
23405 – Laborarory/Sherter Mechanic	14.73
23510 - Locksmith	25.62
	25.02
23530 - Machinery Maintenance Mechanic	
23550 - Machinist, Maintenance	27.28
23580 - Maintenance Trades Helper	18.99
23591 - Metrology Technician I	26.65
23592 - Metrology Technician II	28.02
23593 - Metrology Technician III	30.29
23640 - Millwright	26.60
23710 - Office Appliance Repairer	22.89
23760 - Painter, Maintenance	22.23
23790 – Pipefitter, Maintenance	32.29
23810 - Plumber, Maintenance	30.80
23820 - Pneudraulic Systems Mechanic	26.60
23850 - Rigger	26.60
23870 - Scale Mechanic	23.88
23890 - Sheet-Metal Worker, Maintenance	26.98
23910 - Small Engine Mechanic	19.31
23931 - Telecommunications Mechanic I	27.58
23932 - Telecommunications Mechanic II	28.99
23950 - Telephone Lineman	27.26
23960 - Welder, Combination, Maintenance	23.20
23965 - Well Driller	29.30
23970 - Woodcraft Worker	26.60
23980 - Woodworker	21.04
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.57
24580 - Child Care Center Clerk	16.27
24610 - Chore Aide	11.92
24620 - Family Readiness And Support Services	16.95
Coordinator	
24630 - Homemaker	18.73
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	38.18
25040 - Sewage Plant Operator	27.78
25070 - Stationary Engineer	38.18
25190 - Ventilation Equipment Tender	27.90
25210 - Water Treatment Plant Operator	27.78
27000 - Protective Service Occupations	27.70
27004 - Alarm Monitor	19.12
27004 - Alalin Monitor 27007 - Baggage Inspector	14.34
27007 - Baggage Inspector 27008 - Corrections Officer	38.39
27008 - Corrections Officer 27010 - Court Security Officer	39.43
27010 - Court Security Officer 27030 - Detection Dog Handler	17.06
27040 - Detention Officer	38.39
27070 - Firefighter	36.20
27101 - Guard I	14.34
27102 - Guard II	17.06
27131 - Police Officer I	42.92
27132 - Police Officer II	47.21

28000 -	Recreation Occupations			
	- Carnival Equipment Operator			13.09
	- Carnival Equipment Repairer			13.81
	- Carnival Equpment Worker			10.58
	- Gate Attendant/Gate Tender			18.04
28310	- Lifeguard			11.70
28350	- Park Attendant (Aide)			18.24
28510	- Recreation Aide/Health Facility Attendant			15.30
28515	- Recreation Specialist			19.21
28630	- Sports Official			14.34
28690	- Swimming Pool Operator			19.13
29000 -	Stevedoring/Longshoremen Occupational Services			
29010	- Blocker And Bracer			26.66
29020	- Hatch Tender			26.66
29030	- Line Handler			26.66
29041	- Stevedore I			25.14
29042	- Stevedore II			28.18
30000 -	Technical Occupations			
	- Air Traffic Control Specialist, Center (HFO)			42.35
	- Air Traffic Control Specialist, Station (HFO)			29.20
30012	- Air Traffic Control Specialist, Terminal (HFO)	(see	2)	32.16
	- Archeological Technician I			20.43
	- Archeological Technician II			23.52
	- Archeological Technician III			32.49
	- Cartographic Technician			34.44
	- Civil Engineering Technician			30.55
	- Drafter/CAD Operator I			25.69
	- Drafter/CAD Operator II			28.74
	- Drafter/CAD Operator III			32.03
	- Drafter/CAD Operator IV			38.48
	- Engineering Technician I			18.90
	- Engineering Technician II			21.22
	- Engineering Technician III			23.73
	- Engineering Technician IV			29.40
	- Engineering Technician V			35.98
	- Engineering Technician VI			43.51
	- Environmental Technician			27.74
	- Laboratory Technician			22.20
	- Mathematical Technician			35.89
	- Paralegal/Legal Assistant I			23.18
	- Paralegal/Legal Assistant II			28.66
	- Paralegal/Legal Assistant III			35.07
	- Paralegal/Legal Assistant IV			42.42
	- Photo-Optics Technician - Technical Writer I			35.89
	- Technical Writer I			25.38 31.05
	- Technical Writer III			37.57
	- Unexploded Ordnance (UXO) Technician I			26.92
	- Unexploded Ordnance (UXO) Technician II			32.56
	- Unexploded Ordnance (UXO) Technician III			39.03
	- Unexploded (UXO) Safety Escort			26.92
	- Unexploded (UXO) Sweep Personnel			26.92
		(see		30.99
	ce Programs	(500	2)	
	- Weather Observer, Senior	(see	2)	34.44
	Transportation/Mobile Equipment Operation Occupat		2)	51.11
	- Bus Aide			13.55
	- Bus Driver			18.83
	- Driver Courier			17.76
	- Parking and Lot Attendant			10.94
	- Shuttle Bus Driver			19.22
	- Taxi Driver			13.45

31361	- Truckdriver, Light	19.22
31362	- Truckdriver, Medium	20.55
31363	- Truckdriver, Heavy	21.78
31364	- Truckdriver, Tractor-Trailer	21.78
99000 -	Miscellaneous Occupations	
99030	- Cashier	11.89
99050	- Desk Clerk	11.13
99095	- Embalmer	26.92
99251	- Laboratory Animal Caretaker I	13.07
99252	- Laboratory Animal Caretaker II	14.15
99310	- Mortician	29.38
99410	- Pest Controller	17.21
99510	- Photofinishing Worker	13.29
99710	- Recycling Laborer	20.42
99711	- Recycling Specialist	24.54
99730	- Refuse Collector	18.38
99810	- Sales Clerk	14.49
99820	- School Crossing Guard	15.75
99830	- Survey Party Chief	26.14
99831	- Surveying Aide	13.15
99832	- Surveying Technician	16.58
99840	- Vending Machine Attendant	14.98
	- Vending Machine Repairer	17.39
99842	- Vending Machine Repairer Helper	14.98

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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

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

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

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

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

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

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

involving regrading and cleaning of artillery ranges.

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

\*\* UNIFORM ALLOWANCE \*\*

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

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

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

## Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4). 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

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

6) The contractor informs the affected employees.

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

State: Ohio

Area: Ohio Counties of Ashland, Ashtabula, Cuyahoga, Erie, Geauga, Huron, Lake, Lorain, Medina, Portage, Richland, Stark, Summit, Wayne

**Fringe Benefits Required Follow the Occupational Listing**	
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	14.21
01012 - Accounting Clerk II	15.90
01013 - Accounting Clerk III	17.72
01020 - Administrative Assistant	21.22
01040 - Court Reporter	16.99
01051 - Data Entry Operator I	13.42
01052 - Data Entry Operator II	15.43
01060 - Dispatcher, Motor Vehicle	20.76
01070 - Document Preparation Clerk	13.72
01090 - Duplicating Machine Operator	13.72
01111 - General Clerk I	13.46
01112 - General Clerk II	14.87
01113 - General Clerk III	16.65
01120 - Housing Referral Assistant	19.31
01141 - Messenger Courier	11.13
01191 - Order Clerk I	13.18
01192 - Order Clerk II	15.03
01261 - Personnel Assistant (Employment) I	16.00
01262 - Personnel Assistant (Employment) II	17.89
01263 - Personnel Assistant (Employment) III	19.95
01270 - Production Control Clerk	18.96
01280 - Receptionist	13.97
01290 - Rental Clerk	15.48
01300 - Scheduler, Maintenance	14.72
01311 - Secretary I	14.72
01312 - Secretary II	17.05
01313 - Secretary III	18.69
01320 - Service Order Dispatcher	18.84
01410 - Supply Technician	21.22
01420 - Survey Worker	15.10
01531 - Travel Clerk I	12.61
01532 - Travel Clerk II	13.54
01533 - Travel Clerk III	14.52
01611 - Word Processor I	14.47
01612 - Word Processor II	16.25
01613 - Word Processor III	18.18
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.33
05010 - Automotive Electrician	19.67

	- Automotive Glass Installer - Automotive Worker	18.92 18.92
05110	- Mobile Equipment Servicer	17.27
05130	- Motor Equipment Metal Mechanic	20.33
	- Motor Equipment Metal Worker	18.92
	- Motor Vehicle Mechanic	20.33
05220	- Motor Vehicle Mechanic Helper	16.50
05250	- Motor Vehicle Upholstery Worker	18.07
	- Motor Vehicle Wrecker	18.92
05310	- Painter, Automotive	19.67
05340	- Radiator Repair Specialist	18.92
	- Tire Repairer	15.89
	- Transmission Repair Specialist	20.33
	Food Preparation And Service Occupations	
	- Baker	12.08
07041	- Cook I	10.72
07042	- Cook II	12.08
07070	- Dishwasher	9.28
07130	- Food Service Worker	9.28
07210	- Meat Cutter	14.34
07260	- Waiter/Waitress	9.94
09000 -	Furniture Maintenance And Repair Occupations	
	- Electrostatic Spray Painter	20.60
	- Furniture Handler	13.89
	- Furniture Refinisher	20.60
	- Furniture Refinisher Helper	15.71
	- Furniture Repairer, Minor	17.22
	- Upholsterer	20.60
	General Services And Support Occupations	20.00
	- Cleaner, Vehicles	11.78
	- Elevator Operator	11.78
	- Gardener	14.19
	- Housekeeping Aide	12.06
	- Janitor	12.00
	- Laborer, Grounds Maintenance	11.32
	- Maid or Houseman	9.56
	- Pruner	11.52
	- Tractor Operator	12.65
	- Trail Maintenance Worker	12.05
	- Window Cleaner	12.73
		12.73
	Health Occupations - Ambulance Driver	15 00
		15.99
	- Breath Alcohol Technician	16.87
	- Certified Occupational Therapist Assistant	23.89
	- Certified Physical Therapist Assistant	23.10 15.34
	- Dental Assistant	
	- Dental Hygienist	33.67
	- EKG Technician	22.15
	- Electroneurodiagnostic Technologist	25.64
	- Emergency Medical Technician	15.99
	- Licensed Practical Nurse I	17.51
	- Licensed Practical Nurse II	19.68
	- Licensed Practical Nurse III	21.84
	- Medical Assistant	13.82
	- Medical Laboratory Technician	18.30
	- Medical Record Clerk	13.71
	- Medical Record Technician	15.13
	- Medical Transcriptionist	14.86
	- Nuclear Medicine Technologist	31.29
	- Nursing Assistant I	9.81
	- Nursing Assistant II	10.88
12223	- Nursing Assistant III	12.04

12235 12236 12250 12280 12305 12311 12312 12313 12314 12315 12316 12317	<ul> <li>Nursing Assistant IV</li> <li>Optical Dispenser</li> <li>Optical Technician</li> <li>Pharmacy Technician</li> <li>Phlebotomist</li> <li>Radiologic Technologist</li> <li>Registered Nurse I</li> <li>Registered Nurse III, Specialist</li> <li>Registered Nurse IIII</li> <li>Registered Nurse III, Anesthetist</li> <li>Registered Nurse IV</li> <li>Scheduler (Drug and Alcohol Testing)</li> <li>Information And Arts Occupations</li> </ul>		13.51 16.65 14.97 14.65 13.71 25.11 22.85 27.71 27.71 33.52 33.52 40.18 22.98
	- Exhibits Specialist I		20.58
	- Exhibits Specialist II		23.96
	- Exhibits Specialist III		28.55
	- Illustrator I		20.35
	- Illustrator II		25.21
	- Illustrator III		30.83
	- Librarian		29.41
	- Library Aide/Clerk		13.28
	- Library Information Technology Systems		22.30
	istrator		22.00
	- Library Technician		17.17
	- Media Specialist I		16.09
	- Media Specialist II		18.01
	- Media Specialist III		20.07
	- Photographer I		15.90
	- Photographer II		18.01
	- Photographer III		22.30
	- Photographer IV		26.94
13075	- Photographer V		32.59
13110	- Video Teleconference Technician		17.41
14000 -	Information Technology Occupations		
	- Computer Operator I		15.12
	- Computer Operator II		16.92
	- Computer Operator III		18.89
	- Computer Operator IV		22.64
	- Computer Operator V		25.06
	- Computer Programmer I		22.13
	- Computer Programmer II		27.20
	- Computer Programmer III	(see 1)	
	- Computer Programmer IV	(see 1)	
	- Computer Systems Analyst I - Computer Systems Analyst II	(see 1) (see 1)	
		(see 1)	
	- Peripheral Equipment Operator	(300 1)	15.12
	- Personal Computer Support Technician		22.64
	Instructional Occupations		22.01
	- Aircrew Training Devices Instructor (Non-Rated)		28.53
	- Aircrew Training Devices Instructor (Rated)		35.35
	- Air Crew Training Devices Instructor (Pilot)		41.38
	- Computer Based Training Specialist / Instructor		30.23
	- Educational Technologist		29.57
	- Flight Instructor (Pilot)		41.38
	- Graphic Artist		22.54
15090	- Technical Instructor		19.91
15095	- Technical Instructor/Course Developer		24.36
15110	- Test Proctor		16.98
	- Tutor		16.98
16000 -	Laundry, Dry-Cleaning, Pressing And Related Occup	ations	

16010	- Assembler	9.28
16030	- Counter Attendant	9.28
16040	- Dry Cleaner	11.56
	- Finisher, Flatwork, Machine	9.28
	- Presser, Hand	9.28
	- Presser, Machine, Drycleaning	9.28
	- Presser, Machine, Shirts	9.28
	- Presser, Machine, Wearing Apparel, Laundry	9.28
16190	- Sewing Machine Operator	12.33
16220	- Tailor	13.09
16250	- Washer, Machine	10.04
	Machine Tool Operation And Repair Occupations	
	- Machine-Tool Operator (Tool Room)	22.02
	- Tool And Die Maker	26.69
		20.09
	Materials Handling And Packing Occupations	
	- Forklift Operator	16.71
	- Material Coordinator	18.96
21040	- Material Expediter	18.96
21050	- Material Handling Laborer	13.50
21071	- Order Filler	13.69
21080	- Production Line Worker (Food Processing)	16.71
	- Shipping Packer	16.72
	- Shipping/Receiving Clerk	16.72
	- Store Worker I	
		14.39
	- Stock Clerk	18.87
	- Tools And Parts Attendant	16.71
21410	- Warehouse Specialist	16.71
23000 -	Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	24.00
	- Aircraft Mechanic I	22.86
	- Aircraft Mechanic II	24.00
	- Aircraft Mechanic III	24.93
	- Aircraft Mechanic Helper	18.55
	- Aircraft, Painter	22.10
	- Aircraft Servicer	20.32
23080	- Aircraft Worker	21.27
23110	- Appliance Mechanic	20.40
23120	- Bicycle Repairer	15.89
	- Cable Splicer	24.13
	- Carpenter, Maintenance	22.39
	- Carpet Layer	21.36
	- Electrician, Maintenance	28.34
	- Electronics Technician Maintenance I	
		20.25
	- Electronics Technician Maintenance II	21.21
	- Electronics Technician Maintenance III	26.65
	- Fabric Worker	18.97
23290	- Fire Alarm System Mechanic	21.77
23310	- Fire Extinguisher Repairer	17.84
	- Fuel Distribution System Mechanic	27.55
	- Fuel Distribution System Operator	22.57
	- General Maintenance Worker	18.13
	- Ground Support Equipment Mechanic	22.86
	- Ground Support Equipment Servicer	20.32
	- Ground Support Equipment Worker	21.27
	- Gunsmith I	17.84
23392	- Gunsmith II	20.09
23393	- Gunsmith III	21.77
23410	- Heating, Ventilation And Air-Conditioning	20.68
Mechar		
	- Heating, Ventilation And Air Contditioning	21.50
		21.00
	nic (Research Facility)	20.20
23430	- Heavy Equipment Mechanic	20.38

23440		
	- Heavy Equipment Operator	23.85
23460	- Instrument Mechanic	23.32
23465	- Laboratory/Shelter Mechanic	21.04
	- Laborer	13.23
	- Locksmith	20.60
		20.00
	- Machinery Maintenance Mechanic	
	- Machinist, Maintenance	21.77
23580	- Maintenance Trades Helper	16.05
23591	- Metrology Technician I	25.65
23592	- Metrology Technician II	26.67
	- Metrology Technician III	27.59
	- Millwright	28.82
	- Office Appliance Repairer	21.04
	- Painter, Maintenance	21.74
	- Pipefitter, Maintenance	26.96
	- Plumber, Maintenance	23.66
23820	- Pneudraulic Systems Mechanic	21.77
	- Rigger	21.78
	- Scale Mechanic	20.09
	- Sheet-Metal Worker, Maintenance	23.09
	- Small Engine Mechanic	19.82
	- Telecommunications Mechanic I	24.70
23932	- Telecommunications Mechanic II	25.58
23950	- Telephone Lineman	20.83
23960	- Welder, Combination, Maintenance	19.36
	- Well Driller	21.30
	- Woodcraft Worker	21.30
	- Woodworker	16.45
	Personal Needs Occupations	
24570	- Child Care Attendant	12.25
24580	- Child Care Center Clerk	15.29
24610	- Chore Aide	9.43
	- Family Readiness And Support Services	12.91
	inator	10.01
	- Homemaker	17.23
		17.23
	Plant And System Operations Occupations	
	- Boiler Tender	
		23.57
25070	- Sewage Plant Operator	23.57 21.29
	- Sewage Plant Operator - Stationary Engineer	
25190	- Stationary Engineer	21.29
	- Stationary Engineer - Ventilation Equipment Tender	21.29 23.57 18.06
25210	- Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator	21.29 23.57
25210 27000 -	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> </ul>	21.29 23.57 18.06 21.29
25210 27000 - 27004	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> </ul>	21.29 23.57 18.06 21.29 16.15
25210 27000 - 27004 27007	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> </ul>	21.29 23.57 18.06 21.29 16.15 11.28
25210 27000 - 27004 27007 27008	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> </ul>	21.29 23.57 18.06 21.29 16.15 11.28 21.73
25210 27000 - 27004 27007 27008	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> </ul>	21.29 23.57 18.06 21.29 16.15 11.28
25210 27000 - 27004 27007 27008 27010	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> </ul>	21.29 23.57 18.06 21.29 16.15 11.28 21.73
25210 27000 - 27004 27007 27008 27010 27030	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> </ul>	21.29 23.57 18.06 21.29 16.15 11.28 21.73 23.11 16.31
25210 27000 - 27004 27007 27008 27010 27030 27040	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> </ul>	21.29 23.57 18.06 21.29 16.15 11.28 21.73 23.11 16.31 21.73
25210 27000 - 27004 27007 27008 27010 27030 27040 27070	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> </ul>	21.29 23.57 18.06 21.29 16.15 11.28 21.73 23.11 16.31 21.73 22.60
25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard I</li> </ul>	21.29 23.57 18.06 21.29 16.15 11.28 21.73 23.11 16.31 21.73 22.60 11.28
25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard I</li> <li>Guard II</li> </ul>	21.29 23.57 18.06 21.29 16.15 11.28 21.73 23.11 16.31 21.73 22.60 11.28 16.31
25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard I</li> <li>Guard II</li> <li>Police Officer I</li> </ul>	21.29 23.57 18.06 21.29 16.15 11.28 21.73 23.11 16.31 21.73 22.60 11.28 16.31 25.03
25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard I</li> <li>Guard II</li> </ul>	21.29 23.57 18.06 21.29 16.15 11.28 21.73 23.11 16.31 21.73 22.60 11.28 16.31
25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard I</li> <li>Guard II</li> <li>Police Officer I</li> </ul>	21.29 23.57 18.06 21.29 16.15 11.28 21.73 23.11 16.31 21.73 22.60 11.28 16.31 25.03
25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 -	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard I</li> <li>Guard II</li> <li>Police Officer II</li> <li>Recreation Occupations</li> </ul>	21.29 23.57 18.06 21.29 16.15 11.28 21.73 23.11 16.31 21.73 22.60 11.28 16.31 25.03 27.80
25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 - 28041	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard I</li> <li>Guard II</li> <li>Police Officer II</li> <li>Police Officer II</li> <li>Recreation Occupations</li> <li>Carnival Equipment Operator</li> </ul>	21.29 23.57 18.06 21.29 16.15 11.28 21.73 23.11 16.31 21.73 22.60 11.28 16.31 25.03 27.80 11.12
25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard I</li> <li>Guard II</li> <li>Police Officer II</li> <li>Recreation Occupations</li> <li>Carnival Equipment Operator</li> <li>Carnival Equipment Repairer</li> </ul>	21.29 23.57 18.06 21.29 16.15 11.28 21.73 23.11 16.31 21.73 22.60 11.28 16.31 25.03 27.80 11.12 11.63
25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard I</li> <li>Guard II</li> <li>Police Officer II</li> <li>Recreation Occupations</li> <li>Carnival Equipment Operator</li> <li>Carnival Equipment Worker</li> </ul>	21.29 23.57 18.06 21.29 16.15 11.28 21.73 23.11 16.31 21.73 22.60 11.28 16.31 25.03 27.80 11.12 11.63 9.17
25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043 28210	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard I</li> <li>Police Officer I</li> <li>Police Officer II</li> <li>Recreation Occupations</li> <li>Carnival Equipment Operator</li> <li>Carnival Equipment Worker</li> <li>Gate Attendant/Gate Tender</li> </ul>	21.29 23.57 18.06 21.29 16.15 11.28 21.73 23.11 16.31 21.73 22.60 11.28 16.31 25.03 27.80 11.12 11.63 9.17 13.17
25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28040 - 28041 28042 28043 28210 28310	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard I</li> <li>Police Officer I</li> <li>Police Officer II</li> <li>Recreation Occupations</li> <li>Carnival Equipment Operator</li> <li>Carnival Equipment Worker</li> <li>Gate Attendant/Gate Tender</li> </ul>	21.29 23.57 18.06 21.29 16.15 11.28 21.73 23.11 16.31 21.73 22.60 11.28 16.31 25.03 27.80 11.12 11.63 9.17 13.17 11.34
25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043 28210 28310 28350	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard I</li> <li>Police Officer I</li> <li>Police Officer II</li> <li>Recreation Occupations</li> <li>Carnival Equipment Operator</li> <li>Carnival Equipment Worker</li> <li>Gate Attendant/Gate Tender</li> <li>Lifeguard</li> <li>Park Attendant (Aide)</li> </ul>	21.29 23.57 18.06 21.29 16.15 11.28 21.73 23.11 16.31 21.73 22.60 11.28 16.31 25.03 27.80 11.12 11.63 9.17 13.17 11.34 14.74
25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28040 - 28041 28042 28043 28210 28310 28350 28510	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard I</li> <li>Police Officer I</li> <li>Police Officer II</li> <li>Recreation Occupations</li> <li>Carnival Equipment Operator</li> <li>Carnival Equipment Worker</li> <li>Gate Attendant/Gate Tender</li> <li>Lifeguard</li> <li>Park Attendant (Aide)</li> <li>Recreation Aide/Health Facility Attendant</li> </ul>	21.29 23.57 18.06 21.29 16.15 11.28 21.73 23.11 16.31 21.73 22.60 11.28 16.31 25.03 27.80 11.12 11.63 9.17 13.17 11.34 14.74 10.75
25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28040 - 28041 28042 28043 28210 28310 28350 28510	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard I</li> <li>Police Officer I</li> <li>Police Officer II</li> <li>Recreation Occupations</li> <li>Carnival Equipment Operator</li> <li>Carnival Equipment Worker</li> <li>Gate Attendant/Gate Tender</li> <li>Lifeguard</li> <li>Park Attendant (Aide)</li> </ul>	21.29 23.57 18.06 21.29 16.15 11.28 21.73 23.11 16.31 21.73 22.60 11.28 16.31 25.03 27.80 11.12 11.63 9.17 13.17 11.34 14.74

28690	- Sports Official - Swimming Pool Operator		11.73 18.62
	Stevedoring/Longshoremen Occupational Service - Blocker And Bracer	2S	21.04
	- Hatch Tender		21.04
	- Line Handler		21.04
	- Stevedore I		19.85
29042	- Stevedore II		21.61
	Technical Occupations		
	- Air Traffic Control Specialist, Center (HFC		37.19
	- Air Traffic Control Specialist, Station (HH		25.64
	- Air Traffic Control Specialist, Terminal (H	11:0) (see 2)	28.25 15.04
	- Archeological Technician I - Archeological Technician II		15.04
	- Archeological Technician III		20.85
	- Cartographic Technician		25.34
	- Civil Engineering Technician		21.36
	- Drafter/CAD Operator I		18.14
30062	- Drafter/CAD Operator II		20.46
	- Drafter/CAD Operator III		22.81
	- Drafter/CAD Operator IV		28.07
	- Engineering Technician I		16.70
	- Engineering Technician II		18.75
	- Engineering Technician III		20.98
	- Engineering Technician IV		25.99
	- Engineering Technician V - Engineering Technician VI		31.78 38.46
	- Environmental Technician		23.34
	- Laboratory Technician		22.81
	- Mathematical Technician		25.32
	- Paralegal/Legal Assistant I		18.72
	- Paralegal/Legal Assistant II		23.34
30363	- Paralegal/Legal Assistant III		30.33
	- Paralegal/Legal Assistant IV		36.70
	- Photo-Optics Technician		25.34
	- Technical Writer I		25.12
	- Technical Writer II		29.25
	- Technical Writer III		30.20
	- Unexploded Ordnance (UXO) Technician I - Unexploded Ordnance (UXO) Technician II		23.64 28.60
	- Unexploded Ordnance (UXO) Technician II		34.28
	- Unexploded (UXO) Safety Escort		23.64
	- Unexploded (UXO) Sweep Personnel		23.64
	- Weather Observer, Combined Upper Air Or	(see 2)	23.15
	e Programs		
	- Weather Observer, Senior	(see 2)	25.34
	Transportation/Mobile Equipment Operation Occ	cupations	
	- Bus Aide		13.82
	- Bus Driver - Driver Courier		18.42 15.37
	- Parking and Lot Attendant		8.74
	- Shuttle Bus Driver		16.42
	- Taxi Driver		10.32
	- Truckdriver, Light		16.42
	- Truckdriver, Medium		19.05
31363	- Truckdriver, Heavy		23.70
	- Truckdriver, Tractor-Trailer		23.70
	Miscellaneous Occupations		
	- Cashier		10.67
	- Desk Clerk		11.14
	- Embalmer		24.57
99251	- Laboratory Animal Caretaker I		11.54

99252 - Laboratory Animal Caretaker II	12.33
99310 - Mortician	33.31
99410 - Pest Controller	14.95
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	16.63
99711 - Recycling Specialist	18.60
99730 - Refuse Collector	15.22
99810 - Sales Clerk	12.24
99820 - School Crossing Guard	10.99
99830 - Survey Party Chief	20.27
99831 - Surveying Aide	11.56
99832 - Surveying Technician	17.36
99840 - Vending Machine Attendant	13.42
99841 - Vending Machine Repairer	15.39
99842 - Vending Machine Repairer Helper	13.42

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.81 per hour or \$152.40 per week or \$660.40 per month

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

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

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

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

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

who satisfy the compensation requirements and whose primary duty consists of: (1) The application of systems analysis techniques and procedures, including

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

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

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

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

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

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

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

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

# OCCUPATION NOTES:

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

### \*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

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

## \*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*

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

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

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

### Conformance Process:

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

The process for preparing a conformance request is as follows:

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

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the

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

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

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

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

6) The contractor informs the affected employees.

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

State: Ohio

Area: Ohio Counties of Ashland, Ashtabula, Cuyahoga, Erie, Geauga, Huron, Lake, Lorain, Medina, Portage, Richland, Stark, Summit, Wayne

**Fringe Benefits Required Follow the Occupational Listing**	
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	14.21
01012 - Accounting Clerk II	15.90
01013 - Accounting Clerk III	17.72
01020 - Administrative Assistant	21.22
01040 - Court Reporter	16.99
01051 - Data Entry Operator I	13.42
01052 - Data Entry Operator II	15.43
01060 - Dispatcher, Motor Vehicle	20.76
01070 - Document Preparation Clerk	13.72
01090 - Duplicating Machine Operator	13.72
01111 - General Clerk I	13.46
01112 - General Clerk II	14.87
01113 - General Clerk III	16.65
01120 - Housing Referral Assistant	19.31
01141 - Messenger Courier	11.13
01191 - Order Clerk I	13.18
01192 - Order Clerk II	15.03
01261 – Personnel Assistant (Employment) I	16.00
01262 – Personnel Assistant (Employment) II	17.89
01263 – Personnel Assistant (Employment) III	19.95
01270 - Production Control Clerk	18.96
01280 - Receptionist	13.97
01290 - Rental Clerk	15.48
01300 - Scheduler, Maintenance	14.72
01311 - Secretary I	14.72
01312 - Secretary II	17.05
01313 - Secretary III	18.69
01320 - Service Order Dispatcher	18.84
01410 - Supply Technician	21.22
01420 - Survey Worker	15.10
01531 - Travel Clerk I	12.61
01532 - Travel Clerk II	13.54
01533 - Travel Clerk III	14.52
01611 - Word Processor I	14.47
01612 - Word Processor II	16.25
01613 - Word Processor III	18.18
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.33
05010 - Automotive Electrician	19.67

	- Automotive Glass Installer - Automotive Worker	18.92 18.92
05110	- Mobile Equipment Servicer	17.27
05130	- Motor Equipment Metal Mechanic	20.33
	- Motor Equipment Metal Worker	18.92
	- Motor Vehicle Mechanic	20.33
05220	- Motor Vehicle Mechanic Helper	16.50
05250	- Motor Vehicle Upholstery Worker	18.07
	- Motor Vehicle Wrecker	18.92
05310	- Painter, Automotive	19.67
05340	- Radiator Repair Specialist	18.92
	- Tire Repairer	15.89
	- Transmission Repair Specialist	20.33
	Food Preparation And Service Occupations	
	- Baker	12.08
07041	- Cook I	10.72
07042	- Cook II	12.08
07070	- Dishwasher	9.28
07130	- Food Service Worker	9.28
07210	- Meat Cutter	14.34
07260	- Waiter/Waitress	9.94
09000 -	Furniture Maintenance And Repair Occupations	
	- Electrostatic Spray Painter	20.60
	- Furniture Handler	13.89
	- Furniture Refinisher	20.60
	- Furniture Refinisher Helper	15.71
	- Furniture Repairer, Minor	17.22
	- Upholsterer	20.60
	General Services And Support Occupations	20.00
	- Cleaner, Vehicles	11.78
	- Elevator Operator	11.78
	- Gardener	14.19
	- Housekeeping Aide	12.06
	- Janitor	12.00
	- Laborer, Grounds Maintenance	11.32
	- Maid or Houseman	9.56
	- Pruner	11.52
	- Tractor Operator	12.65
	- Trail Maintenance Worker	12.05
	- Window Cleaner	12.73
		12.73
	Health Occupations - Ambulance Driver	15 00
		15.99
	- Breath Alcohol Technician	16.87
	- Certified Occupational Therapist Assistant	23.89
	- Certified Physical Therapist Assistant	23.10 15.34
	- Dental Assistant	
	- Dental Hygienist	33.67
	- EKG Technician	22.15
	- Electroneurodiagnostic Technologist	25.64
	- Emergency Medical Technician	15.99
	- Licensed Practical Nurse I	17.51
	- Licensed Practical Nurse II	19.68
	- Licensed Practical Nurse III	21.84
	- Medical Assistant	13.82
	- Medical Laboratory Technician	18.30
	- Medical Record Clerk	13.71
	- Medical Record Technician	15.13
	- Medical Transcriptionist	14.86
	- Nuclear Medicine Technologist	31.29
	- Nursing Assistant I	9.81
	- Nursing Assistant II	10.88
12223	- Nursing Assistant III	12.04

12235 12236 12250 12280 12305 12311 12312 12313 12314 12315 12316 12317	<ul> <li>Nursing Assistant IV</li> <li>Optical Dispenser</li> <li>Optical Technician</li> <li>Pharmacy Technician</li> <li>Phlebotomist</li> <li>Radiologic Technologist</li> <li>Registered Nurse I</li> <li>Registered Nurse III, Specialist</li> <li>Registered Nurse IIII</li> <li>Registered Nurse III, Anesthetist</li> <li>Registered Nurse IV</li> <li>Scheduler (Drug and Alcohol Testing)</li> <li>Information And Arts Occupations</li> </ul>		13.51 16.65 14.97 14.65 13.71 25.11 22.85 27.71 27.71 33.52 33.52 40.18 22.98
	- Exhibits Specialist I		20.58
	- Exhibits Specialist II		23.96
	- Exhibits Specialist III		28.55
	- Illustrator I		20.35
	- Illustrator II		25.21
	- Illustrator III		30.83
	- Librarian		29.41
	- Library Aide/Clerk		13.28
	- Library Information Technology Systems		22.30
	istrator		22.00
	- Library Technician		17.17
	- Media Specialist I		16.09
	- Media Specialist II		18.01
	- Media Specialist III		20.07
	- Photographer I		15.90
	- Photographer II		18.01
	- Photographer III		22.30
	- Photographer IV		26.94
13075	- Photographer V		32.59
13110	- Video Teleconference Technician		17.41
14000 -	Information Technology Occupations		
	- Computer Operator I		15.12
	- Computer Operator II		16.92
	- Computer Operator III		18.89
	- Computer Operator IV		22.64
	- Computer Operator V		25.06
	- Computer Programmer I		22.13
	- Computer Programmer II		27.20
	- Computer Programmer III	(see 1)	
	- Computer Programmer IV	(see 1)	
	- Computer Systems Analyst I - Computer Systems Analyst II	(see 1) (see 1)	
		(see 1)	
	- Peripheral Equipment Operator	(300 1)	15.12
	- Personal Computer Support Technician		22.64
	Instructional Occupations		22.01
	- Aircrew Training Devices Instructor (Non-Rated)		28.53
	- Aircrew Training Devices Instructor (Rated)		35.35
	- Air Crew Training Devices Instructor (Pilot)		41.38
	- Computer Based Training Specialist / Instructor		30.23
	- Educational Technologist		29.57
	- Flight Instructor (Pilot)		41.38
	- Graphic Artist		22.54
15090	- Technical Instructor		19.91
15095	- Technical Instructor/Course Developer		24.36
15110	- Test Proctor		16.98
	- Tutor		16.98
16000 -	Laundry, Dry-Cleaning, Pressing And Related Occup	ations	

16010	- Assembler	9.28
16030	- Counter Attendant	9.28
16040	- Dry Cleaner	11.56
	- Finisher, Flatwork, Machine	9.28
	- Presser, Hand	9.28
	- Presser, Machine, Drycleaning	9.28
	- Presser, Machine, Shirts	9.28
	- Presser, Machine, Wearing Apparel, Laundry	9.28
16190	- Sewing Machine Operator	12.33
16220	- Tailor	13.09
16250	- Washer, Machine	10.04
	Machine Tool Operation And Repair Occupations	
	- Machine-Tool Operator (Tool Room)	22.02
	- Tool And Die Maker	26.69
		20.09
	Materials Handling And Packing Occupations	
	- Forklift Operator	16.71
	- Material Coordinator	18.96
21040	- Material Expediter	18.96
21050	- Material Handling Laborer	13.50
21071	- Order Filler	13.69
21080	- Production Line Worker (Food Processing)	16.71
	- Shipping Packer	16.72
	- Shipping/Receiving Clerk	16.72
	- Store Worker I	
		14.39
	- Stock Clerk	18.87
	- Tools And Parts Attendant	16.71
21410	- Warehouse Specialist	16.71
23000 -	Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	24.00
	- Aircraft Mechanic I	22.86
	- Aircraft Mechanic II	24.00
	- Aircraft Mechanic III	24.93
	- Aircraft Mechanic Helper	18.55
	- Aircraft, Painter	22.10
	- Aircraft Servicer	20.32
23080	- Aircraft Worker	21.27
23110	- Appliance Mechanic	20.40
23120	- Bicycle Repairer	15.89
	- Cable Splicer	24.13
	- Carpenter, Maintenance	22.39
	- Carpet Layer	21.36
	- Electrician, Maintenance	28.34
	- Electronics Technician Maintenance I	20.25
	- Electronics Technician Maintenance II	21.21
	- Electronics Technician Maintenance III	26.65
23260	- Fabric Worker	18.97
23290	- Fire Alarm System Mechanic	21.77
23310	- Fire Extinguisher Repairer	17.84
	- Fuel Distribution System Mechanic	27.55
	- Fuel Distribution System Operator	22.57
	- General Maintenance Worker	18.13
	- Ground Support Equipment Mechanic	22.86
	- Ground Support Equipment Servicer	20.32
	- Ground Support Equipment Worker	21.27
	- Gunsmith I	17.84
23392	- Gunsmith II	20.09
23393	- Gunsmith III	21.77
23410	- Heating, Ventilation And Air-Conditioning	20.68
Mecha		
	- Heating, Ventilation And Air Contditioning	21.50
Mecha		21.50
	nic (Research Facility) - Heavy Equipment Mechanic	20.38

23440		
	- Heavy Equipment Operator	23.85
23460	- Instrument Mechanic	23.32
23465	- Laboratory/Shelter Mechanic	21.04
	- Laborer	13.23
	- Locksmith	20.60
		20.00
	- Machinery Maintenance Mechanic	
	- Machinist, Maintenance	21.77
23580	- Maintenance Trades Helper	16.05
23591	- Metrology Technician I	25.65
23592	- Metrology Technician II	26.67
	- Metrology Technician III	27.59
	- Millwright	28.82
	- Office Appliance Repairer	21.04
	- Painter, Maintenance	21.74
	- Pipefitter, Maintenance	26.96
	- Plumber, Maintenance	23.66
23820	- Pneudraulic Systems Mechanic	21.77
	- Rigger	21.78
	- Scale Mechanic	20.09
	- Sheet-Metal Worker, Maintenance	23.09
	- Small Engine Mechanic	19.82
	- Telecommunications Mechanic I	24.70
23932	- Telecommunications Mechanic II	25.58
23950	- Telephone Lineman	20.83
23960	- Welder, Combination, Maintenance	19.36
	- Well Driller	21.30
	- Woodcraft Worker	21.30
	- Woodworker	16.45
	Personal Needs Occupations	
24570	- Child Care Attendant	12.25
24580	- Child Care Center Clerk	15.29
24610	- Chore Aide	9.43
	- Family Readiness And Support Services	12.91
	inator	10.01
	- Homemaker	17.23
		17.23
	Plant And System Operations Occupations	
	- Boiler Tender	
		23.57
25070	- Sewage Plant Operator	23.57 21.29
	- Sewage Plant Operator - Stationary Engineer	
25190	- Stationary Engineer	21.29
	- Stationary Engineer - Ventilation Equipment Tender	21.29 23.57 18.06
25210	- Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator	21.29 23.57
25210 27000 -	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> </ul>	21.29 23.57 18.06 21.29
25210 27000 - 27004	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> </ul>	21.29 23.57 18.06 21.29 16.15
25210 27000 - 27004 27007	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> </ul>	21.29 23.57 18.06 21.29 16.15 11.28
25210 27000 - 27004 27007 27008	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> </ul>	21.29 23.57 18.06 21.29 16.15 11.28 21.73
25210 27000 - 27004 27007 27008	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> </ul>	21.29 23.57 18.06 21.29 16.15 11.28
25210 27000 - 27004 27007 27008 27010	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> </ul>	21.29 23.57 18.06 21.29 16.15 11.28 21.73
25210 27000 - 27004 27007 27008 27010 27030	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> </ul>	21.29 23.57 18.06 21.29 16.15 11.28 21.73 23.11 16.31
25210 27000 - 27004 27007 27008 27010 27030 27040	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> </ul>	21.29 23.57 18.06 21.29 16.15 11.28 21.73 23.11 16.31 21.73
25210 27000 - 27004 27007 27008 27010 27030 27040 27070	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> </ul>	21.29 23.57 18.06 21.29 16.15 11.28 21.73 23.11 16.31 21.73 22.60
25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard I</li> </ul>	21.29 23.57 18.06 21.29 16.15 11.28 21.73 23.11 16.31 21.73 22.60 11.28
25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard I</li> <li>Guard II</li> </ul>	21.29 23.57 18.06 21.29 16.15 11.28 21.73 23.11 16.31 21.73 22.60 11.28 16.31
25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard I</li> <li>Guard II</li> <li>Police Officer I</li> </ul>	21.29 23.57 18.06 21.29 16.15 11.28 21.73 23.11 16.31 21.73 22.60 11.28 16.31 25.03
25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard I</li> <li>Guard II</li> </ul>	21.29 23.57 18.06 21.29 16.15 11.28 21.73 23.11 16.31 21.73 22.60 11.28 16.31
25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard I</li> <li>Guard II</li> <li>Police Officer I</li> </ul>	21.29 23.57 18.06 21.29 16.15 11.28 21.73 23.11 16.31 21.73 22.60 11.28 16.31 25.03
25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 -	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard I</li> <li>Guard II</li> <li>Police Officer II</li> <li>Recreation Occupations</li> </ul>	21.29 23.57 18.06 21.29 16.15 11.28 21.73 23.11 16.31 21.73 22.60 11.28 16.31 25.03 27.80
25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 - 28041	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard I</li> <li>Guard II</li> <li>Police Officer II</li> <li>Police Officer II</li> <li>Recreation Occupations</li> <li>Carnival Equipment Operator</li> </ul>	21.29 23.57 18.06 21.29 16.15 11.28 21.73 23.11 16.31 21.73 22.60 11.28 16.31 25.03 27.80 11.12
25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard I</li> <li>Guard II</li> <li>Police Officer II</li> <li>Recreation Occupations</li> <li>Carnival Equipment Operator</li> <li>Carnival Equipment Repairer</li> </ul>	21.29 23.57 18.06 21.29 16.15 11.28 21.73 23.11 16.31 21.73 22.60 11.28 16.31 25.03 27.80 11.12 11.63
25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard I</li> <li>Guard II</li> <li>Police Officer II</li> <li>Recreation Occupations</li> <li>Carnival Equipment Operator</li> <li>Carnival Equipment Worker</li> </ul>	21.29 23.57 18.06 21.29 16.15 11.28 21.73 23.11 16.31 21.73 22.60 11.28 16.31 25.03 27.80 11.12 11.63 9.17
25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043 28210	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard I</li> <li>Police Officer I</li> <li>Police Officer II</li> <li>Recreation Occupations</li> <li>Carnival Equipment Operator</li> <li>Carnival Equipment Worker</li> <li>Gate Attendant/Gate Tender</li> </ul>	21.29 23.57 18.06 21.29 16.15 11.28 21.73 23.11 16.31 21.73 22.60 11.28 16.31 25.03 27.80 11.12 11.63 9.17 13.17
25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28040 - 28041 28042 28043 28210 28310	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard I</li> <li>Police Officer I</li> <li>Police Officer II</li> <li>Recreation Occupations</li> <li>Carnival Equipment Operator</li> <li>Carnival Equipment Worker</li> <li>Gate Attendant/Gate Tender</li> </ul>	21.29 23.57 18.06 21.29 16.15 11.28 21.73 23.11 16.31 21.73 22.60 11.28 16.31 25.03 27.80 11.12 11.63 9.17 13.17 11.34
25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043 28210 28310 28350	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard I</li> <li>Police Officer I</li> <li>Police Officer II</li> <li>Recreation Occupations</li> <li>Carnival Equipment Operator</li> <li>Carnival Equipment Worker</li> <li>Gate Attendant/Gate Tender</li> <li>Lifeguard</li> <li>Park Attendant (Aide)</li> </ul>	21.29 23.57 18.06 21.29 16.15 11.28 21.73 23.11 16.31 21.73 22.60 11.28 16.31 25.03 27.80 11.12 11.63 9.17 13.17 11.34 14.74
25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28040 - 28041 28042 28043 28210 28310 28350 28510	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard I</li> <li>Police Officer I</li> <li>Police Officer II</li> <li>Recreation Occupations</li> <li>Carnival Equipment Operator</li> <li>Carnival Equipment Worker</li> <li>Gate Attendant/Gate Tender</li> <li>Lifeguard</li> <li>Park Attendant (Aide)</li> <li>Recreation Aide/Health Facility Attendant</li> </ul>	21.29 23.57 18.06 21.29 16.15 11.28 21.73 23.11 16.31 21.73 22.60 11.28 16.31 25.03 27.80 11.12 11.63 9.17 13.17 11.34 14.74 10.75
25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28040 - 28041 28042 28043 28210 28310 28350 28510	<ul> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard I</li> <li>Police Officer I</li> <li>Police Officer II</li> <li>Recreation Occupations</li> <li>Carnival Equipment Operator</li> <li>Carnival Equipment Worker</li> <li>Gate Attendant/Gate Tender</li> <li>Lifeguard</li> <li>Park Attendant (Aide)</li> </ul>	21.29 23.57 18.06 21.29 16.15 11.28 21.73 23.11 16.31 21.73 22.60 11.28 16.31 25.03 27.80 11.12 11.63 9.17 13.17 11.34 14.74

28690	- Sports Official - Swimming Pool Operator		11.73 18.62
	Stevedoring/Longshoremen Occupational Service - Blocker And Bracer	2S	21.04
	- Hatch Tender		21.04
	- Line Handler		21.04
	- Stevedore I		19.85
29042	- Stevedore II		21.61
	Technical Occupations		
	- Air Traffic Control Specialist, Center (HFC		37.19
	- Air Traffic Control Specialist, Station (HH		25.64
	- Air Traffic Control Specialist, Terminal (H	11:0) (see 2)	28.25 15.04
	- Archeological Technician I - Archeological Technician II		15.04
	- Archeological Technician III		20.85
	- Cartographic Technician		25.34
	- Civil Engineering Technician		21.36
	- Drafter/CAD Operator I		18.14
30062	- Drafter/CAD Operator II		20.46
	- Drafter/CAD Operator III		22.81
	- Drafter/CAD Operator IV		28.07
	- Engineering Technician I		16.70
	- Engineering Technician II		18.75
	- Engineering Technician III		20.98
	- Engineering Technician IV		25.99
	- Engineering Technician V - Engineering Technician VI		31.78 38.46
	- Environmental Technician		23.34
	- Laboratory Technician		22.81
	- Mathematical Technician		25.32
	- Paralegal/Legal Assistant I		18.72
	- Paralegal/Legal Assistant II		23.34
30363	- Paralegal/Legal Assistant III		30.33
	- Paralegal/Legal Assistant IV		36.70
	- Photo-Optics Technician		25.34
	- Technical Writer I		25.12
	- Technical Writer II		29.25
	- Technical Writer III		30.20
	- Unexploded Ordnance (UXO) Technician I - Unexploded Ordnance (UXO) Technician II		23.64 28.60
	- Unexploded Ordnance (UXO) Technician II		34.28
	- Unexploded (UXO) Safety Escort		23.64
	- Unexploded (UXO) Sweep Personnel		23.64
	- Weather Observer, Combined Upper Air Or	(see 2)	23.15
	e Programs		
	- Weather Observer, Senior	(see 2)	25.34
	Transportation/Mobile Equipment Operation Occ	cupations	
	- Bus Aide		13.82
	- Bus Driver - Driver Courier		18.42 15.37
	- Parking and Lot Attendant		8.74
	- Shuttle Bus Driver		16.42
	- Taxi Driver		10.32
	- Truckdriver, Light		16.42
	- Truckdriver, Medium		19.05
31363	- Truckdriver, Heavy		23.70
	- Truckdriver, Tractor-Trailer		23.70
	Miscellaneous Occupations		
	- Cashier		10.67
	- Desk Clerk		11.14
	- Embalmer		24.57
99251	- Laboratory Animal Caretaker I		11.54

99252 - Laboratory Animal Caretaker II	12.33
99310 - Mortician	33.31
99410 - Pest Controller	14.95
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	16.63
99711 - Recycling Specialist	18.60
99730 - Refuse Collector	15.22
99810 - Sales Clerk	12.24
99820 - School Crossing Guard	10.99
99830 - Survey Party Chief	20.27
99831 - Surveying Aide	11.56
99832 - Surveying Technician	17.36
99840 - Vending Machine Attendant	13.42
99841 - Vending Machine Repairer	15.39
99842 - Vending Machine Repairer Helper	13.42

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

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

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

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

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

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

who satisfy the compensation requirements and whose primary duty consists of: (1) The application of systems analysis techniques and procedures, including

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

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

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

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

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

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

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

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

## OCCUPATION NOTES:

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

### \*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

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

## \*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*

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

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

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

#### Conformance Process:

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

The process for preparing a conformance request is as follows:

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

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the

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

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

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

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

6) The contractor informs the affected employees.

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

\*\*\*\*\*\*\*\*\*\*\* THIS WAGE DETERMINATION WAS REPLACED 07/14/2015 \*\*\*\*\*\*\*\*\* WD 05-2415 (Rev.-14) was first posted on www.wdol.gov on 12/30/2014 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION By direction of the Secretary of Labor | WASHINGTON D.C. 20210 | Wage Determination No.: 2005-2415 Diane C. Koplewski Division of Revision No.: 14 Wage Determinations| Date Of Revision: 12/22/2014 Director

Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio Counties of Ashland, Ashtabula, Cuyahoga, Erie, Geauga, Huron, Lake, Lorain, Medina, Portage, Richland, Stark, Summit, Wayne

**Fringe Benefits Required Follow the Occupational Listing**	
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	14.21
01012 - Accounting Clerk II	15.90
01013 - Accounting Clerk III	17.72
01020 - Administrative Assistant	21.22
01040 - Court Reporter	16.99
01051 - Data Entry Operator I	13.42
01052 - Data Entry Operator II	15.43
01060 - Dispatcher, Motor Vehicle	20.76
01070 - Document Preparation Clerk	13.72
01090 - Duplicating Machine Operator	13.72
01111 - General Clerk I	13.46
01112 - General Clerk II	14.87
01113 - General Clerk III	16.65
01120 - Housing Referral Assistant	19.31
01141 - Messenger Courier	11.13
01191 - Order Clerk I	13.18
01192 - Order Clerk II	15.03
01261 – Personnel Assistant (Employment) I	16.00
01262 – Personnel Assistant (Employment) II	17.89
01263 – Personnel Assistant (Employment) III	19.95
01270 - Production Control Clerk	18.96
01280 - Receptionist	13.97
01290 - Rental Clerk	15.48
01300 - Scheduler, Maintenance	14.72
01311 - Secretary I	14.72
01312 - Secretary II	17.05
01313 - Secretary III	18.69
01320 - Service Order Dispatcher	18.84
01410 - Supply Technician	21.22

01531 01532 01533 01611 01612 01613	<ul> <li>Survey Worker</li> <li>Travel Clerk I</li> <li>Travel Clerk II</li> <li>Travel Clerk III</li> <li>Word Processor I</li> <li>Word Processor III</li> <li>Word Processor III</li> <li>Automotive Service Occupations</li> </ul>	15.10 12.61 13.54 14.52 14.47 16.25 18.18
05005 05010 05070 05110 05130 05160 05190 05220 05250 05280 05280 05310 05340 05370	<ul> <li>Automobile Body Repairer, Fiberglass</li> <li>Automotive Electrician</li> <li>Automotive Glass Installer</li> <li>Automotive Worker</li> <li>Mobile Equipment Servicer</li> <li>Motor Equipment Metal Mechanic</li> <li>Motor Equipment Metal Worker</li> <li>Motor Vehicle Mechanic Helper</li> <li>Motor Vehicle Upholstery Worker</li> <li>Motor Vehicle Wrecker</li> <li>Painter, Automotive</li> <li>Radiator Repair Specialist</li> <li>Tire Repairer</li> </ul>	20.33 19.67 18.92 17.27 20.33 18.92 20.33 16.50 18.07 18.92 19.67 18.92 15.89 20.33
	- Transmission Repair Specialist Food Preparation And Service Occupations	20.33
07010 07041 07042 07070 07130 07210	<ul> <li>Baker</li> <li>Cook I</li> <li>Cook II</li> <li>Dishwasher</li> <li>Food Service Worker</li> <li>Meat Cutter</li> <li>Waiter/Waitress</li> </ul>	12.08 10.72 12.08 9.28 9.28 14.34 9.94
	Furniture Maintenance And Repair Occupations	J.J.
09010 09040 09080 09090 09110 09130	<ul> <li>Electrostatic Spray Painter</li> <li>Furniture Handler</li> <li>Furniture Refinisher</li> <li>Furniture Refinisher Helper</li> <li>Furniture Repairer, Minor</li> <li>Upholsterer</li> </ul>	20.60 13.89 20.60 15.71 17.22 20.60
	General Services And Support Occupations - Cleaner, Vehicles	11.78
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360	<ul> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> </ul>	11.78 11.78 14.19 12.06 12.06 11.32 9.56 11.52 12.65 11.32 12.73
12010 12011 12012 12015 12020 12025 12030 12035 12040 12071	<ul> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> <li>Electroneurodiagnostic Technologist</li> <li>Emergency Medical Technician</li> <li>Licensed Practical Nurse I</li> <li>Licensed Practical Nurse II</li> </ul>	15.99 16.87 23.89 23.10 15.34 33.67 22.15 25.64 15.99 17.51 19.68

12073 - Licensed Practical Nurse III		21.84
12100 - Medical Assistant		13.82
12130 - Medical Laboratory Technician		18.30
12160 - Medical Record Clerk		13.71
12190 - Medical Record Technician		15.13
12195 - Medical Transcriptionist		14.86
12210 - Nuclear Medicine Technologist		31.29
12210 - Nursing Assistant I		9.81
12221 – Nursing Assistant I 12222 – Nursing Assistant II		10.88
12223 - Nursing Assistant III 12223 - Nursing Assistant III		12.04
12224 - Nursing Assistant IV		13.51
12235 - Optical Dispenser		16.65
12236 - Optical Technician		14.97
12250 - Pharmacy Technician		14.65
12280 - Phlebotomist		13.71
12305 - Radiologic Technologist		25.11
12311 - Registered Nurse I		22.85
12312 - Registered Nurse II		27.71
12312 - Registered Nurse II, Specialist		27.71
12314 - Registered Nurse III		33.52
12315 - Registered Nurse III, Anesthetist		33.52
12316 - Registered Nurse IV		40.18
12317 - Scheduler (Drug and Alcohol Testing)		22.98
13000 - Information And Arts Occupations		22.90
13011 - Exhibits Specialist I		20.58
13012 - Exhibits Specialist II		23.96
13013 - Exhibits Specialist III		28.55
13041 - Illustrator I		20.35
13042 - Illustrator II		25.21
13043 - Illustrator III		30.83
13047 - Librarian		29.41
13050 - Library Aide/Clerk		13.28
13054 - Library Information Technology Systems		22.30
Administrator		22.00
13058 - Library Technician		17.17
13061 - Media Specialist I		16.09
13062 - Media Specialist II		18.01
13063 - Media Specialist III		20.07
13071 - Photographer I		15.90
13072 - Photographer II		18.01
13073 - Photographer III		22.30
13074 - Photographer IV		26.94
13075 - Photographer V		32.59
13110 - Video Teleconference Technician		17.41
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.12
14042 - Computer Operator II		16.92
14043 - Computer Operator III		18.89
14044 - Computer Operator IV		22.64
14045 - Computer Operator V		25.06
14071 - Computer Programmer I		22.13
14072 - Computer Programmer II		27.20
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.12
14160 - Personal Computer Support Technician		22.64
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated	)	28.53
15020 - Aircrew Training Devices Instructor (Rated)		35.35

	- Air Crew Training Devices Instructor (Pilot)	41.38
	- Computer Based Training Specialist / Instructor	30.23
15060	- Educational Technologist	29.57
15070	- Flight Instructor (Pilot)	41.38
15080	- Graphic Artist	22.54
15090	- Technical Instructor	19.91
15095	- Technical Instructor/Course Developer	24.36
15110	- Test Proctor	16.98
15120	- Tutor	16.98
16000 -	Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.28
16030	- Counter Attendant	9.28
16040	- Dry Cleaner	11.56
16070	- Finisher, Flatwork, Machine	9.28
16090	- Presser, Hand	9.28
16110	- Presser, Machine, Drycleaning	9.28
	- Presser, Machine, Shirts	9.28
16160	- Presser, Machine, Wearing Apparel, Laundry	9.28
	- Sewing Machine Operator	12.33
16220	- Tailor	13.09
16250	- Washer, Machine	10.04
19000 -	Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	22.02
19040	- Tool And Die Maker	26.69
21000 -	Materials Handling And Packing Occupations	
21020	- Forklift Operator	16.71
	- Material Coordinator	18.96
	- Material Expediter	18.96
21050	- Material Handling Laborer	13.50
21071	- Order Filler	13.69
21080	- Production Line Worker (Food Processing)	16.71
	- Shipping Packer	16.72
21130	- Shipping/Receiving Clerk	16.72
21140	- Store Worker I	14.39
21150	- Stock Clerk	18.87
	- Tools And Parts Attendant	16.71
	- Warehouse Specialist	16.71
	Mechanics And Maintenance And Repair Occupations	
	- Aerospace Structural Welder	24.00
	- Aircraft Mechanic I	22.86
	- Aircraft Mechanic II	24.00
23023	- Aircraft Mechanic III	24.93
23040	- Aircraft Mechanic Helper	18.55
23050	- Aircraft, Painter	22.10
	- Aircraft Servicer	20.32
	- Aircraft Worker	21.27
23110	- Appliance Mechanic	20.40
	- Bicycle Repairer	15.89
	- Cable Splicer	24.13
23130	- Carpenter, Maintenance	22.39
	- Carpet Layer	21.36
	- Electrician, Maintenance	28.34
	- Electronics Technician Maintenance I	20.25
	- Electronics Technician Maintenance II	21.21
	- Electronics Technician Maintenance III	26.65
	- Fabric Worker	18.97
	- Fire Alarm System Mechanic	21.77
	- Fire Extinguisher Repairer	17.84
	- Fuel Distribution System Mechanic	27.55
	- Fuel Distribution System Operator	22.57
	- General Maintenance Worker	18.13
23380	- Ground Support Equipment Mechanic	22.86

23381 - Ground Support Equipment Servicer	20.32
23382 - Ground Support Equipment Worker	21.27
23391 - Gunsmith I	17.84
23392 - Gunsmith II	20.09
23393 - Gunsmith III	21.77
23410 - Heating, Ventilation And Air-Conditioning	20.68
Mechanic	20.00
23411 - Heating, Ventilation And Air Contditioning	21.50
	21.50
Mechanic (Research Facility)	20.38
23430 - Heavy Equipment Mechanic	
23440 - Heavy Equipment Operator	23.85
23460 - Instrument Mechanic	23.32
23465 - Laboratory/Shelter Mechanic	21.04
23470 - Laborer	13.23
23510 - Locksmith	20.60
23530 - Machinery Maintenance Mechanic	22.73
23550 - Machinist, Maintenance	21.77
23580 - Maintenance Trades Helper	16.05
23591 – Metrology Technician I	25.65
23592 - Metrology Technician II	26.67
23593 - Metrology Technician III	27.59
23640 - Millwright	28.82
23710 - Office Appliance Repairer	21.04
23760 - Painter, Maintenance	21.74
23790 - Pipefitter, Maintenance	26.96
23810 - Plumber, Maintenance	23.66
23820 - Pneudraulic Systems Mechanic	21.77
23850 - Rigger	21.78
23870 - Scale Mechanic	20.09
23890 - Sheet-Metal Worker, Maintenance	20.09
	19.82
23910 - Small Engine Mechanic	
23931 - Telecommunications Mechanic I	24.70
23932 - Telecommunications Mechanic II	25.58
23950 - Telephone Lineman	20.83
23960 - Welder, Combination, Maintenance	19.36
23965 - Well Driller	21.30
23970 - Woodcraft Worker	21.77
23980 - Woodworker	16.45
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.25
24580 - Child Care Center Clerk	15.29
24610 - Chore Aide	9.43
24620 - Family Readiness And Support Services	12.91
Coordinator	
24630 - Homemaker	17.23
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.57
25040 - Sewage Plant Operator	21.29
25070 - Stationary Engineer	23.57
25190 - Ventilation Equipment Tender	18.06
25210 - Water Treatment Plant Operator	21.29
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.15
27007 - Baggage Inspector	11.28
27008 - Corrections Officer	21.73
27010 - Court Security Officer	23.11
27030 - Detection Dog Handler	16.31
27030 - Detection Dog Handler 27040 - Detention Officer	21.73
	21.73
27070 - Firefighter	
27101 - Guard I	11.28
27102 - Guard II 27121 - Dalias Officer I	16.31
27131 - Police Officer I	25.03

	- Police Officer II			27.80
	Recreation Occupations			11 10
	- Carnival Equipment Operator			11.12
	- Carnival Equipment Repairer			11.63
	- Carnival Equpment Worker			9.17
	- Gate Attendant/Gate Tender			13.17
	- Lifeguard			11.34
	- Park Attendant (Aide)			14.74
	- Recreation Aide/Health Facility Attendant			10.75
	- Recreation Specialist			16.98
	- Sports Official			11.73 18.62
	- Swimming Pool Operator			10.02
	Stevedoring/Longshoremen Occupational Services - Blocker And Bracer			21.04
	- Hatch Tender			21.04
	- Line Handler			21.04
	- Stevedore I			19.85
	- Stevedore II			21.61
	Technical Occupations			21.01
	- Air Traffic Control Specialist, Center (HFO)	(see	2)	37.19
	- Air Traffic Control Specialist, Station (HFO)			25.64
	- Air Traffic Control Specialist, Terminal (HFO)			28.25
	- Archeological Technician I	(500	2)	15.04
	- Archeological Technician II			15.03
	- Archeological Technician III			20.85
	- Cartographic Technician			25.34
	- Civil Engineering Technician			21.36
	- Drafter/CAD Operator I			18.14
	- Drafter/CAD Operator II			20.46
	- Drafter/CAD Operator III			22.81
	- Drafter/CAD Operator IV			28.07
	- Engineering Technician I			16.70
	- Engineering Technician II			18.75
	- Engineering Technician III			20.98
	- Engineering Technician IV			25.99
	- Engineering Technician V			31.78
30086	- Engineering Technician VI			38.46
	- Environmental Technician			23.34
30210	- Laboratory Technician			22.81
30240	- Mathematical Technician			25.32
	- Paralegal/Legal Assistant I			18.72
30362	- Paralegal/Legal Assistant II			23.34
	- Paralegal/Legal Assistant III			30.33
	- Paralegal/Legal Assistant IV			36.70
	- Photo-Optics Technician			25.34
	- Technical Writer I			25.12
	- Technical Writer II			29.25
	- Technical Writer III			30.20
	- Unexploded Ordnance (UXO) Technician I			23.64
	- Unexploded Ordnance (UXO) Technician II			28.60
	- Unexploded Ordnance (UXO) Technician III			34.28
	- Unexploded (UXO) Safety Escort			23.64
	- Unexploded (UXO) Sweep Personnel	1000	2)	23.64
	· • •	(see	۷ ( ۲	23.15
	ce Programs	1000	2)	25 24
	- Weather Observer, Senior	(see	<u>ک</u> ا	25.34
	Transportation/Mobile Equipment Operation Occupat - Bus Aide	LOUS		13.82
	- Bus Driver			18.42
	- Driver Courier			15.37
	- Parking and Lot Attendant			8.74
	- Shuttle Bus Driver			16.42

31310	- Taxi Driver	10.32
31361	- Truckdriver, Light	16.42
31362	- Truckdriver, Medium	19.05
31363	- Truckdriver, Heavy	23.70
31364	- Truckdriver, Tractor-Trailer	23.70
99000 -	Miscellaneous Occupations	
99030	- Cashier	10.67
99050	- Desk Clerk	11.14
	- Embalmer	24.57
	- Laboratory Animal Caretaker I	11.54
	- Laboratory Animal Caretaker II	12.33
	- Mortician	33.31
	- Pest Controller	14.95
	- Photofinishing Worker	13.45
	- Recycling Laborer	16.63
	- Recycling Specialist	18.60
	- Refuse Collector	15.22
	- Sales Clerk	12.24
	- School Crossing Guard	10.99
	- Survey Party Chief	20.27
	- Surveying Aide	11.56
	- Surveying Technician	17.36
	- Vending Machine Attendant	13.42
	- Vending Machine Repairer	15.39
99842	- Vending Machine Repairer Helper	13.42

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

#### OCCUPATION NOTES:

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

\*\* UNIFORM ALLOWANCE \*\*

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

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

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

#### \*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*

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

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

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

### Conformance Process:

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

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

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

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

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

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

6) The contractor informs the affected employees.

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

\*\*\*\*\*\*\*\*\*\*\* THIS WAGE DETERMINATION WAS REPLACED 01/05/2016 \*\*\*\*\*\*\*\*\* WD 05-2415 (Rev.-15) was first posted on www.wdol.gov on 07/14/2015 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION By direction of the Secretary of Labor | WASHINGTON D.C. 20210 | Wage Determination No.: 2005-2415 Daniel W. Simms Division of Revision No.: 15 Wage Determinations| Director Date Of Revision: 07/08/2015

Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio Counties of Ashland, Ashtabula, Cuyahoga, Erie, Geauga, Huron, Lake, Lorain, Medina, Portage, Richland, Stark, Summit, Wayne

**Fringe Benefits Required Follow the Occupational Listing**	
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	14.21
01012 - Accounting Clerk II	15.90
01013 - Accounting Clerk III	17.72
01020 - Administrative Assistant	21.22
01040 - Court Reporter	16.99
01051 - Data Entry Operator I	13.42
01052 - Data Entry Operator II	15.43
01060 - Dispatcher, Motor Vehicle	20.76
01070 - Document Preparation Clerk	13.72
01090 - Duplicating Machine Operator	13.72
01111 - General Clerk I	13.46
01112 - General Clerk II	14.87
01113 - General Clerk III	16.65
01120 - Housing Referral Assistant	19.31
01141 - Messenger Courier	11.13
01191 - Order Clerk I	13.18
01192 - Order Clerk II	15.03
01261 - Personnel Assistant (Employment) I	16.00
01262 - Personnel Assistant (Employment) II	17.89
01263 - Personnel Assistant (Employment) III	19.95
01270 - Production Control Clerk	18.96
01280 - Receptionist	13.97
01290 - Rental Clerk	15.48
01300 - Scheduler, Maintenance	14.72
01311 - Secretary I	14.72
01312 - Secretary II	17.05
01313 - Secretary III	18.69
01320 - Service Order Dispatcher	18.84
01410 - Supply Technician	21.22

01531 01532 01533 01611 01612 01613	<ul> <li>Survey Worker</li> <li>Travel Clerk I</li> <li>Travel Clerk II</li> <li>Travel Clerk III</li> <li>Word Processor I</li> <li>Word Processor III</li> <li>Word Processor III</li> <li>Automotive Service Occupations</li> </ul>	15.10 12.61 13.54 14.52 14.47 16.25 18.18
05005 05010 05070 05110 05130 05160 05190 05220 05250 05280 05280 05310 05340 05370	<ul> <li>Automobile Body Repairer, Fiberglass</li> <li>Automotive Electrician</li> <li>Automotive Glass Installer</li> <li>Automotive Worker</li> <li>Mobile Equipment Servicer</li> <li>Motor Equipment Metal Mechanic</li> <li>Motor Equipment Metal Worker</li> <li>Motor Vehicle Mechanic Helper</li> <li>Motor Vehicle Upholstery Worker</li> <li>Motor Vehicle Wrecker</li> <li>Painter, Automotive</li> <li>Radiator Repair Specialist</li> <li>Tire Repairer</li> </ul>	20.33 19.67 18.92 17.27 20.33 18.92 20.33 16.50 18.07 18.92 19.67 18.92 15.89 20.33
	- Transmission Repair Specialist Food Preparation And Service Occupations	20.33
07010 07041 07042 07070 07130 07210	<ul> <li>Baker</li> <li>Cook I</li> <li>Cook II</li> <li>Dishwasher</li> <li>Food Service Worker</li> <li>Meat Cutter</li> <li>Waiter/Waitress</li> </ul>	12.08 10.72 12.08 9.28 9.28 14.34 9.94
	Furniture Maintenance And Repair Occupations	J.J.
09010 09040 09080 09090 09110 09130	<ul> <li>Electrostatic Spray Painter</li> <li>Furniture Handler</li> <li>Furniture Refinisher</li> <li>Furniture Refinisher Helper</li> <li>Furniture Repairer, Minor</li> <li>Upholsterer</li> </ul>	20.60 13.89 20.60 15.71 17.22 20.60
	General Services And Support Occupations - Cleaner, Vehicles	11.78
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360	<ul> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> </ul>	11.78 11.78 14.19 12.06 12.06 11.32 9.56 11.52 12.65 11.32 12.73
12010 12011 12012 12015 12020 12025 12030 12035 12040 12071	<ul> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> <li>Electroneurodiagnostic Technologist</li> <li>Emergency Medical Technician</li> <li>Licensed Practical Nurse I</li> <li>Licensed Practical Nurse II</li> </ul>	15.99 16.87 23.89 23.10 15.34 33.67 22.15 25.64 15.99 17.51 19.68

12073 - Licensed Practical Nurse III		21.84
12100 - Medical Assistant		13.82
12130 - Medical Laboratory Technician		18.30
12160 - Medical Record Clerk		13.71
12190 - Medical Record Technician		15.13
12195 - Medical Transcriptionist		14.86
12210 - Nuclear Medicine Technologist		31.29
12221 - Nursing Assistant I		9.81
12222 - Nursing Assistant II		10.88
12223 - Nursing Assistant III		12.04
12224 - Nursing Assistant IV		13.51
12235 - Optical Dispenser		16.65
12236 - Optical Technician		14.97
12250 - Pharmacy Technician		14.65
12280 - Phlebotomist		13.71
12305 - Radiologic Technologist		25.11
12311 - Registered Nurse I		22.85
12312 - Registered Nurse II		27.71
12313 - Registered Nurse II, Specialist		27.71
12314 - Registered Nurse III		33.52
12315 - Registered Nurse III, Anesthetist		33.52
12316 - Registered Nurse IV		40.18
12317 - Scheduler (Drug and Alcohol Testing)		22.98
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.58
13012 - Exhibits Specialist II		23.96
13013 - Exhibits Specialist III		28.55
13041 - Illustrator I		20.35
13042 - Illustrator II		25.21
13043 - Illustrator III		30.83
13047 - Librarian		29.41
13050 - Library Aide/Clerk		13.28
13054 - Library Information Technology Systems		22.30
Administrator		
13058 - Library Technician		17.17
13061 - Media Specialist I		16.09
13062 - Media Specialist II		18.01
13063 - Media Specialist III		20.07
13071 - Photographer I		15.90
13072 - Photographer II		18.01
13073 - Photographer III		22.30
13074 - Photographer IV		26.94
13075 - Photographer V		32.59
13110 - Video Teleconference Technician		17.41
14000 - Information Technology Occupations		1 - 1 0
14041 - Computer Operator I		15.12
14042 - Computer Operator II		16.92
14043 - Computer Operator III		18.89
14044 - Computer Operator IV		22.64
14045 - Computer Operator V		25.06
14071 - Computer Programmer I		22.13 27.20
14072 - Computer Programmer II	(200, 1)	27.20
14073 – Computer Programmer III 14074 – Computer Programmer IV	(see 1) (see 1)	
14074 - Computer Frogrammer IV 14101 - Computer Systems Analyst I	(see 1)	
14101 - Computer Systems Analyst I 14102 - Computer Systems Analyst II	(see 1)	
14102 - Computer Systems Analyst II 14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.12
14160 - Personal Computer Support Technician		22.64
15000 - Instructional Occupations		22.07
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.53
15020 - Aircrew Training Devices Instructor (Rated)		
15020 - Aircrew Training Devices instructor (Rated)		35.35

	- Air Crew Training Devices Instructor (Pilot)	41.38
	- Computer Based Training Specialist / Instructor	30.23
	- Educational Technologist	29.57
	- Flight Instructor (Pilot)	41.38
	- Graphic Artist	22.54
	- Technical Instructor	19.91
	- Technical Instructor/Course Developer	24.36
	- Test Proctor	16.98
	- Tutor	16.98
	Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler	9.28
	- Counter Attendant	9.28
	- Dry Cleaner	9.28
	- Finisher, Flatwork, Machine	9.28
	- Presser, Hand	9.28
	- Presser, Machine, Drycleaning	9.28
	- Presser, Machine, Shirts	9.28
	- Presser, Machine, Wearing Apparel, Laundry	9.28
	- Sewing Machine Operator	12.33
	- Tailor	13.09
	- Washer, Machine	10.04
	Machine Tool Operation And Repair Occupations	10.01
	- Machine-Tool Operator (Tool Room)	22.02
	- Tool And Die Maker	26.69
	Materials Handling And Packing Occupations	
	- Forklift Operator	16.71
	- Material Coordinator	18.96
	- Material Expediter	18.96
	- Material Handling Laborer	13.50
	- Order Filler	13.69
	- Production Line Worker (Food Processing)	16.71
	- Shipping Packer	16.72
	- Shipping/Receiving Clerk	16.72
	- Store Worker I	14.39
	- Stock Clerk	18.87
21210	- Tools And Parts Attendant	16.71
	- Warehouse Specialist	16.71
	Mechanics And Maintenance And Repair Occupations	
	- Aerospace Structural Welder	24.00
23021	- Aircraft Mechanic I	22.86
23022	- Aircraft Mechanic II	24.00
23023	- Aircraft Mechanic III	24.93
23040	- Aircraft Mechanic Helper	18.55
23050	- Aircraft, Painter	22.10
23060	- Aircraft Servicer	20.32
23080	- Aircraft Worker	21.27
23110	- Appliance Mechanic	20.40
	- Bicycle Repairer	15.89
23125	- Cable Splicer	24.13
23130	- Carpenter, Maintenance	22.39
23140	- Carpet Layer	21.36
23160	- Electrician, Maintenance	28.34
23181	- Electronics Technician Maintenance I	20.25
23182	- Electronics Technician Maintenance II	21.21
23183	- Electronics Technician Maintenance III	26.65
23260	- Fabric Worker	18.97
23290	- Fire Alarm System Mechanic	21.77
	- Fire Extinguisher Repairer	17.84
	- Fuel Distribution System Mechanic	27.55
	- Fuel Distribution System Operator	22.57
23370	- General Maintenance Worker	18.13
23380	- Ground Support Equipment Mechanic	22.86

23381 - Ground Support Equipment Servicer	20.32
23382 - Ground Support Equipment Worker	21.27
23391 - Gunsmith I	17.84
23392 - Gunsmith II	20.09
23393 - Gunsmith III	21.77
23410 - Heating, Ventilation And Air-Conditioning	20.68
Mechanic	
23411 - Heating, Ventilation And Air Contditioning	21.50
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	20.38
23440 - Heavy Equipment Operator	23.85
23460 - Instrument Mechanic	23.32
23465 – Laboratory/Shelter Mechanic 23470 – Laborer	21.04 13.23
23510 - Locksmith	20.60
23530 - Locksmith 23530 - Machinery Maintenance Mechanic	20.80
23550 - Machinery Maintenance Mechanic	22.73
23580 - Maintenance Trades Helper	16.05
23590 - Maintenance flades helper 23591 - Metrology Technician I	25.65
23592 - Metrology Technician II	25.03
23593 - Metrology Technician III	20.07
23640 - Millwright	27.33
23710 - Office Appliance Repairer	20.02
23760 - Painter, Maintenance	21.01
23790 - Pipefitter, Maintenance	26.96
23810 - Plumber, Maintenance	23.66
23820 - Pneudraulic Systems Mechanic	21.77
23850 - Rigger	21.78
23870 - Scale Mechanic	20.09
23890 - Sheet-Metal Worker, Maintenance	23.09
23910 - Small Engine Mechanic	19.82
23931 - Telecommunications Mechanic I	24.70
23932 - Telecommunications Mechanic II	25.58
23950 - Telephone Lineman	20.83
23960 - Welder, Combination, Maintenance	19.36
23965 - Well Driller	21.30
23970 - Woodcraft Worker	21.77
23980 - Woodworker	16.45
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.25
24580 - Child Care Center Clerk	15.29
24610 - Chore Aide	9.43
24620 - Family Readiness And Support Services	12.91
Coordinator	
24630 - Homemaker	17.23
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.57
25040 - Sewage Plant Operator	21.29
25070 - Stationary Engineer	23.57
25190 - Ventilation Equipment Tender	18.06
25210 - Water Treatment Plant Operator	21.29
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.15
27007 - Baggage Inspector	11.28
27008 - Corrections Officer	21.73 23.11
27010 - Court Security Officer	16.31
27030 - Detection Dog Handler 27040 - Detention Officer	21.73
27040 - Detention Officer 27070 - Firefighter	21.73
27101 - Guard I	11.28
27101 - Guard I 27102 - Guard II	16.31
27102 - Guard II 27131 - Police Officer I	25.03
	23.03

-	- Police Officer II			27.80
	Recreation Occupations			
	- Carnival Equipment Operator			11.12
	- Carnival Equipment Repairer			11.63
	- Carnival Equpment Worker			9.17
	- Gate Attendant/Gate Tender			13.17
	- Lifeguard			11.34
	- Park Attendant (Aide)			14.74
	- Recreation Aide/Health Facility Attendant			10.75
	- Recreation Specialist			16.98
	- Sports Official			11.73
	- Swimming Pool Operator			18.62
	Stevedoring/Longshoremen Occupational Services - Blocker And Bracer			21.04
	- Hatch Tender			21.04
	- Line Handler			21.04
	- Stevedore I			19.85
	- Stevedore II			21.61
	Technical Occupations			21.01
	- Air Traffic Control Specialist, Center (HFO)	(500	2)	37.19
	- Air Traffic Control Specialist, Station (HFO)			25.64
	- Air Traffic Control Specialist, Terminal (HFO)			28.25
	- Archeological Technician I	(566	2)	15.04
	- Archeological Technician II			15.03
	- Archeological Technician III			20.85
	- Cartographic Technician			25.34
	- Civil Engineering Technician			21.36
	- Drafter/CAD Operator I			18.14
	- Drafter/CAD Operator II			20.46
	- Drafter/CAD Operator III			22.81
	- Drafter/CAD Operator IV			28.07
	- Engineering Technician I			16.70
	- Engineering Technician II			18.75
	- Engineering Technician III			20.98
	- Engineering Technician IV			25.99
	- Engineering Technician V			31.78
30086	- Engineering Technician VI			38.46
	- Environmental Technician			23.34
30210	- Laboratory Technician			22.81
30240	- Mathematical Technician			25.32
30361	- Paralegal/Legal Assistant I			18.72
30362	- Paralegal/Legal Assistant II			23.34
30363	- Paralegal/Legal Assistant III			30.33
30364	- Paralegal/Legal Assistant IV			36.70
	- Photo-Optics Technician			25.34
	- Technical Writer I			25.12
	- Technical Writer II			29.25
30463	- Technical Writer III			30.20
	- Unexploded Ordnance (UXO) Technician I			23.64
	- Unexploded Ordnance (UXO) Technician II			28.60
	- Unexploded Ordnance (UXO) Technician III			34.28
	- Unexploded (UXO) Safety Escort			23.64
	- Unexploded (UXO) Sweep Personnel	,	0)	23.64
		(see	2)	23.15
	ce Programs	,	0)	05 07
	- Weather Observer, Senior	(see	∠)	25.34
	Transportation/Mobile Equipment Operation Occupat	lons		12 00
	- Bus Aide - Bus Driver			13.82
	- Bus Driver - Driver Courier			18.42 15.37
	- Parking and Lot Attendant			8.74
	- Shuttle Bus Driver			0.74 16.42
51290	DURCCTE DRS DITNET			10.42

31310	- Taxi Driver	10.32
31361	- Truckdriver, Light	16.42
31362	- Truckdriver, Medium	19.05
31363	- Truckdriver, Heavy	23.70
31364	- Truckdriver, Tractor-Trailer	23.70
99000 -	Miscellaneous Occupations	
99030	- Cashier	10.67
99050	- Desk Clerk	11.14
	- Embalmer	24.57
	- Laboratory Animal Caretaker I	11.54
	- Laboratory Animal Caretaker II	12.33
	- Mortician	33.31
	- Pest Controller	14.95
	- Photofinishing Worker	13.45
	- Recycling Laborer	16.63
	- Recycling Specialist	18.60
	- Refuse Collector	15.22
	- Sales Clerk	12.24
	- School Crossing Guard	10.99
	- Survey Party Chief	20.27
	- Surveying Aide	11.56
	- Surveying Technician	17.36
	- Vending Machine Attendant	13.42
	- Vending Machine Repairer	15.39
99842	- Vending Machine Repairer Helper	13.42

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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

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

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

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

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

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

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

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

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

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

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

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

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

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

#### OCCUPATION NOTES:

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

\*\* UNIFORM ALLOWANCE \*\*

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

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

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

#### \*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*

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

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

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

### Conformance Process:

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

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

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

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

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

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

6) The contractor informs the affected employees.

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

\*\*\*\*\*\*\*\*\*\*\* THIS WAGE DETERMINATION WAS REPLACED 08/05/2014 \*\*\*\*\*\*\*\*\*\* WD 05-2103 (Rev.-13) was first posted on www.wdol.gov on 06/25/2013 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor | WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 | Wage Determination No.: 2005-2103 Diane C. Koplewski Division of Revision No.: 13 Wage Determinations| Date Of Revision: 06/19/2013 Director States: District of Columbia, Maryland, Virginia Area: District of Columbia Statewide Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince George's, St Mary's Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, King George, Loudoun, Prince William, Stafford \*\*Fringe Benefits Required Follow the Occupational Listing\*\* OCCUPATION CODE - TITLE FOOTNOTE RATE 01000 - Administrative Support And Clerical Occupations 01011 - Accounting Clerk I 15.08 01012 - Accounting Clerk II 16.92 22.30 01013 - Accounting Clerk III 01020 - Administrative Assistant 31.41 01040 - Court Reporter 21.84 01051 - Data Entry Operator I 14.38 15.69 01052 - Data Entry Operator II 01060 - Dispatcher, Motor Vehicle 17.87 14.21 01070 - Document Preparation Clerk 01090 - Duplicating Machine Operator 14.21 01111 - General Clerk I 14.88 01112 - General Clerk II 16.24 01113 - General Clerk III 18.74 01120 - Housing Referral Assistant 25.29 01141 - Messenger Courier 13.62 01191 - Order Clerk I 15.12 01192 - Order Clerk II 16.50 01261 - Personnel Assistant (Employment) I 18.15 01262 - Personnel Assistant (Employment) II 20.32 01263 - Personnel Assistant (Employment) III 22.65 01270 - Production Control Clerk 22.03 01280 - Receptionist 14.43 01290 - Rental Clerk 16.55 01300 - Scheduler, Maintenance 18.07 01311 - Secretary I 18.07 01312 - Secretary II 20.18 01313 - Secretary III 25.29 01320 - Service Order Dispatcher 16.98 01410 - Supply Technician 28.55 01420 - Survey Worker 20.03 01531 - Travel Clerk I 13.29 01532 - Travel Clerk II 14.36 01533 - Travel Clerk III 15.49 01611 - Word Processor I 15.63 17.67 01612 - Word Processor II 01613 - Word Processor III 19.95

05000 -	Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	25.26
05010	- Automotive Electrician	23.51
05040	- Automotive Glass Installer	22.15
05070	- Automotive Worker	22.15
	- Mobile Equipment Servicer	19.04
	- Motor Equipment Metal Mechanic	24.78
	- Motor Equipment Metal Worker	22.15
	- Motor Vehicle Mechanic	24.78
	- Motor Vehicle Mechanic Helper	18.49
	- Motor Vehicle Upholstery Worker	21.63
	- Motor Vehicle Wrecker	22.15
	- Painter, Automotive	23.51
	- Radiator Repair Specialist	22.15
	- Tire Repairer	14.44
05400	- Transmission Repair Specialist	24.78
07000 -	Food Preparation And Service Occupations	
07010	- Baker	13.85
07041	- Cook I	12.55
07042	- Cook II	14.60
07070	- Dishwasher	10.11
07130	- Food Service Worker	10.66
	- Meat Cutter	18.08
	- Waiter/Waitress	9.70
	Furniture Maintenance And Repair Occupations	5.70
	- Electrostatic Spray Painter	19.86
	- Furniture Handler	14.06
	- Furniture Refinisher	20.23
	- Furniture Refinisher Helper	15.52
	- Furniture Repairer, Minor	17.94
	- Upholsterer	19.86
	General Services And Support Occupations	
	- Cleaner, Vehicles	10.54
	- Elevator Operator	10.54
	- Gardener	17.52
11122	- Housekeeping Aide	11.83
11150	- Janitor	11.83
11210	- Laborer, Grounds Maintenance	13.07
11240	- Maid or Houseman	11.26
11260	- Pruner	11.58
11270	- Tractor Operator	16.04
	- Trail Maintenance Worker	13.07
	- Window Cleaner	12.85
	Health Occupations	
	- Ambulance Driver	20.41
	- Breath Alcohol Technician	20.27
	- Certified Occupational Therapist Assistant	23.11
	- Certified Physical Therapist Assistant	21.43
	- Dental Assistant	17.18
	- Dental Hygienist	44.75
	- EKG Technician	27.67
	- Electroneurodiagnostic Technologist	27.67
	- Emergency Medical Technician	20.41
	- Licensed Practical Nurse I	19.07
	- Licensed Practical Nurse II	21.35
12073	- Licensed Practical Nurse III	24.13
12100	- Medical Assistant	15.01
12130	- Medical Laboratory Technician	18.04
	- Medical Record Clerk	17.42
12190	- Medical Record Technician	19.50
12195	- Medical Transcriptionist	18.77
	- Nuclear Medicine Technologist	37.60

	- Nursing Assistant I		10.80
	- Nursing Assistant II		12.14
	- Nursing Assistant III		13.98
	- Nursing Assistant IV		15.69
	- Optical Dispenser		20.17
	- Optical Technician		15.80
	- Pharmacy Technician		18.12
	- Phlebotomist		15.69
	- Radiologic Technologist - Registered Nurse I		31.11 27.64
	- Registered Nurse I		33.44
	- Registered Nurse II, Specialist		33.44
	- Registered Nurse III		40.13
	- Registered Nurse III, Anesthetist		40.13
	- Registered Nurse IV		48.10
	- Scheduler (Drug and Alcohol Testing)		21.73
	Information And Arts Occupations		21.10
	- Exhibits Specialist I		19.86
	- Exhibits Specialist II		24.61
	- Exhibits Specialist III		30.09
	- Illustrator I		20.48
13042	- Illustrator II		25.38
13043	- Illustrator III		31.03
13047	- Librarian		33.88
13050	- Library Aide/Clerk		14.21
13054	- Library Information Technology Systems		30.60
Admin	strator		
13058	- Library Technician		19.89
	- Media Specialist I		18.73
	- Media Specialist II		20.95
13063	- Media Specialist III		23.36
	- Photographer I		16.65
	- Photographer II		18.90
	- Photographer III		23.67
	- Photographer IV		28.65
	- Photographer V		33.76
	- Video Teleconference Technician		20.39
	Information Technology Occupations		
	- Computer Operator I		18.92
	- Computer Operator II		21.18
	- Computer Operator III		23.60 26.22
	- Computer Operator IV		
	- Computer Operator V	(222 1)	29.05
	- Computer Programmer I - Computer Programmer II	(see 1) (see 1)	26.36
	- Computer Programmer III		
	- Computer Programmer IV	(see 1) (see 1)	
	- Computer Systems Analyst I	(see 1)	
	- Computer Systems Analyst I	(see 1)	
	- Computer Systems Analyst III	(see 1)	
	- Peripheral Equipment Operator	(366 1)	18.92
	- Personal Computer Support Technician		26.22
	Instructional Occupations		20.22
	- Aircrew Training Devices Instructor (Non-Rated)		36.47
	- Aircrew Training Devices Instructor (Rated)		44.06
	- Air Crew Training Devices Instructor (Pilot)		52.81
	- Computer Based Training Specialist / Instructor		36.47
	- Educational Technologist		35.31
	- Flight Instructor (Pilot)		52.81
	- Graphic Artist		26.80
	- Technical Instructor		25.08
	- Technical Instructor/Course Developer		30.67
	-		

	- Test Proctor	20.20
	- Tutor	20.20
16000 -	Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.88
16030	- Counter Attendant	9.88
16040	- Dry Cleaner	12.94
16070	- Finisher, Flatwork, Machine	9.88
16090	- Presser, Hand	9.88
16110	- Presser, Machine, Drycleaning	9.88
	- Presser, Machine, Shirts	9.88
	- Presser, Machine, Wearing Apparel, Laundry	9.88
	- Sewing Machine Operator	13.78
	- Tailor	14.66
	- Washer, Machine	10.88
	Machine Tool Operation And Repair Occupations	
	- Machine-Tool Operator (Tool Room)	21.14
	- Tool And Die Maker	23.38
	Materials Handling And Packing Occupations	20.00
	- Forklift Operator	18.02
	- Material Coordinator	22.03
		22.03
	- Material Expediter	13.83
	- Material Handling Laborer	
	- Order Filler	15.09
	- Production Line Worker (Food Processing)	18.02
	- Shipping Packer	15.09
	- Shipping/Receiving Clerk	15.09
	- Store Worker I	11.72
	- Stock Clerk	16.86
	- Tools And Parts Attendant	18.02
	- Warehouse Specialist	18.02
	Mechanics And Maintenance And Repair Occupations	
	- Aerospace Structural Welder	27.21
	- Aircraft Mechanic I	25.83
	- Aircraft Mechanic II	27.21
23023	- Aircraft Mechanic III	28.53
23040	- Aircraft Mechanic Helper	17.54
23050	- Aircraft, Painter	24.73
	- Aircraft Servicer	19.76
23080	- Aircraft Worker	21.01
23110	- Appliance Mechanic	21.75
23120	- Bicycle Repairer	14.43
23125	- Cable Splicer	26.02
	- Carpenter, Maintenance	21.40
	- Carpet Layer	20.49
	- Electrician, Maintenance	27.98
	- Electronics Technician Maintenance I	24.94
	- Electronics Technician Maintenance II	26.47
	- Electronics Technician Maintenance III	27.89
	- Fabric Worker	19.13
	- Fire Alarm System Mechanic	22.91
	- Fire Extinguisher Repairer	17.62
	- Fuel Distribution System Mechanic	22.81
	- Fuel Distribution System Operator	19.38
	- General Maintenance Worker	21.43
	- Ground Support Equipment Mechanic	25.83
		19.76
	- Ground Support Equipment Servicer	
	- Ground Support Equipment Worker	21.01 17.62
	- Gunsmith I - Gunsmith II	
		20.49
	- Gunsmith III	22.91
	- Heating, Ventilation And Air-Conditioning	23.89
Mechai	11C	

23411 - Heating, Ventilation And Air Contditioning	25.17
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	22.91
23440 - Heavy Equipment Operator	22.91
23460 - Instrument Mechanic	22.59
23465 – Laboratory/Shelter Mechanic	21.75
23470 - Laborer	14.98
23510 - Locksmith	21.90
23530 – Machinery Maintenance Mechanic	23.12
23550 - Machinist, Maintenance	22.91
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	22.59
23592 - Metrology Technician II	23.80
23593 - Metrology Technician III	24.96
23640 - Millwright	28.19
23710 – Office Appliance Repairer	22.96
23760 - Painter, Maintenance	21.75
23790 - Pipefitter, Maintenance	24.63
23810 - Plumber, Maintenance	22.29
23820 - Pneudraulic Systems Mechanic	22.91
23850 - Rigger	22.91
23870 - Scale Mechanic	20.49
23890 - Sheet-Metal Worker, Maintenance	22.91
23910 - Small Engine Mechanic	20.49
23931 - Telecommunications Mechanic I	29.95
23932 - Telecommunications Mechanic II	31.55
23950 - Telephone Lineman	27.41
23960 - Welder, Combination, Maintenance	22.91
23965 - Well Driller	22.91
23970 - Woodcraft Worker	22.91
23980 - Woodworker	17.62
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.79
24580 - Child Care Center Clerk	17.77
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services	16.90
Coordinator	
24630 - Homemaker	18.43
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.30
25040 - Sewage Plant Operator	20.84
25070 - Stationary Engineer	27.30
25190 - Ventilation Equipment Tender	19.49
25210 - Water Treatment Plant Operator	20.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.57
27007 - Baggage Inspector	12.71
27008 - Corrections Officer	22.80
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	20.57
27040 - Detention Officer	22.80
27070 - Firefighter	24.63
27101 - Guard I	12.71
27102 - Guard II	20.57
27131 - Police Officer I	26.52
27132 - Police Officer II	29.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.59
28042 - Carnival Equipment Repairer	14.63
28043 - Carnival Equpment Worker	
20010 Outnitvat Edabucite Motivet	9.24
28045 - Callival Equipment Wolker 28210 - Gate Attendant/Gate Tender 28310 - Lifeguard	9.24 13.01

28510 28515 28630 28690 29000 - 29010	<ul> <li>Park Attendant (Aide)</li> <li>Recreation Aide/Health Facility Attendant</li> <li>Recreation Specialist</li> <li>Sports Official</li> <li>Swimming Pool Operator</li> <li>Stevedoring/Longshoremen Occupational Services</li> <li>Blocker And Bracer</li> </ul>		14.56 10.62 18.04 11.59 18.21 23.13
29030 29041 29042	<ul> <li>Hatch Tender</li> <li>Line Handler</li> <li>Stevedore I</li> <li>Stevedore II</li> <li>Technical Occupations</li> </ul>		23.13 23.13 21.31 24.24
30011 30022 30023 30023 30030 30040 30061 30062 30063 30064 30081 30082 30083 30084 30085 30086 30080 30210 30240 30210 30240 30361 30362 30363 30364 30364 30362 30461 30462 30463 30491 30492 30493 30494 30495	<ul> <li>Air Traffic Control Specialist, Center (HFO)</li> <li>Air Traffic Control Specialist, Station (HFO)</li> <li>Air Traffic Control Specialist, Terminal (HFO)</li> <li>Archeological Technician I</li> <li>Archeological Technician II</li> <li>Archeological Technician II</li> <li>Cartographic Technician</li> <li>Civil Engineering Technician</li> <li>Drafter/CAD Operator I</li> <li>Drafter/CAD Operator III</li> <li>Drafter/CAD Operator IV</li> <li>Engineering Technician III</li> <li>Engineering Technician II</li> <li>Engineering Technician II</li> <li>Engineering Technician III</li> <li>Engineering Technician IV</li> <li>Engineering Technician V</li> <li>Engineering Technician V</li> <li>Engineering Technician</li> <li>Laboratory Technician</li> <li>Paralegal/Legal Assistant II</li> <li>Paralegal/Legal Assistant IV</li> <li>Photo-Optics Technician</li> <li>Technical Writer I</li> <li>Technical Writer III</li> <li>Unexploded Ordnance (UXO) Technician III</li> <li>Unexploded (UXO) Sweep Personnel</li> </ul>	(see 2) (see 2)	39.92 26.84 29.56 20.19 22.60 27.98 27.98 26.41 20.19 22.60 25.19 31.00 22.92 25.72 28.79 35.64 43.61 52.76 27.41 23.38 28.94 21.36 39.16 27.98 21.36 39.16 27.98 21.36 39.16 27.98 21.93 26.84 32.47 24.74 29.93 35.88 24.74 24.74
Surfac	- Weather Observer, Combined Upper Air Or ce Programs - Weather Observer, Senior	(see 2)	25.19 27.98
31000 -	Transportation/Mobile Equipment Operation Occupat		
	- Bus Aide - Bus Driver		14.32 20.85
	- Driver Courier		13.98
	- Parking and Lot Attendant - Shuttle Bus Driver		10.07 15.66
	- Snuttle Bus Driver - Taxi Driver		13.98
	- Truckdriver, Light		15.66
31362	- Truckdriver, Medium		17.90
	- Truckdriver, Heavy		19.18
	- Truckdriver, Tractor-Trailer Miscellaneous Occupations		19.18
	- Cashier		10.03

99050 - Desk Clerk	11.58
99095 - Embalmer	23.05
99251 - Laboratory Animal Caretaker I	11.30
99252 - Laboratory Animal Caretaker II	12.35
99310 - Mortician	31.73
99410 - Pest Controller	17.69
99510 - Photofinishing Worker	13.20
99710 - Recycling Laborer	18.50
99711 - Recycling Specialist	22.71
99730 - Refuse Collector	16.40
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	13.43
99830 - Survey Party Chief	21.94
99831 - Surveying Aide	13.63
99832 - Surveying Technician	20.85
99840 - Vending Machine Attendant	14.43
99841 - Vending Machine Repairer	18.73
99842 - Vending Machine Repairer Helper	14.43

HEALTH & WELFARE: \$3.81 per hour or \$152.40 per week or \$660.40 per month

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

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

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

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

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

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

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

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

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

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

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

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

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

### \*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

### Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

6) The contractor informs the affected employees.

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

\*\*\*\*\*\*\*\*\*\*\* THIS WAGE DETERMINATION WAS REPLACED 12/30/2014 \*\*\*\*\*\*\*\*\*\* WD 05-2103 (Rev.-14) was first posted on www.wdol.gov on 08/05/2014 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor | WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 | Wage Determination No.: 2005-2103 Diane C. Koplewski Division of Revision No.: 14 Wage Determinations| Date Of Revision: 07/25/2014 Director States: District of Columbia, Maryland, Virginia Area: District of Columbia Statewide Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince George's, St Mary's Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, King George, Loudoun, Prince William, Stafford \*\*Fringe Benefits Required Follow the Occupational Listing\*\* OCCUPATION CODE - TITLE FOOTNOTE RATE 01000 - Administrative Support And Clerical Occupations 01011 - Accounting Clerk I 15.08 01012 - Accounting Clerk II 16.92 22.30 01013 - Accounting Clerk III 01020 - Administrative Assistant 31.41 01040 - Court Reporter 21.84 01051 - Data Entry Operator I 14.38 15.69 01052 - Data Entry Operator II 01060 - Dispatcher, Motor Vehicle 17.87 14.21 01070 - Document Preparation Clerk 01090 - Duplicating Machine Operator 14.21 01111 - General Clerk I 14.88 01112 - General Clerk II 16.24 01113 - General Clerk III 18.74 01120 - Housing Referral Assistant 25.29 01141 - Messenger Courier 13.62 01191 - Order Clerk I 15.12 01192 - Order Clerk II 16.50 01261 - Personnel Assistant (Employment) I 18.15 01262 - Personnel Assistant (Employment) II 20.32 01263 - Personnel Assistant (Employment) III 22.65 01270 - Production Control Clerk 22.03 01280 - Receptionist 14.43 01290 - Rental Clerk 16.55 01300 - Scheduler, Maintenance 18.07 01311 - Secretary I 18.07 01312 - Secretary II 20.18 01313 - Secretary III 25.29 01320 - Service Order Dispatcher 16.98 01410 - Supply Technician 28.55 01420 - Survey Worker 20.03 01531 - Travel Clerk I 13.29 01532 - Travel Clerk II 14.36 01533 - Travel Clerk III 15.49 01611 - Word Processor I 15.63 17.67 01612 - Word Processor II 01613 - Word Processor III 19.95

05000 -	Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	25.26
05010	- Automotive Electrician	23.51
05040	- Automotive Glass Installer	22.15
05070	- Automotive Worker	22.15
05110	- Mobile Equipment Servicer	19.04
	- Motor Equipment Metal Mechanic	24.78
	- Motor Equipment Metal Worker	22.15
	- Motor Vehicle Mechanic	24.78
	- Motor Vehicle Mechanic Helper	18.49
	- Motor Vehicle Upholstery Worker	21.63
	- Motor Vehicle Wrecker	22.15
	- Painter, Automotive	23.51
	- Radiator Repair Specialist	22.15
	- Tire Repairer	14.44
	- Transmission Repair Specialist	24.78
	Food Preparation And Service Occupations	
	- Baker	13.85
	- Cook I	12.55
	- Cook II	14.60
07070	- Dishwasher	10.11
07130	- Food Service Worker	10.66
07210	- Meat Cutter	18.08
07260	- Waiter/Waitress	9.70
09000 -	Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	19.86
09040	- Furniture Handler	14.06
09080	- Furniture Refinisher	20.23
09090	- Furniture Refinisher Helper	15.52
	- Furniture Repairer, Minor	17.94
	- Upholsterer	19.86
	General Services And Support Occupations	
	- Cleaner, Vehicles	10.54
	- Elevator Operator	10.54
	- Gardener	17.52
	- Housekeeping Aide	11.83
	- Janitor	11.83
	- Laborer, Grounds Maintenance	13.07
	- Maid or Houseman	11.26
	- Pruner	11.58
	- Tractor Operator	16.04
	- Trail Maintenance Worker	13.07
	- Window Cleaner	12.85
	Health Occupations	
	- Ambulance Driver	20.41
	- Breath Alcohol Technician	20.27
	- Certified Occupational Therapist Assistant	23.11
	- Certified Physical Therapist Assistant	21.43
	- Dental Assistant	17.18
12025	- Dental Hygienist	44.75
12030	- EKG Technician	27.67
12035	- Electroneurodiagnostic Technologist	27.67
12040	- Emergency Medical Technician	20.41
12071	- Licensed Practical Nurse I	19.07
12072	- Licensed Practical Nurse II	21.35
12073	- Licensed Practical Nurse III	24.13
12100	- Medical Assistant	15.01
	- Medical Laboratory Technician	18.04
	- Medical Record Clerk	17.42
	- Medical Record Technician	19.50
	- Medical Transcriptionist	18.77
	- Nuclear Medicine Technologist	37.60
		5

	- Nursing Assistant I		10.80
	- Nursing Assistant II		12.14
	- Nursing Assistant III		13.98
	- Nursing Assistant IV		15.69
	- Optical Dispenser		20.17
	- Optical Technician		15.80
	- Pharmacy Technician		18.12
	- Phlebotomist		15.69
	- Radiologic Technologist		31.11
	- Registered Nurse I		27.64
	- Registered Nurse II		33.44
	- Registered Nurse II, Specialist		33.44
	- Registered Nurse III		40.13
	- Registered Nurse III, Anesthetist		40.13
	- Registered Nurse IV		48.10
	- Scheduler (Drug and Alcohol Testing)		21.73
	Information And Arts Occupations		
	- Exhibits Specialist I		19.86
	- Exhibits Specialist II		24.61
	- Exhibits Specialist III		30.09
	- Illustrator I		20.48
	- Illustrator II		25.38
	- Illustrator III		31.03
	- Librarian		33.88
	- Library Aide/Clerk		14.21
	- Library Information Technology Systems		30.60
	strator		
	- Library Technician		19.89
	- Media Specialist I		18.73
	- Media Specialist II		20.95
	- Media Specialist III		23.36
	- Photographer I		16.65
	- Photographer II		18.90
	- Photographer III		23.67
	- Photographer IV		28.65
	- Photographer V		33.76
	- Video Teleconference Technician		20.39
	Information Technology Occupations		
	- Computer Operator I		18.92
	- Computer Operator II		21.18
	- Computer Operator III		23.60
	- Computer Operator IV		26.22
	- Computer Operator V		29.05
	- Computer Programmer I	(see 1)	26.36
	- Computer Programmer II	(see 1)	
	- Computer Programmer III	(see 1)	
	- Computer Programmer IV	(see 1)	
	- Computer Systems Analyst I	(see 1)	
	- Computer Systems Analyst II	(see 1)	
	- Computer Systems Analyst III	(see 1)	10.00
	- Peripheral Equipment Operator		18.92
	- Personal Computer Support Technician		26.22
	Instructional Occupations		0.6 47
	- Aircrew Training Devices Instructor (Non-Rated)		36.47
	- Aircrew Training Devices Instructor (Rated)		44.06
	- Air Crew Training Devices Instructor (Pilot)		52.81
	- Computer Based Training Specialist / Instructor		36.47
	- Educational Technologist		35.31
	- Flight Instructor (Pilot)		52.81
	- Graphic Artist		26.80
	- Technical Instructor		25.08
T2072	- Technical Instructor/Course Developer		30.67

	- Test Proctor	20.20
	- Tutor	20.20
16000 -	Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.88
16030	- Counter Attendant	9.88
16040	- Dry Cleaner	12.94
16070	- Finisher, Flatwork, Machine	9.88
16090	- Presser, Hand	9.88
16110	- Presser, Machine, Drycleaning	9.88
	- Presser, Machine, Shirts	9.88
	- Presser, Machine, Wearing Apparel, Laundry	9.88
	- Sewing Machine Operator	13.78
	- Tailor	14.66
	- Washer, Machine	10.88
	Machine Tool Operation And Repair Occupations	
	- Machine-Tool Operator (Tool Room)	21.14
	- Tool And Die Maker	23.38
	Materials Handling And Packing Occupations	20.00
	- Forklift Operator	18.02
	- Material Coordinator	22.03
		22.03
	- Material Expediter	13.83
	- Material Handling Laborer	
	- Order Filler	15.09
	- Production Line Worker (Food Processing)	18.02
	- Shipping Packer	15.09
	- Shipping/Receiving Clerk	15.09
	- Store Worker I	11.72
	- Stock Clerk	16.86
	- Tools And Parts Attendant	18.02
	- Warehouse Specialist	18.02
	Mechanics And Maintenance And Repair Occupations	
	- Aerospace Structural Welder	27.21
	- Aircraft Mechanic I	25.83
	- Aircraft Mechanic II	27.21
	- Aircraft Mechanic III	28.53
	- Aircraft Mechanic Helper	17.54
	- Aircraft, Painter	24.73
	- Aircraft Servicer	19.76
	- Aircraft Worker	21.01
23110	- Appliance Mechanic	21.75
	- Bicycle Repairer	14.43
23125	- Cable Splicer	26.02
23130	- Carpenter, Maintenance	21.40
23140	- Carpet Layer	20.49
23160	- Electrician, Maintenance	27.98
	- Electronics Technician Maintenance I	24.94
23182	- Electronics Technician Maintenance II	26.47
23183	- Electronics Technician Maintenance III	27.89
	- Fabric Worker	19.13
23290	- Fire Alarm System Mechanic	22.91
	- Fire Extinguisher Repairer	17.62
	- Fuel Distribution System Mechanic	22.81
	- Fuel Distribution System Operator	19.38
	- General Maintenance Worker	21.43
	- Ground Support Equipment Mechanic	25.83
	- Ground Support Equipment Servicer	19.76
	- Ground Support Equipment Worker	21.01
	- Ground Support Equipment Worker - Gunsmith I	17.62
	- Gunsmith II	20.49
	- Gunsmith III	22.91
	- Heating, Ventilation And Air-Conditioning	23.89
Mechai	ILC	

23411 - Heating, Ventilation And Air Contditioning	25.17
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	22.91
23440 - Heavy Equipment Operator	22.91
23460 - Instrument Mechanic	22.59
23465 – Laboratory/Shelter Mechanic	21.75
23470 - Laborer	14.98
23510 - Locksmith	21.90
23530 - Machinery Maintenance Mechanic	23.12
23550 - Machinist, Maintenance	22.91
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	22.59
23592 - Metrology Technician II	23.80
23593 - Metrology Technician III	24.96
23640 - Millwright	28.19
23710 - Office Appliance Repairer	20.19
23760 - Painter, Maintenance	22.90
	21.73
23790 - Pipefitter, Maintenance	
23810 - Plumber, Maintenance	22.29
23820 - Pneudraulic Systems Mechanic	22.91
23850 - Rigger	22.91
23870 - Scale Mechanic	20.49
23890 - Sheet-Metal Worker, Maintenance	22.91
23910 - Small Engine Mechanic	20.49
23931 - Telecommunications Mechanic I	29.95
23932 - Telecommunications Mechanic II	31.55
23950 - Telephone Lineman	27.41
23960 - Welder, Combination, Maintenance	22.91
23965 - Well Driller	22.91
23970 - Woodcraft Worker	22.91
23980 - Woodworker	17.62
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.79
24580 - Child Care Center Clerk	17.77
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services	16.90
Coordinator	
24630 - Homemaker	18.43
25000 - Plant And System Operations Occupations	10.10
25010 - Boiler Tender	27.30
25040 - Sewage Plant Operator	20.84
25070 - Stationary Engineer	20.04
25190 - Ventilation Equipment Tender	19.49
25210 - Water Treatment Plant Operator	20.84
	20.04
27000 - Protective Service Occupations 27004 - Alarm Monitor	20 E7
	20.57
27007 - Baggage Inspector	12.71
27008 - Corrections Officer	22.80
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	20.57
27040 - Detention Officer	22.80
27070 - Firefighter	24.63
27101 - Guard I	12.71
27102 - Guard II	20.57
27131 - Police Officer I	26.52
27132 - Police Officer II	29.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.59
28042 - Carnival Equipment Repairer	14.63
28043 - Carnival Equpment Worker	9.24
28210 - Gate Attendant/Gate Tender	13.01
28310 - Lifeguard	11.59

28510	- Park Attendant (Aide) - Recreation Aide/Health Facility Attendant		14.56 10.62
28630	- Recreation Specialist - Sports Official		18.04 11.59
	- Swimming Pool Operator		18.21
	Stevedoring/Longshoremen Occupational Services - Blocker And Bracer		23.13
	- Hatch Tender		23.13
	- Line Handler		23.13
29041	- Stevedore I		21.31
	- Stevedore II		24.24
	Technical Occupations		
	- Air Traffic Control Specialist, Center (HFO)		39.92
	- Air Traffic Control Specialist, Station (HFO)		26.84
	<ul><li>Air Traffic Control Specialist, Terminal (HFO)</li><li>Archeological Technician I</li></ul>	(See 2)	29.56 20.19
	- Archeological Technician II		20.19
	- Archeological Technician III		27.98
	- Cartographic Technician		27.98
	- Civil Engineering Technician		26.41
	- Drafter/CAD Operator I		20.19
	- Drafter/CAD Operator II		22.60
	- Drafter/CAD Operator III		25.19
	- Drafter/CAD Operator IV		31.00
	- Engineering Technician I - Engineering Technician II		22.92 25.72
	- Engineering Technician III		23.72
	- Engineering Technician IV		35.64
	- Engineering Technician V		43.61
	- Engineering Technician VI		52.76
30090	- Environmental Technician		27.41
	- Laboratory Technician		23.38
	- Mathematical Technician		28.94
	- Paralegal/Legal Assistant I		21.36
	- Paralegal/Legal Assistant II		26.47
	- Paralegal/Legal Assistant III - Paralegal/Legal Assistant IV		32.36 39.16
	- Photo-Optics Technician		27.98
	- Technical Writer I		21.93
	- Technical Writer II		26.84
30463	- Technical Writer III		32.47
	- Unexploded Ordnance (UXO) Technician I		24.74
	- Unexploded Ordnance (UXO) Technician II		29.93
	- Unexploded Ordnance (UXO) Technician III		35.88
	- Unexploded (UXO) Safety Escort		24.74
	- Unexploded (UXO) Sweep Personnel - Weather Observer, Combined Upper Air Or	(see 2)	24.74 25.19
	ce Programs	(See 2)	23.19
	- Weather Observer, Senior	(see 2)	27.98
	Transportation/Mobile Equipment Operation Occupat		
	- Bus Aide		14.32
31030	- Bus Driver		20.85
	- Driver Courier		13.98
	- Parking and Lot Attendant		10.07
	- Shuttle Bus Driver		15.66
	- Taxi Driver - Truckdriver, Light		13.98 15.66
	- Truckdriver, Medium		17.90
	- Truckdriver, Heavy		19.18
	- Truckdriver, Tractor-Trailer		19.18
	Miscellaneous Occupations		
99030	- Cashier		10.03

99050 - Desk Clerk	11.58
99095 - Embalmer	23.05
99251 - Laboratory Animal Caretaker I	11.30
99252 - Laboratory Animal Caretaker II	12.35
99310 - Mortician	31.73
99410 - Pest Controller	17.69
99510 - Photofinishing Worker	13.20
99710 - Recycling Laborer	18.50
99711 - Recycling Specialist	22.71
99730 - Refuse Collector	16.40
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	13.43
99830 - Survey Party Chief	21.94
99831 - Surveying Aide	13.63
99832 - Surveying Technician	20.85
99840 - Vending Machine Attendant	14.43
99841 - Vending Machine Repairer	18.73
99842 - Vending Machine Repairer Helper	14.43

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

### \*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

#### Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

6) The contractor informs the affected employees.

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination. THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor | WAGE AND HOUR DIVISION | WASHINGTON D.C. 20210

Image Determination No.: 2005-2103Diane C. KoplewskiDivision ofRevision No.: 15DirectorWage DeterminationsDate Of Revision: 12/22/2014

Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: District of Columbia, Maryland, Virginia

King George, Loudoun, Prince William, Stafford

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,

**Fringe Benefits Required Follow the Occupational Listing**	
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	15.08
01012 - Accounting Clerk II	16.92
01013 - Accounting Clerk III	22.30
01020 - Administrative Assistant	31.41
01040 - Court Reporter	21.84
01051 - Data Entry Operator I	14.38
01052 - Data Entry Operator II	15.69
01060 - Dispatcher, Motor Vehicle	17.87
01070 - Document Preparation Clerk	14.21
01090 - Duplicating Machine Operator	14.21
01111 - General Clerk I	14.88
01112 - General Clerk II	16.24
01113 - General Clerk III	18.74
01120 - Housing Referral Assistant	25.29
01141 - Messenger Courier	13.62
01191 - Order Clerk I	15.12
01192 - Order Clerk II	16.50
01261 - Personnel Assistant (Employment) I	18.15
01262 - Personnel Assistant (Employment) II	20.32
01263 - Personnel Assistant (Employment) III	22.65
01270 - Production Control Clerk	22.03
01280 - Receptionist	14.43
01290 - Rental Clerk	16.55
01300 - Scheduler, Maintenance	18.07
01311 - Secretary I	18.07
01312 - Secretary II	20.18

	- Secretary III	25.29
	- Service Order Dispatcher	16.98
01410	- Supply Technician	28.55
01420	- Survey Worker	20.03
01531	- Travel Clerk I	13.29
01532	- Travel Clerk II	14.36
01533	- Travel Clerk III	15.49
01611	- Word Processor I	15.63
01612	- Word Processor II	17.67
01613	- Word Processor III	19.95
05000 -	Automotive Service Occupations	
	- Automobile Body Repairer, Fiberglass	25.26
	- Automotive Electrician	23.51
	- Automotive Glass Installer	22.15
	- Automotive Worker	22.13
	- Mobile Equipment Servicer	19.04
	- Motor Equipment Metal Mechanic	24.78
	- Motor Equipment Metal Worker	24.70
	- Motor Vehicle Mechanic	22.13
	- Motor Vehicle Mechanic Helper	18.49
		21.63
	- Motor Vehicle Upholstery Worker	
	- Motor Vehicle Wrecker	22.15
	- Painter, Automotive	23.51
	- Radiator Repair Specialist	22.15
	- Tire Repairer	14.44
	- Transmission Repair Specialist	24.78
	Food Preparation And Service Occupations	10.05
	- Baker	13.85
	- Cook I	12.55
	- Cook II	14.60
	- Dishwasher	10.11
	- Food Service Worker	10.66
	- Meat Cutter	18.08
	- Waiter/Waitress	9.70
	Furniture Maintenance And Repair Occupations	
	- Electrostatic Spray Painter	19.86
	- Furniture Handler	14.06
	- Furniture Refinisher	20.23
	- Furniture Refinisher Helper	15.52
	- Furniture Repairer, Minor	17.94
	- Upholsterer	19.86
11000 -	General Services And Support Occupations	
11030	- Cleaner, Vehicles	10.54
11060	- Elevator Operator	10.54
11090	- Gardener	17.52
11122	- Housekeeping Aide	11.83
11150	- Janitor	11.83
11210	- Laborer, Grounds Maintenance	13.07
11240	- Maid or Houseman	11.26
11260	- Pruner	11.58
	- Tractor Operator	16.04
	- Trail Maintenance Worker	13.07
	- Window Cleaner	12.85
12000 -	Health Occupations	
	- Ambulance Driver	20.41
	- Breath Alcohol Technician	20.27
	- Certified Occupational Therapist Assistant	20.27
	- Certified Physical Therapist Assistant	21.43
	- Dental Assistant	17.18
	- Dental Hygienist	44.75
	- EKG Technician	
		27.67
TZ033	- Electroneurodiagnostic Technologist	27.67

12040	- Emergency Medical Technician		20.41
	- Licensed Practical Nurse I		19.07
	- Licensed Practical Nurse I		21.35
	- Licensed Practical Nurse III		24.13
	- Medical Assistant		15.01
	- Medical Laboratory Technician		18.04
	- Medical Record Clerk		17.42
	- Medical Record Technician		19.50
	- Medical Transcriptionist		18.77
	- Nuclear Medicine Technologist		37.60
	- Nursing Assistant I		10.80
	- Nursing Assistant II		10.00
	- Nursing Assistant III		13.98
	- Nursing Assistant IV		15.69
	- Optical Dispenser		20.17
	- Optical Technician		15.80
	- Pharmacy Technician		18.12
	- Phlebotomist		15.69
	- Radiologic Technologist		31.11
	- Registered Nurse I		27.64
	- Registered Nurse II		33.44
	- Registered Nurse II, Specialist		33.44
	- Registered Nurse III		40.13
	- Registered Nurse III, Anesthetist		40.13
	- Registered Nurse IV		48.10
	- Scheduler (Drug and Alcohol Testing)		21.73
	Information And Arts Occupations		21.70
	- Exhibits Specialist I		19.86
	- Exhibits Specialist II		24.61
	- Exhibits Specialist III		30.09
	- Illustrator I		20.48
	- Illustrator II		25.38
	- Illustrator III		31.03
	- Librarian		33.88
	- Library Aide/Clerk		14.21
	- Library Information Technology Systems		30.60
	Istrator		
13058	- Library Technician		19.89
	- Media Specialist I		18.73
	- Media Specialist II		20.95
	- Media Specialist III		23.36
	- Photographer I		16.65
	- Photographer II		18.90
13073	- Photographer III		23.67
	- Photographer IV		28.65
	- Photographer V		33.76
13110	- Video Teleconference Technician		20.39
14000 -	Information Technology Occupations		
14041	- Computer Operator I		18.92
	- Computer Operator II		21.18
	- Computer Operator III		23.60
14044	- Computer Operator IV		26.22
	- Computer Operator V		29.05
	- Computer Programmer I	(see 1)	26.36
	- Computer Programmer II	(see 1)	
	- Computer Programmer III	(see 1)	
	- Computer Programmer IV	(see 1)	
	- Computer Systems Analyst I	(see 1)	
	- Computer Systems Analyst II	(see 1)	
	- Computer Systems Analyst III	(see 1)	
	- Peripheral Equipment Operator		18.92
14160	- Personal Computer Support Technician		26.22

15000 -	Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	36.47
15020	- Aircrew Training Devices Instructor (Rated)	44.06
15030	- Air Crew Training Devices Instructor (Pilot)	52.81
	- Computer Based Training Specialist / Instructor	36.47
15060	- Educational Technologist	35.31
15070	- Flight Instructor (Pilot)	52.81
15080	- Graphic Artist	26.80
15090	- Technical Instructor	25.08
	- Technical Instructor/Course Developer	30.67
	- Test Proctor	20.20
	- Tutor	20.20
	Laundry, Dry-Cleaning, Pressing And Related Occupations	
	- Assembler	9.88
	- Counter Attendant	9.88
	- Dry Cleaner	12.94
	- Finisher, Flatwork, Machine	9.88
	- Presser, Hand	9.88
	- Presser, Machine, Drycleaning	9.88
	- Presser, Machine, Shirts	9.88
	- Presser, Machine, Wearing Apparel, Laundry	9.88
	- Sewing Machine Operator	13.78
	- Tailor	14.66
	- Washer, Machine	14.00
		10.88
	Machine Tool Operation And Repair Occupations	01 14
	- Machine-Tool Operator (Tool Room)	21.14
	- Tool And Die Maker	23.38
	Materials Handling And Packing Occupations	10.00
	- Forklift Operator	18.02
	- Material Coordinator	22.03
	- Material Expediter	22.03
	- Material Handling Laborer	13.83
	- Order Filler	15.09
	- Production Line Worker (Food Processing)	18.02
	- Shipping Packer	15.09
	- Shipping/Receiving Clerk	15.09
	- Store Worker I	11.72
	- Stock Clerk	16.86
	- Tools And Parts Attendant	18.02
	- Warehouse Specialist	18.02
	Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	27.21
23021	- Aircraft Mechanic I	25.83
23022	- Aircraft Mechanic II	27.21
23023	- Aircraft Mechanic III	28.53
23040	- Aircraft Mechanic Helper	17.54
	- Aircraft, Painter	24.73
	- Aircraft Servicer	19.76
23080	- Aircraft Worker	21.01
	- Appliance Mechanic	21.75
	- Bicycle Repairer	14.43
	- Cable Splicer	26.02
	- Carpenter, Maintenance	21.40
	- Carpet Layer	20.49
	- Electrician, Maintenance	20.45
	- Electronics Technician Maintenance I	24.94
	- Electronics Technician Maintenance I - Electronics Technician Maintenance II	24.94 26.47
	- Electronics Technician Maintenance II - Electronics Technician Maintenance III	20.47 27.89
	- Fabric Worker	19.13
	- Fire Alarm System Mechanic	22.91
	- Fire Extinguisher Repairer	17.62
23311	- Fuel Distribution System Mechanic	22.81

23312 – Fuel Distribution System Operator	19.38
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechanic	25.83
23381 - Ground Support Equipment Servicer	19.76
23382 - Ground Support Equipment Worker	21.01
23391 - Gunsmith I	17.62
23392 - Gunsmith II	20.49
23393 - Gunsmith III	22.91
23410 - Heating, Ventilation And Air-Conditioning	23.89
Mechanic	
23411 - Heating, Ventilation And Air Contditioning	25.17
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	22.91
23440 - Heavy Equipment Operator	22.91
23460 - Instrument Mechanic	22.59
23465 – Laboratory/Shelter Mechanic	21.75
23470 - Laborer	14.98
23510 - Locksmith	21.90
23530 - Machinery Maintenance Mechanic	23.12
23550 - Machinist, Maintenance	22.91
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	22.59
23592 - Metrology Technician II	23.80
23593 - Metrology Technician III	24.96
23640 - Millwright	28.19
23710 – Office Appliance Repairer	22.96
23760 - Painter, Maintenance	21.75
23790 - Pipefitter, Maintenance	24.63
23810 - Plumber, Maintenance	22.29
23820 - Pneudraulic Systems Mechanic	22.91
23850 - Rigger	22.91
23870 - Scale Mechanic	20.49
23890 - Sheet-Metal Worker, Maintenance	22.91
23910 - Small Engine Mechanic	20.49
23931 - Telecommunications Mechanic I	29.95
23932 - Telecommunications Mechanic II	31.55
23950 – Telephone Lineman	27.41
23960 - Welder, Combination, Maintenance	22.91
23965 - Well Driller	22.91
23970 - Woodcraft Worker	22.91
23980 - Woodworker	17.62
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.79
24580 - Child Care Center Clerk	17.77
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services	16.90
Coordinator	
24630 - Homemaker	18.43
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.30
25040 - Sewage Plant Operator	20.84
25070 - Stationary Engineer	27.30
25190 - Ventilation Equipment Tender	19.49
25210 - Water Treatment Plant Operator	20.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.57
27007 - Baggage Inspector	12.71
27008 - Corrections Officer	22.80
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	20.57
27040 - Detention Officer	22.80
27070 - Firefighter	24.63

27101	- Guard I		12.71
27102	- Guard II		20.57
	- Police Officer I		26.52
27132	- Police Officer II		29.67
	Recreation Occupations		
	- Carnival Equipment Operator		13.59
28042	- Carnival Equipment Repairer		14.63
28043	- Carnival Equpment Worker		9.24
28210	- Gate Attendant/Gate Tender		13.01
28310	- Lifeguard		11.59
28350	- Park Attendant (Aide)		14.56
28510	- Recreation Aide/Health Facility Attendant		10.62
	- Recreation Specialist		18.04
28630	- Sports Official		11.59
28690	- Swimming Pool Operator		18.21
	Stevedoring/Longshoremen Occupational Services		
	- Blocker And Bracer		23.13
29020	- Hatch Tender		23.13
29030	- Line Handler		23.13
29041	- Stevedore I		21.31
29042	- Stevedore II		24.24
	Technical Occupations		
	- Air Traffic Control Specialist, Center (HFO)	(see 2)	39.92
	- Air Traffic Control Specialist, Station (HFO)		26.84
	- Air Traffic Control Specialist, Terminal (HFO)		29.56
	- Archeological Technician I	(500 2)	20.19
	- Archeological Technician II		20.19
	- Archeological Technician III		27.98
	- Cartographic Technician		27.98
	- Civil Engineering Technician		26.41
	- Drafter/CAD Operator I		20.19
	- Drafter/CAD Operator II		22.60
	- Drafter/CAD Operator III		25.19
	- Drafter/CAD Operator IV		31.00
			22.92
	- Engineering Technician I		25.72
	- Engineering Technician II		
	- Engineering Technician III		28.79
	- Engineering Technician IV		35.64
	- Engineering Technician V		43.61
	- Engineering Technician VI		52.76
	- Environmental Technician		27.41
	- Laboratory Technician		23.38
	- Mathematical Technician		28.94
	- Paralegal/Legal Assistant I		21.36
	- Paralegal/Legal Assistant II		26.47
	- Paralegal/Legal Assistant III		32.36
	- Paralegal/Legal Assistant IV		39.16
	- Photo-Optics Technician		27.98
	- Technical Writer I		21.93
	- Technical Writer II		26.84
	- Technical Writer III		32.47
	- Unexploded Ordnance (UXO) Technician I		24.74
30492	- Unexploded Ordnance (UXO) Technician II		29.93
30493	- Unexploded Ordnance (UXO) Technician III		35.88
30494	- Unexploded (UXO) Safety Escort		24.74
30495	- Unexploded (UXO) Sweep Personnel		24.74
		(see 2)	25.19
	ce Programs		
	- Weather Observer, Senior	(see 2)	27.98
	Transportation/Mobile Equipment Operation Occupat		
	- Bus Aide		14.32
	- Bus Driver		20.85
-			

31043	- Driver Courier	13.98
31260	- Parking and Lot Attendant	10.07
31290	- Shuttle Bus Driver	15.66
31310	- Taxi Driver	13.98
31361	- Truckdriver, Light	15.66
31362	- Truckdriver, Medium	17.90
31363	- Truckdriver, Heavy	19.18
31364	- Truckdriver, Tractor-Trailer	19.18
99000 -	Miscellaneous Occupations	
99030	- Cashier	10.03
99050	- Desk Clerk	11.58
99095	- Embalmer	23.05
99251	- Laboratory Animal Caretaker I	11.30
99252	- Laboratory Animal Caretaker II	12.35
99310	- Mortician	31.73
99410	- Pest Controller	17.69
99510	- Photofinishing Worker	13.20
	- Recycling Laborer	18.50
99711	- Recycling Specialist	22.71
99730	- Refuse Collector	16.40
99810	- Sales Clerk	12.09
99820	- School Crossing Guard	13.43
99830	- Survey Party Chief	21.94
99831	- Surveying Aide	13.63
99832	- Surveying Technician	20.85
99840	- Vending Machine Attendant	14.43
99841	- Vending Machine Repairer	18.73
99842	- Vending Machine Repairer Helper	14.43

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

\*\* UNIFORM ALLOWANCE \*\*

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

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

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

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

## Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent

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

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

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

6) The contractor informs the affected employees.

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

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

\*\*\*\*\*\*\*\*\*\*\* THIS WAGE DETERMINATION WAS REPLACED 12/01/2015 \*\*\*\*\*\*\*\*\* WD 05-2103 (Rev.-16) was first posted on www.wdol.gov on 07/14/2015 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor | WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 | Wage Determination No.: 2005-2103 Daniel W. Simms Division of Revision No.: 16 Wage Determinations| Date Of Revision: 07/08/2015 Director Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the

applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince

George's, St Mary's Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, King George, Loudoun, Prince William, Stafford

**Fringe Benefits Required Follow the Occupational Listing**	
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	15.08
01012 - Accounting Clerk II	16.92
01013 - Accounting Clerk III	22.30
01020 - Administrative Assistant	31.41
01040 - Court Reporter	21.84
01051 - Data Entry Operator I	14.38
01052 - Data Entry Operator II	15.69
01060 - Dispatcher, Motor Vehicle	17.87
01070 - Document Preparation Clerk	14.21
01090 - Duplicating Machine Operator	14.21
01111 - General Clerk I	14.88
01112 - General Clerk II	16.24
01113 - General Clerk III	18.74
01120 - Housing Referral Assistant	25.29
01141 - Messenger Courier	13.62
01191 - Order Clerk I	15.12
01192 - Order Clerk II	16.50
01261 - Personnel Assistant (Employment) I	18.15
01262 - Personnel Assistant (Employment) II	20.32
01263 - Personnel Assistant (Employment) III	22.65
01270 - Production Control Clerk	22.03
01280 - Receptionist	14.43
01290 - Rental Clerk	16.55
01300 - Scheduler, Maintenance	18.07
01311 - Secretary I	18.07
01312 - Secretary II	20.18

	- Secretary III	25.29
	- Service Order Dispatcher	16.98
01410	- Supply Technician	28.55
01420	- Survey Worker	20.03
01531	- Travel Clerk I	13.29
01532	- Travel Clerk II	14.36
01533	- Travel Clerk III	15.49
01611	- Word Processor I	15.63
01612	- Word Processor II	17.67
01613	- Word Processor III	19.95
05000 -	Automotive Service Occupations	
	- Automobile Body Repairer, Fiberglass	25.26
	- Automotive Electrician	23.51
	- Automotive Glass Installer	22.15
	- Automotive Worker	22.13
	- Mobile Equipment Servicer	19.04
	- Motor Equipment Metal Mechanic	24.78
	- Motor Equipment Metal Worker	24.70
	- Motor Vehicle Mechanic	22.13
	- Motor Vehicle Mechanic Helper	18.49
		21.63
	- Motor Vehicle Upholstery Worker	
	- Motor Vehicle Wrecker	22.15
	- Painter, Automotive	23.51
	- Radiator Repair Specialist	22.15
	- Tire Repairer	14.44
	- Transmission Repair Specialist	24.78
	Food Preparation And Service Occupations	10.05
	- Baker	13.85
	- Cook I	12.55
	- Cook II	14.60
	- Dishwasher	10.11
	- Food Service Worker	10.66
	- Meat Cutter	18.08
	- Waiter/Waitress	9.70
	Furniture Maintenance And Repair Occupations	
	- Electrostatic Spray Painter	19.86
	- Furniture Handler	14.06
	- Furniture Refinisher	20.23
	- Furniture Refinisher Helper	15.52
	- Furniture Repairer, Minor	17.94
	- Upholsterer	19.86
11000 -	General Services And Support Occupations	
11030	- Cleaner, Vehicles	10.54
11060	- Elevator Operator	10.54
11090	- Gardener	17.52
11122	- Housekeeping Aide	11.83
11150	- Janitor	11.83
11210	- Laborer, Grounds Maintenance	13.07
11240	- Maid or Houseman	11.26
11260	- Pruner	11.58
	- Tractor Operator	16.04
	- Trail Maintenance Worker	13.07
	- Window Cleaner	12.85
12000 -	Health Occupations	
	- Ambulance Driver	20.41
	- Breath Alcohol Technician	20.27
	- Certified Occupational Therapist Assistant	20.27
	- Certified Physical Therapist Assistant	21.43
	- Dental Assistant	17.18
	- Dental Hygienist	44.75
	- EKG Technician	
		27.67
TZ033	- Electroneurodiagnostic Technologist	27.67

12040	- Emergency Medical Technician		20.41
	- Licensed Practical Nurse I		19.07
	- Licensed Practical Nurse I		21.35
	- Licensed Practical Nurse III		24.13
	- Medical Assistant		15.01
	- Medical Laboratory Technician		18.04
	- Medical Record Clerk		17.42
	- Medical Record Technician		19.50
	- Medical Transcriptionist		18.77
	- Nuclear Medicine Technologist		37.60
	- Nursing Assistant I		10.80
	- Nursing Assistant II		10.00
	- Nursing Assistant III		13.98
	- Nursing Assistant IV		15.69
	- Optical Dispenser		20.17
	- Optical Technician		15.80
	- Pharmacy Technician		18.12
	- Phlebotomist		15.69
	- Radiologic Technologist		31.11
	- Registered Nurse I		27.64
	- Registered Nurse II		33.44
	- Registered Nurse II, Specialist		33.44
	- Registered Nurse III		40.13
	- Registered Nurse III, Anesthetist		40.13
	- Registered Nurse IV		48.10
	- Scheduler (Drug and Alcohol Testing)		21.73
	Information And Arts Occupations		21.70
	- Exhibits Specialist I		19.86
	- Exhibits Specialist II		24.61
	- Exhibits Specialist III		30.09
	- Illustrator I		20.48
	- Illustrator II		25.38
	- Illustrator III		31.03
	- Librarian		33.88
	- Library Aide/Clerk		14.21
	- Library Information Technology Systems		30.60
	Istrator		
13058	- Library Technician		19.89
	- Media Specialist I		18.73
	- Media Specialist II		20.95
	- Media Specialist III		23.36
	- Photographer I		16.65
	- Photographer II		18.90
13073	- Photographer III		23.67
	- Photographer IV		28.65
	- Photographer V		33.76
13110	- Video Teleconference Technician		20.39
14000 -	Information Technology Occupations		
14041	- Computer Operator I		18.92
	- Computer Operator II		21.18
	- Computer Operator III		23.60
14044	- Computer Operator IV		26.22
	- Computer Operator V		29.05
	- Computer Programmer I	(see 1)	26.36
	- Computer Programmer II	(see 1)	
	- Computer Programmer III	(see 1)	
	- Computer Programmer IV	(see 1)	
	- Computer Systems Analyst I	(see 1)	
	- Computer Systems Analyst II	(see 1)	
	- Computer Systems Analyst III	(see 1)	
	- Peripheral Equipment Operator		18.92
14160	- Personal Computer Support Technician		26.22

15000 -	Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	36.47
15020	- Aircrew Training Devices Instructor (Rated)	44.06
15030	- Air Crew Training Devices Instructor (Pilot)	52.81
15050	- Computer Based Training Specialist / Instructor	36.47
15060	- Educational Technologist	35.31
	- Flight Instructor (Pilot)	52.81
	- Graphic Artist	26.80
	- Technical Instructor	25.08
	- Technical Instructor/Course Developer	30.67
	- Test Proctor	20.20
	- Tutor	20.20
	Laundry, Dry-Cleaning, Pressing And Related Occupations	20.20
	- Assembler	9.88
	- Counter Attendant	9.88
	- Dry Cleaner	12.94
	- Finisher, Flatwork, Machine	9.88
	- Presser, Hand	9.88
	- Presser, Machine, Drycleaning	9.88
	- Presser, Machine, Shirts	9.88
	- Presser, Machine, Wearing Apparel, Laundry	9.88
	- Sewing Machine Operator	13.78
	- Tailor	14.66
	- Washer, Machine	14.00
		10.00
	Machine Tool Operation And Repair Occupations	01 14
	- Machine-Tool Operator (Tool Room)	21.14
	- Tool And Die Maker	23.38
	Materials Handling And Packing Occupations	10.00
	- Forklift Operator	18.02
	- Material Coordinator	22.03
	- Material Expediter	22.03
	- Material Handling Laborer	13.83
	- Order Filler	15.09
	- Production Line Worker (Food Processing)	18.02
	- Shipping Packer	15.09
	- Shipping/Receiving Clerk	15.09
	- Store Worker I	11.72
	- Stock Clerk	16.86
	- Tools And Parts Attendant	18.02
	- Warehouse Specialist	18.02
	Mechanics And Maintenance And Repair Occupations	
	- Aerospace Structural Welder	27.21
23021	- Aircraft Mechanic I	25.83
	- Aircraft Mechanic II	27.21
23023	- Aircraft Mechanic III	28.53
23040	- Aircraft Mechanic Helper	17.54
23050	- Aircraft, Painter	24.73
23060	- Aircraft Servicer	19.76
23080	- Aircraft Worker	21.01
23110	- Appliance Mechanic	21.75
23120	- Bicycle Repairer	14.43
23125	- Cable Splicer	26.02
23130	- Carpenter, Maintenance	21.40
	- Carpet Layer	20.49
	- Electrician, Maintenance	27.98
	- Electronics Technician Maintenance I	24.94
	- Electronics Technician Maintenance II	26.47
	- Electronics Technician Maintenance III	27.89
	- Fabric Worker	19.13
	- Fire Alarm System Mechanic	22.91
	- Fire Extinguisher Repairer	17.62
	- Fuel Distribution System Mechanic	22.81

23312 – Fuel Distribution System Operator	19.38
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechanic	25.83
23381 - Ground Support Equipment Servicer	19.76
23382 - Ground Support Equipment Worker	21.01
23391 - Gunsmith I	17.62
23392 - Gunsmith II	20.49
23393 - Gunsmith III	22.91
23410 - Heating, Ventilation And Air-Conditioning	23.89
Mechanic	
23411 - Heating, Ventilation And Air Contditioning	25.17
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	22.91
23440 - Heavy Equipment Operator	22.91
23460 - Instrument Mechanic	22.59
23465 – Laboratory/Shelter Mechanic	21.75
23470 - Laborer	14.98
23510 - Locksmith	21.90
23530 - Machinery Maintenance Mechanic	23.12
23550 - Machinist, Maintenance	22.91
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	22.59
23592 - Metrology Technician II	23.80
23593 - Metrology Technician III	24.96
23640 - Millwright	28.19
23710 – Office Appliance Repairer	22.96
23760 - Painter, Maintenance	21.75
23790 - Pipefitter, Maintenance	24.63
23810 - Plumber, Maintenance	22.29
23820 - Pneudraulic Systems Mechanic	22.91
23850 - Rigger	22.91
23870 - Scale Mechanic	20.49
23890 - Sheet-Metal Worker, Maintenance	22.91
23910 - Small Engine Mechanic	20.49
23931 - Telecommunications Mechanic I	29.95
23932 - Telecommunications Mechanic II	31.55
23950 – Telephone Lineman	27.41
23960 - Welder, Combination, Maintenance	22.91
23965 - Well Driller	22.91
23970 - Woodcraft Worker	22.91
23980 - Woodworker	17.62
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.79
24580 - Child Care Center Clerk	17.77
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services	16.90
Coordinator	
24630 - Homemaker	18.43
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.30
25040 - Sewage Plant Operator	20.84
25070 - Stationary Engineer	27.30
25190 - Ventilation Equipment Tender	19.49
25210 - Water Treatment Plant Operator	20.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.57
27007 - Baggage Inspector	12.71
27008 - Corrections Officer	22.80
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	20.57
27040 - Detention Officer	22.80
27070 - Firefighter	24.63

27101	- Guard I		12.71
27102	- Guard II		20.57
	- Police Officer I		26.52
27132	- Police Officer II		29.67
	Recreation Occupations		
	- Carnival Equipment Operator		13.59
28042	- Carnival Equipment Repairer		14.63
28043	- Carnival Equpment Worker		9.24
28210	- Gate Attendant/Gate Tender		13.01
28310	- Lifeguard		11.59
28350	- Park Attendant (Aide)		14.56
28510	- Recreation Aide/Health Facility Attendant		10.62
	- Recreation Specialist		18.04
28630	- Sports Official		11.59
28690	- Swimming Pool Operator		18.21
	Stevedoring/Longshoremen Occupational Services		
	- Blocker And Bracer		23.13
29020	- Hatch Tender		23.13
29030	- Line Handler		23.13
29041	- Stevedore I		21.31
29042	- Stevedore II		24.24
	Technical Occupations		
	- Air Traffic Control Specialist, Center (HFO)	(see 2)	39.92
	- Air Traffic Control Specialist, Station (HFO)		26.84
	- Air Traffic Control Specialist, Terminal (HFO)		29.56
	- Archeological Technician I	(500 2)	20.19
	- Archeological Technician II		20.19
	- Archeological Technician III		27.98
	- Cartographic Technician		27.98
	- Civil Engineering Technician		26.41
	- Drafter/CAD Operator I		20.19
	- Drafter/CAD Operator II		22.60
	- Drafter/CAD Operator III		25.19
	- Drafter/CAD Operator IV		31.00
			22.92
	- Engineering Technician I		25.72
	- Engineering Technician II		
	- Engineering Technician III		28.79
	- Engineering Technician IV		35.64
	- Engineering Technician V		43.61
	- Engineering Technician VI		52.76
	- Environmental Technician		27.41
	- Laboratory Technician		23.38
	- Mathematical Technician		28.94
	- Paralegal/Legal Assistant I		21.36
	- Paralegal/Legal Assistant II		26.47
	- Paralegal/Legal Assistant III		32.36
	- Paralegal/Legal Assistant IV		39.16
	- Photo-Optics Technician		27.98
	- Technical Writer I		21.93
	- Technical Writer II		26.84
	- Technical Writer III		32.47
	- Unexploded Ordnance (UXO) Technician I		24.74
30492	- Unexploded Ordnance (UXO) Technician II		29.93
30493	- Unexploded Ordnance (UXO) Technician III		35.88
30494	- Unexploded (UXO) Safety Escort		24.74
30495	- Unexploded (UXO) Sweep Personnel		24.74
		(see 2)	25.19
	ce Programs		
	- Weather Observer, Senior	(see 2)	27.98
	Transportation/Mobile Equipment Operation Occupat		
	- Bus Aide		14.32
	- Bus Driver		20.85
-			

31043	-	Driver Courier	13.98
31260	-	Parking and Lot Attendant	10.07
31290	-	Shuttle Bus Driver	15.66
31310	-	Taxi Driver	13.98
31361	-	Truckdriver, Light	15.66
31362	-	Truckdriver, Medium	17.90
31363	-	Truckdriver, Heavy	19.18
31364	-	Truckdriver, Tractor-Trailer	19.18
99000 -	M:	iscellaneous Occupations	
99030	-	Cashier	10.03
99050	-	Desk Clerk	11.58
99095	-	Embalmer	23.05
99251	-	Laboratory Animal Caretaker I	11.30
99252	-	Laboratory Animal Caretaker II	12.35
99310	-	Mortician	31.73
99410	-	Pest Controller	17.69
99510	-	Photofinishing Worker	13.20
99710	-	Recycling Laborer	18.50
99711	-	Recycling Specialist	22.71
99730	-	Refuse Collector	16.40
99810	-	Sales Clerk	12.09
99820	-	School Crossing Guard	13.43
99830	-	Survey Party Chief	21.94
99831	-	Surveying Aide	13.63
		Surveying Technician	20.85
99840	-	Vending Machine Attendant	14.43
		Vending Machine Repairer	18.73
99842	-	Vending Machine Repairer Helper	14.43

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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

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

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

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

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

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

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

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

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

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

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

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

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

\*\* UNIFORM ALLOWANCE \*\*

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

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

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

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

## Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent

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

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

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

6) The contractor informs the affected employees.

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

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

\*\*\*\*\*\*\*\*\*\*\*\* THIS WAGE DETERMINATION WAS REPLACED 01/05/2016 \* \* \* \* \* \* \* \* \* \* \* \* \* WD 15-4281 (Rev.-1) was first posted on www.wdol.gov on 12/01/2015 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION By direction of the Secretary of Labor | WASHINGTON D.C. 20210 | Wage Determination No.: 2015-4281 Daniel W. Simms Division of Revision No.: 1 Director Date Of Revision: 11/25/2015 Wage Determinations Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts. States: District of Columbia, Maryland, Virginia Area: District of Columbia Statewide Maryland Counties of Calvert, Charles, Prince George's Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, Loudoun, Prince William, Stafford \*\*Fringe Benefits Required Follow the Occupational Listing\*\* OCCUPATION CODE - TITLE FOOTNOTE RATE 01000 - Administrative Support And Clerical Occupations 01011 - Accounting Clerk I 16.59 01012 - Accounting Clerk II 18.61 01013 - Accounting Clerk III 22.30 01020 - Administrative Assistant 31.41 01035 - Court Reporter 21.84 01041 - Customer Service Representative I 14.40 01042 - Customer Service Representative II 16.18 17.66 01043 - Customer Service Representative III 01051 - Data Entry Operator I 14.71 01052 - Data Entry Operator II 16.05 01060 - Dispatcher, Motor Vehicle 18.42 01070 - Document Preparation Clerk 14.70 01090 - Duplicating Machine Operator 14.70 01111 - General Clerk I 14.88 01112 - General Clerk II 16.24 01113 - General Clerk III 18.74 01120 - Housing Referral Assistant 25.29 14.98 01141 - Messenger Courier 01191 - Order Clerk I 15.12 01192 - Order Clerk II 16.50 01261 - Personnel Assistant (Employment) I 18.15 01262 - Personnel Assistant (Employment) II 20.32 01263 - Personnel Assistant (Employment) III 22.65 24.23 01270 - Production Control Clerk 01290 - Rental Clerk 16.55 01300 - Scheduler, Maintenance 18.07

01311	- Secretary I	18.07
01312	- Secretary II	20.18
01313	- Secretary III	25.29
	- Service Order Dispatcher	16.98
	- Supply Technician	31.41
	- Survey Worker	20.03
	- Switchboard Operator/Receptionist	14.43
01531	- Travel Clerk I	13.46
01532	- Travel Clerk II	14.46
01533	- Travel Clerk III	15.53
01611	- Word Processor I	15.63
	- Word Processor II	17.67
	- Word Processor III	19.95
	Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	27.70
05010	- Automotive Electrician	23.51
05040	- Automotive Glass Installer	22.15
	- Automotive Worker	22.15
	- Mobile Equipment Servicer	19.04
	- Motor Equipment Metal Mechanic	24.78
	- Motor Equipment Metal Worker	22.15
05190	- Motor Vehicle Mechanic	24.78
05220	- Motor Vehicle Mechanic Helper	18.49
	- Motor Vehicle Upholstery Worker	21.63
	- Motor Vehicle Wrecker	22.15
	- Painter, Automotive	23.51
	- Radiator Repair Specialist	22.15
	- Tire Repairer	14.44
	- Transmission Repair Specialist	24.78
07000 -	Food Preparation And Service Occupations	
	- Baker	14.14
	- Cook I	13.81
	- Cook II	16.06
	- Dishwasher	10.11
	- Food Service Worker	10.66
07210	- Meat Cutter	19.19
07260	- Waiter/Waitress	9.70
09000 -	Furniture Maintenance And Repair Occupations	
	- Electrostatic Spray Painter	19.86
	- Furniture Handler	14.06
	- Furniture Refinisher	20.23
	- Furniture Refinisher Helper	15.52
	- Furniture Repairer, Minor	17.94
09130	- Upholsterer	19.86
11000 -	General Services And Support Occupations	
	- Cleaner, Vehicles	10.54
	- Elevator Operator	11.59
	- Gardener	17.52
	- Housekeeping Aide	12.23
	- Janitor	12.23
11210	- Laborer, Grounds Maintenance	13.07
11240	- Maid or Houseman	11.40
11260	- Pruner	11.58
	- Tractor Operator	16.04
	- Trail Maintenance Worker	13.07
	- Window Cleaner	13.80
	Health Occupations	
12010	- Ambulance Driver	21.63
12011	- Breath Alcohol Technician	21.35
12012	- Certified Occupational Therapist Assistant	25.42
	- Certified Physical Therapist Assistant	23.57
		20.07

12020 - Dental Assistant		17.98
12025 - Dental Hygienist		44.75
12030 - EKG Technician		30.44
12035 - Electroneurodiagnostic Technologist		30.44
12040 - Emergency Medical Technician		21.63
12040 - Emergency Medical Technician 12071 - Licensed Practical Nurse I		
		19.07
12072 - Licensed Practical Nurse II		21.35
12073 - Licensed Practical Nurse III		24.13
12100 - Medical Assistant		16.36
12130 - Medical Laboratory Technician		18.08
12160 - Medical Record Clerk		18.80
12190 - Medical Record Technician		21.04
12195 - Medical Transcriptionist		20.12
12210 - Nuclear Medicine Technologist		37.60
12221 - Nursing Assistant I		11.74
12222 - Nursing Assistant II		13.19
12223 - Nursing Assistant III		14.40
12224 - Nursing Assistant IV		16.16
12235 - Optical Dispenser		20.17
12236 - Optical Technician		17.38
12250 - Pharmacy Technician		18.12
12280 - Phlebotomist		17.18
12305 - Radiologic Technologist		32.31
12311 - Registered Nurse I		27.64
12312 - Registered Nurse II		33.44
12312 - Registered Nurse II, Specialist		33.44
12314 - Registered Nurse III		40.13
12315 - Registered Nurse III, Anesthetist		40.13
12316 - Registered Nurse IV		48.10
12317 - Scheduler (Drug and Alcohol Testing)		23.90
12320 - Substance Abuse Treatment Counselor		27.04
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.37
13012 - Exhibits Specialist II		26.46
13013 - Exhibits Specialist III		32.37
13041 - Illustrator I		20.48
13042 - Illustrator II		25.38
13043 - Illustrator III		31.03
13047 - Librarian		36.09
13050 - Library Aide/Clerk		14.86
13054 - Library Information Technology Systems		32.58
Administrator		52.50
		20.00
13058 - Library Technician		20.09
13061 - Media Specialist I		20.60
13062 - Media Specialist II		23.05
13063 - Media Specialist III		25.70
13071 - Photographer I		16.65
13072 - Photographer II		18.90
13073 - Photographer III		23.67
13074 - Photographer IV		28.65
13075 - Photographer V		33.76
13090 - Technical Order Library Clerk		18.67
13110 - Video Teleconference Technician		21.25
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
		00 EN
14043 - Computer Operator III		23.60
14043 - Computer Operator III 14044 - Computer Operator IV		26.22
14043 - Computer Operator III 14044 - Computer Operator IV 14045 - Computer Operator V		26.22 29.05
14043 - Computer Operator III 14044 - Computer Operator IV	(see 1) (see 1)	26.22

14073	- Computer Programmer III	(see 1)	
	- Computer Programmer IV	(see 1)	
14101	- Computer Systems Analyst I	(see 1)	
14102	- Computer Systems Analyst II	(see 1)	
14103	- Computer Systems Analyst III	(see 1)	
14150	- Peripheral Equipment Operator		18.92
14160	- Personal Computer Support Technician		26.22
	- System Support Specialist		36.86
	Instructional Occupations		
	- Aircrew Training Devices Instructor (Non-Rated)		36.47
	- Aircrew Training Devices Instructor (Rated)		44.06
	- Air Crew Training Devices Instructor (Pilot)		52.81
	- Computer Based Training Specialist / Instructor		36.47
	- Educational Technologist		35.31
	- Flight Instructor (Pilot)		52.81
	- Graphic Artist		29.48
	- Maintenance Test Pilot, Fixed, Jet/Prop		48.72
	- Maintenance Test Pilot, Rotary Wing		48.72
	- Non-Maintenance Test/Co-Pilot		48.72 27.59
	- Technical Instructor - Technical Instructor/Course Developer		33.74
	- Test Proctor		22.22
	- Tutor		22.22
	Laundry, Dry-Cleaning, Pressing And Related Occup	ations	22.22
	- Assembler		10.37
	- Counter Attendant		10.37
	- Dry Cleaner		13.33
	- Finisher, Flatwork, Machine		10.37
	- Presser, Hand		10.37
16110	- Presser, Machine, Drycleaning		10.37
16130	- Presser, Machine, Shirts		10.37
16160	- Presser, Machine, Wearing Apparel, Laundry		10.37
	- Sewing Machine Operator		14.28
	- Tailor		15.13
	- Washer, Machine		11.37
	Machine Tool Operation And Repair Occupations		
	- Machine-Tool Operator (Tool Room)		23.25
	- Tool And Die Maker		25.72
	Materials Handling And Packing Occupations		10 00
	- Forklift Operator - Material Coordinator		18.02 24.23
	- Material Expediter		24.23
	- Material Handling Laborer		13.83
	- Order Filler		15.09
	- Production Line Worker (Food Processing)		18.02
	- Shipping Packer		16.20
	- Shipping/Receiving Clerk		16.20
	- Store Worker I		11.96
21150	- Stock Clerk		17.21
21210	- Tools And Parts Attendant		18.02
	- Warehouse Specialist		18.02
	Mechanics And Maintenance And Repair Occupations		
	- Aerospace Structural Welder		29.93
	- Aircraft Logs and Records Technician		21.74
	- Aircraft Mechanic I		28.41
	- Aircraft Mechanic II		29.93
	- Aircraft Mechanic III		31.38
	- Aircraft Mechanic Helper		19.29
	- Aircraft, Painter - Aircraft Servicer		27.20 21.74
	- Aircraft Survival Flight Equipment Technician		21.74
23070	miterate barvivar ringht byurphene rechnician		21.20

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23080 - Aircraft Worker
                                                                                23.11
 23091 - Aircrew Life Support Equipment (ALSE) Mechanic
                                                                                23.11
 Τ
 23092 - Aircrew Life Support Equipment (ALSE) Mechanic
                                                                                28.41
 II
                                                                                21.75
 23110 - Appliance Mechanic
                                                                                14.43
 23120 - Bicycle Repairer
                                                                                28.62
 23125 - Cable Splicer
 23130 - Carpenter, Maintenance
                                                                                21.66
 23140 - Carpet Layer
                                                                                20.49
                                                                                27.98
 23160 - Electrician, Maintenance
                                                                                27.43
 23181 - Electronics Technician Maintenance I
 23182 - Electronics Technician Maintenance II
                                                                                29.12
 23183 - Electronics Technician Maintenance III
                                                                                30.68
 23260 - Fabric Worker
                                                                                21.04
 23290 - Fire Alarm System Mechanic
                                                                                22.91
 23310 - Fire Extinguisher Repairer
                                                                                19.38
 23311 - Fuel Distribution System Mechanic
                                                                                25.09
 23312 - Fuel Distribution System Operator
                                                                                21.32
 23370 - General Maintenance Worker
                                                                                21.43
 23380 - Ground Support Equipment Mechanic
                                                                                28.41
 23381 - Ground Support Equipment Servicer
                                                                                21.74
 23382 - Ground Support Equipment Worker
                                                                                23.11
 23391 - Gunsmith I
                                                                                19.38
 23392 - Gunsmith II
                                                                                22.54
 23393 - Gunsmith III
                                                                                25.20
 23410 - Heating, Ventilation And Air-Conditioning
                                                                                26.28
 Mechanic
 23411 - Heating, Ventilation And Air Contditioning
                                                                                27.69
 Mechanic (Research Facility)
                                                                                24.16
 23430 - Heavy Equipment Mechanic
                                                                                22.91
 23440 - Heavy Equipment Operator
 23460 - Instrument Mechanic
                                                                                24.85
 23465 - Laboratory/Shelter Mechanic
                                                                                23.93
 23470 - Laborer
                                                                                14.98
 23510 - Locksmith
                                                                                23.21
 23530 - Machinery Maintenance Mechanic
                                                                                25.43
 23550 - Machinist, Maintenance
                                                                                24.69
                                                                                18.27
 23580 - Maintenance Trades Helper
 23591 - Metrology Technician I
                                                                                24.85
 23592 - Metrology Technician II
                                                                                26.18
                                                                                27.46
 23593 - Metrology Technician III
 23640 - Millwright
                                                                                28.19
 23710 - Office Appliance Repairer
                                                                                22.96
 23760 - Painter, Maintenance
                                                                                21.75
 23790 - Pipefitter, Maintenance
                                                                                25.89
                                                                                24.52
 23810 - Plumber, Maintenance
 23820 - Pneudraulic Systems Mechanic
                                                                                25.20
 23850 - Rigger
                                                                                25.20
 23870 - Scale Mechanic
                                                                                22.54
 23890 - Sheet-Metal Worker, Maintenance
                                                                                22.91
 23910 - Small Engine Mechanic
                                                                                20.49
 23931 - Telecommunications Mechanic I
                                                                                29.95
 23932 - Telecommunications Mechanic II
                                                                                31.55
 23950 - Telephone Lineman
                                                                                30.15
 23960 - Welder, Combination, Maintenance
                                                                                22.91
                                                                                22.91
 23965 - Well Driller
 23970 - Woodcraft Worker
                                                                                25.20
 23980 - Woodworker
                                                                                19.38
24000 - Personal Needs Occupations
                                                                                17.64
 24550 - Case Manager
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24570	- Child Care Attendant		12.79
	- Child Care Center Clerk		17.77
	- Chore Aide		10.86
	- Family Readiness And Support Services		17.64
Coord			
24630	- Homemaker		18.43
25000 -	Plant And System Operations Occupations		
	- Boiler Tender		30.03
	- Sewage Plant Operator		22.92
	- Stationary Engineer		30.03
	- Ventilation Equipment Tender		21.44
	- Water Treatment Plant Operator		22.92
	Protective Service Occupations		01 01
	- Alarm Monitor		21.91
	- Baggage Inspector		13.98
	- Corrections Officer		25.08
	- Court Security Officer		26.37 20.57
	- Detection Dog Handler - Detention Officer		20.37
	- Firefighter		26.52
	- Guard I		13.98
	- Guard II		20.57
	- Police Officer I		28.19
	- Police Officer II		31.32
	Recreation Occupations		
	- Carnival Equipment Operator		13.59
	- Carnival Equipment Repairer		14.63
	- Carnival Worker		9.24
28210	- Gate Attendant/Gate Tender		14.31
28310	- Lifeguard		11.59
28350	- Park Attendant (Aide)		16.02
	- Recreation Aide/Health Facility Attendant		11.68
	- Recreation Specialist		19.84
	- Sports Official		12.75
	- Swimming Pool Operator		18.21
	Stevedoring/Longshoremen Occupational Services		
	- Blocker And Bracer		25.44
	- Hatch Tender		25.44
	- Line Handler		25.44 23.44
	- Stevedore I - Stevedore II		25.44 26.66
	Technical Occupations		20.00
		(see 2)	39.92
	- Air Traffic Control Specialist, Station (HFO)		27.38
	- Air Traffic Control Specialist, Terminal (HFO)		30.16
	- Archeological Technician I	()	20.19
	- Archeological Technician II		22.60
	- Archeological Technician III		27.98
	- Cartographic Technician		27.98
30040	- Civil Engineering Technician		26.41
30051	- Cryogenic Technician I		24.48
	- Cryogenic Technician II		27.04
	- Drafter/CAD Operator I		20.19
	- Drafter/CAD Operator II		22.60
	- Drafter/CAD Operator III		25.19
	- Drafter/CAD Operator IV		31.00
	- Engineering Technician I		22.92
	- Engineering Technician II		25.72
	- Engineering Technician III - Engineering Technician IV		28.79 35.64
	- Engineering Technician IV - Engineering Technician V		35.64 43.61
50005	Digeneering recimiteran v		10.01

	- Engineering Technician VI		52.76
	- Environmental Technician		27.41
	- Evidence Control Specialist		22.10
	- Laboratory Technician		23.38
	- Latent Fingerprint Technician I		31.51
	- Latent Fingerprint Technician II		34.81
	- Mathematical Technician		28.94
	- Paralegal/Legal Assistant I		21.36
	- Paralegal/Legal Assistant II		26.47
	- Paralegal/Legal Assistant III		32.36
	- Paralegal/Legal Assistant IV		39.16
	- Petroleum Supply Specialist		27.04
	- Photo-Optics Technician		27.98
	- Radiation Control Technician		27.04
	- Technical Writer I		24.12
	- Technical Writer II		29.52
	- Technical Writer III		35.72
	- Unexploded Ordnance (UXO) Technician I		25.24
	- Unexploded Ordnance (UXO) Technician II		30.53
	- Unexploded Ordnance (UXO) Technician III		36.60
	- Unexploded (UXO) Safety Escort		25.24
	- Unexploded (UXO) Sweep Personnel		25.24
	- Weather Forecaster I		24.48
	- Weather Forecaster II		29.77
	- Weather Observer, Combined Upper Air Or	(see 2,3)	25.19
	ce Programs	(	07.00
	- Weather Observer, Senior	(see 2,3)	27.98
	Transportation/Mobile Equipment Operation Occ - Airplane Pilot	upations	30.53
	- Bus Aide		14.32
	- Bus Driver		20.85
	- Bus Driver - Driver Courier		15.38
	- Parking and Lot Attendant		10.07
	- Shuttle Bus Driver		16.83
	- Taxi Driver		13.98
	- Truckdriver, Light		16.83
	- Truckdriver, Medium		18.28
	- Truckdriver, Heavy		19.96
	- Truckdriver, Tractor-Trailer		19.96
	Miscellaneous Occupations		19.90
	- Cabin Safety Specialist		14.89
	- Cashier		10.03
	- Desk Clerk		12.08
	- Embalmer		25.36
	- Flight Follower		25.24
	- Laboratory Animal Caretaker I		12.43
	- Laboratory Animal Caretaker II		13.59
	- Marketing Analyst		33.51
	- Mortician		34.10
	- Pest Controller		17.69
	- Photofinishing Worker		13.20
99710	- Recycling Laborer		19.20
	- Recycling Specialist		23.54
	- Refuse Collector		17.01
	- Sales Clerk		12.09
	- School Crossing Guard		14.77
99830	- Survey Party Chief		23.14
	- Surveying Aide		14.38
	- Surveying Technician		21.99
	- Vending Machine Attendant		15.48
99841	- Vending Machine Repairer		19.67

#### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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

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

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

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

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

#### \*\* HAZARDOUS PAY DIFFERENTIAL \*\*

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

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

\*\* UNIFORM ALLOWANCE \*\*

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

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

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

\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\*

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\*

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

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

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

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

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

\*\*\*\*\*\*\*\*\*\*\*\* THIS WAGE DETERMINATION WAS REPLACED 04/19/2016 \* \* \* \* \* \* \* \* \* \* \* \* \* WD 15-4281 (Rev.-2) was first posted on www.wdol.gov on 01/05/2016 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor | WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 | Wage Determination No.: 2015-4281 Daniel W. Simms Division of Revision No.: 2 Director Wage Determinations Date Of Revision: 12/29/2015 Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts. States: District of Columbia, Maryland, Virginia Area: District of Columbia Statewide Maryland Counties of Calvert, Charles, Prince George's Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, Loudoun, Prince William, Stafford \*\*Fringe Benefits Required Follow the Occupational Listing\*\* OCCUPATION CODE - TITLE FOOTNOTE RATE 01000 - Administrative Support And Clerical Occupations 01011 - Accounting Clerk I 16.59 01012 - Accounting Clerk II 18.61 01013 - Accounting Clerk III 22.30

orors meedunering ererk rir		22.00
01020 – Administrative Assistant		31.41
01035 - Court Reporter		21.84
01041 - Customer Service Representativ	ve I	14.40
01042 - Customer Service Representativ	ve II	16.18
01043 - Customer Service Representativ	ve III	17.66
01051 - Data Entry Operator I		14.71
01052 - Data Entry Operator II		16.05
01060 - Dispatcher, Motor Vehicle		18.42
01070 - Document Preparation Clerk		14.70
01090 - Duplicating Machine Operator		14.70
01111 - General Clerk I		14.88
01112 - General Clerk II		16.24
01113 - General Clerk III		18.74
01120 - Housing Referral Assistant		25.29
01141 - Messenger Courier		14.98
01191 - Order Clerk I		15.12
01192 - Order Clerk II		16.50
01261 - Personnel Assistant (Employmer	nt) I	18.15
01262 - Personnel Assistant (Employmer	nt) II	20.32
01263 - Personnel Assistant (Employmer	nt) III	22.65
01270 - Production Control Clerk		24.23
01290 - Rental Clerk		16.55

01311 01312 01313 01320 01410 01420 01460 01531 01532 01533	<ul> <li>Scheduler, Maintenance</li> <li>Secretary I</li> <li>Secretary III</li> <li>Secretary III</li> <li>Service Order Dispatcher</li> <li>Supply Technician</li> <li>Survey Worker</li> <li>Switchboard Operator/Receptionist</li> <li>Travel Clerk I</li> <li>Travel Clerk III</li> <li>Travel Clerk III</li> <li>Word Processor I</li> </ul>	18.07 18.07 20.18 25.29 16.98 31.41 20.03 14.43 13.46 14.46 15.53 15.63
01612 01613	- Word Processor II - Word Processor III	17.67 19.95
05005 05010 05070 05110 05130 05160 05190 05220 05250 05280 05280 05310 05340 05370 05400	<pre>Automotive Service Occupations - Automobile Body Repairer, Fiberglass - Automotive Electrician - Automotive Glass Installer - Automotive Worker - Mobile Equipment Servicer - Motor Equipment Metal Mechanic - Motor Equipment Metal Worker - Motor Vehicle Mechanic Helper - Motor Vehicle Mechanic Helper - Motor Vehicle Upholstery Worker - Motor Vehicle Wrecker - Painter, Automotive - Radiator Repair Specialist - Tire Repairer - Transmission Repair Specialist Food Preparation And Service Occupations</pre>	27.70 23.51 22.15 22.15 19.04 24.78 22.15 24.78 18.49 21.63 22.15 23.51 22.15 14.44 24.78
07041 07042 07070 07130 07210 07260	<ul> <li>Baker</li> <li>Cook I</li> <li>Cook II</li> <li>Dishwasher</li> <li>Food Service Worker</li> <li>Meat Cutter</li> <li>Waiter/Waitress</li> <li>Furniture Maintenance And Repair Occupations</li> </ul>	14.14 13.81 16.06 10.11 10.66 19.19 9.70
09010 09040 09080 09090 09110 09130	<ul> <li>Electrostatic Spray Painter</li> <li>Furniture Handler</li> <li>Furniture Refinisher</li> <li>Furniture Refinisher Helper</li> <li>Furniture Repairer, Minor</li> <li>Upholsterer</li> <li>General Services And Support Occupations</li> </ul>	19.86 14.06 20.23 15.52 17.94 19.86
11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360	<ul> <li>Cleaner, Vehicles</li> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> </ul>	10.54 11.59 17.52 12.23 12.23 13.07 11.40 11.58 16.04 13.07 13.80
12010 12011	- Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant	21.63 21.35 25.42

12015	- Certified Physical Therapist Assistant		23.57
12020	- Dental Assistant		17.98
12025	- Dental Hygienist		44.75
12030	- EKG Technician		30.44
12035	- Electroneurodiagnostic Technologist		30.44
12040	- Emergency Medical Technician		21.63
12071	- Licensed Practical Nurse I		19.07
12072	- Licensed Practical Nurse II		21.35
12073	- Licensed Practical Nurse III		24.13
12100	- Medical Assistant		16.36
	- Medical Laboratory Technician		18.08
	- Medical Record Clerk		18.80
	- Medical Record Technician		21.04
	- Medical Transcriptionist		20.12
	- Nuclear Medicine Technologist		37.60
	- Nursing Assistant I		11.74
			13.19
	- Nursing Assistant II		
	- Nursing Assistant III		14.40
	- Nursing Assistant IV		16.16
	- Optical Dispenser		20.17
	- Optical Technician		17.38
	- Pharmacy Technician		18.12
	- Phlebotomist		17.18
	- Radiologic Technologist		32.31
12311	- Registered Nurse I		27.64
12312	- Registered Nurse II		33.44
12313	- Registered Nurse II, Specialist		33.44
12314	- Registered Nurse III		40.13
12315	- Registered Nurse III, Anesthetist		40.13
	- Registered Nurse IV		48.10
	- Scheduler (Drug and Alcohol Testing)		23.90
	- Substance Abuse Treatment Counselor		27.04
	Information And Arts Occupations		
	- Exhibits Specialist I		21.37
	- Exhibits Specialist II		26.46
	- Exhibits Specialist III		32.37
	- Illustrator I		20.48
	- Illustrator II		25.38
	- Illustrator III		31.03
	- Librarian		36.09
	- Library Aide/Clerk		14.86
	- Library Information Technology Systems		32.58
	istrator		
	- Library Technician		20.09
13061	- Media Specialist I		20.60
13062	- Media Specialist II		23.05
13063	- Media Specialist III		25.70
13071	- Photographer I		16.65
	- Photographer II		18.90
	- Photographer III		23.67
	- Photographer IV		28.65
	- Photographer V		33.76
	- Technical Order Library Clerk		18.67
	- Video Teleconference Technician		21.25
	Information Technology Occupations		21.23
			10 00
	- Computer Operator I		18.92
	- Computer Operator II		21.18
	- Computer Operator III		23.60
	- Computer Operator IV		26.22
	- Computer Operator V		29.05
14071	- Computer Programmer I	(see 1)	26.36

	1 5	(see 1)	
	1 5	(see 1)	
	1 9	(see 1)	
		(see 1)	
		(see 1)	
		(see 1)	
	- Peripheral Equipment Operator		18.92
	- Personal Computer Support Technician		26.22
	- System Support Specialist		36.86
	Instructional Occupations		
	- Aircrew Training Devices Instructor (Non-Rated)		36.47
	- Aircrew Training Devices Instructor (Rated)		44.06
	- Air Crew Training Devices Instructor (Pilot)		52.81
	- Computer Based Training Specialist / Instructor		36.47
	- Educational Technologist		35.31
	- Flight Instructor (Pilot)		52.81
	- Graphic Artist		29.48
	- Maintenance Test Pilot, Fixed, Jet/Prop		48.72
	- Maintenance Test Pilot, Rotary Wing		48.72 48.72
	- Non-Maintenance Test/Co-Pilot		
	- Technical Instructor - Technical Instructor/Course Developer		27.59 33.74
	- Test Proctor		22.22
	- Tutor		22.22
	Laundry, Dry-Cleaning, Pressing And Related Occup	ationa	22.22
	- Assembler	actons	10.37
	- Counter Attendant		10.37
	- Dry Cleaner		13.33
	- Finisher, Flatwork, Machine		10.37
	- Presser, Hand		10.37
	- Presser, Machine, Drycleaning		10.37
	- Presser, Machine, Shirts		10.37
	- Presser, Machine, Wearing Apparel, Laundry		10.37
	- Sewing Machine Operator		14.28
	- Tailor		15.13
16250	- Washer, Machine		11.37
19000 -	Machine Tool Operation And Repair Occupations		
	- Machine-Tool Operator (Tool Room)		23.25
	- Tool And Die Maker		25.72
	Materials Handling And Packing Occupations		
	- Forklift Operator		18.02
	- Material Coordinator		24.23
	- Material Expediter		24.23
	- Material Handling Laborer		13.83
	- Order Filler		15.09
	- Production Line Worker (Food Processing)		18.02 16.20
	<ul><li>Shipping Packer</li><li>Shipping/Receiving Clerk</li></ul>		16.20
	- Shipping/Receiving Clerk - Store Worker I		10.20
	- Stock Clerk		17.21
	- Tools And Parts Attendant		18.02
	- Warehouse Specialist		18.02
	Mechanics And Maintenance And Repair Occupations		10.02
	- Aerospace Structural Welder		29.93
	- Aircraft Logs and Records Technician		21.74
	- Aircraft Mechanic I		28.41
	- Aircraft Mechanic II		29.93
	- Aircraft Mechanic III		31.38
23040	- Aircraft Mechanic Helper		19.29
	- Aircraft, Painter		27.20
23060	- Aircraft Servicer		21.74

23070 - Aircraft Survival Flight Equipment Technician 23080 - Aircraft Worker	27.20 23.11
23091 - Aircrew Life Support Equipment (ALSE) Mechanic	23.11
I 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.41
23110 - Appliance Mechanic	21.75
23120 - Bicycle Repairer	14.43
23125 - Cable Splicer	28.62
23130 - Carpenter, Maintenance	21.66
23140 - Carpet Layer	20.49
23160 - Electrician, Maintenance	27.98
23181 - Electronics Technician Maintenance I	27.43
23182 - Electronics Technician Maintenance II	29.12
23183 - Electronics Technician Maintenance III	30.68
23260 - Fabric Worker	21.04
23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer	22.91 19.38
23310 - File Extinguisher Repairer 23311 - Fuel Distribution System Mechanic	25.09
23312 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator	21.32
23370 - General Maintenance Worker	21.32
23380 - Ground Support Equipment Mechanic	28.41
23381 - Ground Support Equipment Servicer	21.74
23382 - Ground Support Equipment Worker	23.11
23391 - Gunsmith I	19.38
23392 - Gunsmith II	22.54
23393 - Gunsmith III	25.20
23410 - Heating, Ventilation And Air-Conditioning	26.28
Mechanic	
23411 - Heating, Ventilation And Air Contditioning	27.69
Mechanic (Research Facility)	
	04.16
23430 - Heavy Equipment Mechanic	24.16
23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator	22.91
23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 23460 - Instrument Mechanic	22.91 24.85
23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic	22.91 24.85 23.93
23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer	22.91 24.85 23.93 14.98
23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith	22.91 24.85 23.93 14.98 23.21
23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer	22.91 24.85 23.93 14.98
<pre>23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance</pre>	22.91 24.85 23.93 14.98 23.21 25.43
<ul> <li>23430 - Heavy Equipment Mechanic</li> <li>23440 - Heavy Equipment Operator</li> <li>23460 - Instrument Mechanic</li> <li>23465 - Laboratory/Shelter Mechanic</li> <li>23470 - Laborer</li> <li>23510 - Locksmith</li> <li>23530 - Machinery Maintenance Mechanic</li> </ul>	22.91 24.85 23.93 14.98 23.21 25.43 24.69
<pre>23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II</pre>	22.91 24.85 23.93 14.98 23.21 25.43 24.69 18.27 24.85 26.18
<pre>23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III</pre>	22.91 24.85 23.93 14.98 23.21 25.43 24.69 18.27 24.85 26.18 27.46
<pre>23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright</pre>	22.91 24.85 23.93 14.98 23.21 25.43 24.69 18.27 24.85 26.18 27.46 28.19
<pre>23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer</pre>	22.91 24.85 23.93 14.98 23.21 25.43 24.69 18.27 24.85 26.18 27.46 28.19 22.96
<pre>23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance</pre>	22.91 24.85 23.93 14.98 23.21 25.43 24.69 18.27 24.85 26.18 27.46 28.19 22.96 21.75
<pre>23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance</pre>	22.91 24.85 23.93 14.98 23.21 25.43 24.69 18.27 24.85 26.18 27.46 28.19 22.96 21.75 25.89
<pre>23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23810 - Plumber, Maintenance</pre>	22.91 24.85 23.93 14.98 23.21 25.43 24.69 18.27 24.85 26.18 27.46 28.19 22.96 21.75 25.89 24.52
<pre>23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic</pre>	22.91 24.85 23.93 14.98 23.21 25.43 24.69 18.27 24.85 26.18 27.46 28.19 22.96 21.75 25.89 24.52 25.20
<pre>23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23810 - Plumber, Maintenance</pre>	22.91 24.85 23.93 14.98 23.21 25.43 24.69 18.27 24.85 26.18 27.46 28.19 22.96 21.75 25.89 24.52
<pre>23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic</pre>	22.91 24.85 23.93 14.98 23.21 25.43 24.69 18.27 24.85 26.18 27.46 28.19 22.96 21.75 25.89 24.52 25.20 25.20
<pre>23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger</pre>	22.91 24.85 23.93 14.98 23.21 25.43 24.69 18.27 24.85 26.18 27.46 28.19 22.96 21.75 25.89 24.52 25.20 25.20 22.54
<pre>23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance</pre>	22.91 24.85 23.93 14.98 23.21 25.43 24.69 18.27 24.85 26.18 27.46 28.19 22.96 21.75 25.89 24.52 25.20 25.20 22.54 22.91
<pre>23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23700 - Painter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic I 23932 - Telecommunications Mechanic II</pre>	22.91 24.85 23.93 14.98 23.21 25.43 24.69 18.27 24.85 26.18 27.46 28.19 22.96 21.75 25.89 24.52 25.20 25.20 25.20 22.54 22.91 20.49 29.95 31.55
<pre>23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23700 - Painter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic I 23950 - Telephone Lineman</pre>	22.91 24.85 23.93 14.98 23.21 25.43 24.69 18.27 24.85 26.18 27.46 28.19 22.96 21.75 25.89 24.52 25.20 25.20 25.20 22.54 22.91 20.49 29.95 31.55 30.15
<pre>23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinery Maintenance Mechanic 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician II 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23910 - Small Engine Mechanic I 23931 - Telecommunications Mechanic I 23950 - Telephone Lineman 23960 - Welder, Combination, Maintenance</pre>	22.91 24.85 23.93 14.98 23.21 25.43 24.69 18.27 24.85 26.18 27.46 28.19 22.96 21.75 25.89 24.52 25.20 25.20 25.20 25.20 22.54 22.91 20.49 29.95 31.55 30.15 22.91
<pre>23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinery Maintenance Mechanic 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic I 23932 - Telecommunications Mechanic II 23932 - Telephone Lineman 23960 - Welder, Combination, Maintenance 23965 - Well Driller</pre>	$\begin{array}{c} 22.91\\ 24.85\\ 23.93\\ 14.98\\ 23.21\\ 25.43\\ 24.69\\ 18.27\\ 24.85\\ 26.18\\ 27.46\\ 28.19\\ 22.96\\ 21.75\\ 25.89\\ 24.52\\ 25.20\\ 25.20\\ 25.20\\ 25.20\\ 25.20\\ 25.20\\ 25.20\\ 25.20\\ 25.20\\ 25.20\\ 25.20\\ 31.55\\ 30.15\\ 22.91\\ 22.91\\ 22.91\end{array}$
<pre>23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 2390 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic I 23932 - Telecommunications Mechanic II 23932 - Telecommunications Mechanic II 23950 - Telephone Lineman 23960 - Welder, Combination, Maintenance 23970 - Woodcraft Worker</pre>	$\begin{array}{c} 22.91\\ 24.85\\ 23.93\\ 14.98\\ 23.21\\ 25.43\\ 24.69\\ 18.27\\ 24.85\\ 26.18\\ 27.46\\ 28.19\\ 22.96\\ 21.75\\ 25.89\\ 24.52\\ 25.20\\ 25.20\\ 25.20\\ 25.20\\ 22.54\\ 22.91\\ 20.49\\ 29.95\\ 31.55\\ 30.15\\ 22.91\\ 22.91\\ 25.20\end{array}$
<pre>23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinery Maintenance Mechanic 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic I 23932 - Telecommunications Mechanic II 23932 - Telephone Lineman 23960 - Welder, Combination, Maintenance 23965 - Well Driller</pre>	$\begin{array}{c} 22.91\\ 24.85\\ 23.93\\ 14.98\\ 23.21\\ 25.43\\ 24.69\\ 18.27\\ 24.85\\ 26.18\\ 27.46\\ 28.19\\ 22.96\\ 21.75\\ 25.89\\ 24.52\\ 25.20\\ 25.20\\ 25.20\\ 25.20\\ 25.20\\ 25.20\\ 25.20\\ 25.20\\ 25.20\\ 25.20\\ 25.20\\ 31.55\\ 30.15\\ 22.91\\ 22.91\\ 22.91\end{array}$

24550	- Case Manager		17.64
	- Child Care Attendant		12.79
24580	- Child Care Center Clerk		17.77
24610	- Chore Aide		10.86
24620	- Family Readiness And Support Services		17.64
Coord			
24630	- Homemaker		18.43
25000 -	Plant And System Operations Occupations		
	- Boiler Tender		30.03
	- Sewage Plant Operator		22.92
	- Stationary Engineer		30.03
	- Ventilation Equipment Tender		21.44
	- Water Treatment Plant Operator		22.92
	Protective Service Occupations		22.92
	- Alarm Monitor		21.91
	- Baggage Inspector		13.98
	- Corrections Officer		25.08
	- Court Security Officer		26.37
	- Detection Dog Handler		20.57
	- Detection Dog Handler - Detention Officer		
			25.08 26.52
	- Firefighter - Guard I		
			13.98
	- Guard II		20.57
	- Police Officer I		28.19
	- Police Officer II		31.32
	Recreation Occupations		10 50
	- Carnival Equipment Operator		13.59
	- Carnival Equipment Repairer		14.63
	- Carnival Worker		9.24
	- Gate Attendant/Gate Tender		14.31
	- Lifeguard		11.59
	- Park Attendant (Aide)		16.02
	- Recreation Aide/Health Facility Attendant		11.68
	- Recreation Specialist		19.84
	- Sports Official		12.75
28690	- Swimming Pool Operator		18.21
29000 -	Stevedoring/Longshoremen Occupational Services		
29010	- Blocker And Bracer		25.44
29020	- Hatch Tender		25.44
29030	- Line Handler		25.44
29041	- Stevedore I		23.44
29042	- Stevedore II		26.66
30000 -	Technical Occupations		
30010	- Air Traffic Control Specialist, Center (HFO)	(see 2)	39.92
	- Air Traffic Control Specialist, Station (HFO)	(see 2)	27.38
	- Air Traffic Control Specialist, Terminal (HFO)		30.16
	- Archeological Technician I		20.19
	- Archeological Technician II		22.60
	- Archeological Technician III		27.98
	- Cartographic Technician		27.98
	- Civil Engineering Technician		26.41
	- Cryogenic Technician I		24.48
	- Cryogenic Technician II		27.04
	- Drafter/CAD Operator I		20.19
	- Drafter/CAD Operator II		22.60
	- Drafter/CAD Operator III		25.19
	- Drafter/CAD Operator IV		31.00
	- Engineering Technician I		22.92
	- Engineering Technician II		22.92
	- Engineering Technician III		28.79
	- Engineering Technician IV		35.64
50004	DUATUGETTUA TECHNITCIAN IA		55.04

30085 - Engineering Technician V		43.61
30086 - Engineering Technician VI		52.76
30090 - Environmental Technician		27.41
30095 - Evidence Control Specialist		22.10
30210 - Laboratory Technician		23.38
30221 - Latent Fingerprint Technician I		31.51
30222 - Latent Fingerprint Technician II		34.81
30240 - Mathematical Technician		28.94
30361 - Paralegal/Legal Assistant I		21.36
30362 - Paralegal/Legal Assistant II		26.47
30363 - Paralegal/Legal Assistant III		32.36
30364 - Paralegal/Legal Assistant IV		39.16
30375 - Petroleum Supply Specialist		27.04
30390 - Photo-Optics Technician		27.98
30395 - Radiation Control Technician		27.04
30461 - Technical Writer I		24.12
30462 - Technical Writer II		29.52
30463 - Technical Writer III		35.72
30405 - Technical Wilter III 30491 - Unexploded Ordnance (UXO) Technician I		25.24
		30.53
30492 - Unexploded Ordnance (UXO) Technician II		
30493 - Unexploded Ordnance (UXO) Technician III		36.60
30494 - Unexploded (UXO) Safety Escort		25.24
30495 - Unexploded (UXO) Sweep Personnel		25.24
30501 - Weather Forecaster I		24.48
30502 - Weather Forecaster II		29.77
30620 - Weather Observer, Combined Upper Air Or	(see 2,3)	25.19
Surface Programs		
30621 - Weather Observer, Senior	(see 2,3)	27.98
31000 - Transportation/Mobile Equipment Operation Oc	cupations	
31010 - Airplane Pilot		30.53
31020 - Bus Aide		14.32
31030 - Bus Driver		20.85
31043 - Driver Courier		15.38
31260 - Parking and Lot Attendant		10.07
31290 - Shuttle Bus Driver		16.83
31310 - Taxi Driver		13.98
31361 - Truckdriver, Light		16.83
31362 - Truckdriver, Medium		18.28
31363 - Truckdriver, Heavy		19.96
31364 - Truckdriver, Tractor-Trailer		19.96
99000 - Miscellaneous Occupations		10.00
99020 - Cabin Safety Specialist		14.89
99030 - Cashier		10.03
99050 - Cashiel 99050 - Desk Clerk		12.08
99095 - Embalmer		25.36
99130 - Flight Follower		25.24
99251 - Laboratory Animal Caretaker I		12.43
99252 - Laboratory Animal Caretaker II		13.59
99260 - Marketing Analyst		33.51
99310 - Mortician		34.10
99410 - Pest Controller		17.69
99510 - Photofinishing Worker		13.20
99710 - Recycling Laborer		19.20
99711 - Recycling Specialist		23.54
99730 - Refuse Collector		17.01
99810 - Sales Clerk		12.09
99820 - School Crossing Guard		14.77
99830 - Survey Party Chief		23.14
99831 - Surveying Aide		14.38
99832 - Surveying Technician		21.99
99840 - Vending Machine Attendant		15.48
		20.10

99841 - Vending Machine Repairer 99842 - Vending Machine Repairer Helper 19.67 15.48

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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

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

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

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

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

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

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

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

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

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

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

# \*\* HAZARDOUS PAY DIFFERENTIAL \*\*

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

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

\*\* UNIFORM ALLOWANCE \*\*

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

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

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

\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\*

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\*

## Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

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

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

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

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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

<pre>**Fringe Benefits Required Follow the Occupational Listing** OCCUPATION CODE - TITLE FOOTNOTE 01000 - Administrative Support And Clerical Occupations 01011 - Accounting Clerk I 01012 - Accounting Clerk II 01013 - Accounting Clerk III 01020 - Administrative Assistant 01040 - Court Reporter 01051 - Data Entry Operator I 01052 - Data Entry Operator II 01060 - Dispatcher, Motor Vehicle</pre>	RATE 14.98 16.82 18.82
<pre>01000 - Administrative Support And Clerical Occupations 01011 - Accounting Clerk I 01012 - Accounting Clerk II 01013 - Accounting Clerk III 01020 - Administrative Assistant 01040 - Court Reporter 01051 - Data Entry Operator I 01052 - Data Entry Operator II 01060 - Dispatcher, Motor Vehicle</pre>	14.98 16.82 18.82
01011 - Accounting Clerk I 01012 - Accounting Clerk II 01013 - Accounting Clerk III 01020 - Administrative Assistant 01040 - Court Reporter 01051 - Data Entry Operator I 01052 - Data Entry Operator II 01060 - Dispatcher, Motor Vehicle	16.82 18.82
01012 - Accounting Clerk II 01013 - Accounting Clerk III 01020 - Administrative Assistant 01040 - Court Reporter 01051 - Data Entry Operator I 01052 - Data Entry Operator II 01060 - Dispatcher, Motor Vehicle	16.82 18.82
01013 - Accounting Clerk III 01020 - Administrative Assistant 01040 - Court Reporter 01051 - Data Entry Operator I 01052 - Data Entry Operator II 01060 - Dispatcher, Motor Vehicle	18.82
01020 - Administrative Assistant 01040 - Court Reporter 01051 - Data Entry Operator I 01052 - Data Entry Operator II 01060 - Dispatcher, Motor Vehicle	
01040 - Court Reporter 01051 - Data Entry Operator I 01052 - Data Entry Operator II 01060 - Dispatcher, Motor Vehicle	
01051 - Data Entry Operator I 01052 - Data Entry Operator II 01060 - Dispatcher, Motor Vehicle	25.91
01052 - Data Entry Operator II 01060 - Dispatcher, Motor Vehicle	21.79
01060 - Dispatcher, Motor Vehicle	13.24
	14.45
	15.96
01070 - Document Preparation Clerk	13.41
01090 - Duplicating Machine Operator	13.41
01111 - General Clerk I	11.88
01112 - General Clerk II	13.27
01113 - General Clerk III	14.90
01120 - Housing Referral Assistant	20.69
01141 - Messenger Courier	12.55
01191 - Order Clerk I	13.52
01192 - Order Clerk II	15.24
01261 - Personnel Assistant (Employment) I	15.43
01262 - Personnel Assistant (Employment) II	17.27
01263 - Personnel Assistant (Employment) III	19.25
01270 - Production Control Clerk	19.10
01280 - Receptionist	12.02
01290 - Rental Clerk	14.75
01300 - Scheduler, Maintenance	16.59
01311 - Secretary I	16.59
01312 - Secretary II	18.57
01313 - Secretary III	20.69
01320 - Service Order Dispatcher	15.10
01410 - Supply Technician	25.91
01420 - Survey Worker	17.79
01531 - Travel Clerk I	13.71
01532 - Travel Clerk II	14.81
01533 - Travel Clerk III	15.83
01611 - Word Processor I	14.29
01612 - Word Processor II	16.04
01613 - Word Processor III	17.95
05000 - Automotive Service Occupations	

	5 - Automobile Body Repairer, Fiberglass ) - Automotive Electrician	25.76 23.79
	) - Automotive Glass Installer	21.96
	) - Automotive Worker	21.90
	) - Mobile Equipment Servicer	20.23
	) - Motor Equipment Metal Mechanic	20.23
	) - Motor Equipment Metal Worker	21.96
	) - Motor Vehicle Mechanic	25.76
	) - Motor Vehicle Mechanic Helper	19.40
	) - Motor Vehicle Upholstery Worker	20.83
	) - Motor Vehicle Wrecker	21.96
	) - Painter, Automotive	23.79
	) - Radiator Repair Specialist	22.88
	) - Tire Repairer	14.40
	) - Transmission Repair Specialist	25.76
	- Food Preparation And Service Occupations	20.70
	) - Baker	10.06
	- Cook I	9.52
	2 - Cook II	10.88
	) - Dishwasher	8.11
	) - Food Service Worker	9.12
	) - Meat Cutter	12.91
	) - Waiter/Waitress	8.19
	- Furniture Maintenance And Repair Occupations	0.19
	) - Electrostatic Spray Painter	18.32
	) - Furniture Handler	11.95
	) - Furniture Refinisher	17.70
	) - Furniture Refinisher Helper	14.58
	) - Furniture Repairer, Minor	16.82
	) - Upholsterer	18.32
	- General Services And Support Occupations	10.52
11030	) - Cleaner Vehicles	9 90
	) - Cleaner, Vehicles	9.90
11060	) - Elevator Operator	8.82
11060 11090	) - Elevator Operator ) - Gardener	8.82 14.52
11060 11090 11122	) - Elevator Operator ) - Gardener 2 - Housekeeping Aide	8.82 14.52 8.84
11060 11090 11122 11150	) - Elevator Operator ) - Gardener 2 - Housekeeping Aide ) - Janitor	8.82 14.52 8.84 8.84
11060 11090 11122 11150 11210	) - Elevator Operator ) - Gardener 2 - Housekeeping Aide ) - Janitor ) - Laborer, Grounds Maintenance	8.82 14.52 8.84 8.84 10.93
11060 11090 11122 11150 11210 11240	) - Elevator Operator ) - Gardener 2 - Housekeeping Aide ) - Janitor ) - Laborer, Grounds Maintenance ) - Maid or Houseman	8.82 14.52 8.84 8.84 10.93 7.96
11060 11090 11122 11150 11210 11240 11260	) - Elevator Operator ) - Gardener 2 - Housekeeping Aide ) - Janitor ) - Laborer, Grounds Maintenance ) - Maid or Houseman ) - Pruner	8.82 14.52 8.84 8.84 10.93 7.96 9.25
11060 11090 11122 11150 11210 11240 11260 11270	<ul> <li>) - Elevator Operator</li> <li>) - Gardener</li> <li>2 - Housekeeping Aide</li> <li>) - Janitor</li> <li>) - Laborer, Grounds Maintenance</li> <li>) - Maid or Houseman</li> <li>) - Pruner</li> <li>) - Tractor Operator</li> </ul>	8.82 14.52 8.84 8.84 10.93 7.96 9.25 12.82
11060 11090 11122 11150 11210 11240 11260 11270 11330	<ul> <li>) - Elevator Operator</li> <li>) - Gardener</li> <li>2 - Housekeeping Aide</li> <li>) - Janitor</li> <li>) - Laborer, Grounds Maintenance</li> <li>) - Maid or Houseman</li> <li>) - Pruner</li> <li>) - Tractor Operator</li> <li>) - Trail Maintenance Worker</li> </ul>	8.82 14.52 8.84 8.84 10.93 7.96 9.25 12.82 10.93
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360	<ul> <li>) - Elevator Operator</li> <li>) - Gardener</li> <li>2 - Housekeeping Aide</li> <li>) - Janitor</li> <li>) - Laborer, Grounds Maintenance</li> <li>) - Maid or Houseman</li> <li>) - Pruner</li> <li>) - Tractor Operator</li> <li>) - Trail Maintenance Worker</li> <li>) - Window Cleaner</li> </ul>	8.82 14.52 8.84 8.84 10.93 7.96 9.25 12.82
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 -	<ul> <li>) - Elevator Operator</li> <li>) - Gardener</li> <li>2 - Housekeeping Aide</li> <li>) - Janitor</li> <li>) - Laborer, Grounds Maintenance</li> <li>) - Maid or Houseman</li> <li>) - Pruner</li> <li>) - Tractor Operator</li> <li>) - Trail Maintenance Worker</li> <li>) - Window Cleaner</li> <li>- Health Occupations</li> </ul>	8.82 14.52 8.84 8.84 10.93 7.96 9.25 12.82 10.93 9.81
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010	<ul> <li>) - Elevator Operator</li> <li>) - Gardener</li> <li>2 - Housekeeping Aide</li> <li>) - Janitor</li> <li>) - Laborer, Grounds Maintenance</li> <li>) - Maid or Houseman</li> <li>) - Pruner</li> <li>) - Tractor Operator</li> <li>) - Trail Maintenance Worker</li> <li>) - Window Cleaner</li> <li>- Health Occupations</li> <li>) - Ambulance Driver</li> </ul>	8.82 14.52 8.84 8.84 10.93 7.96 9.25 12.82 10.93 9.81 15.00
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011	<ul> <li>) - Elevator Operator</li> <li>) - Gardener</li> <li>2 - Housekeeping Aide</li> <li>) - Janitor</li> <li>) - Laborer, Grounds Maintenance</li> <li>) - Maid or Houseman</li> <li>) - Pruner</li> <li>) - Tractor Operator</li> <li>) - Trail Maintenance Worker</li> <li>) - Window Cleaner</li> <li>- Health Occupations</li> <li>) - Ambulance Driver</li> <li>- Breath Alcohol Technician</li> </ul>	8.82 14.52 8.84 8.84 10.93 7.96 9.25 12.82 10.93 9.81 15.00 15.64
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012	<ul> <li>) - Elevator Operator</li> <li>) - Gardener</li> <li>2 - Housekeeping Aide</li> <li>) - Janitor</li> <li>) - Laborer, Grounds Maintenance</li> <li>) - Maid or Houseman</li> <li>) - Pruner</li> <li>) - Tractor Operator</li> <li>) - Trail Maintenance Worker</li> <li>) - Window Cleaner</li> <li>- Health Occupations</li> <li>) - Ambulance Driver</li> <li>- Breath Alcohol Technician</li> <li>2 - Certified Occupational Therapist Assistant</li> </ul>	8.82 14.52 8.84 8.84 10.93 7.96 9.25 12.82 10.93 9.81 15.00 15.64 23.69
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015	<ul> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> </ul>	8.82 14.52 8.84 8.84 10.93 7.96 9.25 12.82 10.93 9.81 15.00 15.64 23.69 24.52
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020	<ul> <li>) - Elevator Operator</li> <li>) - Gardener</li> <li>2 - Housekeeping Aide</li> <li>) - Janitor</li> <li>) - Laborer, Grounds Maintenance</li> <li>) - Maid or Houseman</li> <li>) - Pruner</li> <li>) - Tractor Operator</li> <li>) - Trail Maintenance Worker</li> <li>) - Window Cleaner</li> <li>- Health Occupations</li> <li>) - Ambulance Driver</li> <li>- Breath Alcohol Technician</li> <li>2 - Certified Occupational Therapist Assistant</li> <li>&gt; - Dental Assistant</li> </ul>	8.82 14.52 8.84 8.84 10.93 7.96 9.25 12.82 10.93 9.81 15.00 15.64 23.69 24.52 15.64
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020 12025	<ul> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> </ul>	8.82 14.52 8.84 8.84 10.93 7.96 9.25 12.82 10.93 9.81 15.00 15.64 23.69 24.52 15.64 32.93
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020 12025 12030	<ul> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> </ul>	8.82 14.52 8.84 8.84 10.93 7.96 9.25 12.82 10.93 9.81 15.00 15.64 23.69 24.52 15.64 32.93 25.92
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020 12025 12030 12035	<ul> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> <li>Electroneurodiagnostic Technologist</li> </ul>	8.82 14.52 8.84 8.84 10.93 7.96 9.25 12.82 10.93 9.81 15.00 15.64 23.69 24.52 15.64 32.93 25.92 25.92
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040	<ul> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> <li>EkG Technician</li> <li>Emergency Medical Technician</li> </ul>	8.82 14.52 8.84 8.84 10.93 7.96 9.25 12.82 10.93 9.81 15.00 15.64 23.69 24.52 15.64 32.93 25.92 25.92 15.00
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071	<pre>) - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Trail Maintenance Worker - Window Cleaner - Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I</pre>	8.82 14.52 8.84 8.84 10.93 7.96 9.25 12.82 10.93 9.81 15.00 15.64 23.69 24.52 15.64 32.93 25.92 25.92 15.00 19.05
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072	<ul> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> <li>EkG Technician</li> <li>Emergency Medical Technician</li> </ul>	8.82 14.52 8.84 8.84 10.93 7.96 9.25 12.82 10.93 9.81 15.00 15.64 23.69 24.52 15.64 32.93 25.92 25.92 15.00 19.05 21.32
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073	) - Elevator Operator Gardener Housekeeping Aide Janitor Laborer, Grounds Maintenance Maid or Houseman Pruner Tractor Operator Trail Maintenance Worker Window Cleaner Health Occupations Ambulance Driver Breath Alcohol Technician Certified Occupational Therapist Assistant Certified Physical Therapist Assistant Dental Assistant Dental Hygienist EKG Technician Electroneurodiagnostic Technologist Emergency Medical Technician Licensed Practical Nurse I	8.82 14.52 8.84 8.84 10.93 7.96 9.25 12.82 10.93 9.81 15.00 15.64 23.69 24.52 15.64 32.93 25.92 25.92 15.00 19.05 21.32 23.76
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12010 12011 12012 12015 12020 12035 12040 12071 12072 12073 12100	<ul> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>EKG Technician</li> <li>EkG Technician Technician</li> <li>Licensed Practical Nurse II</li> <li>Licensed Practical Nurse III</li> <li>Medical Assistant</li> </ul>	$\begin{array}{c} 8.82\\ 14.52\\ 8.84\\ 8.84\\ 10.93\\ 7.96\\ 9.25\\ 12.82\\ 10.93\\ 9.81\\ 15.00\\ 15.64\\ 23.69\\ 24.52\\ 15.64\\ 32.93\\ 25.92\\ 25.92\\ 15.00\\ 19.05\\ 21.32\\ 23.76\\ 12.50\\ \end{array}$
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130	<pre>) - Elevator Operator Gardener - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Trail Maintenance Worker - Window Cleaner - Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Licensed Practical Nurse III - Medical Assistant - Medical Laboratory Technician</pre>	$\begin{array}{c} 8.82\\ 14.52\\ 8.84\\ 8.84\\ 10.93\\ 7.96\\ 9.25\\ 12.82\\ 10.93\\ 9.81\\ 15.00\\ 15.64\\ 23.69\\ 24.52\\ 15.64\\ 32.93\\ 25.92\\ 25.92\\ 15.00\\ 19.05\\ 21.32\\ 23.76\\ 12.50\\ 16.63\\ \end{array}$
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160	<ul> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>EKG Technician</li> <li>Electroneurodiagnostic Technologist</li> <li>Emergency Medical Technician</li> <li>Licensed Practical Nurse I</li> <li>Licensed Practical Nurse III</li> <li>Medical Laboratory Technician</li> <li>Medical Laboratory Technician</li> <li>Medical Record Clerk</li> </ul>	$\begin{array}{c} 8.82\\ 14.52\\ 8.84\\ 8.84\\ 10.93\\ 7.96\\ 9.25\\ 12.82\\ 10.93\\ 9.81\\ 15.00\\ 15.64\\ 23.69\\ 24.52\\ 15.64\\ 32.93\\ 25.92\\ 25.92\\ 15.00\\ 19.05\\ 21.32\\ 23.76\\ 12.50\\ 16.63\\ 14.53\\ \end{array}$
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020 12025 12035 12040 12071 12072 12073 12100 12130 12160 12190	<ul> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> <li>Electroneurodiagnostic Technologist</li> <li>Emergency Medical Technician</li> <li>Licensed Practical Nurse I</li> <li>Licensed Practical Nurse III</li> <li>Medical Assistant</li> <li>Medical Laboratory Technician</li> <li>Medical Record Clerk</li> <li>Medical Record Technician</li> </ul>	$\begin{array}{c} 8.82\\ 14.52\\ 8.84\\ 8.84\\ 10.93\\ 7.96\\ 9.25\\ 12.82\\ 10.93\\ 9.81\\ 15.00\\ 15.64\\ 23.69\\ 24.52\\ 15.64\\ 32.93\\ 25.92\\ 25.92\\ 15.00\\ 19.05\\ 21.32\\ 23.76\\ 12.50\\ 16.63\\ 14.53\\ 16.57\\ \end{array}$
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12190 12195	<ul> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>EKG Technician</li> <li>Electroneurodiagnostic Technologist</li> <li>Emergency Medical Technician</li> <li>Licensed Practical Nurse II</li> <li>Licensed Practical Nurse III</li> <li>Medical Assistant</li> <li>Medical Laboratory Technician</li> <li>Medical Record Clerk</li> <li>Medical Transcriptionist</li> </ul>	$\begin{array}{c} 8.82\\ 14.52\\ 8.84\\ 8.84\\ 10.93\\ 7.96\\ 9.25\\ 12.82\\ 10.93\\ 9.81\\ 15.00\\ 15.64\\ 23.69\\ 24.52\\ 15.64\\ 32.93\\ 25.92\\ 25.92\\ 15.00\\ 19.05\\ 21.32\\ 23.76\\ 12.50\\ 16.63\\ 14.53\\ 16.57\\ 16.81\\ \end{array}$
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12190 12195 12210	<ul> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> <li>Electroneurodiagnostic Technologist</li> <li>Emergency Medical Technician</li> <li>Licensed Practical Nurse I</li> <li>Licensed Practical Nurse III</li> <li>Medical Assistant</li> <li>Medical Laboratory Technician</li> <li>Medical Record Clerk</li> <li>Medical Record Technician</li> </ul>	$\begin{array}{c} 8.82\\ 14.52\\ 8.84\\ 8.84\\ 10.93\\ 7.96\\ 9.25\\ 12.82\\ 10.93\\ 9.81\\ 15.00\\ 15.64\\ 23.69\\ 24.52\\ 15.64\\ 32.93\\ 25.92\\ 25.92\\ 15.00\\ 19.05\\ 21.32\\ 23.76\\ 12.50\\ 16.63\\ 14.53\\ 16.57\\ \end{array}$

122 122 122 122 122 123 123 123 123 123	223 224 235 236 250 280 305 311 312 313 314 315 316 317	<ul> <li>Nursing Assistant II</li> <li>Nursing Assistant IVI</li> <li>Optical Dispenser</li> <li>Optical Technician</li> <li>Pharmacy Technician</li> <li>Phlebotomist</li> <li>Radiologic Technologist</li> <li>Registered Nurse I</li> <li>Registered Nurse II, Specialist</li> <li>Registered Nurse IIII</li> <li>Registered Nurse III, Anesthetist</li> <li>Registered Nurse IV</li> <li>Scheduler (Drug and Alcohol Testing)</li> </ul>			10.36 11.31 12.69 16.79 15.29 19.18 13.30 26.70 30.36 38.37 38.37 44.91 44.91 53.84 21.85
130 130 130 130 130 130 130 130	)11 )12 )13 )41 )42 )43 )43 )47 )50 )54	<pre>Information And Arts Occupations - Exhibits Specialist I - Exhibits Specialist II - Exhibits Specialist III - Illustrator I - Illustrator II - Illustrator III - Librarian - Library Aide/Clerk - Library Information Technology Systems .strator</pre>			19.30 24.74 28.94 19.30 23.91 30.12 26.69 10.84 24.09
130 130 130 130 130 130 130 130 130	)58 )61 )62 )63 )71 )72 )73 )74 )75 L10	<ul> <li>Library Technician</li> <li>Media Specialist I</li> <li>Media Specialist III</li> <li>Media Specialist III</li> <li>Photographer I</li> <li>Photographer III</li> <li>Photographer IVI</li> <li>Photographer V</li> <li>Video Teleconference Technician</li> </ul>			16.04 17.39 19.46 21.68 15.32 18.15 22.56 27.49 33.07 16.73
140 140 140 140 140 140 140 140 140 141 141	)41 )42 )43 )44 )45 )71 )72 )73 )74 L01 L02 L03 L50	<ul> <li>Computer Programmer II</li> <li>Computer Programmer III</li> <li>Computer Programmer IV</li> <li>Computer Systems Analyst I</li> <li>Computer Systems Analyst III</li> <li>Computer Systems Analyst III</li> <li>Peripheral Equipment Operator</li> </ul>	(see (see (see (see (see (see (see	1) 1) 1) 1)	17.31 19.37 21.59 24.00 26.57 26.04
15000 150 150 150 150 150 150 150 150	) - )10 )20 )30 )50 )50 )60 )70 )70 )80 )90 )95	<ul> <li>Personal Computer Support Technician Instructional Occupations</li> <li>Aircrew Training Devices Instructor (Non-Rated)</li> <li>Aircrew Training Devices Instructor (Rated)</li> <li>Air Crew Training Devices Instructor (Pilot)</li> <li>Computer Based Training Specialist / Instructor</li> <li>Educational Technologist</li> <li>Flight Instructor (Pilot)</li> <li>Graphic Artist</li> <li>Technical Instructor/Course Developer</li> <li>Test Proctor</li> </ul>			24.00 33.08 40.02 47.98 33.08 29.23 47.98 26.72 22.43 27.43 18.43

15120	- Tutor	18.43
	Laundry, Dry-Cleaning, Pressing And Related Occupations	
	- Assembler	9.40
	- Counter Attendant	9.40
16040	- Dry Cleaner	12.06
16070	- Finisher, Flatwork, Machine	9.40
16090	- Presser, Hand	9.40
16110	- Presser, Machine, Drycleaning	9.40
16130	- Presser, Machine, Shirts	9.40
16160	- Presser, Machine, Wearing Apparel, Laundry	9.40
16190	- Sewing Machine Operator	12.79
16220	- Tailor	13.75
16250	- Washer, Machine	10.32
19000 -	Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	19.71
19040	- Tool And Die Maker	23.23
21000 -	Materials Handling And Packing Occupations	
	- Forklift Operator	13.25
	- Material Coordinator	19.46
21040	- Material Expediter	19.46
	- Material Handling Laborer	12.26
	- Order Filler	11.47
	- Production Line Worker (Food Processing)	13.25
	- Shipping Packer	14.60
	- Shipping/Receiving Clerk	14.60
	- Store Worker I	11.34
	- Stock Clerk	16.06
	- Tools And Parts Attendant	13.58
	- Warehouse Specialist	13.25
	Mechanics And Maintenance And Repair Occupations	
	- Aerospace Structural Welder	29.47
	- Aircraft Mechanic I	28.07
	- Aircraft Mechanic II	29.47
	- Aircraft Mechanic III	30.94
	- Aircraft Mechanic Helper	21.98
	- Aircraft, Painter	25.61
	- Aircraft Servicer	24.44
	- Aircraft Worker	25.76
	- Appliance Mechanic	18.61
	- Bicycle Repairer	13.91
	- Cable Splicer	25.34
	- Carpenter, Maintenance	19.71
	- Carpet Layer	18.45
	- Electrician, Maintenance	26.51
	- Electronics Technician Maintenance I	21.28
	- Electronics Technician Maintenance II	23.89
	- Electronics Technician Maintenance III	25.10
	- Fabric Worker	17.17
	- Fire Alarm System Mechanic	19.95
	- Fire Extinguisher Repairer	15.88
	- Fuel Distribution System Mechanic	20.96
	- Fuel Distribution System Operator	16.33
	- General Maintenance Worker	18.08
		28.07
	- Ground Support Equipment Mechanic	28.07
	- Ground Support Equipment Servicer	24.44 25.76
	- Ground Support Equipment Worker - Gunsmith I	
	- Gunsmith I - Gunsmith II	15.88
		18.45
	- Gunsmith III	20.81
	- Heating, Ventilation And Air-Conditioning	21.04
Mechar		01 OF
∠3411	- Heating, Ventilation And Air Contditioning	21.95

	nic (Research Facility)	
	- Heavy Equipment Mechanic	19.79
23440	- Heavy Equipment Operator	19.26
23460	- Instrument Mechanic	25.87
23465	- Laboratory/Shelter Mechanic	19.71
23470	- Laborer	11.04
23510	- Locksmith	18.99
23530	- Machinery Maintenance Mechanic	24.33
	- Machinist, Maintenance	20.81
	- Maintenance Trades Helper	14.94
	- Metrology Technician I	25.87
	- Metrology Technician II	26.99
	- Metrology Technician III	28.14
	- Millwright	21.53
	- Office Appliance Repairer	18.99
	- Painter, Maintenance	18.99
	- Pipefitter, Maintenance	21.38
		21.30
	- Plumber, Maintenance	
	- Pneudraulic Systems Mechanic	20.81
	- Rigger	20.81
	- Scale Mechanic	18.45
	- Sheet-Metal Worker, Maintenance	19.95
	- Small Engine Mechanic	18.08
	- Telecommunications Mechanic I	23.89
	- Telecommunications Mechanic II	24.95
23950	- Telephone Lineman	25.52
23960	- Welder, Combination, Maintenance	20.27
23965	- Well Driller	20.81
23970	- Woodcraft Worker	20.81
23980	- Woodworker	15.04
24000 -	Personal Needs Occupations	
24570	- Child Care Attendant	10.65
24580	- Child Care Center Clerk	13.27
24610	- Chore Aide	7.35
	- Family Readiness And Support Services	13.83
	inator	
	- Homemaker	16.84
	Plant And System Operations Occupations	
	- Boiler Tender	22.20
	- Sewage Plant Operator	18.70
	- Stationary Engineer	22.20
	- Ventilation Equipment Tender	14.58
		18.32
	- Water Treatment Plant Operator Protective Service Occupations	10.32
	- Alarm Monitor	16 14
		16.14
	- Baggage Inspector	11.56
	- Corrections Officer	19.62
	- Court Security Officer	21.18
	- Detection Dog Handler	17.90
	- Detention Officer	19.62
	- Firefighter	20.41
	- Guard I	11.56
	- Guard II	17.90
27131	- Police Officer I	24.19
27132	- Police Officer II	26.88
28000 -	Recreation Occupations	
	- Carnival Equipment Operator	11.63
	- Carnival Equipment Repairer	12.36
	- Carnival Equpment Worker	8.51
	- Gate Attendant/Gate Tender	13.90
	- Lifeguard	12.38
	- Park Attendant (Aide)	15.55

28510	- Recreation Aide/Health Facility Attendant		11.35
28515	- Recreation Specialist		17.83
	- Sports Official		12.38
	- Swimming Pool Operator		17.44
	Stevedoring/Longshoremen Occupational Services		
	- Blocker And Bracer		20.12
	- Hatch Tender		20.12
	- Line Handler		20.12
	- Stevedore I		18.72
	- Stevedore II		21.50
	Technical Occupations	( ) ) ) ) ( ) ) ( ) ( ) ) ( ) ( ) ( ) (	
	- Air Traffic Control Specialist, Center (HFO)		40.33
	- Air Traffic Control Specialist, Station (HFO)		27.81
	- Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30.63
	- Archeological Technician I		21.56
	- Archeological Technician II		25.47
	- Archeological Technician III - Cartographic Technician		30.62
			30.62 30.03
	- Civil Engineering Technician - Drafter/CAD Operator I		21.56
	- Drafter/CAD Operator II		21.30
	- Drafter/CAD Operator III		27.56
	- Drafter/CAD Operator IV		33.10
	- Engineering Technician I		20.02
	- Engineering Technician II		22.48
	- Engineering Technician III		25.15
	- Engineering Technician IV		31.09
	- Engineering Technician V		38.65
	- Engineering Technician VI		46.10
	- Environmental Technician		29.96
	- Laboratory Technician		23.56
	- Mathematical Technician		30.62
30361	- Paralegal/Legal Assistant I		22.52
30362	- Paralegal/Legal Assistant II		27.90
30363	- Paralegal/Legal Assistant III		34.12
30364	- Paralegal/Legal Assistant IV		41.27
30390	- Photo-Optics Technician		30.62
	- Technical Writer I		23.21
30462	- Technical Writer II		28.38
	- Technical Writer III		34.93
	- Unexploded Ordnance (UXO) Technician I		25.63
	- Unexploded Ordnance (UXO) Technician II		31.01
	- Unexploded Ordnance (UXO) Technician III		37.17
	- Unexploded (UXO) Safety Escort		25.63
	- Unexploded (UXO) Sweep Personnel	( )	25.63
	· ± ±	(see 2)	26.35
	ce Programs	( )	20 40
	- Weather Observer, Senior	(see 2)	30.48
	Transportation/Mobile Equipment Operation Occupat	LIONS	11 00
	- Bus Aide - Bus Driver		11.88
	- Driver Courier		17.06 14.03
	- Parking and Lot Attendant		9.17
	- Shuttle Bus Driver		15.28
	- Taxi Driver		11.54
	- Truckdriver, Light		15.28
	- Truckdriver, Medium		18.98
	- Truckdriver, Heavy		20.32
	- Truckdriver, Tractor-Trailer		20.32
	Miscellaneous Occupations		-
	- Cashier		10.01
99050	- Desk Clerk		11.72

99095 - Embalmer	23.71
99251 - Laboratory Animal Caretaker I	9.83
99252 - Laboratory Animal Caretaker II	10.71
99310 - Mortician	26.44
99410 - Pest Controller	15.80
99510 - Photofinishing Worker	12.62
99710 - Recycling Laborer	16.46
99711 - Recycling Specialist	20.06
99730 - Refuse Collector	14.67
99810 - Sales Clerk	12.66
99820 - School Crossing Guard	10.96
99830 - Survey Party Chief	20.96
99831 - Surveying Aide	14.35
99832 - Surveying Technician	18.13
99840 - Vending Machine Attendant	12.00
99841 - Vending Machine Repairer	14.41
99842 - Vending Machine Repairer Helper	12.31

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.81 per hour or \$152.40 per week or \$660.40 per month

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

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

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

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

Additionally, because job titles vary widely and change quickly in the computer

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

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

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

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

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

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

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

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

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

\*\* UNIFORM ALLOWANCE \*\*

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

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

and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

#### Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

6) The contractor informs the affected employees.

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

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

State: Texas

Area: Texas Counties of Austin, Brazoria, Chambers, Colorado, Fort Bend, Galveston, Grimes, Harris, Houston, Jackson, Lavaca, Liberty, Madison, Matagorda, Montgomery, San Jacinto, Trinity, Walker, Waller, Washington, Wharton

**Fringe Benefits Required Follow the Occupational Listing**	
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	14.98
01012 - Accounting Clerk II	16.82
01013 - Accounting Clerk III	18.82
01020 - Administrative Assistant	25.91
01040 - Court Reporter	21.79
01051 - Data Entry Operator I	13.24
01052 - Data Entry Operator II	14.45
01060 - Dispatcher, Motor Vehicle	15.96
01070 - Document Preparation Clerk	13.41
01090 - Duplicating Machine Operator	13.41
01111 - General Clerk I	11.88
01112 - General Clerk II	13.27
01113 - General Clerk III	14.90
01120 - Housing Referral Assistant	20.69
01141 - Messenger Courier	12.55
01191 - Order Clerk I	13.52
01192 - Order Clerk II	15.24
01261 - Personnel Assistant (Employment) I	15.43
01262 - Personnel Assistant (Employment) II	17.27
01263 - Personnel Assistant (Employment) III	19.25
01270 - Production Control Clerk	19.10
01280 - Receptionist	12.02
01290 - Rental Clerk	14.75
01300 - Scheduler, Maintenance	16.59
01311 - Secretary I	16.59
01312 - Secretary II	18.57
01313 - Secretary III	20.69
01320 - Service Order Dispatcher	15.16
01410 - Supply Technician	25.91
01420 - Survey Worker	17.79
01531 - Travel Clerk I	13.71
01532 - Travel Clerk II	14.81
01533 - Travel Clerk III	15.83
01611 - Word Processor I	14.29
01612 - Word Processor II	16.04
01613 - Word Processor III	17.95

	5 - Automobile Body Repairer, Fiberglass ) - Automotive Electrician	25.76 23.79
	) - Automotive Glass Installer	21.96
	) - Automotive Worker	21.90
	) - Mobile Equipment Servicer	20.23
	) - Motor Equipment Metal Mechanic	20.23
	) - Motor Equipment Metal Worker	21.96
	) - Motor Vehicle Mechanic	25.76
	) - Motor Vehicle Mechanic Helper	19.40
	) - Motor Vehicle Upholstery Worker	20.83
	) - Motor Vehicle Wrecker	21.96
	) - Painter, Automotive	23.79
	) - Radiator Repair Specialist	22.88
	) - Tire Repairer	14.40
	) - Transmission Repair Specialist	25.76
	- Food Preparation And Service Occupations	23.70
	) - Baker	10.06
	- Cook I	9.52
	2 - Cook II	10.88
	) - Dishwasher	8.11
	) - Food Service Worker	9.12
	) - Meat Cutter	12.91
	) - Waiter/Waitress	8.19
	- Furniture Maintenance And Repair Occupations	0.19
	) - Electrostatic Spray Painter	18.32
	) - Furniture Handler	11.95
	) - Furniture Refinisher	17.70
	) - Furniture Refinisher Helper	14.58
	) - Furniture Repairer, Minor	16.82
	) - Upholsterer	18.32
	- General Services And Support Occupations	10.52
11030	) - Cleaner Vehicles	9 90
	) - Cleaner, Vehicles	9.90
11060	) - Elevator Operator	8.82
11060 11090	) - Elevator Operator ) - Gardener	8.82 14.52
11060 11090 11122	) - Elevator Operator ) - Gardener 2 - Housekeeping Aide	8.82 14.52 8.84
11060 11090 11122 11150	) - Elevator Operator ) - Gardener 2 - Housekeeping Aide ) - Janitor	8.82 14.52 8.84 8.84
11060 11090 11122 11150 11210	) - Elevator Operator ) - Gardener 2 - Housekeeping Aide ) - Janitor ) - Laborer, Grounds Maintenance	8.82 14.52 8.84 8.84 10.93
11060 11090 11122 11150 11210 11240	) - Elevator Operator ) - Gardener 2 - Housekeeping Aide ) - Janitor ) - Laborer, Grounds Maintenance ) - Maid or Houseman	8.82 14.52 8.84 8.84 10.93 7.96
11060 11090 11122 11150 11210 11240 11260	) - Elevator Operator ) - Gardener 2 - Housekeeping Aide ) - Janitor ) - Laborer, Grounds Maintenance ) - Maid or Houseman ) - Pruner	8.82 14.52 8.84 8.84 10.93 7.96 9.25
11060 11090 11122 11150 11210 11240 11260 11270	<ul> <li>) - Elevator Operator</li> <li>) - Gardener</li> <li>2 - Housekeeping Aide</li> <li>) - Janitor</li> <li>) - Laborer, Grounds Maintenance</li> <li>) - Maid or Houseman</li> <li>) - Pruner</li> <li>) - Tractor Operator</li> </ul>	8.82 14.52 8.84 8.84 10.93 7.96 9.25 12.82
11060 11090 11122 11150 11210 11240 11260 11270 11330	<ul> <li>) - Elevator Operator</li> <li>) - Gardener</li> <li>2 - Housekeeping Aide</li> <li>) - Janitor</li> <li>) - Laborer, Grounds Maintenance</li> <li>) - Maid or Houseman</li> <li>) - Pruner</li> <li>) - Tractor Operator</li> <li>) - Trail Maintenance Worker</li> </ul>	8.82 14.52 8.84 8.84 10.93 7.96 9.25 12.82 10.93
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360	<ul> <li>) - Elevator Operator</li> <li>) - Gardener</li> <li>2 - Housekeeping Aide</li> <li>) - Janitor</li> <li>) - Laborer, Grounds Maintenance</li> <li>) - Maid or Houseman</li> <li>) - Pruner</li> <li>) - Tractor Operator</li> <li>) - Trail Maintenance Worker</li> <li>) - Window Cleaner</li> </ul>	8.82 14.52 8.84 8.84 10.93 7.96 9.25 12.82
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 -	<ul> <li>) - Elevator Operator</li> <li>) - Gardener</li> <li>2 - Housekeeping Aide</li> <li>) - Janitor</li> <li>) - Laborer, Grounds Maintenance</li> <li>) - Maid or Houseman</li> <li>) - Pruner</li> <li>) - Tractor Operator</li> <li>) - Trail Maintenance Worker</li> <li>) - Window Cleaner</li> <li>- Health Occupations</li> </ul>	8.82 14.52 8.84 8.84 10.93 7.96 9.25 12.82 10.93 9.81
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010	<ul> <li>) - Elevator Operator</li> <li>) - Gardener</li> <li>2 - Housekeeping Aide</li> <li>) - Janitor</li> <li>) - Laborer, Grounds Maintenance</li> <li>) - Maid or Houseman</li> <li>) - Pruner</li> <li>) - Tractor Operator</li> <li>) - Trail Maintenance Worker</li> <li>) - Window Cleaner</li> <li>- Health Occupations</li> <li>) - Ambulance Driver</li> </ul>	8.82 14.52 8.84 8.84 10.93 7.96 9.25 12.82 10.93 9.81 15.00
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011	<ul> <li>) - Elevator Operator</li> <li>) - Gardener</li> <li>2 - Housekeeping Aide</li> <li>) - Janitor</li> <li>) - Laborer, Grounds Maintenance</li> <li>) - Maid or Houseman</li> <li>) - Pruner</li> <li>) - Tractor Operator</li> <li>) - Trail Maintenance Worker</li> <li>) - Window Cleaner</li> <li>- Health Occupations</li> <li>) - Ambulance Driver</li> <li>- Breath Alcohol Technician</li> </ul>	8.82 14.52 8.84 8.84 10.93 7.96 9.25 12.82 10.93 9.81 15.00 15.64
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012	<ul> <li>) - Elevator Operator</li> <li>) - Gardener</li> <li>2 - Housekeeping Aide</li> <li>) - Janitor</li> <li>) - Laborer, Grounds Maintenance</li> <li>) - Maid or Houseman</li> <li>) - Pruner</li> <li>) - Tractor Operator</li> <li>) - Trail Maintenance Worker</li> <li>) - Window Cleaner</li> <li>- Health Occupations</li> <li>) - Ambulance Driver</li> <li>- Breath Alcohol Technician</li> <li>2 - Certified Occupational Therapist Assistant</li> </ul>	8.82 14.52 8.84 8.84 10.93 7.96 9.25 12.82 10.93 9.81 15.00 15.64 23.69
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015	<ul> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> </ul>	8.82 14.52 8.84 8.84 10.93 7.96 9.25 12.82 10.93 9.81 15.00 15.64 23.69 24.52
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020	<ul> <li>) - Elevator Operator</li> <li>) - Gardener</li> <li>2 - Housekeeping Aide</li> <li>) - Janitor</li> <li>) - Laborer, Grounds Maintenance</li> <li>) - Maid or Houseman</li> <li>) - Pruner</li> <li>) - Tractor Operator</li> <li>) - Trail Maintenance Worker</li> <li>) - Window Cleaner</li> <li>- Health Occupations</li> <li>) - Ambulance Driver</li> <li>- Breath Alcohol Technician</li> <li>2 - Certified Occupational Therapist Assistant</li> <li>&gt; - Dental Assistant</li> </ul>	8.82 14.52 8.84 8.84 10.93 7.96 9.25 12.82 10.93 9.81 15.00 15.64 23.69 24.52 15.64
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020 12025	<ul> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> </ul>	8.82 14.52 8.84 8.84 10.93 7.96 9.25 12.82 10.93 9.81 15.00 15.64 23.69 24.52 15.64 32.93
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020 12025 12030	<ul> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> </ul>	8.82 14.52 8.84 8.84 10.93 7.96 9.25 12.82 10.93 9.81 15.00 15.64 23.69 24.52 15.64 32.93 25.92
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020 12025 12030 12035	<ul> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> <li>Electroneurodiagnostic Technologist</li> </ul>	8.82 14.52 8.84 8.84 10.93 7.96 9.25 12.82 10.93 9.81 15.00 15.64 23.69 24.52 15.64 32.93 25.92 25.92
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040	<ul> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> <li>EkG Technician</li> <li>Emergency Medical Technician</li> </ul>	8.82 14.52 8.84 8.84 10.93 7.96 9.25 12.82 10.93 9.81 15.00 15.64 23.69 24.52 15.64 32.93 25.92 25.92 15.00
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071	<pre>) - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Trail Maintenance Worker - Window Cleaner - Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I</pre>	8.82 14.52 8.84 8.84 10.93 7.96 9.25 12.82 10.93 9.81 15.00 15.64 23.69 24.52 15.64 32.93 25.92 25.92 15.00 19.05
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072	<ul> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> <li>EkG Technician</li> <li>Emergency Medical Technician</li> </ul>	8.82 14.52 8.84 8.84 10.93 7.96 9.25 12.82 10.93 9.81 15.00 15.64 23.69 24.52 15.64 32.93 25.92 25.92 15.00 19.05 21.32
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073	) - Elevator Operator Gardener Housekeeping Aide Janitor Laborer, Grounds Maintenance Maid or Houseman Pruner Tractor Operator Trail Maintenance Worker Window Cleaner Health Occupations Ambulance Driver Breath Alcohol Technician Certified Occupational Therapist Assistant Certified Physical Therapist Assistant Dental Assistant Dental Hygienist EKG Technician Electroneurodiagnostic Technologist Emergency Medical Technician Licensed Practical Nurse I	8.82 14.52 8.84 8.84 10.93 7.96 9.25 12.82 10.93 9.81 15.00 15.64 23.69 24.52 15.64 32.93 25.92 25.92 15.00 19.05 21.32 23.76
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12010 12011 12012 12015 12020 12035 12040 12071 12072 12073 12100	<ul> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>EKG Technician</li> <li>EkG Technician Technician</li> <li>Licensed Practical Nurse II</li> <li>Licensed Practical Nurse III</li> <li>Medical Assistant</li> </ul>	$\begin{array}{c} 8.82\\ 14.52\\ 8.84\\ 8.84\\ 10.93\\ 7.96\\ 9.25\\ 12.82\\ 10.93\\ 9.81\\ 15.00\\ 15.64\\ 23.69\\ 24.52\\ 15.64\\ 32.93\\ 25.92\\ 25.92\\ 15.00\\ 19.05\\ 21.32\\ 23.76\\ 12.50\\ \end{array}$
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130	<pre>) - Elevator Operator Gardener - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Trail Maintenance Worker - Window Cleaner - Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist - Emergency Medical Technician - Licensed Practical Nurse I - Licensed Practical Nurse II - Licensed Practical Nurse III - Licensed Practical Nurse III - Medical Assistant - Medical Laboratory Technician</pre>	$\begin{array}{c} 8.82\\ 14.52\\ 8.84\\ 8.84\\ 10.93\\ 7.96\\ 9.25\\ 12.82\\ 10.93\\ 9.81\\ 15.00\\ 15.64\\ 23.69\\ 24.52\\ 15.64\\ 32.93\\ 25.92\\ 25.92\\ 15.00\\ 19.05\\ 21.32\\ 23.76\\ 12.50\\ 16.63\\ \end{array}$
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160	<ul> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>EKG Technician</li> <li>Electroneurodiagnostic Technologist</li> <li>Emergency Medical Technician</li> <li>Licensed Practical Nurse I</li> <li>Licensed Practical Nurse III</li> <li>Medical Laboratory Technician</li> <li>Medical Laboratory Technician</li> <li>Medical Record Clerk</li> </ul>	$\begin{array}{c} 8.82\\ 14.52\\ 8.84\\ 8.84\\ 10.93\\ 7.96\\ 9.25\\ 12.82\\ 10.93\\ 9.81\\ 15.00\\ 15.64\\ 23.69\\ 24.52\\ 15.64\\ 32.93\\ 25.92\\ 25.92\\ 15.00\\ 19.05\\ 21.32\\ 23.76\\ 12.50\\ 16.63\\ 14.53\\ \end{array}$
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020 12025 12035 12040 12071 12072 12073 12100 12130 12160 12190	<ul> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> <li>Electroneurodiagnostic Technologist</li> <li>Emergency Medical Technician</li> <li>Licensed Practical Nurse I</li> <li>Licensed Practical Nurse III</li> <li>Medical Assistant</li> <li>Medical Laboratory Technician</li> <li>Medical Record Clerk</li> <li>Medical Record Technician</li> </ul>	$\begin{array}{c} 8.82\\ 14.52\\ 8.84\\ 8.84\\ 10.93\\ 7.96\\ 9.25\\ 12.82\\ 10.93\\ 9.81\\ 15.00\\ 15.64\\ 23.69\\ 24.52\\ 15.64\\ 32.93\\ 25.92\\ 25.92\\ 15.00\\ 19.05\\ 21.32\\ 23.76\\ 12.50\\ 16.63\\ 14.53\\ 16.57\\ \end{array}$
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12190 12195	<ul> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>EKG Technician</li> <li>Electroneurodiagnostic Technologist</li> <li>Emergency Medical Technician</li> <li>Licensed Practical Nurse II</li> <li>Licensed Practical Nurse III</li> <li>Medical Assistant</li> <li>Medical Laboratory Technician</li> <li>Medical Record Clerk</li> <li>Medical Transcriptionist</li> </ul>	$\begin{array}{c} 8.82\\ 14.52\\ 8.84\\ 8.84\\ 10.93\\ 7.96\\ 9.25\\ 12.82\\ 10.93\\ 9.81\\ 15.00\\ 15.64\\ 23.69\\ 24.52\\ 15.64\\ 32.93\\ 25.92\\ 25.92\\ 15.00\\ 19.05\\ 21.32\\ 23.76\\ 12.50\\ 16.63\\ 14.53\\ 16.57\\ 16.81\\ \end{array}$
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12190 12195 12210	<ul> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> <li>Electroneurodiagnostic Technologist</li> <li>Emergency Medical Technician</li> <li>Licensed Practical Nurse I</li> <li>Licensed Practical Nurse III</li> <li>Medical Assistant</li> <li>Medical Laboratory Technician</li> <li>Medical Record Clerk</li> <li>Medical Record Technician</li> </ul>	$\begin{array}{c} 8.82\\ 14.52\\ 8.84\\ 8.84\\ 10.93\\ 7.96\\ 9.25\\ 12.82\\ 10.93\\ 9.81\\ 15.00\\ 15.64\\ 23.69\\ 24.52\\ 15.64\\ 32.93\\ 25.92\\ 25.92\\ 15.00\\ 19.05\\ 21.32\\ 23.76\\ 12.50\\ 16.63\\ 14.53\\ 16.57\\ \end{array}$

122 122 122 122 122 123 123 123 123 123	223 224 235 236 250 280 305 311 312 313 314 315 316 317	<ul> <li>Nursing Assistant II</li> <li>Nursing Assistant IVI</li> <li>Optical Dispenser</li> <li>Optical Technician</li> <li>Pharmacy Technician</li> <li>Phlebotomist</li> <li>Radiologic Technologist</li> <li>Registered Nurse I</li> <li>Registered Nurse II, Specialist</li> <li>Registered Nurse IIII</li> <li>Registered Nurse III, Anesthetist</li> <li>Registered Nurse IV</li> <li>Scheduler (Drug and Alcohol Testing)</li> </ul>			10.36 11.31 12.69 16.79 15.29 19.18 13.30 26.70 30.36 38.37 38.37 44.91 44.91 53.84 21.85
130 130 130 130 130 130 130 130	)11 )12 )13 )41 )42 )43 )43 )47 )50 )54	<pre>Information And Arts Occupations - Exhibits Specialist I - Exhibits Specialist II - Exhibits Specialist III - Illustrator I - Illustrator II - Illustrator III - Librarian - Library Aide/Clerk - Library Information Technology Systems .strator</pre>			19.30 24.74 28.94 19.30 23.91 30.12 26.69 10.84 24.09
130 130 130 130 130 130 130 130 130	)58 )61 )62 )63 )71 )72 )73 )74 )75 L10	<ul> <li>Library Technician</li> <li>Media Specialist I</li> <li>Media Specialist III</li> <li>Media Specialist III</li> <li>Photographer I</li> <li>Photographer III</li> <li>Photographer IVI</li> <li>Photographer V</li> <li>Video Teleconference Technician</li> </ul>			16.04 17.39 19.46 21.68 15.32 18.15 22.56 27.49 33.07 16.73
140 140 140 140 140 140 140 140 140 141 141	)41 )42 )43 )44 )45 )71 )72 )73 )74 L01 L02 L03 L50	<ul> <li>Computer Programmer II</li> <li>Computer Programmer III</li> <li>Computer Programmer IV</li> <li>Computer Systems Analyst I</li> <li>Computer Systems Analyst III</li> <li>Peripheral Equipment Operator</li> </ul>	(see (see (see (see (see (see (see	1) 1) 1) 1)	17.31 19.37 21.59 24.00 26.57 26.04
15000 150 150 150 150 150 150 150 150	) - )10 )20 )30 )50 )50 )60 )70 )70 )80 )90 )95	<ul> <li>Personal Computer Support Technician Instructional Occupations</li> <li>Aircrew Training Devices Instructor (Non-Rated)</li> <li>Aircrew Training Devices Instructor (Rated)</li> <li>Air Crew Training Devices Instructor (Pilot)</li> <li>Computer Based Training Specialist / Instructor</li> <li>Educational Technologist</li> <li>Flight Instructor (Pilot)</li> <li>Graphic Artist</li> <li>Technical Instructor/Course Developer</li> <li>Test Proctor</li> </ul>			24.00 33.08 40.02 47.98 33.08 29.23 47.98 26.72 22.43 27.43 18.43

15120	- Tutor	18.43
	Laundry, Dry-Cleaning, Pressing And Related Occupations	
	- Assembler	9.40
16030	- Counter Attendant	9.40
16040	- Dry Cleaner	12.06
16070	- Finisher, Flatwork, Machine	9.40
16090	- Presser, Hand	9.40
16110	- Presser, Machine, Drycleaning	9.40
16130	- Presser, Machine, Shirts	9.40
16160	- Presser, Machine, Wearing Apparel, Laundry	9.40
16190	- Sewing Machine Operator	12.79
16220	- Tailor	13.75
16250	- Washer, Machine	10.32
19000 -	Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	19.71
19040	- Tool And Die Maker	23.23
21000 -	Materials Handling And Packing Occupations	
	- Forklift Operator	13.25
	- Material Coordinator	19.46
21040	- Material Expediter	19.46
	- Material Handling Laborer	12.26
	- Order Filler	11.47
	- Production Line Worker (Food Processing)	13.25
	- Shipping Packer	14.60
	- Shipping/Receiving Clerk	14.60
	- Store Worker I	11.34
	- Stock Clerk	16.06
	- Tools And Parts Attendant	13.58
	- Warehouse Specialist	13.25
	Mechanics And Maintenance And Repair Occupations	
	- Aerospace Structural Welder	29.47
	- Aircraft Mechanic I	28.07
	- Aircraft Mechanic II	29.47
	- Aircraft Mechanic III	30.94
	- Aircraft Mechanic Helper	21.98
	- Aircraft, Painter	25.61
	- Aircraft Servicer	24.44
	- Aircraft Worker	25.76
	- Appliance Mechanic	18.61
	- Bicycle Repairer	13.91
	- Cable Splicer	25.34
	- Carpenter, Maintenance	19.71
	- Carpet Layer	18.45
	- Electrician, Maintenance	26.51
	- Electronics Technician Maintenance I	21.28
	- Electronics Technician Maintenance II	23.89
	- Electronics Technician Maintenance III	25.10
	- Fabric Worker	17.17
	- Fire Alarm System Mechanic	19.95
	- Fire Extinguisher Repairer	15.88
	- Fuel Distribution System Mechanic	20.96
	- Fuel Distribution System Operator	16.33
	- General Maintenance Worker	18.08
	- Ground Support Equipment Mechanic	28.07
	- Ground Support Equipment Servicer	24.44
		24.44 25.76
	- Ground Support Equipment Worker - Gunsmith I	
		15.88
	- Gunsmith II	18.45
	- Gunsmith III	20.81
	- Heating, Ventilation And Air-Conditioning	21.04
Mechar		01 05
∠3411	- Heating, Ventilation And Air Contditioning	21.95

	nic (Research Facility)	
	- Heavy Equipment Mechanic	19.79
	- Heavy Equipment Operator	19.26
23460	- Instrument Mechanic	25.87
23465	- Laboratory/Shelter Mechanic	19.71
23470	- Laborer	11.04
23510	- Locksmith	18.99
23530	- Machinery Maintenance Mechanic	24.33
	- Machinist, Maintenance	20.81
	- Maintenance Trades Helper	14.94
	- Metrology Technician I	25.87
	- Metrology Technician II	26.99
	- Metrology Technician III	28.14
	- Millwright	21.53
	- Office Appliance Repairer	18.99
	- Painter, Maintenance	18.99
	- Pipefitter, Maintenance	21.38
	- Plumber, Maintenance	20.88
	- Pneudraulic Systems Mechanic	20.00
	- Rigger	20.81
	- Scale Mechanic	18.45
	- Sheet-Metal Worker, Maintenance	19.95
	- Small Engine Mechanic	18.08
	- Telecommunications Mechanic I	23.89
	- Telecommunications Mechanic II	24.95
	- Telephone Lineman	25.52
	- Welder, Combination, Maintenance	20.27
	- Well Driller	20.81
	- Woodcraft Worker	20.81
	- Woodworker	15.04
	Personal Needs Occupations	
	- Child Care Attendant	10.65
	- Child Care Center Clerk	13.27
	- Chore Aide	7.35
	- Family Readiness And Support Services	13.83
	inator	
	- Homemaker	16.84
	Plant And System Operations Occupations	
	- Boiler Tender	22.20
	- Sewage Plant Operator	18.70
25070	- Stationary Engineer	22.20
25190	- Ventilation Equipment Tender	14.58
25210	- Water Treatment Plant Operator	18.32
27000 -	Protective Service Occupations	
27004	- Alarm Monitor	16.14
27007	- Baggage Inspector	11.56
	- Corrections Officer	19.62
	- Court Security Officer	21.18
	- Detection Dog Handler	17.90
	- Detention Officer	19.62
	- Firefighter	20.41
	- Guard I	11.56
	- Guard II	17.90
	- Police Officer I	24.19
	- Police Officer II	26.88
	Recreation Occupations	20.00
	- Carnival Equipment Operator	11.63
	- Carnival Equipment Repairer	12.36
	- Carnival Equipment Worker	8.51
	- Gate Attendant/Gate Tender	13.90
	- Gate Attendant/Gate Tender - Lifeguard	13.90
		12.38
20000	- Park Attendant (Aide)	T0.00

28510	- Recreation Aide/Health Facility Attendant		11.35
28515	- Recreation Specialist		17.83
	- Sports Official		12.38
	- Swimming Pool Operator		17.44
	Stevedoring/Longshoremen Occupational Services		
	- Blocker And Bracer		20.12
	- Hatch Tender		20.12
	- Line Handler		20.12
	- Stevedore I		18.72
	- Stevedore II		21.50
	Technical Occupations	( ) ) ) ) ( ) ) ( ) ( ) ) ( ) ( ) ( ) (	
	- Air Traffic Control Specialist, Center (HFO)		40.33
	- Air Traffic Control Specialist, Station (HFO)		27.81
	- Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30.63
	- Archeological Technician I		21.56
	- Archeological Technician II		25.47
	- Archeological Technician III - Cartographic Technician		30.62
			30.62 30.03
	- Civil Engineering Technician - Drafter/CAD Operator I		21.56
	- Drafter/CAD Operator II		21.30
	- Drafter/CAD Operator III		27.56
	- Drafter/CAD Operator IV		33.10
	- Engineering Technician I		20.02
	- Engineering Technician II		22.48
	- Engineering Technician III		25.15
	- Engineering Technician IV		31.09
	- Engineering Technician V		38.65
	- Engineering Technician VI		46.10
	- Environmental Technician		29.96
	- Laboratory Technician		23.56
	- Mathematical Technician		30.62
30361	- Paralegal/Legal Assistant I		22.52
30362	- Paralegal/Legal Assistant II		27.90
30363	- Paralegal/Legal Assistant III		34.12
30364	- Paralegal/Legal Assistant IV		41.27
30390	- Photo-Optics Technician		30.62
	- Technical Writer I		23.21
30462	- Technical Writer II		28.38
	- Technical Writer III		34.93
	- Unexploded Ordnance (UXO) Technician I		25.63
	- Unexploded Ordnance (UXO) Technician II		31.01
	- Unexploded Ordnance (UXO) Technician III		37.17
	- Unexploded (UXO) Safety Escort		25.63
	- Unexploded (UXO) Sweep Personnel	( )	25.63
	· ± ±	(see 2)	26.35
	ce Programs	( )	20 40
	- Weather Observer, Senior	(see 2)	30.48
	Transportation/Mobile Equipment Operation Occupat	LIONS	11 00
	- Bus Aide - Bus Driver		11.88
	- Driver Courier		17.06 14.03
	- Parking and Lot Attendant		9.17
	- Shuttle Bus Driver		15.28
	- Taxi Driver		11.54
	- Truckdriver, Light		15.28
	- Truckdriver, Medium		18.98
	- Truckdriver, Heavy		20.32
	- Truckdriver, Tractor-Trailer		20.32
	Miscellaneous Occupations		-
	- Cashier		10.01
99050	- Desk Clerk		11.72

99095 - Embalmer	23.71
99251 - Laboratory Animal Caretaker I	9.83
99252 - Laboratory Animal Caretaker II	10.71
99310 - Mortician	26.44
99410 - Pest Controller	15.80
99510 - Photofinishing Worker	12.62
99710 - Recycling Laborer	16.46
99711 - Recycling Specialist	20.06
99730 - Refuse Collector	14.67
99810 - Sales Clerk	12.66
99820 - School Crossing Guard	10.96
99830 - Survey Party Chief	20.96
99831 - Surveying Aide	14.35
99832 - Surveying Technician	18.13
99840 - Vending Machine Attendant	12.00
99841 - Vending Machine Repairer	14.41
99842 - Vending Machine Repairer Helper	12.31

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

Additionally, because job titles vary widely and change quickly in the computer

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

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

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

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

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

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

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

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

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

\*\* UNIFORM ALLOWANCE \*\*

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

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

and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

#### Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

6) The contractor informs the affected employees.

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination. \*\*\*\*\*\*\*\*\*\*\* THIS WAGE DETERMINATION WAS REPLACED 07/14/2015 \*\*\*\*\*\*\*\*\* WD 05-2515 (Rev.-17) was first posted on www.wdol.gov on 12/30/2014 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor | WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 | Wage Determination No.: 2005-2515 Diane C. Koplewski Division of Revision No.: 17 Wage Determinations| Director Date Of Revision: 12/22/2014

Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Austin, Brazoria, Chambers, Colorado, Fort Bend, Galveston, Grimes, Harris, Houston, Jackson, Lavaca, Liberty, Madison, Matagorda, Montgomery, San Jacinto, Trinity, Walker, Waller, Washington, Wharton

**Fringe Benefits Required Follow the Occupational Listing**	
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	14.98
01012 - Accounting Clerk II	16.82
01013 - Accounting Clerk III	18.82
01020 - Administrative Assistant	25.91
01040 - Court Reporter	21.79
01051 - Data Entry Operator I	13.24
01052 - Data Entry Operator II	14.45
01060 - Dispatcher, Motor Vehicle	15.96
01070 - Document Preparation Clerk	13.41
01090 - Duplicating Machine Operator	13.41
01111 - General Clerk I	11.88
01112 - General Clerk II	13.27
01113 - General Clerk III	14.90
01120 - Housing Referral Assistant	20.69
01141 - Messenger Courier	12.55
01191 - Order Clerk I	13.52
01192 - Order Clerk II	15.24
01261 - Personnel Assistant (Employment) I	15.43
01262 – Personnel Assistant (Employment) II	17.27
01263 – Personnel Assistant (Employment) III	19.25
01270 - Production Control Clerk	19.10
01280 - Receptionist	12.02
01290 - Rental Clerk	14.75
01300 - Scheduler, Maintenance	16.59
01311 - Secretary I	16.59
01312 - Secretary II	18.57
01313 - Secretary III	20.69

01320	- Service Order Dispatcher	15.16
01410	- Supply Technician	25.91
01420	- Survey Worker	17.79
01531	- Travel Clerk I	13.71
01532	- Travel Clerk II	14.81
01533	- Travel Clerk III	15.83
01611	- Word Processor I	14.29
01612	- Word Processor II	16.04
01613	- Word Processor III	17.95
05000 -	Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	25.76
05010	- Automotive Electrician	23.79
05040	- Automotive Glass Installer	21.96
05070	- Automotive Worker	21.96
05110	- Mobile Equipment Servicer	20.23
	- Motor Equipment Metal Mechanic	25.76
	- Motor Equipment Metal Worker	21.96
	- Motor Vehicle Mechanic	25.76
05220	- Motor Vehicle Mechanic Helper	19.40
	- Motor Vehicle Upholstery Worker	20.83
	- Motor Vehicle Wrecker	21.96
	- Painter, Automotive	23.79
	- Radiator Repair Specialist	22.88
	- Tire Repairer	14.40
	- Transmission Repair Specialist	25.76
	Food Preparation And Service Occupations	20.70
	- Baker	10.06
	- Cook I	9.52
	- Cook II	10.88
	- Dishwasher	8.11
	- Food Service Worker	9.12
	- Meat Cutter	12.91
	- Waiter/Waitress	8.19
	Furniture Maintenance And Repair Occupations	0.19
	- Electrostatic Spray Painter	18.32
	- Furniture Handler	11.95
	- Furniture Refinisher	17.70
	- Furniture Refinisher Helper	14.58
	- Furniture Repairer, Minor	16.82
	- Upholsterer	18.32
	General Services And Support Occupations	10.32
	- Cleaner, Vehicles	9.90
	- Elevator Operator	8.82
	- Gardener	14.52
	- Housekeeping Aide	8.84
	- Janitor	8.84
	- Laborer, Grounds Maintenance	10.93
	- Maid or Houseman	7.96
	- Pruner	9.25
	- Tractor Operator	12.82
	- Trail Maintenance Worker	10.93
	- Window Cleaner	9.81
		9.01
	Health Occupations	15 00
	- Ambulance Driver	15.00
	- Breath Alcohol Technician	15.64
	- Certified Occupational Therapist Assistant	23.69
	- Certified Physical Therapist Assistant	24.52
	- Dental Assistant	15.64
	- Dental Hygienist	32.93
	- EKG Technician	25.92
	- Electroneurodiagnostic Technologist	25.92
12040	- Emergency Medical Technician	15.00

12071	- Licensed Practical Nurse I		19.05
12072	- Licensed Practical Nurse II		21.32
12073	- Licensed Practical Nurse III		23.76
12100	- Medical Assistant		12.50
12130	- Medical Laboratory Technician		16.63
12160	- Medical Record Clerk		14.53
12190	- Medical Record Technician		16.57
12195	- Medical Transcriptionist		16.81
	- Nuclear Medicine Technologist		35.13
	- Nursing Assistant I		8.57
	- Nursing Assistant II		10.36
	- Nursing Assistant III		11.31
	- Nursing Assistant IV		12.69
	- Optical Dispenser		16.79
	- Optical Technician		15.29
	- Pharmacy Technician		19.18
	- Phlebotomist		13.30
	- Radiologic Technologist		26.70
	- Registered Nurse I		30.36
	- Registered Nurse II		38.37
	-		38.37
	- Registered Nurse II, Specialist		44.91
	- Registered Nurse III		
	- Registered Nurse III, Anesthetist		44.91
	- Registered Nurse IV		53.84
	- Scheduler (Drug and Alcohol Testing)		21.85
	Information And Arts Occupations		10.00
	- Exhibits Specialist I		19.30
	- Exhibits Specialist II		24.74
	- Exhibits Specialist III		28.94
	- Illustrator I		19.30
	- Illustrator II		23.91
	- Illustrator III		30.12
	- Librarian		26.69
	- Library Aide/Clerk		10.84
	- Library Information Technology Systems		24.09
	istrator		
	- Library Technician		16.04
	- Media Specialist I		17.39
	- Media Specialist II		19.46
13063	- Media Specialist III		21.68
	- Photographer I		15.32
	- Photographer II		18.15
13073	- Photographer III		22.56
13074	- Photographer IV		27.49
13075	- Photographer V		33.07
13110	- Video Teleconference Technician		16.73
14000 -	Information Technology Occupations		
14041	- Computer Operator I		17.31
	- Computer Operator II		19.37
	- Computer Operator III		21.59
	- Computer Operator IV		24.00
	- Computer Operator V		26.57
	- Computer Programmer I	(see 1)	26.04
	- Computer Programmer II	(see 1)	
	- Computer Programmer III	(see 1)	
	- Computer Programmer IV	(see 1)	
	- Computer Systems Analyst I	(see 1)	
	- Computer Systems Analyst I	(see 1)	
	- Computer Systems Analyst II - Computer Systems Analyst III	(see 1)	
	- Peripheral Equipment Operator		17.31
	- Personal Computer Support Technician		24.00
			24.00
TOOOO -	Instructional Occupations		

15010	- Aircrew Training Devices Instructor (Non-Rated)	33.08
15020	- Aircrew Training Devices Instructor (Rated)	40.02
	- Air Crew Training Devices Instructor (Pilot)	47.98
	- Computer Based Training Specialist / Instructor	33.08
15060	- Educational Technologist	29.23
15070	- Flight Instructor (Pilot)	47.98
15080	- Graphic Artist	26.72
	- Technical Instructor	22.43
	- Technical Instructor/Course Developer	27.43
	- Test Proctor	18.43
15120	- Tutor	18.43
16000 -	Laundry, Dry-Cleaning, Pressing And Related Occupations	
	- Assembler	9.40
	- Counter Attendant	9.40
	- Dry Cleaner	12.06
16070	- Finisher, Flatwork, Machine	9.40
16090	- Presser, Hand	9.40
16110	- Presser, Machine, Drycleaning	9.40
	- Presser, Machine, Shirts	9.40
		9.40
	- Presser, Machine, Wearing Apparel, Laundry	
	- Sewing Machine Operator	12.79
16220	- Tailor	13.75
16250	- Washer, Machine	10.32
	Machine Tool Operation And Repair Occupations	
	- Machine-Tool Operator (Tool Room)	19.71
	- Tool And Die Maker	23.23
	Materials Handling And Packing Occupations	
21020	- Forklift Operator	13.25
21030	- Material Coordinator	19.46
	- Material Expediter	19.46
	- Material Handling Laborer	12.26
	- Order Filler	11.47
21080	- Production Line Worker (Food Processing)	13.25
21110	- Shipping Packer	14.60
	- Shipping/Receiving Clerk	14.60
	- Store Worker I	11.34
	- Stock Clerk	16.06
	- Tools And Parts Attendant	13.58
	- Warehouse Specialist	13.25
23000 -	Mechanics And Maintenance And Repair Occupations	
	- Aerospace Structural Welder	29.47
	- Aircraft Mechanic I	28.07
	- Aircraft Mechanic II	
		29.47
	- Aircraft Mechanic III	30.94
	- Aircraft Mechanic Helper	21.98
23050	- Aircraft, Painter	25.61
	- Aircraft Servicer	24.44
	- Aircraft Worker	25.76
	- Appliance Mechanic	18.61
	- Bicycle Repairer	13.91
23125	- Cable Splicer	25.34
23130	- Carpenter, Maintenance	19.71
	- Carpet Layer	18.45
	- Electrician, Maintenance	26.51
	- Electronics Technician Maintenance I	20.31
	- Electronics Technician Maintenance II	23.89
	- Electronics Technician Maintenance III	25.10
23260	- Fabric Worker	17.17
23290	- Fire Alarm System Mechanic	19.95
	- Fire Extinguisher Repairer	15.88
	- Fuel Distribution System Mechanic	20.96
23312	- Fuel Distribution System Operator	16.33

23370 - General Maintenance Worker	18.08
23380 - Ground Support Equipment Mechanic	28.07
23381 - Ground Support Equipment Servicer	24.44
23382 - Ground Support Equipment Worker	25.76
23391 - Gunsmith I	15.88
23392 - Gunsmith II	18.45
23393 - Gunsmith III	20.81
23410 - Heating, Ventilation And Air-Conditioning	21.04
Mechanic	
23411 - Heating, Ventilation And Air Contditioning	21.95
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	19.79
23440 - Heavy Equipment Operator	19.26
23460 - Instrument Mechanic	25.87
23465 - Laboratory/Shelter Mechanic	19.71
23470 - Laborer	11.04
23510 - Locksmith	18.99
23530 - Machinery Maintenance Mechanic	24.33
23550 - Machinist, Maintenance	20.81
23580 - Maintenance Trades Helper	14.94
23591 - Metrology Technician I	25.87
23592 - Metrology Technician II	26.99
23593 - Metrology Technician III	28.14
23640 - Millwright	21.53
23710 - Office Appliance Repairer	18.99
23760 - Painter, Maintenance	18.99
23790 - Pipefitter, Maintenance	21.38
23810 - Plumber, Maintenance	20.88
23820 - Pneudraulic Systems Mechanic	20.81
23850 - Rigger	20.81
23870 - Scale Mechanic	18.45
23890 - Sheet-Metal Worker, Maintenance	19.95
23910 - Small Engine Mechanic	18.08
23931 - Telecommunications Mechanic I	23.89
23932 - Telecommunications Mechanic II	24.95
23950 - Telephone Lineman	25.52
23960 - Welder, Combination, Maintenance	20.27
23965 - Well Driller	20.81
23970 – Woodcraft Worker	20.81
23980 - Woodworker	15.04
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.65
24580 - Child Care Center Clerk	13.27
24610 - Chore Aide	7.35
24620 - Family Readiness And Support Services	13.83
Coordinator	
24630 - Homemaker	16.84
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.20
25040 - Sewage Plant Operator	18.70
25070 - Stationary Engineer	22.20
25190 - Ventilation Equipment Tender	14.58
25210 - Water Treatment Plant Operator	18.32
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.14
27007 - Baggage Inspector	11.56
27008 - Corrections Officer	19.62
27010 - Court Security Officer	21.18
27030 - Detection Dog Handler	17.90
27040 - Detention Officer	19.62
27070 - Firefighter	20.41
27101 - Guard I	11.56

27102	- Guard II		17.90
	- Police Officer I		24.19
-	- Police Officer II		26.88
	Recreation Occupations		20.00
	- Carnival Equipment Operator		11.63
	- Carnival Equipment Repairer		12.36
	- Carnival Equipment Worker		8.51
	- Gate Attendant/Gate Tender		13.90
	- Lifeguard		12.38
	- Park Attendant (Aide)		15.55
	- Recreation Aide/Health Facility Attendant		11.35
	- Recreation Specialist		17.83
	- Sports Official		12.38
	- Swimming Pool Operator		17.44
	Stevedoring/Longshoremen Occupational Services		
	- Blocker And Bracer		20.12
	- Hatch Tender		20.12
29030	- Line Handler		20.12
29041	- Stevedore I		18.72
29042	- Stevedore II		21.50
30000 -	Technical Occupations		
30010	- Air Traffic Control Specialist, Center (HFO)	(see 2)	40.33
	- Air Traffic Control Specialist, Station (HFO)		27.81
30012	- Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30.63
	- Archeological Technician I		21.56
30022	- Archeological Technician II		25.47
	- Archeological Technician III		30.62
	- Cartographic Technician		30.62
	- Civil Engineering Technician		30.03
	- Drafter/CAD Operator I		21.56
	- Drafter/CAD Operator II		24.71
	- Drafter/CAD Operator III		27.56
	- Drafter/CAD Operator IV		33.10
	- Engineering Technician I		20.02
	- Engineering Technician II		22.48
	- Engineering Technician III		25.15
	- Engineering Technician IV		31.09
	- Engineering Technician V		38.65
	- Engineering Technician VI - Environmental Technician		46.10
			29.96
	- Laboratory Technician		23.56
	- Mathematical Technician		30.62
	- Paralegal/Legal Assistant I		22.52
	- Paralegal/Legal Assistant II		27.90
	- Paralegal/Legal Assistant III		34.12
	- Paralegal/Legal Assistant IV		41.27
	- Photo-Optics Technician		30.62
	- Technical Writer I		23.21
	- Technical Writer II		28.38
	- Technical Writer III		34.93
	- Unexploded Ordnance (UXO) Technician I		25.63
	- Unexploded Ordnance (UXO) Technician II		31.01
	- Unexploded Ordnance (UXO) Technician III		37.17
30494	- Unexploded (UXO) Safety Escort		25.63
30495	- Unexploded (UXO) Sweep Personnel		25.63
		(see 2)	26.35
	ce Programs		
	-	(see 2)	30.48
	Transportation/Mobile Equipment Operation Occupat		
	- Bus Aide		11.88
	- Bus Driver		17.06
	- Driver Courier		14.03

31260	- Parking and Lot Attendant	9.17
31290	- Shuttle Bus Driver	15.28
31310	- Taxi Driver	11.54
31361	- Truckdriver, Light	15.28
31362	- Truckdriver, Medium	18.98
31363	- Truckdriver, Heavy	20.32
31364	- Truckdriver, Tractor-Trailer	20.32
99000 -	Miscellaneous Occupations	
99030	- Cashier	10.01
99050	- Desk Clerk	11.72
99095	- Embalmer	23.71
99251	- Laboratory Animal Caretaker I	9.83
99252	- Laboratory Animal Caretaker II	10.71
99310	- Mortician	26.44
99410	- Pest Controller	15.80
99510	- Photofinishing Worker	12.62
	- Recycling Laborer	16.46
99711	- Recycling Specialist	20.06
99730	- Refuse Collector	14.67
99810	- Sales Clerk	12.66
99820	- School Crossing Guard	10.96
99830	- Survey Party Chief	20.96
99831	- Surveying Aide	14.35
99832	- Surveying Technician	18.13
99840	- Vending Machine Attendant	12.00
	- Vending Machine Repairer	14.41
99842	- Vending Machine Repairer Helper	12.31

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

## \*\* UNIFORM ALLOWANCE \*\*

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

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

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

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

## Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

6) The contractor informs the affected employees.

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination. \*\*\*\*\*\*\*\*\*\*\* THIS WAGE DETERMINATION WAS REPLACED 12/08/2015 \* \* \* \* \* \* \* \* \* \* \* \* \* WD 05-2515 (Rev.-18) was first posted on www.wdol.gov on 07/14/2015 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor | WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 | Wage Determination No.: 2005-2515 Daniel W. Simms Division of Revision No.: 18 Wage Determinations| Date Of Revision: 07/08/2015 Director

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State: Texas

Area: Texas Counties of Austin, Brazoria, Chambers, Colorado, Fort Bend, Galveston, Grimes, Harris, Houston, Jackson, Lavaca, Liberty, Madison, Matagorda, Montgomery, San Jacinto, Trinity, Walker, Waller, Washington, Wharton

**Fringe Benefits Required Follow the Occupational Listing**	
OCCUPATION CODE - TITLE FOOTOW CHE OCCUPATIONAL EISTING	RATE
01000 - Administrative Support And Clerical Occupations	INA I D
01011 - Accounting Clerk I	14.98
01012 - Accounting Clerk II	16.82
01012 - Accounting Clerk III	18.82
01020 - Administrative Assistant	25.91
01040 - Court Reporter	21.79
01051 - Data Entry Operator I	13.24
01052 - Data Entry Operator II	14.45
01060 - Dispatcher, Motor Vehicle	15.96
01070 - Document Preparation Clerk	13.41
01090 - Duplicating Machine Operator	13.41
01111 - General Clerk I	11.88
01112 - General Clerk II	13.27
01113 - General Clerk III	14.90
01120 - Housing Referral Assistant	20.69
01141 - Messenger Courier	12.55
01191 - Order Clerk I	13.52
01192 - Order Clerk II	15.24
01261 - Personnel Assistant (Employment) I	15.43
01262 - Personnel Assistant (Employment) II	17.27
01263 - Personnel Assistant (Employment) III	19.25
01270 - Production Control Clerk	19.10
01280 - Receptionist	12.02
01290 - Rental Clerk	14.75
01300 - Scheduler, Maintenance	16.59
01311 - Secretary I	16.59
01312 - Secretary II	18.57
01313 - Secretary III	20.69

01320	- Service Order Dispatcher	15.16
01410	- Supply Technician	25.91
01420	- Survey Worker	17.79
01531	- Travel Clerk I	13.71
01532	- Travel Clerk II	14.81
01533	- Travel Clerk III	15.83
01611	- Word Processor I	14.29
01612	- Word Processor II	16.04
01613	- Word Processor III	17.95
05000 -	Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	25.76
05010	- Automotive Electrician	23.79
05040	- Automotive Glass Installer	21.96
05070	- Automotive Worker	21.96
05110	- Mobile Equipment Servicer	20.23
	- Motor Equipment Metal Mechanic	25.76
	- Motor Equipment Metal Worker	21.96
	- Motor Vehicle Mechanic	25.76
05220	- Motor Vehicle Mechanic Helper	19.40
	- Motor Vehicle Upholstery Worker	20.83
	- Motor Vehicle Wrecker	21.96
	- Painter, Automotive	23.79
	- Radiator Repair Specialist	22.88
	- Tire Repairer	14.40
	- Transmission Repair Specialist	25.76
	Food Preparation And Service Occupations	20.70
	- Baker	10.06
	- Cook I	9.52
	- Cook II	10.88
	- Dishwasher	8.11
	- Food Service Worker	9.12
	- Meat Cutter	12.91
	- Waiter/Waitress	8.19
	Furniture Maintenance And Repair Occupations	0.19
	- Electrostatic Spray Painter	18.32
	- Furniture Handler	11.95
	- Furniture Refinisher	17.70
	- Furniture Refinisher Helper	14.58
	- Furniture Repairer, Minor	16.82
	- Upholsterer	18.32
	General Services And Support Occupations	10.32
	- Cleaner, Vehicles	9.90
	- Elevator Operator	8.82
	- Gardener	14.52
	- Housekeeping Aide	8.84
	- Janitor	8.84
	- Laborer, Grounds Maintenance	10.93
	- Maid or Houseman	7.96
	- Pruner	9.25
	- Tractor Operator	12.82
	- Trail Maintenance Worker	10.93
	- Window Cleaner	9.81
		9.01
	Health Occupations	15 00
	- Ambulance Driver	15.00
	- Breath Alcohol Technician	15.64
	- Certified Occupational Therapist Assistant	23.69
	- Certified Physical Therapist Assistant	24.52
	- Dental Assistant	15.64
	- Dental Hygienist	32.93
	- EKG Technician	25.92
	- Electroneurodiagnostic Technologist	25.92
12040	- Emergency Medical Technician	15.00

12071	- Licensed Practical Nurse I		19.05
12072	- Licensed Practical Nurse II		21.32
12073	- Licensed Practical Nurse III		23.76
12100	- Medical Assistant		12.50
12130	- Medical Laboratory Technician		16.63
12160	- Medical Record Clerk		14.53
12190	- Medical Record Technician		16.57
12195	- Medical Transcriptionist		16.81
	- Nuclear Medicine Technologist		35.13
	- Nursing Assistant I		8.57
	- Nursing Assistant II		10.36
	- Nursing Assistant III		11.31
	- Nursing Assistant IV		12.69
	- Optical Dispenser		16.79
	- Optical Technician		15.29
	- Pharmacy Technician		19.18
	- Phlebotomist		13.30
	- Radiologic Technologist		26.70
	- Registered Nurse I		30.36
	- Registered Nurse II		38.37
	-		38.37
	- Registered Nurse II, Specialist		44.91
	- Registered Nurse III		
	- Registered Nurse III, Anesthetist		44.91
	- Registered Nurse IV		53.84
	- Scheduler (Drug and Alcohol Testing)		21.85
	Information And Arts Occupations		10.00
	- Exhibits Specialist I		19.30
	- Exhibits Specialist II		24.74
	- Exhibits Specialist III		28.94
	- Illustrator I		19.30
	- Illustrator II		23.91
	- Illustrator III		30.12
	- Librarian		26.69
	- Library Aide/Clerk		10.84
	- Library Information Technology Systems		24.09
	istrator		
	- Library Technician		16.04
	- Media Specialist I		17.39
	- Media Specialist II		19.46
13063	- Media Specialist III		21.68
	- Photographer I		15.32
	- Photographer II		18.15
13073	- Photographer III		22.56
13074	- Photographer IV		27.49
13075	- Photographer V		33.07
13110	- Video Teleconference Technician		16.73
14000 -	Information Technology Occupations		
14041	- Computer Operator I		17.31
	- Computer Operator II		19.37
	- Computer Operator III		21.59
	- Computer Operator IV		24.00
	- Computer Operator V		26.57
	- Computer Programmer I	(see 1)	26.04
	- Computer Programmer II	(see 1)	
	- Computer Programmer III	(see 1)	
	- Computer Programmer IV	(see 1)	
	- Computer Systems Analyst I	(see 1)	
	- Computer Systems Analyst I	(see 1)	
	- Computer Systems Analyst II - Computer Systems Analyst III	(see 1)	
	- Peripheral Equipment Operator		17.31
	- Personal Computer Support Technician		24.00
			24.00
TOOOO -	Instructional Occupations		

1 - 0 1 0		
	- Aircrew Training Devices Instructor (Non-Rated)	33.08
	- Aircrew Training Devices Instructor (Rated)	40.02
15030	- Air Crew Training Devices Instructor (Pilot)	47.98
15050	- Computer Based Training Specialist / Instructor	33.08
	- Educational Technologist	29.23
	- Flight Instructor (Pilot)	47.98
	- Graphic Artist	26.72
	- Technical Instructor	22.43
	- Technical Instructor/Course Developer	27.43
	- Test Proctor	18.43
15120	- Tutor	18.43
16000 -	Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.40
16030	- Counter Attendant	9.40
	- Dry Cleaner	12.06
	- Finisher, Flatwork, Machine	9.40
		9.40
	- Presser, Hand	
	- Presser, Machine, Drycleaning	9.40
	- Presser, Machine, Shirts	9.40
	- Presser, Machine, Wearing Apparel, Laundry	9.40
16190	- Sewing Machine Operator	12.79
16220	- Tailor	13.75
16250	- Washer, Machine	10.32
	Machine Tool Operation And Repair Occupations	
	- Machine-Tool Operator (Tool Room)	19.71
	-	
	- Tool And Die Maker	23.23
	Materials Handling And Packing Occupations	
	- Forklift Operator	13.25
21030	- Material Coordinator	19.46
21040	- Material Expediter	19.46
21050	- Material Handling Laborer	12.26
21071	- Order Filler	11.47
	- Production Line Worker (Food Processing)	13.25
	- Shipping Packer	14.60
	- Shipping/Receiving Clerk	14.60
	- Store Worker I	11.34
	- Stock Clerk	16.06
	- Tools And Parts Attendant	13.58
	- Warehouse Specialist	13.25
	Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	29.47
	- Aircraft Mechanic I	28.07
23022	- Aircraft Mechanic II	29.47
	- Aircraft Mechanic III	30.94
	- Aircraft Mechanic Helper	21.98
	- Aircraft, Painter	21.90
	- Aircraft Servicer	24.44
	- Aircraft Worker	25.76
	- Appliance Mechanic	18.61
23120	- Bicycle Repairer	13.91
23125	- Cable Splicer	25.34
23130	- Carpenter, Maintenance	19.71
	- Carpet Layer	18.45
	- Electrician, Maintenance	26.51
	- Electronics Technician Maintenance I	20.01
	- Electronics Technician Maintenance II	23.89
	- Electronics Technician Maintenance III	25.10
	- Fabric Worker	17.17
	- Fire Alarm System Mechanic	19.95
	- Fire Extinguisher Repairer	15.88
	- Fuel Distribution System Mechanic	20.96
23312	- Fuel Distribution System Operator	16.33

23370 - General Maintenance Worker	18.08
23380 - Ground Support Equipment Mechanic	28.07
23381 - Ground Support Equipment Servicer	24.44
23382 - Ground Support Equipment Worker	25.76
23391 - Gunsmith I	15.88
23392 - Gunsmith II	18.45
23393 - Gunsmith III	20.81
23410 - Heating, Ventilation And Air-Conditioning	21.04
Mechanic	
23411 - Heating, Ventilation And Air Contditioning	21.95
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	19.79
23440 - Heavy Equipment Operator	19.26
23460 - Instrument Mechanic	25.87
23465 - Laboratory/Shelter Mechanic	19.71
23470 - Laborer	11.04
23510 - Locksmith	18.99
23530 - Machinery Maintenance Mechanic	24.33
23550 - Machinist, Maintenance	20.81
23580 - Maintenance Trades Helper	14.94
23591 - Metrology Technician I	25.87
23592 - Metrology Technician II	26.99
23593 - Metrology Technician III	28.14
23640 - Millwright	21.53
23710 - Office Appliance Repairer	18.99
23760 - Painter, Maintenance	18.99
23790 - Pipefitter, Maintenance	21.38
23810 - Plumber, Maintenance	20.88
23820 - Pneudraulic Systems Mechanic	20.81
23850 - Rigger	20.81
23870 - Scale Mechanic	18.45
23890 - Sheet-Metal Worker, Maintenance	19.95
23910 - Small Engine Mechanic	18.08
23931 - Telecommunications Mechanic I	23.89
23932 - Telecommunications Mechanic II	24.95
23950 - Telephone Lineman	25.52
23960 - Welder, Combination, Maintenance	20.27
23965 - Well Driller	20.81
23970 - Woodcraft Worker	20.81
23980 - Woodworker	15.04
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.65
24580 - Child Care Center Clerk	13.27
24610 - Chore Aide	7.35
24620 - Family Readiness And Support Services	13.83
Coordinator	
24630 - Homemaker	16.84
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.20
25040 - Sewage Plant Operator	18.70
25070 - Stationary Engineer	22.20
25190 - Ventilation Equipment Tender	14.58
25210 - Water Treatment Plant Operator	18.32
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.14
27007 - Baggage Inspector	11.56
27008 - Corrections Officer	19.62
27010 - Court Security Officer	21.18
27030 - Detection Dog Handler	17.90
27040 - Detention Officer	19.62
27070 - Firefighter	20.41
27101 - Guard I	11.56

27102	- Guard II		17.90
	- Police Officer I		24.19
-	- Police Officer II		26.88
	Recreation Occupations		20.00
	- Carnival Equipment Operator		11.63
	- Carnival Equipment Repairer		12.36
	- Carnival Equipment Worker		8.51
	- Gate Attendant/Gate Tender		13.90
	- Lifeguard		12.38
	- Park Attendant (Aide)		15.55
	- Recreation Aide/Health Facility Attendant		11.35
	- Recreation Specialist		17.83
	- Sports Official		12.38
	- Swimming Pool Operator		17.44
	Stevedoring/Longshoremen Occupational Services		
	- Blocker And Bracer		20.12
	- Hatch Tender		20.12
29030	- Line Handler		20.12
29041	- Stevedore I		18.72
29042	- Stevedore II		21.50
30000 -	Technical Occupations		
30010	- Air Traffic Control Specialist, Center (HFO)	(see 2)	40.33
	- Air Traffic Control Specialist, Station (HFO)		27.81
30012	- Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30.63
	- Archeological Technician I		21.56
30022	- Archeological Technician II		25.47
	- Archeological Technician III		30.62
	- Cartographic Technician		30.62
	- Civil Engineering Technician		30.03
	- Drafter/CAD Operator I		21.56
	- Drafter/CAD Operator II		24.71
	- Drafter/CAD Operator III		27.56
	- Drafter/CAD Operator IV		33.10
	- Engineering Technician I		20.02
	- Engineering Technician II		22.48
	- Engineering Technician III		25.15
	- Engineering Technician IV		31.09
	- Engineering Technician V		38.65
	- Engineering Technician VI - Environmental Technician		46.10
			29.96
	- Laboratory Technician		23.56
	- Mathematical Technician		30.62
	- Paralegal/Legal Assistant I		22.52
	- Paralegal/Legal Assistant II		27.90
	- Paralegal/Legal Assistant III		34.12
	- Paralegal/Legal Assistant IV		41.27
	- Photo-Optics Technician		30.62
	- Technical Writer I		23.21
	- Technical Writer II		28.38
	- Technical Writer III		34.93
	- Unexploded Ordnance (UXO) Technician I		25.63
	- Unexploded Ordnance (UXO) Technician II		31.01
	- Unexploded Ordnance (UXO) Technician III		37.17
30494	- Unexploded (UXO) Safety Escort		25.63
30495	- Unexploded (UXO) Sweep Personnel		25.63
		(see 2)	26.35
	ce Programs		
	-	(see 2)	30.48
	Transportation/Mobile Equipment Operation Occupat		
	- Bus Aide		11.88
	- Bus Driver		17.06
	- Driver Courier		14.03

31260	- Parking and Lot Attendant	9.17
31290	- Shuttle Bus Driver	15.28
31310	- Taxi Driver	11.54
31361	- Truckdriver, Light	15.28
31362	- Truckdriver, Medium	18.98
31363	- Truckdriver, Heavy	20.32
31364	- Truckdriver, Tractor-Trailer	20.32
99000 -	Miscellaneous Occupations	
99030	- Cashier	10.01
99050	- Desk Clerk	11.72
99095	- Embalmer	23.71
99251	- Laboratory Animal Caretaker I	9.83
99252	- Laboratory Animal Caretaker II	10.71
99310	- Mortician	26.44
99410	- Pest Controller	15.80
99510	- Photofinishing Worker	12.62
	- Recycling Laborer	16.46
99711	- Recycling Specialist	20.06
99730	- Refuse Collector	14.67
99810	- Sales Clerk	12.66
99820	- School Crossing Guard	10.96
99830	- Survey Party Chief	20.96
99831	- Surveying Aide	14.35
99832	- Surveying Technician	18.13
99840	- Vending Machine Attendant	12.00
	- Vending Machine Repairer	14.41
99842	- Vending Machine Repairer Helper	12.31

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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

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

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

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

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

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

## \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

## Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination. \*\*\*\*\*\*\*\*\*\*\*\* THIS WAGE DETERMINATION WAS REPLACED 01/19/2016 \*\*\*\*\*\*\*\*\* WD 15-5233 (Rev.-1) was first posted on www.wdol.gov on 01/12/2016 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION By direction of the Secretary of Labor | WASHINGTON D.C. 20210 | Wage Determination No.: 2015-5233 Daniel W. Simms Division of | Revision No.: 1 Director Wage Determinations Date Of Revision: 01/06/2016

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

# State: Texas

Area: Texas Counties of Austin, Brazoria, Chambers, Fort Bend, Galveston, Harris, Liberty, Montgomery, San Jacinto, Waller

**Fringe Benefits Required Follow the Occu		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupati	ons	
01011 - Accounting Clerk I	(see 1)	14.98
01012 - Accounting Clerk II	(see 1)	16.82
01013 - Accounting Clerk III	(see 1)	18.82
01020 - Administrative Assistant	(see 1)	25.91
01035 - Court Reporter	(see 1)	23.97
01041 - Customer Service Representative I	(see 1)	11.62
01042 - Customer Service Representative II	(see 1)	13.07
01043 - Customer Service Representative III	(see 1)	14.26
01051 - Data Entry Operator I	(see 1)	13.63
01052 - Data Entry Operator II	(see 1)	14.87
01060 - Dispatcher, Motor Vehicle	(see 1)	17.56
01070 - Document Preparation Clerk	(see 1)	13.41
01090 - Duplicating Machine Operator	(see 1)	13.41
01111 - General Clerk I	(see 1)	13.07
01112 - General Clerk II	(see 1)	14.60
01113 - General Clerk III	(see 1)	16.39
01120 - Housing Referral Assistant	(see 1)	20.69
01141 - Messenger Courier	(see 1)	13.54
01191 - Order Clerk I	(see 1)	14.87
01192 - Order Clerk II	(see 1)	16.76
01261 – Personnel Assistant (Employment) I	(see 1)	16.42
01262 – Personnel Assistant (Employment) II	(see 1)	18.37
01263 – Personnel Assistant (Employment) III	(see 1)	20.48
01270 - Production Control Clerk	(see 1)	21.01
01290 - Rental Clerk	(see 1)	14.75
01300 - Scheduler, Maintenance	(see 1)	16.59
01311 - Secretary I	(see 1)	16.59

01010		( 1)	10 55
	- Secretary II	(see 1)	18.57
	- Secretary III	(see 1)	20.69
	- Service Order Dispatcher	(see 1)	16.15
01410	- Supply Technician	(see 1)	25.91
01420	- Survey Worker	(see 1)	17.79
01460	- Switchboard Operator/Receptionist	(see 1)	12.59
	- Travel Clerk I	(see 1)	13.92
	- Travel Clerk II	(see 1)	15.00
	- Travel Clerk III	(see 1)	16.05
	- Word Processor I	(see 1)	14.71
	- Word Processor II	(see 1)	16.52
	- Word Processor III		
		(see 1)	18.48
	Automotive Service Occupations	( 1)	05 56
	- Automobile Body Repairer, Fiberglass	(see 1)	25.76
	- Automotive Electrician	(see 1)	23.79
	- Automotive Glass Installer	(see 1)	21.96
	- Automotive Worker	(see 1)	21.96
05110	- Mobile Equipment Servicer	(see 1)	20.23
05130	- Motor Equipment Metal Mechanic	(see 1)	25.96
05160	- Motor Equipment Metal Worker	(see 1)	21.96
05190	- Motor Vehicle Mechanic	(see 1)	25.76
	- Motor Vehicle Mechanic Helper	(see 1)	19.40
	- Motor Vehicle Upholstery Worker	(see 1)	20.83
	- Motor Vehicle Wrecker	(see 1)	20.00
	- Painter, Automotive	(see 1)	23.79
	- Radiator Repair Specialist	(see 1)	22.88
	- Tire Repairer	(see 1)	14.40
	- Transmission Repair Specialist	(see 1)	25.76
	Food Preparation And Service Occupations		
07010	- Baker	(see 1)	10.06
07041	- Cook I	(see 1)	10.47
07042	- Cook II	(see 1)	11.97
07070	- Dishwasher	(see 1)	8.86
07130	- Food Service Worker	(see 1)	9.31
07210	- Meat Cutter	(see 1)	12.91
07260	- Waiter/Waitress	(see 1)	8.99
	Furniture Maintenance And Repair Occupations	(,	
	- Electrostatic Spray Painter	(see 1)	18.32
	- Furniture Handler	(see 1)	11.95
	- Furniture Refinisher		
		(see 1)	17.70
	- Furniture Refinisher Helper	(see 1)	14.58
	- Furniture Repairer, Minor	(see 1)	16.82
	- Upholsterer	(see 1)	18.32
	General Services And Support Occupations		
	- Cleaner, Vehicles	(see 1)	9.90
11060	- Elevator Operator	(see 1)	9.24
11090	- Gardener	(see 1)	14.52
11122	- Housekeeping Aide	(see 1)	9.24
	- Janitor	(see 1)	9.24
11210	- Laborer, Grounds Maintenance	(see 1)	10.93
	- Maid or Houseman	(see 1)	8.76
	- Pruner	(see 1)	9.63
	- Tractor Operator	(see 1)	13.15
	- Trail Maintenance Worker	(see 1)	10.93
	- Window Cleaner		
		(see 1)	10.34
	Health Occupations		1 - 00
	- Ambulance Driver	(see 1)	15.90
	- Breath Alcohol Technician	(see 1)	15.90
	- Certified Occupational Therapist Assistant	(see 1)	26.06
	- Certified Physical Therapist Assistant	(see 1)	26.97
12020	- Dental Assistant	(see 1)	16.49

12025 - Dental Hygienist	(see 1)	35.17
12030 - EKG Technician	(see 1)	25.92
12035 - Electroneurodiagnostic Technologist	(see 1)	25.92
12040 - Emergency Medical Technician	(see 1)	15.90
12071 - Licensed Practical Nurse I	(see 1)	19.05
12072 - Licensed Practical Nurse II	(see 1)	21.32
12073 - Licensed Practical Nurse III	(see 1)	23.76
12100 - Medical Assistant	(see 1)	13.60
12130 - Medical Laboratory Technician	(see 1)	18.29
=		
12160 - Medical Record Clerk	(see 1)	15.98
12190 - Medical Record Technician	(see 1)	17.91
12195 - Medical Transcriptionist	(see 1)	16.81
12210 - Nuclear Medicine Technologist	(see 1)	35.13
12221 - Nursing Assistant I	(see 1)	9.43
12222 - Nursing Assistant II	(see 1)	11.40
12223 - Nursing Assistant III	(see 1)	12.44
12224 - Nursing Assistant IV	(see 1)	13.96
12235 - Optical Dispenser	(see 1)	16.79
12236 - Optical Technician	(see 1)	15.29
12250 - Pharmacy Technician	(see 1)	19.18
12280 - Phlebotomist	(see 1)	14.63
12305 - Radiologic Technologist	(see 1)	26.70
12311 - Registered Nurse I	(see 1)	30.36
12312 - Registered Nurse II	(see 1)	38.37
12313 - Registered Nurse II, Specialist	(see 1)	38.37
12314 - Registered Nurse III	(see 1)	44.91
12315 - Registered Nurse III, Anesthetist	(see 1)	44.91
12316 - Registered Nurse IV	(see 1)	53.84
12317 - Scheduler (Drug and Alcohol Testing)	(see 1)	21.85
12320 - Substance Abuse Treatment Counselor	(see 1)	20.09
	(See I)	20.09
13000 - Information And Arts Occupations	( 1)	10.00
13011 - Exhibits Specialist I	(see 1)	19.30
13012 - Exhibits Specialist II	(see 1)	24.74
13013 - Exhibits Specialist III	(see 1)	28.94
13041 - Illustrator I	(see 1)	19.30
13042 - Illustrator II	(see 1)	23.91
13043 - Illustrator III	(see 1)	30.12
13047 - Librarian	(see 1)	27.23
13050 - Library Aide/Clerk	(see 1)	11.52
13054 - Library Information Technology Systems	(see 1)	24.60
Administrator		21.00
13058 - Library Technician	(222, 1)	16.04
	(see 1)	
13061 - Media Specialist I	(see 1)	17.75
13062 - Media Specialist II	(see 1)	19.86
13063 - Media Specialist III	(see 1)	22.13
13071 - Photographer I	(see 1)	15.84
13072 - Photographer II	(see 1)	18.15
13073 - Photographer III	(see 1)	22.56
13074 - Photographer IV	(see 1)	27.49
13075 - Photographer V	(see 1)	33.07
13090 - Technical Order Library Clerk	(see 1)	14.47
13110 - Video Teleconference Technician	(see 1)	16.73
	(See I)	10.75
14000 - Information Technology Occupations		1 7 7 1
14041 - Computer Operator I	(see 1)	17.31
14042 - Computer Operator II	(see 1)	19.37
14043 - Computer Operator III	(see 1)	21.59
14044 - Computer Operator IV	(see 1)	24.00
14045 - Computer Operator V	(see 1)	26.57
14071 - Computer Programmer I	(see 1,2)	26.04
14072 - Computer Programmer II	(see 1,2)	
14073 - Computer Programmer III	(see 1,2)	
	(/-/	

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			1,2)	1 - 01
		(see		17.31
		(see		24.00
		(see	1)	32.92
	Instructional Occupations			
	- Aircrew Training Devices Instructor (Non-Rated)			33.08
	- Aircrew Training Devices Instructor (Rated)			40.02
	- Air Crew Training Devices Instructor (Pilot)			47.98
15050	- Computer Based Training Specialist / Instructor	(see	1)	33.08
15060	- Educational Technologist	(see	1)	30.39
15070	- Flight Instructor (Pilot)	(see	1)	47.98
15080	- Graphic Artist	(see	1)	26.72
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	(see	1)	43.62
	_	(see	1)	43.62
		(see	1)	43.62
15090		(see		24.67
15095	- Technical Instructor/Course Developer	(see	1)	30.17
	-	(see		20.27
		(see	,	20.27
	Laundry, Dry-Cleaning, Pressing And Related Occup.	·	,	
		(see		9.80
		(see	•	9.80
		(see	•	12.58
	=	(see		9.80
		(see	•	9.80
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		(see		9.80
		(see		13.34
		(see		13.34
		(see	,	14.35
	Machine Tool Operation And Repair Occupations	(566	1) 1	10.70
		(see	1)	19.71
		(see		23.23
		(see	1) 1	23.23
	Materials Handling And Packing Occupations	1	1 \	1 / 1 0
	1	(see	,	14.10
		(see		21.41
	1	(see	•	21.41
	-	(see		12.26
	- Order Filler	(see	•	11.47
		(see		14.10
		(see		14.60
		(see		14.60
		(see	•	11.79
		(see		16.70
		(see	1)	14.10
	- Warehouse Specialist	(see	1)	14.10
	Mechanics And Maintenance And Repair Occupations			
	-	(see	1)	31.26
		(see	1)	24.66
23021	- Aircraft Mechanic I	(see	1)	29.95
23022	- Aircraft Mechanic II	(see	1)	31.26
23023	- Aircraft Mechanic III	(see	1)	32.60
23040	- Aircraft Mechanic Helper	(see	1)	21.98
	-	(see	1)	28.17
		(see		24.66
		(see		28.17
		(see		26.49
		,		-

23091 - Aircrew Life Support Equipment (ALSE) Mechanic	(see 1)	26.49
I		
23092 – Aircrew Life Support Equipment (ALSE) Mechanic	(see 1)	29.95
II		
23110 - Appliance Mechanic	(see 1)	18.61
23120 - Bicycle Repairer	(see 1)	15.30
23125 - Cable Splicer	(see 1)	27.87
23130 - Carpenter, Maintenance	(see 1)	19.71
23140 - Carpet Layer	(see 1)	19.83
	(see 1)	26.51
	(see 1)	23.36
	(see 1)	24.98
	(see 1)	26.41
23165 - Electronics Technician Maintenance III 23260 - Fabric Worker		
	(see 1)	17.17
23290 - Fire Alarm System Mechanic	(see 1)	21.30
	(see 1)	17.08
-	(see 1)	20.96
	(see 1)	16.99
23370 - General Maintenance Worker	(see 1)	18.08
23380 - Ground Support Equipment Mechanic	(see 1)	29.95
23381 - Ground Support Equipment Servicer	(see 1)	24.66
23382 - Ground Support Equipment Worker	(see 1)	26.49
23391 - Gunsmith I	(see 1)	17.08
23392 - Gunsmith II	(see 1)	19.83
23393 - Gunsmith III	(see 1)	22.42
23410 - Heating, Ventilation And Air-Conditioning	(see 1)	21.84
Mechanic		~~ ~~
23411 - Heating, Ventilation And Air Contditioning	(see 1)	22.80
Mechanic (Research Facility)		
23430 - Heavy Equipment Mechanic	(see 1)	21.77
23440 - Heavy Equipment Operator	(see 1)	19.26
23460 - Instrument Mechanic	(see 1)	25.87
23465 – Laboratory/Shelter Mechanic	(see 1)	21.21
23470 - Laborer	(see 1)	11.87
23510 - Locksmith	(see 1)	18.99
23530 - Machinery Maintenance Mechanic	(see 1)	24.33
23550 - Machinist, Maintenance	(see 1)	20.81
23580 - Maintenance Trades Helper	(see 1)	14.94
23591 - Metrology Technician I	(see 1)	25.87
		27.00
23592 - Metrology Technician II	(see 1)	
23593 - Metrology Technician III	(see 1)	28.16
23640 - Millwright	(see 1)	22.43
23710 – Office Appliance Repairer	(see 1)	18.99
23760 - Painter, Maintenance	(see 1)	18.99
23790 - Pipefitter, Maintenance	(see 1)	23.52
23810 - Plumber, Maintenance	(see 1)	22.97
23820 - Pneudraulic Systems Mechanic	(see 1)	22.42
23850 - Rigger	(see 1)	22.83
23870 - Scale Mechanic	(see 1)	19.83
23890 - Sheet-Metal Worker, Maintenance	(see 1)	19.95
23910 - Small Engine Mechanic	(see 1)	18.08
23931 - Telecommunications Mechanic I	(see 1)	23.89
23932 - Telecommunications Mechanic II	(see 1)	23.89
23950 - Telephone Lineman	(see 1)	25.52
23960 - Welder, Combination, Maintenance	(see 1)	20.27
23965 - Well Driller	(see 1)	22.76
23970 - Woodcraft Worker	(see 1)	22.42
23980 - Woodworker	(see 1)	16.54
24000 - Personal Needs Occupations		
24550 - Case Manager	(see 1)	14.98
24570 - Child Care Attendant	(see 1)	10.65

24580 - Child Care Center Clerk	(see 1)	13.48
24610 - Chore Aide	(see 1)	8.09
24620 - Family Readiness And Support Services	(see 1)	14.98
Coordinator		
24630 - Homemaker	(see 1)	16.84
	(366 1)	10.04
25000 - Plant And System Operations Occupations	( 1)	~~ ~~
25010 - Boiler Tender	(see 1)	22.20
25040 - Sewage Plant Operator	(see 1)	18.70
25070 – Stationary Engineer	(see 1)	22.20
25190 - Ventilation Equipment Tender	(see 1)	14.81
25210 - Water Treatment Plant Operator	(see 1)	18.32
27000 - Protective Service Occupations		
27004 - Alarm Monitor	(see 1)	16.50
27007 - Baggage Inspector	(see 1)	11.56
27008 - Corrections Officer	(see 1)	19.62
27010 - Court Security Officer	(see 1)	21.18
27030 - Detection Dog Handler	(see 1)	17.90
27040 - Detention Officer	(see 1)	19.62
27070 - Firefighter	(see 1)	22.45
27101 - Guard I	(see 1)	11.56
27102 - Guard II	(see 1)	17.90
27131 - Police Officer I	(see 1)	24.19
27132 - Police Officer II	(see 1)	26.88
28000 - Recreation Occupations	(366 1)	20.00
-	/ 1)	11 00
28041 - Carnival Equipment Operator	(see 1)	11.77
28042 - Carnival Equipment Repairer	(see 1)	12.82
28043 - Carnival Worker	(see 1)	8.62
28210 – Gate Attendant/Gate Tender	(see 1)	13.90
28310 - Lifeguard	(see 1)	12.38
28350 - Park Attendant (Aide)	(see 1)	15.55
28510 - Recreation Aide/Health Facility Attendant	(see 1)	11.35
28515 - Recreation Specialist	(see 1)	17.83
28630 - Sports Official	(see 1)	12.38
28690 - Swimming Pool Operator	(see 1)	17.44
	(See I)	1/.44
29000 - Stevedoring/Longshoremen Occupational Services	( 1)	00.10
29010 - Blocker And Bracer	(see 1)	22.13
29020 - Hatch Tender	(see 1)	22.13
29030 - Line Handler	(see 1)	22.13
29041 - Stevedore I	(see 1)	20.59
29042 - Stevedore II	(see 1)	23.65
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 1,3)	41.14
30011 - Air Traffic Control Specialist, Station (HFO)	(see 1,3)	28.37
30012 - Air Traffic Control Specialist, Terminal (HFO)		31.25
30021 - Archeological Technician I		
	(see 1)	21.56
30022 - Archeological Technician II	(see 1)	25.47
30023 - Archeological Technician III	(see 1)	30.62
30030 - Cartographic Technician	(see 1)	30.62
30040 - Civil Engineering Technician	(see 1)	30.03
30051 - Cryogenic Technician I	(see 1)	24.49
30052 - Cryogenic Technician II	(see 1)	27.06
30061 - Drafter/CAD Operator I	(see 1)	21.56
30062 - Drafter/CAD Operator II	(see 1)	24.71
30063 - Drafter/CAD Operator III	(see 1)	27.56
30064 - Drafter/CAD Operator IV	(see 1)	33.10
30081 - Engineering Technician I	(see 1)	20.02
30082 - Engineering Technician II	(see 1)	22.48
30083 - Engineering Technician III	(see 1)	25.15
30084 - Engineering Technician IV	(see 1)	31.09
30085 - Engineering Technician V	(see 1)	38.65
30086 - Engineering Technician VI	(see 1)	46.10

30090 - Environmental Technician	(see 1)	29.96
30095 - Evidence Control Specialist	(see 1)	22.12
30210 - Laboratory Technician	(see 1)	25.92
30221 - Latent Fingerprint Technician I	(see 1)	23.96
30222 - Latent Fingerprint Technician II	(see 1)	26.47
30240 - Mathematical Technician	(see 1)	30.62
30361 - Paralegal/Legal Assistant I	(see 1)	22.52
30362 - Paralegal/Legal Assistant II	(see 1)	27.90
30363 - Paralegal/Legal Assistant III	(see 1)	34.12
30364 - Paralegal/Legal Assistant IV	(see 1)	41.27
30375 - Petroleum Supply Specialist	(see 1)	27.06
30390 - Photo-Optics Technician	(see 1)	30.62
	(see 1) (see 1)	
30395 - Radiation Control Technician	( /	27.06
30461 - Technical Writer I	(see 1)	23.41
30462 - Technical Writer II	(see 1)	28.64
30463 - Technical Writer III	(see 1)	34.93
30491 - Unexploded Ordnance (UXO) Technician I	(see 1)	26.15
30492 - Unexploded Ordnance (UXO) Technician II	(see 1)	31.64
30493 - Unexploded Ordnance (UXO) Technician III	(see 1)	37.92
30494 - Unexploded (UXO) Safety Escort	(see 1)	26.15
30495 - Unexploded (UXO) Sweep Personnel	(see 1)	26.15
30501 - Weather Forecaster I	(see 1)	24.49
30502 - Weather Forecaster II	(see 1)	29.80
30620 - Weather Observer, Combined Upper Air Or	(see 1,3)	26.35
Surface Programs	( ) - )	
30621 - Weather Observer, Senior	(see 1,3)	30.48
31000 - Transportation/Mobile Equipment Operation Occup		50.10
31010 - Airplane Pilot	(see 1)	31.64
31020 - Bus Aide		13.07
31030 - Bus Driver	(see 1)	18.77
	(see 1)	
31043 - Driver Courier	(see 1)	14.03
31260 - Parking and Lot Attendant	(see 1)	9.17
31290 - Shuttle Bus Driver	(see 1)	15.28
31310 - Taxi Driver	(see 1)	12.40
31361 - Truckdriver, Light	(see 1)	15.28
31362 - Truckdriver, Medium	(see 1)	18.98
31363 - Truckdriver, Heavy	(see 1)	20.32
31364 - Truckdriver, Tractor-Trailer	(see 1)	20.32
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.43
99030 - Cashier	(see 1)	10.01
99050 - Desk Clerk	(see 1)	11.72
99095 - Embalmer	(see 1)	26.08
99130 - Flight Follower	(see 1)	26.15
99251 - Laboratory Animal Caretaker I	(see 1)	10.81
99252 - Laboratory Animal Caretaker II	(see 1)	11.78
99260 - Marketing Analyst	(see 1)	28.96
99310 - Mortician	(see 1)	29.08
99410 - Pest Controller	(see 1)	15.80
99510 - Photofinishing Worker	(see 1)	13.88
99710 - Recycling Laborer	(see 1)	16.46
99711 - Recycling Specialist	(see 1)	20.06
99730 - Refuse Collector	(see 1)	14.67
99810 - Sales Clerk	(see 1)	12.66
99820 - School Crossing Guard	(see 1)	10.96
99830 - Survey Party Chief	(see 1)	22.05
99831 - Surveying Aide	(see 1)	15.09
99832 - Surveying Technician	(see 1)	19.07
99840 - Vending Machine Attendant	(see 1)	12.00
99841 - Vending Machine Repairer	(see 1)	14.41
99842 - Vending Machine Repairer Helper	(see 1)	12.31
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#### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

## THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

 HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4. 174)

2) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

\*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2014, unless otherwise indicated. \*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\* Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide

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classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).
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State: Florida

Area: Florida Counties of Brevard, Indian River

**Fringe Benefits Required Follow the Occupational Listing**	
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	13.56
01012 - Accounting Clerk II	15.22
01013 - Accounting Clerk III	18.43
01020 - Administrative Assistant	19.20
01040 - Court Reporter	16.31
01051 - Data Entry Operator I	11.69
01052 - Data Entry Operator II	13.31
01060 - Dispatcher, Motor Vehicle	16.31
01070 - Document Preparation Clerk	13.60
01090 - Duplicating Machine Operator	13.60
01111 - General Clerk I	12.38
01112 - General Clerk II	13.39
01113 - General Clerk III	14.93
01120 - Housing Referral Assistant	17.64
01141 - Messenger Courier	12.16
01191 - Order Clerk I	11.55
01192 - Order Clerk II	13.60
01261 - Personnel Assistant (Employment) I	14.66
01262 - Personnel Assistant (Employment) II	16.40
01263 - Personnel Assistant (Employment) III	18.29
01270 - Production Control Clerk	19.41
01280 - Receptionist	11.39
01290 - Rental Clerk	12.83
01300 - Scheduler, Maintenance	14.20
01311 - Secretary I	14.20
01312 - Secretary II	15.82
01313 - Secretary III	17.64
01320 - Service Order Dispatcher	14.82
01410 - Supply Technician	19.60
01420 - Survey Worker	16.31
01531 - Travel Clerk I	11.33
01532 - Travel Clerk II	12.24
01533 - Travel Clerk III	13.11
01611 - Word Processor I	12.21
01612 - Word Processor II	13.16
01613 - Word Processor III	16.23
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.32
05010 - Automotive Electrician	18.15
05040 - Automotive Glass Installer	17.17

0 - 0 - 0		1 - 1 -
	- Automotive Worker	17.17
	- Mobile Equipment Servicer	15.50
05130	- Motor Equipment Metal Mechanic	18.88
05160	- Motor Equipment Metal Worker	17.17
	- Motor Vehicle Mechanic	18.80
	- Motor Vehicle Mechanic Helper	14.58
	-	16.58
	- Motor Vehicle Upholstery Worker	
	- Motor Vehicle Wrecker	17.17
	- Painter, Automotive	18.04
05340	- Radiator Repair Specialist	17.17
05370	- Tire Repairer	13.08
	- Transmission Repair Specialist	18.88
	Food Preparation And Service Occupations	
	- Baker	12.08
	- Cook I	11.12
	- Cook II	12.08
07070	- Dishwasher	8.13
07130	- Food Service Worker	10.11
07210	- Meat Cutter	14.83
07260	- Waiter/Waitress	9.64
	Furniture Maintenance And Repair Occupations	
	- Electrostatic Spray Painter	17.93
	- Furniture Handler	13.01
	- Furniture Refinisher	16.55
	- Furniture Refinisher Helper	13.38
09110	- Furniture Repairer, Minor	14.99
	- Upholsterer	16.55
	General Services And Support Occupations	
	- Cleaner, Vehicles	10.09
	- Elevator Operator	10.09
	- Gardener	13.52
	- Housekeeping Aide	11.47
11150	- Janitor	11.47
11210	- Laborer, Grounds Maintenance	11.33
	- Maid or Houseman	9.03
	- Pruner	10.31
	- Tractor Operator	13.20
	- Trail Maintenance Worker	11.33
	- Window Cleaner	12.61
	Health Occupations	
12010	- Ambulance Driver	15.51
12011	- Breath Alcohol Technician	17.75
	- Certified Occupational Therapist Assistant	27.42
	- Certified Physical Therapist Assistant	24.67
	- Dental Assistant	15.36
		28.81
	- Dental Hygienist	
	- EKG Technician	17.76
	- Electroneurodiagnostic Technologist	17.76
12040	- Emergency Medical Technician	15.51
12071	- Licensed Practical Nurse I	16.45
12072	- Licensed Practical Nurse II	18.40
	- Licensed Practical Nurse III	20.52
	- Medical Assistant	12.83
	- Medical Laboratory Technician	18.67
	- Medical Record Clerk	14.62
	- Medical Record Technician	15.17
12195	- Medical Transcriptionist	14.93
12210	- Nuclear Medicine Technologist	30.91
	- Nursing Assistant I	11.00
	- Nursing Assistant II	12.37
	- Nursing Assistant III	13.50
12224	- Nursing Assistant IV	15.14

12236 12250 12280 12305 12311 12312 12313 12314 12315 12316 12317	<ul> <li>Optical Dispenser</li> <li>Optical Technician</li> <li>Pharmacy Technician</li> <li>Phlebotomist</li> <li>Radiologic Technologist</li> <li>Registered Nurse I</li> <li>Registered Nurse III, Specialist</li> <li>Registered Nurse III, Anesthetist</li> <li>Registered Nurse IV</li> <li>Scheduler (Drug and Alcohol Testing)</li> </ul>		$17.68 \\ 13.58 \\ 12.47 \\ 15.14 \\ 24.10 \\ 22.67 \\ 27.73 \\ 27.73 \\ 33.55 \\ 33.55 \\ 40.22 \\ 22.80 \\ \end{array}$
13011 13012 13013 13041 13042 13043 13047 13050 13054	<pre>Information And Arts Occupations - Exhibits Specialist I - Exhibits Specialist II - Exhibits Specialist III - Illustrator I - Illustrator III - Illustrator III - Librarian - Library Aide/Clerk - Library Information Technology Systems istrator</pre>		17.52 20.85 23.88 16.29 19.52 23.31 22.41 11.99 20.85
13061 13062 13063 13071 13072 13073 13074 13075 13110	<ul> <li>Library Technician</li> <li>Media Specialist I</li> <li>Media Specialist III</li> <li>Media Specialist III</li> <li>Photographer I</li> <li>Photographer III</li> <li>Photographer IVI</li> <li>Photographer V</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> </ul>		$15.75 \\ 15.05 \\ 16.55 \\ 17.57 \\ 15.22 \\ 17.02 \\ 21.09 \\ 24.68 \\ 27.29 \\ 15.74 \\$
14041 14042 14043 14044 14045 14071 14072 14073 14074 14101 14102	<ul> <li>Computer Operator I</li> <li>Computer Operator III</li> <li>Computer Operator III</li> <li>Computer Operator IV</li> <li>Computer Operator V</li> <li>Computer Programmer I</li> <li>Computer Programmer III</li> <li>Computer Programmer IVI</li> <li>Computer Programmer IV</li> <li>Computer Systems Analyst I</li> <li>Computer Systems Analyst II</li> </ul>	(see 1) (see 1) (see 1) (see 1) (see 1) (see 1)	16.15 18.06 20.14 22.37 24.79 23.18 27.62
14150 14160	<ul> <li>Computer Systems Analyst III</li> <li>Peripheral Equipment Operator</li> <li>Personal Computer Support Technician</li> </ul>	(see 1)	16.15 22.37
15010 15020 15030 15050 15060 15070 15080 15090 15095 15110 15120	<pre>Instructional Occupations - Aircrew Training Devices Instructor (Non-Rated) - Aircrew Training Devices Instructor (Rated) - Air Crew Training Devices Instructor (Pilot) - Computer Based Training Specialist / Instructor - Educational Technologist - Flight Instructor (Pilot) - Graphic Artist - Technical Instructor - Technical Instructor/Course Developer - Test Proctor - Tutor</pre>		29.98 33.63 35.42 29.98 25.26 35.42 20.58 21.82 25.91 17.90 17.90
	Laundry, Dry-Cleaning, Pressing And Related Occup - Assembler	ations	8.37

16030	- Counter Attendant	8.37
16040	- Dry Cleaner	10.44
	- Finisher, Flatwork, Machine	8.37
	- Presser, Hand	8.37
	- Presser, Machine, Drycleaning	8.37
	- Presser, Machine, Shirts	8.37
	- Presser, Machine, Wearing Apparel, Laundry	8.37
16190	- Sewing Machine Operator	11.12
16220	- Tailor	11.82
16250	- Washer, Machine	9.06
	Machine Tool Operation And Repair Occupations	
	- Machine-Tool Operator (Tool Room)	17.55
	- Tool And Die Maker	20.86
		20.80
	Materials Handling And Packing Occupations	
	- Forklift Operator	13.08
21030	- Material Coordinator	19.41
21040	- Material Expediter	19.41
21050	- Material Handling Laborer	11.56
21071	- Order Filler	11.67
	- Production Line Worker (Food Processing)	13.84
	- Shipping Packer	13.52
	- Shipping/Receiving Clerk	13.52
	- Store Worker I	11.88
	- Stock Clerk	15.84
	- Tools And Parts Attendant	14.66
21410	- Warehouse Specialist	14.58
23000 -	Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	23.29
	- Aircraft Mechanic I	22.18
	- Aircraft Mechanic II	23.29
	- Aircraft Mechanic III	24.46
		15.59
	- Aircraft Mechanic Helper	
	- Aircraft, Painter	19.14
	- Aircraft Servicer	17.47
	- Aircraft Worker	18.35
23110	- Appliance Mechanic	18.95
23120	- Bicycle Repairer	13.08
23125	- Cable Splicer	24.84
	- Carpenter, Maintenance	18.77
	- Carpet Layer	17.82
	- Electrician, Maintenance	22.10
	- Electronics Technician Maintenance I	22.10
	- Electronics Technician Maintenance II	
		24.25
	- Electronics Technician Maintenance III	25.73
	- Fabric Worker	16.67
	- Fire Alarm System Mechanic	17.54
23310	- Fire Extinguisher Repairer	15.49
23311	- Fuel Distribution System Mechanic	20.11
	- Fuel Distribution System Operator	16.75
	- General Maintenance Worker	17.61
	- Ground Support Equipment Mechanic	22.18
	- Ground Support Equipment Servicer	17.47
	- Ground Support Equipment Worker	18.35
	- Gunsmith I	17.56
	- Gunsmith II	20.20
	- Gunsmith III	22.75
23410	- Heating, Ventilation And Air-Conditioning	18.49
Mechar		
	- Heating, Ventilation And Air Contditioning	19.55
	nic (Research Facility)	
	- Heavy Equipment Mechanic	20.74
	- Heavy Equipment Operator	16.89
20440	neavy Equipment Operator	10.09

	- Instrument Mechanic	20.11
	- Laboratory/Shelter Mechanic	20.21
	- Laborer	12.14
	- Locksmith	16.96
	- Machinery Maintenance Mechanic	23.76
23550	- Machinist, Maintenance	20.27
	- Maintenance Trades Helper	15.08
	- Metrology Technician I	20.11
	- Metrology Technician II	21.26
	- Metrology Technician III	22.06
23640	- Millwright	20.21
	- Office Appliance Repairer	18.22
23760	- Painter, Maintenance	17.34
23790	- Pipefitter, Maintenance	19.44
23810	- Plumber, Maintenance	18.59
23820	- Pneudraulic Systems Mechanic	20.11
23850	- Rigger	19.60
	- Scale Mechanic	17.82
23890	- Sheet-Metal Worker, Maintenance	19.20
23910	- Small Engine Mechanic	16.50
23931	- Telecommunications Mechanic I	24.15
23932	- Telecommunications Mechanic II	25.23
23950	- Telephone Lineman	21.31
23960	- Welder, Combination, Maintenance	18.14
23965	- Well Driller	20.11
23970	- Woodcraft Worker	20.11
23980	- Woodworker	14.58
24000 -	Personal Needs Occupations	
24570	- Child Care Attendant	10.25
24580	- Child Care Center Clerk	13.34
24610	- Chore Aide	10.53
21620	- Family Readiness And Support Services	13.26
Z40Z0	ramiry Reddinebb inter beport berviceb	13.20
	inator	13.20
Coordi		16.32
Coordi 24630	inator	
Coordi 24630 25000 -	inator - Homemaker	
Coordi 24630 25000 - 25010	inator - Homemaker Plant And System Operations Occupations	16.32
Coordi 24630 25000 - 25010 25040	inator - Homemaker Plant And System Operations Occupations - Boiler Tender	16.32 19.20
Coordi 24630 25000 - 25010 25040 25070	inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator	16.32 19.20 18.79
Coordi 24630 25000 - 25010 25040 25070 25190	inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer	16.32 19.20 18.79 19.20
Coordi 24630 25000 - 25010 25040 25070 25190 25210	inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender	16.32 19.20 18.79 19.20 14.23
Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 -	inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator	16.32 19.20 18.79 19.20 14.23
Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004	<ul> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> </ul>	16.32 19.20 18.79 19.20 14.23 18.79
Coordi 24630 25010 25010 25040 25070 25190 25210 27000 - 27004 27007	<ul> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> </ul>	16.32 19.20 18.79 19.20 14.23 18.79 14.87
Coordi 24630 25010 25010 25040 25070 25190 25210 27000 - 27004 27007 27008	<ul> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> </ul>	16.32 19.20 18.79 19.20 14.23 18.79 14.87 12.42
Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010	<ul> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> </ul>	16.32 19.20 18.79 19.20 14.23 18.79 14.87 12.42 18.77
Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030	<ul> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> </ul>	16.32 19.20 18.79 19.20 14.23 18.79 14.87 12.42 18.77 18.77
Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040	<ul> <li>Homemaker</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> </ul>	16.32 19.20 18.79 19.20 14.23 18.79 14.87 12.42 18.77 18.77 17.09
Coordi 24630 25000 - 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer</pre>	16.32 19.20 18.79 19.20 14.23 18.79 14.87 12.42 18.77 18.77 17.09 18.77
Coordi 24630 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27070 27070	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter</pre>	16.32 19.20 18.79 19.20 14.23 18.79 14.87 12.42 18.77 18.77 18.77 17.09 18.77 19.22
Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27070 27011 27102	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I</pre>	16.32 19.20 18.79 19.20 14.23 18.79 14.87 12.42 18.77 18.77 18.77 17.09 18.77 19.22 12.42
Coordi 24630 25010 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27040 27070 27101 27102 27131	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II</pre>	16.32 19.20 18.79 19.20 14.23 18.79 14.87 12.42 18.77 18.77 18.77 17.09 18.77 19.22 12.42 17.09
Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27040 27070 27101 27102 27131 27132	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer I</pre>	16.32 19.20 18.79 19.20 14.23 18.79 14.87 12.42 18.77 18.77 18.77 17.09 18.77 19.22 12.42 17.09 20.43
Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27070 27070 27101 27102 27131 27132 28000 -	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer II Recreation Occupations</pre>	16.32 19.20 18.79 19.20 14.23 18.79 14.87 12.42 18.77 18.77 18.77 17.09 18.77 19.22 12.42 17.09 20.43
Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27040 27070 27101 27102 27131 27132 28000 - 28041	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer II Recreation Occupations - Carnival Equipment Operator</pre>	16.32 19.20 18.79 19.20 14.23 18.79 14.87 12.42 18.77 18.77 18.77 19.22 12.42 17.09 20.43 22.70
Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27040 27070 27101 27102 27131 27132 28000 - 28041 28042	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer II Recreation Occupations</pre>	16.32 19.20 18.79 19.20 14.23 18.79 14.87 12.42 18.77 18.77 18.77 17.09 18.77 19.22 12.42 17.09 20.43 22.70
Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer II Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Repairer</pre>	16.32 19.20 18.79 19.20 14.23 18.79 14.87 12.42 18.77 17.09 18.77 19.22 12.42 17.09 20.43 22.70 13.12 13.43
Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043 28210	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard I - Police Officer I - Police Officer II Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Worker - Gate Attendant/Gate Tender</pre>	16.32 19.20 18.79 19.20 14.23 18.79 14.87 12.42 18.77 18.77 17.09 18.77 19.22 12.42 17.09 20.43 22.70 13.12 13.43 9.04 13.56
Coordi 24630 25000 - 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043 28210 28310	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detection Officer - Firefighter - Guard I - Guard I - Police Officer II Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Worker - Gate Attendant/Gate Tender - Lifeguard</pre>	16.32 19.20 18.79 19.20 14.23 18.79 14.87 12.42 18.77 18.77 18.77 17.09 18.77 19.22 12.42 17.09 20.43 22.70 13.12 13.43 9.04 13.56 12.08
Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043 28210 28310 28350	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard I - Police Officer I Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Worker - Gate Attendant/Gate Tender - Lifeguard - Park Attendant (Aide)</pre>	16.32 19.20 18.79 19.20 14.23 18.79 14.87 12.42 18.77 18.77 17.09 18.77 19.22 12.42 17.09 20.43 22.70 13.12 13.43 9.04 13.56
Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28040 - 28041 28042 28043 28210 28310 28350 28510	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer II Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Worker - Gate Attendant/Gate Tender - Lifeguard - Park Attendant (Aide) - Recreation Aide/Health Facility Attendant</pre>	16.32 19.20 18.79 19.20 14.23 18.79 14.87 12.42 18.77 18.77 18.77 17.09 18.77 19.22 12.42 17.09 20.43 22.70 13.12 13.43 9.04 13.56 12.08 15.16 11.07
Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27030 27040 27070 27101 27102 27131 27132 28040 - 28041 28042 28043 28210 28310 28350 28515	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard I - Police Officer I Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Worker - Gate Attendant/Gate Tender - Lifeguard - Park Attendant (Aide)</pre>	16.32 19.20 18.79 19.20 14.23 18.79 14.87 12.42 18.77 18.77 18.77 18.77 19.22 12.42 17.09 20.43 22.70 13.12 13.43 9.04 13.56 12.08 15.16

28690	- Swimming Pool Operator			14.79
	Stevedoring/Longshoremen Occupational Services			11.19
	- Blocker And Bracer			17.91
	- Hatch Tender			17.91
	- Line Handler			17.91
	- Stevedore I			17.02
	- Stevedore II			20.11
	Technical Occupations			
	- Air Traffic Control Specialist, Center (HFO)	(see	2)	37.80
	- Air Traffic Control Specialist, Station (HFO)			24.66
	- Air Traffic Control Specialist, Terminal (HFO)			27.16
	- Archeological Technician I	<b>、</b>		14.56
	- Archeological Technician II			16.54
	- Archeological Technician III		:	20.23
	- Cartographic Technician			19.71
	- Civil Engineering Technician			20.89
	- Drafter/CAD Operator I			13.92
	- Drafter/CAD Operator II			15.57
	- Drafter/CAD Operator III			18.21
	- Drafter/CAD Operator IV			21.36
	- Engineering Technician I			15.41
	- Engineering Technician II			17.30
	- Engineering Technician III			19.35
	- Engineering Technician IV		:	23.98
	- Engineering Technician V		:	29.33
30086	- Engineering Technician VI			35.49
30090	- Environmental Technician			18.78
30210	- Laboratory Technician			22.77
	- Mathematical Technician			19.29
30361	- Paralegal/Legal Assistant I			15.19
30362	- Paralegal/Legal Assistant II		:	20.55
30363	- Paralegal/Legal Assistant III		:	25.12
30364	- Paralegal/Legal Assistant IV			30.43
30390	- Photo-Optics Technician			19.71
	- Technical Writer I			19.86
30462	- Technical Writer II		:	24.29
30463	- Technical Writer III		:	29.39
30491	- Unexploded Ordnance (UXO) Technician I		:	22.74
	- Unexploded Ordnance (UXO) Technician II		:	27.51
30493	- Unexploded Ordnance (UXO) Technician III			32.97
	- Unexploded (UXO) Safety Escort			22.74
	- Unexploded (UXO) Sweep Personnel		:	22.74
		(see	2)	18.21
	ce Programs			
	- Weather Observer, Senior	(see	2)	19.59
	Transportation/Mobile Equipment Operation Occupat	ions		
	- Bus Aide			11.22
	- Bus Driver			12.82
	- Driver Courier			15.56
	- Parking and Lot Attendant			11.35
	- Shuttle Bus Driver			13.22
	- Taxi Driver			13.42
	- Truckdriver, Light			14.77
	- Truckdriver, Medium			15.11
	- Truckdriver, Heavy			15.38
	- Truckdriver, Tractor-Trailer			15.38
	Miscellaneous Occupations			0 5 0
	- Cashier			9.59
	- Desk Clerk			10.15
	- Embalmer			23.84
	- Laboratory Animal Caretaker I			10.25
99Z3Z	- Laboratory Animal Caretaker II			11.13

99310 - Mortician	23.84
99410 - Pest Controller	14.24
99510 - Photofinishing Worker	10.82
99710 - Recycling Laborer	13.25
99711 - Recycling Specialist	15.71
99730 - Refuse Collector	12.05
99810 - Sales Clerk	11.66
99820 - School Crossing Guard	10.86
99830 - Survey Party Chief	17.08
99831 - Surveying Aide	11.32
99832 - Surveying Technician	15.53
99840 - Vending Machine Attendant	13.23
99841 - Vending Machine Repairer	15.49
99842 - Vending Machine Repairer Helper	13.23

HEALTH & WELFARE: \$3.81 per hour or \$152.40 per week or \$660.40 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

\*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

State: Florida

Area: Florida Counties of Brevard, Indian River

**Fringe Benefits Required Follow the Occupational Listing**	RATE
OCCUPATION CODE - TITLE FOOTNOTE 01000 - Administrative Support And Clerical Occupations	RATE
01011 - Accounting Clerk I	13.56
01011 - Accounting Clerk I 01012 - Accounting Clerk II	15.22
01012 - Accounting Clerk III	18.43
01013 - Administrative Assistant	19.20
01040 - Court Reporter	16.31
01051 - Data Entry Operator I	11.69
01052 - Data Entry Operator II	13.31
01060 - Dispatcher, Motor Vehicle	16.31
01070 - Document Preparation Clerk	13.60
01090 - Duplicating Machine Operator	13.60
01111 - General Clerk I	12.38
01112 - General Clerk II	13.39
01113 - General Clerk III	14.93
01120 - Housing Referral Assistant	17.64
01141 - Messenger Courier	12.16
01191 - Order Clerk I	11.55
01192 - Order Clerk II	13.60
01261 - Personnel Assistant (Employment) I	14.66
01262 - Personnel Assistant (Employment) II	16.40
01263 - Personnel Assistant (Employment) III	18.29
01270 - Production Control Clerk	19.41
01280 - Receptionist	11.39
01290 - Rental Clerk	12.83
01300 - Scheduler, Maintenance	14.20
01311 - Secretary I	14.20
01312 - Secretary II	15.82
01313 - Secretary III	17.64
01320 - Service Order Dispatcher	14.82
01410 - Supply Technician	19.60
01420 - Survey Worker	16.31
01531 - Travel Clerk I	11.33
01532 - Travel Clerk II	12.24
01533 - Travel Clerk III	13.11
01611 - Word Processor I	12.21
01612 - Word Processor II	13.16
01613 - Word Processor III	16.23
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.32
05010 - Automotive Electrician	18.15
05040 - Automotive Glass Installer	17.17

05110 05130 05160 05190 05220 05250 05280	<ul> <li>Automotive Worker</li> <li>Mobile Equipment Servicer</li> <li>Motor Equipment Metal Mechanic</li> <li>Motor Equipment Metal Worker</li> <li>Motor Vehicle Mechanic</li> <li>Motor Vehicle Mechanic Helper</li> <li>Motor Vehicle Upholstery Worker</li> <li>Motor Vehicle Wrecker</li> <li>Painter, Automotive</li> </ul>	17.17 15.50 18.88 17.17 18.80 14.58 16.58 17.17 18.04
05340 05370 05400	<ul> <li>Radiator Repair Specialist</li> <li>Tire Repairer</li> <li>Transmission Repair Specialist</li> <li>Food Preparation And Service Occupations</li> </ul>	17.17 13.08 18.88
07010 07041 07042 07070 07130 07210 07260	<ul> <li>Baker</li> <li>Cook I</li> <li>Cook III</li> <li>Dishwasher</li> <li>Food Service Worker</li> <li>Meat Cutter</li> <li>Waiter/Waitress</li> <li>Furniture Maintenance And Repair Occupations</li> </ul>	12.08 11.12 12.08 8.13 10.11 14.83 9.64
09010 09040 09080 09090 09110 09130	<ul> <li>Electrostatic Spray Painter</li> <li>Furniture Handler</li> <li>Furniture Refinisher</li> <li>Furniture Refinisher Helper</li> <li>Furniture Repairer, Minor</li> <li>Upholsterer</li> <li>General Services And Support Occupations</li> </ul>	17.93 13.01 16.55 13.38 14.99 16.55
11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360	<ul> <li>Cleaner, Vehicles And Support Occupations</li> <li>Cleaner, Vehicles</li> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> </ul>	10.09 10.09 13.52 11.47 11.33 9.03 10.31 13.20 11.33 12.61
12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12190 12195 12210 12221 12222 12223	<ul> <li>Ambulance Driver</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> <li>Electroneurodiagnostic Technologist</li> <li>Emergency Medical Technician</li> <li>Licensed Practical Nurse I</li> <li>Licensed Practical Nurse III</li> <li>Medical Assistant</li> <li>Medical Laboratory Technician</li> <li>Medical Record Clerk</li> <li>Medical Technician</li> <li>Medical Technician</li> <li>Medical Technician</li> <li>Medical Technician</li> <li>Medical Technician</li> <li>Medical Record Technician</li> <li>Muclear Medicine Technologist</li> <li>Nursing Assistant II</li> <li>Nursing Assistant III</li> <li>Nursing Assistant IV</li> </ul>	$15.51 \\ 17.75 \\ 27.42 \\ 24.67 \\ 15.36 \\ 28.81 \\ 17.76 \\ 17.76 \\ 15.51 \\ 16.45 \\ 18.40 \\ 20.52 \\ 12.83 \\ 18.67 \\ 14.62 \\ 15.17 \\ 14.93 \\ 30.91 \\ 11.00 \\ 12.37 \\ 13.50 \\ 15.14 \\ \end{tabular}$

<pre>12235 - Optical Dispenser 12236 - Optical Technician 12250 - Pharmacy Technician 12280 - Phlebotomist 12305 - Radiologic Technologist 12311 - Registered Nurse I 12312 - Registered Nurse II 12313 - Registered Nurse II, Specialist 12314 - Registered Nurse III 12315 - Registered Nurse III, Anesthetist 12316 - Registered Nurse IV 12317 - Scheduler (Drug and Alcohol Testing) 12000</pre>		$17.68 \\ 13.58 \\ 12.47 \\ 15.14 \\ 24.10 \\ 22.67 \\ 27.73 \\ 27.73 \\ 33.55 \\ 33.55 \\ 40.22 \\ 22.80 \\ \end{array}$
<pre>13000 - Information And Arts Occupations 13011 - Exhibits Specialist I 13012 - Exhibits Specialist II 13013 - Exhibits Specialist III 13041 - Illustrator I 13042 - Illustrator II 13043 - Illustrator III 13047 - Librarian 13050 - Library Aide/Clerk 13054 - Library Information Technology Systems Administrator</pre>		17.52 20.85 23.88 16.29 19.52 23.31 22.41 11.99 20.85
13058 - Library Technician 13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer III 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer V 13110 - Video Teleconference Technician 14000 - Information Technology Occupations		15.75 15.05 16.55 17.57 15.22 17.02 21.09 24.68 27.29 15.74
14000 - Information Technology Occupations 14041 - Computer Operator I 14042 - Computer Operator III 14043 - Computer Operator IV 14044 - Computer Operator V 14045 - Computer Operator V 14071 - Computer Programmer I 14072 - Computer Programmer III 14073 - Computer Programmer IVI 14074 - Computer Programmer IV 14101 - Computer Systems Analyst I 14102 - Computer Systems Analyst II 14103 - Computer Systems Analyst III	(see 1) (see 1) (see 1) (see 1) (see 1) (see 1) (see 1)	16.15 18.06 20.14 22.37 24.79 23.18 27.62
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician		16.15 22.37
<pre>15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Non-Rated) 15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15050 - Computer Based Training Specialist / Instructor 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Technical Instructor 15095 - Technical Instructor/Course Developer 15110 - Test Proctor 15120 - Tutor</pre>	2	29.98 33.63 35.42 29.98 25.26 35.42 20.58 21.82 25.91 17.90 17.90
16000 - Laundry, Dry-Cleaning, Pressing And Related Occup 16010 - Assembler	pations	8.37

16030	- Counter Attendant	8.37
16040	- Dry Cleaner	10.44
	- Finisher, Flatwork, Machine	8.37
	- Presser, Hand	8.37
	- Presser, Machine, Drycleaning	8.37
	- Presser, Machine, Shirts	8.37
	- Presser, Machine, Wearing Apparel, Laundry	8.37
	- Sewing Machine Operator	11.12
	- Tailor	11.82
	- Washer, Machine	9.06
	Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	17.55
19040	- Tool And Die Maker	20.86
21000 -	Materials Handling And Packing Occupations	
	- Forklift Operator	13.08
	- Material Coordinator	19.41
	- Material Expediter	19.41
	- Material Handling Laborer	11.56
	- Order Filler	11.67
	- Production Line Worker (Food Processing)	13.84
		13.54
	- Shipping Packer	
	- Shipping/Receiving Clerk	13.52
	- Store Worker I	11.88
	- Stock Clerk	15.84
	- Tools And Parts Attendant	14.66
	- Warehouse Specialist	14.58
23000 -	Mechanics And Maintenance And Repair Occupations	
	- Aerospace Structural Welder	23.29
23021	- Aircraft Mechanic I	22.18
23022	- Aircraft Mechanic II	23.29
23023	- Aircraft Mechanic III	24.46
23040	- Aircraft Mechanic Helper	15.59
	- Aircraft, Painter	19.14
	- Aircraft Servicer	17.47
	- Aircraft Worker	18.35
	- Appliance Mechanic	18.95
	- Bicycle Repairer	13.08
	- Cable Splicer	24.84
	- Carpenter, Maintenance	18.77
	- Carpet Layer	17.82
	- Electrician, Maintenance	22.10
	- Electronics Technician Maintenance I	22.65
	- Electronics Technician Maintenance II	24.25
	- Electronics Technician Maintenance III	25.73
	- Fabric Worker	16.67
23290	- Fire Alarm System Mechanic	17.54
23310	- Fire Extinguisher Repairer	15.49
23311	- Fuel Distribution System Mechanic	20.11
23312	- Fuel Distribution System Operator	16.75
	- General Maintenance Worker	17.61
23380	- Ground Support Equipment Mechanic	22.18
	- Ground Support Equipment Servicer	17.47
	- Ground Support Equipment Worker	18.35
	- Gunsmith I	17.56
	- Gunsmith II	20.20
	- Gunsmith III	20.20
	- Gunsmith III - Heating, Ventilation And Air-Conditioning	18.49
Z3410 Mechan		10.49
mechan		
22/11		10 55
	- Heating, Ventilation And Air Contditioning	19.55
Mechan	- Heating, Ventilation And Air Contditioning ic (Research Facility)	
Mechan 23430	- Heating, Ventilation And Air Contditioning	19.55 20.74 16.89

	- Instrument Mechanic	20.11
	- Laboratory/Shelter Mechanic	20.21
	- Laborer	12.14
	- Locksmith	16.96
	- Machinery Maintenance Mechanic	23.76
23550	- Machinist, Maintenance	20.27
	- Maintenance Trades Helper	15.08
	- Metrology Technician I	20.11
	- Metrology Technician II	21.26
	- Metrology Technician III	22.06
23640	- Millwright	20.21
	- Office Appliance Repairer	18.22
23760	- Painter, Maintenance	17.34
23790	- Pipefitter, Maintenance	19.44
23810	- Plumber, Maintenance	18.59
23820	- Pneudraulic Systems Mechanic	20.11
23850	- Rigger	19.60
	- Scale Mechanic	17.82
23890	- Sheet-Metal Worker, Maintenance	19.20
23910	- Small Engine Mechanic	16.50
23931	- Telecommunications Mechanic I	24.15
23932	- Telecommunications Mechanic II	25.23
23950	- Telephone Lineman	21.31
23960	- Welder, Combination, Maintenance	18.14
23965	- Well Driller	20.11
23970	- Woodcraft Worker	20.11
23980	- Woodworker	14.58
24000 -	Personal Needs Occupations	
24570	- Child Care Attendant	10.25
24580	- Child Care Center Clerk	13.34
24610	- Chore Aide	10.53
04600	Demile Deedinger And Gumment Coursings	12.00
24620	- Family Readiness And Support Services	13.26
	- Family Readiness And Support Services	13.26
Coordi		13.26
Coordi 24630	inator	
Coordi 24630 25000 -	inator - Homemaker	
Coordi 24630 25000 - 25010	inator - Homemaker Plant And System Operations Occupations	16.32
Coordi 24630 25000 - 25010 25040	inator - Homemaker Plant And System Operations Occupations - Boiler Tender	16.32 19.20
Coordi 24630 25000 - 25010 25040 25070	inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator	16.32 19.20 18.79
Coordi 24630 25000 - 25010 25040 25070 25190	inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer	16.32 19.20 18.79 19.20
Coordi 24630 25000 - 25010 25040 25070 25190 25210	inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender	16.32 19.20 18.79 19.20 14.23
Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 -	inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator	16.32 19.20 18.79 19.20 14.23
Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004	<ul> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> </ul>	16.32 19.20 18.79 19.20 14.23 18.79
Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007	<ul> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> </ul>	16.32 19.20 18.79 19.20 14.23 18.79 14.87
Coordi 24630 25010 25010 25070 25190 25210 27000 - 27004 27007 27008	<ul> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> </ul>	16.32 19.20 18.79 19.20 14.23 18.79 14.87 12.42
Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010	<ul> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> </ul>	16.32 19.20 18.79 19.20 14.23 18.79 14.87 12.42 18.77
Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030	<ul> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> </ul>	16.32 19.20 18.79 19.20 14.23 18.79 14.87 12.42 18.77 18.77
Coordi 24630 25000 - 25010 25040 25070 25210 27000 - 27004 27007 27008 27010 27030 27040	<ul> <li>Homemaker</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> </ul>	16.32 19.20 18.79 19.20 14.23 18.79 14.87 12.42 18.77 18.77 18.77 17.09
Coordi 24630 25000 - 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer</pre>	16.32 19.20 18.79 19.20 14.23 18.79 14.87 12.42 18.77 18.77 18.77 17.09 18.77
Coordi 24630 25000 - 25010 25040 25070 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27070 27070	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter</pre>	16.32 19.20 18.79 19.20 14.23 18.79 14.87 12.42 18.77 18.77 18.77 17.09 18.77 19.22 12.42
Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27070 27011 27102	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I</pre>	16.32 19.20 18.79 19.20 14.23 18.79 14.87 12.42 18.77 18.77 18.77 17.09 18.77 19.22
Coordi 24630 25010 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27040 27070 27101 27102 27131	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II</pre>	16.32 19.20 18.79 19.20 14.23 18.79 14.87 12.42 18.77 18.77 17.09 18.77 19.22 12.42 17.09 20.43
Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27040 27070 27101 27102 27131 27132	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer I</pre>	16.32 19.20 18.79 19.20 14.23 18.79 14.87 12.42 18.77 18.77 18.77 17.09 18.77 19.22 12.42 17.09
Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27070 27070 27101 27102 27131 27132 28000 -	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer II Recreation Occupations</pre>	16.32 19.20 18.79 19.20 14.23 18.79 14.87 12.42 18.77 18.77 17.09 18.77 19.22 12.42 17.09 20.43
Coordi 24630 25000 - 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27040 27070 27040 27070 27101 27102 27131 27132 28000 - 28041	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer I - Police Officer II Recreation Occupations - Carnival Equipment Operator</pre>	16.32 19.20 18.79 19.20 14.23 18.79 14.87 12.42 18.77 18.77 18.77 19.22 12.42 17.09 20.43 22.70
Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27040 27070 27101 27102 27131 27132 28000 - 28041 28042	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer II Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Repairer</pre>	16.32 19.20 18.79 19.20 14.23 18.79 14.87 12.42 18.77 18.77 18.77 19.22 12.42 17.09 20.43 22.70 13.12 13.43
Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer I - Police Officer II Recreation Occupations - Carnival Equipment Operator</pre>	16.32 19.20 18.79 19.20 14.23 18.79 14.87 12.42 18.77 18.77 17.09 18.77 19.22 12.42 17.09 20.43 22.70 13.12 13.43 9.04
Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043 28210	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard I - Police Officer I - Police Officer II Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Worker - Gate Attendant/Gate Tender</pre>	16.32 19.20 18.79 19.20 14.23 18.79 14.87 12.42 18.77 18.77 17.09 18.77 19.22 12.42 17.09 20.43 22.70 13.12 13.43 9.04 13.56
Coordi 24630 25000 - 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043 28210 28310	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detection Officer - Firefighter - Guard I - Guard I - Police Officer II Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Worker - Gate Attendant/Gate Tender - Lifeguard</pre>	16.32 19.20 18.79 19.20 14.23 18.79 14.87 12.42 18.77 18.77 18.77 17.09 18.77 19.22 12.42 17.09 20.43 22.70 13.12 13.43 9.04 13.56 12.08
Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043 28210 28310 28350	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detection Officer - Firefighter - Guard I - Guard I - Police Officer I - Police Officer II Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Worker - Gate Attendant/Gate Tender - Lifeguard - Park Attendant (Aide)</pre>	16.32 19.20 18.79 19.20 14.23 18.79 14.87 12.42 18.77 18.77 18.77 18.77 17.09 18.77 19.22 12.42 17.09 20.43 22.70 13.12 13.43 9.04 13.56 12.08 15.16
Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28040 - 28041 28042 28043 28210 28310 28350 28510	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detection Dog Handler - Detection Officer - Firefighter - Guard I - Guard II - Police Officer II Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Worker - Gate Attendant/Gate Tender - Lifeguard - Park Attendant (Aide) - Recreation Aide/Health Facility Attendant</pre>	16.32 19.20 18.79 19.20 14.23 18.79 14.87 12.42 18.77 18.77 18.77 17.09 18.77 19.22 12.42 17.09 20.43 22.70 13.12 13.43 9.04 13.56 12.08 15.16 11.07
Coordi 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27030 27040 27070 27101 27102 27131 27132 28040 - 28041 28042 28043 28210 28310 28350 28515	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detection Officer - Firefighter - Guard I - Guard I - Police Officer I - Police Officer II Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Worker - Gate Attendant/Gate Tender - Lifeguard - Park Attendant (Aide)</pre>	16.32 19.20 18.79 19.20 14.23 18.79 14.87 12.42 18.77 18.77 18.77 18.77 17.09 18.77 19.22 12.42 17.09 20.43 22.70 13.12 13.43 9.04 13.56 12.08 15.16

28690	- Swimming Pool Operator			14.79
	Stevedoring/Longshoremen Occupational Services			11.19
	- Blocker And Bracer			17.91
	- Hatch Tender			17.91
	- Line Handler			17.91
	- Stevedore I			17.02
	- Stevedore II			20.11
	Technical Occupations			
	- Air Traffic Control Specialist, Center (HFO)	(see	2)	37.80
	- Air Traffic Control Specialist, Station (HFO)			24.66
	- Air Traffic Control Specialist, Terminal (HFO)			27.16
	- Archeological Technician I	<b>、</b>		14.56
	- Archeological Technician II			16.54
	- Archeological Technician III		:	20.23
	- Cartographic Technician			19.71
	- Civil Engineering Technician			20.89
	- Drafter/CAD Operator I			13.92
	- Drafter/CAD Operator II			15.57
	- Drafter/CAD Operator III			18.21
	- Drafter/CAD Operator IV			21.36
	- Engineering Technician I			15.41
	- Engineering Technician II			17.30
	- Engineering Technician III			19.35
	- Engineering Technician IV		:	23.98
	- Engineering Technician V		:	29.33
30086	- Engineering Technician VI			35.49
30090	- Environmental Technician			18.78
30210	- Laboratory Technician			22.77
	- Mathematical Technician			19.29
30361	- Paralegal/Legal Assistant I			15.19
30362	- Paralegal/Legal Assistant II		:	20.55
30363	- Paralegal/Legal Assistant III		:	25.12
30364	- Paralegal/Legal Assistant IV			30.43
30390	- Photo-Optics Technician			19.71
	- Technical Writer I			19.86
30462	- Technical Writer II			24.29
30463	- Technical Writer III		:	29.39
30491	- Unexploded Ordnance (UXO) Technician I			22.74
	- Unexploded Ordnance (UXO) Technician II		:	27.51
30493	- Unexploded Ordnance (UXO) Technician III			32.97
	- Unexploded (UXO) Safety Escort			22.74
	- Unexploded (UXO) Sweep Personnel		:	22.74
		(see	2)	18.21
	ce Programs			
	- Weather Observer, Senior	(see	2)	19.59
	Transportation/Mobile Equipment Operation Occupat	ions		
	- Bus Aide			11.22
	- Bus Driver			12.82
	- Driver Courier			15.56
	- Parking and Lot Attendant			11.35
	- Shuttle Bus Driver			13.22
	- Taxi Driver			13.42
	- Truckdriver, Light			14.77
	- Truckdriver, Medium			15.11
	- Truckdriver, Heavy			15.38
	- Truckdriver, Tractor-Trailer			15.38
	Miscellaneous Occupations			0 5 0
	- Cashier			9.59
	- Desk Clerk			10.15
	- Embalmer			23.84
	- Laboratory Animal Caretaker I			10.25
99Z3Z	- Laboratory Animal Caretaker II			11.13

99310 - Mortician	23.84
99410 - Pest Controller	14.24
99510 - Photofinishing Worker	10.82
99710 - Recycling Laborer	13.25
99711 - Recycling Specialist	15.71
99730 - Refuse Collector	12.05
99810 - Sales Clerk	11.66
99820 - School Crossing Guard	10.86
99830 - Survey Party Chief	17.08
99831 - Surveying Aide	11.32
99832 - Surveying Technician	15.53
99840 - Vending Machine Attendant	13.23
99841 - Vending Machine Repairer	15.49
99842 - Vending Machine Repairer Helper	13.23

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of: (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

\*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Florida

Area: Florida Counties of Brevard, Indian River

**Fringe Benefits Required Follow the Occupational Listing**	
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	10 EC
01011 - Accounting Clerk I	13.56 15.22
01012 - Accounting Clerk II	15.22
01013 - Accounting Clerk III	
01020 - Administrative Assistant	19.20 16.31
01040 - Court Reporter	16.31
01051 - Data Entry Operator I	
01052 - Data Entry Operator II	13.31
01060 - Dispatcher, Motor Vehicle	16.31
01070 - Document Preparation Clerk	13.60 13.60
01090 - Duplicating Machine Operator	
01111 - General Clerk I	12.38
01112 - General Clerk II	13.39
01113 - General Clerk III	14.93
01120 - Housing Referral Assistant	17.64
01141 - Messenger Courier	12.16
01191 - Order Clerk I	11.55
01192 - Order Clerk II	13.60
01261 - Personnel Assistant (Employment) I	14.66
01262 - Personnel Assistant (Employment) II	16.40
01263 - Personnel Assistant (Employment) III	18.29
01270 - Production Control Clerk	19.41
01280 - Receptionist	11.39
01290 - Rental Clerk	12.83
01300 - Scheduler, Maintenance	14.20
01311 - Secretary I	14.20
01312 - Secretary II	15.82
01313 - Secretary III	17.64
01320 - Service Order Dispatcher	14.82
01410 - Supply Technician	19.60
01420 - Survey Worker	16.31

01531	- Travel Clerk I	11.33
01532	- Travel Clerk II	12.24
01533	- Travel Clerk III	13.11
01611	- Word Processor I	12.21
	- Word Processor II	13.16
	- Word Processor III	16.23
		10.23
	Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	19.32
05010	- Automotive Electrician	18.15
05040	- Automotive Glass Installer	17.17
05070	- Automotive Worker	17.17
	- Mobile Equipment Servicer	15.50
		18.88
	- Motor Equipment Metal Mechanic	
	- Motor Equipment Metal Worker	17.17
	- Motor Vehicle Mechanic	18.80
05220	- Motor Vehicle Mechanic Helper	14.58
05250	- Motor Vehicle Upholstery Worker	16.58
	- Motor Vehicle Wrecker	17.17
	- Painter, Automotive	18.04
		17.17
	- Radiator Repair Specialist	
	- Tire Repairer	13.08
	- Transmission Repair Specialist	18.88
07000 -	Food Preparation And Service Occupations	
07010	- Baker	12.08
07041	- Cook I	11.12
	- Cook II	12.08
	- Dishwasher	8.13
	- Food Service Worker	10.11
07210	- Meat Cutter	14.83
07260	- Waiter/Waitress	9.64
09000 -	Furniture Maintenance And Repair Occupations	
	- Electrostatic Spray Painter	17.93
	- Furniture Handler	13.01
	- Furniture Refinisher	16.55
	- Furniture Refinisher Helper	13.38
09110	- Furniture Repairer, Minor	14.99
09130	- Upholsterer	16.55
11000 -	General Services And Support Occupations	
	- Cleaner, Vehicles	10.09
	- Elevator Operator	10.09
	- Gardener	13.52
	- Housekeeping Aide	11.47
11150	- Janitor	11.47
11210	- Laborer, Grounds Maintenance	11.33
11240	- Maid or Houseman	9.03
	- Pruner	10.31
	- Tractor Operator	13.20
	- Trail Maintenance Worker	11.33
	- Window Cleaner	12.61
12000 -	Health Occupations	
12010	- Ambulance Driver	15.51
12011	- Breath Alcohol Technician	17.75
	- Certified Occupational Therapist Assistant	27.42
		24.67
	- Certified Physical Therapist Assistant	
	- Dental Assistant	15.36
	- Dental Hygienist	28.81
12030	- EKG Technician	17.76
12035	- Electroneurodiagnostic Technologist	17.76
	- Emergency Medical Technician	15.51
	- Licensed Practical Nurse I	16.45
	- Licensed Practical Nurse II	18.40
12013	- Licensed Practical Nurse III	20.52

			10 00
10100	- Medical Assistant		12.83
	- Medical Laboratory Technician		18.67
	- Medical Record Clerk		14.62
	- Medical Record Technician		15.17
	- Medical Transcriptionist		14.93
	- Nuclear Medicine Technologist		30.91
	- Nursing Assistant I		11.00
	- Nursing Assistant II		12.37
	- Nursing Assistant III		13.50
	- Nursing Assistant IV		15.14
	- Optical Dispenser		17.68
	- Optical Technician		13.58
	- Pharmacy Technician		12.47
	- Phlebotomist		15.14
	- Radiologic Technologist		24.10
	- Registered Nurse I		22.67
	- Registered Nurse II		27.73
	- Registered Nurse II, Specialist		27.73
	- Registered Nurse III		33.55
	- Registered Nurse III, Anesthetist		33.55
	- Registered Nurse IV		40.22
	- Scheduler (Drug and Alcohol Testing)		22.80
	Information And Arts Occupations		
	- Exhibits Specialist I		17.52
	- Exhibits Specialist II		20.85
	- Exhibits Specialist III		23.88
	- Illustrator I		16.29
	- Illustrator II		19.52
	- Illustrator III		23.31
	- Librarian		22.41
	- Library Aide/Clerk		11.99
	- Library Information Technology Systems		20.85
	strator		
	- Library Technician		15.75
13061	- Media Specialist I		
1			15.05
	- Media Specialist II		16.55
13063	- Media Specialist II - Media Specialist III		16.55 17.57
13063 13071	- Media Specialist II - Media Specialist III - Photographer I		16.55 17.57 15.22
13063 13071 13072	- Media Specialist II - Media Specialist III - Photographer I - Photographer II		16.55 17.57 15.22 17.02
13063 13071 13072 13073	- Media Specialist II - Media Specialist III - Photographer I - Photographer II - Photographer III		16.55 17.57 15.22 17.02 21.09
13063 13071 13072 13073 13074	<ul> <li>Media Specialist II</li> <li>Media Specialist III</li> <li>Photographer I</li> <li>Photographer III</li> <li>Photographer IIII</li> <li>Photographer IV</li> </ul>		16.55 17.57 15.22 17.02 21.09 24.68
13063 13071 13072 13073 13074 13075	<ul> <li>Media Specialist II</li> <li>Media Specialist III</li> <li>Photographer I</li> <li>Photographer III</li> <li>Photographer IVI</li> <li>Photographer V</li> </ul>		16.55 17.57 15.22 17.02 21.09 24.68 27.29
13063 13071 13072 13073 13074 13075 13110	<ul> <li>Media Specialist II</li> <li>Media Specialist III</li> <li>Photographer I</li> <li>Photographer III</li> <li>Photographer IVI</li> <li>Photographer V</li> <li>Video Teleconference Technician</li> </ul>		16.55 17.57 15.22 17.02 21.09 24.68
13063 13071 13072 13073 13074 13075 13110 14000 -	<ul> <li>Media Specialist II</li> <li>Media Specialist III</li> <li>Photographer I</li> <li>Photographer III</li> <li>Photographer IVI</li> <li>Photographer V</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> </ul>		16.55 17.57 15.22 17.02 21.09 24.68 27.29 15.74
13063 13071 13072 13073 13074 13075 13110 14000 - 14041	<ul> <li>Media Specialist II</li> <li>Media Specialist III</li> <li>Photographer I</li> <li>Photographer III</li> <li>Photographer IVI</li> <li>Photographer V</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> <li>Computer Operator I</li> </ul>		16.55 17.57 15.22 17.02 21.09 24.68 27.29 15.74 16.15
13063 13071 13072 13073 13074 13075 13110 14000 - 14041 14042	<ul> <li>Media Specialist II</li> <li>Media Specialist III</li> <li>Photographer I</li> <li>Photographer III</li> <li>Photographer IVI</li> <li>Photographer V</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> <li>Computer Operator I</li> <li>Computer Operator II</li> </ul>		16.55 17.57 15.22 17.02 21.09 24.68 27.29 15.74 16.15 18.06
13063 13071 13072 13073 13074 13075 13110 14000 - 14041 14042 14043	<ul> <li>Media Specialist II</li> <li>Media Specialist III</li> <li>Photographer I</li> <li>Photographer III</li> <li>Photographer IVI</li> <li>Photographer V</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> <li>Computer Operator I</li> <li>Computer Operator III</li> <li>Computer Operator III</li> </ul>		16.55 17.57 15.22 17.02 21.09 24.68 27.29 15.74 16.15 18.06 20.14
13063 13071 13072 13073 13074 13075 13110 14000 - 14041 14042 14043 14044	<ul> <li>Media Specialist II</li> <li>Media Specialist III</li> <li>Photographer I</li> <li>Photographer III</li> <li>Photographer IV</li> <li>Photographer V</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> <li>Computer Operator I</li> <li>Computer Operator III</li> <li>Computer Operator III</li> <li>Computer Operator IV</li> </ul>		16.55 17.57 15.22 17.02 21.09 24.68 27.29 15.74 16.15 18.06 20.14 22.37
13063 13071 13072 13073 13074 13075 13110 14000 - 14041 14042 14043 14044 14045	<ul> <li>Media Specialist II</li> <li>Media Specialist III</li> <li>Photographer I</li> <li>Photographer III</li> <li>Photographer IV</li> <li>Photographer V</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> <li>Computer Operator I</li> <li>Computer Operator III</li> <li>Computer Operator III</li> <li>Computer Operator IV</li> <li>Computer Operator IV</li> <li>Computer Operator IV</li> <li>Computer Operator V</li> </ul>		16.55 17.57 15.22 17.02 21.09 24.68 27.29 15.74 16.15 18.06 20.14 22.37 24.79
13063 13071 13072 13073 13074 13075 13110 14000 - 14041 14042 14043 14044 14045 14071	<ul> <li>Media Specialist II</li> <li>Media Specialist III</li> <li>Photographer I</li> <li>Photographer III</li> <li>Photographer IV</li> <li>Photographer V</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> <li>Computer Operator I</li> <li>Computer Operator III</li> <li>Computer Operator IVI</li> <li>Computer Operator IV</li> <li>Computer Operator IV</li> <li>Computer Operator V</li> <li>Computer Operator I</li> </ul>	(see 1)	16.55 17.57 15.22 17.02 21.09 24.68 27.29 15.74 16.15 18.06 20.14 22.37 24.79 23.18
13063 13071 13072 13073 13074 13075 13110 14000 - 14041 14042 14043 14044 14045 14071 14072	<ul> <li>Media Specialist II</li> <li>Media Specialist III</li> <li>Photographer I</li> <li>Photographer III</li> <li>Photographer IV</li> <li>Photographer V</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> <li>Computer Operator I</li> <li>Computer Operator III</li> <li>Computer Operator IVI</li> <li>Computer Operator IV</li> <li>Computer Operator IV</li> <li>Computer Operator V</li> <li>Computer Operator I</li> <li>Computer Operator II</li> <li>Computer Operator III</li> <li>Computer Operator II</li> <li>Computer Operator IV</li> <li>Computer Operator V</li> <li>Computer Programmer I</li> <li>Computer Programmer II</li> </ul>	(see 1)	16.55 17.57 15.22 17.02 21.09 24.68 27.29 15.74 16.15 18.06 20.14 22.37 24.79
13063 13071 13072 13073 13074 13075 13110 14000 - 14041 14042 14043 14044 14045 14071 14072 14073	<ul> <li>Media Specialist II</li> <li>Media Specialist III</li> <li>Photographer I</li> <li>Photographer III</li> <li>Photographer IV</li> <li>Photographer V</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> <li>Computer Operator I</li> <li>Computer Operator III</li> <li>Computer Operator IV</li> <li>Computer Operator V</li> <li>Computer Operator V</li> <li>Computer Operator I</li> <li>Computer Operator I</li> <li>Computer Operator II</li> <li>Computer Operator II</li> <li>Computer Operator II</li> <li>Computer Operator II</li> <li>Computer Operator I</li> <li>Computer Programmer I</li> <li>Computer Programmer III</li> <li>Computer Programmer III</li> </ul>	(see 1) (see 1)	16.55 17.57 15.22 17.02 21.09 24.68 27.29 15.74 16.15 18.06 20.14 22.37 24.79 23.18
13063 13071 13072 13073 13074 13075 13110 14000 - 14041 14042 14043 14044 14045 14071 14072 14073 14074	<ul> <li>Media Specialist II</li> <li>Media Specialist III</li> <li>Photographer I</li> <li>Photographer III</li> <li>Photographer IV</li> <li>Photographer V</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> <li>Computer Operator I</li> <li>Computer Operator III</li> <li>Computer Operator IV</li> <li>Computer Operator IV</li> <li>Computer Operator IV</li> <li>Computer Operator I</li> <li>Computer Operator I</li> <li>Computer Operator II</li> <li>Computer Operator III</li> <li>Computer Operator III</li> <li>Computer Operator IV</li> <li>Computer Programmer I</li> <li>Computer Programmer III</li> <li>Computer Programmer IV</li> </ul>	(see 1) (see 1) (see 1)	16.55 17.57 15.22 17.02 21.09 24.68 27.29 15.74 16.15 18.06 20.14 22.37 24.79 23.18
13063 13071 13072 13073 13074 13075 13110 14000 - 14041 14042 14043 14044 14045 14071 14072 14073 14074 14074	<ul> <li>Media Specialist II</li> <li>Media Specialist III</li> <li>Photographer I</li> <li>Photographer III</li> <li>Photographer IVI</li> <li>Photographer V</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> <li>Computer Operator I</li> <li>Computer Operator III</li> <li>Computer Operator IVI</li> <li>Computer Operator V</li> <li>Computer Operator IV</li> <li>Computer Operator I</li> <li>Computer Operator I</li> <li>Computer Operator I</li> <li>Computer Operator IV</li> <li>Computer Operator IV</li> <li>Computer Programmer II</li> <li>Computer Programmer III</li> <li>Computer Programmer IV</li> <li>Computer Programmer IV</li> <li>Computer Systems Analyst I</li> </ul>	(see 1) (see 1) (see 1) (see 1)	16.55 17.57 15.22 17.02 21.09 24.68 27.29 15.74 16.15 18.06 20.14 22.37 24.79 23.18
13063 13071 13072 13073 13074 13075 13110 14000 - 14041 14042 14043 14044 14045 14071 14072 14073 14074 14101 14102	<ul> <li>Media Specialist II</li> <li>Media Specialist III</li> <li>Photographer I</li> <li>Photographer III</li> <li>Photographer IVI</li> <li>Photographer V</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> <li>Computer Operator I</li> <li>Computer Operator III</li> <li>Computer Operator IVI</li> <li>Computer Operator V</li> <li>Computer Operator IV</li> <li>Computer Operator I</li> <li>Computer Operator I</li> <li>Computer Operator IV</li> <li>Computer Programmer I</li> <li>Computer Programmer III</li> <li>Computer Programmer IVI</li> <li>Computer Systems Analyst II</li> </ul>	(see 1) (see 1) (see 1) (see 1) (see 1)	16.55 17.57 15.22 17.02 21.09 24.68 27.29 15.74 16.15 18.06 20.14 22.37 24.79 23.18
13063 13071 13072 13073 13074 13075 13110 14000 - 14041 14042 14043 14044 14045 14071 14072 14073 14074 14101 14102 14103	<ul> <li>Media Specialist II</li> <li>Media Specialist III</li> <li>Photographer I</li> <li>Photographer III</li> <li>Photographer IVI</li> <li>Photographer V</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> <li>Computer Operator I</li> <li>Computer Operator III</li> <li>Computer Operator IVI</li> <li>Computer Operator V</li> <li>Computer Operator V</li> <li>Computer Programmer I</li> <li>Computer Programmer II</li> <li>Computer Programmer IVI</li> <li>Computer Programmer IVI</li> <li>Computer Systems Analyst II</li> <li>Computer Systems Analyst III</li> </ul>	(see 1) (see 1) (see 1) (see 1)	16.55 17.57 15.22 17.02 21.09 24.68 27.29 15.74 16.15 18.06 20.14 22.37 24.79 23.18 27.62
13063 13071 13072 13073 13074 13075 13110 14000 - 14041 14042 14043 14044 14045 14071 14072 14073 14074 14101 14102 14103 14150	<ul> <li>Media Specialist II</li> <li>Media Specialist III</li> <li>Photographer I</li> <li>Photographer III</li> <li>Photographer IVI</li> <li>Photographer V</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> <li>Computer Operator I</li> <li>Computer Operator III</li> <li>Computer Operator IVI</li> <li>Computer Operator V</li> <li>Computer Operator V</li> <li>Computer Programmer I</li> <li>Computer Programmer III</li> <li>Computer Programmer III</li> <li>Computer Systems Analyst II</li> <li>Computer Systems Analyst III</li> <li>Peripheral Equipment Operator</li> </ul>	(see 1) (see 1) (see 1) (see 1) (see 1)	16.55 17.57 15.22 17.02 21.09 24.68 27.29 15.74 16.15 18.06 20.14 22.37 24.79 23.18 27.62
13063 13071 13072 13073 13074 13075 13110 14000 - 14041 14042 14043 14044 14045 14071 14072 14073 14074 14101 14102 14103 14150 14160	<ul> <li>Media Specialist II</li> <li>Media Specialist III</li> <li>Photographer I</li> <li>Photographer III</li> <li>Photographer IV</li> <li>Photographer V</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> <li>Computer Operator I</li> <li>Computer Operator III</li> <li>Computer Operator IVI</li> <li>Computer Operator V</li> <li>Computer Operator V</li> <li>Computer Programmer I</li> <li>Computer Programmer III</li> <li>Computer Programmer IVI</li> <li>Computer Systems Analyst II</li> <li>Computer Systems Analyst III</li> <li>Peripheral Equipment Operator</li> <li>Personal Computer Support Technician</li> </ul>	(see 1) (see 1) (see 1) (see 1) (see 1)	16.55 17.57 15.22 17.02 21.09 24.68 27.29 15.74 16.15 18.06 20.14 22.37 24.79 23.18 27.62
13063 13071 13072 13073 13074 13075 13110 14000 - 14041 14042 14043 14044 14045 14071 14072 14073 14074 14101 14102 14103 14150 14160	<ul> <li>Media Specialist II</li> <li>Media Specialist III</li> <li>Photographer I</li> <li>Photographer III</li> <li>Photographer IV</li> <li>Photographer V</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> <li>Computer Operator I</li> <li>Computer Operator III</li> <li>Computer Operator IVI</li> <li>Computer Operator IV</li> <li>Computer Operator V</li> <li>Computer Programmer I</li> <li>Computer Programmer II</li> <li>Computer Programmer IVI</li> <li>Computer Systems Analyst II</li> <li>Computer Systems Analyst III</li> <li>Peripheral Equipment Operator</li> <li>Personal Computer Support Technician</li> </ul>	(see 1) (see 1) (see 1) (see 1) (see 1)	16.55 17.57 15.22 17.02 21.09 24.68 27.29 15.74 16.15 18.06 20.14 22.37 24.79 23.18 27.62
13063 13071 13072 13073 13074 13075 13110 14000 - 14041 14042 14043 14044 14045 14071 14072 14073 14074 14101 14102 14103 14150 14160	<ul> <li>Media Specialist II</li> <li>Media Specialist III</li> <li>Photographer I</li> <li>Photographer III</li> <li>Photographer IV</li> <li>Photographer V</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> <li>Computer Operator I</li> <li>Computer Operator III</li> <li>Computer Operator IVI</li> <li>Computer Operator IV</li> <li>Computer Operator IV</li> <li>Computer Programmer I</li> <li>Computer Programmer II</li> <li>Computer Programmer IVI</li> <li>Computer Systems Analyst II</li> <li>Computer Systems Analyst III</li> <li>Peripheral Equipment Operator</li> <li>Personal Computer Support Technician</li> <li>Instructional Occupations</li> <li>Aircrew Training Devices Instructor (Non-Rated)</li> </ul>	(see 1) (see 1) (see 1) (see 1) (see 1)	16.55 17.57 15.22 17.02 21.09 24.68 27.29 15.74 16.15 18.06 20.14 22.37 24.79 23.18 27.62 16.15 22.37 29.98
13063 13071 13072 13073 13074 13075 13110 14000 - 14041 14042 14043 14044 14045 14071 14072 14073 14074 14101 14102 14103 14150 14160 15000 - 15010 15020	<ul> <li>Media Specialist II</li> <li>Media Specialist III</li> <li>Photographer I</li> <li>Photographer III</li> <li>Photographer IV</li> <li>Photographer V</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> <li>Computer Operator I</li> <li>Computer Operator III</li> <li>Computer Operator IVI</li> <li>Computer Operator IV</li> <li>Computer Operator V</li> <li>Computer Programmer I</li> <li>Computer Programmer II</li> <li>Computer Programmer IVI</li> <li>Computer Systems Analyst II</li> <li>Computer Systems Analyst III</li> <li>Peripheral Equipment Operator</li> <li>Personal Computer Support Technician</li> </ul>	(see 1) (see 1) (see 1) (see 1) (see 1)	16.55 17.57 15.22 17.02 21.09 24.68 27.29 15.74 16.15 18.06 20.14 22.37 24.79 23.18 27.62

15050	-	Computer Based Training Specialist / Instructor	29.98
		Educational Technologist	25.26
15070	-	Flight Instructor (Pilot)	35.42
15080	-	Graphic Artist	20.58
15090	-	Technical Instructor	21.82
15095	-	Technical Instructor/Course Developer	25.91
15110	_	Test Proctor	17.90
15120	_	Tutor	17.90
16000 -	Lá	aundry, Dry-Cleaning, Pressing And Related Occupations	
		Assembler	8.37
16030	_	Counter Attendant	8.37
16040	_	Dry Cleaner	10.44
		Finisher, Flatwork, Machine	8.37
		Presser, Hand	8.37
		Presser, Machine, Drycleaning	8.37
		Presser, Machine, Shirts	8.37
		Presser, Machine, Wearing Apparel, Laundry	8.37
		Sewing Machine Operator	11.12
		Tailor	11.82
		Washer, Machine	9.06
		achine Tool Operation And Repair Occupations	
		Machine-Tool Operator (Tool Room)	17.55
		Tool And Die Maker	20.86
		aterials Handling And Packing Occupations	20.00
		Forklift Operator	13.08
		Material Coordinator	19.00
		Material Expediter	19.41
		Material Handling Laborer	11.56
		Order Filler	11.50
		Production Line Worker (Food Processing)	13.84
		Shipping Packer	13.52
		Shipping/Receiving Clerk	13.52
		Store Worker I	13.52
		Stock Clerk	15.84
		Tools And Parts Attendant	14.66
		Warehouse Specialist	14.58
		echanics And Maintenance And Repair Occupations	0.2 . 0.0
		Aerospace Structural Welder	23.29
		Aircraft Mechanic I	22.18
		Aircraft Mechanic II	23.29
		Aircraft Mechanic III	24.46
		Aircraft Mechanic Helper	15.59
		Aircraft, Painter	19.14
		Aircraft Servicer	17.47
		Aircraft Worker	18.35
		Appliance Mechanic	18.95
		Bicycle Repairer	13.08
		Cable Splicer	24.84
		Carpenter, Maintenance	18.77
		Carpet Layer	17.82
		Electrician, Maintenance	22.10
		Electronics Technician Maintenance I	22.65
		Electronics Technician Maintenance II	24.25
		Electronics Technician Maintenance III	25.73
		Fabric Worker	16.67
		Fire Alarm System Mechanic	17.54
		Fire Extinguisher Repairer	15.49
		Fuel Distribution System Mechanic	20.11
23312	-	Fuel Distribution System Operator	16.75
		General Maintenance Worker	17.61
23380	-	Ground Support Equipment Mechanic	22.18
23381	-	Ground Support Equipment Servicer	17.47

23382 - Ground Support Equipment Worker	18.35
23391 - Gunsmith I	17.56
23392 - Gunsmith II	20.20
23393 - Gunsmith III	22.75
23410 - Heating, Ventilation And Air-Conditioning	18.49
Mechanic	
23411 - Heating, Ventilation And Air Contditioning	19.55
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	20.74
23440 - Heavy Equipment Operator	16.89
23460 - Instrument Mechanic	20.11
23465 – Laboratory/Shelter Mechanic	20.21
23470 - Laborer	12.14
23510 - Locksmith	16.96
23530 - Machinery Maintenance Mechanic	23.76
23550 - Machinist, Maintenance	20.27
23580 - Maintenance Trades Helper	15.08
23591 - Metrology Technician I	20.11
23592 - Metrology Technician II	21.26
23593 - Metrology Technician III	22.06
23640 - Millwright	20.21
23710 - Office Appliance Repairer	18.22
23760 - Painter, Maintenance	17.34
23790 - Pipefitter, Maintenance	19.44
23810 - Plumber, Maintenance	18.59
23820 - Pneudraulic Systems Mechanic	20.11
23850 - Rigger	19.60
23870 - Scale Mechanic	17.82
23890 - Sheet-Metal Worker, Maintenance	19.20
23910 - Small Engine Mechanic	16.50
23931 - Telecommunications Mechanic I	24.15
23932 - Telecommunications Mechanic II	25.23
23950 - Telephone Lineman	21.31
23960 - Welder, Combination, Maintenance	18.14
23965 - Well Driller	20.11
23970 - Woodcraft Worker	20.11
23980 - Woodworker	14.58
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.25
24580 - Child Care Center Clerk	13.34
24610 - Chore Aide	10.53
24620 - Family Readiness And Support Services	13.26
Coordinator	
24630 - Homemaker	16.32
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.20
25040 - Sewage Plant Operator	18.79
25070 - Stationary Engineer	19.20
25190 - Ventilation Equipment Tender	14.23
25210 - Water Treatment Plant Operator	18.79
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.87
27007 - Baggage Inspector	12.42
27008 - Corrections Officer	18.77
27010 - Court Security Officer	18.77
27030 - Detection Dog Handler	17.09
27040 - Detention Officer	18.77
27070 - Firefighter	19.22
27101 - Guard I	12.42
27101 - Guard II	17.09
27131 - Police Officer I	20.43
27132 - Police Officer II	20.43
	22.70

28000 -	Recreation Occupations			
	- Carnival Equipment Operator			13.12
	- Carnival Equipment Repairer			13.43
	- Carnival Equpment Worker			9.04
	- Gate Attendant/Gate Tender			13.56
	- Lifeguard			12.08
	- Park Attendant (Aide)			15.16
	- Recreation Aide/Health Facility Attendant			11.07
	- Recreation Specialist			18.79
	- Sports Official			12.08
	- Swimming Pool Operator			14.79
	Stevedoring/Longshoremen Occupational Services			1 7 0 1
	- Blocker And Bracer - Hatch Tender			17.91
	- Line Handler			17.91
	- Stevedore I			17.02
	- Stevedore II			20.11
	Technical Occupations			20.11
	- Air Traffic Control Specialist, Center (HFO)	(see	2)	37.80
	- Air Traffic Control Specialist, Station (HFO)			24.66
	- Air Traffic Control Specialist, Terminal (HFO)			27.16
	- Archeological Technician I	<b>、</b>	,	14.56
	- Archeological Technician II			16.54
	- Archeological Technician III			20.23
	- Cartographic Technician			19.71
30040	- Civil Engineering Technician			20.89
	- Drafter/CAD Operator I			13.92
	- Drafter/CAD Operator II			15.57
	- Drafter/CAD Operator III			18.21
	- Drafter/CAD Operator IV			21.36
	- Engineering Technician I			15.41
	- Engineering Technician II			17.30
	- Engineering Technician III			19.35
	- Engineering Technician IV			23.98
	- Engineering Technician V			29.33
	- Engineering Technician VI - Environmental Technician			35.49 18.78
	- Laboratory Technician			22.77
	- Mathematical Technician			19.29
	- Paralegal/Legal Assistant I			15.19
	- Paralegal/Legal Assistant II			20.55
	- Paralegal/Legal Assistant III			25.12
	- Paralegal/Legal Assistant IV			30.43
	- Photo-Optics Technician			19.71
	- Technical Writer I			19.86
30462	- Technical Writer II			24.29
30463	- Technical Writer III			29.39
30491	- Unexploded Ordnance (UXO) Technician I			22.74
	- Unexploded Ordnance (UXO) Technician II			27.51
	- Unexploded Ordnance (UXO) Technician III			32.97
	- Unexploded (UXO) Safety Escort			22.74
	- Unexploded (UXO) Sweep Personnel			22.74
		(see	2)	18.21
	ce Programs			
	- Weather Observer, Senior	(see	2)	19.59
	Transportation/Mobile Equipment Operation Occupat	lons		11 00
	- Bus Aide			11.22
	- Bus Driver			12.82
	- Driver Courier			15.56
	- Parking and Lot Attendant - Shuttle Bus Driver			11.35
	- Jaxi Driver			13.42
STSTO	TAVT DITAGT			13.42

31361	- Truckdriver, Light	14.77
31362	- Truckdriver, Medium	15.11
31363	- Truckdriver, Heavy	15.38
31364	- Truckdriver, Tractor-Trailer	15.38
99000 -	Miscellaneous Occupations	
99030	- Cashier	9.59
99050	- Desk Clerk	10.15
99095	- Embalmer	23.84
99251	- Laboratory Animal Caretaker I	10.25
99252	- Laboratory Animal Caretaker II	11.13
99310	- Mortician	23.84
99410	- Pest Controller	14.24
99510	- Photofinishing Worker	10.82
99710	- Recycling Laborer	13.25
99711	- Recycling Specialist	15.71
99730	- Refuse Collector	12.05
99810	- Sales Clerk	11.66
99820	- School Crossing Guard	10.86
99830	- Survey Party Chief	17.08
99831	- Surveying Aide	11.32
99832	- Surveying Technician	15.53
	- Vending Machine Attendant	13.23
	- Vending Machine Repairer	15.49
99842	- Vending Machine Repairer Helper	13.23

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

\*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

## Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4). 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

\*\*\*\*\*\*\*\*\*\*\* THIS WAGE DETERMINATION WAS REPLACED 01/05/2016 \*\*\*\*\*\*\*\*\* WD 05-2117 (Rev.-17) was first posted on www.wdol.gov on 07/14/2015 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION By direction of the Secretary of Labor | WASHINGTON D.C. 20210 | Wage Determination No.: 2005-2117 Daniel W. Simms Division of Revision No.: 17 Wage Determinations| Director Date Of Revision: 07/08/2015

Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Florida

Area: Florida Counties of Brevard, Indian River

**Fringe Benefits Required Follow the Occupational Listing**	
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	13.56
01012 - Accounting Clerk II	15.22
01013 - Accounting Clerk III	18.43
01020 - Administrative Assistant	19.20
01040 - Court Reporter	16.31
01051 - Data Entry Operator I	11.69
01052 - Data Entry Operator II	13.31
01060 - Dispatcher, Motor Vehicle	16.31
01070 - Document Preparation Clerk	13.60
01090 - Duplicating Machine Operator	13.60
01111 - General Clerk I	12.38
01112 - General Clerk II	13.39
01113 - General Clerk III	14.93
01120 - Housing Referral Assistant	17.64
01141 - Messenger Courier	12.16
01191 - Order Clerk I	11.55
01192 - Order Clerk II	13.60
01261 - Personnel Assistant (Employment) I	14.66
01262 - Personnel Assistant (Employment) II	16.40
01263 - Personnel Assistant (Employment) III	18.29
01270 - Production Control Clerk	19.41
01280 - Receptionist	11.39
01290 - Rental Clerk	12.83
01300 - Scheduler, Maintenance	14.20
01311 - Secretary I	14.20
01312 - Secretary II	15.82
01313 - Secretary III	17.64
01320 - Service Order Dispatcher	14.82
01410 - Supply Technician	19.60
01420 - Survey Worker	16.31

01531	- Travel Clerk I	11.33
01532	- Travel Clerk II	12.24
01533	- Travel Clerk III	13.11
01611	- Word Processor I	12.21
	- Word Processor II	13.16
	- Word Processor III	16.23
		10.23
	Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	19.32
05010	- Automotive Electrician	18.15
05040	- Automotive Glass Installer	17.17
05070	- Automotive Worker	17.17
	- Mobile Equipment Servicer	15.50
		18.88
	- Motor Equipment Metal Mechanic	
	- Motor Equipment Metal Worker	17.17
	- Motor Vehicle Mechanic	18.80
05220	- Motor Vehicle Mechanic Helper	14.58
05250	- Motor Vehicle Upholstery Worker	16.58
	- Motor Vehicle Wrecker	17.17
	- Painter, Automotive	18.04
		17.17
	- Radiator Repair Specialist	
	- Tire Repairer	13.08
	- Transmission Repair Specialist	18.88
07000 -	Food Preparation And Service Occupations	
07010	- Baker	12.08
07041	- Cook I	11.12
	- Cook II	12.08
	- Dishwasher	8.13
	- Food Service Worker	10.11
07210	- Meat Cutter	14.83
07260	- Waiter/Waitress	9.64
09000 -	Furniture Maintenance And Repair Occupations	
	- Electrostatic Spray Painter	17.93
	- Furniture Handler	13.01
	- Furniture Refinisher	16.55
	- Furniture Refinisher Helper	13.38
09110	- Furniture Repairer, Minor	14.99
09130	- Upholsterer	16.55
11000 -	General Services And Support Occupations	
	- Cleaner, Vehicles	10.09
	- Elevator Operator	10.09
	- Gardener	13.52
	- Housekeeping Aide	11.47
11150	- Janitor	11.47
11210	- Laborer, Grounds Maintenance	11.33
11240	- Maid or Houseman	9.03
	- Pruner	10.31
	- Tractor Operator	13.20
	- Trail Maintenance Worker	11.33
	- Window Cleaner	12.61
12000 -	Health Occupations	
12010	- Ambulance Driver	15.51
12011	- Breath Alcohol Technician	17.75
	- Certified Occupational Therapist Assistant	27.42
	- Certified Physical Therapist Assistant	24.67
	- Dental Assistant	15.36
	- Dental Hygienist	28.81
12030	- EKG Technician	17.76
12035	- Electroneurodiagnostic Technologist	17.76
	- Emergency Medical Technician	15.51
	- Licensed Practical Nurse I	16.45
	- Licensed Practical Nurse II	18.40
12013	- Licensed Practical Nurse III	20.52

10100			10.00
	- Medical Assistant		12.83
	- Medical Laboratory Technician		18.67
	- Medical Record Clerk		14.62
	- Medical Record Technician		15.17
	- Medical Transcriptionist		14.93
	- Nuclear Medicine Technologist		30.91
	- Nursing Assistant I		11.00
	- Nursing Assistant II		12.37
	- Nursing Assistant III		13.50
	- Nursing Assistant IV		15.14
	- Optical Dispenser		17.68
	- Optical Technician		13.58
	- Pharmacy Technician		12.47
	- Phlebotomist		15.14
	- Radiologic Technologist		24.10
	- Registered Nurse I		22.67
	- Registered Nurse II		27.73
	- Registered Nurse II, Specialist		27.73
	- Registered Nurse III		33.55 33.55
	- Registered Nurse III, Anesthetist		40.22
	- Registered Nurse IV		
	- Scheduler (Drug and Alcohol Testing)		22.80
	Information And Arts Occupations		17 50
	- Exhibits Specialist I		17.52 20.85
	- Exhibits Specialist II - Exhibits Specialist III		20.85
	- Illustrator I		16.29
	- Illustrator II		19.52
	- Illustrator III		23.31
	- Librarian		22.41
	- Library Aide/Clerk		11.99
	- Library Information Technology Systems		20.85
	strator		20.03
	- Library Technician		15.75
	- Media Specialist I		15.05
	- Media Specialist I		16.55
	- Media Specialist III		17.57
	- Photographer I		15.22
	- Photographer II		17.02
	- Photographer III		21.09
	- Photographer IV		24.68
	- Photographer V		27.29
	- Video Teleconference Technician		15.74
	Information Technology Occupations		10.71
	- Computer Operator I		16.15
	- Computer Operator II		18.06
	- Computer Operator III		20.14
	- Computer Operator IV		22.37
	- Computer Operator V		24.79
	- Computer Programmer I	(see 1)	23.18
	- Computer Programmer II	(see 1)	27.62
	- Computer Programmer III	(see 1)	
	- Computer Programmer IV	(see 1)	
	- Computer Systems Analyst I	(see 1)	
	- Computer Systems Analyst II	(see 1)	
	- Computer Systems Analyst III	(see 1)	
	- Peripheral Equipment Operator	· ·	16.15
	- Personal Computer Support Technician		22.37
	Instructional Occupations		·
	- Aircrew Training Devices Instructor (Non-Rated)	)	29.98
	- Aircrew Training Devices Instructor (Rated)		33.63
	- Air Crew Training Devices Instructor (Pilot)		35.42
	-		

		Computer Based Training Specialist / Instructor	29.98
15060	-	Educational Technologist	25.26
15070	-	Flight Instructor (Pilot)	35.42
15080	-	Graphic Artist	20.58
15090	-	Technical Instructor	21.82
15095	-	Technical Instructor/Course Developer	25.91
15110	-	Test Proctor	17.90
15120	-	Tutor	17.90
16000 -	La	undry, Dry-Cleaning, Pressing And Related Occupations	
16010	-	Assembler	8.37
16030	-	Counter Attendant	8.37
16040	-	Dry Cleaner	10.44
16070	-	Finisher, Flatwork, Machine	8.37
16090	-	Presser, Hand	8.37
16110	-	Presser, Machine, Drycleaning	8.37
		Presser, Machine, Shirts	8.37
16160	-	Presser, Machine, Wearing Apparel, Laundry	8.37
		Sewing Machine Operator	11.12
		Tailor	11.82
16250	_	Washer, Machine	9.06
19000 -	Μa	chine Tool Operation And Repair Occupations	
		Machine-Tool Operator (Tool Room)	17.55
		Tool And Die Maker	20.86
		terials Handling And Packing Occupations	
		Forklift Operator	13.08
		Material Coordinator	19.41
		Material Expediter	19.41
		Material Handling Laborer	11.56
		Order Filler	11.67
		Production Line Worker (Food Processing)	13.84
		Shipping Packer	13.52
		Shipping/Receiving Clerk	13.52
		Store Worker I	11.88
		Stock Clerk	15.84
		Tools And Parts Attendant	14.66
		Warehouse Specialist	14.58
		chanics And Maintenance And Repair Occupations	11.00
		Aerospace Structural Welder	23.29
		Aircraft Mechanic I	22.18
		Aircraft Mechanic II	23.29
		Aircraft Mechanic III	24.46
		Aircraft Mechanic Helper	15.59
		Aircraft, Painter	19.14
		Aircraft Servicer	17.47
		Aircraft Worker	18.35
		Appliance Mechanic	18.95
		Bicycle Repairer	13.08
		Cable Splicer	24.84
		Carpenter, Maintenance	18.77
		Carpet Layer	17.82
		Electrician, Maintenance	22.10
		Electronics Technician Maintenance I	22.10
		Electronics Technician Maintenance II	22.03
		Electronics Technician Maintenance II Electronics Technician Maintenance III	24.23
		Fabric Worker	16.67
		Fabric Worker Fire Alarm System Mechanic	17.54
		Fire Extinguisher Repairer	15.49
		Fuel Distribution System Mechanic	20.11
		Fuel Distribution System Operator	16.75
		General Maintenance Worker	17.61
		Ground Support Equipment Mechanic	22.18
23381	-	Ground Support Equipment Servicer	17.47

23382 - Ground Support Equipment Worker	18.35
23391 - Gunsmith I	17.56
23392 - Gunsmith II	20.20
23393 - Gunsmith III	22.75
23410 - Heating, Ventilation And Air-Conditioning	18.49
Mechanic	
23411 - Heating, Ventilation And Air Contditioning	19.55
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	20.74
23440 - Heavy Equipment Operator	16.89
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic	
	20.11
23465 - Laboratory/Shelter Mechanic	20.21
23470 - Laborer	12.14
23510 - Locksmith	16.96
23530 - Machinery Maintenance Mechanic	23.76
23550 - Machinist, Maintenance	20.27
23580 - Maintenance Trades Helper	15.08
23591 – Metrology Technician I	20.11
23592 - Metrology Technician II	21.26
23593 - Metrology Technician III	22.06
23640 - Millwright	20.21
23710 - Office Appliance Repairer	18.22
23760 - Painter, Maintenance	17.34
23790 - Pipefitter, Maintenance	19.44
-	18.59
23810 - Plumber, Maintenance	
23820 - Pneudraulic Systems Mechanic	20.11
23850 - Rigger	19.60
23870 - Scale Mechanic	17.82
23890 - Sheet-Metal Worker, Maintenance	19.20
23910 - Small Engine Mechanic	16.50
23931 - Telecommunications Mechanic I	24.15
23932 - Telecommunications Mechanic II	25.23
23950 - Telephone Lineman	21.31
23960 - Welder, Combination, Maintenance	18.14
23965 - Well Driller	20.11
23970 - Woodcraft Worker	20.11
23980 - Woodworker	14.58
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.25
24580 - Child Care Center Clerk	13.34
24610 - Chore Aide	10.53
24620 - Family Readiness And Support Services	13.26
Coordinator	
24630 - Homemaker	16.32
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.20
25040 - Sewage Plant Operator	18.79
25070 - Stationary Engineer	19.20
25190 – Ventilation Equipment Tender	14.23
25210 - Water Treatment Plant Operator	18.79
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.87
27007 - Baggage Inspector	12.42
27008 - Corrections Officer	18.77
	18.77
27010 - Court Security Officer	
27030 - Detection Dog Handler	17.09
27040 - Detention Officer	18.77
27070 - Firefighter	19.22
27101 - Guard I	12.42
27102 - Guard II	17.09
27131 - Police Officer I	20.43
27132 - Police Officer II	22.70

28000 -	Recreation Occupations			
	- Carnival Equipment Operator			13.12
	- Carnival Equipment Repairer			13.43
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	- Mathematical Technician			19.29
	- Paralegal/Legal Assistant I			15.19
	- Paralegal/Legal Assistant II			20.55
	- Paralegal/Legal Assistant III			25.12
	- Paralegal/Legal Assistant IV			30.43
	- Photo-Optics Technician			19.71
	- Technical Writer I			19.86
30462	- Technical Writer II			24.29
30463	- Technical Writer III			29.39
30491	- Unexploded Ordnance (UXO) Technician I			22.74
	- Unexploded Ordnance (UXO) Technician II			27.51
	- Unexploded Ordnance (UXO) Technician III			32.97
	- Unexploded (UXO) Safety Escort			22.74
	- Unexploded (UXO) Sweep Personnel			22.74
		(see	2)	18.21
	ce Programs			
	- Weather Observer, Senior	(see	2)	19.59
	Transportation/Mobile Equipment Operation Occupat	lons		11 00
	- Bus Aide			11.22
	- Bus Driver			12.82
	- Driver Courier			15.56
	- Parking and Lot Attendant - Shuttle Bus Driver			11.35
	- Jaxi Driver			13.42
STSTO	TAVT DITAGT			13.42

31361	- Truckdriver, Light	14.77
31362	- Truckdriver, Medium	15.11
31363	- Truckdriver, Heavy	15.38
31364	- Truckdriver, Tractor-Trailer	15.38
99000 -	Miscellaneous Occupations	
99030	- Cashier	9.59
99050	- Desk Clerk	10.15
99095	- Embalmer	23.84
99251	- Laboratory Animal Caretaker I	10.25
99252	- Laboratory Animal Caretaker II	11.13
99310	- Mortician	23.84
99410	- Pest Controller	14.24
99510	- Photofinishing Worker	10.82
99710	- Recycling Laborer	13.25
99711	- Recycling Specialist	15.71
99730	- Refuse Collector	12.05
99810	- Sales Clerk	11.66
99820	- School Crossing Guard	10.86
99830	- Survey Party Chief	17.08
99831	- Surveying Aide	11.32
99832	- Surveying Technician	15.53
	- Vending Machine Attendant	13.23
	- Vending Machine Repairer	15.49
99842	- Vending Machine Repairer Helper	13.23

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

\*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

## Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4). 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

\*\*\*\*\*\*\*\*\*\*\* THIS WAGE DETERMINATION WAS REPLACED 08/05/2014 \* \* \* \* \* \* \* \* \* \* \* \* \* WD 05-2543 (Rev.-15) was first posted on www.wdol.gov on 06/25/2013 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor | WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 | Wage Determination No.: 2005-2543 Diane C. Koplewski Division of Revision No.: 15 Date Of Revision: 06/19/2013 Director Wage Determinations States: North Carolina, Virginia Area: North Carolina Counties of Camden, Chowan, Currituck, Gates, Pasquotank, Perquimans Virginia Counties of Chesapeake, Gloucester, Hampton, Isle of Wight, James City, Mathews, Newport News, Norfolk, Poquoson, Portsmouth, Southampton, Suffolk, Surry, Virginia Beach, Williamsburg, York \*\*Fringe Benefits Required Follow the Occupational Listing\*\* OCCUPATION CODE - TITLE FOOTNOTE RATE 01000 - Administrative Support And Clerical Occupations 01011 - Accounting Clerk I 14.03 01012 - Accounting Clerk II 15.74 17.61 01013 - Accounting Clerk III 01020 - Administrative Assistant 22.28 01040 - Court Reporter 17.11 01051 - Data Entry Operator I 11.94 01052 - Data Entry Operator II 13.90 01060 - Dispatcher, Motor Vehicle 16.01 01070 - Document Preparation Clerk 13.21 13.21 01090 - Duplicating Machine Operator 01111 - General Clerk I 12.08 01112 - General Clerk II 13.78 01113 - General Clerk III 15.47 01120 - Housing Referral Assistant 19.08 01141 - Messenger Courier 12.22 01191 - Order Clerk I 13.46 01192 - Order Clerk II 17.61 01261 - Personnel Assistant (Employment) I 16.22 01262 - Personnel Assistant (Employment) II 18.14 01263 - Personnel Assistant (Employment) III 20.23 01270 - Production Control Clerk 23.57 01280 - Receptionist 12.28 01290 - Rental Clerk 14.15 15.30 01300 - Scheduler, Maintenance 01311 - Secretary I 15.30 01312 - Secretary II 17.11 01313 - Secretary III 19.08 01320 - Service Order Dispatcher 15.37 01410 - Supply Technician 22.28 01420 - Survey Worker 13.82 01531 - Travel Clerk I 11.49 01532 - Travel Clerk II 12.26 01533 - Travel Clerk III 13.09 01611 - Word Processor I 13.38 01612 - Word Processor II 15.02 01613 - Word Processor III 16.80

	Automotive Service Occupations	
	- Automobile Body Repairer, Fiberglass	23.47
05010	- Automotive Electrician	21.03
05040	- Automotive Glass Installer	20.09
05070	- Automotive Worker	20.09
05110	- Mobile Equipment Servicer	18.15
05130	- Motor Equipment Metal Mechanic	22.02
05160	- Motor Equipment Metal Worker	20.09
05190	- Motor Vehicle Mechanic	22.02
05220	- Motor Vehicle Mechanic Helper	17.13
05250	- Motor Vehicle Upholstery Worker	19.10
	- Motor Vehicle Wrecker	20.09
05310	- Painter, Automotive	21.03
	- Radiator Repair Specialist	19.10
	- Tire Repairer	13.37
	- Transmission Repair Specialist	22.02
	Food Preparation And Service Occupations	
	- Baker	11.48
07041	- Cook I	10.11
	- Cook II	11.21
	- Dishwasher	8.12
	- Food Service Worker	9.74
	- Meat Cutter	15.33
	- Waiter/Waitress	8.80
	Furniture Maintenance And Repair Occupations	0.00
	- Electrostatic Spray Painter	21.23
	- Furniture Handler	14.67
	- Furniture Refinisher	17.63
	- Furniture Refinisher Helper	14.36
		14.50
	- Furniture Repairer, Minor - Upholsterer	18.34
		10.34
	General Services And Support Occupations	11 /1
	- Cleaner, Vehicles	11.41
	- Elevator Operator	11.41
	- Gardener	13.67
	- Housekeeping Aide	11.92
	- Janitor	11.92
	- Laborer, Grounds Maintenance	11.41
	- Maid or Houseman	8.93
	- Pruner	11.63
	- Tractor Operator	12.88
	- Trail Maintenance Worker	11.41
	- Window Cleaner	12.64
	Health Occupations	
	- Ambulance Driver	16.84
	- Breath Alcohol Technician	16.09
	- Certified Occupational Therapist Assistant	24.34
	- Certified Physical Therapist Assistant	24.89
	- Dental Assistant	15.56
	- Dental Hygienist	33.25
	- EKG Technician	23.73
	- Electroneurodiagnostic Technologist	23.73
12040	- Emergency Medical Technician	16.84
	- Licensed Practical Nurse I	14.39
12072	- Licensed Practical Nurse II	16.09
12073	- Licensed Practical Nurse III	17.95
12100	- Medical Assistant	13.48
12130	- Medical Laboratory Technician	17.16
	- Medical Record Clerk	13.96
12190	- Medical Record Technician	15.61
12195	- Medical Transcriptionist	14.13
	- Nuclear Medicine Technologist	30.53

12221	- Nursing Assistant I		9.46
12222	- Nursing Assistant II		10.27
	- Nursing Assistant III		11.21
	- Nursing Assistant IV		12.58
	- Optical Dispenser		18.17
	- Optical Technician		15.08
	- Pharmacy Technician		17.33
	- Phlebotomist		12.58
	- Radiologic Technologist		25.40
	- Registered Nurse I		24.37
	- Registered Nurse II		29.81 29.81
	- Registered Nurse II, Specialist		36.07
	- Registered Nurse III - Registered Nurse III, Anesthetist		36.07
	- Registered Nurse IV		43.23
	- Scheduler (Drug and Alcohol Testing)		19.54
	Information And Arts Occupations		19.01
	- Exhibits Specialist I		20.46
	- Exhibits Specialist II		25.36
	- Exhibits Specialist III		29.19
	- Illustrator I		20.00
13042	- Illustrator II		24.56
13043	- Illustrator III		29.80
13047	- Librarian		32.67
13050	- Library Aide/Clerk		10.41
13054	- Library Information Technology Systems		23.82
Admini	strator		
	- Library Technician		16.78
	- Media Specialist I		16.68
	- Media Specialist II		18.66
	- Media Specialist III		20.80
	- Photographer I		13.93
	- Photographer II		18.46
	- Photographer III		22.43
	- Photographer IV		24.90
	- Photographer V		30.14
	- Video Teleconference Technician Information Technology Occupations		15.93
	- Computer Operator I		15.56
	- Computer Operator II		17.40
	- Computer Operator III		19.41
	- Computer Operator IV		21.57
	- Computer Operator V		23.88
	- Computer Programmer I	(see 1)	20.07
	- Computer Programmer II	(see 1)	24.57
	- Computer Programmer III	(see 1)	
14074	- Computer Programmer IV	(see 1)	
14101	- Computer Systems Analyst I	(see 1)	
14102	- Computer Systems Analyst II	(see 1)	
14103	- Computer Systems Analyst III	(see 1)	
	- Peripheral Equipment Operator		15.56
	- Personal Computer Support Technician		21.57
	Instructional Occupations		
	- Aircrew Training Devices Instructor (Non-Rated)		33.24
	- Aircrew Training Devices Instructor (Rated)		40.21
	- Air Crew Training Devices Instructor (Pilot)		48.04
	- Computer Based Training Specialist / Instructor		32.44
	- Educational Technologist		29.72
	- Flight Instructor (Pilot)		48.04
	- Graphic Artist		24.28
	- Technical Instructor		20.94
15095	- Technical Instructor/Course Developer		25.61

	- Test Proctor	17.61
15120 -		17.61
	aundry, Dry-Cleaning, Pressing And Related Occupations	
	- Assembler	8.54
	- Counter Attendant	8.54
	- Dry Cleaner	10.70
16070 -	- Finisher, Flatwork, Machine	8.54
	- Presser, Hand	8.54
	- Presser, Machine, Drycleaning	8.54
	- Presser, Machine, Shirts	8.54
16160 -	- Presser, Machine, Wearing Apparel, Laundry	8.54
	- Sewing Machine Operator	11.44
16220 -	- Tailor	12.22
	- Washer, Machine	9.27
19000 - N	Machine Tool Operation And Repair Occupations	
19010 -	- Machine-Tool Operator (Tool Room)	23.51
19040 -	- Tool And Die Maker	24.69
21000 - N	Materials Handling And Packing Occupations	
21020 -	- Forklift Operator	15.55
21030 -	- Material Coordinator	23.57
21040 -	- Material Expediter	23.57
21050 -	- Material Handling Laborer	11.27
21071 -	- Order Filler	11.49
21080 -	- Production Line Worker (Food Processing)	15.55
21110 -	- Shipping Packer	13.83
21130 -	- Shipping/Receiving Clerk	13.83
21140 -	- Store Worker I	12.41
21150 -	- Stock Clerk	15.52
21210 -	- Tools And Parts Attendant	15.55
21410 -	- Warehouse Specialist	15.55
23000 - N	Mechanics And Maintenance And Repair Occupations	
23010 -	- Aerospace Structural Welder	23.29
23021 -	- Aircraft Mechanic I	22.18
23022 -	- Aircraft Mechanic II	23.29
23023 -	- Aircraft Mechanic III	24.37
23040 -	- Aircraft Mechanic Helper	16.35
23050 -	- Aircraft, Painter	20.20
23060 -	- Aircraft Servicer	18.22
23080 -	- Aircraft Worker	19.17
23110 -	- Appliance Mechanic	19.24
23120 -	- Bicycle Repairer	14.43
23125 -	- Cable Splicer	23.93
23130 -	- Carpenter, Maintenance	19.24
23140 -	- Carpet Layer	18.79
23160 -	- Electrician, Maintenance	21.90
23181 -	- Electronics Technician Maintenance I	22.38
23182 -	- Electronics Technician Maintenance II	23.53
23183 -	- Electronics Technician Maintenance III	24.70
23260 -	- Fabric Worker	17.81
23290 -	- Fire Alarm System Mechanic	20.20
	- Fire Extinguisher Repairer	16.50
23311 -	- Fuel Distribution System Mechanic	20.48
	- Fuel Distribution System Operator	16.73
	- General Maintenance Worker	18.30
23380 -	- Ground Support Equipment Mechanic	22.18
	- Ground Support Equipment Servicer	18.22
	- Ground Support Equipment Worker	19.17
23391 -	- Gunsmith I	16.50
23392 -	- Gunsmith II	18.33
23393 -	- Gunsmith III	20.20
23410 -	- Heating, Ventilation And Air-Conditioning	20.20
Mechani	.C	

23411 - Heating, Ventilation And Air Contditioning	21.31
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	20.03
23440 - Heavy Equipment Operator	20.20
23460 - Instrument Mechanic	19.24
23465 - Laboratory/Shelter Mechanic	11.27
23470 - Laborer	11.27
23510 - Locksmith	19.31
23530 - Machinery Maintenance Mechanic	20.28
23550 - Machinist, Maintenance	19.32
23580 - Maintenance Trades Helper	16.29
23591 - Metrology Technician I	21.03
23592 - Metrology Technician II	22.04
23593 - Metrology Technician III	22.96
23640 - Millwright	25.71
23710 - Office Appliance Repairer	19.24
23760 - Painter, Maintenance	19.24
23700 - Pipefitter, Maintenance	20.23
23810 - Plumber, Maintenance	19.31
23820 - Pneudraulic Systems Mechanic	20.20
23850 - Rigger	20.52
23870 - Scale Mechanic	18.30
23890 - Sheet-Metal Worker, Maintenance	20.20
23910 - Small Engine Mechanic	19.24
23931 - Telecommunications Mechanic I	23.97
23932 - Telecommunications Mechanic II	25.18
23950 - Telephone Lineman	22.88
23960 - Welder, Combination, Maintenance	19.47
23965 - Well Driller	19.93
23970 - Woodcraft Worker	20.20
23980 - Woodworker	16.50
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.58
24580 - Child Care Center Clerk	13.48
24610 - Chore Aide	7.66
24620 - Family Readiness And Support Services	13.31
Coordinator	
24630 - Homemaker	14.24
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.80
25040 - Sewage Plant Operator	20.01
25070 - Stationary Engineer	20.80
25190 - Ventilation Equipment Tender	15.80
25210 - Water Treatment Plant Operator	20.01
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.96
27007 - Baggage Inspector	12.01
27008 - Corrections Officer	18.71
27010 - Court Security Officer	20.29
27030 - Detection Dog Handler	15.31
27040 - Detention Officer	18.71
27070 - Firefighter	19.65
27101 - Guard I	12.01
27101 - Guard I 27102 - Guard II	15.31
27102 - Guard II 27131 - Police Officer I	22.07
27131 - Police Officer I 27132 - Police Officer II	
	24.52
28000 - Recreation Occupations	10 47
28041 - Carnival Equipment Operator	10.47
28042 - Carnival Equipment Repairer	10.99
28043 - Carnival Equpment Worker	8.21
28210 - Gate Attendant/Gate Tender	14.30
28310 - Lifeguard	12.22

28510 28515 28630 28690	<ul> <li>Park Attendant (Aide)</li> <li>Recreation Aide/Health Facility Attendant</li> <li>Recreation Specialist</li> <li>Sports Official</li> <li>Swimming Pool Operator</li> <li>Stevedoring/Longshoremen Occupational Services</li> </ul>		15.60 11.68 19.83 12.75 15.63
29010 29020 29030 29041 29042	<ul> <li>Blocker And Bracer</li> <li>Hatch Tender</li> <li>Line Handler</li> <li>Stevedore I</li> <li>Stevedore II</li> <li>Technical Occupations</li> </ul>		20.73 20.73 20.73 19.71 21.80
30011 30022 30023 30023 30030 30040 30061 30062 30063 30064 30081 30082 30083 30084 30085 30086 30080 30210 30240 30240 30240 30361 30362 30364 30364 30364 30364 30364 30364 30461 30462 30463 30491 30492 30493 30494 30495	<ul> <li>Air Traffic Control Specialist, Center (HFO)</li> <li>Air Traffic Control Specialist, Station (HFO)</li> <li>Air Traffic Control Specialist, Terminal (HFO)</li> <li>Archeological Technician I</li> <li>Archeological Technician II</li> <li>Archeological Technician II</li> <li>Cartographic Technician</li> <li>Civil Engineering Technician</li> <li>Drafter/CAD Operator I</li> <li>Drafter/CAD Operator III</li> <li>Drafter/CAD Operator IV</li> <li>Engineering Technician III</li> <li>Engineering Technician II</li> <li>Engineering Technician II</li> <li>Engineering Technician II</li> <li>Engineering Technician IV</li> <li>Engineering Technician V</li> <li>Engineering Technician V</li> <li>Engineering Technician</li> <li>Laboratory Technician</li> <li>Paralegal/Legal Assistant II</li> <li>Paralegal/Legal Assistant III</li> <li>Paralegal/Legal Assistant IV</li> <li>Photo-Optics Technician</li> <li>Technical Writer I</li> <li>Technical Writer III</li> <li>Unexploded Ordnance (UXO) Technician III</li> <li>Unexploded (UXO) Safety Escort</li> <li>Unexploded (UXO) Sweep Personnel</li> <li>Vie Weither Vieweiter Vieweiter Vieweiter</li> </ul>	(see 2) (see 2)	35.77 24.66 27.16 18.28 19.03 25.14 26.68 25.15 18.85 21.09 23.52 28.93 17.82 19.79 22.59 27.42 33.54 40.58 21.87 20.41 26.68 16.04 19.88 24.32 29.42 26.68 23.10 28.24 34.17 22.74 2
Surfa	- Weather Observer, Combined Upper Air Or ce Programs - Weather Observer, Senior	(see 2)	25.48
31020 31030 31260 31290 31310 31361 31362 31363 31364	<pre>Transportation/Mobile Equipment Operation Occupat - Bus Aide - Bus Driver - Driver Courier - Parking and Lot Attendant - Shuttle Bus Driver - Taxi Driver - Truckdriver, Light - Truckdriver, Medium - Truckdriver, Heavy - Truckdriver, Tractor-Trailer Miscellaneous Occupations</pre>	cions	11.61 14.66 13.40 9.25 14.22 11.32 14.22 15.59 17.75 17.75
	- Cashier		8.95

99050 - Desk Clerk	9.12
99095 - Embalmer	23.61
99251 - Laboratory Animal Caretaker I	9.86
99252 - Laboratory Animal Caretaker II	10.47
99310 - Mortician	30.76
99410 - Pest Controller	15.66
99510 - Photofinishing Worker	11.61
99710 - Recycling Laborer	16.46
99711 - Recycling Specialist	18.57
99730 - Refuse Collector	15.17
99810 - Sales Clerk	11.04
99820 - School Crossing Guard	11.64
99830 - Survey Party Chief	18.10
99831 - Surveying Aide	11.30
99832 - Surveying Technician	16.46
99840 - Vending Machine Attendant	12.92
99841 - Vending Machine Repairer	15.13
99842 - Vending Machine Repairer Helper	12.92

HEALTH & WELFARE: \$3.81 per hour or \$152.40 per week or \$660.40 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

# THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

### \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol. gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

#### Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

\*\*\*\*\*\*\*\*\*\*\* THIS WAGE DETERMINATION WAS REPLACED 12/30/2014 \*\*\*\*\*\*\*\*\*\* WD 05-2543 (Rev.-16) was first posted on www.wdol.gov on 08/05/2014 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor | WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 | Wage Determination No.: 2005-2543 Diane C. Koplewski Division of Revision No.: 16 Date Of Revision: 07/25/2014 Director Wage Determinations States: North Carolina, Virginia Area: North Carolina Counties of Camden, Chowan, Currituck, Gates, Pasquotank, Perquimans Virginia Counties of Chesapeake, Gloucester, Hampton, Isle of Wight, James City, Mathews, Newport News, Norfolk, Poquoson, Portsmouth, Southampton, Suffolk, Surry, Virginia Beach, Williamsburg, York \*\*Fringe Benefits Required Follow the Occupational Listing\*\* OCCUPATION CODE - TITLE FOOTNOTE RATE 01000 - Administrative Support And Clerical Occupations 01011 - Accounting Clerk I 14.03 01012 - Accounting Clerk II 15.74 17.61 01013 - Accounting Clerk III 01020 - Administrative Assistant 22.28 01040 - Court Reporter 17.11 01051 - Data Entry Operator I 11.94 01052 - Data Entry Operator II 13.90 01060 - Dispatcher, Motor Vehicle 16.01 01070 - Document Preparation Clerk 13.21 13.21 01090 - Duplicating Machine Operator 01111 - General Clerk I 12.08 01112 - General Clerk II 13.78 01113 - General Clerk III 15.47 01120 - Housing Referral Assistant 19.08 01141 - Messenger Courier 12.22 01191 - Order Clerk I 13.46 01192 - Order Clerk II 17.61 01261 - Personnel Assistant (Employment) I 16.22 01262 - Personnel Assistant (Employment) II 18.14 01263 - Personnel Assistant (Employment) III 20.23 01270 - Production Control Clerk 23.57 01280 - Receptionist 12.28 01290 - Rental Clerk 14.15 15.30 01300 - Scheduler, Maintenance 01311 - Secretary I 15.30 01312 - Secretary II 17.11 01313 - Secretary III 19.08 01320 - Service Order Dispatcher 15.37 01410 - Supply Technician 22.28 01420 - Survey Worker 13.82 01531 - Travel Clerk I 11.49 01532 - Travel Clerk II 12.26 01533 - Travel Clerk III 13.09 01611 - Word Processor I 13.38 01612 - Word Processor II 15.02 01613 - Word Processor III 16.80

05000 -	Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	23.47
05010	- Automotive Electrician	21.03
05040	- Automotive Glass Installer	20.09
05070	- Automotive Worker	20.09
	- Mobile Equipment Servicer	18.15
	- Motor Equipment Metal Mechanic	22.02
	- Motor Equipment Metal Worker	20.09
		20.03
	- Motor Vehicle Mechanic	
	- Motor Vehicle Mechanic Helper	17.13
	- Motor Vehicle Upholstery Worker	19.10
	- Motor Vehicle Wrecker	20.09
	- Painter, Automotive	21.03
05340	- Radiator Repair Specialist	19.10
05370	- Tire Repairer	13.37
05400	- Transmission Repair Specialist	22.02
	Food Preparation And Service Occupations	
	- Baker	11.48
	- Cook I	10.11
	- Cook II	11.21
	- Dishwasher	8.12
	- Food Service Worker	9.74
	- Meat Cutter	15.33
	- Waiter/Waitress	8.80
	Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	21.23
09040	- Furniture Handler	14.67
09080	- Furniture Refinisher	17.63
09090	- Furniture Refinisher Helper	14.36
	- Furniture Repairer, Minor	16.02
	- Upholsterer	18.34
	General Services And Support Occupations	
		11 41
11030	- Cleaner, Vehicles	11.41
11030 11060	- Cleaner, Vehicles - Elevator Operator	11.41
11030 11060 11090	- Cleaner, Vehicles - Elevator Operator - Gardener	11.41 13.67
11030 11060 11090 11122	- Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide	11.41 13.67 11.92
11030 11060 11090 11122 11150	<ul> <li>Cleaner, Vehicles</li> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> </ul>	11.41 13.67 11.92 11.92
11030 11060 11090 11122 11150 11210	<ul> <li>Cleaner, Vehicles</li> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> </ul>	11.41 13.67 11.92 11.92 11.41
11030 11060 11090 11122 11150 11210	<ul> <li>Cleaner, Vehicles</li> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> </ul>	11.41 13.67 11.92 11.92 11.41 8.93
11030 11060 11090 11122 11150 11210 11240	<ul> <li>Cleaner, Vehicles</li> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> </ul>	11.41 13.67 11.92 11.92 11.41
11030 11060 11090 11122 11150 11210 11240 11260	<ul> <li>Cleaner, Vehicles</li> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> </ul>	11.41 13.67 11.92 11.92 11.41 8.93
11030 11060 11090 11122 11150 11210 11240 11260 11270	<ul> <li>Cleaner, Vehicles</li> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> </ul>	11.41 13.67 11.92 11.92 11.41 8.93 11.63
11030 11060 11090 11122 11150 11210 11240 11260 11270 11330	<ul> <li>Cleaner, Vehicles</li> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> </ul>	11.41 13.67 11.92 11.92 11.41 8.93 11.63 12.88
11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360	<ul> <li>Cleaner, Vehicles</li> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> </ul>	11.41 13.67 11.92 11.92 11.41 8.93 11.63 12.88 11.41
11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 -	<ul> <li>Cleaner, Vehicles</li> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> </ul>	11.41 13.67 11.92 11.92 11.41 8.93 11.63 12.88 11.41 12.64
11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010	<ul> <li>Cleaner, Vehicles</li> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> </ul>	11.41 13.67 11.92 11.92 11.41 8.93 11.63 12.88 11.41 12.64 16.84
11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011	<ul> <li>Cleaner, Vehicles</li> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> </ul>	11.41 13.67 11.92 11.92 11.41 8.93 11.63 12.88 11.41 12.64 16.84 16.09
11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012	<ul> <li>Cleaner, Vehicles</li> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> </ul>	11.41 13.67 11.92 11.92 11.41 8.93 11.63 12.88 11.41 12.64 16.84 16.09 24.34
11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015	<ul> <li>Cleaner, Vehicles</li> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> </ul>	11.41 13.67 11.92 11.92 11.41 8.93 11.63 12.88 11.41 12.64 16.84 16.09 24.34 24.89
11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020	<ul> <li>Cleaner, Vehicles</li> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> </ul>	11.41 13.67 11.92 11.92 11.41 8.93 11.63 12.88 11.41 12.64 16.84 16.09 24.34 24.89 15.56
11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 12000 - 12010 12011 12012 12015 12020 12025	<ul> <li>Cleaner, Vehicles</li> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> </ul>	11.41 13.67 11.92 11.92 11.41 8.93 11.63 12.88 11.41 12.64 16.84 16.09 24.34 24.89 15.56 33.25
11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 12000 - 12010 12011 12012 12015 12020 12025 12030	<ul> <li>Cleaner, Vehicles</li> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> </ul>	11.41 13.67 11.92 11.92 11.41 8.93 11.63 12.88 11.41 12.64 16.84 16.09 24.34 24.89 15.56 33.25 23.73
11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020 12025 12030 12035	<ul> <li>Cleaner, Vehicles</li> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> <li>Electroneurodiagnostic Technologist</li> </ul>	11.41 13.67 11.92 11.92 11.41 8.93 11.63 12.88 11.41 12.64 16.84 16.09 24.34 24.89 15.56 33.25 23.73 23.73
11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020 12025 12030 12035	<ul> <li>Cleaner, Vehicles</li> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> </ul>	11.41 13.67 11.92 11.92 11.41 8.93 11.63 12.88 11.41 12.64 16.84 16.09 24.34 24.89 15.56 33.25 23.73
11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040	<ul> <li>Cleaner, Vehicles</li> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> <li>Electroneurodiagnostic Technologist</li> </ul>	11.41 13.67 11.92 11.92 11.41 8.93 11.63 12.88 11.41 12.64 16.84 16.09 24.34 24.89 15.56 33.25 23.73 23.73
11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071	<ul> <li>Cleaner, Vehicles</li> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> <li>Electroneurodiagnostic Technologist</li> <li>Emergency Medical Technician</li> </ul>	11.41 13.67 11.92 11.92 11.41 8.93 11.63 12.88 11.41 12.64 16.84 16.09 24.34 24.89 15.56 33.25 23.73 23.73 16.84
11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072	<ul> <li>Cleaner, Vehicles</li> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> <li>Electroneurodiagnostic Technologist</li> <li>Emergency Medical Technician</li> <li>Licensed Practical Nurse I</li> <li>Licensed Practical Nurse II</li> </ul>	11.41 13.67 11.92 11.92 11.41 8.93 11.63 12.88 11.41 12.64 16.84 16.09 24.34 24.89 15.56 33.25 23.73 23.73 16.84 14.39 16.09
11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073	<ul> <li>Cleaner, Vehicles</li> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> <li>Electroneurodiagnostic Technologist</li> <li>Emergency Medical Technician</li> <li>Licensed Practical Nurse II</li> <li>Licensed Practical Nurse III</li> </ul>	11.41 13.67 11.92 11.92 11.41 8.93 11.63 12.88 11.41 12.64 16.84 16.09 24.34 24.89 15.56 33.25 23.73 23.73 16.84 14.39 16.09 17.95
11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100	<ul> <li>Cleaner, Vehicles</li> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> <li>Electroneurodiagnostic Technologist</li> <li>Emergency Medical Technician</li> <li>Licensed Practical Nurse II</li> <li>Licensed Practical Nurse III</li> <li>Medical Assistant</li> </ul>	11.41 13.67 11.92 11.92 11.41 8.93 11.63 12.88 11.41 12.64 16.84 16.09 24.34 24.89 15.56 33.25 23.73 23.73 16.84 14.39 16.09 17.95 13.48
11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130	<ul> <li>Cleaner, Vehicles</li> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> <li>Electroneurodiagnostic Technologist</li> <li>Emergency Medical Technician</li> <li>Licensed Practical Nurse I</li> <li>Licensed Practical Nurse III</li> <li>Medical Assistant</li> <li>Medical Laboratory Technician</li> </ul>	11.41 13.67 11.92 11.92 11.41 8.93 11.63 12.88 11.41 12.64 16.84 16.09 24.34 24.89 15.56 33.25 23.73 23.73 16.84 14.39 16.09 17.95 13.48 17.16
11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020 12025 12035 12040 12035 12040 12071 12072 12073 12100 12130 12160	<ul> <li>Cleaner, Vehicles</li> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> <li>Electroneurodiagnostic Technologist</li> <li>Emergency Medical Technician</li> <li>Licensed Practical Nurse II</li> <li>Licensed Practical Nurse III</li> <li>Medical Assistant</li> <li>Medical Laboratory Technician</li> <li>Medical Record Clerk</li> </ul>	$11.41 \\ 13.67 \\ 11.92 \\ 11.92 \\ 11.41 \\ 8.93 \\ 11.63 \\ 12.88 \\ 11.41 \\ 12.64 \\ 16.84 \\ 16.09 \\ 24.34 \\ 24.89 \\ 15.56 \\ 33.25 \\ 23.73 \\ 23.73 \\ 23.73 \\ 16.84 \\ 14.39 \\ 16.09 \\ 17.95 \\ 13.48 \\ 17.16 \\ 13.96 \\ 13.96 \\ 11.92$
11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12190	<ul> <li>Cleaner, Vehicles</li> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>EkG Technician</li> <li>Electroneurodiagnostic Technologist</li> <li>Emergency Medical Technician</li> <li>Licensed Practical Nurse I</li> <li>Licensed Practical Nurse III</li> <li>Medical Assistant</li> <li>Medical Laboratory Technician</li> <li>Medical Record Clerk</li> <li>Medical Record Technician</li> </ul>	$11.41 \\ 13.67 \\ 11.92 \\ 11.92 \\ 11.41 \\ 8.93 \\ 11.63 \\ 12.88 \\ 11.41 \\ 12.64 \\ 16.84 \\ 16.09 \\ 24.34 \\ 24.89 \\ 15.56 \\ 33.25 \\ 23.73 \\ 23.73 \\ 16.84 \\ 14.39 \\ 16.09 \\ 17.95 \\ 13.48 \\ 17.16 \\ 13.96 \\ 15.61 \\ 15.61 \\ 15.61 \\ 15.61 \\ 10.9 \\ 15.61 \\ 10.9 \\ 15.61 \\ 10.9 \\ 10.0 $
11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012 12015 12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12190 12195	<ul> <li>Cleaner, Vehicles</li> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> <li>Electroneurodiagnostic Technologist</li> <li>Emergency Medical Technician</li> <li>Licensed Practical Nurse II</li> <li>Licensed Practical Nurse III</li> <li>Medical Assistant</li> <li>Medical Laboratory Technician</li> <li>Medical Record Clerk</li> </ul>	$11.41 \\ 13.67 \\ 11.92 \\ 11.92 \\ 11.41 \\ 8.93 \\ 11.63 \\ 12.88 \\ 11.41 \\ 12.64 \\ 16.84 \\ 16.09 \\ 24.34 \\ 24.89 \\ 15.56 \\ 33.25 \\ 23.73 \\ 23.73 \\ 23.73 \\ 16.84 \\ 14.39 \\ 16.09 \\ 17.95 \\ 13.48 \\ 17.16 \\ 13.96 \\ 13.96 \\ 11.92$

	- Nursing Assistant I		9.46
	- Nursing Assistant II		10.27
	- Nursing Assistant III		11.21
	- Nursing Assistant IV		12.58
	- Optical Dispenser		18.17
	- Optical Technician		15.08
	- Pharmacy Technician		17.33
	- Phlebotomist		12.58
	- Radiologic Technologist		25.40
	- Registered Nurse I		24.37
	- Registered Nurse II		29.81
	- Registered Nurse II, Specialist		29.81
	- Registered Nurse III		36.07
	- Registered Nurse III, Anesthetist		36.07
	- Registered Nurse IV		43.23
	- Scheduler (Drug and Alcohol Testing)		19.54
	Information And Arts Occupations		
	- Exhibits Specialist I		20.46
	- Exhibits Specialist II		25.36
	- Exhibits Specialist III		29.19
	- Illustrator I		20.00
	- Illustrator II		24.56
	- Illustrator III		29.80
	- Librarian		32.67
	- Library Aide/Clerk		10.41
	- Library Information Technology Systems		23.82
	istrator		16.78
	- Library Technician - Media Specialist I		16.68
	- Media Specialist II		18.66
	- Media Specialist III		20.80
	- Photographer I		13.93
	- Photographer II		18.46
	- Photographer III		22.43
	- Photographer IV		24.90
	- Photographer V		30.14
	- Video Teleconference Technician		15.93
	Information Technology Occupations		10.90
	- Computer Operator I		15.56
	- Computer Operator II		17.40
	- Computer Operator III		19.41
	- Computer Operator IV		21.57
	- Computer Operator V		23.88
	- Computer Programmer I	(see 1)	20.07
	- Computer Programmer II	(see 1)	24.57
	- Computer Programmer III	(see 1)	
14074	- Computer Programmer IV	(see 1)	
14101	- Computer Systems Analyst I	(see 1)	
14102	- Computer Systems Analyst II	(see 1)	
14103	- Computer Systems Analyst III	(see 1)	
14150	- Peripheral Equipment Operator		15.56
14160	- Personal Computer Support Technician		21.57
	Instructional Occupations		
	- Aircrew Training Devices Instructor (Non-Rated)		33.24
	- Aircrew Training Devices Instructor (Rated)		40.21
	- Air Crew Training Devices Instructor (Pilot)		48.04
	- Computer Based Training Specialist / Instructor		32.44
	- Educational Technologist		29.72
	- Flight Instructor (Pilot)		48.04
	- Graphic Artist		24.28
	- Technical Instructor		20.94
15095	- Technical Instructor/Course Developer		25.61

	- Test Proctor	17.61
	- Tutor	17.61
	Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	8.54
16030	- Counter Attendant	8.54
16040	- Dry Cleaner	10.70
16070	- Finisher, Flatwork, Machine	8.54
16090	- Presser, Hand	8.54
16110	- Presser, Machine, Drycleaning	8.54
	- Presser, Machine, Shirts	8.54
	- Presser, Machine, Wearing Apparel, Laundry	8.54
	- Sewing Machine Operator	11.44
	- Tailor	12.22
	- Washer, Machine	9.27
	Machine Tool Operation And Repair Occupations	
	- Machine-Tool Operator (Tool Room)	23.51
	- Tool And Die Maker	24.69
	Materials Handling And Packing Occupations	21.05
	- Forklift Operator	15.55
	- Material Coordinator	23.57
	- Material Expediter	23.57
	-	11.27
	- Material Handling Laborer	
	- Order Filler	11.49 15.55
	- Production Line Worker (Food Processing)	
	- Shipping Packer	13.83
	- Shipping/Receiving Clerk	13.83
	- Store Worker I	12.41
	- Stock Clerk	15.52
	- Tools And Parts Attendant	15.55
	- Warehouse Specialist	15.55
	Mechanics And Maintenance And Repair Occupations	
	- Aerospace Structural Welder	23.29
	- Aircraft Mechanic I	22.18
	- Aircraft Mechanic II	23.29
	- Aircraft Mechanic III	24.37
	- Aircraft Mechanic Helper	16.35
	- Aircraft, Painter	20.20
	- Aircraft Servicer	18.22
	- Aircraft Worker	19.17
	- Appliance Mechanic	19.24
	- Bicycle Repairer	14.43
	- Cable Splicer	23.93
	- Carpenter, Maintenance	19.24
	- Carpet Layer	18.79
	- Electrician, Maintenance	21.90
23181	- Electronics Technician Maintenance I	22.38
	- Electronics Technician Maintenance II	23.53
23183	- Electronics Technician Maintenance III	24.70
23260	- Fabric Worker	17.81
23290	- Fire Alarm System Mechanic	20.20
23310	- Fire Extinguisher Repairer	16.50
23311	- Fuel Distribution System Mechanic	20.48
23312	- Fuel Distribution System Operator	16.73
23370	- General Maintenance Worker	18.30
23380	- Ground Support Equipment Mechanic	22.18
	- Ground Support Equipment Servicer	18.22
	- Ground Support Equipment Worker	19.17
	- Gunsmith I	16.50
	- Gunsmith II	18.33
	- Gunsmith III	20.20
	- Heating, Ventilation And Air-Conditioning	20.20
Mechan		

23411 - Heating, Ventilation And Air Contditioning	21.31
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	20.03
23440 - Heavy Equipment Operator	20.20
23460 - Instrument Mechanic	19.24
23465 - Laboratory/Shelter Mechanic	11.27
23470 - Laborer	11.27
23510 - Locksmith	19.31
23530 - Machinery Maintenance Mechanic	20.28
23550 - Machinist, Maintenance	19.32
23580 - Maintenance Trades Helper	16.29
23591 - Metrology Technician I	21.03
23592 - Metrology Technician II	22.04
23593 - Metrology Technician III	22.96
23640 - Millwright	25.71
23710 - Office Appliance Repairer	19.24
23760 - Painter, Maintenance	19.24
23700 - Pipefitter, Maintenance	20.23
23810 - Plumber, Maintenance	19.31
23820 - Pneudraulic Systems Mechanic	20.20
23850 - Rigger	20.52
23870 - Scale Mechanic	18.30
23890 - Sheet-Metal Worker, Maintenance	20.20
23910 - Small Engine Mechanic	19.24
23931 - Telecommunications Mechanic I	23.97
23932 - Telecommunications Mechanic II	25.18
23950 - Telephone Lineman	22.88
23960 - Welder, Combination, Maintenance	19.47
23965 - Well Driller	19.93
23970 - Woodcraft Worker	20.20
23980 - Woodworker	16.50
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.58
24580 - Child Care Center Clerk	13.48
24610 - Chore Aide	7.66
24620 - Family Readiness And Support Services	13.31
Coordinator	
24630 - Homemaker	14.24
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.80
25040 - Sewage Plant Operator	20.01
25070 - Stationary Engineer	20.80
25190 - Ventilation Equipment Tender	15.80
25210 - Water Treatment Plant Operator	20.01
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.96
27007 - Baggage Inspector	12.01
27008 - Corrections Officer	18.71
27010 - Court Security Officer	20.29
27030 - Detection Dog Handler	15.31
27040 - Detention Officer	18.71
27070 - Firefighter	19.65
27101 - Guard I	12.01
27101 - Guard I 27102 - Guard II	15.31
27102 - Guard II 27131 - Police Officer I	22.07
27131 - Police Officer I 27132 - Police Officer II	
	24.52
28000 - Recreation Occupations	10 47
28041 - Carnival Equipment Operator	10.47
28042 - Carnival Equipment Repairer	10.99
28043 - Carnival Equpment Worker	8.21
28210 - Gate Attendant/Gate Tender	14.30
28310 - Lifeguard	12.22

28510 28515 28630 28690	<ul> <li>Park Attendant (Aide)</li> <li>Recreation Aide/Health Facility Attendant</li> <li>Recreation Specialist</li> <li>Sports Official</li> <li>Swimming Pool Operator</li> <li>Stevedoring/Longshoremen Occupational Services</li> </ul>		15.60 11.68 19.83 12.75 15.63
29010 29020 29030 29041 29042	<ul> <li>Blocker And Bracer</li> <li>Hatch Tender</li> <li>Line Handler</li> <li>Stevedore I</li> <li>Stevedore II</li> <li>Technical Occupations</li> </ul>		20.73 20.73 20.73 19.71 21.80
30011 30022 30023 30023 30030 30040 30061 30062 30063 30064 30081 30082 30083 30084 30085 30086 30080 30210 30240 30240 30240 30361 30362 30364 30364 30364 30364 30364 30364 30461 30462 30463 30491 30492 30493 30494 30495	<ul> <li>Air Traffic Control Specialist, Center (HFO)</li> <li>Air Traffic Control Specialist, Station (HFO)</li> <li>Air Traffic Control Specialist, Terminal (HFO)</li> <li>Archeological Technician I</li> <li>Archeological Technician II</li> <li>Archeological Technician II</li> <li>Cartographic Technician</li> <li>Civil Engineering Technician</li> <li>Drafter/CAD Operator I</li> <li>Drafter/CAD Operator III</li> <li>Drafter/CAD Operator IV</li> <li>Engineering Technician III</li> <li>Engineering Technician II</li> <li>Engineering Technician II</li> <li>Engineering Technician II</li> <li>Engineering Technician IV</li> <li>Engineering Technician V</li> <li>Engineering Technician V</li> <li>Engineering Technician</li> <li>Laboratory Technician</li> <li>Paralegal/Legal Assistant II</li> <li>Paralegal/Legal Assistant III</li> <li>Paralegal/Legal Assistant IV</li> <li>Photo-Optics Technician</li> <li>Technical Writer I</li> <li>Technical Writer III</li> <li>Unexploded Ordnance (UXO) Technician III</li> <li>Unexploded (UXO) Safety Escort</li> <li>Unexploded (UXO) Sweep Personnel</li> <li>Vie Weither Vieweiter Vieweiter Vieweiter</li> </ul>	(see 2) (see 2)	35.77 24.66 27.16 18.28 19.03 25.14 26.68 25.15 18.85 21.09 23.52 28.93 17.82 19.79 22.59 27.42 33.54 40.58 21.87 20.41 26.68 16.04 19.88 24.32 29.42 26.68 23.10 28.24 34.17 22.74 2
Surfa	- Weather Observer, Combined Upper Air Or ce Programs - Weather Observer, Senior	(see 2)	25.48
31020 31030 31260 31290 31310 31361 31362 31363 31364	<pre>Transportation/Mobile Equipment Operation Occupat - Bus Aide - Bus Driver - Driver Courier - Parking and Lot Attendant - Shuttle Bus Driver - Taxi Driver - Truckdriver, Light - Truckdriver, Medium - Truckdriver, Heavy - Truckdriver, Tractor-Trailer Miscellaneous Occupations</pre>	cions	11.61 14.66 13.40 9.25 14.22 11.32 14.22 15.59 17.75 17.75
	- Cashier		8.95

99050 - Desk Clerk	9.12
99095 - Embalmer	23.61
99251 - Laboratory Animal Caretaker I	9.86
99252 - Laboratory Animal Caretaker II	10.47
99310 - Mortician	30.76
99410 - Pest Controller	15.66
99510 - Photofinishing Worker	11.61
99710 - Recycling Laborer	16.46
99711 - Recycling Specialist	18.57
99730 - Refuse Collector	15.17
99810 - Sales Clerk	11.04
99820 - School Crossing Guard	11.64
99830 - Survey Party Chief	18.10
99831 - Surveying Aide	11.30
99832 - Surveying Technician	16.46
99840 - Vending Machine Attendant	12.92
99841 - Vending Machine Repairer	15.13
99842 - Vending Machine Repairer Helper	12.92

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

## THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

### \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol. gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

#### Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class 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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WD 05-2543 (Rev.-17) was first posted on www.wdol.gov on 12/30/2014 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor | WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 | Wage Determination No.: 2005-2543 Diane C. Koplewski Division of Revision No.: 17 Wage Determinations| Date Of Revision: 12/22/2014 Director Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts. States: North Carolina, Virginia Area: North Carolina Counties of Camden, Chowan, Currituck, Gates, Pasquotank, Perquimans Virginia Counties of Chesapeake, Gloucester, Hampton, Isle of Wight, James City, Mathews, Newport News, Norfolk, Poquoson, Portsmouth, Southampton, Suffolk, Surry, Virginia Beach, Williamsburg, York \*\*Fringe Benefits Required Follow the Occupational Listing\*\* OCCUPATION CODE - TITLE FOOTNOTE RATE 01000 - Administrative Support And Clerical Occupations 01011 - Accounting Clerk I 14.03 01012 - Accounting Clerk II 15.74 01013 - Accounting Clerk III 17.61 01020 - Administrative Assistant 22.28 01040 - Court Reporter 17.11 11.94 01051 - Data Entry Operator I 01052 - Data Entry Operator II 13.90 01060 - Dispatcher, Motor Vehicle 16.01 01070 - Document Preparation Clerk 13.21 01090 - Duplicating Machine Operator 13.21 01111 - General Clerk I 12.08 01112 - General Clerk II 13.78 01113 - General Clerk III 15.47 01120 - Housing Referral Assistant 19.08 01141 - Messenger Courier 12.22 01191 - Order Clerk I 13.46 01192 - Order Clerk II 17.61 01261 - Personnel Assistant (Employment) I 16.22 01262 - Personnel Assistant (Employment) II 18.14 01263 - Personnel Assistant (Employment) III 20.23 01270 - Production Control Clerk 23.57 01280 - Receptionist 12.28 01290 - Rental Clerk 14.15 01300 - Scheduler, Maintenance 15.30 15.30 01311 - Secretary I 01312 - Secretary II 17.11

\*\*\*\*\*\*\*\*\*\*\* THIS WAGE DETERMINATION WAS REPLACED 07/14/2015

	- Secretary III	19.08
	- Service Order Dispatcher	15.37
	- Supply Technician	22.28
01420	- Survey Worker	13.82
01531	- Travel Clerk I	11.49
01532	- Travel Clerk II	12.26
01533	- Travel Clerk III	13.09
01611	- Word Processor I	13.38
01612	- Word Processor II	15.02
01613	- Word Processor III	16.80
05000 -	Automotive Service Occupations	
	- Automobile Body Repairer, Fiberglass	23.47
	- Automotive Electrician	21.03
05040	- Automotive Glass Installer	20.09
	- Automotive Worker	20.09
	- Mobile Equipment Servicer	18.15
	- Motor Equipment Metal Mechanic	22.02
	- Motor Equipment Metal Worker	20.09
	- Motor Vehicle Mechanic	22.02
	- Motor Vehicle Mechanic Helper	17.13
	- Motor Vehicle Upholstery Worker	19.10
	- Motor Vehicle Wrecker	20.09
	- Painter, Automotive	21.03
	- Radiator Repair Specialist	19.10
	- Tire Repairer	13.37
	- Transmission Repair Specialist	22.02
	Food Preparation And Service Occupations	
	- Baker	11.48
	- Cook I	10.11
	- Cook II	11.21
07070	- Dishwasher	8.12
07130	- Food Service Worker	9.74
	- Meat Cutter	15.33
07260	- Waiter/Waitress	8.80
	Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	21.23
09040	- Furniture Handler	14.67
09080	- Furniture Refinisher	17.63
09090	- Furniture Refinisher Helper	14.36
	- Furniture Repairer, Minor	16.02
	- Upholsterer	18.34
	General Services And Support Occupations	
	- Cleaner, Vehicles	11.41
	- Elevator Operator	11.41
	- Gardener	13.67
	- Housekeeping Aide	11.92
	- Janitor	11.92
	- Laborer, Grounds Maintenance	11.41
	- Maid or Houseman	8.93
	- Pruner	
		11.63
	- Tractor Operator	12.88
	- Trail Maintenance Worker	11.41
	- Window Cleaner	12.64
	Health Occupations	
	- Ambulance Driver	16.84
	- Breath Alcohol Technician	16.09
	- Certified Occupational Therapist Assistant	24.34
	- Certified Physical Therapist Assistant	24.89
	- Dental Assistant	15.56
12025	- Dental Hygienist	33.25
	- EKG Technician	23.73
12035	- Electroneurodiagnostic Technologist	23.73

12040	- Emergency Medical Technician		16.84
	- Licensed Practical Nurse I		14.39
	- Licensed Practical Nurse I		16.09
	- Licensed Practical Nurse III		17.95
	- Medical Assistant		13.48
	- Medical Laboratory Technician		17.16
	- Medical Record Clerk		13.96
	- Medical Record Technician		15.61
	- Medical Transcriptionist		14.13
	- Nuclear Medicine Technologist		30.53
	- Nursing Assistant I		9.46
	- Nursing Assistant II		10.27
	- Nursing Assistant III		11.21
	- Nursing Assistant IV		12.58
	- Optical Dispenser		12.30
	- Optical Technician		15.08
	- Pharmacy Technician		17.33
	- Phlebotomist		12.58
	- Radiologic Technologist		25.40
	- Registered Nurse I		24.37
	- Registered Nurse II		29.81
	- Registered Nurse II, Specialist		29.81
	- Registered Nurse III		36.07
	- Registered Nurse III, Anesthetist		36.07
	- Registered Nurse IV		43.23
	- Scheduler (Drug and Alcohol Testing)		19.23
	Information And Arts Occupations		19.01
	- Exhibits Specialist I		20.46
	- Exhibits Specialist II		25.36
	- Exhibits Specialist III		29.19
	- Illustrator I		20.00
	- Illustrator II		24.56
	- Illustrator III		29.80
	- Librarian		32.67
	- Library Aide/Clerk		10.41
	- Library Information Technology Systems		23.82
	lstrator		
	- Library Technician		16.78
	- Media Specialist I		16.68
	- Media Specialist II		18.66
	- Media Specialist III		20.80
	- Photographer I		13.93
	- Photographer II		18.46
	- Photographer III		22.43
	- Photographer IV		24.90
	- Photographer V		30.14
	- Video Teleconference Technician		15.93
	Information Technology Occupations		
	- Computer Operator I		15.56
	- Computer Operator II		17.40
	- Computer Operator III		19.41
	- Computer Operator IV		21.57
14045	- Computer Operator V		23.88
14071	- Computer Programmer I	(see 1)	20.07
	- Computer Programmer II	(see 1)	24.57
	- Computer Programmer III	(see 1)	
	- Computer Programmer IV	(see 1)	
	- Computer Systems Analyst I	(see 1)	
	- Computer Systems Analyst II	(see 1)	
	- Computer Systems Analyst III	(see 1)	
	- Peripheral Equipment Operator		15.56
14160	- Personal Computer Support Technician		21.57

15000 -	Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	33.24
15020	- Aircrew Training Devices Instructor (Rated)	40.21
	- Air Crew Training Devices Instructor (Pilot)	48.04
	- Computer Based Training Specialist / Instructor	32.44
	- Educational Technologist	29.72
	- Flight Instructor (Pilot)	48.04
	- Graphic Artist	24.28
	- Technical Instructor	20.94
	- Technical Instructor/Course Developer	25.61
	- Test Proctor	17.61
15120	- Tutor	17.61
16000 -	Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	8.54
16030	- Counter Attendant	8.54
	- Dry Cleaner	10.70
	- Finisher, Flatwork, Machine	8.54
	- Presser, Hand	8.54
	- Presser, Machine, Drycleaning	8.54
	- Presser, Machine, Shirts	8.54
	- Presser, Machine, Wearing Apparel, Laundry	8.54
	- Sewing Machine Operator	11.44
	- Tailor	12.22
16250	- Washer, Machine	9.27
19000 -	Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	23.51
	- Tool And Die Maker	24.69
	Materials Handling And Packing Occupations	
	- Forklift Operator	15.55
	- Material Coordinator	23.57
	- Material Expediter	23.57
	- Material Handling Laborer	11.27
	- Order Filler	11.49
	- Production Line Worker (Food Processing)	15.55
	- Shipping Packer	13.83
	- Shipping/Receiving Clerk	13.83
21140	- Store Worker I	12.41
21150	- Stock Clerk	15.52
21210	- Tools And Parts Attendant	15.55
21410	- Warehouse Specialist	15.55
	Mechanics And Maintenance And Repair Occupations	
	- Aerospace Structural Welder	23.29
	- Aircraft Mechanic I	23.23
	- Aircraft Mechanic II	23.29
	- Aircraft Mechanic III	24.37
	- Aircraft Mechanic Helper	16.35
	- Aircraft, Painter	20.20
23060	- Aircraft Servicer	18.22
23080	- Aircraft Worker	19.17
23110	- Appliance Mechanic	19.24
	- Bicycle Repairer	14.43
	- Cable Splicer	23.93
	- Carpenter, Maintenance	19.24
	- Carpet Layer	18.79
	- Electrician, Maintenance	21.90
	- Electronics Technician Maintenance I	22.38
	- Electronics Technician Maintenance II	23.53
	- Electronics Technician Maintenance III	24.70
	- Fabric Worker	17.81
23290	- Fire Alarm System Mechanic	20.20
	- Fire Extinguisher Repairer	16.50
	- Fuel Distribution System Mechanic	20.48

23312 – Fuel Distribution System Operator	16.73
23370 - General Maintenance Worker	18.30
23380 - Ground Support Equipment Mechanic	22.18
23381 - Ground Support Equipment Servicer	18.22
23382 - Ground Support Equipment Worker	19.17
23391 - Gunsmith I	16.50
23392 - Gunsmith II	18.33
23393 - Gunsmith III	20.20
23410 - Heating, Ventilation And Air-Conditioning	20.20
Mechanic	20.20
23411 - Heating, Ventilation And Air Contditioning	21.31
Mechanic (Research Facility)	21.31
	20.03
23430 - Heavy Equipment Mechanic	
23440 - Heavy Equipment Operator	20.20
23460 - Instrument Mechanic	19.24
23465 - Laboratory/Shelter Mechanic	11.27
23470 - Laborer	11.27
23510 - Locksmith	19.31
23530 - Machinery Maintenance Mechanic	20.28
23550 - Machinist, Maintenance	19.32
23580 - Maintenance Trades Helper	16.29
23591 - Metrology Technician I	21.03
23592 - Metrology Technician II	22.04
23593 - Metrology Technician III	22.96
23640 - Millwright	25.71
23710 - Office Appliance Repairer	19.24
23760 - Painter, Maintenance	19.24
23790 - Pipefitter, Maintenance	20.23
23810 - Plumber, Maintenance	19.31
23820 - Pneudraulic Systems Mechanic	20.20
23850 - Rigger	20.20
23870 - Scale Mechanic	18.30
23890 - Sheet-Metal Worker, Maintenance	20.20
23910 - Small Engine Mechanic	19.24
23931 - Telecommunications Mechanic I	23.97
23932 - Telecommunications Mechanic II	25.18
23950 - Telephone Lineman	22.88
23960 - Welder, Combination, Maintenance	19.47
23965 - Well Driller	19.93
23970 – Woodcraft Worker	20.20
23980 - Woodworker	16.50
24000 - Personal Needs Occupations	
24570 – Child Care Attendant	9.58
24580 - Child Care Center Clerk	13.48
24610 - Chore Aide	7.66
24620 - Family Readiness And Support Services	13.31
Coordinator	
24630 - Homemaker	14.24
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.80
25040 - Sewage Plant Operator	20.01
25070 - Stationary Engineer	20.80
25190 - Ventilation Equipment Tender	15.80
	20.01
25210 - Water Treatment Plant Operator	20.01
27000 - Protective Service Occupations	10.00
27004 - Alarm Monitor	16.96
27007 - Baggage Inspector	12.01
27008 - Corrections Officer	18.71
27010 - Court Security Officer	20.29
27030 - Detection Dog Handler	15.31
27040 - Detention Officer	18.71
27070 - Firefighter	19.65

27101	- Guard I		12.01
27102	- Guard II		15.31
	- Police Officer I		22.07
27132	- Police Officer II		24.52
	Recreation Occupations		
	- Carnival Equipment Operator		10.47
28042	- Carnival Equipment Repairer		10.99
28043	- Carnival Equpment Worker		8.21
28210	- Gate Attendant/Gate Tender		14.30
	- Lifeguard		12.22
	- Park Attendant (Aide)		15.60
28510	- Recreation Aide/Health Facility Attendant		11.68
	- Recreation Specialist		19.83
28630	- Sports Official		12.75
28690	- Swimming Pool Operator		15.63
29000 -	Stevedoring/Longshoremen Occupational Services		
29010	- Blocker And Bracer		20.73
29020	- Hatch Tender		20.73
29030	- Line Handler		20.73
29041	- Stevedore I		19.71
29042	- Stevedore II		21.80
30000 -	Technical Occupations		
	- Air Traffic Control Specialist, Center (HFO)		35.77
30011	- Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012	- Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021	- Archeological Technician I		18.28
30022	- Archeological Technician II		19.03
30023	- Archeological Technician III		25.14
30030	- Cartographic Technician		26.68
30040	- Civil Engineering Technician		25.15
30061	- Drafter/CAD Operator I		18.85
30062	- Drafter/CAD Operator II		21.09
30063	- Drafter/CAD Operator III		23.52
30064	- Drafter/CAD Operator IV		28.93
30081	- Engineering Technician I		17.82
30082	- Engineering Technician II		19.79
30083	- Engineering Technician III		22.59
30084	- Engineering Technician IV		27.42
30085	- Engineering Technician V		33.54
	- Engineering Technician VI		40.58
	- Environmental Technician		21.87
30210	- Laboratory Technician		20.41
30240	- Mathematical Technician		26.68
30361	- Paralegal/Legal Assistant I		16.04
30362	- Paralegal/Legal Assistant II		19.88
30363	- Paralegal/Legal Assistant III		24.32
30364	- Paralegal/Legal Assistant IV		29.42
30390	- Photo-Optics Technician		26.68
30461	- Technical Writer I		23.10
30462	- Technical Writer II		28.24
30463	- Technical Writer III		34.17
30491	- Unexploded Ordnance (UXO) Technician I		22.74
30492	- Unexploded Ordnance (UXO) Technician II		27.51
30493	- Unexploded Ordnance (UXO) Technician III		32.97
30494	- Unexploded (UXO) Safety Escort		22.74
30495	- Unexploded (UXO) Sweep Personnel		22.74
30620	- Weather Observer, Combined Upper Air Or	(see 2)	23.52
Surfac	ce Programs		
30621	- Weather Observer, Senior	(see 2)	25.48
31000 -	Transportation/Mobile Equipment Operation Occupat	zions	
	- Bus Aide		11.61
31030	- Bus Driver		14.66

31043	8 - Driver Courier	13.40
31260	) - Parking and Lot Attendant	9.25
31290	) - Shuttle Bus Driver	14.22
31310	) - Taxi Driver	11.32
31361	. – Truckdriver, Light	14.22
31362	2 - Truckdriver, Medium	15.59
31363	8 - Truckdriver, Heavy	17.75
31364	- Truckdriver, Tractor-Trailer	17.75
99000 -	• Miscellaneous Occupations	
99030	) - Cashier	8.95
99050	) - Desk Clerk	9.12
99095	6 - Embalmer	23.61
99251	– Laboratory Animal Caretaker I	9.86
99252	2 – Laboratory Animal Caretaker II	10.47
99310	) - Mortician	30.76
	) - Pest Controller	15.66
99510	) - Photofinishing Worker	11.61
99710	) - Recycling Laborer	16.46
99711	– Recycling Specialist	18.57
99730	) - Refuse Collector	15.17
99810	) - Sales Clerk	11.04
99820	) – School Crossing Guard	11.64
99830	) - Survey Party Chief	18.10
99831	– Surveying Aide	11.30
99832	2 - Surveying Technician	16.46
	) - Vending Machine Attendant	12.92
99841	. – Vending Machine Repairer	15.13
99842	2 – Vending Machine Repairer Helper	12.92

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

\*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

# Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent

information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination. \*\*\*\*\*\*\*\*\*\*\* THIS WAGE DETERMINATION WAS REPLACED 12/08/2015 \* \* \* \* \* \* \* \* \* \* \* \* \* WD 05-2543 (Rev.-18) was first posted on www.wdol.gov on 07/14/2015 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION By direction of the Secretary of Labor | WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 | Wage Determination No.: 2005-2543 Daniel W. Simms Division of Revision No.: 18 Wage Determinations| Date Of Revision: 07/08/2015 Director

Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: North Carolina, Virginia

Area: North Carolina Counties of Camden, Chowan, Currituck, Gates, Pasquotank, Perquimans Virginia Counties of Chesapeake, Gloucester, Hampton, Isle of Wight, James City, Mathews, Newport News, Norfolk, Poquoson, Portsmouth, Southampton, Suffolk, Surry, Virginia Beach, Williamsburg, York

**Fringe Benefits Required Follow the Occupational Listing**	
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	14.03
01012 - Accounting Clerk II	15.74
01013 - Accounting Clerk III	17.61
01020 - Administrative Assistant	22.28
01040 - Court Reporter	17.11
01051 - Data Entry Operator I	11.94
01052 - Data Entry Operator II	13.90
01060 - Dispatcher, Motor Vehicle	16.01
01070 - Document Preparation Clerk	13.21
01090 - Duplicating Machine Operator	13.21
01111 - General Clerk I	12.08
01112 - General Clerk II	13.78
01113 - General Clerk III	15.47
01120 - Housing Referral Assistant	19.08
01141 - Messenger Courier	12.22
01191 - Order Clerk I	13.46
01192 - Order Clerk II	17.61
01261 - Personnel Assistant (Employment) I	16.22
01262 - Personnel Assistant (Employment) II	18.14
01263 - Personnel Assistant (Employment) III	20.23
01270 - Production Control Clerk	23.57
01280 - Receptionist	12.28
01290 - Rental Clerk	14.15
01300 - Scheduler, Maintenance	15.30
01311 - Secretary I	15.30
01312 - Secretary II	17.11

	- Secretary III	19.08
	- Service Order Dispatcher	15.37
	- Supply Technician	22.28
01420	- Survey Worker	13.82
01531	- Travel Clerk I	11.49
01532	- Travel Clerk II	12.26
01533	- Travel Clerk III	13.09
01611	- Word Processor I	13.38
01612	- Word Processor II	15.02
01613	- Word Processor III	16.80
05000 -	Automotive Service Occupations	
	- Automobile Body Repairer, Fiberglass	23.47
	- Automotive Electrician	21.03
05040	- Automotive Glass Installer	20.09
	- Automotive Worker	20.09
	- Mobile Equipment Servicer	18.15
	- Motor Equipment Metal Mechanic	22.02
	- Motor Equipment Metal Worker	20.09
	- Motor Vehicle Mechanic	22.02
	- Motor Vehicle Mechanic Helper	17.13
	- Motor Vehicle Upholstery Worker	19.10
	- Motor Vehicle Wrecker	20.09
	- Painter, Automotive	21.03
	- Radiator Repair Specialist	19.10
	- Tire Repairer	13.37
	- Transmission Repair Specialist	22.02
	Food Preparation And Service Occupations	
	- Baker	11.48
	- Cook I	10.11
	- Cook II	11.21
07070	- Dishwasher	8.12
07130	- Food Service Worker	9.74
	- Meat Cutter	15.33
07260	- Waiter/Waitress	8.80
	Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	21.23
09040	- Furniture Handler	14.67
09080	- Furniture Refinisher	17.63
09090	- Furniture Refinisher Helper	14.36
	- Furniture Repairer, Minor	16.02
	- Upholsterer	18.34
	General Services And Support Occupations	
	- Cleaner, Vehicles	11.41
	- Elevator Operator	11.41
	- Gardener	13.67
	- Housekeeping Aide	11.92
	- Janitor	11.92
	- Laborer, Grounds Maintenance	11.41
	- Maid or Houseman	8.93
	- Pruner	
		11.63
	- Tractor Operator	12.88
	- Trail Maintenance Worker	11.41
	- Window Cleaner	12.64
	Health Occupations	
	- Ambulance Driver	16.84
	- Breath Alcohol Technician	16.09
	- Certified Occupational Therapist Assistant	24.34
	- Certified Physical Therapist Assistant	24.89
	- Dental Assistant	15.56
12025	- Dental Hygienist	33.25
	- EKG Technician	23.73
12035	- Electroneurodiagnostic Technologist	23.73

12040 - Emergency Medical Technician		16.84
12071 - Licensed Practical Nurse I		14.39
12072 - Licensed Practical Nurse II		16.09
12073 - Licensed Practical Nurse III		17.95
12100 - Medical Assistant		13.48
12130 - Medical Laboratory Technician		17.16
12160 - Medical Record Clerk		13.96
12190 - Medical Record Technician		15.61
12195 - Medical Transcriptionist		14.13
12210 - Nuclear Medicine Technologist		30.53
12221 - Nursing Assistant I		9.46
12222 - Nursing Assistant II		10.27
12223 - Nursing Assistant III		11.21
12224 - Nursing Assistant IV		12.58
12235 - Optical Dispenser		18.17
12236 - Optical Technician		15.08
12250 - Pharmacy Technician		17.33
12280 - Phlebotomist		12.58
12305 - Radiologic Technologist		25.40
12311 - Registered Nurse I		24.37
12312 - Registered Nurse II		29.81
12313 - Registered Nurse II, Specialist		29.81
12314 - Registered Nurse III		36.07
12315 - Registered Nurse III, Anesthetist		36.07
12316 - Registered Nurse IV		43.23
12317 - Scheduler (Drug and Alcohol Testing)		19.54
13000 - Information And Arts Occupations		0.0 4.6
13011 - Exhibits Specialist I		20.46
13012 - Exhibits Specialist II		25.36 29.19
13013 - Exhibits Specialist III 13041 - Illustrator I		29.19
13042 - Illustrator II		20.00
13042 - Illustrator III		29.80
13047 - Librarian		32.67
13050 - Library Aide/Clerk		10.41
13054 - Library Information Technology Systems		23.82
Administrator		
13058 - Library Technician		16.78
13061 - Media Specialist I		16.68
13062 - Media Specialist II		18.66
13063 - Media Specialist III		20.80
13071 - Photographer I		13.93
13072 - Photographer II		18.46
13073 - Photographer III		22.43
13074 - Photographer IV		24.90
13075 - Photographer V		30.14
13110 - Video Teleconference Technician		15.93
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.56
14042 - Computer Operator II		17.40
14043 - Computer Operator III		19.41
14044 - Computer Operator IV		21.57
14045 - Computer Operator V	(222, 1)	23.88
14071 - Computer Programmer I	(see 1)	20.07
14072 - Computer Programmer II	(see 1)	24.57
14073 - Computer Programmer III 14074 - Computer Programmer IV	(see 1)	
14074 - Computer Programmer IV 14101 - Computer Systems Analyst I	(see 1) (see 1)	
14101 - Computer Systems Analyst I 14102 - Computer Systems Analyst II	(see 1)	
14102 - Computer Systems Analyst II 14103 - Computer Systems Analyst III	(see 1)	
14105 - Peripheral Equipment Operator		15.56
14160 - Personal Computer Support Technician		21.57

15000 -	Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	33.24
15020	- Aircrew Training Devices Instructor (Rated)	40.21
15030	- Air Crew Training Devices Instructor (Pilot)	48.04
15050	- Computer Based Training Specialist / Instructor	32.44
	- Educational Technologist	29.72
	- Flight Instructor (Pilot)	48.04
	- Graphic Artist	24.28
	- Technical Instructor	20.94
	- Technical Instructor/Course Developer	20.94
	- Test Proctor	17.61
	- Tutor	
		17.61
	Laundry, Dry-Cleaning, Pressing And Related Occupations	0.54
	- Assembler	8.54
	- Counter Attendant	8.54
	- Dry Cleaner	10.70
16070	- Finisher, Flatwork, Machine	8.54
16090	- Presser, Hand	8.54
16110	- Presser, Machine, Drycleaning	8.54
16130	- Presser, Machine, Shirts	8.54
	- Presser, Machine, Wearing Apparel, Laundry	8.54
	- Sewing Machine Operator	11.44
	- Tailor	12.22
	- Washer, Machine	9.27
	Machine Tool Operation And Repair Occupations	5.21
		22 E1
	- Machine-Tool Operator (Tool Room)	23.51
	- Tool And Die Maker	24.69
	Materials Handling And Packing Occupations	
	- Forklift Operator	15.55
	- Material Coordinator	23.57
	- Material Expediter	23.57
21050	- Material Handling Laborer	11.27
21071	- Order Filler	11.49
21080	- Production Line Worker (Food Processing)	15.55
21110	- Shipping Packer	13.83
	- Shipping/Receiving Clerk	13.83
	- Store Worker I	12.41
	- Stock Clerk	15.52
	- Tools And Parts Attendant	15.55
	- Warehouse Specialist	15.55
	Mechanics And Maintenance And Repair Occupations	10.55
		23.20
	- Aerospace Structural Welder	23.29
	- Aircraft Mechanic I	22.18
	- Aircraft Mechanic II	23.29
	- Aircraft Mechanic III	24.37
	- Aircraft Mechanic Helper	16.35
23050	- Aircraft, Painter	20.20
23060	- Aircraft Servicer	18.22
23080	- Aircraft Worker	19.17
23110	- Appliance Mechanic	19.24
	- Bicycle Repairer	14.43
	- Cable Splicer	23.93
	- Carpenter, Maintenance	19.24
	- Carpet Layer	18.79
	- Electrician, Maintenance	21.90
	- Electronics Technician Maintenance I	22.38
	- Electronics Technician Maintenance II	23.53
	- Electronics Technician Maintenance III	24.70
	- Fabric Worker	17.81
23290	- Fire Alarm System Mechanic	20.20
23310	- Fire Extinguisher Repairer	16.50
23311	- Fuel Distribution System Mechanic	20.48

23312 – Fuel Distribution System Operator	16.73
23370 - General Maintenance Worker	18.30
23380 - Ground Support Equipment Mechanic	22.18
23381 - Ground Support Equipment Servicer	18.22
23382 - Ground Support Equipment Worker	19.17
23391 - Gunsmith I	16.50
23392 - Gunsmith II	18.33
23393 - Gunsmith III	20.20
23410 - Heating, Ventilation And Air-Conditioning	20.20
Mechanic	20.20
23411 - Heating, Ventilation And Air Contditioning	21.31
Mechanic (Research Facility)	21.31
	20.03
23430 - Heavy Equipment Mechanic	
23440 - Heavy Equipment Operator	20.20
23460 - Instrument Mechanic	19.24
23465 - Laboratory/Shelter Mechanic	11.27
23470 - Laborer	11.27
23510 - Locksmith	19.31
23530 - Machinery Maintenance Mechanic	20.28
23550 - Machinist, Maintenance	19.32
23580 - Maintenance Trades Helper	16.29
23591 - Metrology Technician I	21.03
23592 - Metrology Technician II	22.04
23593 - Metrology Technician III	22.96
23640 - Millwright	25.71
23710 - Office Appliance Repairer	19.24
23760 - Painter, Maintenance	19.24
23790 - Pipefitter, Maintenance	20.23
23810 - Plumber, Maintenance	19.31
23820 - Pneudraulic Systems Mechanic	20.20
23850 - Rigger	20.20
23870 - Scale Mechanic	18.30
23890 - Sheet-Metal Worker, Maintenance	20.20
23910 - Small Engine Mechanic	19.24
23931 - Telecommunications Mechanic I	23.97
23932 - Telecommunications Mechanic II	25.18
23950 - Telephone Lineman	22.88
23960 - Welder, Combination, Maintenance	19.47
23965 - Well Driller	19.93
23970 – Woodcraft Worker	20.20
23980 - Woodworker	16.50
24000 - Personal Needs Occupations	
24570 – Child Care Attendant	9.58
24580 - Child Care Center Clerk	13.48
24610 - Chore Aide	7.66
24620 - Family Readiness And Support Services	13.31
Coordinator	
24630 - Homemaker	14.24
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.80
25040 - Sewage Plant Operator	20.01
25070 - Stationary Engineer	20.80
25190 - Ventilation Equipment Tender	15.80
	20.01
25210 - Water Treatment Plant Operator	20.01
27000 - Protective Service Occupations	10.00
27004 - Alarm Monitor	16.96
27007 - Baggage Inspector	12.01
27008 - Corrections Officer	18.71
27010 - Court Security Officer	20.29
27030 - Detection Dog Handler	15.31
27040 - Detention Officer	18.71
27070 - Firefighter	19.65

27101	- Guard I		12.01
	- Guard II		15.31
27131	- Police Officer I		22.07
27132	- Police Officer II		24.52
28000 -	Recreation Occupations		
28041	- Carnival Equipment Operator		10.47
28042	- Carnival Equipment Repairer		10.99
28043	- Carnival Equpment Worker		8.21
28210	- Gate Attendant/Gate Tender		14.30
28310	- Lifequard		12.22
28350	- Park Attendant (Aide)		15.60
	- Recreation Aide/Health Facility Attendant		11.68
	- Recreation Specialist		19.83
	- Sports Official		12.75
	- Swimming Pool Operator		15.63
	Stevedoring/Longshoremen Occupational Services		
	- Blocker And Bracer		20.73
	- Hatch Tender		20.73
	- Line Handler		20.73
	- Stevedore I		19.71
	- Stevedore II		21.80
	Technical Occupations		21.00
	- Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
	- Air Traffic Control Specialist, Station (HFO)		24.66
	- Air Traffic Control Specialist, Terminal (HFO)		24.00
	=	(See 2)	18.28
	- Archeological Technician I		10.20
	- Archeological Technician II		25.14
	- Archeological Technician III		
	- Cartographic Technician		26.68
	- Civil Engineering Technician		25.15
	- Drafter/CAD Operator I		18.85
	- Drafter/CAD Operator II		21.09
	- Drafter/CAD Operator III		23.52
	- Drafter/CAD Operator IV		28.93
	- Engineering Technician I		17.82
	- Engineering Technician II		19.79
	- Engineering Technician III		22.59
	- Engineering Technician IV		27.42
	- Engineering Technician V		33.54
	- Engineering Technician VI		40.58
	- Environmental Technician		21.87
	- Laboratory Technician		20.41
	- Mathematical Technician		26.68
	- Paralegal/Legal Assistant I		16.04
	- Paralegal/Legal Assistant II		19.88
	- Paralegal/Legal Assistant III		24.32
	- Paralegal/Legal Assistant IV		29.42
	- Photo-Optics Technician		26.68
	- Technical Writer I		23.10
	- Technical Writer II		28.24
30463	- Technical Writer III		34.17
	- Unexploded Ordnance (UXO) Technician I		22.74
	- Unexploded Ordnance (UXO) Technician II		27.51
30493	- Unexploded Ordnance (UXO) Technician III		32.97
	- Unexploded (UXO) Safety Escort		22.74
30495	- Unexploded (UXO) Sweep Personnel		22.74
30620	- Weather Observer, Combined Upper Air Or	(see 2)	23.52
Surfac	ce Programs		
30621	- Weather Observer, Senior	(see 2)	25.48
31000 -	Transportation/Mobile Equipment Operation Occupat	cions	
31020	- Bus Aide		11.61
31030	- Bus Driver		14.66

31043	3 - Driver Courier	13.40
31260	) - Parking and Lot Attendant	9.25
31290	) - Shuttle Bus Driver	14.22
31310	) - Taxi Driver	11.32
31361	- Truckdriver, Light	14.22
31362	2 - Truckdriver, Medium	15.59
31363	8 - Truckdriver, Heavy	17.75
31364	- Truckdriver, Tractor-Trailer	17.75
99000 -	- Miscellaneous Occupations	
99030	) - Cashier	8.95
99050	) - Desk Clerk	9.12
99095	6 - Embalmer	23.61
99251	. – Laboratory Animal Caretaker I	9.86
99252	2 - Laboratory Animal Caretaker II	10.47
99310	) - Mortician	30.76
99410	) - Pest Controller	15.66
99510	) - Photofinishing Worker	11.61
99710	) - Recycling Laborer	16.46
99711	. – Recycling Specialist	18.57
99730	) - Refuse Collector	15.17
99810	) - Sales Clerk	11.04
99820	) - School Crossing Guard	11.64
99830	) - Survey Party Chief	18.10
99831	Surveying Aide	11.30
99832	2 - Surveying Technician	16.46
99840	) - Vending Machine Attendant	12.92
99841	. – Vending Machine Repairer	15.13
99842	2 - Vending Machine Repairer Helper	12.92

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

\*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

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1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent

information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

\*\*\*\*\*\*\*\*\*\*\*\* THIS WAGE DETERMINATION WAS REPLACED 01/05/2016 \* \* \* \* \* \* \* \* \* \* \* \* \* WD 15-4341 (Rev.-1) was first posted on www.wdol.gov on 12/01/2015 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION By direction of the Secretary of Labor | WASHINGTON D.C. 20210 | Wage Determination No.: 2015-4341 Daniel W. Simms Division of Revision No.: 1 Director Date Of Revision: 11/25/2015 Wage Determinations Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts. States: North Carolina, Virginia Area: North Carolina County of Currituck Virginia Counties of Chesapeake, Gloucester, Hampton, Isle of Wight, James City, Mathews, Newport News, Norfolk, Poquoson, Portsmouth, Suffolk, Surry, Virginia Beach, Williamsburg, York \*\*Fringe Benefits Required Follow the Occupational Listing\*\* OCCUPATION CODE - TITLE FOOTNOTE RATE 01000 - Administrative Support And Clerical Occupations 01011 - Accounting Clerk I 14.03 01012 - Accounting Clerk II 15.74 01013 - Accounting Clerk III 17.61 23.48 01020 - Administrative Assistant 01035 - Court Reporter 18.82 01041 - Customer Service Representative I 11.29 01042 - Customer Service Representative II 12.70 01043 - Customer Service Representative III 13.86 01051 - Data Entry Operator I 12.41 01052 - Data Entry Operator II 13.90 01060 - Dispatcher, Motor Vehicle 17.23 01070 - Document Preparation Clerk 13.21 01090 - Duplicating Machine Operator 13.21 01111 - General Clerk I 12.20 01112 - General Clerk II 13.78 01113 - General Clerk III 15.47 01120 - Housing Referral Assistant 19.11 13.44 01141 - Messenger Courier 01191 - Order Clerk I 13.46 01192 - Order Clerk II 17.61 01261 - Personnel Assistant (Employment) I 16.22 01262 - Personnel Assistant (Employment) II 18.14 01263 - Personnel Assistant (Employment) III 20.23 25.93 01270 - Production Control Clerk 01290 - Rental Clerk 14.15 01300 - Scheduler, Maintenance 15.32

01312 01313 01320 01410 01420 01460 01531 01532 01533 01611 01612 01613	<ul> <li>Secretary I</li> <li>Secretary II</li> <li>Secretary III</li> <li>Service Order Dispatcher</li> <li>Supply Technician</li> <li>Survey Worker</li> <li>Switchboard Operator/Receptionist</li> <li>Travel Clerk I</li> <li>Travel Clerk III</li> <li>Travel Clerk III</li> <li>Word Processor I</li> <li>Word Processor II</li> <li>Word Processor III</li> </ul>	15.32 17.15 19.11 15.40 23.48 13.82 12.28 11.73 12.51 13.36 14.13 15.86 17.75
05005 05010 05070 05110 05130 05160 05190 05220 05250 05280 05280 05310 05340 05370	<pre>Automotive Service Occupations - Automobile Body Repairer, Fiberglass - Automotive Electrician - Automotive Glass Installer - Automotive Worker - Mobile Equipment Servicer - Motor Equipment Metal Mechanic - Motor Equipment Metal Worker - Motor Vehicle Mechanic Helper - Motor Vehicle Mechanic Helper - Motor Vehicle Wrecker - Painter, Automotive - Radiator Repair Specialist - Tire Repairer - Transmission Repair Specialist</pre>	25.82 21.03 20.09 20.09 18.15 22.02 20.09 22.02 17.13 19.10 20.09 21.03 19.10 13.65 22.02
07010 07041 07042 07070 07130 07210	<pre>Food Preparation And Service Occupations - Baker - Cook I - Cook II - Dishwasher - Food Service Worker - Meat Cutter - Waiter/Waitress</pre>	11.48 11.12 12.33 8.73 9.89 15.35 9.68
09000 - 09010 09040 09080 09090 09110 09130	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer</pre>	21.23 14.67 19.39 15.80 17.62 20.17
11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360	<pre>General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner Health Occupations</pre>	11.41 11.41 13.67 11.92 11.92 11.41 9.30 11.63 12.88 11.41 12.64
12010 12011 12012	<ul> <li>Health Occupations</li> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> </ul>	16.84 16.42 26.23 25.05

12020			
	- Dental Assistant		15.56
12025	- Dental Hygienist		34.44
12030	- EKG Technician		26.10
	- Electroneurodiagnostic Technologist		26.10
	- Emergency Medical Technician		16.84
	- Licensed Practical Nurse I		14.67
12072	- Licensed Practical Nurse II		16.42
12073	- Licensed Practical Nurse III		18.30
12100	- Medical Assistant		13.69
	- Medical Laboratory Technician		18.70
	-		
	- Medical Record Clerk		15.13
	- Medical Record Technician		16.93
12195	- Medical Transcriptionist		14.13
12210	- Nuclear Medicine Technologist		31.32
	- Nursing Assistant I		9.93
	- Nursing Assistant II		11.17
	- Nursing Assistant III		12.19
12224	- Nursing Assistant IV		13.68
12235	- Optical Dispenser		19.99
	- Optical Technician		16.59
	- Pharmacy Technician		17.33
	- Phlebotomist		13.84
12305	- Radiologic Technologist		25.67
12311	- Registered Nurse I		24.37
	- Registered Nurse II		29.81
	- Registered Nurse II, Specialist		29.81
	- Registered Nurse III		36.07
	- Registered Nurse III, Anesthetist		36.07
12316	- Registered Nurse IV		43.23
	- Scheduler (Drug and Alcohol Testing)		20.34
	- Substance Abuse Treatment Counselor		17.96
			17.50
	Information And Arts Occupations		
	- Exhibits Specialist I		20.46
13012	- Exhibits Specialist II		25.36
	- Exhibits Specialist III		29.19
	- Illustrator I		
			20.00
12012			20.00
	- Illustrator II		24.56
13043	- Illustrator II - Illustrator III		24.56 29.80
13043	- Illustrator II		24.56
13043 13047	- Illustrator II - Illustrator III - Librarian		24.56 29.80
13043 13047 13050	- Illustrator II - Illustrator III - Librarian - Library Aide/Clerk		24.56 29.80 32.67 11.45
13043 13047 13050 13054	- Illustrator II - Illustrator III - Librarian - Library Aide/Clerk - Library Information Technology Systems		24.56 29.80 32.67
13043 13047 13050 13054 Admini	- Illustrator II - Illustrator III - Librarian - Library Aide/Clerk - Library Information Technology Systems strator		24.56 29.80 32.67 11.45 23.82
13043 13047 13050 13054 Admini 13058	- Illustrator II - Illustrator III - Librarian - Library Aide/Clerk - Library Information Technology Systems strator - Library Technician		24.56 29.80 32.67 11.45 23.82 16.78
13043 13047 13050 13054 Admini 13058	- Illustrator II - Illustrator III - Librarian - Library Aide/Clerk - Library Information Technology Systems strator		24.56 29.80 32.67 11.45 23.82
13043 13047 13050 13054 Admini 13058 13061	- Illustrator II - Illustrator III - Librarian - Library Aide/Clerk - Library Information Technology Systems strator - Library Technician - Media Specialist I		24.56 29.80 32.67 11.45 23.82 16.78
13043 13047 13050 13054 Admini 13058 13061 13062	- Illustrator II - Illustrator III - Librarian - Library Aide/Clerk - Library Information Technology Systems strator - Library Technician - Media Specialist I - Media Specialist II		24.56 29.80 32.67 11.45 23.82 16.78 17.17 19.21
13043 13047 13050 13054 Admini 13058 13061 13062 13063	- Illustrator II - Illustrator III - Librarian - Library Aide/Clerk - Library Information Technology Systems strator - Library Technician - Media Specialist I - Media Specialist II - Media Specialist III		24.56 29.80 32.67 11.45 23.82 16.78 17.17 19.21 21.41
13043 13047 13050 13054 Admini 13058 13061 13062 13063 13071	<ul> <li>Illustrator II</li> <li>Illustrator III</li> <li>Librarian</li> <li>Library Aide/Clerk</li> <li>Library Information Technology Systems</li> <li>strator</li> <li>Library Technician</li> <li>Media Specialist I</li> <li>Media Specialist III</li> <li>Media Specialist III</li> <li>Photographer I</li> </ul>		24.56 29.80 32.67 11.45 23.82 16.78 17.17 19.21 21.41 13.93
13043 13047 13050 13054 Admini 13058 13061 13062 13063 13071 13072	<ul> <li>Illustrator II</li> <li>Illustrator III</li> <li>Librarian</li> <li>Library Aide/Clerk</li> <li>Library Information Technology Systems</li> <li>strator</li> <li>Library Technician</li> <li>Media Specialist I</li> <li>Media Specialist III</li> <li>Media Specialist III</li> <li>Photographer I</li> <li>Photographer II</li> </ul>		24.56 29.80 32.67 11.45 23.82 16.78 17.17 19.21 21.41 13.93 18.46
13043 13047 13050 13054 Admini 13058 13061 13062 13063 13071 13072	<ul> <li>Illustrator II</li> <li>Illustrator III</li> <li>Librarian</li> <li>Library Aide/Clerk</li> <li>Library Information Technology Systems</li> <li>strator</li> <li>Library Technician</li> <li>Media Specialist I</li> <li>Media Specialist III</li> <li>Media Specialist III</li> <li>Photographer I</li> </ul>		24.56 29.80 32.67 11.45 23.82 16.78 17.17 19.21 21.41 13.93 18.46 22.43
13043 13047 13050 13054 Admini 13058 13061 13062 13063 13071 13072 13073	<ul> <li>Illustrator II</li> <li>Illustrator III</li> <li>Librarian</li> <li>Library Aide/Clerk</li> <li>Library Information Technology Systems</li> <li>Strator</li> <li>Library Technician</li> <li>Media Specialist I</li> <li>Media Specialist III</li> <li>Media Specialist III</li> <li>Photographer I</li> <li>Photographer III</li> <li>Photographer III</li> </ul>		24.56 29.80 32.67 11.45 23.82 16.78 17.17 19.21 21.41 13.93 18.46
13043 13047 13050 13054 Admini 13058 13061 13062 13063 13071 13072 13073 13074	<ul> <li>Illustrator II</li> <li>Illustrator III</li> <li>Librarian</li> <li>Library Aide/Clerk</li> <li>Library Information Technology Systems</li> <li>strator</li> <li>Library Technician</li> <li>Media Specialist I</li> <li>Media Specialist III</li> <li>Photographer I</li> <li>Photographer III</li> <li>Photographer III</li> <li>Photographer IV</li> </ul>		24.56 29.80 32.67 11.45 23.82 16.78 17.17 19.21 21.41 13.93 18.46 22.43 24.90
13043 13047 13050 13054 Admini 13058 13061 13062 13063 13071 13072 13073 13074 13075	<ul> <li>Illustrator II</li> <li>Illustrator III</li> <li>Librarian</li> <li>Library Aide/Clerk</li> <li>Library Information Technology Systems</li> <li>strator</li> <li>Library Technician</li> <li>Media Specialist I</li> <li>Media Specialist III</li> <li>Media Specialist III</li> <li>Photographer I</li> <li>Photographer III</li> <li>Photographer III</li> <li>Photographer IV</li> <li>Photographer V</li> </ul>		24.56 29.80 32.67 11.45 23.82 16.78 17.17 19.21 21.41 13.93 18.46 22.43 24.90 30.14
13043 13047 13050 13054 Admini 13058 13061 13062 13063 13071 13072 13073 13074 13075 13090	<ul> <li>Illustrator II</li> <li>Illustrator III</li> <li>Librarian</li> <li>Library Aide/Clerk</li> <li>Library Information Technology Systems strator</li> <li>Library Technician</li> <li>Media Specialist I</li> <li>Media Specialist III</li> <li>Media Specialist III</li> <li>Photographer I</li> <li>Photographer III</li> <li>Photographer IV</li> <li>Photographer V</li> <li>Technical Order Library Clerk</li> </ul>		24.56 29.80 32.67 11.45 23.82 16.78 17.17 19.21 21.41 13.93 18.46 22.43 24.90 30.14 14.93
13043 13047 13050 13054 Admini 13058 13061 13062 13063 13071 13072 13073 13074 13075 13090 13110	<ul> <li>Illustrator II</li> <li>Illustrator III</li> <li>Librarian</li> <li>Library Aide/Clerk</li> <li>Library Information Technology Systems strator</li> <li>Library Technician</li> <li>Media Specialist I</li> <li>Media Specialist III</li> <li>Media Specialist III</li> <li>Photographer I</li> <li>Photographer III</li> <li>Photographer IV</li> <li>Photographer V</li> <li>Technical Order Library Clerk</li> <li>Video Teleconference Technician</li> </ul>		24.56 29.80 32.67 11.45 23.82 16.78 17.17 19.21 21.41 13.93 18.46 22.43 24.90 30.14
13043 13047 13050 13054 Admini 13058 13061 13062 13063 13071 13072 13073 13074 13075 13090 13110 14000 -	<ul> <li>Illustrator II</li> <li>Illustrator III</li> <li>Librarian</li> <li>Library Aide/Clerk</li> <li>Library Information Technology Systems strator</li> <li>Library Technician</li> <li>Media Specialist I</li> <li>Media Specialist III</li> <li>Media Specialist III</li> <li>Photographer I</li> <li>Photographer III</li> <li>Photographer IV</li> <li>Photographer V</li> <li>Technical Order Library Clerk</li> <li>Video Teleconference Technician</li> </ul>		24.56 29.80 32.67 11.45 23.82 16.78 17.17 19.21 21.41 13.93 18.46 22.43 24.90 30.14 14.93 15.93
13043 13047 13050 13054 Admini 13058 13061 13062 13063 13071 13072 13073 13074 13075 13090 13110 14000 - 14041	<ul> <li>Illustrator II</li> <li>Illustrator III</li> <li>Librarian</li> <li>Library Aide/Clerk</li> <li>Library Information Technology Systems strator</li> <li>Library Technician</li> <li>Media Specialist I</li> <li>Media Specialist III</li> <li>Media Specialist III</li> <li>Photographer I</li> <li>Photographer III</li> <li>Photographer IV</li> <li>Photographer V</li> <li>Technical Order Library Clerk</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> <li>Computer Operator I</li> </ul>		24.56 29.80 32.67 11.45 23.82 16.78 17.17 19.21 21.41 13.93 18.46 22.43 24.90 30.14 14.93
13043 13047 13050 13054 Admini 13058 13061 13062 13063 13071 13072 13073 13074 13075 13090 13110 14000 - 14041	<ul> <li>Illustrator II</li> <li>Illustrator III</li> <li>Librarian</li> <li>Library Aide/Clerk</li> <li>Library Information Technology Systems strator</li> <li>Library Technician</li> <li>Media Specialist I</li> <li>Media Specialist III</li> <li>Media Specialist III</li> <li>Photographer I</li> <li>Photographer III</li> <li>Photographer IV</li> <li>Photographer V</li> <li>Technical Order Library Clerk</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> <li>Computer Operator I</li> </ul>		24.56 29.80 32.67 11.45 23.82 16.78 17.17 19.21 21.41 13.93 18.46 22.43 24.90 30.14 14.93 15.93
13043 13047 13050 13054 Admini 13058 13061 13062 13063 13071 13072 13073 13074 13075 13090 13110 14000 - 14041 14042	<ul> <li>Illustrator II</li> <li>Illustrator III</li> <li>Librarian</li> <li>Library Aide/Clerk</li> <li>Library Information Technology Systems strator</li> <li>Library Technician</li> <li>Media Specialist I</li> <li>Media Specialist III</li> <li>Media Specialist III</li> <li>Photographer I</li> <li>Photographer III</li> <li>Photographer IV</li> <li>Photographer V</li> <li>Technical Order Library Clerk</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> <li>Computer Operator II</li> <li>Computer Operator II</li> </ul>		24.56 29.80 32.67 11.45 23.82 16.78 17.17 19.21 21.41 13.93 18.46 22.43 24.90 30.14 14.93 15.93 15.56 17.40
13043 13047 13050 13054 Admini 13058 13061 13062 13063 13071 13072 13073 13074 13075 13090 13110 14000 - 14041 14042 14043	<ul> <li>Illustrator II</li> <li>Illustrator III</li> <li>Librarian</li> <li>Library Aide/Clerk</li> <li>Library Information Technology Systems</li> <li>strator</li> <li>Library Technician</li> <li>Media Specialist I</li> <li>Media Specialist III</li> <li>Media Specialist III</li> <li>Photographer I</li> <li>Photographer III</li> <li>Photographer IVI</li> <li>Photographer V</li> <li>Technical Order Library Clerk</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> <li>Computer Operator II</li> <li>Computer Operator III</li> <li>Computer Operator III</li> </ul>		24.56 29.80 32.67 11.45 23.82 16.78 17.17 19.21 21.41 13.93 18.46 22.43 24.90 30.14 14.93 15.93 15.56 17.40 19.41
13043 13047 13050 13054 Admini 13058 13061 13062 13063 13071 13072 13073 13074 13075 13090 13110 14000 - 14041 14042 14043 14044	<ul> <li>Illustrator II</li> <li>Illustrator III</li> <li>Librarian</li> <li>Library Aide/Clerk</li> <li>Library Information Technology Systems</li> <li>strator</li> <li>Library Technician</li> <li>Media Specialist I</li> <li>Media Specialist III</li> <li>Media Specialist III</li> <li>Photographer I</li> <li>Photographer III</li> <li>Photographer IVI</li> <li>Photographer V</li> <li>Technical Order Library Clerk</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> <li>Computer Operator II</li> <li>Computer Operator III</li> <li>Computer Operator IV</li> </ul>		24.56 29.80 32.67 11.45 23.82 16.78 17.17 19.21 21.41 13.93 18.46 22.43 24.90 30.14 14.93 15.93 15.56 17.40 19.41 21.57
13043 13047 13050 13054 Admini 13058 13061 13062 13063 13071 13072 13073 13074 13075 13090 13110 14000 - 14041 14042 14043 14044	<ul> <li>Illustrator II</li> <li>Illustrator III</li> <li>Librarian</li> <li>Library Aide/Clerk</li> <li>Library Information Technology Systems</li> <li>strator</li> <li>Library Technician</li> <li>Media Specialist I</li> <li>Media Specialist III</li> <li>Media Specialist III</li> <li>Photographer I</li> <li>Photographer III</li> <li>Photographer IVI</li> <li>Photographer V</li> <li>Technical Order Library Clerk</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> <li>Computer Operator II</li> <li>Computer Operator III</li> <li>Computer Operator IV</li> </ul>		24.56 29.80 32.67 11.45 23.82 16.78 17.17 19.21 21.41 13.93 18.46 22.43 24.90 30.14 14.93 15.93 15.56 17.40 19.41 21.57 23.88
13043 13047 13050 13054 Admini 13058 13061 13062 13063 13071 13072 13073 13074 13075 13090 13110 14000 - 14041 14042 14043 14044 14045 14071	<ul> <li>Illustrator II</li> <li>Illustrator III</li> <li>Librarian</li> <li>Library Aide/Clerk</li> <li>Library Information Technology Systems</li> <li>strator</li> <li>Library Technician</li> <li>Media Specialist I</li> <li>Media Specialist III</li> <li>Media Specialist III</li> <li>Photographer I</li> <li>Photographer III</li> <li>Photographer IVI</li> <li>Photographer V</li> <li>Technical Order Library Clerk</li> <li>Video Teleconference Technician</li> <li>Information Technology Occupations</li> <li>Computer Operator II</li> <li>Computer Operator III</li> <li>Computer Operator IV</li> </ul>	(see 1) (see 1)	24.56 29.80 32.67 11.45 23.82 16.78 17.17 19.21 21.41 13.93 18.46 22.43 24.90 30.14 14.93 15.93 15.56 17.40 19.41 21.57

14073	- Computer Programmer III	(see 1)	
	- Computer Programmer IV	(see 1)	
		(see 1)	
		(see 1)	
		(see 1)	
	- Peripheral Equipment Operator		15.56
	- Personal Computer Support Technician		21.57
	- System Support Specialist		26.47
15000 -	Instructional Occupations		
	- Aircrew Training Devices Instructor (Non-Rated)		33.24
15020	- Aircrew Training Devices Instructor (Rated)		40.21
15030	- Air Crew Training Devices Instructor (Pilot)		48.04
15050	- Computer Based Training Specialist / Instructor		33.24
	- Educational Technologist		30.26
	- Flight Instructor (Pilot)		48.04
	- Graphic Artist		24.28
	- Maintenance Test Pilot, Fixed, Jet/Prop		36.50
	- Maintenance Test Pilot, Rotary Wing		36.50
	- Non-Maintenance Test/Co-Pilot		36.50
	- Technical Instructor		23.03
	- Technical Instructor/Course Developer		28.17
	- Test Proctor		19.29
	- Tutor		19.29
	Laundry, Dry-Cleaning, Pressing And Related Occup	ations	0 0 0
	- Assembler		8.83
	- Counter Attendant		8.83
	- Dry Cleaner		11.08
	- Finisher, Flatwork, Machine		8.83 8.83
	- Presser, Hand - Presser, Machine, Drycleaning		o.os 8.83
	- Presser, Machine, Shirts		8.83
	- Presser, Machine, Wearing Apparel, Laundry		8.83
	- Sewing Machine Operator		11.84
	- Tailor		12.65
	- Washer, Machine		9.59
	Machine Tool Operation And Repair Occupations		5.05
	- Machine-Tool Operator (Tool Room)		23.51
	- Tool And Die Maker		26.83
	Materials Handling And Packing Occupations		
	- Forklift Operator		16.59
21030	- Material Coordinator		25.93
21040	- Material Expediter		25.93
21050	- Material Handling Laborer		11.27
	- Order Filler		11.49
21080	- Production Line Worker (Food Processing)		16.59
	- Shipping Packer		15.21
	- Shipping/Receiving Clerk		15.21
	- Store Worker I		12.76
	- Stock Clerk		15.96
	- Tools And Parts Attendant		16.59
	- Warehouse Specialist		16.59
	Mechanics And Maintenance And Repair Occupations		
	- Aerospace Structural Welder		25.62
	- Aircraft Logs and Records Technician - Aircraft Mechanic I		20.04 24.40
	- Aircrait Mechanic I - Aircraft Mechanic II		24.40 25.62
	- Aircraft Mechanic II - Aircraft Mechanic III		25.62 26.81
	- Aircraft Mechanic III - Aircraft Mechanic Helper		26.81 17.99
	- Aircraft, Painter		22.22
	- Aircraft Servicer		20.04
	- Aircraft Survival Flight Equipment Technician		22.22

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23080 - Aircraft Worker
                                                                                21.09
 23091 - Aircrew Life Support Equipment (ALSE) Mechanic
                                                                                21.09
 Τ
 23092 - Aircrew Life Support Equipment (ALSE) Mechanic
                                                                                24.40
 II
                                                                                19.24
 23110 - Appliance Mechanic
                                                                                14.43
 23120 - Bicycle Repairer
                                                                                25.69
 23125 - Cable Splicer
 23130 - Carpenter, Maintenance
                                                                                19.24
 23140 - Carpet Layer
                                                                                18.79
                                                                                22.27
 23160 - Electrician, Maintenance
                                                                                23.07
 23181 - Electronics Technician Maintenance I
 23182 - Electronics Technician Maintenance II
                                                                                24.32
 23183 - Electronics Technician Maintenance III
                                                                                25.53
 23260 - Fabric Worker
                                                                                19.59
 23290 - Fire Alarm System Mechanic
                                                                                20.20
 23310 - Fire Extinguisher Repairer
                                                                                18.15
 23311 - Fuel Distribution System Mechanic
                                                                                21.94
 23312 - Fuel Distribution System Operator
                                                                                17.87
 23370 - General Maintenance Worker
                                                                                18.30
                                                                                24.40
 23380 - Ground Support Equipment Mechanic
 23381 - Ground Support Equipment Servicer
                                                                                20.04
 23382 - Ground Support Equipment Worker
                                                                                21.09
 23391 - Gunsmith I
                                                                                18.15
 23392 - Gunsmith II
                                                                                20.16
                                                                                22.22
 23393 - Gunsmith III
 23410 - Heating, Ventilation And Air-Conditioning
                                                                                20.45
 Mechanic
 23411 - Heating, Ventilation And Air Contditioning
                                                                                21.48
 Mechanic (Research Facility)
 23430 - Heavy Equipment Mechanic
                                                                                22.03
                                                                                20.20
 23440 - Heavy Equipment Operator
 23460 - Instrument Mechanic
                                                                                21.16
 23465 - Laboratory/Shelter Mechanic
                                                                                12.40
 23470 - Laborer
                                                                                11.27
 23510 - Locksmith
                                                                                20.65
 23530 - Machinery Maintenance Mechanic
                                                                                22.31
 23550 - Machinist, Maintenance
                                                                                21.25
                                                                                16.29
 23580 - Maintenance Trades Helper
 23591 - Metrology Technician I
                                                                                21.16
 23592 - Metrology Technician II
                                                                                24.24
                                                                                25.26
 23593 - Metrology Technician III
 23640 - Millwright
                                                                                26.52
 23710 - Office Appliance Repairer
                                                                                19.24
 23760 - Painter, Maintenance
                                                                                19.24
 23790 - Pipefitter, Maintenance
                                                                                22.09
                                                                                21.04
 23810 - Plumber, Maintenance
 23820 - Pneudraulic Systems Mechanic
                                                                                22.22
 23850 - Rigger
                                                                                22.57
 23870 - Scale Mechanic
                                                                                20.13
 23890 - Sheet-Metal Worker, Maintenance
                                                                                21.52
 23910 - Small Engine Mechanic
                                                                                20.11
 23931 - Telecommunications Mechanic I
                                                                                25.35
 23932 - Telecommunications Mechanic II
                                                                                26.62
 23950 - Telephone Lineman
                                                                                25.17
 23960 - Welder, Combination, Maintenance
                                                                                20.98
                                                                                21.92
 23965 - Well Driller
 23970 - Woodcraft Worker
                                                                                22.22
 23980 - Woodworker
                                                                                18.15
24000 - Personal Needs Occupations
                                                                                13.31
 24550 - Case Manager
```

24570	- Child Care Attendant		9.58
	- Child Care Center Clerk		9.58
	- Chore Aide		8.43
	- Family Readiness And Support Services		13.31
Coord			10.01
	- Homemaker		14.24
	Plant And System Operations Occupations		11.21
	- Boiler Tender		22.88
	- Sewage Plant Operator		20.01
	- Stationary Engineer		22.88
	- Ventilation Equipment Tender		17.38
	- Water Treatment Plant Operator		20.01
	Protective Service Occupations		
	- Alarm Monitor		17.03
27007	- Baggage Inspector		12.52
	- Corrections Officer		18.71
27010	- Court Security Officer		20.29
	- Detection Dog Handler		15.31
27040	- Detention Officer		18.71
27070	- Firefighter		19.65
27101	- Guard I		12.52
27102	- Guard II		15.31
27131	- Police Officer I		22.07
27132	- Police Officer II		24.52
28000 -	Recreation Occupations		
28041	- Carnival Equipment Operator		10.47
	- Carnival Equipment Repairer		11.10
	- Carnival Worker		8.54
	- Gate Attendant/Gate Tender		14.30
	- Lifeguard		12.22
	- Park Attendant (Aide)		15.60
	- Recreation Aide/Health Facility Attendant		11.68
	- Recreation Specialist		19.83
	- Sports Official		12.75
	- Swimming Pool Operator		15.63
	Stevedoring/Longshoremen Occupational Services		~~ ~~
	- Blocker And Bracer		22.80
	- Hatch Tender		22.80
	- Line Handler		22.80
	- Stevedore I		21.68
	- Stevedore II		23.98
	Technical Occupations	(222, 2)	36.49
		(see 2)	25.17
	- Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.71
	- Archeological Technician I	(see 2)	18.85
	- Archeological Technician II		20.93
	- Archeological Technician III		25.14
	- Cartographic Technician		26.68
	- Civil Engineering Technician		25.15
	- Cryogenic Technician I		23.15
	- Cryogenic Technician II		25.56
	- Drafter/CAD Operator I		18.85
	- Drafter/CAD Operator II		21.09
	- Drafter/CAD Operator III		23.52
	- Drafter/CAD Operator IV		28.93
	- Engineering Technician I		17.82
	- Engineering Technician II		19.79
	- Engineering Technician III		22.59
30084	- Engineering Technician IV		27.42
	- Engineering Technician V		33.54

30086	- Engineering Technician VI		40.58
	- Environmental Technician		24.06
30095	- Evidence Control Specialist		20.90
30210	- Laboratory Technician		21.99
30221	- Latent Fingerprint Technician I		22.97
30222	- Latent Fingerprint Technician II		25.37
30240	- Mathematical Technician		26.68
30361	- Paralegal/Legal Assistant I		16.04
	- Paralegal/Legal Assistant II		19.88
	- Paralegal/Legal Assistant III		24.32
	- Paralegal/Legal Assistant IV		29.42
	- Petroleum Supply Specialist		25.56
	- Photo-Optics Technician		26.68
	- Radiation Control Technician		25.56
	- Technical Writer I		23.10
	- Technical Writer II		28.24
	- Technical Writer III		34.17
	- Unexploded Ordnance (UXO) Technician I		23.19
	- Unexploded Ordnance (UXO) Technician II		28.06
	- Unexploded Ordnance (UXO) Technician III		33.63
	-		23.19
	- Unexploded (UXO) Safety Escort		23.19
	- Unexploded (UXO) Sweep Personnel - Weather Forecaster I		23.19
	- Weather Forecaster II	(	28.15
	- Weather Observer, Combined Upper Air Or	(see 2,3)	23.52
	ce Programs	(	05 40
	- Weather Observer, Senior	(see 2,3)	25.48
	Transportation/Mobile Equipment Operation Occ	upations	
	- Airplane Pilot		28.06
	- Bus Aide		12.77
	- Bus Driver		16.13
	- Driver Courier		13.40
	- Parking and Lot Attendant		9.25
	- Shuttle Bus Driver		14.22
	- Taxi Driver		11.50
	- Truckdriver, Light		14.22
	- Truckdriver, Medium		15.59
	- Truckdriver, Heavy		17.75
31364	- Truckdriver, Tractor-Trailer		17.75
99000 -	Miscellaneous Occupations		
99020	– Cabin Safety Specialist		13.68
99030	- Cashier		8.95
99050	- Desk Clerk		9.22
99095	- Embalmer		25.97
99130	- Flight Follower		23.19
99251	- Laboratory Animal Caretaker I		10.85
	- Laboratory Animal Caretaker II		11.52
	- Marketing Analyst		23.81
	- Mortician		30.76
	- Pest Controller		15.66
	- Photofinishing Worker		11.61
	- Recycling Laborer		16.46
	- Recycling Specialist		18.57
	- Refuse Collector		15.17
	- Sales Clerk		11.04
	- School Crossing Guard		11.74
	- Survey Party Chief		19.82
	- Surveying Aide		12.37
	- Surveying Technician		18.02
	- Vending Machine Attendant		14.21
	- Vending Machine Repairer		16.64
99041	Vending machine Reparter		10.04

### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

### \*\* HAZARDOUS PAY DIFFERENTIAL \*\*

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

\*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\*

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\*

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

States: Alabama, Tennessee

Area: Alabama Counties of Colbert, Franklin, Jackson, Lauderdale, Lawrence, Limestone, Madison, Marion, Marshall, Morgan, Winston Tennessee Counties of Giles, Lawrence, Lincoln, Moore, Wayne

**Fringe Benefits Required Follow the Occupational Listing**	
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	10 47
01011 - Accounting Clerk I	13.47
01012 - Accounting Clerk II	14.65
01013 - Accounting Clerk III	16.77
01020 - Administrative Assistant	21.27
01040 - Court Reporter	17.16
01051 - Data Entry Operator I	11.95
01052 - Data Entry Operator II	13.89
01060 - Dispatcher, Motor Vehicle	16.31
01070 - Document Preparation Clerk	12.47
01090 - Duplicating Machine Operator	12.47
01111 - General Clerk I	10.88
01112 - General Clerk II	11.87
01113 - General Clerk III	13.86
01120 - Housing Referral Assistant	19.14
01141 - Messenger Courier	10.07
01191 - Order Clerk I	12.66
01192 - Order Clerk II	15.27
01261 - Personnel Assistant (Employment) I	14.18
01262 - Personnel Assistant (Employment) II	15.86
01263 - Personnel Assistant (Employment) III	17.70
01270 - Production Control Clerk	19.18
01280 - Receptionist	11.86
01290 - Rental Clerk	12.97
01300 - Scheduler, Maintenance	15.32
01311 - Secretary I	15.32
01312 - Secretary II	17.16
01313 - Secretary III	19.14
01320 - Service Order Dispatcher	13.83
01410 - Supply Technician	21.27
01420 - Survey Worker	16.81
01531 - Travel Clerk I	11.08
01532 - Travel Clerk II	11.72
01533 - Travel Clerk III	12.50
01611 - Word Processor I	13.12
01612 - Word Processor II	14.73
01613 - Word Processor III	16.48
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.25

0 5 0 1 0		10 (1
	- Automotive Electrician	18.61
	- Automotive Glass Installer	17.74
05070	- Automotive Worker	17.74
05110	- Mobile Equipment Servicer	16.08
05130	- Motor Equipment Metal Mechanic	19.47
	- Motor Equipment Metal Worker	17.74
	- Motor Vehicle Mechanic	17.78
	- Motor Vehicle Mechanic Helper	13.93
	- Motor Vehicle Upholstery Worker	16.93
	- Motor Vehicle Wrecker	17.74
05310	- Painter, Automotive	17.00
05340	- Radiator Repair Specialist	17.74
05370	- Tire Repairer	12.75
	- Transmission Repair Specialist	19.47
	Food Preparation And Service Occupations	
	- Baker	11.24
	- Cook I	9.14
	- Cook II	10.27
	- Dishwasher	7.82
07130	- Food Service Worker	8.09
07210	- Meat Cutter	14.21
07260	- Waiter/Waitress	7.90
	Furniture Maintenance And Repair Occupations	
	- Electrostatic Spray Painter	17.56
	- Furniture Handler	
		13.94
	- Furniture Refinisher	17.56
	- Furniture Refinisher Helper	14.41
	- Furniture Repairer, Minor	15.98
09130	- Upholsterer	17.56
11000 -	General Services And Support Occupations	
	- Cleaner, Vehicles	10.28
	- Elevator Operator	10.02
	- Gardener	12.11
	- Housekeeping Aide	10.02
	- Janitor	10.02
	- Laborer, Grounds Maintenance	10.00
11240	- Maid or Houseman	8.67
11260	- Pruner	9.28
11270	- Tractor Operator	12.08
11330	- Trail Maintenance Worker	10.00
11360	- Window Cleaner	10.97
	Health Occupations	
	- Ambulance Driver	15.85
	- Breath Alcohol Technician	
		16.00
12015	- Certified Occupational Therapist Assistant	21.95
	- Certified Physical Therapist Assistant	21.95
		21.95 16.00
12020	- Certified Physical Therapist Assistant	21.95
12020 12025	- Certified Physical Therapist Assistant - Dental Assistant	21.95 16.00
12020 12025 12030	- Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician	21.95 16.00 22.48 23.45
12020 12025 12030 12035	<ul> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> <li>Electroneurodiagnostic Technologist</li> </ul>	21.95 16.00 22.48 23.45 23.45
12020 12025 12030 12035 12040	<ul> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> <li>Electroneurodiagnostic Technologist</li> <li>Emergency Medical Technician</li> </ul>	21.95 16.00 22.48 23.45 23.45 15.85
12020 12025 12030 12035 12040 12071	<ul> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> <li>Electroneurodiagnostic Technologist</li> <li>Emergency Medical Technician</li> <li>Licensed Practical Nurse I</li> </ul>	21.95 16.00 22.48 23.45 23.45 15.85 14.30
12020 12025 12030 12035 12040 12071 12072	<ul> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> <li>Electroneurodiagnostic Technologist</li> <li>Emergency Medical Technician</li> <li>Licensed Practical Nurse I</li> <li>Licensed Practical Nurse II</li> </ul>	21.95 16.00 22.48 23.45 23.45 15.85 14.30 16.00
12020 12025 12030 12035 12040 12071 12072 12073	<ul> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> <li>Electroneurodiagnostic Technologist</li> <li>Emergency Medical Technician</li> <li>Licensed Practical Nurse I</li> <li>Licensed Practical Nurse III</li> <li>Licensed Practical Nurse III</li> </ul>	21.95 16.00 22.48 23.45 23.45 15.85 14.30 16.00 17.84
12020 12025 12030 12035 12040 12071 12072 12073 12100	<ul> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> <li>Electroneurodiagnostic Technologist</li> <li>Emergency Medical Technician</li> <li>Licensed Practical Nurse I</li> <li>Licensed Practical Nurse III</li> <li>Licensed Practical Nurse III</li> <li>Medical Assistant</li> </ul>	21.95 16.00 22.48 23.45 23.45 15.85 14.30 16.00 17.84 11.87
12020 12025 12030 12035 12040 12071 12072 12073 12100 12130	<ul> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> <li>Electroneurodiagnostic Technologist</li> <li>Emergency Medical Technician</li> <li>Licensed Practical Nurse I</li> <li>Licensed Practical Nurse III</li> <li>Licensed Practical Nurse III</li> <li>Medical Assistant</li> <li>Medical Laboratory Technician</li> </ul>	21.95 16.00 22.48 23.45 23.45 15.85 14.30 16.00 17.84 11.87 14.07
12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160	<ul> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> <li>Electroneurodiagnostic Technologist</li> <li>Emergency Medical Technician</li> <li>Licensed Practical Nurse I</li> <li>Licensed Practical Nurse III</li> <li>Licensed Practical Nurse III</li> <li>Medical Assistant</li> <li>Medical Laboratory Technician</li> <li>Medical Record Clerk</li> </ul>	21.95 16.00 22.48 23.45 23.45 15.85 14.30 16.00 17.84 11.87 14.07 12.41
12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12190	<ul> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> <li>Electroneurodiagnostic Technologist</li> <li>Emergency Medical Technician</li> <li>Licensed Practical Nurse I</li> <li>Licensed Practical Nurse III</li> <li>Licensed Practical Nurse III</li> <li>Medical Assistant</li> <li>Medical Laboratory Technician</li> <li>Medical Record Clerk</li> <li>Medical Record Technician</li> </ul>	21.95 16.00 22.48 23.45 23.45 15.85 14.30 16.00 17.84 11.87 14.07
12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12190 12195	<ul> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> <li>Electroneurodiagnostic Technologist</li> <li>Emergency Medical Technician</li> <li>Licensed Practical Nurse I</li> <li>Licensed Practical Nurse III</li> <li>Licensed Practical Nurse III</li> <li>Medical Assistant</li> <li>Medical Laboratory Technician</li> <li>Medical Record Clerk</li> <li>Medical Transcriptionist</li> </ul>	21.95 16.00 22.48 23.45 23.45 15.85 14.30 16.00 17.84 11.87 14.07 12.41
12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12190 12195	<ul> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> <li>Electroneurodiagnostic Technologist</li> <li>Emergency Medical Technician</li> <li>Licensed Practical Nurse I</li> <li>Licensed Practical Nurse III</li> <li>Licensed Practical Nurse III</li> <li>Medical Assistant</li> <li>Medical Laboratory Technician</li> <li>Medical Record Clerk</li> <li>Medical Record Technician</li> </ul>	21.95 16.00 22.48 23.45 23.45 15.85 14.30 16.00 17.84 11.87 14.07 12.41 14.96
12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12190 12195 12210	<ul> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> <li>Electroneurodiagnostic Technologist</li> <li>Emergency Medical Technician</li> <li>Licensed Practical Nurse I</li> <li>Licensed Practical Nurse III</li> <li>Licensed Practical Nurse IIII</li> <li>Medical Assistant</li> <li>Medical Laboratory Technician</li> <li>Medical Record Clerk</li> <li>Medical Record Technician</li> <li>Medical Transcriptionist</li> <li>Nuclear Medicine Technologist</li> </ul>	21.95 16.00 22.48 23.45 23.45 15.85 14.30 16.00 17.84 11.87 14.07 12.41 14.96 13.59 30.65
12020 12025 12030 12035 12040 12071 12072 12073 12100 12130 12160 12190 12195 12210	<ul> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> <li>Electroneurodiagnostic Technologist</li> <li>Emergency Medical Technician</li> <li>Licensed Practical Nurse I</li> <li>Licensed Practical Nurse III</li> <li>Licensed Practical Nurse III</li> <li>Medical Assistant</li> <li>Medical Laboratory Technician</li> <li>Medical Record Clerk</li> <li>Medical Transcriptionist</li> </ul>	21.95 16.00 22.48 23.45 23.45 15.85 14.30 16.00 17.84 11.87 14.07 12.41 14.96 13.59

12223	- Nursing Assistant III		11.57
12224	- Nursing Assistant IV		12.99
12235	- Optical Dispenser		15.05
12236	- Optical Technician		12.56
12250	- Pharmacy Technician		13.36
12280	- Phlebotomist		12.99
12305	- Radiologic Technologist		23.95
	- Registered Nurse I		22.94
	- Registered Nurse II		28.08
	- Registered Nurse II, Specialist		28.08
	- Registered Nurse III		33.97
	- Registered Nurse III, Anesthetist		33.97
			40.70
	- Registered Nurse IV		
	- Scheduler (Drug and Alcohol Testing)		19.83
	Information And Arts Occupations		
	- Exhibits Specialist I		20.09
	- Exhibits Specialist II		24.89
	- Exhibits Specialist III		30.45
13041	- Illustrator I		20.09
13042	- Illustrator II		24.89
13043	- Illustrator III		30.45
13047	- Librarian		27.56
13050	- Library Aide/Clerk		15.94
	- Library Information Technology Systems		24.89
	istrator		
	- Library Technician		16.14
	- Media Specialist I		17.96
	- Media Specialist II		20.09
	- Media Specialist III		22.40
	- Photographer I		16.19
	- Photographer II		18.70
	- Photographer III		22.40
	- Photographer IV		27.38
	- Photographer V		33.23
13110	- Video Teleconference Technician		17.96
14000 -	Information Technology Occupations		
14041	- Computer Operator I		15.55
14042	- Computer Operator II		19.13
	- Computer Operator III		20.49
	- Computer Operator IV		26.16
	- Computer Operator V		27.62
	- Computer Programmer I		25.00
	- Computer Programmer II	(see 1)	20.00
	- Computer Programmer III	(see 1)	
	- Computer Programmer IV	(see 1)	
	- Computer Systems Analyst I	(see 1)	
	- Computer Systems Analyst II	(see 1)	
	- Computer Systems Analyst III	(see 1)	
	- Peripheral Equipment Operator		15.55
14160	- Personal Computer Support Technician		26.16
15000 -	Instructional Occupations		
15010	- Aircrew Training Devices Instructor (Non-Rated)		29.35
15020	- Aircrew Training Devices Instructor (Rated)		35.52
	- Air Crew Training Devices Instructor (Pilot)		36.76
	- Computer Based Training Specialist / Instructor		30.38
	- Educational Technologist		30.52
15070	- Flight Instructor (Pilot)		36 76
	- Flight Instructor (Pilot) - Graphic Artist		36.76
15080	- Graphic Artist		22.01
15080 15090	- Graphic Artist - Technical Instructor		22.01 18.91
15080 15090 15095	- Graphic Artist - Technical Instructor - Technical Instructor/Course Developer		22.01 18.91 23.11
15080 15090 15095 15110	- Graphic Artist - Technical Instructor		22.01 18.91

16000 -	Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	8.30
16030	- Counter Attendant	8.30
16040	- Dry Cleaner	10.44
16070	- Finisher, Flatwork, Machine	8.30
	- Presser, Hand	8.30
	- Presser, Machine, Drycleaning	8.30
	- Presser, Machine, Shirts	8.30
		8.30
	- Presser, Machine, Wearing Apparel, Laundry	
	- Sewing Machine Operator	11.03
	- Tailor	11.64
	- Washer, Machine	9.00
19000 -	Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	24.44
19040	- Tool And Die Maker	29.82
21000 -	Materials Handling And Packing Occupations	
	- Forklift Operator	14.82
	- Material Coordinator	19.18
	- Material Expediter	19.18
	- Material Handling Laborer	10.48
	- Order Filler	10.87
	- Production Line Worker (Food Processing)	14.82
	- Shipping Packer	12.98
21130	- Shipping/Receiving Clerk	12.98
21140	- Store Worker I	12.06
21150	- Stock Clerk	16.35
21210	- Tools And Parts Attendant	14.82
	- Warehouse Specialist	14.82
	Mechanics And Maintenance And Repair Occupations	11.02
	- Aerospace Structural Welder	20.61
	-	
	- Aircraft Mechanic I	22.24
	- Aircraft Mechanic II	23.35
	- Aircraft Mechanic III	24.52
	- Aircraft Mechanic Helper	17.44
	- Aircraft, Painter	19.32
23060	- Aircraft Servicer	19.34
23080	- Aircraft Worker	20.27
23110	- Appliance Mechanic	18.04
	- Bicycle Repairer	14.66
	- Cable Splicer	19.76
	- Carpenter, Maintenance	17.56
		17.30
	- Carpet Layer	
	- Electrician, Maintenance	23.21
	- Electronics Technician Maintenance I	19.44
23182	- Electronics Technician Maintenance II	25.55
23183	- Electronics Technician Maintenance III	26.62
23260	- Fabric Worker	16.54
23290	- Fire Alarm System Mechanic	18.79
	- Fire Extinguisher Repairer	15.72
	- Fuel Distribution System Mechanic	18.79
	- Fuel Distribution System Operator	16.80
		16.43
	- General Maintenance Worker	
	- Ground Support Equipment Mechanic	22.24
	- Ground Support Equipment Servicer	19.34
	- Ground Support Equipment Worker	20.27
23391	- Gunsmith I	15.48
23392	- Gunsmith II	17.06
23393	- Gunsmith III	18.83
	- Heating, Ventilation And Air-Conditioning	18.38
Mechai	-	10.00
	- Heating, Ventilation And Air Contditioning	19.30
		19.30
mechai	nic (Research Facility)	

23430	- Heavy Equipment Mechanic	20.43
23440	- Heavy Equipment Operator	17.87
23460	- Instrument Mechanic	22.82
23465	- Laboratory/Shelter Mechanic	17.99
	- Laborer	11.36
	- Locksmith	18.04
	- Machinery Maintenance Mechanic	23.32
	- Machinist, Maintenance	18.59
	- Maintenance Trades Helper	14.41
		22.82
	- Metrology Technician I	
	- Metrology Technician II	23.80
	- Metrology Technician III	24.74
	- Millwright	20.67
	- Office Appliance Repairer	22.90
	- Painter, Maintenance	17.56
23790	- Pipefitter, Maintenance	19.29
23810	- Plumber, Maintenance	18.43
23820	- Pneudraulic Systems Mechanic	18.83
23850	- Rigger	18.83
	- Scale Mechanic	17.29
	- Sheet-Metal Worker, Maintenance	18.81
	- Small Engine Mechanic	17.06
	- Telecommunications Mechanic I	18.89
	- Telecommunications Mechanic II	20.87
		19.60
	- Telephone Lineman	
	- Welder, Combination, Maintenance	18.38
	- Well Driller	18.83
	- Woodcraft Worker	18.83
	- Woodworker	16.43
	Personal Needs Occupations	
24570	- Child Care Attendant	8.56
24580	- Child Care Center Clerk	10.68
24610	- Chore Aide	10.19
24620	- Family Readiness And Support Services	12.61
Coord	inator	
24630	- Homemaker	13.55
	Plant And System Operations Occupations	
	- Boiler Tender	20.75
	- Sewage Plant Operator	19.88
	- Stationary Engineer	20.75
	- Ventilation Equipment Tender	14.85
	- Water Treatment Plant Operator	19.88
	Protective Service Occupations	10.00
	- Alarm Monitor	13.83
	- Baggage Inspector	10.85
	- Corrections Officer	15.28
	- Court Security Officer	16.82
27030	- Detection Dog Handler	13.55
27040	- Detention Officer	15.28
27070	- Firefighter	16.82
27101	- Guard I	10.85
	- Guard II	13.55
	- Police Officer I	18.64
	- Police Officer II	20.71
	Recreation Occupations	20.71
	- Carnival Equipment Operator	10.11
	- Carnival Equipment Repairer	10.62
	- Carnival Equpment Worker	8.38
	- Gate Attendant/Gate Tender	14.06
	- Lifeguard	12.21
	- Park Attendant (Aide)	15.73
20510	- Recreation Aide/Health Facility Attendant	11.48
20010	Recreation Arde/ nearth factility Actendant	11.10

28515	- Recreation Specialist		17.94
	- Sports Official		12.53
	- Swimming Pool Operator		15.65
29000 -	Stevedoring/Longshoremen Occupational Services		
	- Blocker And Bracer		17.70
29020	- Hatch Tender		17.70
29030	- Line Handler		17.70
	- Stevedore I		16.90
	- Stevedore II		18.56
	Technical Occupations		
		(see 2)	35.77
	- Air Traffic Control Specialist, Station (HFO)		24.66
	- Air Traffic Control Specialist, Terminal (HFO)		27.16
	- Archeological Technician I	(566 2)	18.60
	- Archeological Technician II		20.81
	- Archeological Technician III		25.48
	- Cartographic Technician		25.48
	- Civil Engineering Technician		22.83
	- Drafter/CAD Operator I		18.60
	- Drafter/CAD Operator II		20.81
	- Drafter/CAD Operator III		23.21
	- Drafter/CAD Operator IV		28.55
	-		
	- Engineering Technician I		15.98
	- Engineering Technician II		18.00
	- Engineering Technician III		21.00
	- Engineering Technician IV		28.62
	- Engineering Technician V		33.81
	- Engineering Technician VI		40.89
	- Environmental Technician		25.48
	- Laboratory Technician		18.92
	- Mathematical Technician		25.48
	- Paralegal/Legal Assistant I		18.54
	- Paralegal/Legal Assistant II		22.98
	- Paralegal/Legal Assistant III		28.11
	- Paralegal/Legal Assistant IV		34.01
	- Photo-Optics Technician		25.48
	- Technical Writer I		21.30
	- Technical Writer II		26.06
	- Technical Writer III		31.52
	- Unexploded Ordnance (UXO) Technician I		22.74
	- Unexploded Ordnance (UXO) Technician II		27.51
	- Unexploded Ordnance (UXO) Technician III		32.97
	- Unexploded (UXO) Safety Escort		22.74
	- Unexploded (UXO) Sweep Personnel		22.74
30620	- Weather Observer, Combined Upper Air Or	(see 3)	23.21
	ce Programs		
	- Weather Observer, Senior	(see 3)	25.48
	Transportation/Mobile Equipment Operation Occupation	tions	
	- Bus Aide		10.71
	- Bus Driver		13.94
	- Driver Courier		14.96
	- Parking and Lot Attendant		10.11
	- Shuttle Bus Driver		16.25
	- Taxi Driver		10.90
	- Truckdriver, Light		16.25
	- Truckdriver, Medium		16.82
	- Truckdriver, Heavy		17.62
	- Truckdriver, Tractor-Trailer		17.62
	Miscellaneous Occupations		
	- Cashier		9.30
99050	- Desk Clerk		8.43
99095	- Embalmer		22.74

99251 - Laboratory Animal Caretaker I	8.61
99252 - Laboratory Animal Caretaker II	13.46
99310 - Mortician	22.65
99410 - Pest Controller	12.76
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	14.15
99711 - Recycling Specialist	16.30
99730 - Refuse Collector	12.79
99810 - Sales Clerk	11.63
99820 – School Crossing Guard	12.71
99830 - Survey Party Chief	17.75
99831 - Surveying Aide	10.94
99832 - Surveying Technician	14.97
99840 - Vending Machine Attendant	13.90
99841 - Vending Machine Repairer	15.93
99842 - Vending Machine Repairer Helper	13.90

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.81 per hour or \$152.40 per week or \$660.40 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

# THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer

professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

\*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

## Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process

the request.

- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

States: Alabama, Tennessee

Area: Alabama Counties of Colbert, Franklin, Jackson, Lauderdale, Lawrence, Limestone, Madison, Marion, Marshall, Morgan, Winston Tennessee Counties of Giles, Lawrence, Lincoln, Moore, Wayne

**Fringe Benefits Required Follow the Occupational Listing**	
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	13.47
01012 - Accounting Clerk II	14.65
01013 - Accounting Clerk III	16.77
01020 - Administrative Assistant	21.27
01040 - Court Reporter	17.16
01051 - Data Entry Operator I	11.95
01052 - Data Entry Operator II	13.89
01060 - Dispatcher, Motor Vehicle	16.31
01070 - Document Preparation Clerk	12.47
01090 - Duplicating Machine Operator	12.47
01111 - General Clerk I	10.88
01112 - General Clerk II	11.87
01113 - General Clerk III	13.86
01120 - Housing Referral Assistant	19.14
01141 - Messenger Courier	10.07
01191 - Order Clerk I	12.66
01192 - Order Clerk II	15.27
01261 - Personnel Assistant (Employment) I	14.18
01262 - Personnel Assistant (Employment) II	15.86
01263 - Personnel Assistant (Employment) III	17.70
01270 - Production Control Clerk	19.18
01280 - Receptionist	11.86
01290 - Rental Clerk	12.97
01300 - Scheduler, Maintenance	15.32
01311 - Secretary I	15.32
01312 - Secretary II	17.16
01313 - Secretary III	19.14
01320 - Service Order Dispatcher	13.83
01410 - Supply Technician	21.27
01420 - Survey Worker	16.81
01531 - Travel Clerk I	11.08
01532 - Travel Clerk II	11.72
01533 - Travel Clerk III	12.50
01611 - Word Processor I	13.12
01612 - Word Processor II	14.73
01613 - Word Processor III	16.48
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.25

	- Automotive Electrician	18.61
	- Automotive Glass Installer	17.74
	- Automotive Worker	17.74
	- Mobile Equipment Servicer	16.08
	- Motor Equipment Metal Mechanic	19.47
	- Motor Equipment Metal Worker	17.74
	- Motor Vehicle Mechanic	17.78
05220	- Motor Vehicle Mechanic Helper	13.93
05250	- Motor Vehicle Upholstery Worker	16.93
05280	- Motor Vehicle Wrecker	17.74
05310	- Painter, Automotive	17.00
05340	- Radiator Repair Specialist	17.74
05370	- Tire Repairer	12.75
05400	- Transmission Repair Specialist	19.47
07000 -	Food Preparation And Service Occupations	
07010	- Baker	11.24
07041	- Cook I	9.14
07042	- Cook II	10.27
07070	- Dishwasher	7.82
07130	- Food Service Worker	8.09
07210	- Meat Cutter	14.21
07260	- Waiter/Waitress	7.90
	Furniture Maintenance And Repair Occupations	
	- Electrostatic Spray Painter	17.56
	- Furniture Handler	13.94
	- Furniture Refinisher	17.56
	- Furniture Refinisher Helper	14.41
	- Furniture Repairer, Minor	15.98
	- Upholsterer	17.56
	General Services And Support Occupations	
	- Cleaner, Vehicles	10.28
	- Elevator Operator	10.02
	- Gardener	12.11
	- Housekeeping Aide	10.02
	- Janitor	10.02
	- Laborer, Grounds Maintenance	10.00
	- Maid or Houseman	8.67
	- Pruner	9.28
	- Tractor Operator	12.08
	- Trail Maintenance Worker	10.00
	- Window Cleaner	10.97
	Health Occupations	10.97
	- Ambulance Driver	15.85
	- Breath Alcohol Technician	16.00
	- Certified Occupational Therapist Assistant	21.95
	- Certified Physical Therapist Assistant	21.95
	- Dental Assistant	16.00
	- Dental Hygienist	22.48
	- EKG Technician	22.40
	- Electroneurodiagnostic Technologist	23.45
	- Emergency Medical Technician - Licensed Practical Nurse I	15.85 14.30
	- Licensed Practical Nurse I - Licensed Practical Nurse II	14.30
	- Licensed Practical Nurse II - Licensed Practical Nurse III	16.00
	- Medical Assistant	17.84
		11.87
	- Medical Laboratory Technician - Medical Record Clerk	
		12.41
	- Medical Record Technician	14.96
	- Medical Transcriptionist	13.59
	- Nuclear Medicine Technologist	30.65
	- Nursing Assistant I	9.43
12222	- Nursing Assistant II	10.61

12224 12235 12236 12250 12280 12305	<ul> <li>Nursing Assistant III</li> <li>Nursing Assistant IV</li> <li>Optical Dispenser</li> <li>Optical Technician</li> <li>Pharmacy Technician</li> <li>Phlebotomist</li> <li>Radiologic Technologist</li> </ul>		11.57 12.99 15.05 12.56 13.36 12.99 23.95
12312 12313 12314 12315 12316	<ul> <li>Registered Nurse I</li> <li>Registered Nurse II</li> <li>Registered Nurse III, Specialist</li> <li>Registered Nurse III</li> <li>Registered Nurse III, Anesthetist</li> <li>Registered Nurse IV</li> <li>Scheduler (Drug and Alcohol Testing)</li> </ul>		22.94 28.08 28.08 33.97 33.97 40.70 19.83
	- Scheduler (Drug and Alcohol Testing) Information And Arts Occupations		19.03
	- Exhibits Specialist I		20.09
	- Exhibits Specialist I		24.89
	- Exhibits Specialist III		30.45
	- Illustrator I		20.09
	- Illustrator II		24.89
	- Illustrator III		30.45
	- Librarian		27.56
	- Library Aide/Clerk		15.94
	- Library Information Technology Systems		24.89
	lstrator		
	- Library Technician		16.14
	- Media Specialist I		17.96
	- Media Specialist II		20.09
	- Media Specialist III		22.40
	- Photographer I		16.19
	- Photographer II		18.70
	- Photographer III		22.40
13074	- Photographer IV		27.38
13075	- Photographer V		33.23
13110	- Video Teleconference Technician		17.96
14000 -	Information Technology Occupations		
14041	- Computer Operator I		15.55
14042	- Computer Operator II		19.13
14043	- Computer Operator III		20.49
	- Computer Operator IV		26.16
14045	- Computer Operator V		27.62
	- Computer Programmer I		25.00
		(see 1)	
		(see 1)	
	1 5	(see 1)	
		(see 1)	
		(see 1)	
		(see 1)	
	- Peripheral Equipment Operator		15.55
	- Personal Computer Support Technician		26.16
	Instructional Occupations		00 05
	- Aircrew Training Devices Instructor (Non-Rated)		29.35
	- Aircrew Training Devices Instructor (Rated)		35.52 36.76
	<ul><li>Air Crew Training Devices Instructor (Pilot)</li><li>Computer Based Training Specialist / Instructor</li></ul>		30.38
	- Educational Technologist		30.50
	- Flight Instructor (Pilot)		36.76
	- Graphic Artist		22.01
	- Technical Instructor		18.91
	- Technical Instructor/Course Developer		23.11
	- Test Proctor		17.16
	- Tutor		17.16

16000 -	Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	8.30
16030	- Counter Attendant	8.30
16040	- Dry Cleaner	10.44
16070	- Finisher, Flatwork, Machine	8.30
	- Presser, Hand	8.30
	- Presser, Machine, Drycleaning	8.30
	- Presser, Machine, Shirts	8.30
		8.30
	- Presser, Machine, Wearing Apparel, Laundry	
	- Sewing Machine Operator	11.03
	- Tailor	11.64
	- Washer, Machine	9.00
19000 -	Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	24.44
19040	- Tool And Die Maker	29.82
21000 -	Materials Handling And Packing Occupations	
	- Forklift Operator	14.82
	- Material Coordinator	19.18
	- Material Expediter	19.18
	- Material Handling Laborer	10.48
	- Order Filler	10.87
	- Production Line Worker (Food Processing)	14.82
	- Shipping Packer	12.98
21130	- Shipping/Receiving Clerk	12.98
21140	- Store Worker I	12.06
21150	- Stock Clerk	16.35
21210	- Tools And Parts Attendant	14.82
	- Warehouse Specialist	14.82
	Mechanics And Maintenance And Repair Occupations	11.02
	- Aerospace Structural Welder	20.61
	- Aircraft Mechanic I	
		22.24
	- Aircraft Mechanic II	23.35
	- Aircraft Mechanic III	24.52
	- Aircraft Mechanic Helper	17.44
	- Aircraft, Painter	19.32
23060	- Aircraft Servicer	19.34
23080	- Aircraft Worker	20.27
23110	- Appliance Mechanic	18.04
	- Bicycle Repairer	14.66
	- Cable Splicer	19.76
	- Carpenter, Maintenance	17.56
		17.29
	- Carpet Layer	
	- Electrician, Maintenance	23.21
	- Electronics Technician Maintenance I	19.44
23182	- Electronics Technician Maintenance II	25.55
23183	- Electronics Technician Maintenance III	26.62
23260	- Fabric Worker	16.54
23290	- Fire Alarm System Mechanic	18.79
	- Fire Extinguisher Repairer	15.72
	- Fuel Distribution System Mechanic	18.79
	- Fuel Distribution System Operator	16.80
		16.43
	- General Maintenance Worker	
	- Ground Support Equipment Mechanic	22.24
	- Ground Support Equipment Servicer	19.34
	- Ground Support Equipment Worker	20.27
23391	- Gunsmith I	15.48
23392	- Gunsmith II	17.06
23393	- Gunsmith III	18.83
	- Heating, Ventilation And Air-Conditioning	18.38
Mechai	-	20.00
	- Heating, Ventilation And Air Contditioning	19.30
	nic (Research Facility)	19.30
rieciial	TTC (Mesearch Factify)	

20100	- Heavy Equipment Mechanic	20.43
23440	- Heavy Equipment Operator	17.87
23460	- Instrument Mechanic	22.82
23465	- Laboratory/Shelter Mechanic	17.99
	- Laborer	11.36
	- Locksmith	18.04
	- Machinery Maintenance Mechanic	23.32
	- Machinist, Maintenance	18.59
	- Maintenance Trades Helper	14.41
	- Metrology Technician I	22.82
	- Metrology Technician II	23.80
	- Metrology Technician III	24.74
23640	- Millwright	20.67
23710	- Office Appliance Repairer	22.90
	- Painter, Maintenance	17.56
	- Pipefitter, Maintenance	19.29
	- Plumber, Maintenance	18.43
	- Pneudraulic Systems Mechanic	18.83
	-	18.83
	- Rigger	
	- Scale Mechanic	17.29
	- Sheet-Metal Worker, Maintenance	18.81
	- Small Engine Mechanic	17.06
23931	- Telecommunications Mechanic I	18.89
23932	- Telecommunications Mechanic II	20.87
23950	- Telephone Lineman	19.60
	- Welder, Combination, Maintenance	18.38
	- Well Driller	18.83
	- Woodcraft Worker	18.83
	- Woodworker	16.43
		10.45
24000 -	Personal Needs Occupations	
	- Child Care Attendant	8.56
24580	- Child Care Center Clerk	10.68
24580 24610	- Child Care Center Clerk - Chore Aide	10.68 10.19
24580 24610	- Child Care Center Clerk	10.68
24580 24610 24620	- Child Care Center Clerk - Chore Aide	10.68 10.19
24580 24610 24620 Coord:	- Child Care Center Clerk - Chore Aide - Family Readiness And Support Services	10.68 10.19
24580 24610 24620 Coord: 24630	- Child Care Center Clerk - Chore Aide - Family Readiness And Support Services inator - Homemaker	10.68 10.19 12.61
24580 24610 24620 Coord: 24630 25000 -	- Child Care Center Clerk - Chore Aide - Family Readiness And Support Services inator - Homemaker Plant And System Operations Occupations	10.68 10.19 12.61 13.55
24580 24610 24620 Coord 24630 25000 - 25010	<ul> <li>Child Care Center Clerk</li> <li>Chore Aide</li> <li>Family Readiness And Support Services</li> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> </ul>	10.68 10.19 12.61 13.55 20.75
24580 24610 24620 Coord 24630 25000 - 25010 25040	<ul> <li>Child Care Center Clerk</li> <li>Chore Aide</li> <li>Family Readiness And Support Services</li> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> </ul>	10.68 10.19 12.61 13.55 20.75 19.88
24580 24610 24620 24630 25000 - 25010 25040 25070	<ul> <li>Child Care Center Clerk</li> <li>Chore Aide</li> <li>Family Readiness And Support Services</li> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> </ul>	10.68 10.19 12.61 13.55 20.75 19.88 20.75
24580 24610 24620 24630 25000 - 25010 25040 25070 25190	<ul> <li>Child Care Center Clerk</li> <li>Chore Aide</li> <li>Family Readiness And Support Services</li> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> </ul>	10.68 10.19 12.61 13.55 20.75 19.88 20.75 14.85
24580 24610 24620 24630 25000 - 25010 25040 25070 25190 25210	<ul> <li>Child Care Center Clerk</li> <li>Chore Aide</li> <li>Family Readiness And Support Services</li> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> </ul>	10.68 10.19 12.61 13.55 20.75 19.88 20.75
24580 24610 24620 24630 25000 - 25010 25040 25070 25190 25210	<ul> <li>Child Care Center Clerk</li> <li>Chore Aide</li> <li>Family Readiness And Support Services</li> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> </ul>	10.68 10.19 12.61 13.55 20.75 19.88 20.75 14.85 19.88
24580 24610 24620 25000 - 25010 25040 25070 25190 25210 27000 -	<ul> <li>Child Care Center Clerk</li> <li>Chore Aide</li> <li>Family Readiness And Support Services</li> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> </ul>	10.68 10.19 12.61 13.55 20.75 19.88 20.75 14.85
24580 24610 24620 25000 - 25010 25040 25070 25190 25210 27000 - 27004	<ul> <li>Child Care Center Clerk</li> <li>Chore Aide</li> <li>Family Readiness And Support Services</li> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> </ul>	10.68 10.19 12.61 13.55 20.75 19.88 20.75 14.85 19.88
24580 24610 24620 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007	<ul> <li>Child Care Center Clerk</li> <li>Chore Aide</li> <li>Family Readiness And Support Services</li> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> </ul>	10.68 10.19 12.61 13.55 20.75 19.88 20.75 14.85 19.88 13.83
24580 24610 24620 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008	<ul> <li>Child Care Center Clerk</li> <li>Chore Aide</li> <li>Family Readiness And Support Services</li> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> </ul>	10.68 10.19 12.61 13.55 20.75 19.88 20.75 14.85 19.88 13.83 10.85 15.28
24580 24610 24620 Coord 24630 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010	<ul> <li>Child Care Center Clerk</li> <li>Chore Aide</li> <li>Family Readiness And Support Services</li> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> </ul>	10.68 10.19 12.61 13.55 20.75 19.88 20.75 14.85 19.88 13.83 10.85 15.28 16.82
24580 24610 24620 Coord 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030	<ul> <li>Child Care Center Clerk</li> <li>Chore Aide</li> <li>Family Readiness And Support Services</li> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> </ul>	10.68 10.19 12.61 13.55 20.75 19.88 20.75 14.85 19.88 13.83 10.85 15.28 16.82 13.55
24580 24610 24620 Coord 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040	<ul> <li>Child Care Center Clerk</li> <li>Chore Aide</li> <li>Family Readiness And Support Services</li> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> </ul>	10.68 10.19 12.61 13.55 20.75 19.88 20.75 14.85 19.88 13.83 10.85 15.28 16.82 13.55 15.28
24580 24610 24620 Coord 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070	<ul> <li>Child Care Center Clerk</li> <li>Chore Aide</li> <li>Family Readiness And Support Services</li> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> </ul>	10.68 10.19 12.61 13.55 20.75 19.88 20.75 14.85 19.88 13.83 10.85 15.28 16.82 13.55 15.28 16.82
24580 24610 24620 Coord 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27070	<ul> <li>Child Care Center Clerk</li> <li>Chore Aide</li> <li>Family Readiness And Support Services inator <ul> <li>Homemaker</li> </ul> </li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard I</li> </ul>	10.68 10.19 12.61 13.55 20.75 19.88 20.75 14.85 19.88 13.83 10.85 15.28 16.82 13.55 15.28 16.82 10.85
24580 24610 24620 Coord 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27070 27101 27102	<ul> <li>Child Care Center Clerk</li> <li>Chore Aide</li> <li>Family Readiness And Support Services</li> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard I</li> <li>Guard II</li> </ul>	10.68 10.19 12.61 13.55 20.75 19.88 20.75 14.85 19.88 13.83 10.85 15.28 16.82 13.55 15.28 16.82 10.85 13.55
24580 24610 24620 Coord: 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27070 27101 27102 27131	<ul> <li>Child Care Center Clerk</li> <li>Chore Aide</li> <li>Family Readiness And Support Services inator <ul> <li>Homemaker</li> </ul> </li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> </ul> <li>Protective Service Occupations <ul> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard II</li> <li>Police Officer I</li> </ul> </li>	10.68 10.19 12.61 13.55 20.75 19.88 20.75 14.85 19.88 13.83 10.85 15.28 16.82 13.55 15.28 16.82 10.85 13.55 13.55 18.64
24580 24610 24620 Coord: 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27040 27070 27101 27102 27131 27132	<ul> <li>Child Care Center Clerk</li> <li>Chore Aide</li> <li>Family Readiness And Support Services inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard II</li> <li>Police Officer II</li> </ul>	10.68 10.19 12.61 13.55 20.75 19.88 20.75 14.85 19.88 13.83 10.85 15.28 16.82 13.55 15.28 16.82 10.85 13.55
24580 24610 24620 Coord: 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27040 27070 27101 27102 27131 27132	<ul> <li>Child Care Center Clerk</li> <li>Chore Aide</li> <li>Family Readiness And Support Services inator <ul> <li>Homemaker</li> </ul> </li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> </ul> <li>Protective Service Occupations <ul> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard II</li> <li>Police Officer I</li> </ul> </li>	10.68 10.19 12.61 13.55 20.75 19.88 20.75 14.85 19.88 13.83 10.85 15.28 16.82 13.55 15.28 16.82 10.85 13.55 13.55 18.64
24580 24610 24620 Coord: 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 -	<ul> <li>Child Care Center Clerk</li> <li>Chore Aide</li> <li>Family Readiness And Support Services inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Court Security Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard I</li> <li>Police Officer II</li> <li>Recreation Occupations</li> </ul>	10.68 10.19 12.61 13.55 20.75 19.88 20.75 14.85 19.88 13.83 10.85 15.28 16.82 13.55 15.28 16.82 10.85 13.55 13.55 18.64
24580 24610 24620 Coord: 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 - 28041	<ul> <li>Child Care Center Clerk</li> <li>Chore Aide</li> <li>Family Readiness And Support Services inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Guard I</li> <li>Guard II</li> <li>Police Officer II</li> <li>Recreation Occupations</li> <li>Carnival Equipment Operator</li> </ul>	10.68 10.19 12.61 13.55 20.75 19.88 20.75 14.85 19.88 13.83 10.85 15.28 16.82 13.55 15.28 16.82 10.85 13.55 13.55 18.64 20.71
24580 24610 24620 Coord: 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27070 27101 27102 27131 27132 28000 - 28041 28042	<ul> <li>Child Care Center Clerk</li> <li>Chore Aide</li> <li>Family Readiness And Support Services inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard II</li> <li>Police Officer II</li> <li>Recreation Occupations</li> <li>Carnival Equipment Operator</li> </ul>	10.68 10.19 12.61 13.55 20.75 19.88 20.75 14.85 19.88 13.83 10.85 15.28 16.82 13.55 15.28 16.82 10.85 13.55 13.55 18.64 20.71 10.11 10.62
24580 24610 24620 Coord: 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043	<ul> <li>Child Care Center Clerk</li> <li>Chore Aide</li> <li>Family Readiness And Support Services inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard II</li> <li>Police Officer II</li> <li>Recreation Occupations</li> <li>Carnival Equipment Repairer</li> <li>Carnival Equipment Worker</li> </ul>	10.68 10.19 12.61 13.55 20.75 19.88 20.75 14.85 19.88 13.83 10.85 15.28 16.82 10.85 13.55 15.28 16.82 10.85 13.55 18.64 20.71 10.11 10.62 8.38
24580 24610 24620 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043 28210	<ul> <li>Child Care Center Clerk</li> <li>Chore Aide</li> <li>Family Readiness And Support Services inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard II</li> <li>Police Officer II</li> <li>Recreation Occupations</li> <li>Carnival Equipment Repairer</li> <li>Carnival Equipment Worker</li> <li>Gate Attendant/Gate Tender</li> </ul>	10.68 10.19 12.61 13.55 20.75 19.88 20.75 14.85 19.88 13.83 10.85 15.28 16.82 13.55 15.28 16.82 10.85 13.55 13.55 18.64 20.71 10.11 10.62 8.38
24580 24610 24620 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043 28210 28310	<ul> <li>Child Care Center Clerk</li> <li>Chore Aide</li> <li>Family Readiness And Support Services inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard II</li> <li>Police Officer II</li> <li>Recreation Occupations</li> <li>Carnival Equipment Operator</li> <li>Carnival Equipment Worker</li> <li>Gate Attendant/Gate Tender</li> </ul>	10.68 10.19 12.61 13.55 20.75 19.88 20.75 14.85 19.88 13.83 10.85 15.28 16.82 13.55 15.28 16.82 10.85 13.55 18.64 20.71 10.11 10.62 8.38 14.06 12.21
24580 24610 24620 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043 28210 28350	<ul> <li>Child Care Center Clerk</li> <li>Chore Aide</li> <li>Family Readiness And Support Services inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> <li>Protective Service Occupations</li> <li>Alarm Monitor</li> <li>Baggage Inspector</li> <li>Corrections Officer</li> <li>Detection Dog Handler</li> <li>Detention Officer</li> <li>Firefighter</li> <li>Guard II</li> <li>Police Officer II</li> <li>Recreation Occupations</li> <li>Carnival Equipment Repairer</li> <li>Carnival Equipment Worker</li> <li>Gate Attendant/Gate Tender</li> </ul>	10.68 10.19 12.61 13.55 20.75 19.88 20.75 14.85 19.88 13.83 10.85 15.28 16.82 13.55 15.28 16.82 10.85 13.55 13.55 18.64 20.71 10.11 10.62 8.38

28515	- Recreation Specialist		17.94
	- Sports Official		12.53
	- Swimming Pool Operator		15.65
29000 -	Stevedoring/Longshoremen Occupational Services		
	- Blocker And Bracer		17.70
29020	- Hatch Tender		17.70
29030	- Line Handler		17.70
29041	- Stevedore I		16.90
	- Stevedore II		18.56
	Technical Occupations		
	- Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
	- Air Traffic Control Specialist, Station (HFO)		24.66
	- Air Traffic Control Specialist, Terminal (HFO)		27.16
	- Archeological Technician I	(500 2)	18.60
	- Archeological Technician II		20.81
	- Archeological Technician III		25.48
	- Cartographic Technician		25.48
	- Civil Engineering Technician		22.83
	- Drafter/CAD Operator I		18.60
	- Drafter/CAD Operator II		20.81
	- Drafter/CAD Operator III		23.21
	- Drafter/CAD Operator IV		28.55
	- Engineering Technician I		
			15.98
	- Engineering Technician II		18.00
	- Engineering Technician III		21.00
	- Engineering Technician IV		28.62
	- Engineering Technician V		33.81
	- Engineering Technician VI		40.89
	- Environmental Technician		25.48
	- Laboratory Technician		18.92
	- Mathematical Technician		25.48
	- Paralegal/Legal Assistant I		18.54
	- Paralegal/Legal Assistant II		22.98
	- Paralegal/Legal Assistant III		28.11
	- Paralegal/Legal Assistant IV		34.01
	- Photo-Optics Technician		25.48
	- Technical Writer I		21.30
	- Technical Writer II		26.06
	- Technical Writer III		31.52
	- Unexploded Ordnance (UXO) Technician I		22.74
	- Unexploded Ordnance (UXO) Technician II		27.51
	- Unexploded Ordnance (UXO) Technician III		32.97
	- Unexploded (UXO) Safety Escort		22.74
	- Unexploded (UXO) Sweep Personnel		22.74
30620	- Weather Observer, Combined Upper Air Or	(see 3)	23.21
	ce Programs		
	- Weather Observer, Senior	(see 3)	25.48
31000 -	Transportation/Mobile Equipment Operation Occupa	tions	
	- Bus Aide		10.71
	- Bus Driver		13.94
	- Driver Courier		14.96
	- Parking and Lot Attendant		10.11
	- Shuttle Bus Driver		16.25
	- Taxi Driver		10.90
	- Truckdriver, Light		16.25
	- Truckdriver, Medium		16.82
	- Truckdriver, Heavy		17.62
	- Truckdriver, Tractor-Trailer		17.62
99000 -	Miscellaneous Occupations		
	- Cashier		9.30
99050	- Desk Clerk		8.43
99095	- Embalmer		22.74

99251 - Laboratory Animal Caretaker I	8.61
99252 - Laboratory Animal Caretaker II	13.46
99310 - Mortician	22.65
99410 - Pest Controller	12.76
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	14.15
99711 - Recycling Specialist	16.30
99730 - Refuse Collector	12.79
99810 - Sales Clerk	11.63
99820 – School Crossing Guard	12.71
99830 - Survey Party Chief	17.75
99831 - Surveying Aide	10.94
99832 - Surveying Technician	14.97
99840 - Vending Machine Attendant	13.90
99841 - Vending Machine Repairer	15.93
99842 - Vending Machine Repairer Helper	13.90

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

## THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer

professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

\*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

## Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process

the request.

- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination. \*\*\*\*\*\*\*\*\*\*\* THIS WAGE DETERMINATION WAS REPLACED 07/14/2015 \*\*\*\*\*\*\*\*\* WD 05-2007 (Rev.-19) was first posted on www.wdol.gov on 12/30/2014 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION By direction of the Secretary of Labor WASHINGTON D.C. 20210 | Wage Determination No.: 2005-2007 Diane C. Koplewski Division of Revision No.: 19 Wage Determinations| Date Of Revision: 12/22/2014 Director

Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Alabama, Tennessee

Area: Alabama Counties of Colbert, Franklin, Jackson, Lauderdale, Lawrence, Limestone, Madison, Marion, Marshall, Morgan, Winston Tennessee Counties of Giles, Lawrence, Lincoln, Moore, Wayne

**Fringe Benefits Required Follow the Occupational Listing**	
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	13.47
01012 - Accounting Clerk II	14.65
01013 - Accounting Clerk III	16.77
01020 - Administrative Assistant	21.27
01040 - Court Reporter	17.16
01051 - Data Entry Operator I	11.95
01052 - Data Entry Operator II	13.89
01060 - Dispatcher, Motor Vehicle	16.31
01070 - Document Preparation Clerk	12.47
01090 - Duplicating Machine Operator	12.47
01111 - General Clerk I	10.88
01112 - General Clerk II	11.87
01113 - General Clerk III	13.86
01120 - Housing Referral Assistant	19.14
01141 - Messenger Courier	10.07
01191 - Order Clerk I	12.66
01192 - Order Clerk II	15.27
01261 - Personnel Assistant (Employment) I	14.18
01262 - Personnel Assistant (Employment) II	15.86
01263 - Personnel Assistant (Employment) III	17.70
01270 - Production Control Clerk	19.18
01280 - Receptionist	11.86
01290 - Rental Clerk	12.97
01300 - Scheduler, Maintenance	15.32
01311 - Secretary I	15.32
01312 - Secretary II	17.16
01313 - Secretary III	19.14
01320 - Service Order Dispatcher	13.83

01410	- Supply Technician	21.27
01420	- Survey Worker	16.81
	- Travel Clerk I	11.08
	- Travel Clerk II	
		11.72
01533	- Travel Clerk III	12.50
01611	- Word Processor I	13.12
01612	- Word Processor II	14.73
	- Word Processor III	16.48
		10.40
	Automotive Service Occupations	
	- Automobile Body Repairer, Fiberglass	19.25
05010	- Automotive Electrician	18.61
	- Automotive Glass Installer	17.74
	- Automotive Worker	17.74
	- Mobile Equipment Servicer	16.08
05130	- Motor Equipment Metal Mechanic	19.47
05160	- Motor Equipment Metal Worker	17.74
	- Motor Vehicle Mechanic	17.78
		13.93
	- Motor Vehicle Mechanic Helper	
	- Motor Vehicle Upholstery Worker	16.93
05280	- Motor Vehicle Wrecker	17.74
05310	- Painter, Automotive	17.00
	- Radiator Repair Specialist	17.74
	- Tire Repairer	12.75
05400	- Transmission Repair Specialist	19.47
07000 -	Food Preparation And Service Occupations	
	- Baker	11.24
	- Cook I	9.14
	- Cook II	10.27
07070	- Dishwasher	7.82
07130	- Food Service Worker	8.09
07210	- Meat Cutter	14.21
07210		
07000		7 00
	- Waiter/Waitress	7.90
09000 -	Furniture Maintenance And Repair Occupations	
09000 -		7.90 17.56
09000 - 09010	Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter	17.56
09000 - 09010 09040	Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler	17.56 13.94
09000 - 09010 09040 09080	Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher	17.56 13.94 17.56
09000 - 09010 09040 09080 09090	Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper	17.56 13.94 17.56 14.41
09000 - 09010 09040 09080 09090 09110	<ul> <li>Furniture Maintenance And Repair Occupations</li> <li>Electrostatic Spray Painter</li> <li>Furniture Handler</li> <li>Furniture Refinisher</li> <li>Furniture Refinisher Helper</li> <li>Furniture Repairer, Minor</li> </ul>	17.56 13.94 17.56
09000 - 09010 09040 09080 09090 09110	Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper	17.56 13.94 17.56 14.41
09000 - 09010 09040 09080 09090 09110 09130	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer</pre>	17.56 13.94 17.56 14.41 15.98
09000 - 09010 09040 09080 09090 09110 09130 11000 -	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations</pre>	17.56 13.94 17.56 14.41 15.98 17.56
09000 - 09010 09040 09080 09090 09110 09130 11000 - 11030	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28
09000 - 09010 09040 09080 09090 09110 09130 11000 - 11030 11060	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28 10.02
09000 - 09010 09040 09080 09090 09110 09130 11000 - 11030 11060	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28
09000 - 09010 09040 09080 09090 09110 09130 11000 - 11030 11060 11090	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28 10.02
09000 - 09010 09040 09090 09110 09130 11000 - 11030 11060 11090 11122	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28 10.02 12.11 10.02
09000 - 09010 09040 09080 09110 09130 11000 - 11030 11060 11090 11122 11150	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28 10.02 12.11 10.02 10.02
09000 - 09010 09040 09080 0910 09130 11000 - 11030 11060 11090 11122 11150 11210	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28 10.02 12.11 10.02 10.02 10.02 10.00
09000 - 09010 09080 09090 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28 10.02 12.11 10.02 10.02 10.00 8.67
09000 - 09010 09080 09090 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28 10.02 12.11 10.02 10.02 10.02 10.00
09000 - 09010 09080 09090 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240 11260	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28 10.02 12.11 10.02 10.02 10.00 8.67
09000 - 09010 09040 09090 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240 11260 11270	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28 10.02 12.11 10.02 10.02 10.00 8.67 9.28 12.08
09000 - 09010 09040 09090 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240 11260 11270 11330	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28 10.02 12.11 10.02 10.00 8.67 9.28 12.08 10.00
09000 - 09010 09080 09090 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28 10.02 12.11 10.02 10.02 10.00 8.67 9.28 12.08
09000 - 09010 09040 09090 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner Health Occupations</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28 10.02 12.11 10.02 10.00 8.67 9.28 12.08 10.00 10.97
09000 - 09010 09040 09090 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28 10.02 12.11 10.02 10.00 8.67 9.28 12.08 10.00
09000 - 09010 09080 09090 09110 09130 11000 - 11030 11060 11090 1122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner Health Occupations</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28 10.02 12.11 10.02 10.00 8.67 9.28 12.08 10.00 10.97
09000 - 09010 09040 09080 09110 09130 11000 - 11030 11060 11090 1122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner Health Occupations - Ambulance Driver - Breath Alcohol Technician</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28 10.02 12.11 10.02 10.00 8.67 9.28 12.08 10.00 10.97 15.85 16.00
09000 - 09010 09040 09080 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12000 - 12010 12011 12012	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28 10.02 12.11 10.02 10.00 8.67 9.28 12.08 10.00 10.97 15.85 16.00 21.95
09000 - 09010 09040 09080 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12010 12011 12012 12015	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28 10.02 12.11 10.02 10.00 8.67 9.28 12.08 10.00 10.97 15.85 16.00 21.95 21.95
09000 - 09010 09040 09080 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12010 12011 12012 12015 12020	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Physical Therapist Assistant - Dental Assistant</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28 10.02 12.11 10.02 10.00 8.67 9.28 12.08 10.00 10.97 15.85 16.00 21.95 21.95 16.00
09000 - 09010 09040 09080 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12010 12011 12012 12015 12020 12025	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner - Tracit Maintenance Worker - Window Cleaner Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Dental Assistant - Dental Hygienist</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28 10.02 12.11 10.02 10.00 8.67 9.28 12.08 10.00 10.97 15.85 16.00 21.95 16.00 22.48
09000 - 09010 09040 09080 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12010 12011 12012 12015 12020 12025	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Physical Therapist Assistant - Dental Assistant</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28 10.02 12.11 10.02 10.00 8.67 9.28 12.08 10.00 10.97 15.85 16.00 21.95 21.95 16.00
09000 - 09010 09040 09080 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 11360 12010 12011 12012 12015 12020 12025 12030	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - EKG Technician</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28 10.02 12.11 10.02 10.00 8.67 9.28 12.08 10.00 10.97 15.85 16.00 21.95 21.95 16.00 22.48 23.45
09000 - 09010 09040 09080 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240 11260 11270 11330 12010 12010 12011 12012 12015 12020 12025 12030 12035	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner Health Occupations - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - Dental Hygienist - EKG Technician - Electroneurodiagnostic Technologist</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28 10.02 12.11 10.02 10.00 2.11 10.02 10.02 10.02 10.02 10.00 2.11 10.02 10.00 2.12 10.00 21.95 16.000 22.48 23.45 23.45
09000 - 09010 09040 09080 09110 09130 11000 - 11030 11060 11090 11122 11150 11210 11240 11260 11270 11300 12010 12010 12010 12010 12015 12020 12025 12030 12035 12040	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations - Cleaner, Vehicles - Elevator Operator - Gardener - Housekeeping Aide - Janitor - Laborer, Grounds Maintenance - Maid or Houseman - Pruner - Tractor Operator - Trail Maintenance Worker - Window Cleaner Health Occupations - Ambulance Driver - Breath Alcohol Technician - Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant - Dental Assistant - EKG Technician</pre>	17.56 13.94 17.56 14.41 15.98 17.56 10.28 10.02 12.11 10.02 10.00 8.67 9.28 12.08 10.00 10.97 15.85 16.00 21.95 21.95 16.00 22.48 23.45

12072	- Licensed Practical Nurse II		16.00
12073	- Licensed Practical Nurse III		17.84
12100	- Medical Assistant		11.87
	- Medical Laboratory Technician		14.07
	- Medical Record Clerk		12.41
	- Medical Record Technician		14.96
	- Medical Transcriptionist		13.59
	- Nuclear Medicine Technologist		30.65
	- Nuclear Medicine recimologist - Nursing Assistant I		9.43
			10.61
	- Nursing Assistant II		
	- Nursing Assistant III		11.57
	- Nursing Assistant IV		12.99
	- Optical Dispenser		15.05
	- Optical Technician		12.56
	- Pharmacy Technician		13.36
	- Phlebotomist		12.99
	- Radiologic Technologist		23.95
12311	- Registered Nurse I		22.94
12312	- Registered Nurse II		28.08
12313	- Registered Nurse II, Specialist		28.08
12314	- Registered Nurse III		33.97
12315	- Registered Nurse III, Anesthetist		33.97
	- Registered Nurse IV		40.70
	- Scheduler (Drug and Alcohol Testing)		19.83
	Information And Arts Occupations		
	- Exhibits Specialist I		20.09
	- Exhibits Specialist II		24.89
	- Exhibits Specialist III		30.45
	- Illustrator I		20.09
	- Illustrator II		24.89
	- Illustrator III		30.45
	- Librarian		27.56
	- Library Aide/Clerk		15.94
	- Library Information Technology Systems		24.89
	istrator		
	- Library Technician		16.14
	- Media Specialist I		17.96
	- Media Specialist II		20.09
13063	- Media Specialist III		22.40
	- Photographer I		16.19
13072	- Photographer II		18.70
13073	- Photographer III		22.40
	- Photographer IV		27.38
13075	- Photographer V		33.23
	- Video Teleconference Technician		17.96
	Information Technology Occupations		
	- Computer Operator I		15.55
	- Computer Operator II		19.13
	- Computer Operator III		20.49
	- Computer Operator IV		26.16
	- Computer Operator V		27.62
	- Computer Programmer I	(200, 1)	25.00
	- Computer Programmer II	(see 1)	
	- Computer Programmer III	(see 1)	
	- Computer Programmer IV	(see 1)	
	- Computer Systems Analyst I	(see 1)	
	- Computer Systems Analyst II	(see 1)	
	- Computer Systems Analyst III	(see 1)	
	- Peripheral Equipment Operator		15.55
	- Personal Computer Support Technician		26.16
	Instructional Occupations		
15010	- Aircrew Training Devices Instructor (Non-Rated)		29.35

36.76 30.38 30.52 36.76 22.01 18.91 23.11 17.16 17.16 8.30 8.30 10.44 8.30
30.52 36.76 22.01 18.91 23.11 17.16 17.16 8.30 8.30 10.44 8.30
36.76 22.01 18.91 23.11 17.16 17.16 8.30 8.30 10.44 8.30
22.01 18.91 23.11 17.16 17.16 8.30 8.30 10.44 8.30
18.91 23.11 17.16 17.16 8.30 8.30 10.44 8.30
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29.82 14.82 19.18 19.18 10.48 10.87 14.82 12.98 12.98 12.06 16.35
29.82 14.82 19.18 19.18 10.48 10.87 14.82 12.98 12.98 12.06 16.35 14.82 14.82
29.82 14.82 19.18 19.18 10.48 10.87 14.82 12.98 12.98 12.06 16.35 14.82 14.82 14.82 20.61
29.82 14.82 19.18 19.18 10.48 10.87 14.82 12.98 12.98 12.06 16.35 14.82 14.82 14.82 20.61 22.24
29.82 14.82 19.18 19.18 10.48 10.87 14.82 12.98 12.98 12.06 16.35 14.82 14.82 14.82 20.61 22.24 23.35
29.82 14.82 19.18 19.18 10.48 10.87 14.82 12.98 12.98 12.06 16.35 14.82 14.82 14.82 20.61 22.24 23.35 24.52
29.82 14.82 19.18 19.18 10.48 10.87 14.82 12.98 12.98 12.06 16.35 14.82 14.82 14.82 20.61 22.24 23.35 24.52 17.44
29.82 14.82 19.18 19.18 10.48 10.87 14.82 12.98 12.98 12.06 16.35 14.82 14.82 20.61 22.24 23.35 24.52 17.44 19.32
29.82 14.82 19.18 19.18 10.48 10.87 14.82 12.98 12.98 12.06 16.35 14.82 14.82 20.61 22.24 23.35 24.52 17.44 19.32 19.34
29.82 14.82 19.18 19.18 10.48 10.87 14.82 12.98 12.98 12.06 16.35 14.82 14.82 14.82 20.61 22.24 23.35 24.52 17.44 19.32 19.34 20.27
29.82 14.82 19.18 19.18 10.48 10.87 14.82 12.98 12.98 12.06 16.35 14.82 14.82 20.61 22.24 23.35 24.52 17.44 19.32 19.34
29.82 14.82 19.18 19.18 10.48 10.87 14.82 12.98 12.98 12.06 16.35 14.82 14.82 14.82 20.61 22.24 23.35 24.52 17.44 19.32 19.34 20.27
29.82 14.82 19.18 19.18 10.48 10.87 14.82 12.98 12.98 12.06 16.35 14.82 14.82 14.82 20.61 22.24 23.35 24.52 17.44 19.32 19.34 20.27 18.04
29.82 14.82 19.18 19.18 10.48 10.87 14.82 12.98 12.98 12.06 16.35 14.82 14.82 14.82 20.61 22.24 23.35 24.52 17.44 19.32 19.34 20.27 18.04 14.66
29.82 14.82 19.18 19.18 10.48 10.87 14.82 12.98 12.98 12.06 16.35 14.82 14.82 14.82 20.61 22.24 23.35 24.52 17.44 19.32 19.34 20.27 18.04 14.66 19.76
29.82 14.82 19.18 19.18 10.48 10.87 14.82 12.98 12.98 12.06 16.35 14.82 14.82 14.82 20.61 22.24 23.35 24.52 17.44 19.32 19.34 20.27 18.04 14.66 19.76 17.56
29.82 14.82 19.18 19.18 10.48 10.87 14.82 12.98 12.98 12.06 16.35 14.82 14.82 14.82 20.61 22.24 23.35 24.52 17.44 19.32 19.34 20.27 18.04 14.66 19.76 17.56 17.29 23.21
29.82 14.82 19.18 19.18 10.48 10.87 14.82 12.98 12.98 12.06 16.35 14.82 14.82 14.82 20.61 22.24 23.35 24.52 17.44 19.32 19.34 20.27 18.04 14.66 19.76 17.56 17.29 23.21 19.44
29.82 14.82 19.18 19.18 10.48 10.87 14.82 12.98 12.06 16.35 14.82 17.44 19.32 19.34 20.27 18.04 14.66 19.76 17.56 17.29 23.21 19.44 25.55
29.82 14.82 19.18 19.18 10.48 10.87 14.82 12.98 12.98 12.06 16.35 14.82 14.82 14.82 14.82 20.61 22.24 23.35 24.52 17.44 19.32 19.34 20.27 18.04 14.66 19.76 17.56 17.29 23.21 19.44 25.55 26.62
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$\begin{array}{c} 29.82\\ 14.82\\ 19.18\\ 19.18\\ 10.48\\ 10.87\\ 14.82\\ 12.98\\ 12.98\\ 12.06\\ 16.35\\ 14.82\\ 14$
$\begin{array}{c} 29.82\\ 14.82\\ 19.18\\ 19.18\\ 10.48\\ 10.87\\ 14.82\\ 12.98\\ 12.98\\ 12.98\\ 12.06\\ 16.35\\ 14.82\\ 15.55\\ 26.62\\ 16.54\\ 18.79\\ 15.72\\ \end{array}$
$\begin{array}{c} 29.82\\ 14.82\\ 19.18\\ 19.18\\ 10.48\\ 10.87\\ 14.82\\ 12.98\\ 12.98\\ 12.98\\ 12.06\\ 16.35\\ 14.82\\ 14$
$\begin{array}{c} 29.82\\ 14.82\\ 19.18\\ 19.18\\ 10.48\\ 10.87\\ 14.82\\ 12.98\\ 12.98\\ 12.98\\ 12.06\\ 16.35\\ 14.82\\ 15.55\\ 26.62\\ 16.54\\ 18.79\\ 15.72\\ \end{array}$

23380 - Ground Support Equipment Mechanic	22.24
23381 - Ground Support Equipment Servicer	19.34
23382 - Ground Support Equipment Worker	20.27
23391 - Gunsmith I	15.48
23392 - Gunsmith II	17.06
23393 - Gunsmith III	18.83
23410 - Heating, Ventilation And Air-Conditioning	18.38
Mechanic	
23411 - Heating, Ventilation And Air Contditioning	19.30
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	20.43
23440 - Heavy Equipment Operator	17.87
23460 - Instrument Mechanic	22.82
23465 - Laboratory/Shelter Mechanic	17.99
23470 - Laborer	11.36
23510 - Locksmith	18.04
23530 - Machinery Maintenance Mechanic	23.32
23550 - Machinist, Maintenance	18.59
23580 - Maintenance Trades Helper	14.41
23591 - Metrology Technician I	22.82
23592 - Metrology Technician II	23.80
23593 - Metrology Technician III	24.74
23640 - Millwright	20.67
23710 - Office Appliance Repairer	22.90
23760 - Painter, Maintenance	17.56
23790 - Pipefitter, Maintenance	19.29
23810 - Plumber, Maintenance	18.43
23820 - Pneudraulic Systems Mechanic	18.83
23850 - Rigger	18.83
23870 - Scale Mechanic	17.29
23890 - Sheet-Metal Worker, Maintenance	18.81
23910 - Small Engine Mechanic	17.06
23931 - Telecommunications Mechanic I	18.89
23932 - Telecommunications Mechanic II	20.87
23950 - Telephone Lineman	19.60
23960 - Welder, Combination, Maintenance	18.38
23965 - Well Driller	18.83
23970 - Woodcraft Worker	18.83
23980 - Woodworker	16.43
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.56
24580 - Child Care Center Clerk	10.68
24610 - Chore Aide	10.19
24620 - Family Readiness And Support Services	12.61
Coordinator	
24630 - Homemaker	13.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.75
25040 - Sewage Plant Operator	19.88
25070 - Stationary Engineer	20.75
25190 - Ventilation Equipment Tender	14.85
25210 - Water Treatment Plant Operator	19.88
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.83
27007 - Baggage Inspector	10.85
27008 - Corrections Officer	15.28
27010 - Court Security Officer	16.82
27030 - Detection Dog Handler	13.55
27040 - Detention Officer	15.28
27070 - Firefighter	16.82
27101 - Guard I	10.85
27102 - Guard II	13.55
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	- Police Officer I		18.64
	- Police Officer II		20.71
	Recreation Occupations		10.11
	- Carnival Equipment Operator		10.11
	- Carnival Equipment Repairer - Carnival Equpment Worker		8.38
	- Gate Attendant/Gate Tender		0.30
	- Lifeguard		12.21
	- Park Attendant (Aide)		15.73
	- Recreation Aide/Health Facility Attendant		11.48
	- Recreation Specialist		17.94
	- Sports Official		12.53
	- Swimming Pool Operator		15.65
	Stevedoring/Longshoremen Occupational Services		10.00
	- Blocker And Bracer		17.70
	- Hatch Tender		17.70
	- Line Handler		17.70
29041	- Stevedore I		16.90
29042	- Stevedore II		18.56
30000 -	Technical Occupations		
	- Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
	- Air Traffic Control Specialist, Station (HFO)		24.66
	- Air Traffic Control Specialist, Terminal (HFO)		27.16
	- Archeological Technician I		18.60
30022	- Archeological Technician II		20.81
30023	- Archeological Technician III		25.48
30030	- Cartographic Technician		25.48
30040	- Civil Engineering Technician		22.83
30061	- Drafter/CAD Operator I		18.60
30062	- Drafter/CAD Operator II		20.81
	- Drafter/CAD Operator III		23.21
	- Drafter/CAD Operator IV		28.55
	- Engineering Technician I		15.98
	- Engineering Technician II		18.00
	- Engineering Technician III		21.00
	- Engineering Technician IV		28.62
	- Engineering Technician V		33.81
	- Engineering Technician VI		40.89
	- Environmental Technician		25.48
	- Laboratory Technician - Mathematical Technician		18.92 25.48
	- Paralegal/Legal Assistant I		18.54
	- Paralegal/Legal Assistant II		22.98
	- Paralegal/Legal Assistant III		28.11
	- Paralegal/Legal Assistant IV		34.01
	- Photo-Optics Technician		25.48
	- Technical Writer I		21.30
	- Technical Writer II		26.06
	- Technical Writer III		31.52
	- Unexploded Ordnance (UXO) Technician I		22.74
	- Unexploded Ordnance (UXO) Technician II		27.51
	- Unexploded Ordnance (UXO) Technician III		32.97
	- Unexploded (UXO) Safety Escort		22.74
	- Unexploded (UXO) Sweep Personnel		22.74
		(see 3)	23.21
	ce Programs		
	- Weather Observer, Senior	(see 3)	25.48
31000 -	Transportation/Mobile Equipment Operation Occupat	cions	
	- Bus Aide		10.71
	- Bus Driver		13.94
	- Driver Courier		14.96
31260	- Parking and Lot Attendant		10.11

31290	- Shuttle Bus Driver	16.25
31310	- Taxi Driver	10.90
31361	- Truckdriver, Light	16.25
31362	- Truckdriver, Medium	16.82
31363	- Truckdriver, Heavy	17.62
	- Truckdriver, Tractor-Trailer	17.62
	Miscellaneous Occupations	
	- Cashier	9.30
	- Desk Clerk	8.43
	- Embalmer	22.74
	- Laboratory Animal Caretaker I	8.61
	- Laboratory Animal Caretaker II	13.46
	- Mortician	22.65
99410	- Pest Controller	12.76
99510	- Photofinishing Worker	11.95
	- Recycling Laborer	14.15
	- Recycling Specialist	16.30
99730	- Refuse Collector	12.79
	- Sales Clerk	11.63
	- School Crossing Guard	12.71
	- Survey Party Chief	17.75
	- Surveying Aide	10.94
	- Surveying Technician	14.97
	- Vending Machine Attendant	13.90
99841	- Vending Machine Repairer	15.93
99842	- Vending Machine Repairer Helper	13.90

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds

\$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

\*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol. gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

## Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination. \*\*\*\*\*\*\*\*\*\*\* THIS WAGE DETERMINATION WAS REPLACED 01/05/2016 \*\*\*\*\*\*\*\*\*\* WD 05-2007 (Rev.-20) was first posted on www.wdol.gov on 07/14/2015 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION By direction of the Secretary of Labor | WASHINGTON D.C. 20210 | Wage Determination No.: 2005-2007 Daniel W. Simms Division of Revision No.: 20 Wage Determinations| Director Date Of Revision: 07/08/2015

Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Alabama, Tennessee

Area: Alabama Counties of Colbert, Franklin, Jackson, Lauderdale, Lawrence, Limestone, Madison, Marion, Marshall, Morgan, Winston Tennessee Counties of Giles, Lawrence, Lincoln, Moore, Wayne

**Fringe Benefits Required Follow the Occupational Listing**	
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	13.47
01012 - Accounting Clerk II	14.65
01013 - Accounting Clerk III	16.77
01020 - Administrative Assistant	21.27
01040 - Court Reporter	17.16
01051 - Data Entry Operator I	11.95
01052 - Data Entry Operator II	13.89
01060 - Dispatcher, Motor Vehicle	16.31
01070 - Document Preparation Clerk	12.47
01090 - Duplicating Machine Operator	12.47
01111 - General Clerk I	10.88
01112 - General Clerk II	11.87
01113 - General Clerk III	13.86
01120 - Housing Referral Assistant	19.14
01141 - Messenger Courier	10.07
01191 - Order Clerk I	12.66
01192 - Order Clerk II	15.27
01261 - Personnel Assistant (Employment) I	14.18
01262 - Personnel Assistant (Employment) II	15.86
01263 - Personnel Assistant (Employment) III	17.70
01270 - Production Control Clerk	19.18
01280 - Receptionist	11.86
01290 - Rental Clerk	12.97
01300 - Scheduler, Maintenance	15.32
01311 - Secretary I	15.32
01312 - Secretary II	17.16
01313 - Secretary III	19.14
01320 - Service Order Dispatcher	13.83

01410	- Supply Technician	21.27
01420	- Survey Worker	16.81
	- Travel Clerk I	11.08
	- Travel Clerk II	11.72
01533	- Travel Clerk III	12.50
01611	- Word Processor I	13.12
01612	- Word Processor II	14.73
	- Word Processor III	16.48
		10.40
	Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	19.25
05010	- Automotive Electrician	18.61
	- Automotive Glass Installer	17.74
	- Automotive Worker	17.74
05110	- Mobile Equipment Servicer	16.08
05130	- Motor Equipment Metal Mechanic	19.47
	- Motor Equipment Metal Worker	17.74
	- Motor Vehicle Mechanic	17.78
	- Motor Vehicle Mechanic Helper	13.93
05250	- Motor Vehicle Upholstery Worker	16.93
05280	- Motor Vehicle Wrecker	17.74
05310	- Painter, Automotive	17.00
	- Radiator Repair Specialist	17.74
	- Tire Repairer	12.75
05400	- Transmission Repair Specialist	19.47
07000 -	Food Preparation And Service Occupations	
	- Baker	11.24
	- Cook I	9.14
07042	- Cook II	10.27
07070	- Dishwasher	7.82
07130	- Food Service Worker	8.09
	- Meat Cutter	14.21
	- Waiter/Waitress	7.90
09000 -	Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	17.56
	- Furniture Handler	13.94
	- Furniture Refinisher	17.56
	- Furniture Refinisher Helper	14.41
09110	- Furniture Repairer, Minor	15.98
09130	- Upholsterer	17.56
	General Services And Support Occupations	
		10 20
	- Cleaner, Vehicles	10.28
	- Elevator Operator	10.02
11090	- Gardener	12.11
11122	- Housekeeping Aide	10.02
	- Janitor	10.02
	- Laborer, Grounds Maintenance	10.00
11240	- Maid or Houseman	8.67
11260	- Pruner	9.28
11270	- Tractor Operator	12.08
	- Trail Maintenance Worker	10.00
	- Window Cleaner	10.97
12000 -	Health Occupations	
	- Ambulance Driver	15.85
	- Breath Alcohol Technician	16.00
		21.95
	- Certified Occupational Therapist Assistant	
	- Certified Physical Therapist Assistant	21.95
12020	- Dental Assistant	16.00
12025	- Dental Hygienist	22.48
	- EKG Technician	23.45
	- Electroneurodiagnostic Technologist	23.45
12040	- Electroneurodiagnostic Technologist - Emergency Medical Technician	23.45 15.85
12040	- Electroneurodiagnostic Technologist	23.45

12072	- Licensed Practical Nurse II		16.00
12073	- Licensed Practical Nurse III		17.84
12100	- Medical Assistant		11.87
	- Medical Laboratory Technician		14.07
	- Medical Record Clerk		12.41
	- Medical Record Technician		14.96
	- Medical Transcriptionist		13.59
	- Nuclear Medicine Technologist		30.65
	- Nuclear Medicine recimologist - Nursing Assistant I		9.43
			10.61
	- Nursing Assistant II		
	- Nursing Assistant III		11.57
	- Nursing Assistant IV		12.99
	- Optical Dispenser		15.05
	- Optical Technician		12.56
	- Pharmacy Technician		13.36
	- Phlebotomist		12.99
	- Radiologic Technologist		23.95
12311	- Registered Nurse I		22.94
12312	- Registered Nurse II		28.08
12313	- Registered Nurse II, Specialist		28.08
12314	- Registered Nurse III		33.97
12315	- Registered Nurse III, Anesthetist		33.97
	- Registered Nurse IV		40.70
	- Scheduler (Drug and Alcohol Testing)		19.83
	Information And Arts Occupations		
	- Exhibits Specialist I		20.09
	- Exhibits Specialist II		24.89
	- Exhibits Specialist III		30.45
	- Illustrator I		20.09
	- Illustrator II		24.89
	- Illustrator III		30.45
	- Librarian		27.56
	- Library Aide/Clerk		15.94
	- Library Information Technology Systems		24.89
	istrator		
	- Library Technician		16.14
	- Media Specialist I		17.96
	- Media Specialist II		20.09
13063	- Media Specialist III		22.40
	- Photographer I		16.19
13072	- Photographer II		18.70
13073	- Photographer III		22.40
	- Photographer IV		27.38
13075	- Photographer V		33.23
	- Video Teleconference Technician		17.96
	Information Technology Occupations		
	- Computer Operator I		15.55
	- Computer Operator II		19.13
	- Computer Operator III		20.49
	- Computer Operator IV		26.16
	- Computer Operator V		27.62
	- Computer Programmer I	(200, 1)	25.00
	- Computer Programmer II	(see 1)	
	- Computer Programmer III	(see 1)	
	- Computer Programmer IV	(see 1)	
	- Computer Systems Analyst I	(see 1)	
	- Computer Systems Analyst II	(see 1)	
	- Computer Systems Analyst III	(see 1)	
	- Peripheral Equipment Operator		15.55
	- Personal Computer Support Technician		26.16
	Instructional Occupations		
15010	- Aircrew Training Devices Instructor (Non-Rated)		29.35

15020	- Aircrew Training Devices Instructor (Rated)	35.52
15030	- Air Crew Training Devices Instructor (Pilot)	36.76
15050	- Computer Based Training Specialist / Instructor	30.38
15060	- Educational Technologist	30.52
	- Flight Instructor (Pilot)	36.76
	- Graphic Artist	22.01
	- Technical Instructor	18.91
		23.11
	- Technical Instructor/Course Developer	
	- Test Proctor	17.16
	- Tutor	17.16
	Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	8.30
	- Counter Attendant	8.30
16040	- Dry Cleaner	10.44
16070	- Finisher, Flatwork, Machine	8.30
	- Presser, Hand	8.30
	- Presser, Machine, Drycleaning	8.30
	- Presser, Machine, Shirts	8.30
	- Presser, Machine, Wearing Apparel, Laundry	8.30
	- Sewing Machine Operator	11.03
	- Tailor	11.64
	- Washer, Machine	9.00
	Machine Tool Operation And Repair Occupations	
	- Machine-Tool Operator (Tool Room)	24.44
19040	- Tool And Die Maker	29.82
21000 -	Materials Handling And Packing Occupations	
21020	- Forklift Operator	14.82
21030	- Material Coordinator	19.18
	- Material Expediter	19.18
	- Material Handling Laborer	10.48
	- Order Filler	10.10
		14.82
	- Production Line Worker (Food Processing)	
	- Shipping Packer	12.98
	- Shipping/Receiving Clerk	12.98
	- Store Worker I	12.06
	- Stock Clerk	16.35
21210	- Tools And Parts Attendant	14.82
21410	- Warehouse Specialist	14.82
23000 -	Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	20.61
	- Aircraft Mechanic I	22.24
	- Aircraft Mechanic II	23.35
	- Aircraft Mechanic III	24.52
		17.44
	- Aircraft Mechanic Helper	
	- Aircraft, Painter	19.32
	- Aircraft Servicer	19.34
	- Aircraft Worker	20.27
	- Appliance Mechanic	18.04
23120	- Bicycle Repairer	14.66
23125	- Cable Splicer	19.76
23130	- Carpenter, Maintenance	17.56
	- Carpet Layer	17.29
	- Electrician, Maintenance	23.21
	- Electronics Technician Maintenance I	19.44
	- Electronics Technician Maintenance II	25.55
	- Electronics Technician Maintenance II	
		26.62
	- Fabric Worker	16.54
	- Fire Alarm System Mechanic	18.79
	- Fire Extinguisher Repairer	15.72
	- Fuel Distribution System Mechanic	18.79
23312	- Fuel Distribution System Operator	16.80
23370	- General Maintenance Worker	16.43

23380 - Ground Support Equipment Mechanic	22.24
23381 - Ground Support Equipment Servicer	19.34
23382 - Ground Support Equipment Worker	20.27
23391 - Gunsmith I	15.48
23392 - Gunsmith II	17.06
23393 - Gunsmith III	18.83
23410 - Heating, Ventilation And Air-Conditioning	18.38
Mechanic	
23411 - Heating, Ventilation And Air Contditioning	19.30
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	20.43
23440 - Heavy Equipment Operator	17.87
23460 - Instrument Mechanic	22.82
23465 - Laboratory/Shelter Mechanic	17.99
23470 - Laborer	11.36
23510 - Locksmith	18.04
23530 - Machinery Maintenance Mechanic	23.32
23550 - Machinist, Maintenance	18.59
23580 - Maintenance Trades Helper	14.41
23591 - Metrology Technician I	22.82
23592 - Metrology Technician II	23.80
23593 - Metrology Technician III	24.74
23640 - Millwright	20.67
23710 - Office Appliance Repairer	22.90
23760 - Painter, Maintenance	17.56
23790 - Pipefitter, Maintenance	19.29
23810 - Plumber, Maintenance	19.23
23820 - Pneudraulic Systems Mechanic	18.83
23850 - Rigger	18.83
23870 - Scale Mechanic	17.29
23890 - Sheet-Metal Worker, Maintenance	18.81
23910 - Small Engine Mechanic	17.06
23931 - Telecommunications Mechanic I	18.89
23932 - Telecommunications Mechanic II	20.87
23950 - Telephone Lineman	19.60
23960 - Welder, Combination, Maintenance	18.38
23965 - Well Driller	18.83
23970 - Woodcraft Worker	18.83
23980 - Woodworker	16.43
24000 - Personal Needs Occupations	10.13
24570 - Child Care Attendant	8.56
24580 - Child Care Center Clerk	10.68
24610 - Chore Aide	10.19
24620 - Family Readiness And Support Services	12.61
Coordinator	
24630 - Homemaker	13.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.75
25040 - Sewage Plant Operator	19.88
25070 - Stationary Engineer	20.75
25190 - Ventilation Equipment Tender	14.85
25210 - Water Treatment Plant Operator	19.88
	19.00
27000 - Protective Service Occupations	12.02
27004 - Alarm Monitor	13.83
27007 - Baggage Inspector	10.85
27008 - Corrections Officer	15.28
27010 - Court Security Officer	16.82
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27101 - Guard I	10.85
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	- Police Officer I		18.64
	- Police Officer II		20.71
	Recreation Occupations		10.11
	- Carnival Equipment Operator		10.11
	- Carnival Equipment Repairer - Carnival Equpment Worker		8.38
	- Gate Attendant/Gate Tender		0.30
	- Lifeguard		12.21
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	- Air Traffic Control Specialist, Terminal (HFO)		27.16
	- Archeological Technician I		18.60
30022	- Archeological Technician II		20.81
30023	- Archeological Technician III		25.48
30030	- Cartographic Technician		25.48
30040	- Civil Engineering Technician		22.83
30061	- Drafter/CAD Operator I		18.60
30062	- Drafter/CAD Operator II		20.81
	- Drafter/CAD Operator III		23.21
	- Drafter/CAD Operator IV		28.55
	- Engineering Technician I		15.98
	- Engineering Technician II		18.00
	- Engineering Technician III		21.00
	- Engineering Technician IV		28.62
	- Engineering Technician V		33.81
	- Engineering Technician VI		40.89
	- Environmental Technician		25.48
	- Laboratory Technician - Mathematical Technician		18.92 25.48
	- Paralegal/Legal Assistant I		18.54
	- Paralegal/Legal Assistant II		22.98
	- Paralegal/Legal Assistant III		28.11
	- Paralegal/Legal Assistant IV		34.01
	- Photo-Optics Technician		25.48
	- Technical Writer I		21.30
	- Technical Writer II		26.06
	- Technical Writer III		31.52
	- Unexploded Ordnance (UXO) Technician I		22.74
	- Unexploded Ordnance (UXO) Technician II		27.51
	- Unexploded Ordnance (UXO) Technician III		32.97
	- Unexploded (UXO) Safety Escort		22.74
	- Unexploded (UXO) Sweep Personnel		22.74
		(see 3)	23.21
	ce Programs		
	- Weather Observer, Senior	(see 3)	25.48
31000 -	Transportation/Mobile Equipment Operation Occupat	cions	
	- Bus Aide		10.71
	- Bus Driver		13.94
	- Driver Courier		14.96
31260	- Parking and Lot Attendant		10.11

31290	- Shuttle Bus Driver	16.25
31310	- Taxi Driver	10.90
31361	- Truckdriver, Light	16.25
31362	- Truckdriver, Medium	16.82
31363	- Truckdriver, Heavy	17.62
	- Truckdriver, Tractor-Trailer	17.62
	Miscellaneous Occupations	
	- Cashier	9.30
	- Desk Clerk	8.43
	- Embalmer	22.74
	- Laboratory Animal Caretaker I	8.61
	- Laboratory Animal Caretaker II	13.46
	- Mortician	22.65
99410	- Pest Controller	12.76
99510	- Photofinishing Worker	11.95
	- Recycling Laborer	14.15
	- Recycling Specialist	16.30
99730	- Refuse Collector	12.79
	- Sales Clerk	11.63
	- School Crossing Guard	12.71
	- Survey Party Chief	17.75
	- Surveying Aide	10.94
	- Surveying Technician	14.97
	- Vending Machine Attendant	13.90
99841	- Vending Machine Repairer	15.93
99842	- Vending Machine Repairer Helper	13.90

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds

\$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

\*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol. gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

## Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

State: Mississippi

Area: Mississippi Counties of George, Hancock, Harrison, Jackson, Pearl River, Stone

**Fringe Benefits Required Follow the Occupational Listing** OCCUPATION CODE - TITLE FOOTNOTE	RATE
	RATE
01000 - Administrative Support And Clerical Occupations 01011 - Accounting Clerk I	12.39
01012 - Accounting Clerk II	15.08
01012 - Accounting Clerk III	16.77
01020 - Administrative Assistant	18.76
01040 - Court Reporter	14.61
01051 - Data Entry Operator I	10.76
01052 - Data Entry Operator II	12.08
01060 - Dispatcher, Motor Vehicle	15.59
01070 - Document Preparation Clerk	11.31
01090 - Duplicating Machine Operator	11.31
01111 - General Clerk I	11.03
01112 - General Clerk II	12.04
01113 - General Clerk III	13.67
01120 - Housing Referral Assistant	16.29
01141 - Messenger Courier	9.56
01191 - Order Člerk I	12.09
01192 - Order Clerk II	14.67
01261 - Personnel Assistant (Employment) I	13.54
01262 - Personnel Assistant (Employment) II	15.14
01263 - Personnel Assistant (Employment) III	16.89
01270 - Production Control Clerk	18.74
01280 - Receptionist	11.19
01290 - Rental Clerk	10.82
01300 - Scheduler, Maintenance	13.06
01311 - Secretary I	13.06
01312 - Secretary II	14.61
01313 - Secretary III	16.29
01320 - Service Order Dispatcher	12.47
01410 - Supply Technician	18.10
01420 - Survey Worker	13.80
01531 - Travel Clerk I	11.65
01532 - Travel Clerk II	12.37
01533 - Travel Clerk III	12.97
01611 - Word Processor I	13.29
01612 - Word Processor II	14.92
01613 - Word Processor III	16.69
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.73
05010 - Automotive Electrician	17.59

0 - 0 4 0		1.6.00
	- Automotive Glass Installer	16.90
05070	- Automotive Worker	16.90
05110	- Mobile Equipment Servicer	15.49
05130	- Motor Equipment Metal Mechanic	18.27
	- Motor Equipment Metal Worker	16.90
	- Motor Vehicle Mechanic	19.39
	- Motor Vehicle Mechanic Helper	14.84
	- Motor Vehicle Upholstery Worker	16.20
	- Motor Vehicle Wrecker	16.90
	- Painter, Automotive	17.59
05340	- Radiator Repair Specialist	16.90
05370	- Tire Repairer	12.36
	- Transmission Repair Specialist	18.27
	Food Preparation And Service Occupations	10.11
	- Baker	11.15
	- Cook I	10.34
	- Cook II	11.28
07070	- Dishwasher	8.77
07130	- Food Service Worker	8.41
07210	- Meat Cutter	13.16
07260	- Waiter/Waitress	8.83
	Furniture Maintenance And Repair Occupations	0.00
		16.50
	- Electrostatic Spray Painter	
	- Furniture Handler	13.10
	- Furniture Refinisher	16.50
09090	- Furniture Refinisher Helper	13.94
09110	- Furniture Repairer, Minor	15.20
09130	- Upholsterer	16.50
	General Services And Support Occupations	
	- Cleaner, Vehicles	9.14
	- Elevator Operator	9.14
	- Gardener	12.62
	- Housekeeping Aide	10.53
11150	- Janitor	10.53
11210	- Laborer, Grounds Maintenance	10.96
	- Maid or Houseman	8.89
	- Pruner	10.35
	- Tractor Operator	12.20
	- Trail Maintenance Worker	
		10.96
	- Window Cleaner	11.11
12000 -	Health Occupations	
12010	- Ambulance Driver	14.53
12011	- Breath Alcohol Technician	15.99
12012	- Certified Occupational Therapist Assistant	18.30
	- Certified Physical Therapist Assistant	16.64
	- Dental Assistant	13.64
		26.82
	- Dental Hygienist	
	- EKG Technician	24.24
	- Electroneurodiagnostic Technologist	24.24
	- Emergency Medical Technician	14.53
12071	- Licensed Practical Nurse I	14.30
12072	- Licensed Practical Nurse II	15.99
12073	- Licensed Practical Nurse III	17.83
	- Medical Assistant	13.23
	- Medical Laboratory Technician	13.98
	-	
	- Medical Record Clerk	12.63
	- Medical Record Technician	14.22
	- Medical Transcriptionist	13.85
12210	- Nuclear Medicine Technologist	30.24
12221	- Nursing Assistant I	9.73
12222	- Nursing Assistant II	10.94
	- Nursing Assistant III	11.94

12235 12236	<ul> <li>Nursing Assistant IV</li> <li>Optical Dispenser</li> <li>Optical Technician</li> <li>Pharmacy Technician</li> </ul>		13.40 15.66 12.82 13.17
12280	- Phlebotomist		13.52
12305	- Radiologic Technologist		21.02
	- Registered Nurse I		22.23
	- Registered Nurse II		25.94
	- Registered Nurse II, Specialist		27.19
	- Registered Nurse III		32.89
	- Registered Nurse III, Anesthetist - Registered Nurse IV		32.89 39.42
	- Scheduler (Drug and Alcohol Testing)		19.82
	Information And Arts Occupations		10.02
	- Exhibits Specialist I		16.83
	- Exhibits Specialist II		20.86
13013	- Exhibits Specialist III		25.61
13041	- Illustrator I		16.83
	- Illustrator II		20.86
	- Illustrator III		25.61
	- Librarian		23.09
	- Library Aide/Clerk		9.77
	- Library Information Technology Systems		20.86
	istrator		10 50
	- Library Technician		12.78
	- Media Specialist I		15.05
	- Media Specialist II - Media Specialist III		16.83 18.77
	- Photographer I		12.74
	- Photographer II		14.25
	- Photographer III		17.66
	- Photographer IV		21.74
	- Photographer V		26.13
	- Video Teleconference Technician		14.62
	Information Technology Occupations		
	- Computer Operator I		14.48
	- Computer Operator II		16.20
14043	- Computer Operator III		18.76
	- Computer Operator IV		20.07
	- Computer Operator V		22.22
	- Computer Programmer I	(see 1)	20.43
	- Computer Programmer II	(see 1)	25.30
	- Computer Programmer III	(see 1)	
	- Computer Programmer IV	(see 1)	
	- Computer Systems Analyst I	(see 1)	
	- Computer Systems Analyst II	(see 1)	
	- Computer Systems Analyst III	(see 1)	14.48
	- Peripheral Equipment Operator - Personal Computer Support Technician		20.07
	Instructional Occupations		20.07
	- Aircrew Training Devices Instructor (Non-Rated)		27.76
	- Aircrew Training Devices Instructor (Rated)		33.59
	- Air Crew Training Devices Instructor (Pilot)		40.14
	- Computer Based Training Specialist / Instructor		27.76
	- Educational Technologist		34.22
15070	- Flight Instructor (Pilot)		40.14
15080	- Graphic Artist		19.42
	- Technical Instructor		19.73
	- Technical Instructor/Course Developer		22.52
	- Test Proctor		15.92
	- Tutor		15.92
T0000 -	Laundry, Dry-Cleaning, Pressing And Related Occup	ations	

16030 16040 16070 16110 16130 16160 16190 16220 16250	<ul> <li>Assembler</li> <li>Counter Attendant</li> <li>Dry Cleaner</li> <li>Finisher, Flatwork, Machine</li> <li>Presser, Hand</li> <li>Presser, Machine, Drycleaning</li> <li>Presser, Machine, Shirts</li> <li>Presser, Machine, Wearing Apparel, Laundry</li> <li>Sewing Machine Operator</li> <li>Tailor</li> <li>Washer, Machine</li> </ul>	8.97 8.97 10.38 8.97 8.97 8.97 8.97 8.97 11.00 11.65 9.36
19010 19040	Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker	18.58 21.01
21020 21030 21040 21050 21071 21080 21110 21130 21140 21210 21410 23000 - 23010 23021 23022 23023 23040	<pre>Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator - Material Expediter - Material Handling Laborer - Order Filler - Production Line Worker (Food Processing) - Shipping Packer - Shipping/Receiving Clerk - Store Worker I - Stock Clerk - Tools And Parts Attendant - Warehouse Specialist Mechanics And Maintenance And Repair Occupations - Aerospace Structural Welder - Aircraft Mechanic II - Aircraft Mechanic III - Aircraft Mechanic III - Aircraft Mechanic Helper</pre>	15.50 $18.74$ $18.74$ $11.36$ $11.80$ $15.50$ $12.52$ $12.52$ $14.79$ $16.50$ $15.50$ $15.50$ $24.47$ $23.29$ $24.47$ $25.68$ $18.92$
23060 23080 23110 23120 23125 23130 23140 23160 23181 23182 23183 23260	<ul> <li>Aircraft, Painter</li> <li>Aircraft Servicer</li> <li>Aircraft Worker</li> <li>Appliance Mechanic</li> <li>Bicycle Repairer</li> <li>Cable Splicer</li> <li>Carpenter, Maintenance</li> <li>Carpet Layer</li> <li>Electrician, Maintenance</li> <li>Electronics Technician Maintenance II</li> <li>Electronics Technician Maintenance III</li> <li>Electronics Technician Maintenance III</li> <li>Fabric Worker</li> <li>Fire Alarm System Mechanic</li> </ul>	22.06 20.66 21.56 18.58 12.36 22.88 17.95 14.76 19.75 20.75 21.51 22.25 17.20 20.09
23311 23312 23370 23380 23381 23382 23391 23392 23393 23410 Mechan 23411	- Heating, Ventilation And Air Contditioning	16.49 21.51 16.76 14.91 23.29 20.66 21.56 16.49 17.92 19.91 18.90 19.16
	nic (Research Facility) - Heavy Equipment Mechanic	18.79

23440		1 6 0 0
	- Heavy Equipment Operator	16.03
	- Instrument Mechanic	19.91
	- Laboratory/Shelter Mechanic	18.58
	- Laborer	11.36
	- Locksmith	18.22
23530	- Machinery Maintenance Mechanic	20.21
23550	- Machinist, Maintenance	18.65
23580	- Maintenance Trades Helper	15.22
	- Metrology Technician I	19.91
	- Metrology Technician II	20.59
	- Metrology Technician III	21.20
	- Millwright	19.82
		19.82
	- Office Appliance Repairer	
	- Painter, Maintenance	15.08
	- Pipefitter, Maintenance	18.47
	- Plumber, Maintenance	17.40
	- Pneudraulic Systems Mechanic	19.91
23850	- Rigger	19.91
23870	- Scale Mechanic	17.92
23890	- Sheet-Metal Worker, Maintenance	18.08
	- Small Engine Mechanic	13.96
	- Telecommunications Mechanic I	24.20
	- Telecommunications Mechanic II	27.78
	- Telephone Lineman	20.70
	- Welder, Combination, Maintenance	17.57
	- Well Driller	18.90
	- Woodcraft Worker	19.91
	- Woodworker	17.07
24000 -	Personal Needs Occupations	
24570	- Child Care Attendant	8.61
24580	- Child Care Center Clerk	11.40
24610	- Chore Aide	11.01
	- Family Readiness And Support Services	1 = 0.0
		15.82
Coord		15.82
	inator	
24630	inator - Homemaker	15.82
24630 25000 -	inator - Homemaker Plant And System Operations Occupations	12.19
24630 25000 - 25010	inator - Homemaker Plant And System Operations Occupations - Boiler Tender	12.19 19.60
24630 25000 - 25010 25040	inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator	12.19 19.60 16.13
24630 25000 - 25010 25040 25070	inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer	12.19 19.60 16.13 19.60
24630 25000 - 25010 25040 25070 25190	<ul> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> </ul>	12.19 19.60 16.13 19.60 15.23
24630 25000 - 25010 25040 25070 25190 25210	<ul> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> </ul>	12.19 19.60 16.13 19.60
24630 25000 - 25010 25040 25070 25190 25210	<ul> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> </ul>	12.19 19.60 16.13 19.60 15.23
24630 25000 - 25010 25040 25070 25190 25210 27000 -	<ul> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> </ul>	12.19 19.60 16.13 19.60 15.23
24630 25010 25010 25040 25070 25190 25210 27000 - 27004	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor</pre>	12.19 19.60 16.13 19.60 15.23 15.97
24630 25010 25040 25070 25190 25210 27000 - 27004 27007	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector</pre>	12.19 19.60 16.13 19.60 15.23 15.97 13.21 11.23
24630 25010 25040 25070 25190 25210 27000 - 27004 27007 27008	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer</pre>	12.19 19.60 16.13 19.60 15.23 15.97 13.21 11.23 12.80
24630 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer</pre>	12.19 19.60 16.13 19.60 15.23 15.97 13.21 11.23 12.80 15.40
24630 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler</pre>	12.19 19.60 16.13 19.60 15.23 15.97 13.21 11.23 12.80 15.40 15.38
24630 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer</pre>	12.19 19.60 16.13 19.60 15.23 15.97 13.21 11.23 12.80 15.40 15.38 12.80
24630 25010 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter</pre>	12.19 19.60 16.13 19.60 15.23 15.97 13.21 11.23 12.80 15.40 15.38 12.80 17.64
24630 25000 - 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27070	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I</pre>	12.19 19.60 16.13 19.60 15.23 15.97 13.21 11.23 12.80 15.40 15.38 12.80 17.64 11.23
24630 25000 - 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27070 27101 27102	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II</pre>	12.19 19.60 16.13 19.60 15.23 15.97 13.21 11.23 12.80 15.40 15.38 12.80 17.64 11.23 15.38
24630 25000 - 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27070 27101 27102 27131	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer I</pre>	12.19 19.60 16.13 19.60 15.23 15.97 13.21 11.23 12.80 15.40 15.38 12.80 17.64 11.23 15.38 15.38 15.38 15.38 15.75
24630 25000 - 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27030 27040 27070 27101 27102 27131 27132	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer II</pre>	12.19 19.60 16.13 19.60 15.23 15.97 13.21 11.23 12.80 15.40 15.38 12.80 17.64 11.23 15.38
24630 25000 - 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27030 27040 27070 27101 27102 27131 27132	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer I</pre>	12.19 19.60 16.13 19.60 15.23 15.97 13.21 11.23 12.80 15.40 15.38 12.80 17.64 11.23 15.38 15.38 15.38 15.38 15.75
24630 25000 - 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 -	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer II</pre>	12.19 19.60 16.13 19.60 15.23 15.97 13.21 11.23 12.80 15.40 15.38 12.80 17.64 11.23 15.38 15.38 15.38 15.38 15.75
24630 25000 - 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27070 27070 27101 27102 27131 27132 28000 - 28041	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard II - Guard II - Police Officer II Recreation Occupations</pre>	12.19 19.60 16.13 19.60 15.23 15.97 13.21 11.23 12.80 15.40 15.38 12.80 17.64 11.23 15.38 15.75 17.50
24630 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer II Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Repairer</pre>	12.19 19.60 16.13 19.60 15.23 15.97 13.21 11.23 12.80 15.40 15.38 12.80 17.64 11.23 15.38 15.75 17.50 11.14 12.75
24630 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer II Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Worker - Bagine Coupations - Carnival Equipment Worker</pre>	12.19 19.60 16.13 19.60 15.23 15.97 13.21 11.23 12.80 15.40 15.38 12.80 17.64 11.23 15.38 15.75 17.50 11.14 12.75 9.60
24630 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043 28210	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer II Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Worker - Gate Attendant/Gate Tender</pre>	12.19 19.60 16.13 19.60 15.23 15.97 13.21 11.23 12.80 15.40 15.38 12.80 17.64 11.23 15.38 15.75 17.50 11.14 12.75 9.60 14.28
24630 25010 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043 28210 28310	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Corrections Officer - Detection Dog Handler - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer II Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Worker - Gate Attendant/Gate Tender - Lifeguard</pre>	12.19 19.60 16.13 19.60 15.23 15.97 13.21 11.23 12.80 15.40 15.38 12.80 17.64 11.23 15.38 15.75 17.50 11.14 12.75 9.60 14.28 12.19
24630 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043 28210 28310 28350	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Detection Dofficer - Detection Officer - Detention Officer - Firefighter - Guard I - Guard II - Police Officer II Recreation Occupations - Carnival Equipment Repairer - Carnival Equipment Worker - Gate Attendant/Gate Tender - Lifeguard - Park Attendant (Aide)</pre>	12.19 19.60 16.13 19.60 15.23 15.97 13.21 11.23 12.80 15.40 15.38 12.80 17.64 11.23 15.38 15.75 17.50 11.14 12.75 9.60 14.28 12.19 15.97
24630 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043 28210 28310 28350 28510	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Corrections Officer - Detection Dog Handler - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer II Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Worker - Gate Attendant/Gate Tender - Lifeguard</pre>	12.19 19.60 16.13 19.60 15.23 15.97 13.21 11.23 12.80 15.40 15.38 12.80 17.64 11.23 15.38 15.75 17.50 11.14 12.75 9.60 14.28 12.19

28690	- Sports Official - Swimming Pool Operator			2.72 7.32
	Stevedoring/Longshoremen Occupational Services - Blocker And Bracer		20	).56
	- Hatch Tender			9.81
29030	- Line Handler			9.81
	- Stevedore I			9.70
	- Stevedore II		21	L.36
	Technical Occupations	(200	2) 25	5.77
	<ul><li>Air Traffic Control Specialist, Center (HFO)</li><li>Air Traffic Control Specialist, Station (HFO)</li></ul>			1.66
	- Air Traffic Control Specialist, Terminal (HFO)			7.16
	- Archeological Technician I			7.91
	- Archeological Technician II			0.08
	- Archeological Technician III			1.82
	- Cartographic Technician			5.10
	- Civil Engineering Technician - Drafter/CAD Operator I			3.35
	- Drafter/CAD Operator II			L.06
	- Drafter/CAD Operator III			3.45
	- Drafter/CAD Operator IV			3.86
	- Engineering Technician I			5.25
30082	- Engineering Technician II			3.24
	- Engineering Technician III			).44
	- Engineering Technician IV			5.28
	- Engineering Technician V			L.68
	- Engineering Technician VI			7.41
	- Environmental Technician - Laboratory Technician			3.70 3.70
	- Mathematical Technician			5.12
	- Paralegal/Legal Assistant I			5.77
	- Paralegal/Legal Assistant II			9.54
	- Paralegal/Legal Assistant III		23	3.91
	- Paralegal/Legal Assistant IV			3.92
	- Photo-Optics Technician			5.12
	- Technical Writer I			1.33
	- Technical Writer II - Technical Writer III			7.26
	- Unexploded Ordnance (UXO) Technician I			2.98
	- Unexploded Ordnance (UXO) Technician II			7.51
	- Unexploded Ordnance (UXO) Technician III			2.97
	- Unexploded (UXO) Safety Escort			2.74
30495	- Unexploded (UXO) Sweep Personnel		22	2.74
		(see	2) 23	3.45
	ce Programs	,	o.)	- 10
	- Weather Observer, Senior Transportation/Mobile Equipment Operation Occupat	(see	2) 25	5.12
	- Bus Aide	10115	c	9.59
	- Bus Driver			1.48
	- Driver Courier			2.79
31260	- Parking and Lot Attendant		8	3.66
	- Shuttle Bus Driver			3.37
	- Taxi Driver			).09
	- Truckdriver, Light			3.37
	- Truckdriver, Medium - Truckdriver, Heavy			5.35
	- Truckdriver, Heavy - Truckdriver, Tractor-Trailer			3.33
	Miscellaneous Occupations		IC	• • • • •
	- Cashier		8	3.64
	- Desk Clerk			9.43
	- Embalmer			2.74
99251	- Laboratory Animal Caretaker I		13	3.56

99252 - Laboratory Animal Caretaker II	13.95
99310 - Mortician	22.74
99410 - Pest Controller	12.79
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	14.77
99711 - Recycling Specialist	16.34
99730 - Refuse Collector	13.46
99810 - Sales Clerk	11.54
99820 - School Crossing Guard	13.99
99830 - Survey Party Chief	16.49
99831 - Surveying Aide	10.91
99832 - Surveying Technician	14.98
99840 - Vending Machine Attendant	13.25
99841 - Vending Machine Repairer	15.07
99842 - Vending Machine Repairer Helper	12.35

HEALTH & WELFARE: \$3.81 per hour or \$152.40 per week or \$660.40 per month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

## THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of: (1) The application of systems analysis techniques and procedures, including

consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

\*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

State: Mississippi

Area: Mississippi Counties of George, Hancock, Harrison, Jackson, Pearl River, Stone

**Fringe Benefits Required Follow the Occupational Listing** OCCUPATION CODE - TITLE FOOTNOTE	RATE
	RATE
01000 - Administrative Support And Clerical Occupations 01011 - Accounting Clerk I	12.39
01012 - Accounting Clerk II	15.08
01012 - Accounting Clerk III	16.77
01020 - Administrative Assistant	18.76
01040 - Court Reporter	14.61
01051 - Data Entry Operator I	10.76
01052 - Data Entry Operator II	12.08
01060 - Dispatcher, Motor Vehicle	15.59
01070 - Document Preparation Clerk	11.31
01090 - Duplicating Machine Operator	11.31
01111 - General Clerk I	11.03
01112 - General Clerk II	12.04
01113 - General Clerk III	13.67
01120 - Housing Referral Assistant	16.29
01141 - Messenger Courier	9.56
01191 - Order Člerk I	12.09
01192 - Order Clerk II	14.67
01261 - Personnel Assistant (Employment) I	13.54
01262 - Personnel Assistant (Employment) II	15.14
01263 - Personnel Assistant (Employment) III	16.89
01270 - Production Control Clerk	18.74
01280 - Receptionist	11.19
01290 - Rental Clerk	10.82
01300 - Scheduler, Maintenance	13.06
01311 - Secretary I	13.06
01312 - Secretary II	14.61
01313 - Secretary III	16.29
01320 - Service Order Dispatcher	12.47
01410 - Supply Technician	18.10
01420 - Survey Worker	13.80
01531 - Travel Clerk I	11.65
01532 - Travel Clerk II	12.37
01533 - Travel Clerk III	12.97
01611 - Word Processor I	13.29
01612 - Word Processor II	14.92
01613 - Word Processor III	16.69
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.73
05010 - Automotive Electrician	17.59

0 - 0 4 0		1.6.00
	- Automotive Glass Installer	16.90
05070	- Automotive Worker	16.90
05110	- Mobile Equipment Servicer	15.49
05130	- Motor Equipment Metal Mechanic	18.27
	- Motor Equipment Metal Worker	16.90
	- Motor Vehicle Mechanic	19.39
	- Motor Vehicle Mechanic Helper	14.84
	- Motor Vehicle Upholstery Worker	16.20
	- Motor Vehicle Wrecker	16.90
	- Painter, Automotive	17.59
05340	- Radiator Repair Specialist	16.90
05370	- Tire Repairer	12.36
	- Transmission Repair Specialist	18.27
	Food Preparation And Service Occupations	10.11
	- Baker	11.15
	- Cook I	10.34
	- Cook II	11.28
07070	- Dishwasher	8.77
07130	- Food Service Worker	8.41
07210	- Meat Cutter	13.16
07260	- Waiter/Waitress	8.83
	Furniture Maintenance And Repair Occupations	0.00
		16.50
	- Electrostatic Spray Painter	
	- Furniture Handler	13.10
	- Furniture Refinisher	16.50
09090	- Furniture Refinisher Helper	13.94
09110	- Furniture Repairer, Minor	15.20
09130	- Upholsterer	16.50
	General Services And Support Occupations	
	- Cleaner, Vehicles	9.14
	- Elevator Operator	9.14
	- Gardener	12.62
	- Housekeeping Aide	10.53
11150	- Janitor	10.53
11210	- Laborer, Grounds Maintenance	10.96
	- Maid or Houseman	8.89
	- Pruner	10.35
	- Tractor Operator	12.20
	- Trail Maintenance Worker	
		10.96
	- Window Cleaner	11.11
12000 -	Health Occupations	
12010	- Ambulance Driver	14.53
12011	- Breath Alcohol Technician	15.99
12012	- Certified Occupational Therapist Assistant	18.30
	- Certified Physical Therapist Assistant	16.64
	- Dental Assistant	13.64
		26.82
	- Dental Hygienist	
	- EKG Technician	24.24
	- Electroneurodiagnostic Technologist	24.24
	- Emergency Medical Technician	14.53
12071	- Licensed Practical Nurse I	14.30
12072	- Licensed Practical Nurse II	15.99
12073	- Licensed Practical Nurse III	17.83
	- Medical Assistant	13.23
	- Medical Laboratory Technician	13.98
	- Medical Record Clerk	12.63
	- Medical Record Technician	14.22
	- Medical Transcriptionist	13.85
12210	- Nuclear Medicine Technologist	30.24
12221	- Nursing Assistant I	9.73
12222	- Nursing Assistant II	10.94
	- Nursing Assistant III	11.94

12235 12236	<ul> <li>Nursing Assistant IV</li> <li>Optical Dispenser</li> <li>Optical Technician</li> <li>Pharmacy Technician</li> </ul>		13.40 15.66 12.82 13.17
12280	- Phlebotomist		13.52
12305	- Radiologic Technologist		21.02
	- Registered Nurse I		22.23
	- Registered Nurse II		25.94
	- Registered Nurse II, Specialist		27.19
	- Registered Nurse III		32.89
	- Registered Nurse III, Anesthetist - Registered Nurse IV		32.89 39.42
	- Scheduler (Drug and Alcohol Testing)		19.82
	Information And Arts Occupations		10.02
	- Exhibits Specialist I		16.83
	- Exhibits Specialist II		20.86
13013	- Exhibits Specialist III		25.61
13041	- Illustrator I		16.83
	- Illustrator II		20.86
	- Illustrator III		25.61
	- Librarian		23.09
	- Library Aide/Clerk		9.77
	- Library Information Technology Systems		20.86
	istrator		10 50
	- Library Technician		12.78
	- Media Specialist I		15.05
	- Media Specialist II - Media Specialist III		16.83 18.77
	- Photographer I		12.74
	- Photographer II		14.25
	- Photographer III		17.66
	- Photographer IV		21.74
	- Photographer V		26.13
	- Video Teleconference Technician		14.62
	Information Technology Occupations		
	- Computer Operator I		14.48
	- Computer Operator II		16.20
14043	- Computer Operator III		18.76
	- Computer Operator IV		20.07
	- Computer Operator V		22.22
	- Computer Programmer I	(see 1)	20.43
	- Computer Programmer II	(see 1)	25.30
	- Computer Programmer III	(see 1)	
	- Computer Programmer IV	(see 1)	
	- Computer Systems Analyst I	(see 1)	
	- Computer Systems Analyst II	(see 1)	
	- Computer Systems Analyst III	(see 1)	14.48
	- Peripheral Equipment Operator - Personal Computer Support Technician		20.07
	Instructional Occupations		20.07
	- Aircrew Training Devices Instructor (Non-Rated)		27.76
	- Aircrew Training Devices Instructor (Rated)		33.59
	- Air Crew Training Devices Instructor (Pilot)		40.14
	- Computer Based Training Specialist / Instructor		27.76
	- Educational Technologist		34.22
15070	- Flight Instructor (Pilot)		40.14
15080	- Graphic Artist		19.42
	- Technical Instructor		19.73
	- Technical Instructor/Course Developer		22.52
	- Test Proctor		15.92
	- Tutor		15.92
T0000 -	Laundry, Dry-Cleaning, Pressing And Related Occup	ations	

16030 16040 16070 16100 16110 16130 16160 16190 16220	<ul> <li>Assembler</li> <li>Counter Attendant</li> <li>Dry Cleaner</li> <li>Finisher, Flatwork, Machine</li> <li>Presser, Hand</li> <li>Presser, Machine, Drycleaning</li> <li>Presser, Machine, Shirts</li> <li>Presser, Machine, Wearing Apparel, Laundry</li> <li>Sewing Machine Operator</li> <li>Tailor</li> <li>Washer, Machine</li> </ul>	8.97 8.97 10.38 8.97 8.97 8.97 8.97 8.97 8.97 11.00 11.65 9.36
19010 19040	Machine Tool Operation And Repair Occupations - Machine-Tool Operator (Tool Room) - Tool And Die Maker	18.58 21.01
21020 21030 21040 21050 21071 21080 21110 21130 21140 21150 21210	<pre>Materials Handling And Packing Occupations - Forklift Operator - Material Coordinator - Material Expediter - Material Handling Laborer - Order Filler - Production Line Worker (Food Processing) - Shipping Packer - Shipping/Receiving Clerk - Store Worker I - Stock Clerk - Tools And Parts Attendant - Worker a Generic Line - Stock Clerk - Store Clerk - Tools And Parts Attendant - Material Coordination - Stock Clerk - Stock Clerk - Tools And Parts Attendant - Material Coordination - Stock Clerk - Stoc</pre>	15.50 18.74 18.74 11.36 11.80 15.50 12.52 12.52 14.79 16.50 15.50
23000 - 23010 23021	- Warehouse Specialist Mechanics And Maintenance And Repair Occupations - Aerospace Structural Welder - Aircraft Mechanic I	15.50 24.47 23.29
23023 23040 23050	<ul> <li>Aircraft Mechanic II</li> <li>Aircraft Mechanic III</li> <li>Aircraft Mechanic Helper</li> <li>Aircraft, Painter</li> <li>Aircraft Servicer</li> </ul>	24.47 25.68 18.92 22.06 20.66
23080 23110 23120 23125	<ul> <li>Aircraft Worker</li> <li>Appliance Mechanic</li> <li>Bicycle Repairer</li> <li>Cable Splicer</li> </ul>	21.56 18.58 12.36 22.88
23140 23160 23181	<ul> <li>Carpenter, Maintenance</li> <li>Carpet Layer</li> <li>Electrician, Maintenance</li> <li>Electronics Technician Maintenance I</li> <li>Electronics Technician Maintenance II</li> </ul>	17.95 14.76 19.75 20.75 21.51
23183 23260 23290 23310	- Electronics Technician Maintenance III - Fabric Worker - Fire Alarm System Mechanic - Fire Extinguisher Repairer	22.25 17.20 20.09 16.49
23312 23370 23380	<ul> <li>Fuel Distribution System Mechanic</li> <li>Fuel Distribution System Operator</li> <li>General Maintenance Worker</li> <li>Ground Support Equipment Mechanic</li> <li>Ground Support Equipment Servicer</li> </ul>	21.51 16.76 14.91 23.29 20.66
23391 23392 23393	<ul> <li>Ground Support Equipment Worker</li> <li>Gunsmith I</li> <li>Gunsmith III</li> <li>Gunsmith III</li> <li>Heating, Ventilation And Air-Conditioning</li> </ul>	21.56 16.49 17.92 19.91 18.90
Mechar		19.16
Mechar	nic (Research Facility) - Heavy Equipment Mechanic	18.79

23440		1 6 0 0
	- Heavy Equipment Operator	16.03
	- Instrument Mechanic	19.91
	- Laboratory/Shelter Mechanic	18.58
	- Laborer	11.36
	- Locksmith	18.22
23530	- Machinery Maintenance Mechanic	20.21
23550	- Machinist, Maintenance	18.65
23580	- Maintenance Trades Helper	15.22
	- Metrology Technician I	19.91
	- Metrology Technician II	20.59
	- Metrology Technician III	21.20
	- Millwright	19.82
		19.82
	- Office Appliance Repairer	
	- Painter, Maintenance	15.08
	- Pipefitter, Maintenance	18.47
	- Plumber, Maintenance	17.40
	- Pneudraulic Systems Mechanic	19.91
23850	- Rigger	19.91
23870	- Scale Mechanic	17.92
23890	- Sheet-Metal Worker, Maintenance	18.08
	- Small Engine Mechanic	13.96
	- Telecommunications Mechanic I	24.20
	- Telecommunications Mechanic II	27.78
	- Telephone Lineman	20.70
	- Welder, Combination, Maintenance	17.57
	- Well Driller	18.90
	- Woodcraft Worker	19.91
	- Woodworker	17.07
24000 -	Personal Needs Occupations	
24570	- Child Care Attendant	8.61
24580	- Child Care Center Clerk	11.40
24610	- Chore Aide	11.01
	- Family Readiness And Support Services	1 = 0.0
		15.82
Coord		15.82
	inator	
24630	inator - Homemaker	15.82
24630 25000 -	inator - Homemaker Plant And System Operations Occupations	12.19
24630 25000 - 25010	inator - Homemaker Plant And System Operations Occupations - Boiler Tender	12.19 19.60
24630 25000 - 25010 25040	inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator	12.19 19.60 16.13
24630 25000 - 25010 25040 25070	inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer	12.19 19.60 16.13 19.60
24630 25000 - 25010 25040 25070 25190	<ul> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> </ul>	12.19 19.60 16.13 19.60 15.23
24630 25000 - 25010 25040 25070 25190 25210	<ul> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> </ul>	12.19 19.60 16.13 19.60
24630 25000 - 25010 25040 25070 25190 25210	<ul> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> </ul>	12.19 19.60 16.13 19.60 15.23
24630 25000 - 25010 25040 25070 25190 25210 27000 -	<ul> <li>inator</li> <li>Homemaker</li> <li>Plant And System Operations Occupations</li> <li>Boiler Tender</li> <li>Sewage Plant Operator</li> <li>Stationary Engineer</li> <li>Ventilation Equipment Tender</li> <li>Water Treatment Plant Operator</li> </ul>	12.19 19.60 16.13 19.60 15.23
24630 25010 25010 25040 25070 25190 25210 27000 - 27004	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor</pre>	12.19 19.60 16.13 19.60 15.23 15.97
24630 25010 25040 25070 25190 25210 27000 - 27004 27007	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector</pre>	12.19 19.60 16.13 19.60 15.23 15.97 13.21 11.23
24630 25010 25040 25070 25190 25210 27000 - 27004 27007 27008	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer</pre>	12.19 19.60 16.13 19.60 15.23 15.97 13.21 11.23 12.80
24630 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer</pre>	12.19 19.60 16.13 19.60 15.23 15.97 13.21 11.23 12.80 15.40
24630 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler</pre>	12.19 19.60 16.13 19.60 15.23 15.97 13.21 11.23 12.80 15.40 15.38
24630 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer</pre>	12.19 19.60 16.13 19.60 15.23 15.97 13.21 11.23 12.80 15.40 15.38 12.80
24630 25010 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter</pre>	12.19 19.60 16.13 19.60 15.23 15.97 13.21 11.23 12.80 15.40 15.38 12.80 17.64
24630 25000 - 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27070	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I</pre>	12.19 19.60 16.13 19.60 15.23 15.97 13.21 11.23 12.80 15.40 15.38 12.80 17.64 11.23
24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27070 27101 27102	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II</pre>	12.19 19.60 16.13 19.60 15.23 15.97 13.21 11.23 12.80 15.40 15.38 12.80 17.64 11.23 15.38
24630 25000 - 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27070 27101 27102 27131	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer I</pre>	12.19 19.60 16.13 19.60 15.23 15.97 13.21 11.23 12.80 15.40 15.38 12.80 17.64 11.23 15.38 15.38 15.38 15.38 15.75
24630 25000 - 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27030 27040 27070 27101 27102 27131 27132	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer II</pre>	12.19 19.60 16.13 19.60 15.23 15.97 13.21 11.23 12.80 15.40 15.38 12.80 17.64 11.23 15.38
24630 25000 - 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27030 27040 27070 27101 27102 27131 27132	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer I</pre>	12.19 19.60 16.13 19.60 15.23 15.97 13.21 11.23 12.80 15.40 15.38 12.80 17.64 11.23 15.38 15.38 15.38 15.38 15.75
24630 25000 - 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 -	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer II</pre>	12.19 19.60 16.13 19.60 15.23 15.97 13.21 11.23 12.80 15.40 15.38 12.80 17.64 11.23 15.38 15.38 15.38 15.38 15.75
24630 25000 - 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27070 27070 27101 27102 27131 27132 28000 - 28041	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard II - Guard II - Police Officer II Recreation Occupations</pre>	12.19 19.60 16.13 19.60 15.23 15.97 13.21 11.23 12.80 15.40 15.38 12.80 17.64 11.23 15.38 15.75 17.50
24630 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer II Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Repairer</pre>	12.19 19.60 16.13 19.60 15.23 15.97 13.21 11.23 12.80 15.40 15.38 12.80 17.64 11.23 15.38 15.75 17.50 11.14 12.75
24630 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer II Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Worker - Bagine Coupations - Carnival Equipment Worker</pre>	12.19 19.60 16.13 19.60 15.23 15.97 13.21 11.23 12.80 15.40 15.38 12.80 17.64 11.23 15.38 15.75 17.50 11.14 12.75 9.60
24630 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043 28210	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer II Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Worker - Gate Attendant/Gate Tender</pre>	12.19 19.60 16.13 19.60 15.23 15.97 13.21 11.23 12.80 15.40 15.38 12.80 17.64 11.23 15.38 15.75 17.50 11.14 12.75 9.60 14.28
24630 25010 25010 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043 28210 28310	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Corrections Officer - Detection Dog Handler - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer II Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Worker - Gate Attendant/Gate Tender - Lifeguard</pre>	12.19 19.60 16.13 19.60 15.23 15.97 13.21 11.23 12.80 15.40 15.38 12.80 17.64 11.23 15.38 15.75 17.50 11.14 12.75 9.60 14.28 12.19
24630 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043 28210 28310 28350	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Detection Dofficer - Detection Officer - Detention Officer - Firefighter - Guard I - Guard II - Police Officer II Recreation Occupations - Carnival Equipment Repairer - Carnival Equipment Worker - Gate Attendant/Gate Tender - Lifeguard - Park Attendant (Aide)</pre>	12.19 19.60 16.13 19.60 15.23 15.97 13.21 11.23 12.80 15.40 15.38 12.80 17.64 11.23 15.38 15.75 17.50 11.14 12.75 9.60 14.28 12.19 15.97
24630 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27030 27040 27070 27101 27102 27131 27132 28000 - 28041 28042 28043 28210 28310 28350 28510	<pre>inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Corrections Officer - Detection Dog Handler - Detection Dog Handler - Detection Officer - Firefighter - Guard I - Guard II - Police Officer II Recreation Occupations - Carnival Equipment Operator - Carnival Equipment Worker - Gate Attendant/Gate Tender - Lifeguard</pre>	12.19 19.60 16.13 19.60 15.23 15.97 13.21 11.23 12.80 15.40 15.38 12.80 17.64 11.23 15.38 15.75 17.50 11.14 12.75 9.60 14.28 12.19

28690	-	Sports Official Swimming Pool Operator			12.72 17.32
		cevedoring/Longshoremen Occupational Services Blocker And Bracer			20.56
		Hatch Tender			19.81
		Line Handler			19.81
		Stevedore I			19.70
		Stevedore II			21.36
		echnical Occupations Air Traffic Control Specialist, Center (HFO)	(	2)	35.77
		Air Traffic Control Specialist, Station (HFO)			24.66
		Air Traffic Control Specialist, Terminal (HFO)			27.16
		Archeological Technician I		-	17.91
		Archeological Technician II			20.08
		Archeological Technician III			24.82
		Cartographic Technician			26.10
		Civil Engineering Technician			18.35
		Drafter/CAD Operator I Drafter/CAD Operator II			18.63 21.06
		Drafter/CAD Operator III			23.45
		Drafter/CAD Operator IV			28.86
		Engineering Technician I			16.25
		Engineering Technician II			18.24
30083	-	Engineering Technician III			20.44
		Engineering Technician IV			25.28
		Engineering Technician V			31.68
		Engineering Technician VI			37.41
		Environmental Technician			23.70
		Laboratory Technician Mathematical Technician			18.70 25.12
		Paralegal/Legal Assistant I			15.77
		Paralegal/Legal Assistant II			19.54
		Paralegal/Legal Assistant III			23.91
30364	-	Paralegal/Legal Assistant IV			28.92
		Photo-Optics Technician			25.12
		Technical Writer I			24.33
		Technical Writer II			27.26
		Technical Writer III			32.98
		Unexploded Ordnance (UXO) Technician I Unexploded Ordnance (UXO) Technician II			22.74 27.51
		Unexploded Ordnance (UXO) Technician II			32.97
		Unexploded (UXO) Safety Escort			22.74
		Unexploded (UXO) Sweep Personnel			22.74
30620	-	Weather Observer, Combined Upper Air Or	(see	2)	23.45
		Programs			
		Weather Observer, Senior	(see	2)	25.12
		ransportation/Mobile Equipment Operation Occupat	lons		9.59
		Bus Aide Bus Driver			9.59
		Driver Courier			12.79
		Parking and Lot Attendant			8.66
		Shuttle Bus Driver			13.37
		Taxi Driver			10.09
		Truckdriver, Light			13.37
		Truckdriver, Medium			15.35
		Truckdriver, Heavy			18.33
		Truckdriver, Tractor-Trailer iscellaneous Occupations			18.33
		Cashier			8.64
		Desk Clerk			9.43
		Embalmer			22.74
99251	-	Laboratory Animal Caretaker I			13.56

99252 - Laboratory Animal Caretaker II	13.95
99310 - Mortician	22.74
99410 - Pest Controller	12.79
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	14.77
99711 - Recycling Specialist	16.34
99730 - Refuse Collector	13.46
99810 - Sales Clerk	11.54
99820 - School Crossing Guard	13.99
99830 - Survey Party Chief	16.49
99831 - Surveying Aide	10.91
99832 - Surveying Technician	14.98
99840 - Vending Machine Attendant	13.25
99841 - Vending Machine Repairer	15.07
99842 - Vending Machine Repairer Helper	12.35

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

## THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of: (1) The application of systems analysis techniques and procedures, including

consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations

on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

\*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

\*\*\*\*\*\*\*\*\*\*\* THIS WAGE DETERMINATION WAS REPLACED 07/14/2015 \* \* \* \* \* \* \* \* \* \* \* \* \* WD 05-2301 (Rev.-15) was first posted on www.wdol.gov on 12/30/2014 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION By direction of the Secretary of Labor | WASHINGTON D.C. 20210 | Wage Determination No.: 2005-2301 Diane C. Koplewski Division of Revision No.: 15 Wage Determinations| Director Date Of Revision: 12/22/2014

Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi Counties of George, Hancock, Harrison, Jackson, Pearl River, Stone

**Fringe Benefits Required Follow the Occupational Listing**	
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	12.39
01012 - Accounting Clerk II	15.08
01013 - Accounting Clerk III	16.77
01020 - Administrative Assistant	18.76
01040 - Court Reporter	14.61
01051 - Data Entry Operator I	10.76
01052 - Data Entry Operator II	12.08
01060 - Dispatcher, Motor Vehicle	15.59
01070 - Document Preparation Clerk	11.31
01090 - Duplicating Machine Operator	11.31
01111 - General Clerk I	11.03
01112 - General Clerk II	12.04
01113 - General Clerk III	13.67
01120 - Housing Referral Assistant	16.29
01141 - Messenger Courier	9.56
01191 - Order Clerk I	12.09
01192 - Order Clerk II	14.67
01261 - Personnel Assistant (Employment) I	13.54
01262 – Personnel Assistant (Employment) II	15.14
01263 - Personnel Assistant (Employment) III	16.89
01270 - Production Control Clerk	18.74
01280 - Receptionist	11.19
01290 - Rental Clerk	10.82
01300 - Scheduler, Maintenance	13.06
01311 - Secretary I	13.06
01312 - Secretary II	14.61
01313 - Secretary III	16.29
01320 - Service Order Dispatcher	12.47
01410 - Supply Technician	18.10

01531 01532 01533 01611 01612 01613	<ul> <li>Survey Worker</li> <li>Travel Clerk I</li> <li>Travel Clerk II</li> <li>Travel Clerk III</li> <li>Word Processor I</li> <li>Word Processor III</li> <li>Word Processor III</li> <li>Automotive Service Occupations</li> </ul>	13.80 11.65 12.37 12.97 13.29 14.92 16.69
05005 05010 05040 05110 05130 05160 05190 05220 05220 05250 05280 05310 05340	<ul> <li>Automotive Service Occupations</li> <li>Automotive Body Repairer, Fiberglass</li> <li>Automotive Electrician</li> <li>Automotive Glass Installer</li> <li>Automotive Worker</li> <li>Mobile Equipment Servicer</li> <li>Motor Equipment Metal Mechanic</li> <li>Motor Equipment Metal Worker</li> <li>Motor Vehicle Mechanic</li> <li>Motor Vehicle Mechanic Helper</li> <li>Motor Vehicle Upholstery Worker</li> <li>Motor Vehicle Wrecker</li> <li>Painter, Automotive</li> <li>Radiator Repair Specialist</li> <li>Tire Repairer</li> </ul>	21.73 17.59 16.90 15.49 18.27 16.90 19.39 14.84 16.20 16.90 17.59 16.90 12.36
	- Transmission Repair Specialist	18.27
07000 -	Food Preparation And Service Occupations	
07041 07042 07070 07130 07210	<ul> <li>Baker</li> <li>Cook I</li> <li>Cook II</li> <li>Dishwasher</li> <li>Food Service Worker</li> <li>Meat Cutter</li> <li>Waiter/Waitress</li> </ul>	11.15 10.34 11.28 8.77 8.41 13.16 8.83
		0.05
09010 09040 09080 09090 09110 09130	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations</pre>	16.50 13.10 16.50 13.94 15.20 16.50
	- Cleaner, Vehicles	9.14
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360	<ul> <li>Cleaner, Venicles</li> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> </ul>	9.14 9.14 12.62 10.53 10.53 10.96 8.89 10.35 12.20 10.96 11.11
12010 12011 12012 12020 12025 12030 12035 12040 12071	<ul> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> <li>Electroneurodiagnostic Technologist</li> <li>Emergency Medical Technician</li> <li>Licensed Practical Nurse I</li> <li>Licensed Practical Nurse II</li> </ul>	14.53 15.99 18.30 16.64 13.64 26.82 24.24 24.24 24.24 14.53 14.30 15.99

12073 - Licensed Practical Nurse III		17.83
12100 - Medical Assistant		13.23
12130 - Medical Laboratory Technician		13.98
12160 - Medical Record Clerk		12.63
12190 - Medical Record Technician		14.22
12195 - Medical Transcriptionist		13.85
12210 - Nuclear Medicine Technologist		30.24
12221 - Nursing Assistant I		9.73
12221 - Nursing Assistant I 12222 - Nursing Assistant II		10.94
12223 - Nursing Assistant III		11.94
12224 - Nursing Assistant IV		13.40
12235 - Optical Dispenser		15.66
12235 - Optical Dispenser 12236 - Optical Technician		12.82
12250 - Pharmacy Technician		13.17
12280 - Phlebotomist		13.52
		21.02
12305 - Radiologic Technologist		22.23
12311 - Registered Nurse I		25.94
12312 - Registered Nurse II		27.19
12313 - Registered Nurse II, Specialist		
12314 - Registered Nurse III		32.89
12315 - Registered Nurse III, Anesthetist		32.89
12316 - Registered Nurse IV		39.42
12317 - Scheduler (Drug and Alcohol Testing)		19.82
13000 - Information And Arts Occupations		1 6 0 0
13011 - Exhibits Specialist I		16.83
13012 - Exhibits Specialist II		20.86
13013 - Exhibits Specialist III		25.61
13041 - Illustrator I		16.83
13042 - Illustrator II		20.86
13043 - Illustrator III		25.61
13047 - Librarian		23.09
13050 - Library Aide/Clerk		9.77
13054 - Library Information Technology Systems		20.86
Administrator		
13058 - Library Technician		12.78
13061 - Media Specialist I		15.05
13062 - Media Specialist II		16.83
13063 - Media Specialist III		18.77
13071 - Photographer I		12.74
13072 - Photographer II		14.25
13073 - Photographer III		17.66
13074 - Photographer IV		21.74
13075 - Photographer V		26.13
13110 - Video Teleconference Technician		14.62
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.48
14042 - Computer Operator II		16.20
14043 - Computer Operator III		18.76
14044 - Computer Operator IV		20.07
14045 - Computer Operator V		22.22
14071 - Computer Programmer I	(see 1)	20.43
14072 - Computer Programmer II	(see 1)	25.30
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.48
14160 - Personal Computer Support Technician		20.07
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.76
15020 - Aircrew Training Devices Instructor (Rated)		33.59

	- Air Crew Training Devices Instructor (Pilot)	40.14
	- Computer Based Training Specialist / Instructor	27.76
15060	- Educational Technologist	34.22
15070	- Flight Instructor (Pilot)	40.14
15080	- Graphic Artist	19.42
15090	- Technical Instructor	19.73
15095	- Technical Instructor/Course Developer	22.52
15110	- Test Proctor	15.92
15120	- Tutor	15.92
16000 -	Laundry, Dry-Cleaning, Pressing And Related Occupations	
	- Assembler	8.97
16030	- Counter Attendant	8.97
	- Dry Cleaner	10.38
	- Finisher, Flatwork, Machine	8.97
	- Presser, Hand	8.97
	- Presser, Machine, Drycleaning	8.97
	- Presser, Machine, Shirts	8.97
	- Presser, Machine, Wearing Apparel, Laundry	8.97
	- Sewing Machine Operator	11.00
	- Tailor	11.00
	- Washer, Machine	9.36
	Machine Tool Operation And Repair Occupations	10 50
	- Machine-Tool Operator (Tool Room)	18.58
	- Tool And Die Maker	21.01
	Materials Handling And Packing Occupations	
	- Forklift Operator	15.50
	- Material Coordinator	18.74
	- Material Expediter	18.74
	- Material Handling Laborer	11.36
	- Order Filler	11.80
	- Production Line Worker (Food Processing)	15.50
	- Shipping Packer	12.52
	- Shipping/Receiving Clerk	12.52
21140	- Store Worker I	14.79
21150	- Stock Clerk	16.50
21210	- Tools And Parts Attendant	15.50
21410	- Warehouse Specialist	15.50
23000 -	Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	24.47
23021	- Aircraft Mechanic I	23.29
23022	- Aircraft Mechanic II	24.47
23023	- Aircraft Mechanic III	25.68
23040	- Aircraft Mechanic Helper	18.92
	- Aircraft, Painter	22.06
	- Aircraft Servicer	20.66
	- Aircraft Worker	21.56
	- Appliance Mechanic	18.58
	- Bicycle Repairer	12.36
	- Cable Splicer	22.88
	- Carpenter, Maintenance	17.95
	- Carpet Layer	14.76
	- Electrician, Maintenance	19.75
	- Electronics Technician Maintenance I	20.75
	- Electronics Technician Maintenance II	20.75
	- Electronics Technician Maintenance III	22.25
	- Fabric Worker	17.20
	- Fire Alarm System Mechanic	20.09
	- Fire Extinguisher Repairer	16.49
	- Fuel Distribution System Mechanic	21.51
	- Fuel Distribution System Operator	16.76
	- General Maintenance Worker	14.91
23380	- Ground Support Equipment Mechanic	23.29

23381 - Ground Support Equipment Servicer	20.66
23382 - Ground Support Equipment Worker	21.56
23391 - Gunsmith I	16.49
23392 - Gunsmith II	17.92
23393 - Gunsmith III	19.91
23410 - Heating, Ventilation And Air-Conditioning	18.90
Mechanic	
23411 - Heating, Ventilation And Air Contditioning	19.16
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	18.79
23440 - Heavy Equipment Operator	16.03
23460 - Instrument Mechanic	19.91
23465 - Laboratory/Shelter Mechanic	18.58
23470 - Laborer	11.36
23510 - Locksmith	18.22 20.21
23530 - Machinery Maintenance Mechanic	18.65
23550 - Machinist, Maintenance	15.22
23580 - Maintenance Trades Helper 23591 - Metrology Technician I	19.91
23591 - Metrology Technician I 23592 - Metrology Technician II	20.59
23592 - Metrology Technician II 23593 - Metrology Technician III	20.39
23640 - Millwright	19.82
23040 - Millwright 23710 - Office Appliance Repairer	19.82
23760 - Painter, Maintenance	15.08
23790 - Pipefitter, Maintenance	18.47
23810 - Plumber, Maintenance	17.40
23820 - Pneudraulic Systems Mechanic	19.91
23850 - Rigger	19.91
23870 - Scale Mechanic	17.92
23890 - Sheet-Metal Worker, Maintenance	18.08
23910 - Small Engine Mechanic	13.96
23931 - Telecommunications Mechanic I	24.20
23932 - Telecommunications Mechanic II	27.78
23950 - Telephone Lineman	20.70
23960 - Welder, Combination, Maintenance	17.57
23965 - Well Driller	18.90
23970 - Woodcraft Worker	19.91
23980 - Woodworker	17.07
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.61
24580 - Child Care Center Clerk	11.40
24610 - Chore Aide	11.01
24620 - Family Readiness And Support Services	15.82
Coordinator	
24630 - Homemaker	12.19
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.60
25040 - Sewage Plant Operator	16.13
25070 - Stationary Engineer	19.60
25190 - Ventilation Equipment Tender	15.23
25210 - Water Treatment Plant Operator	15.97
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.21
27007 - Baggage Inspector	11.23
27008 - Corrections Officer	12.80
27010 - Court Security Officer	15.40
27030 - Detection Dog Handler	15.38
27040 - Detention Officer	12.80
27070 - Firefighter	17.64
27101 - Guard I	11.23
27102 - Guard II 27121 - Dalias Officer I	15.38
27131 - Police Officer I	15.75

	- Police Officer II			17.50
	Recreation Occupations			
	- Carnival Equipment Operator			11.14
	- Carnival Equipment Repairer			12.75
	- Carnival Equpment Worker			9.60
	- Gate Attendant/Gate Tender			14.28
28310	- Lifeguard			12.19
28350	- Park Attendant (Aide)			15.97
28510	- Recreation Aide/Health Facility Attendant			11.66
	- Recreation Specialist			19.61
28630	- Sports Official			12.72
28690	- Swimming Pool Operator			17.32
29000 -	Stevedoring/Longshoremen Occupational Services			
29010	- Blocker And Bracer			20.56
29020	- Hatch Tender			19.81
29030	- Line Handler			19.81
29041	- Stevedore I			19.70
29042	- Stevedore II			21.36
30000 -	Technical Occupations			
30010	- Air Traffic Control Specialist, Center (HFO)	(see	2)	35.77
	- Air Traffic Control Specialist, Station (HFO)			24.66
	- Air Traffic Control Specialist, Terminal (HFO)			27.16
	- Archeological Technician I	·		17.91
	- Archeological Technician II			20.08
	- Archeological Technician III			24.82
	- Cartographic Technician			26.10
	- Civil Engineering Technician			18.35
	- Drafter/CAD Operator I			18.63
	- Drafter/CAD Operator II			21.06
	- Drafter/CAD Operator III			23.45
	- Drafter/CAD Operator IV			28.86
	- Engineering Technician I			16.25
	- Engineering Technician II			18.24
	- Engineering Technician III			20.44
	- Engineering Technician IV			25.28
	- Engineering Technician V			31.68
	- Engineering Technician VI			37.41
	- Environmental Technician			23.70
	- Laboratory Technician			18.70
	- Mathematical Technician			25.12
	- Paralegal/Legal Assistant I			15.77
				19.54
	- Paralegal/Legal Assistant II - Paralegal/Legal Assistant III			
				23.91
	- Paralegal/Legal Assistant IV			28.92
	- Photo-Optics Technician			25.12
	- Technical Writer I			24.33
	- Technical Writer II			27.26
	- Technical Writer III			32.98
	- Unexploded Ordnance (UXO) Technician I			22.74
	- Unexploded Ordnance (UXO) Technician II			27.51
	- Unexploded Ordnance (UXO) Technician III			32.97
	- Unexploded (UXO) Safety Escort			22.74
	- Unexploded (UXO) Sweep Personnel	,	0.1	22.74
	· · · · · · · · · · · · · · · · · · ·	(see	2)	23.45
	ce Programs			
	- Weather Observer, Senior	(see	2)	25.12
	Transportation/Mobile Equipment Operation Occupat	ions		
	- Bus Aide			9.59
	- Bus Driver			14.48
	- Driver Courier			12.79
	- Parking and Lot Attendant			8.66
31290	- Shuttle Bus Driver			13.37

31310	- Taxi Driver	10.09
31361	- Truckdriver, Light	13.37
31362	- Truckdriver, Medium	15.35
31363	- Truckdriver, Heavy	18.33
31364	- Truckdriver, Tractor-Trailer	18.33
99000 -	Miscellaneous Occupations	
99030	- Cashier	8.64
99050	- Desk Clerk	9.43
99095	- Embalmer	22.74
99251	- Laboratory Animal Caretaker I	13.56
99252	- Laboratory Animal Caretaker II	13.95
99310	- Mortician	22.74
99410	- Pest Controller	12.79
99510	- Photofinishing Worker	11.95
99710	- Recycling Laborer	14.77
99711	- Recycling Specialist	16.34
99730	- Refuse Collector	13.46
99810	- Sales Clerk	11.54
99820	- School Crossing Guard	13.99
99830	- Survey Party Chief	16.49
99831	- Surveying Aide	10.91
99832	- Surveying Technician	14.98
99840	- Vending Machine Attendant	13.25
99841	- Vending Machine Repairer	15.07
99842	- Vending Machine Repairer Helper	12.35

## ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

# THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations

involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

\*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

#### Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4). 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

\*\*\*\*\*\*\*\*\*\*\* THIS WAGE DETERMINATION WAS REPLACED 01/05/2016 \* \* \* \* \* \* \* \* \* \* \* \* \* WD 05-2301 (Rev.-16) was first posted on www.wdol.gov on 07/14/2015 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION By direction of the Secretary of Labor | WASHINGTON D.C. 20210 | Wage Determination No.: 2005-2301 Daniel W. Simms Division of Revision No.: 16 Wage Determinations| Director Date Of Revision: 07/08/2015

Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi Counties of George, Hancock, Harrison, Jackson, Pearl River, Stone

**Fringe Benefits Required Follow the Occupational Listing**	
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	12.39
01012 - Accounting Clerk II	15.08
01013 - Accounting Clerk III	16.77
01020 - Administrative Assistant	18.76
01040 - Court Reporter	14.61
01051 - Data Entry Operator I	10.76
01052 - Data Entry Operator II	12.08
01060 - Dispatcher, Motor Vehicle	15.59
01070 - Document Preparation Clerk	11.31
01090 - Duplicating Machine Operator	11.31
01111 - General Clerk I	11.03
01112 - General Clerk II	12.04
01113 - General Clerk III	13.67
01120 - Housing Referral Assistant	16.29
01141 - Messenger Courier	9.56
01191 - Order Clerk I	12.09
01192 - Order Clerk II	14.67
01261 - Personnel Assistant (Employment) I	13.54
01262 - Personnel Assistant (Employment) II	15.14
01263 - Personnel Assistant (Employment) III	16.89
01270 - Production Control Clerk	18.74
01280 - Receptionist	11.19
01290 - Rental Clerk	10.82
01300 - Scheduler, Maintenance	13.06
01311 - Secretary I	13.06
01312 - Secretary II	14.61
01313 - Secretary III	16.29
01320 - Service Order Dispatcher	12.47
01410 - Supply Technician	18.10

01531 01532 01533 01611 01612 01613	<ul> <li>Survey Worker</li> <li>Travel Clerk I</li> <li>Travel Clerk II</li> <li>Travel Clerk III</li> <li>Word Processor I</li> <li>Word Processor III</li> <li>Word Processor III</li> <li>Automotive Service Occupations</li> </ul>	13.80 11.65 12.37 12.97 13.29 14.92 16.69
05005 05010 05040 05110 05130 05160 05190 05220 05220 05250 05280 05310 05340	<ul> <li>Automotive Service Occupations</li> <li>Automotive Body Repairer, Fiberglass</li> <li>Automotive Electrician</li> <li>Automotive Glass Installer</li> <li>Automotive Worker</li> <li>Mobile Equipment Servicer</li> <li>Motor Equipment Metal Mechanic</li> <li>Motor Equipment Metal Worker</li> <li>Motor Vehicle Mechanic</li> <li>Motor Vehicle Mechanic Helper</li> <li>Motor Vehicle Upholstery Worker</li> <li>Motor Vehicle Wrecker</li> <li>Painter, Automotive</li> <li>Radiator Repair Specialist</li> <li>Tire Repairer</li> </ul>	21.73 17.59 16.90 15.49 18.27 16.90 19.39 14.84 16.20 16.90 17.59 16.90 12.36
	- Transmission Repair Specialist	18.27
07000 -	Food Preparation And Service Occupations	
07041 07042 07070 07130 07210	<ul> <li>Baker</li> <li>Cook I</li> <li>Cook II</li> <li>Dishwasher</li> <li>Food Service Worker</li> <li>Meat Cutter</li> <li>Waiter/Waitress</li> </ul>	11.15 10.34 11.28 8.77 8.41 13.16 8.83
		0.05
09010 09040 09080 09090 09110 09130	<pre>Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter - Furniture Handler - Furniture Refinisher - Furniture Refinisher Helper - Furniture Repairer, Minor - Upholsterer General Services And Support Occupations</pre>	16.50 13.10 16.50 13.94 15.20 16.50
	- Cleaner, Vehicles	9.14
11060 11090 11122 11150 11210 11240 11260 11270 11330 11360	<ul> <li>Cleaner, Venicles</li> <li>Elevator Operator</li> <li>Gardener</li> <li>Housekeeping Aide</li> <li>Janitor</li> <li>Laborer, Grounds Maintenance</li> <li>Maid or Houseman</li> <li>Pruner</li> <li>Tractor Operator</li> <li>Trail Maintenance Worker</li> <li>Window Cleaner</li> <li>Health Occupations</li> </ul>	9.14 9.14 12.62 10.53 10.53 10.96 8.89 10.35 12.20 10.96 11.11
12010 12011 12012 12020 12025 12030 12035 12040 12071	<ul> <li>Ambulance Driver</li> <li>Breath Alcohol Technician</li> <li>Certified Occupational Therapist Assistant</li> <li>Certified Physical Therapist Assistant</li> <li>Dental Assistant</li> <li>Dental Hygienist</li> <li>EKG Technician</li> <li>Electroneurodiagnostic Technologist</li> <li>Emergency Medical Technician</li> <li>Licensed Practical Nurse I</li> <li>Licensed Practical Nurse II</li> </ul>	14.53 15.99 18.30 16.64 13.64 26.82 24.24 24.24 24.24 14.53 14.30 15.99

12073 - Licensed Practical Nurse III 12100 - Medical Assistant	17.83
	13.23
12130 - Medical Laboratory Technician	13.98
12160 - Medical Record Clerk	12.63
12190 - Medical Record Technician	14.22
12195 - Medical Transcriptionist	13.85
12210 - Nuclear Medicine Technologist	30.24
12221 - Nursing Assistant I	9.73
12222 - Nursing Assistant II	10.94
12223 - Nursing Assistant III	11.94
12224 - Nursing Assistant IV	13.40
12235 - Optical Dispenser	15.66
12236 - Optical Technician	12.82
12250 - Pharmacy Technician	13.17
12280 - Phlebotomist	13.52
12305 - Radiologic Technologist	21.02
12311 - Registered Nurse I	22.23
12312 - Registered Nurse II	25.94
12312 - Registered Nurse II, Specialist	23.34
	32.89
12314 - Registered Nurse III	
12315 - Registered Nurse III, Anesthetist	32.89
12316 - Registered Nurse IV	39.42
12317 - Scheduler (Drug and Alcohol Testing)	19.82
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.83
13012 - Exhibits Specialist II	20.86
13013 - Exhibits Specialist III	25.61
13041 - Illustrator I	16.83
13042 - Illustrator II	20.86
13043 - Illustrator III	25.61
13047 - Librarian	23.09
13050 - Library Aide/Clerk	9.77
13054 - Library Information Technology Systems	20.86
Administrator	
1144421120024002	
13058 - Library Technician	12 78
13058 - Library Technician 13061 - Media Specialist I	12.78
13061 - Media Specialist I	15.05
13061 - Media Specialist I 13062 - Media Specialist II	15.05 16.83
13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III	15.05 16.83 18.77
13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I	15.05 16.83 18.77 12.74
13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer II	15.05 16.83 18.77 12.74 14.25
13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer II 13073 - Photographer III	15.05 16.83 18.77 12.74 14.25 17.66
13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer III 13073 - Photographer III 13074 - Photographer IV	15.05 16.83 18.77 12.74 14.25 17.66 21.74
13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer III 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer V	15.05 16.83 18.77 12.74 14.25 17.66 21.74 26.13
<pre>13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer III 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer V 13110 - Video Teleconference Technician</pre>	15.05 16.83 18.77 12.74 14.25 17.66 21.74
<pre>13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer II 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer V 13110 - Video Teleconference Technician 14000 - Information Technology Occupations</pre>	15.05 16.83 18.77 12.74 14.25 17.66 21.74 26.13 14.62
<pre>13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer III 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer V 13110 - Video Teleconference Technician</pre>	15.05 16.83 18.77 12.74 14.25 17.66 21.74 26.13
<pre>13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer II 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer V 13110 - Video Teleconference Technician 14000 - Information Technology Occupations</pre>	15.05 16.83 18.77 12.74 14.25 17.66 21.74 26.13 14.62
<pre>13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer III 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer V 13110 - Video Teleconference Technician 14000 - Information Technology Occupations 14041 - Computer Operator I</pre>	15.05 16.83 18.77 12.74 14.25 17.66 21.74 26.13 14.62 14.48
<pre>13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer II 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer V 13110 - Video Teleconference Technician 14000 - Information Technology Occupations 14041 - Computer Operator I 14042 - Computer Operator II 14043 - Computer Operator III</pre>	15.05 16.83 18.77 12.74 14.25 17.66 21.74 26.13 14.62 14.48 16.20
<pre>13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer II 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer V 13110 - Video Teleconference Technician 14000 - Information Technology Occupations 14041 - Computer Operator I 14042 - Computer Operator II 14043 - Computer Operator III 14044 - Computer Operator IV</pre>	15.05 16.83 18.77 12.74 14.25 17.66 21.74 26.13 14.62 14.48 16.20 18.76 20.07
<pre>13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer II 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer V 13110 - Video Teleconference Technician 14000 - Information Technology Occupations 14041 - Computer Operator I 14042 - Computer Operator II 14043 - Computer Operator III 14044 - Computer Operator IV 14045 - Computer Operator V</pre>	15.05 16.83 18.77 12.74 14.25 17.66 21.74 26.13 14.62 14.48 16.20 18.76 20.07 22.22
<pre>13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer II 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer V 13110 - Video Teleconference Technician 14000 - Information Technology Occupations 14041 - Computer Operator I 14042 - Computer Operator II 14043 - Computer Operator III 14044 - Computer Operator IV 14045 - Computer Operator V 14071 - Computer Programmer I</pre>	15.05 16.83 18.77 12.74 14.25 17.66 21.74 26.13 14.62 14.48 16.20 18.76 20.07 22.22 ee 1) 20.43
<pre>13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer II 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer V 13110 - Video Teleconference Technician 14000 - Information Technology Occupations 14041 - Computer Operator I 14042 - Computer Operator II 14043 - Computer Operator III 14044 - Computer Operator IV 14045 - Computer Operator V 14071 - Computer Programmer I (s 14072 - Computer Programmer II)</pre>	15.05 16.83 18.77 12.74 14.25 17.66 21.74 26.13 14.62 14.48 16.20 18.76 20.07 22.22 ee 1) 20.43 ee 1) 25.30
<pre>13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer II 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer V 13110 - Video Teleconference Technician 14000 - Information Technology Occupations 14041 - Computer Operator I 14042 - Computer Operator II 14043 - Computer Operator III 14044 - Computer Operator IV 14045 - Computer Operator V 14071 - Computer Programmer I 14072 - Computer Programmer II 14073 - Computer Programmer III</pre>	15.05 16.83 18.77 12.74 14.25 17.66 21.74 26.13 14.62 14.48 16.20 18.76 20.07 22.22 ee 1) 20.43 ee 1) 25.30 ee 1)
<pre>13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer II 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer V 13110 - Video Teleconference Technician 14000 - Information Technology Occupations 14041 - Computer Operator I 14042 - Computer Operator II 14043 - Computer Operator III 14044 - Computer Operator IV 14045 - Computer Operator IV 14071 - Computer Programmer I (s 14072 - Computer Programmer II (s 14073 - Computer Programmer III (s 14074 - Computer Programmer IV)</pre>	15.05 16.83 18.77 12.74 14.25 17.66 21.74 26.13 14.62 14.48 16.20 18.76 20.07 22.22 ee 1) 20.43 ee 1) 25.30 ee 1) ee 1)
<pre>13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer II 13073 - Photographer IV 13075 - Photographer IV 13100 - Video Teleconference Technician 14000 - Information Technology Occupations 14041 - Computer Operator I 14042 - Computer Operator II 14043 - Computer Operator III 14044 - Computer Operator V 14071 - Computer Operator V 14071 - Computer Programmer I 14072 - Computer Programmer II 14073 - Computer Programmer III 14074 - Computer Programmer III 14074 - Computer Programmer III 14074 - Computer Programmer IV 14075 - Computer Programmer IV 14076 - Computer Programmer IV 14077 - Computer Programmer IV 14079 - Computer Programmer IV 14074 - Computer Programmer IV</pre>	15.05 16.83 18.77 12.74 14.25 17.66 21.74 26.13 14.62 14.48 16.20 18.76 20.07 22.22 ee 1) 20.43 ee 1) 25.30 ee 1) ee 1) ee 1)
13061 - Media Specialist I13062 - Media Specialist II13063 - Media Specialist III13071 - Photographer I13072 - Photographer II13073 - Photographer III13075 - Photographer V13110 - Video Teleconference Technician14000 - Information Technology Occupations14041 - Computer Operator I14043 - Computer Operator III14045 - Computer Operator IV14045 - Computer Operator IV14071 - Computer Programmer I(s14072 - Computer Programmer II(s14074 - Computer Programmer III(s14074 - Computer Systems Analyst II(s14102 - Computer Systems Analyst II	15.05 16.83 18.77 12.74 14.25 17.66 21.74 26.13 14.62 14.48 16.20 18.76 20.07 22.22 ee 1) 20.43 ee 1) 25.30 ee 1) ee 1) ee 1) ee 1)
<pre>13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer II 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer V 13110 - Video Teleconference Technician 14000 - Information Technology Occupations 14041 - Computer Operator I 14042 - Computer Operator II 14043 - Computer Operator III 14044 - Computer Operator IV 14045 - Computer Operator V 14071 - Computer Programmer I 14072 - Computer Programmer II 14073 - Computer Programmer III 14074 - Computer Programmer III 14074 - Computer Programmer III 14074 - Computer Programmer III 14074 - Computer Systems Analyst II 14103 - Computer Systems Analyst III</pre>	15.05 16.83 18.77 12.74 14.25 17.66 21.74 26.13 14.62 14.48 16.20 18.76 20.07 22.22 ee 1) 20.43 ee 1) 25.30 ee 1) ee 1) ee 1) ee 1) ee 1)
<pre>13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer II 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer V 13110 - Video Teleconference Technician 14000 - Information Technology Occupations 14041 - Computer Operator I 14042 - Computer Operator II 14043 - Computer Operator III 14044 - Computer Operator IV 14045 - Computer Operator V 14071 - Computer Programmer I 14072 - Computer Programmer II 14073 - Computer Programmer III 14074 - Computer Programmer III 14074 - Computer Programmer III 14074 - Computer Programmer III 14074 - Computer Systems Analyst I 14102 - Computer Systems Analyst III 14103 - Computer Systems Analyst III 14150 - Peripheral Equipment Operator</pre>	15.05 16.83 18.77 12.74 14.25 17.66 21.74 26.13 14.62 14.48 16.20 18.76 20.07 22.22 ee 1) ee 1) ee 1) ee 1) ee 1) ee 1) ee 1) 14.48
<pre>13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer II 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer V 13110 - Video Teleconference Technician 14000 - Information Technology Occupations 14041 - Computer Operator I 14042 - Computer Operator II 14043 - Computer Operator III 14044 - Computer Operator IV 14045 - Computer Operator V 14071 - Computer Operator V 14071 - Computer Programmer I (s 14072 - Computer Programmer II (s 14073 - Computer Programmer III (s 14074 - Computer Programmer IV (s 14074 - Computer Programmer IV (s 14101 - Computer Systems Analyst I (s 14102 - Computer Systems Analyst III (s 14103 - Computer Systems Analyst III (s 14103 - Computer Systems Analyst III (s 14105 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician</pre>	15.05 16.83 18.77 12.74 14.25 17.66 21.74 26.13 14.62 14.48 16.20 18.76 20.07 22.22 ee 1) 20.43 ee 1) 25.30 ee 1) ee 1) ee 1) ee 1) ee 1)
13061 - Media Specialist I13062 - Media Specialist II13063 - Media Specialist III13071 - Photographer I13072 - Photographer II13073 - Photographer III13074 - Photographer IV13075 - Photographer V13110 - Video Teleconference Technician14000 - Information Technology Occupations14041 - Computer Operator I14042 - Computer Operator III14043 - Computer Operator IV14045 - Computer Operator IV14047 - Computer Operator V14071 - Computer Programmer I(s14072 - Computer Programmer II(s14073 - Computer Programmer III(s14074 - Computer Systems Analyst I(s14102 - Computer Systems Analyst III(s14103 - Computer Systems Analyst III(s14104 - Personal Computer Support Technician	15.05 16.83 18.77 12.74 14.25 17.66 21.74 26.13 14.62 14.48 16.20 18.76 20.07 22.22 ee 1) 20.43 ee 1) 25.30 ee 1) ee 1) ee 1) ee 1) ee 1) ee 1) ee 1) 14.48 20.07
<pre>13061 - Media Specialist I 13062 - Media Specialist II 13063 - Media Specialist III 13071 - Photographer I 13072 - Photographer II 13073 - Photographer III 13074 - Photographer IV 13075 - Photographer V 13110 - Video Teleconference Technician 14000 - Information Technology Occupations 14041 - Computer Operator I 14042 - Computer Operator II 14043 - Computer Operator III 14044 - Computer Operator IV 14045 - Computer Operator V 14071 - Computer Operator V 14071 - Computer Programmer I (s 14072 - Computer Programmer II (s 14073 - Computer Programmer III (s 14074 - Computer Programmer IV (s 14074 - Computer Programmer IV (s 14101 - Computer Systems Analyst I (s 14102 - Computer Systems Analyst III (s 14103 - Computer Systems Analyst III (s 14103 - Computer Systems Analyst III (s 14105 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician</pre>	15.05 16.83 18.77 12.74 14.25 17.66 21.74 26.13 14.62 14.48 16.20 18.76 20.07 22.22 ee 1) ee 1) ee 1) ee 1) ee 1) ee 1) ee 1) 14.48

	- Air Crew Training Devices Instructor (Pilot)	40.14
	- Computer Based Training Specialist / Instructor	27.76
	- Educational Technologist	34.22
	- Flight Instructor (Pilot)	40.14
	- Graphic Artist	19.42
	- Technical Instructor	19.73
	- Technical Instructor/Course Developer	22.52
	- Test Proctor	15.92
	- Tutor	15.92
	Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler	8.97
	- Assembler - Counter Attendant	8.97
	- Dry Cleaner	10.38
	- Finisher, Flatwork, Machine	8.97
	- Presser, Hand	8.97
	- Presser, Machine, Drycleaning	8.97
	- Presser, Machine, Shirts	8.97
	- Presser, Machine, Wearing Apparel, Laundry	8.97
	- Sewing Machine Operator	11.00
	- Tailor	11.00
	- Washer, Machine	9.36
	Machine Tool Operation And Repair Occupations	5.00
	- Machine-Tool Operator (Tool Room)	18.58
	- Tool And Die Maker	21.01
	Materials Handling And Packing Occupations	
	- Forklift Operator	15.50
	- Material Coordinator	18.74
	- Material Expediter	18.74
	- Material Handling Laborer	11.36
	- Order Filler	11.80
	- Production Line Worker (Food Processing)	15.50
	- Shipping Packer	12.52
	- Shipping/Receiving Clerk	12.52
	- Store Worker I	14.79
	- Stock Clerk	16.50
21210	- Tools And Parts Attendant	15.50
	- Warehouse Specialist	15.50
	Mechanics And Maintenance And Repair Occupations	
	- Aerospace Structural Welder	24.47
23021	- Aircraft Mechanic I	23.29
23022	- Aircraft Mechanic II	24.47
23023	- Aircraft Mechanic III	25.68
23040	- Aircraft Mechanic Helper	18.92
23050	- Aircraft, Painter	22.06
23060	- Aircraft Servicer	20.66
23080	- Aircraft Worker	21.56
23110	- Appliance Mechanic	18.58
23120	- Bicycle Repairer	12.36
23125	- Cable Splicer	22.88
23130	- Carpenter, Maintenance	17.95
23140	- Carpet Layer	14.76
23160	- Electrician, Maintenance	19.75
23181	- Electronics Technician Maintenance I	20.75
23182	- Electronics Technician Maintenance II	21.51
23183	- Electronics Technician Maintenance III	22.25
23260	- Fabric Worker	17.20
23290	- Fire Alarm System Mechanic	20.09
	- Fire Extinguisher Repairer	16.49
23311	- Fuel Distribution System Mechanic	21.51
	- Fuel Distribution System Operator	16.76
	- General Maintenance Worker	14.91
23380	- Ground Support Equipment Mechanic	23.29

23381 - Ground Support Equipment Servicer	20.66
23382 - Ground Support Equipment Worker	21.56
23391 - Gunsmith I	16.49
23392 - Gunsmith II	17.92
23393 - Gunsmith III	19.91
23410 - Heating, Ventilation And Air-Conditioning	18.90
Mechanic	
23411 - Heating, Ventilation And Air Contditioning	19.16
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	18.79
23440 - Heavy Equipment Operator	16.03
23460 - Instrument Mechanic	19.91
23465 – Laboratory/Shelter Mechanic	18.58
23470 - Laborer	11.36
23510 - Locksmith	18.22
23530 - Machinery Maintenance Mechanic	20.21
23550 - Machinist, Maintenance	18.65
23580 - Maintenance Trades Helper	15.22
23591 - Metrology Technician I	19.91
23592 - Metrology Technician II	20.59
23593 - Metrology Technician III	21.20
23640 - Millwright	19.82
23710 - Office Appliance Repairer	16.72
23760 - Painter, Maintenance	15.08
23790 - Pipefitter, Maintenance	18.47
23810 - Plumber, Maintenance	17.40
23820 - Pneudraulic Systems Mechanic	19.91
23850 - Rigger	19.91
23870 - Scale Mechanic	17.92
23890 - Sheet-Metal Worker, Maintenance	18.08
23910 - Small Engine Mechanic	13.96
23931 - Telecommunications Mechanic I	24.20
23932 - Telecommunications Mechanic II	27.78
23950 - Telephone Lineman	20.70
23960 - Welder, Combination, Maintenance	17.57
23965 - Well Driller	18.90
23970 - Woodcraft Worker	19.91
23980 - Woodworker	17.07
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.61
24580 - Child Care Center Clerk	11.40
24610 - Chore Aide	11.01
24620 - Family Readiness And Support Services	15.82
Coordinator	
24630 - Homemaker	12.19
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.60
25040 - Sewage Plant Operator	16.13
25070 - Stationary Engineer	19.60
25190 - Ventilation Equipment Tender	15.23
25210 - Water Treatment Plant Operator	15.97
27000 - Protective Service Occupations	10.01
27004 - Alarm Monitor	13.21
27007 - Baggage Inspector	11.23
27007 Baggage Inspector 27008 - Corrections Officer	12.80
27010 - Court Security Officer	15.40
27030 - Detection Dog Handler	15.38
27030 - Detection Dog Handler 27040 - Detention Officer	12.80
27040 - Detention officer 27070 - Firefighter	17.64
27070 - Filelighter 27101 - Guard I	11.23
27101 - Guard I 27102 - Guard II	15.38
27102 - Guard II 27131 - Police Officer I	15.75
Z, IGI IOIICC OIICCI I	10.10

	- Police Officer II			17.50
	Recreation Occupations			
	- Carnival Equipment Operator			11.14
	- Carnival Equipment Repairer			12.75
	- Carnival Equpment Worker			9.60
	- Gate Attendant/Gate Tender			14.28
	- Lifeguard			12.19
	- Park Attendant (Aide)			15.97
	- Recreation Aide/Health Facility Attendant			11.66
	- Recreation Specialist			19.61
	- Sports Official			12.72
	- Swimming Pool Operator			17.32
	Stevedoring/Longshoremen Occupational Services - Blocker And Bracer			20 E 6
	- Hatch Tender			20.56
	- Line Handler			19.81 19.81
	- Stevedore I			19.81
	- Stevedore II			21.36
	Technical Occupations			21.50
	- Air Traffic Control Specialist, Center (HFO)	(200	2)	35.77
	- Air Traffic Control Specialist, Station (HFO)			24.66
	- Air Traffic Control Specialist, Terminal (HFO)			27.16
	- Archeological Technician I	(566	2)	17.91
	- Archeological Technician II			20.08
	- Archeological Technician III			24.82
	- Cartographic Technician			26.10
	- Civil Engineering Technician			18.35
	- Drafter/CAD Operator I			18.63
	- Drafter/CAD Operator II			21.06
	- Drafter/CAD Operator III			23.45
	- Drafter/CAD Operator IV			28.86
	- Engineering Technician I			16.25
	- Engineering Technician II			18.24
	- Engineering Technician III			20.44
	- Engineering Technician IV			25.28
	- Engineering Technician V			31.68
	- Engineering Technician VI			37.41
	- Environmental Technician			23.70
30210	- Laboratory Technician			18.70
30240	- Mathematical Technician			25.12
30361	- Paralegal/Legal Assistant I			15.77
30362	- Paralegal/Legal Assistant II			19.54
	- Paralegal/Legal Assistant III			23.91
30364	- Paralegal/Legal Assistant IV			28.92
30390	- Photo-Optics Technician			25.12
30461	- Technical Writer I			24.33
30462	- Technical Writer II			27.26
30463	- Technical Writer III			32.98
	- Unexploded Ordnance (UXO) Technician I			22.74
	- Unexploded Ordnance (UXO) Technician II			27.51
	- Unexploded Ordnance (UXO) Technician III			32.97
	- Unexploded (UXO) Safety Escort			22.74
	- Unexploded (UXO) Sweep Personnel	,	0)	22.74
		(see	2)	23.45
	ce Programs	,	0)	05 10
	- Weather Observer, Senior	(see	∠)	25.12
	Transportation/Mobile Equipment Operation Occupat	lons		0 50
	- Bus Aide - Bus Driver			9.59
	- Bus Driver - Driver Courier			14.48 12.79
	- Parking and Lot Attendant			8.66
	- Shuttle Bus Driver			13.37
51270	DIRECTC DRD DIIVCI			-J.J/

31310	- Taxi Driver	10.09
31361	- Truckdriver, Light	13.37
31362	- Truckdriver, Medium	15.35
31363	- Truckdriver, Heavy	18.33
31364	- Truckdriver, Tractor-Trailer	18.33
99000 -	Miscellaneous Occupations	
99030	- Cashier	8.64
99050	- Desk Clerk	9.43
99095	- Embalmer	22.74
99251	- Laboratory Animal Caretaker I	13.56
99252	- Laboratory Animal Caretaker II	13.95
99310	- Mortician	22.74
99410	- Pest Controller	12.79
99510	- Photofinishing Worker	11.95
99710	- Recycling Laborer	14.77
99711	- Recycling Specialist	16.34
99730	- Refuse Collector	13.46
99810	- Sales Clerk	11.54
99820	- School Crossing Guard	13.99
99830	- Survey Party Chief	16.49
99831	- Surveying Aide	10.91
99832	- Surveying Technician	14.98
99840	- Vending Machine Attendant	13.25
99841	- Vending Machine Repairer	15.07
99842	- Vending Machine Repairer Helper	12.35

## ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

# THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations

involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

\*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

#### Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4). 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

*********** THIS WAGE DETERMINATION WAS REPLACED 08/05/2014 ************ WD 05-2159 (Rev14) was first posted on www.wdol.gov on 06/25/2013 ************************************			
REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACTU.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRAT:By direction of the Secretary of LaborWAGE AND HOUR DIVISION WASHINGTON D.C. 20210	ION		
Diane C. Koplewski Division of Revision No.: 2005-2159 Director Wage Determinations Date Of Revision: 06/19/2013 State: Idaho	3		
Area: Idaho Statewide			
**Fringe Benefits Required Follow the Occupational Listing** OCCUPATION CODE - TITLE FOOTNOTE	RATE		
01000 - Administrative Support And Clerical Occupations	12.27		
01011 - Accounting Clerk I 01012 - Accounting Clerk II	12.27		
01013 - Accounting Clerk III	15.09		
01020 - Administrative Assistant	17.16		
01040 - Court Reporter	22.66		
01051 - Data Entry Operator I	11.51		
01052 - Data Entry Operator II	12.57		
01060 - Dispatcher, Motor Vehicle	17.87		
01070 - Document Preparation Clerk	14.34		
01090 - Duplicating Machine Operator	14.34		
01111 - General Clerk I	11.17		
01112 - General Clerk II	12.19		
01113 - General Clerk III	13.68		
01120 - Housing Referral Assistant	17.37		
01141 - Messenger Courier	10.69		
01191 - Order Clerk I	14.76		
01192 - Order Clerk II 01261 - Demograph Accistent (Employment) I	16.11		
01261 - Personnel Assistant (Employment) I	13.55		
01262 - Personnel Assistant (Employment) II 01263 - Personnel Assistant (Employment) III	15.15 16.89		
01270 - Production Control Clerk	18.51		
01280 - Receptionist	11.51		
01290 - Rental Clerk	12.35		
01300 - Scheduler, Maintenance	13.93		
01311 - Secretary I	13.93		
01312 - Secretary II	15.58		
01313 - Secretary III	17.37		
01320 - Service Order Dispatcher	16.49		
01410 - Supply Technician	17.16		
01420 - Survey Worker	11.40		
01531 - Travel Clerk I	12.07		
01532 - Travel Clerk II	12.66		
01533 - Travel Clerk III	13.73		
01611 - Word Processor I	13.03		
01612 - Word Processor II	13.92		
01613 - Word Processor III	15.58		
05000 - Automotive Service Occupations	47 65		
05005 - Automobile Body Repairer, Fiberglass	17.65		
05010 - Automotive Electrician	14.43		
05040 - Automotive Glass Installer	14.24		

05070	- Automotive Worker	14.07
05110	- Mobile Equipment Servicer	11.50
05130	- Motor Equipment Metal Mechanic	15.83
05160	- Motor Equipment Metal Worker	14.07
05190	- Motor Vehicle Mechanic	15.83
05220	- Motor Vehicle Mechanic Helper	11.50
05250	- Motor Vehicle Upholstery Worker	13.30
	- Motor Vehicle Wrecker	14.07
05310	- Painter, Automotive	15.03
05340	- Radiator Repair Specialist	15.27
	- Tire Repairer	10.02
05400	- Transmission Repair Specialist	15.83
	Food Preparation And Service Occupations	
	- Baker	11.89
	- Cook I	9.80
	- Cook II	11.37
	- Dishwasher	7.90
	- Food Service Worker	9.41
	- Meat Cutter	14.58
	- Waiter/Waitress	8.62
	Furniture Maintenance And Repair Occupations	
	- Electrostatic Spray Painter	13.60
	- Furniture Handler	10.99
	- Furniture Refinisher	13.05
	- Furniture Refinisher Helper	11.51
	- Furniture Repairer, Minor	11.54
	- Upholsterer	12.83
	General Services And Support Occupations	0.05
	- Cleaner, Vehicles	8.95
	- Elevator Operator	8.95
	- Gardener	14.27
	- Housekeeping Aide	10.75
	- Janitor	11.06
	- Laborer, Grounds Maintenance - Maid or Houseman	11.56 8.80
	- Pruner	10.14
	- Tractor Operator	10.14
	- Trail Maintenance Worker	11.56
	- Window Cleaner	12.19
	Health Occupations	12.17
	- Ambulance Driver	16.49
	- Breath Alcohol Technician	16.25
	- Certified Occupational Therapist Assistant	24.40
	- Certified Physical Therapist Assistant	21.99
	- Dental Assistant	14.94
	- Dental Hygienist	33.20
	- EKG Technician	24.91
12035	- Electroneurodiagnostic Technologist	24.91
	- Emergency Medical Technician	16.49
	- Licensed Practical Nurse I	14.53
12072	- Licensed Practical Nurse II	16.25
12073	- Licensed Practical Nurse III	18.12
12100	- Medical Assistant	14.79
12130	- Medical Laboratory Technician	17.53
	- Medical Record Clerk	13.47
12190	- Medical Record Technician	15.07
12195	- Medical Transcriptionist	15.16
12210	- Nuclear Medicine Technologist	32.30
12221	- Nursing Assistant I	10.66
	- Nursing Assistant II	11.99
12223	- Nursing Assistant III	13.08

12224 - Nursing Assistant IV	1	4.66
12235 - Optical Dispenser		4.76
12236 - Optical Technician		3.18
12250 - Pharmacy Technician		4.80
12280 - Phlebotomist		.4.66
12305 - Radiologic Technologist		2.77
12311 - Registered Nurse I		2.72
12312 - Registered Nurse II		27.78
12313 - Registered Nurse II, Specialist		27.78
12314 - Registered Nurse III		3.61
12315 - Registered Nurse III, Anesthetist		3.61
12316 - Registered Nurse IV		0.02
12317 - Scheduler (Drug and Alcohol Testing)		20.13
13000 - Information And Arts Occupations	_	
13011 - Exhibits Specialist I	1	.6.36
13012 - Exhibits Specialist II		20.27
13013 - Exhibits Specialist III		4.80
13041 - Illustrator I		.6.36
13042 - Illustrator II		20.27
13043 - Illustrator III		24.80
13047 - Librarian		2.59
13050 - Library Aide/Clerk		.3.53
13054 - Library Information Technology Systems		20.57
Administrator	E C	.0.57
13058 - Library Technician	1	.3.31
13061 - Media Specialist I		.4.72
13062 - Media Specialist II		.6.48
13063 - Media Specialist III		.8.36
13071 - Photographer I		.3.38
13072 - Photographer II		.6.76
13073 - Photographer III		.8.78
13074 - Photographer IV		23.09
13075 - Photographer V		28.39
13110 - Video Teleconference Technician		.8.11
14000 - Information Technology Occupations	1	.0.11
14041 - Computer Operator I	1	.4.69
14042 - Computer Operator II		.6.43
14043 - Computer Operator III		.8.32
14044 - Computer Operator IV		20.50
14045 - Computer Operator V		2.54
14071 - Computer Programmer I		.7.62
14072 - Computer Programmer II		2.88
	see 1)	.2.00
	see 1)	
14150 - Peripheral Equipment Operator	•	.4.69
14160 - Personal Computer Support Technician		20.50
15000 - Instructional Occupations	2	.0.50
15010 - Aircrew Training Devices Instructor (Non-Rated)	2	27.58
15020 - Aircrew Training Devices Instructor (Non-Rated)		3.36
15030 - Air Crew Training Devices Instructor (Rated)		6.70
15050 - Computer Based Training Specialist / Instructor		27.58
		20.74
15060 - Educational Technologist 15070 - Elight Instructor (Pilot)		6.74 6.70
15070 - Flight Instructor (Pilot) 15080 - Graphic Antist		.8.46
15080 - Graphic Artist 15090 - Technical Instructor		.8.36
15095 - Technical Instructor/Course Developer		2.46
15110 - Test Proctor		.4.79
15110 - Test Proceor 15120 - Tutor		.4.79
	1	

16000 -	Laundry, Dry-Cleaning, Pressing And Related Occupations	
	- Assembler	8.97
	- Counter Attendant	8.97
	- Dry Cleaner	10.70
	- Finisher, Flatwork, Machine	8.97
	- Presser, Hand	8.97
16110	- Presser, Machine, Drycleaning	8.97
16130	- Presser, Machine, Shirts	8.97
16160	- Presser, Machine, Wearing Apparel, Laundry	8.97
16190	- Sewing Machine Operator	11.28
	- Tailor	11.90
	- Washer, Machine	9.39
	Machine Tool Operation And Repair Occupations	
	- Machine-Tool Operator (Tool Room)	14.91
	- Tool And Die Maker	22.33
	Materials Handling And Packing Occupations	12.05
	- Forklift Operator	12.95
	- Material Coordinator	18.51 18.51
	- Material Expediter	10.85
	- Material Handling Laborer - Order Filler	11.95
	- Production Line Worker (Food Processing)	12.95
	- Shipping Packer	12.95
	- Shipping Receiving Clerk	12.87
	- Store Worker I	10.50
	- Stock Clerk	15.07
	- Tools And Parts Attendant	12.95
	- Warehouse Specialist	12.95
	Mechanics And Maintenance And Repair Occupations	
	- Aerospace Structural Welder	21.20
23021	- Aircraft Mechanic I	20.19
23022	- Aircraft Mechanic II	21.20
23023	- Aircraft Mechanic III	22.26
23040	- Aircraft Mechanic Helper	13.63
23050	- Aircraft, Painter	19.01
23060	- Aircraft Servicer	16.63
	- Aircraft Worker	17.60
	- Appliance Mechanic	17.03
	- Bicycle Repairer	10.23
	- Cable Splicer	29.76
	- Carpenter, Maintenance	17.46
	- Carpet Layer	19.20
	- Electrician, Maintenance	20.50
	- Electronics Technician Maintenance I	21.33
	- Electronics Technician Maintenance II	22.66
	- Electronics Technician Maintenance III - Fabric Worker	26.15
	- Fire Alarm System Mechanic	16.56 18.62
	- Fire Extinguisher Repairer	15.33
	- Fuel Distribution System Mechanic	21.65
	- Fuel Distribution System Operator	17.67
	- General Maintenance Worker	16.45
	- Ground Support Equipment Mechanic	20.19
	- Ground Support Equipment Servicer	16.63
	- Ground Support Equipment Worker	17.60
	- Gunsmith I	15.33
	- Gunsmith II	17.65
	- Gunsmith III	21.89
	- Heating, Ventilation And Air-Conditioning	18.62
Mechar		
23411	- Heating, Ventilation And Air Contditioning	19.43
	-	

Mechanic (Research Facility)	
	18.62
23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator	18.62
23460 - Instrument Mechanic	20.48
23465 - Laboratory/Shelter Mechanic	18.74
23470 - Laborar	10.85
23510 - Locksmith	
	17.48
23530 - Machinery Maintenance Mechanic	21.22
23550 - Machinist, Maintenance	17.44
23580 - Maintenance Trades Helper	13.09
23591 - Metrology Technician I	20.48
23592 - Metrology Technician II	21.51
23593 - Metrology Technician III	22.53
23640 - Millwright	22.43
23710 - Office Appliance Repairer	17.48
23760 - Painter, Maintenance	16.06
23790 - Pipefitter, Maintenance	21.74
23810 - Plumber, Maintenance	19.55
23820 - Pneudraulic Systems Mechanic	21.89
23850 - Rigger	21.88
23870 - Scale Mechanic	17.65
23890 - Sheet-Metal Worker, Maintenance	19.69
23910 - Small Engine Mechanic	14.51
23931 - Telecommunications Mechanic I	23.06
23932 - Telecommunications Mechanic II	24.50
23950 - Telephone Lineman	20.45
23960 - Welder, Combination, Maintenance	16.65
23965 - Well Driller	18.62
23970 - Woodcraft Worker	21.89
23980 - Woodworker	14.28
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.80
24580 - Child Care Center Clerk	12.47
24610 - Chore Aide	9.06
24620 - Family Readiness And Support Services	12.08
Coordinator	
24630 - Homemaker	10.19
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.84
25010 - Boiler Tender 25040 - Sewage Plant Operator	15.28
25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer	15.28 19.84
25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender	15.28 19.84 13.95
25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator	15.28 19.84
25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations	15.28 19.84 13.95 15.28
25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator	15.28 19.84 13.95 15.28 16.88
25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations	15.28 19.84 13.95 15.28
25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer	15.28 19.84 13.95 15.28 16.88
25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector	15.28 19.84 13.95 15.28 16.88 13.20
25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer	15.28 19.84 13.95 15.28 16.88 13.20 18.72
<pre>25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer</pre>	15.28 19.84 13.95 15.28 16.88 13.20 18.72 19.91
<pre>25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter</pre>	15.28 19.84 13.95 15.28 16.88 13.20 18.72 19.91 15.80
<pre>25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer</pre>	15.28 19.84 13.95 15.28 16.88 13.20 18.72 19.91 15.80 18.72 18.72 18.98 13.20
<pre>25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter 27101 - Guard I 27102 - Guard II</pre>	15.28 19.84 13.95 15.28 16.88 13.20 18.72 19.91 15.80 18.72 18.72 18.98
<pre>25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter 27101 - Guard I</pre>	15.28 19.84 13.95 15.28 16.88 13.20 18.72 19.91 15.80 18.72 18.72 18.98 13.20
<pre>25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter 27101 - Guard I 27102 - Guard II</pre>	15.28 19.84 13.95 15.28 16.88 13.20 18.72 19.91 15.80 18.72 18.98 13.20 15.80
<pre>25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter 27070 - Firefighter 27101 - Guard I 27102 - Guard II 27131 - Police Officer I</pre>	15.28 19.84 13.95 15.28 16.88 13.20 18.72 19.91 15.80 18.72 18.98 13.20 15.80 22.26
<pre>25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter 27101 - Guard I 27102 - Guard II 27131 - Police Officer II</pre>	15.28 19.84 13.95 15.28 16.88 13.20 18.72 19.91 15.80 18.72 18.98 13.20 15.80 22.26
<pre>25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter 27070 - Firefighter 27101 - Guard I 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations</pre>	15.28 $19.84$ $13.95$ $15.28$ $16.88$ $13.20$ $18.72$ $19.91$ $15.80$ $18.72$ $18.98$ $13.20$ $15.80$ $22.26$ $24.73$
<pre>25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter 27101 - Guard I 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator</pre>	15.28 19.84 13.95 15.28 16.88 13.20 18.72 19.91 15.80 18.72 18.98 13.20 15.80 22.26 24.73 11.94
<pre>25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter 27101 - Guard I 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer</pre>	15.28 19.84 13.95 15.28 16.88 13.20 18.72 19.91 15.80 18.72 18.98 13.20 15.80 22.26 24.73 11.94 14.41
<pre>25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter 27101 - Guard I 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28043 - Carnival Equipment Worker</pre>	15.28 19.84 13.95 15.28 16.88 13.20 18.72 19.91 15.80 18.72 18.98 13.20 15.80 22.26 24.73 11.94 14.41 10.11

		45.26
28350 - Park Attendant (Aide)		15.36
28510 - Recreation Aide/Health Facility Attendant		11.92
28515 - Recreation Specialist		15.92
28630 - Sports Official		13.01
28690 - Swimming Pool Operator		17.28
29000 - Stevedoring/Longshoremen Occupational Services		10 10
29010 - Blocker And Bracer		19.42
29020 - Hatch Tender		19.42
29030 - Line Handler		19.42
29041 - Stevedore I		16.97
29042 - Stevedore II		19.50
30000 - Technical Occupations	(	
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)		24.67
30012 - Air Traffic Control Specialist, Terminal (HFO	) (see 2)	27.16
30021 - Archeological Technician I		17.79
30022 - Archeological Technician II		20.00
30023 - Archeological Technician III		24.38
30030 - Cartographic Technician		24.39
30040 - Civil Engineering Technician		22.41
30061 - Drafter/CAD Operator I		17.59
30062 - Drafter/CAD Operator II		20.76
30063 - Drafter/CAD Operator III		21.94
30064 - Drafter/CAD Operator IV		25.54
30081 - Engineering Technician I		13.93
30082 - Engineering Technician II		15.62
30083 - Engineering Technician III		18.43
30084 - Engineering Technician IV		21.66
30085 - Engineering Technician V		26.49
30086 - Engineering Technician VI		30.94
30090 - Environmental Technician		22.32
30210 - Laboratory Technician		20.26
30240 - Mathematical Technician		24.45
30361 - Paralegal/Legal Assistant I		16.96
30362 - Paralegal/Legal Assistant II		21.01
30363 - Paralegal/Legal Assistant III		25.70
30364 - Paralegal/Legal Assistant IV 30390 - Photo-Optics Technician		31.10 24.45
30461 - Technical Writer I		20.81
30462 - Technical Writer II		25.45
30463 - Technical Writer III		27.75
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or	(see 2)	19.61
Surface Programs	(300 2)	19.01
30621 - Weather Observer, Senior	(see 2)	23.97
31000 - Transportation/Mobile Equipment Operation Occup	· ·	23.37
31020 - Bus Aide		10.06
31030 - Bus Driver		12.58
31043 - Driver Courier		12.40
31260 - Parking and Lot Attendant		8.69
31290 - Shuttle Bus Driver		13.52
31310 - Taxi Driver		9.78
31361 - Truckdriver, Light		13.52
31362 - Truckdriver, Medium		14.62
31363 - Truckdriver, Heavy		16.12
31364 - Truckdriver, Tractor-Trailer		16.12
99000 - Miscellaneous Occupations		

99030 - Cashier	9.03
99050 - Desk Clerk	8.36
99095 - Embalmer	25.86
99251 - Laboratory Animal Caretaker I	9.90
99252 - Laboratory Animal Caretaker II	10.80
99310 - Mortician	25.86
99410 - Pest Controller	16.64
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.96
99711 - Recycling Specialist	18.07
99730 - Refuse Collector	13.99
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	11.85
99830 - Survey Party Chief	20.27
99831 - Surveying Aide	13.74
99832 - Surveying Technician	18.43
99840 - Vending Machine Attendant	11.52
99841 - Vending Machine Repairer	14.81
99842 - Vending Machine Repairer Helper	11.13

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.81 per hour or \$152.40 per week or \$660.40 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

# THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage

determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

\*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol. gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

*********** THIS WAGE DETERMINATION WAS REPLACED 12/30/2014 ************ WD 05-2159 (Rev15) was first posted on www.wdol.gov on 08/05/2014 ************************************			
REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACTU.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATIONBy direction of the Secretary of LaborWAGE AND HOUR DIVISION WASHINGTON D.C. 20210			
Diane C. Koplewski       Division of       Wage Determination No.: 2005-2159         Director       Wage Determinations       Date Of Revision: 07/25/2014         State:       Idaho         Amage       Etatevide			
Area: Idaho Statewide			
**Fringe Benefits Required Follow the Occupational Listing** OCCUPATION CODE - TITLE FOOTNOTE	RATE		
01000 - Administrative Support And Clerical Occupations	40.07		
01011 - Accounting Clerk I 01012 - Accounting Clerk II	12.27 13.83		
01012 - Accounting Clerk II	15.09		
01020 - Administrative Assistant	17.16		
01040 - Court Reporter	22.66		
01051 - Data Entry Operator I	11.51		
01052 - Data Entry Operator II	12.57		
01060 - Dispatcher, Motor Vehicle	17.87		
01070 - Document Preparation Clerk	14.34		
01090 - Duplicating Machine Operator	14.34		
01111 - General Clerk I	11.17		
01112 - General Clerk II	12.19		
01113 - General Clerk III	13.68		
01120 - Housing Referral Assistant	17.37		
01141 - Messenger Courier	10.69		
01191 - Order Clerk I 01103 - Order Clerk II	14.76		
01192 - Order Clerk II 01261 - Donsonnal Assistant (Employment) I	16.11		
01261 - Personnel Assistant (Employment) I 01262 - Personnel Assistant (Employment) II	13.55 15.15		
01262 - Personnel Assistant (Employment) III 01263 - Personnel Assistant (Employment) III	16.89		
01270 - Production Control Clerk	18.51		
01280 - Receptionist	11.51		
01290 - Rental Clerk	12.35		
01300 - Scheduler, Maintenance	13.93		
01311 - Secretary I	13.93		
01312 - Secretary II	15.58		
01313 - Secretary III	17.37		
01320 - Service Order Dispatcher	16.49		
01410 - Supply Technician	17.16		
01420 - Survey Worker	11.40		
01531 - Travel Clerk I	12.07		
01532 - Travel Clerk II	12.66		
01533 - Travel Clerk III	13.73		
01611 - Word Processor I 01612 - Word Processor II	13.03		
01612 - Word Processor II 01613 - Word Processor III	13.92 15.58		
05000 - Automotive Service Occupations	00.01		
05005 - Automotive Service Occupations 05005 - Automobile Body Repairer, Fiberglass	17.65		
05010 - Automotive Electrician	14.43		
05040 - Automotive Glass Installer	14.24		

05070	- Automotive Worker	14.07
05110	- Mobile Equipment Servicer	11.50
05130	- Motor Equipment Metal Mechanic	15.83
05160	- Motor Equipment Metal Worker	14.07
05190	- Motor Vehicle Mechanic	15.83
05220	- Motor Vehicle Mechanic Helper	11.50
05250	- Motor Vehicle Upholstery Worker	13.30
	- Motor Vehicle Wrecker	14.07
05310	- Painter, Automotive	15.03
05340	- Radiator Repair Specialist	15.27
	- Tire Repairer	10.02
05400	- Transmission Repair Specialist	15.83
	Food Preparation And Service Occupations	
	- Baker	11.89
	- Cook I	9.80
	- Cook II	11.37
	- Dishwasher	7.90
	- Food Service Worker	9.41
	- Meat Cutter	14.58
	- Waiter/Waitress	8.62
	Furniture Maintenance And Repair Occupations	
	- Electrostatic Spray Painter	13.60
	- Furniture Handler	10.99
	- Furniture Refinisher	13.05
	- Furniture Refinisher Helper	11.51
	- Furniture Repairer, Minor	11.54
	- Upholsterer	12.83
	General Services And Support Occupations	0.05
	- Cleaner, Vehicles	8.95
	- Elevator Operator	8.95
	- Gardener	14.27
	- Housekeeping Aide	10.75
	- Janitor	11.06
	- Laborer, Grounds Maintenance - Maid or Houseman	11.56 8.80
	- Pruner	10.14
	- Tractor Operator	10.14
	- Trail Maintenance Worker	11.56
	- Window Cleaner	12.19
	Health Occupations	12.17
	- Ambulance Driver	16.49
	- Breath Alcohol Technician	16.25
	- Certified Occupational Therapist Assistant	24.40
	- Certified Physical Therapist Assistant	21.99
	- Dental Assistant	14.94
	- Dental Hygienist	33.20
	- EKG Technician	24.91
12035	- Electroneurodiagnostic Technologist	24.91
	- Emergency Medical Technician	16.49
	- Licensed Practical Nurse I	14.53
12072	- Licensed Practical Nurse II	16.25
12073	- Licensed Practical Nurse III	18.12
12100	- Medical Assistant	14.79
12130	- Medical Laboratory Technician	17.53
	- Medical Record Clerk	13.47
12190	- Medical Record Technician	15.07
12195	- Medical Transcriptionist	15.16
12210	- Nuclear Medicine Technologist	32.30
12221	- Nursing Assistant I	10.66
	- Nursing Assistant II	11.99
12223	- Nursing Assistant III	13.08

12224 - Nursing Assistant IV	1	4.66
12235 - Optical Dispenser		4.76
12236 - Optical Technician		3.18
12250 - Pharmacy Technician		4.80
12280 - Phlebotomist		.4.66
12305 - Radiologic Technologist		2.77
12311 - Registered Nurse I		2.72
12312 - Registered Nurse II		27.78
12313 - Registered Nurse II, Specialist		27.78
12314 - Registered Nurse III		3.61
12315 - Registered Nurse III, Anesthetist		3.61
12316 - Registered Nurse IV		0.02
12317 - Scheduler (Drug and Alcohol Testing)		20.13
13000 - Information And Arts Occupations	_	
13011 - Exhibits Specialist I	1	.6.36
13012 - Exhibits Specialist II		20.27
13013 - Exhibits Specialist III		4.80
13041 - Illustrator I		.6.36
13042 - Illustrator II		20.27
13043 - Illustrator III		24.80
13047 - Librarian		2.59
13050 - Library Aide/Clerk		.3.53
13054 - Library Information Technology Systems		20.57
Administrator	E C	.0.57
13058 - Library Technician	1	.3.31
13061 - Media Specialist I		.4.72
13062 - Media Specialist II		.6.48
13063 - Media Specialist III		.8.36
13071 - Photographer I		.3.38
13072 - Photographer II		.6.76
13073 - Photographer III		.8.78
13074 - Photographer IV		23.09
13075 - Photographer V		28.39
13110 - Video Teleconference Technician		.8.11
14000 - Information Technology Occupations	1	.0.11
14041 - Computer Operator I	1	.4.69
14042 - Computer Operator II		.6.43
14043 - Computer Operator III		.8.32
14044 - Computer Operator IV		20.50
14045 - Computer Operator V		2.54
14071 - Computer Programmer I		.7.62
14072 - Computer Programmer II		2.88
	see 1)	.2.00
	see 1)	
14150 - Peripheral Equipment Operator	•	.4.69
14160 - Personal Computer Support Technician		20.50
15000 - Instructional Occupations	2	.0.50
15010 - Aircrew Training Devices Instructor (Non-Rated)	2	27.58
15020 - Aircrew Training Devices Instructor (Non-Rated)		3.36
15030 - Air Crew Training Devices Instructor (Rated)		6.70
15050 - Computer Based Training Specialist / Instructor		27.58
		20.74
15060 - Educational Technologist 15070 - Elight Instructor (Pilot)		36.74 36.70
15070 - Flight Instructor (Pilot) 15080 - Graphic Antist		.8.46
15080 - Graphic Artist 15090 - Technical Instructor		.8.36
15095 - Technical Instructor/Course Developer		2.46
15110 - Test Proctor		.4.79
15110 - Test Proceor 15120 - Tutor		.4.79
	1	

16000 -	Laundry, Dry-Cleaning, Pressing And Related Occupations	
	- Assembler	8.97
	- Counter Attendant	8.97
	- Dry Cleaner	10.70
	- Finisher, Flatwork, Machine	8.97
	- Presser, Hand	8.97
16110	- Presser, Machine, Drycleaning	8.97
16130	- Presser, Machine, Shirts	8.97
16160	- Presser, Machine, Wearing Apparel, Laundry	8.97
16190	- Sewing Machine Operator	11.28
	- Tailor	11.90
	- Washer, Machine	9.39
	Machine Tool Operation And Repair Occupations	
	- Machine-Tool Operator (Tool Room)	14.91
	- Tool And Die Maker	22.33
	Materials Handling And Packing Occupations	12.05
	- Forklift Operator - Material Coordinator	12.95
	- Material Expediter	18.51 18.51
	- Material Handling Laborer	10.85
	- Order Filler	11.95
	- Production Line Worker (Food Processing)	12.95
	- Shipping Packer	12.95
	- Shipping/Receiving Clerk	12.87
	- Store Worker I	10.50
	- Stock Clerk	15.07
	- Tools And Parts Attendant	12.95
	- Warehouse Specialist	12.95
	Mechanics And Maintenance And Repair Occupations	
	- Aerospace Structural Welder	21.20
23021	- Aircraft Mechanic I	20.19
23022	- Aircraft Mechanic II	21.20
23023	- Aircraft Mechanic III	22.26
23040	- Aircraft Mechanic Helper	13.63
	- Aircraft, Painter	19.01
	- Aircraft Servicer	16.63
	- Aircraft Worker	17.60
	- Appliance Mechanic	17.03
	- Bicycle Repairer	10.23
	- Cable Splicer	29.76
	- Carpenter, Maintenance	17.46
	- Carpet Layer	19.20
	- Electrician, Maintenance - Electronics Technician Maintenance I	20.50 21.33
	- Electronics Technician Maintenance I	21.33
	- Electronics Technician Maintenance II	22.00
	- Fabric Worker	16.56
	- Fire Alarm System Mechanic	18.62
	- Fire Extinguisher Repairer	15.33
	- Fuel Distribution System Mechanic	21.65
	- Fuel Distribution System Operator	17.67
	- General Maintenance Worker	16.45
	- Ground Support Equipment Mechanic	20.19
	- Ground Support Equipment Servicer	16.63
	- Ground Support Equipment Worker	17.60
	- Gunsmith I	15.33
23392	- Gunsmith II	17.65
23393	- Gunsmith III	21.89
23410	- Heating, Ventilation And Air-Conditioning	18.62
Mechai		
23411	- Heating, Ventilation And Air Contditioning	19.43

Mechanic (Research Facility)	
	18.62
23430 - Heavy Equipment Mechanic 23440 - Heavy Equipment Operator	18.62
23460 - Instrument Mechanic	20.48
23465 - Laboratory/Shelter Mechanic	18.74
23470 - Laborar	10.85
23510 - Locksmith	
	17.48
23530 - Machinery Maintenance Mechanic	21.22
23550 - Machinist, Maintenance	17.44
23580 - Maintenance Trades Helper	13.09
23591 - Metrology Technician I	20.48
23592 - Metrology Technician II	21.51
23593 - Metrology Technician III	22.53
23640 - Millwright	22.43
23710 - Office Appliance Repairer	17.48
23760 - Painter, Maintenance	16.06
23790 - Pipefitter, Maintenance	21.74
23810 - Plumber, Maintenance	19.55
23820 - Pneudraulic Systems Mechanic	21.89
23850 - Rigger	21.88
23870 - Scale Mechanic	17.65
23890 - Sheet-Metal Worker, Maintenance	19.69
23910 - Small Engine Mechanic	14.51
23931 - Telecommunications Mechanic I	23.06
23932 - Telecommunications Mechanic II	24.50
23950 - Telephone Lineman	20.45
23960 - Welder, Combination, Maintenance	16.65
23965 - Well Driller	18.62
23970 - Woodcraft Worker	21.89
23980 - Woodworker	14.28
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.80
24580 - Child Care Center Clerk	12.47
24610 - Chore Aide	9.06
24620 - Family Readiness And Support Services	12.08
Coordinator	
24630 - Homemaker	10.19
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.84
25010 - Boiler Tender 25040 - Sewage Plant Operator	15.28
25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer	15.28 19.84
25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender	15.28 19.84 13.95
25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator	15.28 19.84
25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations	15.28 19.84 13.95 15.28
25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator	15.28 19.84 13.95 15.28 16.88
25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations	15.28 19.84 13.95 15.28
25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer	15.28 19.84 13.95 15.28 16.88
25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector	15.28 19.84 13.95 15.28 16.88 13.20
25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer	15.28 19.84 13.95 15.28 16.88 13.20 18.72
<pre>25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer</pre>	15.28 19.84 13.95 15.28 16.88 13.20 18.72 19.91
<pre>25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter</pre>	15.28 19.84 13.95 15.28 16.88 13.20 18.72 19.91 15.80
<pre>25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer</pre>	15.28 19.84 13.95 15.28 16.88 13.20 18.72 19.91 15.80 18.72 18.72 18.98 13.20
<pre>25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter 27101 - Guard I 27102 - Guard II</pre>	15.28 19.84 13.95 15.28 16.88 13.20 18.72 19.91 15.80 18.72 18.72 18.98
<pre>25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter 27101 - Guard I</pre>	15.28 19.84 13.95 15.28 16.88 13.20 18.72 19.91 15.80 18.72 18.72 18.98 13.20
<pre>25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter 27101 - Guard I 27102 - Guard II</pre>	15.28 19.84 13.95 15.28 16.88 13.20 18.72 19.91 15.80 18.72 18.98 13.20 15.80
<pre>25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter 27070 - Firefighter 27101 - Guard I 27102 - Guard II 27131 - Police Officer I</pre>	15.28 19.84 13.95 15.28 16.88 13.20 18.72 19.91 15.80 18.72 18.98 13.20 15.80 22.26
<pre>25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter 27101 - Guard I 27102 - Guard II 27131 - Police Officer II</pre>	15.28 19.84 13.95 15.28 16.88 13.20 18.72 19.91 15.80 18.72 18.98 13.20 15.80 22.26
<pre>25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter 27070 - Firefighter 27101 - Guard I 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations</pre>	15.28 $19.84$ $13.95$ $15.28$ $16.88$ $13.20$ $18.72$ $19.91$ $15.80$ $18.72$ $18.98$ $13.20$ $15.80$ $22.26$ $24.73$
<pre>25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter 27101 - Guard I 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator</pre>	15.28 19.84 13.95 15.28 16.88 13.20 18.72 19.91 15.80 18.72 18.98 13.20 15.80 22.26 24.73 11.94
<pre>25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter 27101 - Guard I 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28042 - Carnival Equipment Repairer</pre>	15.28 19.84 13.95 15.28 16.88 13.20 18.72 19.91 15.80 18.72 18.98 13.20 15.80 22.26 24.73 11.94 14.41
<pre>25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler 27040 - Detention Officer 27070 - Firefighter 27101 - Guard I 27102 - Guard II 27131 - Police Officer I 27132 - Police Officer II 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 28043 - Carnival Equipment Worker</pre>	15.28 19.84 13.95 15.28 16.88 13.20 18.72 19.91 15.80 18.72 18.98 13.20 15.80 22.26 24.73 11.94 14.41 10.11

		45.26
28350 - Park Attendant (Aide)		15.36
28510 - Recreation Aide/Health Facility Attendant		11.92
28515 - Recreation Specialist		15.92
28630 - Sports Official		13.01
28690 - Swimming Pool Operator		17.28
29000 - Stevedoring/Longshoremen Occupational Services		10 10
29010 - Blocker And Bracer		19.42
29020 - Hatch Tender		19.42
29030 - Line Handler		19.42
29041 - Stevedore I		16.97
29042 - Stevedore II		19.50
30000 - Technical Occupations	(	
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)		24.67
30012 - Air Traffic Control Specialist, Terminal (HFO)	) (see 2)	27.16
30021 - Archeological Technician I		17.79
30022 - Archeological Technician II		20.00
30023 - Archeological Technician III		24.38
30030 - Cartographic Technician		24.39
30040 - Civil Engineering Technician		22.41
30061 - Drafter/CAD Operator I		17.59
30062 - Drafter/CAD Operator II		20.76
30063 - Drafter/CAD Operator III		21.94
30064 - Drafter/CAD Operator IV		25.54
30081 - Engineering Technician I		13.93
30082 - Engineering Technician II		15.62
30083 - Engineering Technician III		18.43
30084 - Engineering Technician IV		21.66
30085 - Engineering Technician V		26.49
30086 - Engineering Technician VI		30.94
30090 - Environmental Technician		22.32
30210 - Laboratory Technician		20.26
30240 - Mathematical Technician		24.45
30361 - Paralegal/Legal Assistant I		16.96
30362 - Paralegal/Legal Assistant II		21.01
30363 - Paralegal/Legal Assistant III		25.70
30364 - Paralegal/Legal Assistant IV 30390 - Photo-Optics Technician		31.10 24.45
30461 - Technical Writer I		20.81
30462 - Technical Writer II		25.45
30463 - Technical Writer III		27.75
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or	(see 2)	19.61
Surface Programs	(300 2)	19.01
30621 - Weather Observer, Senior	(see 2)	23.97
31000 - Transportation/Mobile Equipment Operation Occup	· ·	23.37
31020 - Bus Aide		10.06
31030 - Bus Driver		12.58
31043 - Driver Courier		12.40
31260 - Parking and Lot Attendant		8.69
31290 - Shuttle Bus Driver		13.52
31310 - Taxi Driver		9.78
31361 - Truckdriver, Light		13.52
31362 - Truckdriver, Medium		14.62
31363 - Truckdriver, Heavy		16.12
31364 - Truckdriver, Tractor-Trailer		16.12
99000 - Miscellaneous Occupations		

99030 - Cashier	9.03
99050 - Desk Clerk	8.36
99095 - Embalmer	25.86
99251 - Laboratory Animal Caretaker I	9.90
99252 - Laboratory Animal Caretaker II	10.80
99310 - Mortician	25.86
99410 - Pest Controller	16.64
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.96
99711 - Recycling Specialist	18.07
99730 - Refuse Collector	13.99
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	11.85
99830 - Survey Party Chief	20.27
99831 - Surveying Aide	13.74
99832 - Surveying Technician	18.43
99840 - Vending Machine Attendant	11.52
99841 - Vending Machine Repairer	14.81
99842 - Vending Machine Repairer Helper	11.13

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

## THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage

determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

\*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol. gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

<pre>********** THIS WAGE DETERMINATION WAS REPLACED 07/14/2015 ************************************</pre>	****
REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACTU.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATIONBy direction of the Secretary of LaborWAGE AND HOUR DIVISION WASHINGTON D.C. 20210	
Wage Determination No.: 2005-2159Diane C. KoplewskiDivision ofRevision No.: 16DirectorWage DeterminationsDate Of Revision: 12/22/2014	
Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.	
State: Idaho Area: Idaho Statewide	
**Fringe Benefits Required Follow the Occupational Listing** OCCUPATION CODE - TITLE FOOTNOTE 01000 - Administrative Support And Clerical Occupations	RATE
01011 - Accounting Clerk I	12.27
01012 - Accounting Clerk II	13.83
01013 - Accounting Clerk III	15.09
01020 - Administrative Assistant	17.16
01040 - Court Reporter	22.66
01051 - Data Entry Operator I	11.51
01052 - Data Entry Operator II	12.57
01060 - Dispatcher, Motor Vehicle	17.87
01070 - Document Preparation Clerk	14.34
01090 - Duplicating Machine Operator	14.34
01111 - General Clerk I	11.17
01112 - General Clerk II	12.19
01113 - General Clerk III	13.68
01120 - Housing Referral Assistant	17.37
01141 - Messenger Courier	10.69
01191 - Order Clerk I	14.76
01192 - Order Clerk II	16.11
01261 - Personnel Assistant (Employment) I	13.55
01262 - Personnel Assistant (Employment) II	15.15
01263 - Personnel Assistant (Employment) III	16.89
01270 - Production Control Clerk	18.51
01280 - Receptionist	11.51
01290 - Rental Clerk	12.35
01300 - Scheduler, Maintenance	13.93
01311 - Secretary I	13.93
01312 - Secretary II	15.58
01313 - Secretary III	17.37
01320 - Service Order Dispatcher	16.49
01410 - Supply Technician	17.16
01420 - Survey Worker	11.40

	- Travel Clerk I	12.07
	- Travel Clerk II	12.66
	- Travel Clerk III	13.73
	- Word Processor I	13.03
	- Word Processor II	13.92
	- Word Processor III	15.58
	Automotive Service Occupations	
	- Automobile Body Repairer, Fiberglass	17.65
	- Automotive Electrician	14.43
	- Automotive Glass Installer	14.24
	- Automotive Worker	14.07
	- Mobile Equipment Servicer	11.50
	- Motor Equipment Metal Mechanic	15.83
	- Motor Equipment Metal Worker	14.07
	- Motor Vehicle Mechanic	15.83
	- Motor Vehicle Mechanic Helper	11.50
	- Motor Vehicle Upholstery Worker	13.30
	- Motor Vehicle Wrecker	14.07
	- Painter, Automotive	15.03
	- Radiator Repair Specialist	15.27
	- Tire Repairer	10.02
05400	- Transmission Repair Specialist	15.83
07000 -	Food Preparation And Service Occupations	
07010	- Baker	11.89
07041	- Cook I	9.80
07042	- Cook II	11.37
07070	- Dishwasher	7.90
07130	- Food Service Worker	9.41
07210	- Meat Cutter	14.58
07260	- Waiter/Waitress	8.62
09000 -	Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	13.60
09040	- Furniture Handler	10.99
09080	- Furniture Refinisher	13.05
09090	- Furniture Refinisher Helper	11.51
09110	- Furniture Repairer, Minor	11.54
	- Upholsterer	12.83
	General Services And Support Occupations	
	- Cleaner, Vehicles	8.95
	- Elevator Operator	8.95
11090	- Gardener	14.27
11122	- Housekeeping Aide	10.75
11150	- Janitor	11.06
11210	- Laborer, Grounds Maintenance	11.56
	- Maid or Houseman	8.80
11260	- Pruner	10.14
11270	- Tractor Operator	14.11
	- Trail Maintenance Worker	11.56
	- Window Cleaner	12.19
12000 -	Health Occupations	
	- Ambulance Driver	16.49
	- Breath Alcohol Technician	16.25
	- Certified Occupational Therapist Assistant	24.40
	- Certified Physical Therapist Assistant	21.99
	- Dental Assistant	14.94
	- Dental Hygienist	33.20
	- EKG Technician	24.91
	- Electroneurodiagnostic Technologist	24.91
	- Emergency Medical Technician	16.49
	- Licensed Practical Nurse I	14.53
	- Licensed Practical Nurse II	16.25
12072	LICENSEM FRACTICAL MARSE II	10.20

12073 - Licensed Practical Nurse III		18.12
12100 - Medical Assistant		14.79
12130 - Medical Laboratory Technician		17.53
12160 - Medical Record Clerk		13.47
12190 - Medical Record Technician		15.07
12195 - Medical Transcriptionist		15.16
12210 - Nuclear Medicine Technologist		32.30
12221 - Nursing Assistant I		10.66
12222 - Nursing Assistant II		11.99
12222 - Nursing Assistant II 12223 - Nursing Assistant III		13.08
12224 - Nursing Assistant IV		14.66
12235 - Optical Dispenser		14.76
12236 - Optical Technician		13.18
12250 - Pharmacy Technician		14.80
12280 - Phlebotomist		14.66
12305 - Radiologic Technologist		22.77
12311 - Registered Nurse I		22.72
12312 - Registered Nurse II		27.78
12313 - Registered Nurse II, Specialist		27.78
12314 - Registered Nurse III		33.61
12315 - Registered Nurse III, Anesthetist		33.61
12316 - Registered Nurse IV		40.02
12317 - Scheduler (Drug and Alcohol Testing)		20.13
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.36
13012 - Exhibits Specialist II		20.27
13013 - Exhibits Specialist III		24.80
13041 - Illustrator I		16.36
13042 - Illustrator II		20.27
13043 - Illustrator III		24.80
13047 - Librarian		22.59
13050 - Library Aide/Clerk		13.53
13054 - Library Information Technology Systems		20.57
Administrator		
13058 - Library Technician		13.31
13061 - Media Specialist I		14.72
13062 – Media Specialist II		16.48
13063 - Media Specialist III		18.36
13071 - Photographer I		13.38
13072 - Photographer II		16.76
13073 - Photographer III		18.78
13074 - Photographer IV		23.09
13075 - Photographer V		28.39
13110 - Video Teleconference Technician		18.11
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.69
14042 - Computer Operator II		16.43
14043 - Computer Operator III		18.32
14044 - Computer Operator IV		20.50
14045 - Computer Operator V 14071 - Computer Programmer I		
(40) = $(00000000000000000000000000000000000$		22.54
· -		22.54 17.62
14072 - Computer Programmer II	(500.1)	22.54
14072 - Computer Programmer II 14073 - Computer Programmer III	(see 1)	22.54 17.62
14072 - Computer Programmer II 14073 - Computer Programmer III 14074 - Computer Programmer IV	(see 1)	22.54 17.62
14072 - Computer Programmer II 14073 - Computer Programmer III 14074 - Computer Programmer IV 14101 - Computer Systems Analyst I	(see 1) (see 1)	22.54 17.62
14072 - Computer Programmer II 14073 - Computer Programmer III 14074 - Computer Programmer IV 14101 - Computer Systems Analyst I 14102 - Computer Systems Analyst II	(see 1) (see 1) (see 1)	22.54 17.62
14072 - Computer Programmer II 14073 - Computer Programmer III 14074 - Computer Programmer IV 14101 - Computer Systems Analyst I 14102 - Computer Systems Analyst II 14103 - Computer Systems Analyst III	(see 1) (see 1)	22.54 17.62
14072 - Computer Programmer II 14073 - Computer Programmer III 14074 - Computer Programmer IV 14101 - Computer Systems Analyst I 14102 - Computer Systems Analyst II	(see 1) (see 1) (see 1)	22.54 17.62
14072 - Computer Programmer II 14073 - Computer Programmer III 14074 - Computer Programmer IV 14101 - Computer Systems Analyst I 14102 - Computer Systems Analyst II 14103 - Computer Systems Analyst III	(see 1) (see 1) (see 1)	22.54 17.62 22.88
<ul> <li>14072 - Computer Programmer II</li> <li>14073 - Computer Programmer III</li> <li>14074 - Computer Programmer IV</li> <li>14101 - Computer Systems Analyst I</li> <li>14102 - Computer Systems Analyst III</li> <li>14103 - Computer Systems Analyst III</li> <li>14150 - Peripheral Equipment Operator</li> </ul>	(see 1) (see 1) (see 1)	22.54 17.62 22.88 14.69
<ul> <li>14072 - Computer Programmer II</li> <li>14073 - Computer Programmer III</li> <li>14074 - Computer Programmer IV</li> <li>14101 - Computer Systems Analyst I</li> <li>14102 - Computer Systems Analyst III</li> <li>14103 - Computer Systems Analyst III</li> <li>14150 - Peripheral Equipment Operator</li> <li>14160 - Personal Computer Support Technician</li> </ul>	(see 1) (see 1) (see 1) (see 1)	22.54 17.62 22.88 14.69

15020	- Aircrew Training Devices Instructor (Rated)	33.36
15030	- Air Crew Training Devices Instructor (Pilot)	36.70
15050	- Computer Based Training Specialist / Instructor	27.58
15060	- Educational Technologist	20.74
	- Flight Instructor (Pilot)	36.70
	- Graphic Artist	18.46
	- Technical Instructor	18.36
	- Technical Instructor/Course Developer	22.46
	- Test Proctor	14.79
	- Tutor	14.79
	Laundry, Dry-Cleaning, Pressing And Related Occupations	
	- Assembler	8.97
	- Counter Attendant	8.97
	- Dry Cleaner	10.70
	- Finisher, Flatwork, Machine	8.97
	- Presser, Hand	8.97
	- Presser, Machine, Drycleaning	8.97
	- Presser, Machine, Shirts	8.97
	- Presser, Machine, Wearing Apparel, Laundry	8.97
	- Sewing Machine Operator	11.28
	- Tailor	11.90
	- Washer, Machine	9.39
	Machine Tool Operation And Repair Occupations	
	- Machine-Tool Operator (Tool Room)	14.91
	- Tool And Die Maker	22.33
	Materials Handling And Packing Occupations	22.22
	- Forklift Operator	12.95
	- Material Coordinator	18.51
	- Material Expediter	18.51
	- Material Handling Laborer	10.85
	- Order Filler	11.95
		12.95
	- Production Line Worker (Food Processing)	12.95
	- Shipping Packer	12.87
	- Shipping/Receiving Clerk - Store Worker I	
	- Stock Clerk	10.50 15.07
	- Tools And Parts Attendant	12.95 12.95
	- Warehouse Specialist	12.95
	Mechanics And Maintenance And Repair Occupations	21 20
	- Aerospace Structural Welder - Aircraft Mechanic I	21.20
		20.19
	- Aircraft Mechanic II	21.20
	- Aircraft Mechanic III	22.26
	- Aircraft Mechanic Helper	13.63
	- Aircraft, Painter	19.01
	- Aircraft Servicer	16.63
	- Aircraft Worker	17.60
	- Appliance Mechanic	17.03
	- Bicycle Repairer	10.23
	- Cable Splicer	29.76
	- Carpenter, Maintenance	17.46
	- Carpet Layer	19.20
	- Electrician, Maintenance	20.50
	- Electronics Technician Maintenance I	21.33
	- Electronics Technician Maintenance II	22.66
	- Electronics Technician Maintenance III	26.15
	- Fabric Worker	16.56
	- Fire Alarm System Mechanic	18.62
	- Fire Extinguisher Repairer	15.33
	<ul><li>Fuel Distribution System Mechanic</li><li>Fuel Distribution System Operator</li></ul>	21.65 17.67

23370 - General Maintenance Worker	16.45
23380 – Ground Support Equipment Mechanic	20.19
23381 - Ground Support Equipment Servicer	16.63
23382 - Ground Support Equipment Worker	17.60
23391 - Gunsmith I	15.33
23392 - Gunsmith II	17.65
23393 - Gunsmith III	21.89
23410 - Heating, Ventilation And Air-Conditioning	18.62
•	10.02
Mechanic	10 12
23411 - Heating, Ventilation And Air Contditioning	19.43
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	18.62
23440 - Heavy Equipment Operator	18.62
23460 - Instrument Mechanic	20.48
23465 - Laboratory/Shelter Mechanic	18.74
23470 - Laborer	10.85
23510 - Locksmith	17.48
23530 - Machinery Maintenance Mechanic	21.22
23550 - Machinist, Maintenance	17.44
23580 - Maintenance Trades Helper	13.09
23591 - Metrology Technician I	20.48
23592 - Metrology Technician II	20.48
	22.53
23593 - Metrology Technician III	
23640 - Millwright	22.43
23710 - Office Appliance Repairer	17.48
23760 - Painter, Maintenance	16.06
23790 - Pipefitter, Maintenance	21.74
23810 - Plumber, Maintenance	19.55
23820 - Pneudraulic Systems Mechanic	21.89
23850 - Rigger	21.88
23870 – Scale Mechanic	17.65
23890 - Sheet-Metal Worker, Maintenance	19.69
23910 - Small Engine Mechanic	14.51
23931 - Telecommunications Mechanic I	23.06
23932 - Telecommunications Mechanic II	24.50
23950 - Telephone Lineman	20.45
23960 - Welder, Combination, Maintenance	16.65
23965 - Well Driller	18.62
23970 - Woodcraft Worker	21.89
23980 - Woodworker	14.28
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.80
24580 - Child Care Center Clerk	12.47
24610 - Chore Aide	9.06
24620 - Family Readiness And Support Services	12.08
Coordinator	
24630 - Homemaker	10.19
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.84
25040 - Sewage Plant Operator	15.28
25070 - Stationary Engineer	19.84
25190 - Ventilation Equipment Tender	13.95
25210 - Water Treatment Plant Operator	15.28
27000 - Protective Service Occupations	10.20
27004 - Alarm Monitor	16.88
27007 - Baggage Inspector	13.20
27008 - Corrections Officer	18.72
27010 - Court Security Officer	19.91
27030 - Detection Dog Handler	15.80
27040 - Detention Officer	18.72
27070 - Firefighter	18.98

27101	- Guard I		13.20
27102	- Guard II		15.80
27131	- Police Officer I		22.26
27132	- Police Officer II		24.73
28000 -	Recreation Occupations		
	- Carnival Equipment Operator		11.94
	- Carnival Equipment Repairer		14.41
	- Carnival Equpment Worker		10.11
	- Gate Attendant/Gate Tender		14.60
	- Lifeguard		11.34
	- Park Attendant (Aide)		15.36
	- Recreation Aide/Health Facility Attendant		11.92
	- Recreation Specialist		15.92
	- Sports Official		13.01
	- Swimming Pool Operator		17.28
	Stevedoring/Longshoremen Occupational Services		1/120
	- Blocker And Bracer		19.42
	- Hatch Tender		19.42
	- Line Handler		19.42
	- Stevedore I		16.97
	- Stevedore II		10.57
	Technical Occupations		19.30
	· · · · · · · · · · · · · · · · · · ·	(coo, 2)	35.77
	- Air Traffic Control Specialist, Center (HFO)	(see 2)	
		• •	24.67
	- Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
	- Archeological Technician I		17.79
	- Archeological Technician II		20.00
	- Archeological Technician III		24.38
	- Cartographic Technician		24.39
	- Civil Engineering Technician		22.41
	- Drafter/CAD Operator I		17.59
	- Drafter/CAD Operator II		20.76
	- Drafter/CAD Operator III		21.94
	- Drafter/CAD Operator IV		25.54
	- Engineering Technician I		13.93
	- Engineering Technician II		15.62
30083	- Engineering Technician III		18.43
	- Engineering Technician IV		21.66
30085	- Engineering Technician V		26.49
30086	- Engineering Technician VI		30.94
30090	- Environmental Technician		22.32
30210	- Laboratory Technician		20.26
30240	- Mathematical Technician		24.45
30361	- Paralegal/Legal Assistant I		16.96
30362	- Paralegal/Legal Assistant II		21.01
30363	- Paralegal/Legal Assistant III		25.70
30364	- Paralegal/Legal Assistant IV		31.10
30390	- Photo-Optics Technician		24.45
30461	- Technical Writer I		20.81
30462	- Technical Writer II		25.45
30463	- Technical Writer III		27.75
30491	- Unexploded Ordnance (UXO) Technician I		22.74
	- Unexploded Ordnance (UXO) Technician II		27.51
	- Unexploded Ordnance (UXO) Technician III		32.97
	- Unexploded (UXO) Safety Escort		22.74
	- Unexploded (UXO) Sweep Personnel		22.74
	- Weather Observer, Combined Upper Air Or	(see 2)	19.61
	ce Programs		
	- Weather Observer, Senior	(see 2)	23.97
	Transportation/Mobile Equipment Operation Occupat	. ,	,,
	- Bus Aide		10.06
- 1020			

31030 - Bus Driver	12.58
31043 - Driver Courier	12.40
31260 - Parking and Lot Attendant	8.69
31290 - Shuttle Bus Driver	13.52
31310 - Taxi Driver	9.78
31361 - Truckdriver, Light	13.52
31362 - Truckdriver, Medium	14.62
31363 - Truckdriver, Heavy	16.12
31364 - Truckdriver, Tractor-Trailer	16.12
99000 - Miscellaneous Occupations	
99030 - Cashier	9.03
99050 - Desk Clerk	8.36
99095 - Embalmer	25.86
99251 - Laboratory Animal Caretaker I	9.90
99252 - Laboratory Animal Caretaker II	10.80
99310 - Mortician	25.86
99410 - Pest Controller	16.64
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.96
99711 - Recycling Specialist	18.07
99730 - Refuse Collector	13.99
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	11.85
99830 - Survey Party Chief	20.27
99831 - Surveying Aide	13.74
99832 - Surveying Technician	18.43
99840 - Vending Machine Attendant	11.52
99841 - Vending Machine Repairer	14.81
99842 - Vending Machine Repairer Helper	11.13

### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

# THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

\*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol. gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

********** THIS WAGE DETERMINATION WAS REPLACED 01/05/2016 ************************************	****
REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACTU.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATIONBy direction of the Secretary of LaborWAGE AND HOUR DIVISION WASHINGTON D.C. 20210	
Daniel W. SimmsDivision ofWage Determination No.: 2005-2159Daniel W. SimmsDivision ofRevision No.: 17DirectorWage DeterminationsDate Of Revision: 07/08/2015	
Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.	
State: Idaho Area: Idaho Statewide	
**Fringe Benefits Required Follow the Occupational Listing** OCCUPATION CODE - TITLE FOOTNOTE 01000 - Administrative Support And Clerical Occupations	RATE
01011 - Accounting Clerk I	12.27
01012 - Accounting Clerk II	13.83
01013 - Accounting Clerk III	15.09
01020 - Administrative Assistant	17.16
01040 - Court Reporter	22.66
01051 - Data Entry Operator I	11.51
01052 - Data Entry Operator II	12.57
01060 - Dispatcher, Motor Vehicle	17.87
01070 - Document Preparation Clerk	14.34
01090 - Duplicating Machine Operator	14.34
01111 - General Clerk I	11.17
01112 - General Clerk II	12.19
01113 - General Clerk III	13.68
01120 - Housing Referral Assistant	17.37
01141 - Messenger Courier	10.69
01191 - Order Clerk I	14.76
01192 - Order Clerk II	16.11
01261 - Personnel Assistant (Employment) I	13.55
01262 - Personnel Assistant (Employment) II	15.15
01263 - Personnel Assistant (Employment) III	16.89
01270 - Production Control Clerk	18.51
01280 - Receptionist	11.51
01290 - Rental Clerk	12.35
01300 - Scheduler, Maintenance	13.93
01311 - Secretary I	13.93
01312 - Secretary II	15.58
01313 - Secretary III	17.37
01320 - Service Order Dispatcher	16.49
01410 - Supply Technician	17.16
01420 - Survey Worker	11.40

	- Travel Clerk I	12.07
	- Travel Clerk II	12.66
	- Travel Clerk III	13.73
	- Word Processor I	13.03
	- Word Processor II	13.92
	- Word Processor III	15.58
	Automotive Service Occupations	
	- Automobile Body Repairer, Fiberglass	17.65
	- Automotive Electrician	14.43
	- Automotive Glass Installer	14.24
	- Automotive Worker	14.07
	- Mobile Equipment Servicer	11.50
	- Motor Equipment Metal Mechanic	15.83
	- Motor Equipment Metal Worker	14.07
	- Motor Vehicle Mechanic	15.83
	- Motor Vehicle Mechanic Helper	11.50
	- Motor Vehicle Upholstery Worker	13.30
	- Motor Vehicle Wrecker	14.07
	- Painter, Automotive	15.03
	- Radiator Repair Specialist	15.27
	- Tire Repairer	10.02
05400	- Transmission Repair Specialist	15.83
07000 -	Food Preparation And Service Occupations	
07010	- Baker	11.89
07041	- Cook I	9.80
07042	- Cook II	11.37
07070	- Dishwasher	7.90
07130	- Food Service Worker	9.41
07210	- Meat Cutter	14.58
07260	- Waiter/Waitress	8.62
09000 -	Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	13.60
09040	- Furniture Handler	10.99
09080	- Furniture Refinisher	13.05
09090	- Furniture Refinisher Helper	11.51
09110	- Furniture Repairer, Minor	11.54
	- Upholsterer	12.83
	General Services And Support Occupations	
	- Cleaner, Vehicles	8.95
	- Elevator Operator	8.95
11090	- Gardener	14.27
11122	- Housekeeping Aide	10.75
11150	- Janitor	11.06
11210	- Laborer, Grounds Maintenance	11.56
	- Maid or Houseman	8.80
11260	- Pruner	10.14
11270	- Tractor Operator	14.11
	- Trail Maintenance Worker	11.56
	- Window Cleaner	12.19
12000 -	Health Occupations	
	- Ambulance Driver	16.49
	- Breath Alcohol Technician	16.25
	- Certified Occupational Therapist Assistant	24.40
	- Certified Physical Therapist Assistant	21.99
	- Dental Assistant	14.94
	- Dental Hygienist	33.20
	- EKG Technician	24.91
	- Electroneurodiagnostic Technologist	24.91
	- Emergency Medical Technician	16.49
	- Licensed Practical Nurse I	14.53
	- Licensed Practical Nurse II	16.25
12072	LICENSEM FRACTICAL MARSE II	

12073 - Licensed Practical Nurse III		18.12
12100 - Medical Assistant		14.79
12130 - Medical Laboratory Technician		17.53
12160 - Medical Record Clerk		13.47
12190 - Medical Record Technician		15.07
12195 - Medical Transcriptionist		15.16
12210 - Nuclear Medicine Technologist		32.30
12221 - Nursing Assistant I		10.66
12222 - Nursing Assistant II		11.99
12222 - Nursing Assistant II 12223 - Nursing Assistant III		13.08
12224 - Nursing Assistant IV		14.66
12235 - Optical Dispenser		14.76
12236 - Optical Technician		13.18
12250 - Pharmacy Technician		14.80
12280 - Phlebotomist		14.66
12305 - Radiologic Technologist		22.77
12311 - Registered Nurse I		22.72
12312 - Registered Nurse II		27.78
12313 - Registered Nurse II, Specialist		27.78
12314 - Registered Nurse III		33.61
12315 - Registered Nurse III, Anesthetist		33.61
12316 - Registered Nurse IV		40.02
12317 - Scheduler (Drug and Alcohol Testing)		20.13
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.36
13012 - Exhibits Specialist II		20.27
13013 - Exhibits Specialist III		24.80
13041 - Illustrator I		16.36
13042 - Illustrator II		20.27
13043 - Illustrator III		24.80
13047 - Librarian		22.59
13050 - Library Aide/Clerk		13.53
13054 - Library Information Technology Systems		20.57
Administrator		
13058 - Library Technician		13.31
13061 - Media Specialist I		14.72
13062 – Media Specialist II		16.48
13063 – Media Specialist III		18.36
13071 - Photographer I		13.38
13072 - Photographer II		16.76
13073 - Photographer III		18.78
13074 - Photographer IV		23.09
13075 - Photographer V		28.39
13110 - Video Teleconference Technician		18.11
14000 - Information Technology Occupations		10.11
14041 - Computer Operator I		14.69
14042 - Computer Operator II		
14043 - Computer Operator III 14043 - Computer Operator III		16 / 2
· · ·		16.43
		18.32
14044 - Computer Operator IV		18.32 20.50
14045 - Computer Operator V		18.32 20.50 22.54
14045 - Computer Operator V 14071 - Computer Programmer I		18.32 20.50 22.54 17.62
14045 - Computer Operator V 14071 - Computer Programmer I 14072 - Computer Programmer II		18.32 20.50 22.54
14045 - Computer Operator V 14071 - Computer Programmer I 14072 - Computer Programmer II 14073 - Computer Programmer III	(see 1)	18.32 20.50 22.54 17.62
14045 - Computer Operator V 14071 - Computer Programmer I 14072 - Computer Programmer II 14073 - Computer Programmer III 14074 - Computer Programmer IV	(see 1)	18.32 20.50 22.54 17.62
14045 - Computer Operator V 14071 - Computer Programmer I 14072 - Computer Programmer II 14073 - Computer Programmer III 14074 - Computer Programmer IV 14101 - Computer Systems Analyst I	(see 1) (see 1)	18.32 20.50 22.54 17.62
14045 - Computer Operator V 14071 - Computer Programmer I 14072 - Computer Programmer II 14073 - Computer Programmer III 14074 - Computer Programmer IV 14101 - Computer Systems Analyst I 14102 - Computer Systems Analyst II	(see 1) (see 1) (see 1)	18.32 20.50 22.54 17.62
14045 - Computer Operator V 14071 - Computer Programmer I 14072 - Computer Programmer II 14073 - Computer Programmer III 14074 - Computer Programmer IV 14101 - Computer Systems Analyst I	(see 1) (see 1)	18.32 20.50 22.54 17.62
14045 - Computer Operator V 14071 - Computer Programmer I 14072 - Computer Programmer II 14073 - Computer Programmer III 14074 - Computer Programmer IV 14101 - Computer Systems Analyst I 14102 - Computer Systems Analyst II	(see 1) (see 1) (see 1)	18.32 20.50 22.54 17.62
<pre>14045 - Computer Operator V 14071 - Computer Programmer I 14072 - Computer Programmer II 14073 - Computer Programmer III 14074 - Computer Programmer IV 14101 - Computer Systems Analyst I 14102 - Computer Systems Analyst II 14103 - Computer Systems Analyst III</pre>	(see 1) (see 1) (see 1)	18.32 20.50 22.54 17.62 22.88
<pre>14045 - Computer Operator V 14071 - Computer Programmer I 14072 - Computer Programmer II 14073 - Computer Programmer III 14074 - Computer Programmer IV 14101 - Computer Systems Analyst I 14102 - Computer Systems Analyst II 14103 - Computer Systems Analyst III 14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician</pre>	(see 1) (see 1) (see 1)	18.32 20.50 22.54 17.62 22.88 14.69
<pre>14045 - Computer Operator V 14071 - Computer Programmer I 14072 - Computer Programmer II 14073 - Computer Programmer III 14074 - Computer Programmer IV 14101 - Computer Systems Analyst I 14102 - Computer Systems Analyst II 14103 - Computer Systems Analyst III 14150 - Peripheral Equipment Operator</pre>	(see 1) (see 1) (see 1) (see 1)	18.32 20.50 22.54 17.62 22.88 14.69

15020	- Aircrew Training Devices Instructor (Rated)	33.36
15030	- Air Crew Training Devices Instructor (Pilot)	36.70
15050	- Computer Based Training Specialist / Instructor	27.58
15060	- Educational Technologist	20.74
	- Flight Instructor (Pilot)	36.70
	- Graphic Artist	18.46
	- Technical Instructor	18.36
	- Technical Instructor/Course Developer	22.46
	- Test Proctor	14.79
	- Tutor	14.79
	Laundry, Dry-Cleaning, Pressing And Related Occupations	
	- Assembler	8.97
	- Counter Attendant	8.97
	- Dry Cleaner	10.70
	- Finisher, Flatwork, Machine	8.97
	- Presser, Hand	8.97
	- Presser, Machine, Drycleaning	8.97
	- Presser, Machine, Shirts	8.97
	- Presser, Machine, Wearing Apparel, Laundry	8.97
	- Sewing Machine Operator	11.28
	- Tailor	11.28
	- Washer, Machine	9.39
	Machine Tool Operation And Repair Occupations	14.01
	- Machine-Tool Operator (Tool Room)	14.91
	- Tool And Die Maker	22.33
	Materials Handling And Packing Occupations	40.05
	- Forklift Operator	12.95
	- Material Coordinator	18.51
	- Material Expediter	18.51
	- Material Handling Laborer	10.85
	- Order Filler	11.95
	- Production Line Worker (Food Processing)	12.95
	- Shipping Packer	12.87
	- Shipping/Receiving Clerk	12.87
	- Store Worker I	10.50
	- Stock Clerk	15.07
21210	- Tools And Parts Attendant	12.95
21410	- Warehouse Specialist	12.95
23000 -	Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	21.20
23021	- Aircraft Mechanic I	20.19
23022	- Aircraft Mechanic II	21.20
23023	- Aircraft Mechanic III	22.26
23040	- Aircraft Mechanic Helper	13.63
23050	- Aircraft, Painter	19.01
	- Aircraft Servicer	16.63
23080	- Aircraft Worker	17.60
	- Appliance Mechanic	17.03
	- Bicycle Repairer	10.23
	- Cable Splicer	29.76
	- Carpenter, Maintenance	17.46
	- Carpet Layer	19.20
	- Electrician, Maintenance	20.50
	- Electronics Technician Maintenance I	20.30
	- Electronics Technician Maintenance II	22.66
	- Electronics Technician Maintenance III	26.15
	- Fabric Worker	16.56
	- Fire Alarm System Mechanic	18.62
	-	15.33
	- Fire Extinguisher Repairer	21.65
	- Fuel Distribution System Mechanic	
23312	- Fuel Distribution System Operator	17.67

23370 - General Maintenance Worker	16.45
23380 – Ground Support Equipment Mechanic	20.19
23381 - Ground Support Equipment Servicer	16.63
23382 - Ground Support Equipment Worker	17.60
23391 - Gunsmith I	15.33
23392 - Gunsmith II	17.65
23393 - Gunsmith III	21.89
23410 - Heating, Ventilation And Air-Conditioning	18.62
•	10.02
Mechanic	10 12
23411 - Heating, Ventilation And Air Contditioning	19.43
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	18.62
23440 - Heavy Equipment Operator	18.62
23460 - Instrument Mechanic	20.48
23465 - Laboratory/Shelter Mechanic	18.74
23470 - Laborer	10.85
23510 - Locksmith	17.48
23530 - Machinery Maintenance Mechanic	21.22
23550 - Machinist, Maintenance	17.44
23580 - Maintenance Trades Helper	13.09
23591 - Metrology Technician I	20.48
23592 - Metrology Technician II	20.48
	22.53
23593 - Metrology Technician III	
23640 - Millwright	22.43
23710 - Office Appliance Repairer	17.48
23760 - Painter, Maintenance	16.06
23790 - Pipefitter, Maintenance	21.74
23810 - Plumber, Maintenance	19.55
23820 - Pneudraulic Systems Mechanic	21.89
23850 - Rigger	21.88
23870 – Scale Mechanic	17.65
23890 - Sheet-Metal Worker, Maintenance	19.69
23910 - Small Engine Mechanic	14.51
23931 - Telecommunications Mechanic I	23.06
23932 - Telecommunications Mechanic II	24.50
23950 - Telephone Lineman	20.45
23960 - Welder, Combination, Maintenance	16.65
23965 - Well Driller	18.62
23970 - Woodcraft Worker	21.89
23980 - Woodworker	14.28
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.80
24580 - Child Care Center Clerk	12.47
24610 - Chore Aide	9.06
24620 - Family Readiness And Support Services	12.08
Coordinator	
24630 - Homemaker	10.19
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.84
25040 - Sewage Plant Operator	15.28
25070 - Stationary Engineer	19.84
25190 - Ventilation Equipment Tender	13.95
25210 - Water Treatment Plant Operator	15.28
27000 - Protective Service Occupations	17.20
·	16 00
27004 - Alarm Monitor	16.88
27007 - Baggage Inspector	13.20
27008 - Corrections Officer	18.72
27010 - Court Security Officer	19.91
27030 - Detection Dog Handler	15.80
27040 - Detention Officer	18.72
27070 - Firefighter	18.98

27101	- Guard I		13.20
27102	- Guard II		15.80
27131	- Police Officer I		22.26
27132	- Police Officer II		24.73
28000 -	Recreation Occupations		
	- Carnival Equipment Operator		11.94
	- Carnival Equipment Repairer		14.41
	- Carnival Equpment Worker		10.11
	- Gate Attendant/Gate Tender		14.60
	- Lifeguard		11.34
	- Park Attendant (Aide)		15.36
	- Recreation Aide/Health Facility Attendant		11.92
	- Recreation Specialist		15.92
	- Sports Official		13.01
	- Swimming Pool Operator		17.28
	Stevedoring/Longshoremen Occupational Services		_/ • _ •
	- Blocker And Bracer		19.42
	- Hatch Tender		19.42
	- Line Handler		19.42
	- Stevedore I		16.97
	- Stevedore II		19.50
	Technical Occupations		17.50
	· · · · · · · · · · · · · · · · · · ·	(see 2)	35.77
	- Air Traffic Control Specialist, Station (HFO)		24.67
	- Air Traffic Control Specialist, Jeacion (HFO)		27.16
	- Archeological Technician I	(see 2)	17.79
	- Archeological Technician II		20.00
	-		20.00
	- Archeological Technician III		24.38
	- Cartographic Technician		
	- Civil Engineering Technician		22.41 17.59
	- Drafter/CAD Operator I		
	- Drafter/CAD Operator II		20.76
	- Drafter/CAD Operator III		21.94
	- Drafter/CAD Operator IV		25.54
	- Engineering Technician I		13.93
	- Engineering Technician II		15.62
	- Engineering Technician III		18.43
	- Engineering Technician IV		21.66
	- Engineering Technician V		26.49
	- Engineering Technician VI		30.94
	- Environmental Technician		22.32
	- Laboratory Technician		20.26
	- Mathematical Technician		24.45
	- Paralegal/Legal Assistant I		16.96
	- Paralegal/Legal Assistant II		21.01
	- Paralegal/Legal Assistant III		25.70
	- Paralegal/Legal Assistant IV		31.10
	- Photo-Optics Technician		24.45
	- Technical Writer I		20.81
	- Technical Writer II		25.45
	- Technical Writer III		27.75
	- Unexploded Ordnance (UXO) Technician I		22.74
	- Unexploded Ordnance (UXO) Technician II		27.51
	- Unexploded Ordnance (UXO) Technician III		32.97
	- Unexploded (UXO) Safety Escort		22.74
	- Unexploded (UXO) Sweep Personnel		22.74
	- Weather Observer, Combined Upper Air Or	(see 2)	19.61
	ce Programs	<i>(</i> - <b>)</b>	
	- Weather Observer, Senior	(see 2)	23.97
	Transportation/Mobile Equipment Operation Occupat	tions	
31020	- Bus Aide		10.06

31030 - Bus Driver	12.58
31043 - Driver Courier	12.40
31260 - Parking and Lot Attendant	8.69
31290 - Shuttle Bus Driver	13.52
31310 - Taxi Driver	9.78
31361 - Truckdriver, Light	13.52
31362 - Truckdriver, Medium	14.62
31363 - Truckdriver, Heavy	16.12
31364 - Truckdriver, Tractor-Trailer	16.12
99000 - Miscellaneous Occupations	
99030 - Cashier	9.03
99050 - Desk Clerk	8.36
99095 - Embalmer	25.86
99251 - Laboratory Animal Caretaker I	9.90
99252 - Laboratory Animal Caretaker II	10.80
99310 - Mortician	25.86
99410 - Pest Controller	16.64
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	15.96
99711 - Recycling Specialist	18.07
99730 - Refuse Collector	13.99
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	11.85
99830 - Survey Party Chief	20.27
99831 - Surveying Aide	13.74
99832 - Surveying Technician	18.43
99840 - Vending Machine Attendant	11.52
99841 - Vending Machine Repairer	14.81
99842 - Vending Machine Repairer Helper	11.13

### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

# THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your

regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

\*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract

(either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol. gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.