CY14 Sustainment
WAGE DETERMINATION

Contract FA8611-08-C-2897
Attachment 8G

20 Nov 13

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

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

Wage Determination No.: 2005-2017
Revision No.: 17
Date Of Revision: 06/19/2013

Diane C. Koplewski
Director

Division of
Wage Determinations

State: Alaska
Area: Alaska Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.33
01012 - Accounting Clerk II		18.76
01013 - Accounting Clerk III		20.98
01020 - Administrative Assistant		23.34
01040 - Court Reporter		18.84
01051 - Data Entry Operator I		14.86
01052 - Data Entry Operator II		17.86
01060 - Dispatcher, Motor Vehicle		20.25
01070 - Document Preparation Clerk		15.39
01090 - Duplicating Machine Operator		14.72
01111 - General Clerk I		15.59
01112 - General Clerk II		17.01
01113 - General Clerk III		19.09
01120 - Housing Referral Assistant		21.01
01141 - Messenger Courier		15.60
01191 - Order Clerk I		15.45
01192 - Order Clerk II		16.86
01261 - Personnel Assistant (Employment) I		19.07
01262 - Personnel Assistant (Employment) II		21.33
01263 - Personnel Assistant (Employment) III		23.79
01270 - Production Control Clerk		22.59
01280 - Receptionist		14.09
01290 - Rental Clerk		16.84
01300 - Scheduler, Maintenance		16.84
01311 - Secretary I		16.84
01312 - Secretary II		18.84
01313 - Secretary III		21.01
01320 - Service Order Dispatcher		16.48
01410 - Supply Technician		23.34
01420 - Survey Worker		18.78
01531 - Travel Clerk I		15.21
01532 - Travel Clerk II		16.80
01533 - Travel Clerk III		18.57
01611 - Word Processor I		16.18
01612 - Word Processor II		18.16
01613 - Word Processor III		20.31
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		27.64
05010 - Automotive Electrician		23.64
05040 - Automotive Glass Installer		21.87
05070 - Automotive Worker		21.87
05110 - Mobile Equipment Servicer		19.62
05130 - Motor Equipment Metal Mechanic		23.96
05160 - Motor Equipment Metal Worker		21.87

05190 - Motor Vehicle Mechanic	23.96
05220 - Motor Vehicle Mechanic Helper	18.53
05250 - Motor Vehicle Upholstery Worker	21.87
05280 - Motor Vehicle Wrecker	21.87
05310 - Painter, Automotive	22.86
05340 - Radiator Repair Specialist	21.87
05370 - Tire Repairer	17.78
05400 - Transmission Repair Specialist	23.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.67
07041 - Cook I	15.17
07042 - Cook II	17.46
07070 - Dishwasher	10.99
07130 - Food Service Worker	13.46
07210 - Meat Cutter	18.87
07260 - Waiter/Waitress	11.91
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.94
09040 - Furniture Handler	17.36
09080 - Furniture Refinisher	25.94
09090 - Furniture Refinisher Helper	19.58
09110 - Furniture Repairer, Minor	22.74
09130 - Upholsterer	25.94
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.68
11060 - Elevator Operator	11.68
11090 - Gardener	17.52
11122 - Housekeeping Aide	14.15
11150 - Janitor	14.15
11210 - Laborer, Grounds Maintenance	14.59
11240 - Maid or Houseman	10.96
11260 - Pruner	13.18
11270 - Tractor Operator	16.53
11330 - Trail Maintenance Worker	14.59
11360 - Window Cleaner	15.67
12000 - Health Occupations	
12010 - Ambulance Driver	22.66
12011 - Breath Alcohol Technician	20.48
12012 - Certified Occupational Therapist Assistant	22.50
12015 - Certified Physical Therapist Assistant	21.90
12020 - Dental Assistant	20.32
12025 - Dental Hygienist	44.92
12030 - EKG Technician	29.90
12035 - Electroneurodiagnostic Technologist	29.90
12040 - Emergency Medical Technician	22.66
12071 - Licensed Practical Nurse I	18.31
12072 - Licensed Practical Nurse II	20.48
12073 - Licensed Practical Nurse III	22.84
12100 - Medical Assistant	17.49
12130 - Medical Laboratory Technician	21.01
12160 - Medical Record Clerk	16.04
12190 - Medical Record Technician	17.94
12195 - Medical Transcriptionist	20.41
12210 - Nuclear Medicine Technologist	43.70
12221 - Nursing Assistant I	13.27
12222 - Nursing Assistant II	14.92
12223 - Nursing Assistant III	16.28
12224 - Nursing Assistant IV	18.27
12235 - Optical Dispenser	20.20
12236 - Optical Technician	18.31
12250 - Pharmacy Technician	17.55
12280 - Phlebotomist	18.27
12305 - Radiologic Technologist	29.67

12311 - Registered Nurse I		28.98
12312 - Registered Nurse II		35.45
12313 - Registered Nurse II, Specialist		35.45
12314 - Registered Nurse III		42.88
12315 - Registered Nurse III, Anesthetist		42.88
12316 - Registered Nurse IV		51.40
12317 - Scheduler (Drug and Alcohol Testing)		25.38
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.09
13012 - Exhibits Specialist II		25.29
13013 - Exhibits Specialist III		30.90
13041 - Illustrator I		21.09
13042 - Illustrator II		25.29
13043 - Illustrator III		30.90
13047 - Librarian		25.66
13050 - Library Aide/Clerk		15.59
13054 - Library Information Technology Systems Administrator		23.84
13058 - Library Technician		19.63
13061 - Media Specialist I		16.71
13062 - Media Specialist II		18.70
13063 - Media Specialist III		20.85
13071 - Photographer I		19.50
13072 - Photographer II		23.82
13073 - Photographer III		27.01
13074 - Photographer IV		33.05
13075 - Photographer V		35.10
13110 - Video Teleconference Technician		18.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.09
14042 - Computer Operator II		19.12
14043 - Computer Operator III		24.42
14044 - Computer Operator IV		25.98
14045 - Computer Operator V		27.62
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)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.34
14160 - Personal Computer Support Technician		27.62
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.09
15020 - Aircrew Training Devices Instructor (Rated)		41.24
15030 - Air Crew Training Devices Instructor (Pilot)		49.42
15050 - Computer Based Training Specialist / Instructor		34.09
15060 - Educational Technologist		25.26
15070 - Flight Instructor (Pilot)		44.47
15080 - Graphic Artist		25.25
15090 - Technical Instructor		23.55
15095 - Technical Instructor/Course Developer		28.83
15110 - Test Proctor		19.12
15120 - Tutor		19.12
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.14
16030 - Counter Attendant		11.14
16040 - Dry Cleaner		14.19
16070 - Finisher, Flatwork, Machine		11.14
16090 - Presser, Hand		11.14
16110 - Presser, Machine, Drycleaning		11.14
16130 - Presser, Machine, Shirts		11.14

16160 - Presser, Machine, Wearing Apparel, Laundry	11.14
16190 - Sewing Machine Operator	15.20
16220 - Tailor	16.24
16250 - Washer, Machine	12.16
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.22
19040 - Tool And Die Maker	32.66
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.56
21030 - Material Coordinator	22.59
21040 - Material Expediter	22.59
21050 - Material Handling Laborer	17.01
21071 - Order Filler	15.49
21080 - Production Line Worker (Food Processing)	19.56
21110 - Shipping Packer	17.80
21130 - Shipping/Receiving Clerk	17.80
21140 - Store Worker I	14.56
21150 - Stock Clerk	19.82
21210 - Tools And Parts Attendant	19.56
21410 - Warehouse Specialist	19.56
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.25
23021 - Aircraft Mechanic I	27.66
23022 - Aircraft Mechanic II	29.25
23023 - Aircraft Mechanic III	30.86
23040 - Aircraft Mechanic Helper	21.69
23050 - Aircraft, Painter	27.45
23060 - Aircraft Servicer	24.23
23080 - Aircraft Worker	25.48
23110 - Appliance Mechanic	24.68
23120 - Bicycle Repairer	19.56
23125 - Cable Splicer	32.26
23130 - Carpenter, Maintenance	27.35
23140 - Carpet Layer	24.62
23160 - Electrician, Maintenance	33.25
23181 - Electronics Technician Maintenance I	28.23
23182 - Electronics Technician Maintenance II	33.62
23183 - Electronics Technician Maintenance III	35.69
23260 - Fabric Worker	23.00
23290 - Fire Alarm System Mechanic	25.71
23310 - Fire Extinguisher Repairer	21.40
23311 - Fuel Distribution System Mechanic	28.42
23312 - Fuel Distribution System Operator	24.75
23370 - General Maintenance Worker	21.71
23380 - Ground Support Equipment Mechanic	27.66
23381 - Ground Support Equipment Servicer	24.23
23382 - Ground Support Equipment Worker	25.48
23391 - Gunsmith I	21.40
23392 - Gunsmith II	24.62
23393 - Gunsmith III	27.84
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.32
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.62
23430 - Heavy Equipment Mechanic	30.13
23440 - Heavy Equipment Operator	29.79
23460 - Instrument Mechanic	27.68
23465 - Laboratory/Shelter Mechanic	26.22
23470 - Laborer	17.01
23510 - Locksmith	25.45
23530 - Machinery Maintenance Mechanic	27.44
23550 - Machinist, Maintenance	27.84
23580 - Maintenance Trades Helper	19.42

23591 - Metrology Technician I	27.68
23592 - Metrology Technician II	29.27
23593 - Metrology Technician III	30.88
23640 - Millwright	27.84
23710 - Office Appliance Repairer	23.24
23760 - Painter, Maintenance	24.94
23790 - Pipefitter, Maintenance	32.26
23810 - Plumber, Maintenance	30.80
23820 - Pneudraulic Systems Mechanic	27.84
23850 - Rigger	27.84
23870 - Scale Mechanic	24.62
23890 - Sheet-Metal Worker, Maintenance	27.48
23910 - Small Engine Mechanic	24.62
23931 - Telecommunications Mechanic I	26.79
23932 - Telecommunications Mechanic II	30.61
23950 - Telephone Lineman	28.61
23960 - Welder, Combination, Maintenance	25.93
23965 - Well Driller	27.05
23970 - Woodcraft Worker	27.84
23980 - Woodworker	21.40
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.47
24580 - Child Care Center Clerk	15.54
24610 - Chore Aide	14.06
24620 - Family Readiness And Support Services Coordinator	16.21
24630 - Homemaker	18.94
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.26
25040 - Sewage Plant Operator	28.70
25070 - Stationary Engineer	29.26
25190 - Ventilation Equipment Tender	21.66
25210 - Water Treatment Plant Operator	28.70
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.71
27007 - Baggage Inspector	15.91
27008 - Corrections Officer	27.17
27010 - Court Security Officer	26.28
27030 - Detection Dog Handler	18.14
27040 - Detention Officer	27.17
27070 - Firefighter	22.46
27101 - Guard I	15.91
27102 - Guard II	18.14
27131 - Police Officer I	31.05
27132 - Police Officer II	34.50
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.59
28042 - Carnival Equipment Repairer	15.47
28043 - Carnival Equpment Worker	11.99
28210 - Gate Attendant/Gate Tender	14.96
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	12.21
28515 - Recreation Specialist	26.20
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	21.90
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.62
29020 - Hatch Tender	24.62
29030 - Line Handler	24.62
29041 - Stevedore I	27.49
29042 - Stevedore II	30.43
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	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		21.46
30022 - Archeological Technician II		24.90
30023 - Archeological Technician III		29.46
30030 - Cartographic Technician		31.78
30040 - Civil Engineering Technician		29.63
30061 - Drafter/CAD Operator I		23.41
30062 - Drafter/CAD Operator II		27.28
30063 - Drafter/CAD Operator III		29.19
30064 - Drafter/CAD Operator IV		34.79
30081 - Engineering Technician I		22.72
30082 - Engineering Technician II		26.56
30083 - Engineering Technician III		29.74
30084 - Engineering Technician IV		33.02
30085 - Engineering Technician V		38.08
30086 - Engineering Technician VI		45.77
30090 - Environmental Technician		22.13
30210 - Laboratory Technician		26.61
30240 - Mathematical Technician		32.95
30361 - Paralegal/Legal Assistant I		21.93
30362 - Paralegal/Legal Assistant II		27.15
30363 - Paralegal/Legal Assistant III		33.22
30364 - Paralegal/Legal Assistant IV		40.20
30390 - Photo-Optics Technician		32.95
30461 - Technical Writer I		20.22
30462 - Technical Writer II		24.72
30463 - Technical Writer III		33.98
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 Surface Programs	(see 2)	29.19
30621 - Weather Observer, Senior	(see 2)	32.42
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.71
31030 - Bus Driver		19.13
31043 - Driver Courier		17.79
31260 - Parking and Lot Attendant		13.19
31290 - Shuttle Bus Driver		17.89
31310 - Taxi Driver		15.74
31361 - Truckdriver, Light		17.89
31362 - Truckdriver, Medium		19.85
31363 - Truckdriver, Heavy		22.18
31364 - Truckdriver, Tractor-Trailer		22.18
99000 - Miscellaneous Occupations		
99030 - Cashier		12.27
99050 - Desk Clerk		14.09
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		12.34
99252 - Laboratory Animal Caretaker II		20.92
99310 - Mortician		22.74
99410 - Pest Controller		22.53
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		25.38
99711 - Recycling Specialist		30.29
99730 - Refuse Collector		22.92
99810 - Sales Clerk		13.82
99820 - School Crossing Guard		16.32
99830 - Survey Party Chief		26.44

99831 - Surveying Aide	17.60
99832 - Surveying Technician	24.04
99840 - Vending Machine Attendant	17.01
99841 - Vending Machine Repairer	19.91
99842 - Vending Machine Repairer Helper	17.01

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 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.

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Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2023 Revision No.: 17 Date Of Revision: 06/19/2013

State: Arizona

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.85
01012 - Accounting Clerk II		16.68
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01020 - Administrative Assistant		25.36
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01410 - Supply Technician		25.36
01420 - Survey Worker		16.63
01531 - Travel Clerk I		13.28
01532 - Travel Clerk II		14.46
01533 - Travel Clerk III		15.61
01611 - Word Processor I		13.82
01612 - Word Processor II		15.78
01613 - Word Processor III		17.54
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.34
05010 - Automotive Electrician		20.30
05040 - Automotive Glass Installer		19.42
05070 - Automotive Worker		19.42
05110 - Mobile Equipment Servicer		16.62

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

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

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

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

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

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

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.

WD 05-2025 (Rev.-15) was first posted on www.wdol.gov on 06/25/2013

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

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

Wage Determination No.: 2005-2025
Revision No.: 15
Date Of Revision: 06/19/2013

Diane C. Koplewski
Director

Division of
Wage Determinations

State: Arizona

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.64
01012 - Accounting Clerk II		14.18
01013 - Accounting Clerk III		15.86
01020 - Administrative Assistant		19.66
01040 - Court Reporter		17.97
01051 - Data Entry Operator I		11.84
01052 - Data Entry Operator II		12.92
01060 - Dispatcher, Motor Vehicle		17.31
01070 - Document Preparation Clerk		12.43
01090 - Duplicating Machine Operator		12.43
01111 - General Clerk I		11.74
01112 - General Clerk II		12.82
01113 - General Clerk III		15.13
01120 - Housing Referral Assistant		17.86
01141 - Messenger Courier		10.90
01191 - Order Clerk I		12.42
01192 - Order Clerk II		13.55
01261 - Personnel Assistant (Employment) I		14.30
01262 - Personnel Assistant (Employment) II		15.99
01263 - Personnel Assistant (Employment) III		17.83
01270 - Production Control Clerk		20.58
01280 - Receptionist		11.74
01290 - Rental Clerk		13.06
01300 - Scheduler, Maintenance		14.12
01311 - Secretary I		14.12
01312 - Secretary II		15.79
01313 - Secretary III		17.86
01320 - Service Order Dispatcher		15.15
01410 - Supply Technician		19.66
01420 - Survey Worker		12.73
01531 - Travel Clerk I		12.42
01532 - Travel Clerk II		13.02
01533 - Travel Clerk III		13.68
01611 - Word Processor I		12.71
01612 - Word Processor II		15.62
01613 - Word Processor III		17.50
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.50
05010 - Automotive Electrician		19.27
05040 - Automotive Glass Installer		17.40
05070 - Automotive Worker		17.40
05110 - Mobile Equipment Servicer		15.55
05130 - Motor Equipment Metal Mechanic		19.27

05160 - Motor Equipment Metal Worker	17.40
05190 - Motor Vehicle Mechanic	19.27
05220 - Motor Vehicle Mechanic Helper	14.46
05250 - Motor Vehicle Upholstery Worker	16.51
05280 - Motor Vehicle Wrecker	17.40
05310 - Painter, Automotive	18.34
05340 - Radiator Repair Specialist	17.40
05370 - Tire Repairer	13.08
05400 - Transmission Repair Specialist	19.27
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.82
07041 - Cook I	11.84
07042 - Cook II	13.33
07070 - Dishwasher	8.16
07130 - Food Service Worker	10.43
07210 - Meat Cutter	16.73
07260 - Waiter/Waitress	8.58
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.58
09040 - Furniture Handler	11.77
09080 - Furniture Refinisher	17.58
09090 - Furniture Refinisher Helper	13.86
09110 - Furniture Repairer, Minor	15.81
09130 - Upholsterer	17.58
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.94
11060 - Elevator Operator	10.15
11090 - Gardener	13.40
11122 - Housekeeping Aide	10.15
11150 - Janitor	10.15
11210 - Laborer, Grounds Maintenance	10.60
11240 - Maid or Houseman	8.81
11260 - Pruner	9.42
11270 - Tractor Operator	11.84
11330 - Trail Maintenance Worker	10.60
11360 - Window Cleaner	11.05
12000 - Health Occupations	
12010 - Ambulance Driver	17.13
12011 - Breath Alcohol Technician	18.57
12012 - Certified Occupational Therapist Assistant	21.78
12015 - Certified Physical Therapist Assistant	19.02
12020 - Dental Assistant	16.74
12025 - Dental Hygienist	35.60
12030 - EKG Technician	23.86
12035 - Electroneurodiagnostic Technologist	23.86
12040 - Emergency Medical Technician	17.13
12071 - Licensed Practical Nurse I	16.60
12072 - Licensed Practical Nurse II	18.57
12073 - Licensed Practical Nurse III	20.71
12100 - Medical Assistant	13.11
12130 - Medical Laboratory Technician	17.19
12160 - Medical Record Clerk	12.44
12190 - Medical Record Technician	14.62
12195 - Medical Transcriptionist	15.37
12210 - Nuclear Medicine Technologist	33.36
12221 - Nursing Assistant I	10.22
12222 - Nursing Assistant II	11.49
12223 - Nursing Assistant III	12.54
12224 - Nursing Assistant IV	14.07
12235 - Optical Dispenser	16.80
12236 - Optical Technician	16.53
12250 - Pharmacy Technician	13.47
12280 - Phlebotomist	14.07

12305 - Radiologic Technologist		22.48
12311 - Registered Nurse I		25.04
12312 - Registered Nurse II		30.63
12313 - Registered Nurse II, Specialist		30.63
12314 - Registered Nurse III		37.06
12315 - Registered Nurse III, Anesthetist		37.06
12316 - Registered Nurse IV		44.41
12317 - Scheduler (Drug and Alcohol Testing)		23.01
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.70
13012 - Exhibits Specialist II		21.53
13013 - Exhibits Specialist III		26.33
13041 - Illustrator I		18.56
13042 - Illustrator II		21.47
13043 - Illustrator III		26.26
13047 - Librarian		22.65
13050 - Library Aide/Clerk		12.42
13054 - Library Information Technology Systems Administrator		20.46
13058 - Library Technician		17.94
13061 - Media Specialist I		14.76
13062 - Media Specialist II		16.51
13063 - Media Specialist III		18.41
13071 - Photographer I		14.80
13072 - Photographer II		18.32
13073 - Photographer III		20.51
13074 - Photographer IV		25.09
13075 - Photographer V		30.35
13110 - Video Teleconference Technician		16.98
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.46
14042 - Computer Operator II		17.29
14043 - Computer Operator III		19.29
14044 - Computer Operator IV		21.43
14045 - Computer Operator V		23.73
14071 - Computer Programmer I		18.14
14072 - Computer Programmer II		22.30
14073 - Computer Programmer III		26.60
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		27.28
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.46
14160 - Personal Computer Support Technician		21.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.28
15020 - Aircrew Training Devices Instructor (Rated)		33.00
15030 - Air Crew Training Devices Instructor (Pilot)		39.55
15050 - Computer Based Training Specialist / Instructor		27.28
15060 - Educational Technologist		21.65
15070 - Flight Instructor (Pilot)		39.55
15080 - Graphic Artist		20.80
15090 - Technical Instructor		16.29
15095 - Technical Instructor/Course Developer		19.93
15110 - Test Proctor		13.15
15120 - Tutor		13.15
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.72
16030 - Counter Attendant		8.72
16040 - Dry Cleaner		10.44
16070 - Finisher, Flatwork, Machine		8.72
16090 - Presser, Hand		8.72
16110 - Presser, Machine, Drycleaning		8.72

16130 - Presser, Machine, Shirts	8.72
16160 - Presser, Machine, Wearing Apparel, Laundry	8.72
16190 - Sewing Machine Operator	11.01
16220 - Tailor	11.56
16250 - Washer, Machine	9.26
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.68
19040 - Tool And Die Maker	22.75
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.05
21030 - Material Coordinator	18.92
21040 - Material Expediter	20.58
21050 - Material Handling Laborer	10.46
21071 - Order Filler	11.76
21080 - Production Line Worker (Food Processing)	14.05
21110 - Shipping Packer	12.73
21130 - Shipping/Receiving Clerk	12.73
21140 - Store Worker I	12.67
21150 - Stock Clerk	16.42
21210 - Tools And Parts Attendant	14.05
21410 - Warehouse Specialist	14.05
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.39
23021 - Aircraft Mechanic I	23.17
23022 - Aircraft Mechanic II	24.38
23023 - Aircraft Mechanic III	25.54
23040 - Aircraft Mechanic Helper	17.39
23050 - Aircraft, Painter	22.90
23060 - Aircraft Servicer	19.83
23080 - Aircraft Worker	20.94
23110 - Appliance Mechanic	21.27
23120 - Bicycle Repairer	14.06
23125 - Cable Splicer	28.32
23130 - Carpenter, Maintenance	18.32
23140 - Carpet Layer	15.17
23160 - Electrician, Maintenance	18.67
23181 - Electronics Technician Maintenance I	21.95
23182 - Electronics Technician Maintenance II	25.44
23183 - Electronics Technician Maintenance III	26.86
23260 - Fabric Worker	16.32
23290 - Fire Alarm System Mechanic	17.31
23310 - Fire Extinguisher Repairer	16.19
23311 - Fuel Distribution System Mechanic	24.06
23312 - Fuel Distribution System Operator	19.20
23370 - General Maintenance Worker	16.69
23380 - Ground Support Equipment Mechanic	23.17
23381 - Ground Support Equipment Servicer	19.83
23382 - Ground Support Equipment Worker	20.94
23391 - Gunsmith I	16.19
23392 - Gunsmith II	18.24
23393 - Gunsmith III	20.29
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.84
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.83
23430 - Heavy Equipment Mechanic	22.48
23440 - Heavy Equipment Operator	19.22
23460 - Instrument Mechanic	20.29
23465 - Laboratory/Shelter Mechanic	19.22
23470 - Laborer	10.46
23510 - Locksmith	17.58
23530 - Machinery Maintenance Mechanic	20.58
23550 - Machinist, Maintenance	19.09

23580 - Maintenance Trades Helper	13.84
23591 - Metrology Technician I	20.29
23592 - Metrology Technician II	21.36
23593 - Metrology Technician III	22.37
23640 - Millwright	20.29
23710 - Office Appliance Repairer	19.65
23760 - Painter, Maintenance	17.58
23790 - Pipefitter, Maintenance	19.80
23810 - Plumber, Maintenance	19.28
23820 - Pneudraulic Systems Mechanic	20.29
23850 - Rigger	20.29
23870 - Scale Mechanic	18.24
23890 - Sheet-Metal Worker, Maintenance	18.47
23910 - Small Engine Mechanic	18.24
23931 - Telecommunications Mechanic I	22.59
23932 - Telecommunications Mechanic II	25.24
23950 - Telephone Lineman	20.29
23960 - Welder, Combination, Maintenance	18.47
23965 - Well Driller	20.29
23970 - Woodcraft Worker	20.29
23980 - Woodworker	15.13
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.32
24580 - Child Care Center Clerk	11.81
24610 - Chore Aide	12.06
24620 - Family Readiness And Support Services Coordinator	15.35
24630 - Homemaker	15.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.66
25040 - Sewage Plant Operator	21.18
25070 - Stationary Engineer	23.66
25190 - Ventilation Equipment Tender	17.20
25210 - Water Treatment Plant Operator	21.18
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.93
27007 - Baggage Inspector	10.44
27008 - Corrections Officer	20.11
27010 - Court Security Officer	22.42
27030 - Detection Dog Handler	12.53
27040 - Detention Officer	20.11
27070 - Firefighter	20.11
27101 - Guard I	10.44
27102 - Guard II	12.53
27131 - Police Officer I	24.73
27132 - Police Officer II	29.60
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.50
28042 - Carnival Equipment Repairer	10.20
28043 - Carnival Equpment Worker	8.24
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	13.08
28515 - Recreation Specialist	14.44
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	16.28
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.46
29020 - Hatch Tender	18.46
29030 - Line Handler	18.46
29041 - Stevedore I	16.90
29042 - Stevedore II	21.60

30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	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		16.73
30022 - Archeological Technician II		18.70
30023 - Archeological Technician III		23.96
30030 - Cartographic Technician		23.96
30040 - Civil Engineering Technician		22.98
30061 - Drafter/CAD Operator I		17.28
30062 - Drafter/CAD Operator II		19.33
30063 - Drafter/CAD Operator III		21.56
30064 - Drafter/CAD Operator IV		26.52
30081 - Engineering Technician I		14.98
30082 - Engineering Technician II		16.21
30083 - Engineering Technician III		18.81
30084 - Engineering Technician IV		21.77
30085 - Engineering Technician V		26.63
30086 - Engineering Technician VI		32.22
30090 - Environmental Technician		21.80
30210 - Laboratory Technician		18.37
30240 - Mathematical Technician		23.96
30361 - Paralegal/Legal Assistant I		21.49
30362 - Paralegal/Legal Assistant II		26.65
30363 - Paralegal/Legal Assistant III		28.53
30364 - Paralegal/Legal Assistant IV		34.52
30390 - Photo-Optics Technician		23.96
30461 - Technical Writer I		21.90
30462 - Technical Writer II		26.79
30463 - Technical Writer III		32.41
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 Surface Programs	(see 2)	21.56
30621 - Weather Observer, Senior	(see 2)	23.96
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.94
31030 - Bus Driver		15.79
31043 - Driver Courier		13.03
31260 - Parking and Lot Attendant		12.41
31290 - Shuttle Bus Driver		13.92
31310 - Taxi Driver		11.40
31361 - Truckdriver, Light		13.92
31362 - Truckdriver, Medium		16.77
31363 - Truckdriver, Heavy		18.54
31364 - Truckdriver, Tractor-Trailer		18.54
99000 - Miscellaneous Occupations		
99030 - Cashier		9.81
99050 - Desk Clerk		9.47
99095 - Embalmer		25.32
99251 - Laboratory Animal Caretaker I		11.28
99252 - Laboratory Animal Caretaker II		12.06
99310 - Mortician		25.32
99410 - Pest Controller		13.74
99510 - Photofinishing Worker		12.47
99710 - Recycling Laborer		13.88
99711 - Recycling Specialist		16.19
99730 - Refuse Collector		12.74
99810 - Sales Clerk		12.63
99820 - School Crossing Guard		8.79

99830 - Survey Party Chief	26.74
99831 - Surveying Aide	15.13
99832 - Surveying Technician	18.77
99840 - Vending Machine Attendant	11.78
99841 - Vending Machine Repairer	14.17
99842 - Vending Machine Repairer Helper	11.78

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.

WD 05-2043 (Rev.-16) was first posted on www.wdol.gov on 06/25/2013

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

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

Wage Determination No.: 2005-2043
Revision No.: 16
Date Of Revision: 06/19/2013

Diane C. Koplewski
Director

Division of
Wage Determinations

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		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
05070 - Automotive Worker		17.52
05110 - Mobile Equipment Servicer		15.83
05130 - Motor Equipment Metal Mechanic		18.99

05160 - Motor Equipment Metal Worker	17.52
05190 - Motor Vehicle Mechanic	18.99
05220 - Motor Vehicle Mechanic Helper	14.66
05250 - Motor Vehicle Upholstery Worker	17.00
05280 - Motor Vehicle Wrecker	17.52
05310 - Painter, Automotive	18.23
05340 - Radiator Repair Specialist	17.52
05370 - Tire Repairer	13.87
05400 - Transmission Repair Specialist	18.99
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.06
07041 - Cook I	13.37
07042 - Cook II	15.20
07070 - Dishwasher	9.15
07130 - Food Service Worker	9.32
07210 - Meat Cutter	14.15
07260 - Waiter/Waitress	9.16
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.54
09040 - Furniture Handler	12.87
09080 - Furniture Refinisher	16.54
09090 - Furniture Refinisher Helper	13.30
09110 - Furniture Repairer, Minor	15.21
09130 - Upholsterer	16.54
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.66
11060 - Elevator Operator	11.66
11090 - Gardener	13.56
11122 - Housekeeping Aide	12.40
11150 - Janitor	12.40
11210 - Laborer, Grounds Maintenance	13.00
11240 - Maid or Houseman	8.98
11260 - Pruner	11.87
11270 - Tractor Operator	15.42
11330 - Trail Maintenance Worker	13.00
11360 - Window Cleaner	13.12
12000 - Health Occupations	
12010 - Ambulance Driver	18.87
12011 - Breath Alcohol Technician	18.48
12012 - Certified Occupational Therapist Assistant	25.35
12015 - Certified Physical Therapist Assistant	25.67
12020 - 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	16.52
12072 - Licensed Practical Nurse II	18.48
12073 - Licensed Practical Nurse III	20.61
12100 - 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
12222 - Nursing Assistant II	11.54
12223 - Nursing Assistant III	12.58
12224 - Nursing Assistant IV	14.12
12235 - Optical Dispenser	14.73
12236 - Optical Technician	16.52
12250 - Pharmacy Technician	16.87
12280 - Phlebotomist	16.50

12305 - Radiologic Technologist		26.48
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
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.13
13012 - Exhibits Specialist II		24.95
13013 - Exhibits Specialist III		30.52
13041 - Illustrator I		20.13
13042 - Illustrator II		24.95
13043 - Illustrator III		30.52
13047 - Librarian		27.62
13050 - Library Aide/Clerk		15.10
13054 - Library Information Technology Systems Administrator		24.95
13058 - Library Technician		19.47
13061 - Media Specialist I		18.00
13062 - Media Specialist II		20.13
13063 - Media Specialist III		22.45
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
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		
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		17.85
14160 - Personal Computer Support Technician		25.55
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.78
15020 - Aircrew Training Devices Instructor (Rated)		37.24
15030 - Air Crew Training Devices Instructor (Pilot)		44.48
15050 - Computer Based Training Specialist / Instructor		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, Laundry	9.62
16190 - Sewing Machine Operator	12.25
16220 - Tailor	12.91
16250 - Washer, Machine	10.28
19000 - Machine Tool Operation And Repair Occupations	
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
21410 - Warehouse Specialist	13.04
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.23
23021 - Aircraft Mechanic I	26.79
23022 - 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
23080 - Aircraft Worker	25.24
23110 - Appliance Mechanic	22.62
23120 - Bicycle Repairer	15.26
23125 - Cable Splicer	31.37
23130 - Carpenter, Maintenance	22.86
23140 - Carpet Layer	17.92
23160 - 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
23260 - Fabric Worker	20.33
23290 - Fire Alarm System Mechanic	23.03
23310 - 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
23380 - 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 Mechanic	21.88
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.06
23430 - 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
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 Coordinator	13.80
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	
28041 - Carnival Equipment Operator	14.01
28042 - Carnival Equipment Repairer	15.10
28043 - Carnival Equpment Worker	9.24
28210 - Gate Attendant/Gate Tender	13.62
28310 - Lifeguard	11.95
28350 - Park Attendant (Aide)	15.23
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	16.40
28630 - Sports Official	12.14
28690 - Swimming Pool Operator	18.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.75
29020 - Hatch Tender	25.75
29030 - Line Handler	25.75
29041 - Stevedore I	21.85
29042 - Stevedore II	27.31

30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.78
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.67
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
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
30062 - Drafter/CAD Operator II		26.44
30063 - Drafter/CAD Operator III		26.80
30064 - Drafter/CAD Operator IV		32.98
30081 - Engineering Technician I		17.68
30082 - Engineering Technician II		20.62
30083 - Engineering Technician III		23.07
30084 - Engineering Technician IV		28.59
30085 - Engineering Technician V		34.97
30086 - Engineering Technician VI		42.20
30090 - Environmental Technician		24.34
30210 - Laboratory Technician		24.11
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
30390 - Photo-Optics Technician		27.58
30461 - Technical Writer I		29.04
30462 - Technical Writer II		35.52
30463 - Technical Writer III		42.97
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 Surface Programs	(see 3)	26.80
30621 - Weather Observer, Senior	(see 3)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
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		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
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.

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 05-2047 (Rev.-14) was first posted on www.wdol.gov on 06/25/2013

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2047 Revision No.: 14 Date Of Revision: 06/19/2013

State: California

Area: California Counties of Los Angeles, Orange
OCCUPATION NOTES:

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

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.83
01012 - Accounting Clerk II		17.77
01013 - Accounting Clerk III		20.27
01020 - Administrative Assistant		28.08
01040 - Court Reporter		19.93
01051 - Data Entry Operator I		12.26
01052 - Data Entry Operator II		13.37
01060 - Dispatcher, Motor Vehicle		22.41
01070 - Document Preparation Clerk		13.75
01090 - Duplicating Machine Operator		13.75
01111 - General Clerk I		11.76
01112 - General Clerk II		14.92
01113 - General Clerk III		17.43
01120 - Housing Referral Assistant		21.90
01141 - Messenger Courier		11.45
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.53
01261 - Personnel Assistant (Employment) I		18.07
01262 - Personnel Assistant (Employment) II		20.20
01263 - Personnel Assistant (Employment) III		22.53
01270 - Production Control Clerk		23.51
01280 - Receptionist		14.51
01290 - Rental Clerk		16.83
01300 - Scheduler, Maintenance		17.39
01311 - Secretary I		17.39
01312 - Secretary II		19.45
01313 - Secretary III		21.90
01320 - Service Order Dispatcher		19.54
01410 - Supply Technician		26.82
01420 - Survey Worker		19.93
01531 - Travel Clerk I		14.72
01532 - Travel Clerk II		16.02
01533 - Travel Clerk III		17.21
01611 - Word Processor I		15.18
01612 - Word Processor II		16.87

01613 - Word Processor III	18.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.56
05010 - Automotive Electrician	22.18
05040 - Automotive Glass Installer	20.84
05070 - Automotive Worker	20.84
05110 - Mobile Equipment Servicer	19.16
05130 - Motor Equipment Metal Mechanic	23.56
05160 - Motor Equipment Metal Worker	20.84
05190 - Motor Vehicle Mechanic	23.56
05220 - Motor Vehicle Mechanic Helper	18.38
05250 - Motor Vehicle Upholstery Worker	20.40
05280 - Motor Vehicle Wrecker	20.84
05310 - Painter, Automotive	22.18
05340 - Radiator Repair Specialist	20.84
05370 - Tire Repairer	15.47
05400 - Transmission Repair Specialist	23.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.28
07041 - Cook I	12.91
07042 - Cook II	14.31
07070 - Dishwasher	10.29
07130 - Food Service Worker	11.20
07210 - Meat Cutter	15.92
07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.45
09040 - Furniture Handler	13.66
09080 - Furniture Refinisher	20.45
09090 - Furniture Refinisher Helper	16.30
09110 - Furniture Repairer, Minor	18.74
09130 - Upholsterer	20.45
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.76
11060 - Elevator Operator	11.76
11090 - Gardener	19.21
11122 - Housekeeping Aide	12.58
11150 - Janitor	14.04
11210 - Laborer, Grounds Maintenance	14.40
11240 - Maid or Houseman	10.16
11260 - Pruner	13.27
11270 - Tractor Operator	17.13
11330 - Trail Maintenance Worker	14.40
11360 - Window Cleaner	15.77
12000 - Health Occupations	
12010 - Ambulance Driver	17.82
12011 - Breath Alcohol Technician	17.82
12012 - Certified Occupational Therapist Assistant	26.38
12015 - Certified Physical Therapist Assistant	26.70
12020 - Dental Assistant	17.27
12025 - Dental Hygienist	38.39
12030 - EKG Technician	28.14
12035 - Electroneurodiagnostic Technologist	28.14
12040 - Emergency Medical Technician	17.82
12071 - Licensed Practical Nurse I	18.43
12072 - Licensed Practical Nurse II	20.68
12073 - Licensed Practical Nurse III	23.72
12100 - Medical Assistant	14.82
12130 - Medical Laboratory Technician	19.73
12160 - Medical Record Clerk	16.07
12190 - Medical Record Technician	18.53
12195 - Medical Transcriptionist	19.35
12210 - Nuclear Medicine Technologist	36.54

12221 - Nursing Assistant I		10.19
12222 - Nursing Assistant II		11.46
12223 - Nursing Assistant III		12.50
12224 - Nursing Assistant IV		14.03
12235 - Optical Dispenser		17.00
12236 - Optical Technician		15.71
12250 - Pharmacy Technician		17.83
12280 - Phlebotomist		14.03
12305 - Radiologic Technologist		25.24
12311 - Registered Nurse I		31.47
12312 - Registered Nurse II		38.49
12313 - Registered Nurse II, Specialist		38.49
12314 - Registered Nurse III		48.20
12315 - Registered Nurse III, Anesthetist		48.20
12316 - Registered Nurse IV		57.77
12317 - Scheduler (Drug and Alcohol Testing)		25.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		24.83
13012 - Exhibits Specialist II		30.76
13013 - Exhibits Specialist III		37.63
13041 - Illustrator I		27.84
13042 - Illustrator II		34.51
13043 - Illustrator III		42.16
13047 - Librarian		31.80
13050 - Library Aide/Clerk		16.49
13054 - Library Information Technology Systems Administrator		28.71
13058 - Library Technician		22.40
13061 - Media Specialist I		20.36
13062 - Media Specialist II		22.76
13063 - Media Specialist III		25.38
13071 - Photographer I		17.95
13072 - Photographer II		20.08
13073 - Photographer III		26.61
13074 - Photographer IV		33.56
13075 - Photographer V		40.61
13110 - Video Teleconference Technician		20.08
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.82
14042 - Computer Operator II		19.93
14043 - Computer Operator III		22.89
14044 - Computer Operator IV		25.73
14045 - Computer Operator V		27.35
14071 - Computer Programmer I	(see 1)	27.42
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		17.82
14160 - Personal Computer Support Technician		25.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.73
15020 - Aircrew Training Devices Instructor (Rated)		42.03
15030 - Air Crew Training Devices Instructor (Pilot)		50.37
15050 - Computer Based Training Specialist / Instructor		34.73
15060 - Educational Technologist		36.09
15070 - Flight Instructor (Pilot)		50.37
15080 - Graphic Artist		26.72
15090 - Technical Instructor		25.70
15095 - Technical Instructor/Course Developer		31.47
15110 - Test Proctor		20.77

15120 - Tutor	20.77
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.52
19040 - Tool And Die Maker	23.95
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.54
21030 - Material Coordinator	23.51
21040 - Material Expediter	23.51
21050 - Material Handling Laborer	13.02
21071 - Order Filler	13.31
21080 - Production Line Worker (Food Processing)	14.54
21110 - Shipping Packer	15.08
21130 - Shipping/Receiving Clerk	15.08
21140 - Store Worker I	11.53
21150 - Stock Clerk	17.13
21210 - Tools And Parts Attendant	14.54
21410 - Warehouse Specialist	14.54
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.78
23021 - Aircraft Mechanic I	29.10
23022 - Aircraft Mechanic II	30.78
23023 - Aircraft Mechanic III	31.94
23040 - Aircraft Mechanic Helper	20.38
23050 - Aircraft, Painter	24.41
23060 - Aircraft Servicer	23.55
23080 - Aircraft Worker	24.58
23110 - Appliance Mechanic	20.11
23120 - Bicycle Repairer	15.47
23125 - Cable Splicer	32.84
23130 - Carpenter, Maintenance	27.67
23140 - Carpet Layer	21.12
23160 - Electrician, Maintenance	30.18
23181 - Electronics Technician Maintenance I	23.67
23182 - Electronics Technician Maintenance II	25.21
23183 - Electronics Technician Maintenance III	26.76
23260 - Fabric Worker	23.87
23290 - Fire Alarm System Mechanic	22.33
23310 - Fire Extinguisher Repairer	20.03
23311 - Fuel Distribution System Mechanic	25.94
23312 - Fuel Distribution System Operator	19.83
23370 - General Maintenance Worker	23.26
23380 - Ground Support Equipment Mechanic	29.10
23381 - Ground Support Equipment Servicer	23.55
23382 - Ground Support Equipment Worker	24.58
23391 - Gunsmith I	20.03
23392 - Gunsmith II	23.16
23393 - Gunsmith III	26.19
23430 - Heavy Equipment Mechanic	28.30
23440 - Heavy Equipment Operator	32.18
23460 - Instrument Mechanic	27.13
23465 - Laboratory/Shelter Mechanic	24.67
23470 - Laborer	12.49
23510 - Locksmith	20.69
23530 - Machinery Maintenance Mechanic	27.12
23550 - Machinist, Maintenance	25.41
23580 - Maintenance Trades Helper	14.82
23591 - Metrology Technician I	27.13
23592 - Metrology Technician II	28.74
23593 - Metrology Technician III	31.63
23640 - Millwright	25.45
23710 - Office Appliance Repairer	20.86
23760 - Painter, Maintenance	21.05
23790 - Pipefitter, Maintenance	25.74

23810 - Plumber, Maintenance	24.24
23820 - Pneudraulic Systems Mechanic	26.19
23850 - Rigger	26.81
23870 - Scale Mechanic	23.16
23890 - Sheet-Metal Worker, Maintenance	24.34
23910 - Small Engine Mechanic	18.70
23931 - Telecommunications Mechanic I	26.30
23932 - Telecommunications Mechanic II	27.86
23950 - Telephone Lineman	24.18
23960 - Welder, Combination, Maintenance	19.75
23965 - Well Driller	24.56
23970 - Woodcraft Worker	23.90
23980 - Woodworker	18.49
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.03
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	16.03
24630 - Homemaker	19.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.59
25040 - Sewage Plant Operator	28.83
25070 - Stationary Engineer	27.59
25190 - Ventilation Equipment Tender	19.34
25210 - Water Treatment Plant Operator	28.83
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.77
27007 - Baggage Inspector	13.15
27008 - Corrections Officer	31.01
27010 - Court Security Officer	31.00
27030 - Detection Dog Handler	23.77
27040 - Detention Officer	31.01
27070 - Firefighter	29.97
27101 - Guard I	13.15
27102 - Guard II	23.77
27131 - Police Officer I	36.78
27132 - Police Officer II	40.87
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.76
28042 - Carnival Equipment Repairer	13.74
28043 - Carnival Equpment Worker	9.67
28210 - Gate Attendant/Gate Tender	14.16
28310 - Lifeguard	13.48
28350 - Park Attendant (Aide)	15.83
28510 - Recreation Aide/Health Facility Attendant	11.56
28515 - Recreation Specialist	19.61
28630 - Sports Official	12.61
28690 - Swimming Pool Operator	16.97
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.42
29020 - Hatch Tender	23.42
29030 - Line Handler	23.42
29041 - Stevedore I	21.88
29042 - Stevedore II	24.95
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.85
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.98
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.26
30021 - Archeological Technician I	22.52
30022 - Archeological Technician II	24.21
30023 - Archeological Technician III	34.46
30030 - Cartographic Technician	34.46

30040 - Civil Engineering Technician		30.78
30061 - Drafter/CAD Operator I		24.86
30062 - Drafter/CAD Operator II		27.81
30063 - Drafter/CAD Operator III		31.00
30064 - Drafter/CAD Operator IV		38.15
30081 - Engineering Technician I		19.68
30082 - Engineering Technician II		22.09
30083 - Engineering Technician III		24.70
30084 - Engineering Technician IV		30.60
30085 - Engineering Technician V		37.43
30086 - Engineering Technician VI		45.29
30090 - Environmental Technician		27.72
30210 - Laboratory Technician		23.13
30240 - Mathematical Technician		33.92
30361 - Paralegal/Legal Assistant I		21.83
30362 - Paralegal/Legal Assistant II		27.04
30363 - Paralegal/Legal Assistant III		33.08
30364 - Paralegal/Legal Assistant IV		40.03
30390 - Photo-Optics Technician		33.92
30461 - Technical Writer I		23.62
30462 - Technical Writer II		28.89
30463 - Technical Writer III		34.96
30491 - Unexploded Ordnance (UXO) Technician I		25.32
30492 - Unexploded Ordnance (UXO) Technician II		30.64
30493 - Unexploded Ordnance (UXO) Technician III		36.72
30494 - Unexploded (UXO) Safety Escort		25.32
30495 - Unexploded (UXO) Sweep Personnel		25.32
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	30.42
30621 - Weather Observer, Senior	(see 2)	33.79
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.63
31030 - Bus Driver		19.62
31043 - Driver Courier		13.27
31260 - Parking and Lot Attendant		9.39
31290 - Shuttle Bus Driver		14.48
31310 - Taxi Driver		13.23
31361 - Truckdriver, Light		14.48
31362 - Truckdriver, Medium		20.63
31363 - Truckdriver, Heavy		21.78
31364 - Truckdriver, Tractor-Trailer		21.78
99000 - Miscellaneous Occupations		
99030 - Cashier		12.13
99050 - Desk Clerk		12.65
99095 - Embalmer		23.19
99251 - Laboratory Animal Caretaker I		11.02
99252 - Laboratory Animal Caretaker II		12.08
99310 - Mortician		34.35
99410 - Pest Controller		15.19
99510 - Photofinishing Worker		16.36
99710 - Recycling Laborer		21.03
99711 - Recycling Specialist		24.67
99730 - Refuse Collector		18.76
99810 - Sales Clerk		17.13
99820 - School Crossing Guard		9.51
99830 - Survey Party Chief		37.97
99831 - Surveying Aide		21.26
99832 - Surveying Technician		27.95
99840 - Vending Machine Attendant		12.77
99841 - Vending Machine Repairer		15.42
99842 - Vending Machine Repairer Helper		12.77

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.

WD 05-2053 (Rev.-16) was first posted on www.wdol.gov on 06/25/2013

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

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

Wage Determination No.: 2005-2053
Revision No.: 16
Date Of Revision: 06/19/2013

Diane C. Koplewski
Director

Division of
Wage Determinations

State: California

Area: California Counties of Riverside, San Bernardino

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.83
01012 - Accounting Clerk II		17.77
01013 - Accounting Clerk III		20.27
01020 - Administrative Assistant		28.08
01040 - Court Reporter		19.93
01051 - Data Entry Operator I		12.26
01052 - Data Entry Operator II		13.37
01060 - Dispatcher, Motor Vehicle		22.41
01070 - Document Preparation Clerk		13.75
01090 - Duplicating Machine Operator		13.75
01111 - General Clerk I		11.76
01112 - General Clerk II		14.92
01113 - General Clerk III		17.43
01120 - Housing Referral Assistant		21.90
01141 - Messenger Courier		11.15
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.53
01261 - Personnel Assistant (Employment) I		18.07
01262 - Personnel Assistant (Employment) II		20.20
01263 - Personnel Assistant (Employment) III		22.53
01270 - Production Control Clerk		23.51
01280 - Receptionist		14.51
01290 - Rental Clerk		16.61
01300 - Scheduler, Maintenance		17.39
01311 - Secretary I		17.39
01312 - Secretary II		19.45
01313 - Secretary III		21.90
01320 - Service Order Dispatcher		19.54
01410 - Supply Technician		26.82
01420 - Survey Worker		19.93
01531 - Travel Clerk I		13.19
01532 - Travel Clerk II		13.98
01533 - Travel Clerk III		14.85
01611 - Word Processor I		15.18
01612 - Word Processor II		16.87
01613 - Word Processor III		18.76
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.65
05010 - Automotive Electrician		22.18
05040 - Automotive Glass Installer		20.84
05070 - Automotive Worker		20.84
05110 - Mobile Equipment Servicer		19.16
05130 - Motor Equipment Metal Mechanic		23.56

05160 - Motor Equipment Metal Worker	20.84
05190 - Motor Vehicle Mechanic	23.56
05220 - Motor Vehicle Mechanic Helper	18.38
05250 - Motor Vehicle Upholstery Worker	20.40
05280 - Motor Vehicle Wrecker	20.84
05310 - Painter, Automotive	22.18
05340 - Radiator Repair Specialist	20.84
05370 - Tire Repairer	13.98
05400 - Transmission Repair Specialist	23.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.36
07041 - Cook I	13.10
07042 - Cook II	14.36
07070 - Dishwasher	10.29
07130 - Food Service Worker	11.20
07210 - Meat Cutter	17.59
07260 - Waiter/Waitress	10.26
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.84
09040 - Furniture Handler	12.46
09080 - Furniture Refinisher	18.16
09090 - Furniture Refinisher Helper	14.86
09110 - Furniture Repairer, Minor	17.40
09130 - Upholsterer	18.16
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.76
11060 - Elevator Operator	11.76
11090 - Gardener	19.21
11122 - Housekeeping Aide	12.58
11150 - Janitor	14.04
11210 - Laborer, Grounds Maintenance	14.40
11240 - Maid or Houseman	10.16
11260 - Pruner	13.27
11270 - Tractor Operator	18.21
11330 - Trail Maintenance Worker	14.40
11360 - Window Cleaner	16.17
12000 - Health Occupations	
12010 - Ambulance Driver	17.85
12011 - Breath Alcohol Technician	17.82
12012 - Certified Occupational Therapist Assistant	28.73
12015 - Certified Physical Therapist Assistant	26.89
12020 - Dental Assistant	17.27
12025 - Dental Hygienist	40.12
12030 - EKG Technician	25.07
12035 - Electroneurodiagnostic Technologist	25.07
12040 - Emergency Medical Technician	17.85
12071 - Licensed Practical Nurse I	18.38
12072 - Licensed Practical Nurse II	20.68
12073 - Licensed Practical Nurse III	23.72
12100 - Medical Assistant	14.26
12130 - Medical Laboratory Technician	19.73
12160 - Medical Record Clerk	15.93
12190 - Medical Record Technician	18.17
12195 - Medical Transcriptionist	18.08
12210 - Nuclear Medicine Technologist	39.64
12221 - Nursing Assistant I	10.19
12222 - Nursing Assistant II	11.46
12223 - Nursing Assistant III	12.50
12224 - Nursing Assistant IV	14.03
12235 - Optical Dispenser	15.70
12236 - Optical Technician	14.87
12250 - Pharmacy Technician	17.83
12280 - Phlebotomist	14.03

12305 - Radiologic Technologist		25.24
12311 - Registered Nurse I		31.47
12312 - Registered Nurse II		38.49
12313 - Registered Nurse II, Specialist		38.49
12314 - Registered Nurse III		48.20
12315 - Registered Nurse III, Anesthetist		48.20
12316 - Registered Nurse IV		57.77
12317 - Scheduler (Drug and Alcohol Testing)		25.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.72
13012 - Exhibits Specialist II		26.91
13013 - Exhibits Specialist III		35.57
13041 - Illustrator I		21.72
13042 - Illustrator II		26.91
13043 - Illustrator III		34.63
13047 - Librarian		29.81
13050 - Library Aide/Clerk		16.49
13054 - Library Information Technology Systems Administrator		26.91
13058 - Library Technician		22.40
13061 - Media Specialist I		19.42
13062 - Media Specialist II		21.72
13063 - Media Specialist III		24.22
13071 - Photographer I		16.93
13072 - Photographer II		18.94
13073 - Photographer III		24.13
13074 - Photographer IV		32.91
13075 - Photographer V		39.80
13110 - Video Teleconference Technician		18.25
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.82
14042 - Computer Operator II		19.93
14043 - Computer Operator III		22.89
14044 - Computer Operator IV		25.73
14045 - Computer Operator V		28.50
14071 - Computer Programmer I	(see 1)	27.07
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		17.82
14160 - Personal Computer Support Technician		25.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.73
15020 - Aircrew Training Devices Instructor (Rated)		42.03
15030 - Air Crew Training Devices Instructor (Pilot)		50.37
15050 - Computer Based Training Specialist / Instructor		34.73
15060 - Educational Technologist		39.97
15070 - Flight Instructor (Pilot)		50.37
15080 - Graphic Artist		22.59
15090 - Technical Instructor		21.28
15095 - Technical Instructor/Course Developer		26.03
15110 - Test Proctor		18.40
15120 - Tutor		18.40
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.67
16030 - Counter Attendant		9.67
16040 - Dry Cleaner		12.40
16070 - Finisher, Flatwork, Machine		9.67
16090 - Presser, Hand		9.67
16110 - Presser, Machine, Drycleaning		9.67

16130 - Presser, Machine, Shirts	9.67
16160 - Presser, Machine, Wearing Apparel, Laundry	9.67
16190 - Sewing Machine Operator	13.33
16220 - Tailor	14.24
16250 - Washer, Machine	10.49
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.83
19040 - Tool And Die Maker	21.83
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.58
21030 - Material Coordinator	22.14
21040 - Material Expediter	22.14
21050 - Material Handling Laborer	16.24
21071 - Order Filler	14.17
21080 - Production Line Worker (Food Processing)	14.58
21110 - Shipping Packer	15.08
21130 - Shipping/Receiving Clerk	15.08
21140 - Store Worker I	10.87
21150 - Stock Clerk	15.52
21210 - Tools And Parts Attendant	14.58
21410 - Warehouse Specialist	14.58
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.91
23021 - Aircraft Mechanic I	26.83
23022 - Aircraft Mechanic II	28.31
23023 - Aircraft Mechanic III	29.39
23040 - Aircraft Mechanic Helper	18.96
23050 - Aircraft, Painter	24.00
23060 - Aircraft Servicer	21.46
23080 - Aircraft Worker	22.69
23110 - Appliance Mechanic	21.63
23120 - Bicycle Repairer	13.98
23125 - Cable Splicer	31.83
23130 - Carpenter, Maintenance	27.67
23140 - Carpet Layer	23.38
23160 - Electrician, Maintenance	29.81
23181 - Electronics Technician Maintenance I	25.49
23182 - Electronics Technician Maintenance II	27.44
23183 - Electronics Technician Maintenance III	28.89
23260 - Fabric Worker	19.50
23290 - Fire Alarm System Mechanic	21.08
23310 - Fire Extinguisher Repairer	18.50
23311 - Fuel Distribution System Mechanic	27.85
23312 - Fuel Distribution System Operator	20.98
23370 - General Maintenance Worker	21.13
23380 - Ground Support Equipment Mechanic	26.83
23381 - Ground Support Equipment Servicer	21.46
23382 - Ground Support Equipment Worker	22.69
23391 - Gunsmith I	18.50
23392 - Gunsmith II	21.93
23393 - Gunsmith III	24.85
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.79
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.44
23430 - Heavy Equipment Mechanic	25.21
23440 - Heavy Equipment Operator	29.54
23460 - Instrument Mechanic	27.28
23465 - Laboratory/Shelter Mechanic	23.62
23470 - Laborer	12.83
23510 - Locksmith	19.84
23530 - Machinery Maintenance Mechanic	27.12
23550 - Machinist, Maintenance	24.78

23580 - Maintenance Trades Helper	13.51
23591 - Metrology Technician I	27.28
23592 - Metrology Technician II	28.38
23593 - Metrology Technician III	30.20
23640 - Millwright	22.51
23710 - Office Appliance Repairer	20.06
23760 - Painter, Maintenance	21.05
23790 - Pipefitter, Maintenance	25.18
23810 - Plumber, Maintenance	23.72
23820 - Pneudraulic Systems Mechanic	24.85
23850 - Rigger	24.85
23870 - Scale Mechanic	21.93
23890 - Sheet-Metal Worker, Maintenance	22.86
23910 - Small Engine Mechanic	17.79
23931 - Telecommunications Mechanic I	24.47
23932 - Telecommunications Mechanic II	25.86
23950 - Telephone Lineman	23.53
23960 - Welder, Combination, Maintenance	19.51
23965 - Well Driller	28.17
23970 - Woodcraft Worker	24.85
23980 - Woodworker	16.95
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.40
24610 - Chore Aide	9.75
24620 - Family Readiness And Support Services Coordinator	13.84
24630 - Homemaker	17.77
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.82
25040 - Sewage Plant Operator	26.22
25070 - Stationary Engineer	25.82
25190 - Ventilation Equipment Tender	18.08
25210 - Water Treatment Plant Operator	26.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.31
27007 - Baggage Inspector	13.15
27008 - Corrections Officer	31.01
27010 - Court Security Officer	31.00
27030 - Detection Dog Handler	15.95
27040 - Detention Officer	31.01
27070 - Firefighter	25.20
27101 - Guard I	13.15
27102 - Guard II	15.95
27131 - Police Officer I	36.78
27132 - Police Officer II	40.87
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.51
28042 - Carnival Equipment Repairer	13.48
28043 - Carnival Equpment Worker	9.48
28210 - Gate Attendant/Gate Tender	14.46
28310 - Lifeguard	12.86
28350 - Park Attendant (Aide)	16.18
28510 - Recreation Aide/Health Facility Attendant	11.81
28515 - Recreation Specialist	19.86
28630 - Sports Official	12.86
28690 - Swimming Pool Operator	18.32
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.99
29020 - Hatch Tender	21.99
29030 - Line Handler	21.99
29041 - Stevedore I	21.28
29042 - Stevedore II	23.67

30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.85
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.98
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30.26
30021 - Archeological Technician I		23.33
30022 - Archeological Technician II		24.00
30023 - Archeological Technician III		34.21
30030 - Cartographic Technician		34.35
30040 - Civil Engineering Technician		27.74
30061 - Drafter/CAD Operator I		24.64
30062 - Drafter/CAD Operator II		27.72
30063 - Drafter/CAD Operator III		30.79
30064 - Drafter/CAD Operator IV		37.88
30081 - Engineering Technician I		19.68
30082 - Engineering Technician II		22.09
30083 - Engineering Technician III		24.70
30084 - Engineering Technician IV		30.60
30085 - Engineering Technician V		37.43
30086 - Engineering Technician VI		45.29
30090 - Environmental Technician		26.89
30210 - Laboratory Technician		23.13
30240 - Mathematical Technician		33.92
30361 - Paralegal/Legal Assistant I		21.25
30362 - Paralegal/Legal Assistant II		26.32
30363 - Paralegal/Legal Assistant III		32.20
30364 - Paralegal/Legal Assistant IV		38.69
30390 - Photo-Optics Technician		33.63
30461 - Technical Writer I		23.87
30462 - Technical Writer II		29.19
30463 - Technical Writer III		35.70
30491 - Unexploded Ordnance (UXO) Technician I		25.32
30492 - Unexploded Ordnance (UXO) Technician II		30.64
30493 - Unexploded Ordnance (UXO) Technician III		36.72
30494 - Unexploded (UXO) Safety Escort		25.32
30495 - Unexploded (UXO) Sweep Personnel		25.32
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	29.03
30621 - Weather Observer, Senior	(see 2)	32.23
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.97
31030 - Bus Driver		19.85
31043 - Driver Courier		13.10
31260 - Parking and Lot Attendant		10.20
31290 - Shuttle Bus Driver		14.48
31310 - Taxi Driver		11.90
31361 - Truckdriver, Light		14.48
31362 - Truckdriver, Medium		21.82
31363 - Truckdriver, Heavy		21.78
31364 - Truckdriver, Tractor-Trailer		21.78
99000 - Miscellaneous Occupations		
99030 - Cashier		12.13
99050 - Desk Clerk		11.25
99095 - Embalmer		22.03
99251 - Laboratory Animal Caretaker I		12.73
99252 - Laboratory Animal Caretaker II		13.81
99310 - Mortician		25.51
99410 - Pest Controller		16.58
99510 - Photofinishing Worker		15.19
99710 - Recycling Laborer		20.68
99711 - Recycling Specialist		26.15
99730 - Refuse Collector		17.96
99810 - Sales Clerk		17.13
99820 - School Crossing Guard		10.19

99830 - Survey Party Chief	38.64
99831 - Surveying Aide	20.42
99832 - Surveying Technician	27.93
99840 - Vending Machine Attendant	14.10
99841 - Vending Machine Repairer	16.77
99842 - Vending Machine Repairer Helper	14.10

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.

WD 05-2057 (Rev.-14) was first posted on www.wdol.gov on 06/25/2013

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

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

Wage Determination No.: 2005-2057
Revision No.: 14
Date Of Revision: 06/19/2013

Diane C. Koplewski
Director

Division of
Wage Determinations

State: California

Area: California Counties of Imperial, San Diego

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.61
01012 - Accounting Clerk II		17.52
01013 - Accounting Clerk III		19.61
01020 - Administrative Assistant		25.04
01040 - Court Reporter		19.16
01051 - Data Entry Operator I		15.00
01052 - Data Entry Operator II		16.37
01060 - Dispatcher, Motor Vehicle		19.16
01070 - Document Preparation Clerk		14.63
01090 - Duplicating Machine Operator		14.63
01111 - General Clerk I		13.54
01112 - General Clerk II		15.34
01113 - General Clerk III		17.22
01120 - Housing Referral Assistant		20.30
01141 - Messenger Courier		12.23
01191 - Order Clerk I		14.73
01192 - Order Clerk II		16.08
01261 - Personnel Assistant (Employment) I		18.29
01262 - Personnel Assistant (Employment) II		20.67
01263 - Personnel Assistant (Employment) III		23.10
01270 - Production Control Clerk		22.89
01280 - Receptionist		13.16
01290 - Rental Clerk		16.09
01300 - Scheduler, Maintenance		17.28
01311 - Secretary I		17.28
01312 - Secretary II		18.08
01313 - Secretary III		20.30
01320 - Service Order Dispatcher		17.60
01410 - Supply Technician		24.51
01420 - Survey Worker		19.16
01531 - Travel Clerk I		13.51
01532 - Travel Clerk II		14.76
01533 - Travel Clerk III		16.21
01611 - Word Processor I		16.07
01612 - Word Processor II		18.04
01613 - Word Processor III		20.18
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.21
05010 - Automotive Electrician		22.37
05040 - Automotive Glass Installer		21.55
05070 - Automotive Worker		21.55
05110 - Mobile Equipment Servicer		19.83
05130 - Motor Equipment Metal Mechanic		23.16

05160 - Motor Equipment Metal Worker	21.55
05190 - Motor Vehicle Mechanic	22.75
05220 - Motor Vehicle Mechanic Helper	18.60
05250 - Motor Vehicle Upholstery Worker	20.75
05280 - Motor Vehicle Wrecker	21.55
05310 - Painter, Automotive	22.79
05340 - Radiator Repair Specialist	21.55
05370 - Tire Repairer	15.52
05400 - Transmission Repair Specialist	23.16
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.40
07041 - Cook I	12.84
07042 - Cook II	13.58
07070 - Dishwasher	9.46
07130 - Food Service Worker	10.31
07210 - Meat Cutter	15.71
07260 - Waiter/Waitress	9.71
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.94
09040 - Furniture Handler	14.32
09080 - Furniture Refinisher	19.94
09090 - Furniture Refinisher Helper	16.57
09110 - Furniture Repairer, Minor	18.49
09130 - Upholsterer	19.94
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.96
11060 - Elevator Operator	12.96
11090 - Gardener	17.18
11122 - Housekeeping Aide	12.96
11150 - Janitor	12.96
11210 - Laborer, Grounds Maintenance	13.92
11240 - Maid or Houseman	9.85
11260 - Pruner	13.45
11270 - Tractor Operator	14.90
11330 - Trail Maintenance Worker	13.92
11360 - Window Cleaner	14.20
12000 - Health Occupations	
12010 - Ambulance Driver	18.34
12011 - Breath Alcohol Technician	20.17
12012 - Certified Occupational Therapist Assistant	25.81
12015 - Certified Physical Therapist Assistant	27.54
12020 - Dental Assistant	17.68
12025 - Dental Hygienist	40.91
12030 - EKG Technician	26.42
12035 - Electroneurodiagnostic Technologist	26.42
12040 - Emergency Medical Technician	18.34
12071 - Licensed Practical Nurse I	19.25
12072 - Licensed Practical Nurse II	21.53
12073 - Licensed Practical Nurse III	24.01
12100 - Medical Assistant	14.37
12130 - Medical Laboratory Technician	20.67
12160 - Medical Record Clerk	15.16
12190 - Medical Record Technician	16.54
12195 - Medical Transcriptionist	19.21
12210 - Nuclear Medicine Technologist	36.75
12221 - Nursing Assistant I	10.38
12222 - Nursing Assistant II	11.67
12223 - Nursing Assistant III	12.74
12224 - Nursing Assistant IV	14.30
12235 - Optical Dispenser	21.24
12236 - Optical Technician	16.53
12250 - Pharmacy Technician	17.36
12280 - Phlebotomist	14.34

12305 - Radiologic Technologist		30.68
12311 - Registered Nurse I		29.75
12312 - Registered Nurse II		35.92
12313 - Registered Nurse II, Specialist		35.92
12314 - Registered Nurse III		42.67
12315 - Registered Nurse III, Anesthetist		42.67
12316 - Registered Nurse IV		51.14
12317 - Scheduler (Drug and Alcohol Testing)		24.55
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.91
13012 - Exhibits Specialist II		25.91
13013 - Exhibits Specialist III		31.68
13041 - Illustrator I		21.12
13042 - Illustrator II		26.16
13043 - Illustrator III		32.00
13047 - Librarian		28.91
13050 - Library Aide/Clerk		13.29
13054 - Library Information Technology Systems Administrator		26.11
13058 - Library Technician		17.77
13061 - Media Specialist I		18.84
13062 - Media Specialist II		21.07
13063 - Media Specialist III		23.50
13071 - Photographer I		16.33
13072 - Photographer II		18.44
13073 - Photographer III		22.63
13074 - Photographer IV		27.68
13075 - Photographer V		33.49
13110 - Video Teleconference Technician		17.71
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.02
14042 - Computer Operator II		19.04
14043 - Computer Operator III		21.22
14044 - Computer Operator IV		23.58
14045 - Computer Operator V		26.11
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		17.02
14160 - Personal Computer Support Technician		23.58
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.51
15020 - Aircrew Training Devices Instructor (Rated)		36.91
15030 - Air Crew Training Devices Instructor (Pilot)		44.25
15050 - Computer Based Training Specialist / Instructor		30.51
15060 - Educational Technologist		30.67
15070 - Flight Instructor (Pilot)		44.25
15080 - Graphic Artist		23.93
15090 - Technical Instructor		26.13
15095 - Technical Instructor/Course Developer		31.96
15110 - Test Proctor		21.83
15120 - Tutor		21.83
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.79
16030 - Counter Attendant		9.79
16040 - Dry Cleaner		12.02
16070 - Finisher, Flatwork, Machine		9.79
16090 - Presser, Hand		9.79
16110 - Presser, Machine, Drycleaning		9.79

16130 - Presser, Machine, Shirts	9.79
16160 - Presser, Machine, Wearing Apparel, Laundry	9.79
16190 - Sewing Machine Operator	12.81
16220 - Tailor	13.55
16250 - Washer, Machine	10.49
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.94
19040 - Tool And Die Maker	23.80
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.88
21030 - Material Coordinator	22.89
21040 - Material Expediter	22.89
21050 - Material Handling Laborer	13.07
21071 - Order Filler	15.33
21080 - Production Line Worker (Food Processing)	18.88
21110 - Shipping Packer	14.04
21130 - Shipping/Receiving Clerk	14.04
21140 - Store Worker I	12.48
21150 - Stock Clerk	16.40
21210 - Tools And Parts Attendant	18.88
21410 - Warehouse Specialist	18.88
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.52
23021 - Aircraft Mechanic I	25.55
23022 - Aircraft Mechanic II	26.52
23023 - Aircraft Mechanic III	27.54
23040 - Aircraft Mechanic Helper	18.88
23050 - Aircraft, Painter	22.46
23060 - Aircraft Servicer	21.08
23080 - Aircraft Worker	21.88
23110 - Appliance Mechanic	20.66
23120 - Bicycle Repairer	15.52
23125 - Cable Splicer	26.10
23130 - Carpenter, Maintenance	22.28
23140 - Carpet Layer	18.15
23160 - Electrician, Maintenance	23.07
23181 - Electronics Technician Maintenance I	22.59
23182 - Electronics Technician Maintenance II	23.97
23183 - Electronics Technician Maintenance III	27.60
23260 - Fabric Worker	20.80
23290 - Fire Alarm System Mechanic	23.50
23310 - Fire Extinguisher Repairer	19.48
23311 - Fuel Distribution System Mechanic	27.67
23312 - Fuel Distribution System Operator	21.35
23370 - General Maintenance Worker	19.20
23380 - Ground Support Equipment Mechanic	25.55
23381 - Ground Support Equipment Servicer	21.08
23382 - Ground Support Equipment Worker	21.88
23391 - Gunsmith I	19.48
23392 - Gunsmith II	22.16
23393 - Gunsmith III	24.85
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.57
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.46
23430 - Heavy Equipment Mechanic	28.70
23440 - Heavy Equipment Operator	28.86
23460 - Instrument Mechanic	24.17
23465 - Laboratory/Shelter Mechanic	23.51
23470 - Laborer	12.27
23510 - Locksmith	20.96
23530 - Machinery Maintenance Mechanic	24.66
23550 - Machinist, Maintenance	20.86

23580 - Maintenance Trades Helper	16.57
23591 - Metrology Technician I	24.17
23592 - Metrology Technician II	25.25
23593 - Metrology Technician III	30.26
23640 - Millwright	29.26
23710 - Office Appliance Repairer	21.74
23760 - Painter, Maintenance	21.93
23790 - Pipefitter, Maintenance	24.76
23810 - Plumber, Maintenance	23.93
23820 - Pneudraulic Systems Mechanic	24.85
23850 - Rigger	23.07
23870 - Scale Mechanic	21.03
23890 - Sheet-Metal Worker, Maintenance	23.06
23910 - Small Engine Mechanic	21.12
23931 - Telecommunications Mechanic I	26.33
23932 - Telecommunications Mechanic II	27.33
23950 - Telephone Lineman	26.11
23960 - Welder, Combination, Maintenance	23.82
23965 - Well Driller	24.96
23970 - Woodcraft Worker	24.85
23980 - Woodworker	18.60
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.87
24580 - Child Care Center Clerk	19.94
24610 - Chore Aide	10.20
24620 - Family Readiness And Support Services Coordinator	17.12
24630 - Homemaker	20.77
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.02
25040 - Sewage Plant Operator	26.45
25070 - Stationary Engineer	27.02
25190 - Ventilation Equipment Tender	19.72
25210 - Water Treatment Plant Operator	26.45
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.53
27007 - Baggage Inspector	13.86
27008 - Corrections Officer	29.73
27010 - Court Security Officer	31.17
27030 - Detection Dog Handler	23.51
27040 - Detention Officer	29.73
27070 - Firefighter	27.18
27101 - Guard I	13.86
27102 - Guard II	23.51
27131 - Police Officer I	35.16
27132 - Police Officer II	39.06
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.20
28042 - Carnival Equipment Repairer	16.19
28043 - Carnival Equpment Worker	10.89
28210 - Gate Attendant/Gate Tender	15.62
28310 - Lifeguard	13.53
28350 - Park Attendant (Aide)	17.38
28510 - Recreation Aide/Health Facility Attendant	12.67
28515 - Recreation Specialist	21.52
28630 - Sports Official	13.84
28690 - Swimming Pool Operator	17.11
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.99
29020 - Hatch Tender	28.99
29030 - Line Handler	28.99
29041 - Stevedore I	27.21
29042 - Stevedore II	30.76

30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	38.91
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.84
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.55
30021 - Archeological Technician I		20.59
30022 - Archeological Technician II		22.84
30023 - Archeological Technician III		28.30
30030 - Cartographic Technician		28.30
30040 - Civil Engineering Technician		25.89
30061 - Drafter/CAD Operator I		20.42
30062 - Drafter/CAD Operator II		22.84
30063 - Drafter/CAD Operator III		25.47
30064 - Drafter/CAD Operator IV		31.34
30081 - Engineering Technician I		18.88
30082 - Engineering Technician II		21.19
30083 - Engineering Technician III		23.70
30084 - Engineering Technician IV		29.36
30085 - Engineering Technician V		35.91
30086 - Engineering Technician VI		43.45
30090 - Environmental Technician		22.65
30210 - Laboratory Technician		21.62
30240 - Mathematical Technician		27.79
30361 - Paralegal/Legal Assistant I		21.72
30362 - Paralegal/Legal Assistant II		26.91
30363 - Paralegal/Legal Assistant III		32.91
30364 - Paralegal/Legal Assistant IV		39.82
30390 - Photo-Optics Technician		28.30
30461 - Technical Writer I		23.46
30462 - Technical Writer II		28.69
30463 - Technical Writer III		34.71
30491 - Unexploded Ordnance (UXO) Technician I		24.73
30492 - Unexploded Ordnance (UXO) Technician II		29.92
30493 - Unexploded Ordnance (UXO) Technician III		35.87
30494 - Unexploded (UXO) Safety Escort		24.73
30495 - Unexploded (UXO) Sweep Personnel		24.73
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.47
30621 - Weather Observer, Senior	(see 2)	28.30
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.37
31030 - Bus Driver		17.56
31043 - Driver Courier		13.59
31260 - Parking and Lot Attendant		10.07
31290 - Shuttle Bus Driver		14.66
31310 - Taxi Driver		12.33
31361 - Truckdriver, Light		14.66
31362 - Truckdriver, Medium		18.11
31363 - Truckdriver, Heavy		20.85
31364 - Truckdriver, Tractor-Trailer		20.85
99000 - Miscellaneous Occupations		
99030 - Cashier		12.02
99050 - Desk Clerk		10.60
99095 - Embalmer		21.58
99251 - Laboratory Animal Caretaker I		13.87
99252 - Laboratory Animal Caretaker II		14.55
99310 - Mortician		23.74
99410 - Pest Controller		14.26
99510 - Photofinishing Worker		16.54
99710 - Recycling Laborer		19.84
99711 - Recycling Specialist		24.10
99730 - Refuse Collector		18.98
99810 - Sales Clerk		13.18
99820 - School Crossing Guard		11.77

99830 - Survey Party Chief	28.85
99831 - Surveying Aide	18.84
99832 - Surveying Technician	26.23
99840 - Vending Machine Attendant	14.19
99841 - Vending Machine Repairer	16.89
99842 - Vending Machine Repairer Helper	14.09

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.

WD 05-2059 (Rev.-14) was first posted on www.wdol.gov on 06/25/2013

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2059 Revision No.: 14 Date Of Revision: 06/19/2013

State: California

Area: California Counties of Marin, San Francisco, San Mateo
OCCUPATION NOTE:

Janitor: The rate for the Janitor occupation applies to Marin and San Mateo Counties Only. See Wage Determination 1974-1257 for wage rates and fringe benefits for San Francisco County.

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		27.93
01051 - Data Entry Operator I		15.38
01052 - Data Entry Operator II		16.78
01060 - Dispatcher, Motor Vehicle		29.13
01070 - Document Preparation Clerk		15.51
01090 - Duplicating Machine Operator		15.51
01111 - General Clerk I		15.87
01112 - General Clerk II		17.31
01113 - General Clerk III		19.60
01120 - Housing Referral Assistant		28.83
01141 - Messenger Courier		14.20
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.58
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		19.43
01300 - Scheduler, Maintenance		23.10
01311 - Secretary I		23.12
01312 - Secretary II		25.86
01313 - Secretary III		28.83
01320 - Service Order Dispatcher		28.67
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	24.75
05010 - Automotive Electrician	24.75
05040 - Automotive Glass Installer	21.60
05070 - Automotive Worker	24.75
05110 - Mobile Equipment Servicer	21.54
05130 - Motor Equipment Metal Mechanic	25.85
05160 - Motor Equipment Metal Worker	23.66
05190 - Motor Vehicle Mechanic	25.64
05220 - Motor Vehicle Mechanic Helper	20.21
05250 - Motor Vehicle Upholstery Worker	22.61
05280 - Motor Vehicle Wrecker	23.66
05310 - Painter, Automotive	24.75
05340 - Radiator Repair Specialist	23.66
05370 - Tire Repairer	17.44
05400 - Transmission Repair Specialist	25.85
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.24
07041 - Cook I	16.43
07042 - Cook II	20.06
07070 - Dishwasher	12.45
07130 - Food Service Worker	12.45
07210 - Meat Cutter	18.24
07260 - Waiter/Waitress	13.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.82
09040 - Furniture Handler	15.17
09080 - Furniture Refinisher	21.82
09090 - Furniture Refinisher Helper	17.82
09110 - Furniture Repairer, Minor	19.37
09130 - Upholsterer	21.82
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.97
11060 - Elevator Operator	14.10
11090 - Gardener	23.78
11122 - Housekeeping Aide	14.89
11150 - Janitor	14.89
11210 - Laborer, Grounds Maintenance	18.29
11240 - Maid or Houseman	12.80
11260 - Pruner	17.19
11270 - Tractor Operator	21.58
11330 - Trail Maintenance Worker	18.29
11360 - Window Cleaner	16.07
12000 - Health Occupations	
12010 - Ambulance Driver	23.48
12011 - Breath Alcohol Technician	23.48
12012 - Certified Occupational Therapist Assistant	25.78
12015 - Certified Physical Therapist Assistant	27.94
12020 - Dental Assistant	21.98
12025 - Dental Hygienist	46.56
12030 - EKG Technician	27.59
12035 - Electroneurodiagnostic Technologist	27.59
12040 - Emergency Medical Technician	23.48
12071 - Licensed Practical Nurse I	23.14
12072 - 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	45.90
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		22.64
12236 - Optical Technician		18.22
12250 - Pharmacy Technician		21.69
12280 - Phlebotomist		18.81
12305 - Radiologic Technologist		35.21
12311 - Registered Nurse I		43.85
12312 - Registered Nurse II		53.66
12313 - Registered Nurse II, Specialist		53.66
12314 - Registered Nurse III		64.90
12315 - Registered Nurse III, Anesthetist		64.90
12316 - Registered Nurse IV		77.80
12317 - Scheduler (Drug and Alcohol Testing)		34.02
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		25.67
13012 - Exhibits Specialist II		31.80
13013 - Exhibits Specialist III		38.86
13041 - Illustrator I		24.07
13042 - Illustrator II		29.81
13043 - Illustrator III		36.48
13047 - Librarian		35.64
13050 - Library Aide/Clerk		20.80
13054 - Library Information Technology Systems Administrator		31.06
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		20.39
13072 - Photographer II		22.81
13073 - Photographer III		28.23
13074 - Photographer IV		34.56
13075 - Photographer V		41.81
13110 - Video Teleconference Technician		23.30
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)		36.97
15020 - Aircrew Training Devices Instructor (Rated)		44.74
15030 - Air Crew Training Devices Instructor (Pilot)		53.36
15050 - Computer Based Training Specialist / Instructor		36.97
15060 - Educational Technologist		32.03
15070 - Flight Instructor (Pilot)		53.36
15080 - Graphic Artist		31.77
15090 - Technical Instructor		28.46
15095 - Technical Instructor/Course Developer		34.82
15110 - Test Proctor		22.97
15120 - Tutor		22.97
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler	10.71
16030 - Counter Attendant	10.71
16040 - Dry Cleaner	14.57
16070 - Finisher, Flatwork, Machine	10.71
16090 - Presser, Hand	10.71
16110 - Presser, Machine, Drycleaning	10.71
16130 - Presser, Machine, Shirts	10.71
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)	22.84
19040 - Tool And Die Maker	26.94
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.56
21030 - Material Coordinator	28.05
21040 - Material Expediter	28.05
21050 - Material Handling Laborer	16.69
21071 - Order Filler	15.60
21080 - Production Line Worker (Food Processing)	19.56
21110 - Shipping Packer	17.79
21130 - Shipping/Receiving Clerk	17.79
21140 - Store Worker I	14.54
21150 - Stock Clerk	20.01
21210 - Tools And Parts Attendant	19.56
21410 - Warehouse Specialist	19.56
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.51
23021 - Aircraft Mechanic I	29.02
23022 - Aircraft Mechanic II	30.51
23023 - Aircraft Mechanic III	31.80
23040 - Aircraft Mechanic Helper	21.20
23050 - Aircraft, Painter	25.78
23060 - Aircraft Servicer	24.55
23080 - Aircraft Worker	26.05
23110 - Appliance Mechanic	22.85
23120 - Bicycle Repairer	18.57
23125 - Cable Splicer	30.82
23130 - Carpenter, Maintenance	26.08
23140 - Carpet Layer	25.09
23160 - Electrician, Maintenance	37.22
23181 - Electronics Technician Maintenance I	30.54
23182 - Electronics Technician Maintenance II	32.27
23183 - Electronics Technician Maintenance III	34.02
23260 - Fabric Worker	24.18
23290 - Fire Alarm System Mechanic	26.76
23310 - Fire Extinguisher Repairer	23.32
23311 - Fuel Distribution System Mechanic	30.15
23312 - Fuel Distribution System Operator	23.74
23370 - General Maintenance Worker	22.50
23380 - Ground Support Equipment Mechanic	29.02
23381 - Ground Support Equipment Servicer	24.55
23382 - Ground Support Equipment Worker	26.05
23391 - Gunsmith I	23.32
23392 - Gunsmith II	26.46
23393 - Gunsmith III	29.48
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.32
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	29.77
23430 - Heavy Equipment Mechanic	30.65
23440 - Heavy Equipment Operator	33.19

23460 - Instrument Mechanic	32.04
23465 - Laboratory/Shelter Mechanic	27.92
23470 - Laborer	16.00
23510 - Locksmith	21.82
23530 - Machinery Maintenance Mechanic	28.28
23550 - Machinist, Maintenance	27.28
23580 - Maintenance Trades Helper	16.99
23591 - Metrology Technician I	32.04
23592 - Metrology Technician II	33.68
23593 - Metrology Technician III	35.11
23640 - Millwright	32.38
23710 - Office Appliance Repairer	23.08
23760 - Painter, Maintenance	25.25
23790 - Pipefitter, Maintenance	31.65
23810 - Plumber, Maintenance	31.31
23820 - Pneudraulic Systems Mechanic	29.48
23850 - Rigger	27.83
23870 - Scale Mechanic	26.46
23890 - Sheet-Metal Worker, Maintenance	31.09
23910 - Small Engine Mechanic	21.21
23931 - Telecommunications Mechanic I	28.12
23932 - Telecommunications Mechanic II	29.56
23950 - Telephone Lineman	26.27
23960 - Welder, Combination, Maintenance	23.20
23965 - Well Driller	29.15
23970 - Woodcraft Worker	29.48
23980 - Woodworker	22.11
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.57
24580 - Child Care Center Clerk	17.26
24610 - Chore Aide	11.44
24620 - Family Readiness And Support Services Coordinator	19.02
24630 - Homemaker	17.13
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	38.18
25040 - Sewage Plant Operator	32.79
25070 - Stationary Engineer	38.18
25190 - Ventilation Equipment Tender	27.90
25210 - Water Treatment Plant Operator	32.79
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.75
27007 - Baggage Inspector	14.34
27008 - Corrections Officer	38.39
27010 - Court Security Officer	39.43
27030 - Detection Dog Handler	25.35
27040 - Detention Officer	38.39
27070 - Firefighter	36.20
27101 - Guard I	14.34
27102 - Guard II	25.35
27131 - Police Officer I	42.92
27132 - Police Officer II	47.21
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.59
28042 - Carnival Equipment Repairer	16.60
28043 - Carnival Equpment Worker	12.45
28210 - Gate Attendant/Gate Tender	18.04
28310 - Lifeguard	13.82
28350 - Park Attendant (Aide)	20.19
28510 - Recreation Aide/Health Facility Attendant	15.30
28515 - Recreation Specialist	21.02
28630 - Sports Official	16.07
28690 - Swimming Pool Operator	22.07

29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		29.10
29020 - Hatch Tender		29.10
29030 - Line Handler		29.10
29041 - Stevedore I		27.42
29042 - Stevedore II		30.75
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	42.35
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	29.20
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	32.16
30021 - Archeological Technician I		23.47
30022 - Archeological Technician II		27.80
30023 - Archeological Technician III		34.44
30030 - Cartographic Technician		34.44
30040 - Civil Engineering Technician		31.67
30061 - Drafter/CAD Operator I		24.86
30062 - Drafter/CAD Operator II		27.80
30063 - Drafter/CAD Operator III		30.99
30064 - Drafter/CAD Operator IV		38.15
30081 - Engineering Technician I		18.90
30082 - Engineering Technician II		21.22
30083 - Engineering Technician III		23.73
30084 - Engineering Technician IV		29.40
30085 - Engineering Technician V		35.98
30086 - Engineering Technician VI		43.51
30090 - Environmental Technician		27.51
30210 - Laboratory Technician		23.42
30240 - Mathematical Technician		35.89
30361 - Paralegal/Legal Assistant I		23.52
30362 - Paralegal/Legal Assistant II		29.13
30363 - Paralegal/Legal Assistant III		35.65
30364 - Paralegal/Legal Assistant IV		43.11
30390 - Photo-Optics Technician		35.89
30461 - Technical Writer I		26.03
30462 - Technical Writer II		31.72
30463 - Technical Writer III		38.31
30491 - Unexploded Ordnance (UXO) Technician I		26.92
30492 - Unexploded Ordnance (UXO) Technician II		32.56
30493 - Unexploded Ordnance (UXO) Technician III		39.03
30494 - Unexploded (UXO) Safety Escort		26.92
30495 - Unexploded (UXO) Sweep Personnel		26.92
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	30.99
30621 - Weather Observer, Senior	(see 2)	32.89
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.39
31030 - Bus Driver		20.01
31043 - Driver Courier		17.77
31260 - Parking and Lot Attendant		12.49
31290 - Shuttle Bus Driver		19.22
31310 - Taxi Driver		15.44
31361 - Truckdriver, Light		19.22
31362 - Truckdriver, Medium		20.64
31363 - Truckdriver, Heavy		22.39
31364 - Truckdriver, Tractor-Trailer		22.39
99000 - Miscellaneous Occupations		
99030 - Cashier		13.32
99050 - Desk Clerk		13.67
99095 - Embalmer		25.13
99251 - Laboratory Animal Caretaker I		15.27
99252 - Laboratory Animal Caretaker II		16.53
99310 - Mortician		29.47
99410 - Pest Controller		18.30

99510 - Photofinishing Worker	17.70
99710 - Recycling Laborer	25.19
99711 - Recycling Specialist	28.66
99730 - Refuse Collector	22.65
99810 - Sales Clerk	15.51
99820 - School Crossing Guard	13.75
99830 - Survey Party Chief	40.68
99831 - Surveying Aide	23.51
99832 - Surveying Technician	27.74
99840 - Vending Machine Attendant	15.59
99841 - Vending Machine Repairer	18.24
99842 - Vending Machine Repairer Helper	15.59

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 12 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.

WD 05-2061 (Rev.-13) was first posted on www.wdol.gov on 06/25/2013

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

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

Wage Determination No.: 2005-2061
Revision No.: 13
Date Of Revision: 06/19/2013

Diane C. Koplewski
Director

Division of
Wage Determinations

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
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
05070 - Automotive Worker		21.48
05110 - Mobile Equipment Servicer		19.56
05130 - Motor Equipment Metal Mechanic		23.48

05160 - Motor Equipment Metal Worker	21.48
05190 - Motor Vehicle Mechanic	23.46
05220 - Motor Vehicle Mechanic Helper	18.56
05250 - Motor Vehicle Upholstery Worker	20.54
05280 - Motor Vehicle Wrecker	21.48
05310 - Painter, Automotive	22.49
05340 - Radiator Repair Specialist	21.52
05370 - Tire Repairer	14.48
05400 - Transmission Repair Specialist	23.48
07000 - 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
07260 - Waiter/Waitress	9.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.21
09040 - Furniture Handler	14.58
09080 - Furniture Refinisher	20.21
09090 - Furniture Refinisher Helper	16.64
09110 - Furniture Repairer, Minor	18.45
09130 - Upholsterer	20.21
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.92
11060 - Elevator Operator	13.67
11090 - Gardener	21.60
11122 - Housekeeping Aide	14.10
11150 - Janitor	14.10
11210 - Laborer, Grounds Maintenance	17.52
11240 - Maid or Houseman	12.54
11260 - Pruner	15.75
11270 - Tractor Operator	20.48
11330 - Trail Maintenance Worker	17.52
11360 - Window Cleaner	15.68
12000 - Health Occupations	
12010 - Ambulance Driver	23.48
12011 - Breath Alcohol Technician	23.48
12012 - Certified Occupational Therapist Assistant	28.36
12015 - Certified Physical Therapist Assistant	25.46
12020 - Dental Assistant	21.98
12025 - Dental Hygienist	35.90
12030 - EKG Technician	33.99
12035 - Electroneurodiagnostic Technologist	33.99
12040 - Emergency Medical Technician	23.48
12071 - Licensed Practical Nurse I	23.14
12072 - 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
13000 - 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 Administrator		31.06
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	
21020 - 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
23040 - 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
23310 - Fire Extinguisher Repairer	21.04
23311 - Fuel Distribution System Mechanic	25.99
23312 - Fuel Distribution System Operator	20.56
23370 - 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 Mechanic	28.41
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	29.87
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 Coordinator	16.95
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	
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
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.09
28042 - Carnival Equipment Repairer	13.81
28043 - Carnival Equpment Worker	10.58
28210 - 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		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	42.35
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	29.20
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	32.16
30021 - Archeological Technician I		20.43
30022 - 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
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
30084 - Engineering Technician IV		29.40
30085 - Engineering Technician V		35.98
30086 - Engineering Technician VI		43.51
30090 - Environmental Technician		27.74
30210 - Laboratory Technician		22.20
30240 - Mathematical Technician		35.89
30361 - Paralegal/Legal Assistant I		23.18
30362 - Paralegal/Legal Assistant II		28.66
30363 - Paralegal/Legal Assistant III		35.07
30364 - Paralegal/Legal Assistant IV		42.42
30390 - Photo-Optics Technician		35.89
30461 - Technical Writer I		25.38
30462 - Technical Writer II		31.05
30463 - Technical Writer III		37.57
30491 - Unexploded Ordnance (UXO) Technician I		26.92
30492 - Unexploded Ordnance (UXO) Technician II		32.56
30493 - Unexploded Ordnance (UXO) Technician III		39.03
30494 - Unexploded (UXO) Safety Escort		26.92
30495 - Unexploded (UXO) Sweep Personnel		26.92
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	30.99
30621 - Weather Observer, Senior	(see 2)	34.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.55
31030 - Bus Driver		18.83
31043 - Driver Courier		17.76
31260 - Parking and Lot Attendant		10.94
31290 - Shuttle Bus Driver		19.22
31310 - 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
99841 - Vending Machine Repairer	17.39
99842 - Vending Machine Repairer Helper	14.98

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 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.

WD 05-2071 (Rev.-15) was first posted on www.wdol.gov on 06/25/2013

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2071 Revision No.: 15 Date Of Revision: 06/19/2013

State: California

Area: California County of Ventura

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.83
01012 - Accounting Clerk II		17.77
01013 - Accounting Clerk III		20.27
01020 - Administrative Assistant		28.08
01040 - Court Reporter		19.93
01051 - Data Entry Operator I		12.26
01052 - Data Entry Operator II		13.37
01060 - Dispatcher, Motor Vehicle		22.41
01070 - Document Preparation Clerk		13.75
01090 - Duplicating Machine Operator		13.75
01111 - General Clerk I		11.95
01112 - General Clerk II		14.92
01113 - General Clerk III		17.43
01120 - Housing Referral Assistant		21.90
01141 - Messenger Courier		11.33
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.53
01261 - Personnel Assistant (Employment) I		18.07
01262 - Personnel Assistant (Employment) II		20.20
01263 - Personnel Assistant (Employment) III		22.53
01270 - Production Control Clerk		23.51
01280 - Receptionist		14.51
01290 - Rental Clerk		16.83
01300 - Scheduler, Maintenance		17.39
01311 - Secretary I		17.39
01312 - Secretary II		19.45
01313 - Secretary III		21.90
01320 - Service Order Dispatcher		19.54
01410 - Supply Technician		26.82
01420 - Survey Worker		19.93
01531 - Travel Clerk I		12.97
01532 - Travel Clerk II		13.88
01533 - Travel Clerk III		14.63
01611 - Word Processor I		15.18
01612 - Word Processor II		16.87
01613 - Word Processor III		18.76
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.09
05010 - Automotive Electrician		22.68
05040 - Automotive Glass Installer		21.31
05070 - Automotive Worker		21.31
05110 - Mobile Equipment Servicer		19.59
05130 - Motor Equipment Metal Mechanic		24.09

05160 - Motor Equipment Metal Worker	21.31
05190 - Motor Vehicle Mechanic	24.09
05220 - Motor Vehicle Mechanic Helper	18.80
05250 - Motor Vehicle Upholstery Worker	20.85
05280 - Motor Vehicle Wrecker	21.31
05310 - Painter, Automotive	22.69
05340 - Radiator Repair Specialist	21.31
05370 - Tire Repairer	14.54
05400 - Transmission Repair Specialist	24.09
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.40
07041 - Cook I	14.48
07042 - Cook II	15.40
07070 - Dishwasher	10.29
07130 - Food Service Worker	11.20
07210 - Meat Cutter	18.66
07260 - Waiter/Waitress	10.83
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.30
09040 - Furniture Handler	12.89
09080 - Furniture Refinisher	19.06
09090 - Furniture Refinisher Helper	15.36
09110 - Furniture Repairer, Minor	17.80
09130 - Upholsterer	19.09
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.76
11060 - Elevator Operator	11.76
11090 - Gardener	19.21
11122 - Housekeeping Aide	12.58
11150 - Janitor	14.04
11210 - Laborer, Grounds Maintenance	14.40
11240 - Maid or Houseman	10.16
11260 - Pruner	12.82
11270 - Tractor Operator	17.61
11330 - Trail Maintenance Worker	14.40
11360 - Window Cleaner	15.77
12000 - Health Occupations	
12010 - Ambulance Driver	18.07
12011 - Breath Alcohol Technician	17.82
12012 - Certified Occupational Therapist Assistant	31.09
12015 - Certified Physical Therapist Assistant	21.85
12020 - Dental Assistant	17.27
12025 - Dental Hygienist	29.68
12030 - EKG Technician	29.99
12035 - Electroneurodiagnostic Technologist	29.99
12040 - Emergency Medical Technician	17.82
12071 - Licensed Practical Nurse I	18.11
12072 - Licensed Practical Nurse II	20.68
12073 - Licensed Practical Nurse III	23.72
12100 - Medical Assistant	14.56
12130 - Medical Laboratory Technician	18.27
12160 - Medical Record Clerk	15.93
12190 - Medical Record Technician	17.82
12195 - Medical Transcriptionist	18.39
12210 - Nuclear Medicine Technologist	44.62
12221 - Nursing Assistant I	10.19
12222 - Nursing Assistant II	11.46
12223 - Nursing Assistant III	12.50
12224 - Nursing Assistant IV	14.03
12235 - Optical Dispenser	16.80
12236 - Optical Technician	17.01
12250 - Pharmacy Technician	17.83
12280 - Phlebotomist	14.19

12305 - Radiologic Technologist		26.67
12311 - Registered Nurse I		31.47
12312 - Registered Nurse II		38.49
12313 - Registered Nurse II, Specialist		38.49
12314 - Registered Nurse III		48.20
12315 - Registered Nurse III, Anesthetist		48.20
12316 - Registered Nurse IV		57.77
12317 - Scheduler (Drug and Alcohol Testing)		25.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.95
13012 - Exhibits Specialist II		28.43
13013 - Exhibits Specialist III		34.78
13041 - Illustrator I		22.71
13042 - Illustrator II		28.13
13043 - Illustrator III		35.13
13047 - Librarian		29.23
13050 - Library Aide/Clerk		16.49
13054 - Library Information Technology Systems Administrator		23.79
13058 - Library Technician		22.40
13061 - Media Specialist I		17.17
13062 - Media Specialist II		19.20
13063 - Media Specialist III		21.41
13071 - Photographer I		16.73
13072 - Photographer II		20.70
13073 - Photographer III		26.61
13074 - Photographer IV		35.57
13075 - Photographer V		39.24
13110 - Video Teleconference Technician		20.08
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.82
14042 - Computer Operator II		19.93
14043 - Computer Operator III		22.89
14044 - Computer Operator IV		25.73
14045 - Computer Operator V		28.50
14071 - Computer Programmer I	(see 1)	27.07
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		17.82
14160 - Personal Computer Support Technician		25.73
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.73
15020 - Aircrew Training Devices Instructor (Rated)		42.03
15030 - Air Crew Training Devices Instructor (Pilot)		50.37
15050 - Computer Based Training Specialist / Instructor		34.73
15060 - Educational Technologist		39.63
15070 - Flight Instructor (Pilot)		50.37
15080 - Graphic Artist		24.07
15090 - Technical Instructor		23.63
15095 - Technical Instructor/Course Developer		28.90
15110 - Test Proctor		19.07
15120 - Tutor		19.07
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.61
16030 - Counter Attendant		9.61
16040 - Dry Cleaner		11.51
16070 - Finisher, Flatwork, Machine		9.61
16090 - Presser, Hand		9.61
16110 - Presser, Machine, Drycleaning		9.61

16130 - Presser, Machine, Shirts	9.61
16160 - Presser, Machine, Wearing Apparel, Laundry	9.61
16190 - Sewing Machine Operator	12.19
16220 - Tailor	12.87
16250 - Washer, Machine	10.22
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.75
19040 - Tool And Die Maker	23.05
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.54
21030 - Material Coordinator	23.10
21040 - Material Expediter	23.10
21050 - Material Handling Laborer	13.02
21071 - Order Filler	13.31
21080 - Production Line Worker (Food Processing)	14.54
21110 - Shipping Packer	15.08
21130 - Shipping/Receiving Clerk	15.08
21140 - Store Worker I	11.53
21150 - Stock Clerk	16.46
21210 - Tools And Parts Attendant	14.54
21410 - Warehouse Specialist	14.54
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.01
23021 - Aircraft Mechanic I	27.51
23022 - Aircraft Mechanic II	29.01
23023 - Aircraft Mechanic III	30.15
23040 - Aircraft Mechanic Helper	19.27
23050 - Aircraft, Painter	25.88
23060 - Aircraft Servicer	22.10
23080 - Aircraft Worker	23.08
23110 - Appliance Mechanic	22.54
23120 - Bicycle Repairer	14.54
23125 - Cable Splicer	26.40
23130 - Carpenter, Maintenance	27.67
23140 - Carpet Layer	22.30
23160 - Electrician, Maintenance	30.18
23181 - Electronics Technician Maintenance I	26.46
23182 - Electronics Technician Maintenance II	28.18
23183 - Electronics Technician Maintenance III	29.92
23260 - Fabric Worker	20.83
23290 - Fire Alarm System Mechanic	22.30
23310 - Fire Extinguisher Repairer	19.28
23311 - Fuel Distribution System Mechanic	26.19
23312 - Fuel Distribution System Operator	20.03
23370 - General Maintenance Worker	23.26
23380 - Ground Support Equipment Mechanic	27.51
23381 - Ground Support Equipment Servicer	22.10
23382 - Ground Support Equipment Worker	23.08
23391 - Gunsmith I	19.28
23392 - Gunsmith II	22.30
23393 - Gunsmith III	25.21
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.29
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.59
23430 - Heavy Equipment Mechanic	27.03
23440 - Heavy Equipment Operator	29.39
23460 - Instrument Mechanic	25.21
23465 - Laboratory/Shelter Mechanic	23.75
23470 - Laborer	13.40
23510 - Locksmith	22.54
23530 - Machinery Maintenance Mechanic	27.12
23550 - Machinist, Maintenance	24.78

23580 - Maintenance Trades Helper	13.96
23591 - Metrology Technician I	25.21
23592 - Metrology Technician II	26.70
23593 - Metrology Technician III	28.79
23640 - Millwright	25.21
23710 - Office Appliance Repairer	21.32
23760 - Painter, Maintenance	21.05
23790 - Pipefitter, Maintenance	25.42
23810 - Plumber, Maintenance	23.94
23820 - Pneudraulic Systems Mechanic	25.21
23850 - Rigger	26.17
23870 - Scale Mechanic	22.30
23890 - Sheet-Metal Worker, Maintenance	21.78
23910 - Small Engine Mechanic	19.24
23931 - Telecommunications Mechanic I	22.55
23932 - Telecommunications Mechanic II	23.88
23950 - Telephone Lineman	26.70
23960 - Welder, Combination, Maintenance	19.60
23965 - Well Driller	25.21
23970 - Woodcraft Worker	25.21
23980 - Woodworker	17.38
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	17.11
24610 - Chore Aide	10.50
24620 - Family Readiness And Support Services Coordinator	16.50
24630 - Homemaker	17.17
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.46
25040 - Sewage Plant Operator	26.21
25070 - Stationary Engineer	25.04
25190 - Ventilation Equipment Tender	19.15
25210 - Water Treatment Plant Operator	26.21
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.11
27007 - Baggage Inspector	13.15
27008 - Corrections Officer	31.01
27010 - Court Security Officer	31.00
27030 - Detection Dog Handler	19.70
27040 - Detention Officer	31.01
27070 - Firefighter	28.78
27101 - Guard I	13.15
27102 - Guard II	19.70
27131 - Police Officer I	36.78
27132 - Police Officer II	40.87
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.59
28042 - Carnival Equipment Repairer	14.64
28043 - Carnival Equpment Worker	10.30
28210 - Gate Attendant/Gate Tender	15.57
28310 - Lifeguard	13.81
28350 - Park Attendant (Aide)	17.41
28510 - Recreation Aide/Health Facility Attendant	12.71
28515 - Recreation Specialist	18.39
28630 - Sports Official	13.87
28690 - Swimming Pool Operator	20.34
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.28
29020 - Hatch Tender	29.28
29030 - Line Handler	29.28
29041 - Stevedore I	29.18
29042 - Stevedore II	32.79

30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.85
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.98
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30.26
30021 - Archeological Technician I		24.38
30022 - Archeological Technician II		27.39
30023 - Archeological Technician III		33.92
30030 - Cartographic Technician		34.33
30040 - Civil Engineering Technician		28.53
30061 - Drafter/CAD Operator I		24.49
30062 - Drafter/CAD Operator II		27.39
30063 - Drafter/CAD Operator III		30.35
30064 - Drafter/CAD Operator IV		37.58
30081 - Engineering Technician I		19.68
30082 - Engineering Technician II		22.09
30083 - Engineering Technician III		24.70
30084 - Engineering Technician IV		30.60
30085 - Engineering Technician V		37.43
30086 - Engineering Technician VI		45.29
30090 - Environmental Technician		25.20
30210 - Laboratory Technician		24.99
30240 - Mathematical Technician		33.80
30361 - Paralegal/Legal Assistant I		21.43
30362 - Paralegal/Legal Assistant II		26.55
30363 - Paralegal/Legal Assistant III		32.48
30364 - Paralegal/Legal Assistant IV		39.30
30390 - Photo-Optics Technician		30.73
30461 - Technical Writer I		26.29
30462 - Technical Writer II		32.15
30463 - Technical Writer III		38.91
30491 - Unexploded Ordnance (UXO) Technician I		25.32
30492 - Unexploded Ordnance (UXO) Technician II		30.64
30493 - Unexploded Ordnance (UXO) Technician III		36.72
30494 - Unexploded (UXO) Safety Escort		25.32
30495 - Unexploded (UXO) Sweep Personnel		25.32
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	27.39
30621 - Weather Observer, Senior	(see 2)	33.32
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.96
31030 - Bus Driver		18.67
31043 - Driver Courier		13.27
31260 - Parking and Lot Attendant		10.31
31290 - Shuttle Bus Driver		14.48
31310 - Taxi Driver		11.24
31361 - Truckdriver, Light		14.48
31362 - Truckdriver, Medium		14.89
31363 - Truckdriver, Heavy		21.78
31364 - Truckdriver, Tractor-Trailer		21.78
99000 - Miscellaneous Occupations		
99030 - Cashier		12.13
99050 - Desk Clerk		10.43
99095 - Embalmer		25.32
99251 - Laboratory Animal Caretaker I		12.42
99252 - Laboratory Animal Caretaker II		13.55
99310 - Mortician		25.32
99410 - Pest Controller		15.55
99510 - Photofinishing Worker		15.95
99710 - Recycling Laborer		19.53
99711 - Recycling Specialist		23.86
99730 - Refuse Collector		17.37
99810 - Sales Clerk		16.78
99820 - School Crossing Guard		11.71

99830 - Survey Party Chief	27.80
99831 - Surveying Aide	16.49
99832 - Surveying Technician	22.62
99840 - Vending Machine Attendant	16.14
99841 - Vending Machine Repairer	18.63
99842 - Vending Machine Repairer Helper	16.14

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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.

WD 05-2087 (Rev.-16) was first posted on www.wdol.gov on 06/25/2013

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2087 Revision No.: 16 Date Of Revision: 06/19/2013

Applicable for HARTFORD STANDARD METROPOLITAN STATISTICAL AREA ONLY in the state of Connecticut as follows:

HARTFORD COUNTY - Avon Town, Bloomfield Town, Canton Town, East Granby Town, East Hartford Town, East Windsor Town, Enfield Town, Farmington Town, Glastonbury Town, Granby Town, Hartford City, Manchester Town, Marlborough Town, Newington Town, Rocky Hill Town, Simsbury Town, South Windsor Town, Suffield Town, West Hartford Town, Wethersfield Town, Windsor Town, Windsor Locks Town

LITCHFIELD COUNTY - New Hartford Town

MIDDLESEX COUNTY - Cromwell Town, East Hampton Town, Portland Town

NEW LONDON COUNTY - Colchester Town

TOLLAND COUNTY - Andover City, Bolton Coty, Columbia Town, Coventry City, Ellington City, Hebron Town, Stafford Town, Tolland Town, Vernon City, Willington Town

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.48
01012 - Accounting Clerk II		18.48
01013 - Accounting Clerk III		20.70
01020 - Administrative Assistant		29.92
01040 - Court Reporter		18.41
01051 - Data Entry Operator I		15.62
01052 - Data Entry Operator II		17.16
01060 - Dispatcher, Motor Vehicle		18.33
01070 - Document Preparation Clerk		14.41
01090 - Duplicating Machine Operator		14.41
01111 - General Clerk I		16.86
01112 - General Clerk II		18.39
01113 - General Clerk III		20.64
01120 - Housing Referral Assistant		24.22
01141 - Messenger Courier		15.37
01191 - Order Clerk I		15.42
01192 - Order Clerk II		16.83
01261 - Personnel Assistant (Employment) I		17.77
01262 - Personnel Assistant (Employment) II		19.88
01263 - Personnel Assistant (Employment) III		24.37
01270 - Production Control Clerk		24.62
01280 - Receptionist		14.28
01290 - Rental Clerk		16.43
01300 - Scheduler, Maintenance		19.41
01311 - Secretary I		19.42
01312 - Secretary II		21.73
01313 - Secretary III		24.22

01320 - Service Order Dispatcher	19.42
01410 - Supply Technician	29.92
01420 - Survey Worker	18.76
01531 - Travel Clerk I	13.52
01532 - Travel Clerk II	14.74
01533 - Travel Clerk III	16.03
01611 - Word Processor I	15.62
01612 - Word Processor II	17.53
01613 - Word Processor III	19.62
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.40
05010 - Automotive Electrician	21.13
05040 - Automotive Glass Installer	20.86
05070 - Automotive Worker	20.21
05110 - Mobile Equipment Servicer	18.56
05130 - Motor Equipment Metal Mechanic	21.40
05160 - Motor Equipment Metal Worker	20.21
05190 - Motor Vehicle Mechanic	21.40
05220 - Motor Vehicle Mechanic Helper	17.69
05250 - Motor Vehicle Upholstery Worker	19.40
05280 - Motor Vehicle Wrecker	20.21
05310 - Painter, Automotive	21.15
05340 - Radiator Repair Specialist	20.21
05370 - Tire Repairer	15.68
05400 - Transmission Repair Specialist	21.40
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.94
07041 - Cook I	14.28
07042 - Cook II	15.54
07070 - Dishwasher	11.11
07130 - Food Service Worker	11.14
07210 - Meat Cutter	19.53
07260 - Waiter/Waitress	11.54
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.43
09040 - Furniture Handler	13.89
09080 - Furniture Refinisher	18.43
09090 - Furniture Refinisher Helper	15.47
09110 - Furniture Repairer, Minor	16.97
09130 - Upholsterer	19.11
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.34
11060 - Elevator Operator	12.12
11090 - Gardener	17.12
11122 - Housekeeping Aide	13.33
11150 - Janitor	14.48
11210 - Laborer, Grounds Maintenance	14.43
11240 - Maid or Houseman	12.28
11260 - Pruner	12.98
11270 - Tractor Operator	16.33
11330 - Trail Maintenance Worker	14.43
11360 - Window Cleaner	14.62
12000 - Health Occupations	
12010 - Ambulance Driver	19.33
12011 - Breath Alcohol Technician	21.91
12012 - Certified Occupational Therapist Assistant	23.63
12015 - Certified Physical Therapist Assistant	25.26
12020 - Dental Assistant	18.78
12025 - Dental Hygienist	33.86
12030 - EKG Technician	22.98
12035 - Electroneurodiagnostic Technologist	22.98
12040 - Emergency Medical Technician	19.33
12071 - Licensed Practical Nurse I	20.30

12072 - Licensed Practical Nurse II		22.71
12073 - Licensed Practical Nurse III		25.31
12100 - Medical Assistant		16.12
12130 - Medical Laboratory Technician		20.59
12160 - Medical Record Clerk		17.44
12190 - Medical Record Technician		19.49
12195 - Medical Transcriptionist		16.91
12210 - Nuclear Medicine Technologist		34.94
12221 - Nursing Assistant I		12.00
12222 - Nursing Assistant II		13.50
12223 - Nursing Assistant III		14.73
12224 - Nursing Assistant IV		16.53
12235 - Optical Dispenser		23.64
12236 - Optical Technician		17.82
12250 - Pharmacy Technician		15.93
12280 - Phlebotomist		16.53
12305 - Radiologic Technologist		29.22
12311 - Registered Nurse I		27.82
12312 - Registered Nurse II		34.04
12313 - Registered Nurse II, Specialist		34.04
12314 - Registered Nurse III		41.18
12315 - Registered Nurse III, Anesthetist		41.18
12316 - Registered Nurse IV		49.36
12317 - Scheduler (Drug and Alcohol Testing)		24.15
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.58
13012 - Exhibits Specialist II		25.48
13013 - Exhibits Specialist III		31.18
13041 - Illustrator I		22.34
13042 - Illustrator II		27.66
13043 - Illustrator III		33.85
13047 - Librarian		28.78
13050 - Library Aide/Clerk		12.85
13054 - Library Information Technology Systems Administrator		25.98
13058 - Library Technician		17.48
13061 - Media Specialist I		18.75
13062 - Media Specialist II		20.98
13063 - Media Specialist III		23.38
13071 - Photographer I		19.17
13072 - Photographer II		22.01
13073 - Photographer III		26.63
13074 - Photographer IV		32.48
13075 - Photographer V		39.41
13110 - Video Teleconference Technician		18.75
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.10
14042 - Computer Operator II		20.44
14043 - Computer Operator III		23.13
14044 - Computer Operator IV		25.31
14045 - Computer Operator V		28.04
14071 - Computer Programmer I	(see 1)	23.65
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		18.10
14160 - Personal Computer Support Technician		25.31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.19
15020 - Aircrew Training Devices Instructor (Rated)		40.16

15030 - Air Crew Training Devices Instructor (Pilot)	48.13
15050 - Computer Based Training Specialist / Instructor	30.22
15060 - Educational Technologist	32.49
15070 - Flight Instructor (Pilot)	48.13
15080 - Graphic Artist	23.64
15090 - Technical Instructor	23.23
15095 - Technical Instructor/Course Developer	28.43
15110 - Test Proctor	19.69
15120 - Tutor	19.69
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.30
16030 - Counter Attendant	10.30
16040 - Dry Cleaner	13.14
16070 - Finisher, Flatwork, Machine	10.30
16090 - Presser, Hand	10.30
16110 - Presser, Machine, Drycleaning	10.30
16130 - Presser, Machine, Shirts	10.30
16160 - Presser, Machine, Wearing Apparel, Laundry	10.30
16190 - Sewing Machine Operator	14.34
16220 - Tailor	15.48
16250 - Washer, Machine	11.21
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.78
19040 - Tool And Die Maker	25.34
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.36
21030 - Material Coordinator	22.51
21040 - Material Expediter	22.51
21050 - Material Handling Laborer	13.94
21071 - Order Filler	14.22
21080 - Production Line Worker (Food Processing)	16.36
21110 - Shipping Packer	15.87
21130 - Shipping/Receiving Clerk	15.87
21140 - Store Worker I	13.41
21150 - Stock Clerk	17.93
21210 - Tools And Parts Attendant	16.36
21410 - Warehouse Specialist	16.36
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.85
23021 - Aircraft Mechanic I	23.69
23022 - Aircraft Mechanic II	24.85
23023 - Aircraft Mechanic III	26.09
23040 - Aircraft Mechanic Helper	19.11
23050 - Aircraft, Painter	23.09
23060 - Aircraft Servicer	20.95
23080 - Aircraft Worker	21.83
23110 - Appliance Mechanic	22.98
23120 - Bicycle Repairer	15.68
23125 - Cable Splicer	30.83
23130 - Carpenter, Maintenance	23.44
23140 - Carpet Layer	22.02
23160 - Electrician, Maintenance	26.01
23181 - Electronics Technician Maintenance I	23.88
23182 - Electronics Technician Maintenance II	24.92
23183 - Electronics Technician Maintenance III	25.95
23260 - Fabric Worker	21.16
23290 - Fire Alarm System Mechanic	22.93
23310 - Fire Extinguisher Repairer	20.24
23311 - Fuel Distribution System Mechanic	28.46
23312 - Fuel Distribution System Operator	24.06
23370 - General Maintenance Worker	19.82
23380 - Ground Support Equipment Mechanic	23.69
23381 - Ground Support Equipment Servicer	20.95

23382 - Ground Support Equipment Worker	21.83
23391 - Gunsmith I	20.24
23392 - Gunsmith II	22.02
23393 - Gunsmith III	23.93
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.58
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.42
23430 - Heavy Equipment Mechanic	23.04
23440 - Heavy Equipment Operator	25.19
23460 - Instrument Mechanic	23.22
23465 - Laboratory/Shelter Mechanic	22.98
23470 - Laborer	13.56
23510 - Locksmith	23.17
23530 - Machinery Maintenance Mechanic	22.27
23550 - Machinist, Maintenance	21.11
23580 - Maintenance Trades Helper	18.72
23591 - Metrology Technician I	23.22
23592 - Metrology Technician II	24.05
23593 - Metrology Technician III	25.02
23640 - Millwright	22.49
23710 - Office Appliance Repairer	24.11
23760 - Painter, Maintenance	22.30
23790 - Pipefitter, Maintenance	28.15
23810 - Plumber, Maintenance	26.57
23820 - Pneudraulic Systems Mechanic	23.93
23850 - Rigger	23.93
23870 - Scale Mechanic	22.02
23890 - Sheet-Metal Worker, Maintenance	25.58
23910 - Small Engine Mechanic	19.45
23931 - Telecommunications Mechanic I	25.66
23932 - Telecommunications Mechanic II	26.57
23950 - Telephone Lineman	24.24
23960 - Welder, Combination, Maintenance	21.54
23965 - Well Driller	23.22
23970 - Woodcraft Worker	23.93
23980 - Woodworker	18.67
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	14.25
24580 - Child Care Center Clerk	19.47
24610 - Chore Aide	10.73
24620 - Family Readiness And Support Services Coordinator	20.65
24630 - Homemaker	23.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.09
25040 - Sewage Plant Operator	24.49
25070 - Stationary Engineer	27.09
25190 - Ventilation Equipment Tender	21.78
25210 - Water Treatment Plant Operator	24.49
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.90
27007 - Baggage Inspector	13.99
27008 - Corrections Officer	27.33
27010 - Court Security Officer	27.33
27030 - Detection Dog Handler	19.25
27040 - Detention Officer	27.33
27070 - Firefighter	27.14
27101 - Guard I	13.99
27102 - Guard II	19.25
27131 - Police Officer I	27.52
27132 - Police Officer II	30.58
28000 - Recreation Occupations	

28041 - Carnival Equipment Operator		13.10
28042 - Carnival Equipment Repairer		13.74
28043 - Carnival Equpment Worker		11.09
28210 - Gate Attendant/Gate Tender		16.95
28310 - Lifeguard		15.10
28350 - Park Attendant (Aide)		18.97
28510 - Recreation Aide/Health Facility Attendant		13.84
28515 - Recreation Specialist		20.49
28630 - Sports Official		15.10
28690 - Swimming Pool Operator		17.45
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		31.15
29020 - Hatch Tender		31.15
29030 - Line Handler		31.15
29041 - Stevedore I		29.93
29042 - Stevedore II		32.49
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.43
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.18
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.94
30021 - Archeological Technician I		18.32
30022 - Archeological Technician II		20.49
30023 - Archeological Technician III		25.41
30030 - Cartographic Technician		25.37
30040 - Civil Engineering Technician		31.76
30061 - Drafter/CAD Operator I		18.32
30062 - Drafter/CAD Operator II		20.49
30063 - Drafter/CAD Operator III		22.83
30064 - Drafter/CAD Operator IV		28.11
30081 - Engineering Technician I		16.21
30082 - Engineering Technician II		18.50
30083 - Engineering Technician III		20.82
30084 - Engineering Technician IV		25.79
30085 - Engineering Technician V		33.14
30086 - Engineering Technician VI		38.16
30090 - Environmental Technician		21.21
30210 - Laboratory Technician		20.03
30240 - Mathematical Technician		25.37
30361 - Paralegal/Legal Assistant I		20.67
30362 - Paralegal/Legal Assistant II		25.60
30363 - Paralegal/Legal Assistant III		31.32
30364 - Paralegal/Legal Assistant IV		37.90
30390 - Photo-Optics Technician		25.37
30461 - Technical Writer I		22.64
30462 - Technical Writer II		27.70
30463 - Technical Writer III		33.51
30491 - Unexploded Ordnance (UXO) Technician I		25.06
30492 - Unexploded Ordnance (UXO) Technician II		30.32
30493 - Unexploded Ordnance (UXO) Technician III		36.34
30494 - Unexploded (UXO) Safety Escort		25.06
30495 - Unexploded (UXO) Sweep Personnel		25.06
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.83
30621 - Weather Observer, Senior	(see 2)	25.37
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.63
31030 - Bus Driver		16.97
31043 - Driver Courier		15.70
31260 - Parking and Lot Attendant		10.64
31290 - Shuttle Bus Driver		16.47
31310 - Taxi Driver		15.47
31361 - Truckdriver, Light		16.47
31362 - Truckdriver, Medium		20.26

31363 - Truckdriver, Heavy	22.21
31364 - Truckdriver, Tractor-Trailer	22.21
99000 - Miscellaneous Occupations	
99030 - Cashier	10.14
99050 - Desk Clerk	11.13
99095 - Embalmer	27.92
99251 - Laboratory Animal Caretaker I	11.25
99252 - Laboratory Animal Caretaker II	11.83
99310 - Mortician	37.63
99410 - Pest Controller	15.45
99510 - Photofinishing Worker	13.73
99710 - Recycling Laborer	17.51
99711 - Recycling Specialist	19.23
99730 - Refuse Collector	15.76
99810 - Sales Clerk	16.37
99820 - School Crossing Guard	13.95
99830 - Survey Party Chief	22.39
99831 - Surveying Aide	12.35
99832 - Surveying Technician	20.35
99840 - Vending Machine Attendant	14.42
99841 - Vending Machine Repairer	16.49
99842 - Vending Machine Repairer Helper	14.42

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, 4 weeks after 15 years, and 5 weeks after 25 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.

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

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 05-2103 (Rev.-13) was first posted on www.wdol.gov on 06/25/2013

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

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

Wage Determination No.: 2005-2103
Revision No.: 13
Date Of Revision: 06/19/2013

Diane C. Koplewski
Director

Division of
Wage Determinations

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
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
01612 - Word Processor II		17.67
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
05130 - Motor Equipment Metal Mechanic	24.78
05160 - 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	13.85
07041 - Cook I	12.55
07042 - 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
09110 - Furniture Repairer, Minor	17.94
09130 - 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
11270 - Tractor Operator	16.04
11330 - Trail Maintenance Worker	13.07
11360 - Window Cleaner	12.85
12000 - Health Occupations	
12010 - Ambulance Driver	20.41
12011 - Breath Alcohol Technician	20.27
12012 - Certified Occupational Therapist Assistant	23.11
12015 - Certified Physical Therapist Assistant	21.43
12020 - 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
12130 - Medical Laboratory Technician	18.04
12160 - Medical Record Clerk	17.42
12190 - Medical Record Technician	19.50
12195 - Medical Transcriptionist	18.77
12210 - Nuclear Medicine Technologist	37.60
12221 - Nursing Assistant I	10.80
12222 - Nursing Assistant II	12.14
12223 - Nursing Assistant III	13.98
12224 - Nursing Assistant IV	15.69

12235 - Optical Dispenser		20.17
12236 - Optical Technician		15.80
12250 - Pharmacy Technician		18.12
12280 - Phlebotomist		15.69
12305 - Radiologic Technologist		31.11
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)		21.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.86
13012 - Exhibits Specialist II		24.61
13013 - Exhibits Specialist III		30.09
13041 - 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 Administrator		30.60
13058 - Library Technician		19.89
13061 - Media Specialist I		18.73
13062 - Media Specialist II		20.95
13063 - Media Specialist III		23.36
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
13110 - Video Teleconference Technician		20.39
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		29.05
14071 - Computer Programmer I	(see 1)	26.36
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		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
15070 - Flight Instructor (Pilot)		52.81
15080 - Graphic Artist		26.80
15090 - Technical Instructor		25.08
15095 - Technical Instructor/Course Developer		30.67
15110 - Test Proctor		20.20
15120 - 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
16130 - Presser, Machine, Shirts	9.88
16160 - Presser, Machine, Wearing Apparel, Laundry	9.88
16190 - Sewing Machine Operator	13.78
16220 - Tailor	14.66
16250 - Washer, Machine	10.88
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.14
19040 - Tool And Die Maker	23.38
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.02
21030 - Material Coordinator	22.03
21040 - Material Expediter	22.03
21050 - Material Handling Laborer	13.83
21071 - Order Filler	15.09
21080 - Production Line Worker (Food Processing)	18.02
21110 - Shipping Packer	15.09
21130 - Shipping/Receiving Clerk	15.09
21140 - Store Worker I	11.72
21150 - Stock Clerk	16.86
21210 - Tools And Parts Attendant	18.02
21410 - Warehouse Specialist	18.02
23000 - 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
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
23140 - Carpet Layer	20.49
23160 - Electrician, Maintenance	27.98
23181 - Electronics Technician Maintenance I	24.94
23182 - Electronics Technician Maintenance II	26.47
23183 - Electronics Technician Maintenance III	27.89
23260 - Fabric Worker	19.13
23290 - Fire Alarm System Mechanic	22.91
23310 - 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 Mechanic	23.89
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.17
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 Coordinator	16.90
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	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
28515 - Recreation Specialist	18.04
28630 - Sports Official	11.59
28690 - Swimming Pool Operator	18.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - 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
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.92
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.84
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.56
30021 - Archeological Technician I		20.19
30022 - Archeological Technician II		22.60
30023 - Archeological Technician III		27.98
30030 - Cartographic Technician		27.98
30040 - Civil Engineering Technician		26.41
30061 - Drafter/CAD Operator I		20.19
30062 - Drafter/CAD Operator II		22.60
30063 - Drafter/CAD Operator III		25.19
30064 - Drafter/CAD Operator IV		31.00
30081 - Engineering Technician I		22.92
30082 - Engineering Technician II		25.72
30083 - Engineering Technician III		28.79
30084 - Engineering Technician IV		35.64
30085 - Engineering Technician V		43.61
30086 - Engineering Technician VI		52.76
30090 - Environmental Technician		27.41
30210 - Laboratory Technician		23.38
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
30390 - Photo-Optics Technician		27.98
30461 - Technical Writer I		21.93
30462 - Technical Writer II		26.84
30463 - Technical Writer III		32.47
30491 - 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
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.19
30621 - Weather Observer, Senior	(see 2)	27.98
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		14.32
31030 - 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
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: $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;
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** UNIFORM ALLOWANCE **

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

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

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.

WD 05-2111 (Rev.-14) was first posted on www.wdol.gov on 06/25/2013

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
	Wage Determination No.: 2005-2111
Diane C. Koplewski Director Division of Wage Determinations	Revision No.: 14 Date Of Revision: 06/19/2013

State: Florida

Area: Florida Counties of Broward, Glades, Hendry, Martin, Okeechobee, Palm Beach, St Lucie

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.11
01012 - Accounting Clerk II		16.74
01013 - Accounting Clerk III		18.73
01020 - Administrative Assistant		22.64
01040 - Court Reporter		18.82
01051 - Data Entry Operator I		12.92
01052 - Data Entry Operator II		14.09
01060 - Dispatcher, Motor Vehicle		17.16
01070 - Document Preparation Clerk		12.67
01090 - Duplicating Machine Operator		12.67
01111 - General Clerk I		12.62
01112 - General Clerk II		13.88
01113 - General Clerk III		15.59
01120 - Housing Referral Assistant		20.88
01141 - Messenger Courier		12.39
01191 - Order Clerk I		12.71
01192 - Order Clerk II		13.86
01261 - Personnel Assistant (Employment) I		15.88
01262 - Personnel Assistant (Employment) II		17.90
01263 - Personnel Assistant (Employment) III		20.30
01270 - Production Control Clerk		20.00
01280 - Receptionist		13.44
01290 - Rental Clerk		14.93
01300 - Scheduler, Maintenance		16.74
01311 - Secretary I		16.74
01312 - Secretary II		18.73
01313 - Secretary III		20.88
01320 - Service Order Dispatcher		15.35
01410 - Supply Technician		23.21
01420 - Survey Worker		18.82
01531 - Travel Clerk I		12.57
01532 - Travel Clerk II		13.48
01533 - Travel Clerk III		14.33
01611 - Word Processor I		13.30
01612 - Word Processor II		14.93
01613 - Word Processor III		16.71
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		17.74
05010 - Automotive Electrician		16.61
05040 - Automotive Glass Installer		15.52
05070 - Automotive Worker		15.52
05110 - Mobile Equipment Servicer		13.34

05130 - Motor Equipment Metal Mechanic	17.56
05160 - Motor Equipment Metal Worker	15.52
05190 - Motor Vehicle Mechanic	17.68
05220 - Motor Vehicle Mechanic Helper	12.24
05250 - Motor Vehicle Upholstery Worker	14.42
05280 - Motor Vehicle Wrecker	15.52
05310 - Painter, Automotive	16.62
05340 - Radiator Repair Specialist	15.52
05370 - Tire Repairer	11.60
05400 - Transmission Repair Specialist	17.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.65
07041 - Cook I	11.08
07042 - Cook II	12.90
07070 - Dishwasher	8.72
07130 - Food Service Worker	9.89
07210 - Meat Cutter	12.75
07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.98
09040 - Furniture Handler	9.80
09080 - Furniture Refinisher	14.98
09090 - Furniture Refinisher Helper	11.03
09110 - Furniture Repairer, Minor	13.00
09130 - Upholsterer	16.48
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.80
11060 - Elevator Operator	10.39
11090 - Gardener	15.29
11122 - Housekeeping Aide	10.39
11150 - Janitor	10.39
11210 - Laborer, Grounds Maintenance	11.40
11240 - Maid or Houseman	9.59
11260 - Pruner	9.93
11270 - Tractor Operator	14.36
11330 - Trail Maintenance Worker	11.40
11360 - Window Cleaner	11.94
12000 - Health Occupations	
12010 - Ambulance Driver	15.34
12011 - Breath Alcohol Technician	17.33
12012 - Certified Occupational Therapist Assistant	26.46
12015 - Certified Physical Therapist Assistant	24.15
12020 - Dental Assistant	15.13
12025 - Dental Hygienist	31.91
12030 - EKG Technician	22.01
12035 - Electroneurodiagnostic Technologist	22.01
12040 - Emergency Medical Technician	15.34
12071 - Licensed Practical Nurse I	15.49
12072 - Licensed Practical Nurse II	17.33
12073 - Licensed Practical Nurse III	19.32
12100 - Medical Assistant	15.38
12130 - Medical Laboratory Technician	17.89
12160 - Medical Record Clerk	13.95
12190 - Medical Record Technician	15.38
12195 - Medical Transcriptionist	15.86
12210 - Nuclear Medicine Technologist	34.45
12221 - Nursing Assistant I	10.55
12222 - Nursing Assistant II	11.87
12223 - Nursing Assistant III	12.95
12224 - Nursing Assistant IV	14.87
12235 - Optical Dispenser	17.57
12236 - Optical Technician	15.24
12250 - Pharmacy Technician	15.81

12280 - Phlebotomist		14.87
12305 - Radiologic Technologist		25.46
12311 - Registered Nurse I		26.32
12312 - Registered Nurse II		29.80
12313 - Registered Nurse II, Specialist		29.80
12314 - Registered Nurse III		36.04
12315 - Registered Nurse III, Anesthetist		36.04
12316 - Registered Nurse IV		43.22
12317 - Scheduler (Drug and Alcohol Testing)		19.28
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.30
13012 - Exhibits Specialist II		23.54
13013 - Exhibits Specialist III		28.80
13041 - Illustrator I		20.64
13042 - Illustrator II		25.57
13043 - Illustrator III		30.22
13047 - Librarian		30.39
13050 - Library Aide/Clerk		12.37
13054 - Library Information Technology Systems Administrator		26.99
13058 - Library Technician		16.53
13061 - Media Specialist I		16.17
13062 - Media Specialist II		18.41
13063 - Media Specialist III		20.54
13071 - Photographer I		15.46
13072 - Photographer II		17.30
13073 - Photographer III		21.43
13074 - Photographer IV		26.21
13075 - Photographer V		31.70
13110 - Video Teleconference Technician		16.88
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.41
14042 - Computer Operator II		18.36
14043 - Computer Operator III		20.47
14044 - Computer Operator IV		22.75
14045 - Computer Operator V		25.19
14071 - Computer Programmer I	(see 1)	22.63
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		16.41
14160 - Personal Computer Support Technician		22.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.48
15020 - Aircrew Training Devices Instructor (Rated)		38.08
15030 - Air Crew Training Devices Instructor (Pilot)		41.70
15050 - Computer Based Training Specialist / Instructor		31.48
15060 - Educational Technologist		26.06
15070 - Flight Instructor (Pilot)		41.70
15080 - Graphic Artist		23.71
15090 - Technical Instructor		21.38
15095 - Technical Instructor/Course Developer		26.16
15110 - Test Proctor		17.26
15120 - Tutor		17.26
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.62
16030 - Counter Attendant		9.62
16040 - Dry Cleaner		11.86
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, Laundry	9.62
16190 - Sewing Machine Operator	12.52
16220 - Tailor	13.18
16250 - Washer, Machine	10.41
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.51
19040 - Tool And Die Maker	22.29
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.81
21030 - Material Coordinator	19.02
21040 - Material Expediter	19.02
21050 - Material Handling Laborer	12.17
21071 - Order Filler	11.60
21080 - Production Line Worker (Food Processing)	14.81
21110 - Shipping Packer	14.81
21130 - Shipping/Receiving Clerk	14.81
21140 - Store Worker I	9.45
21150 - Stock Clerk	14.43
21210 - Tools And Parts Attendant	14.81
21410 - Warehouse Specialist	14.81
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.81
23021 - Aircraft Mechanic I	23.31
23022 - Aircraft Mechanic II	24.81
23023 - Aircraft Mechanic III	26.28
23040 - Aircraft Mechanic Helper	15.59
23050 - Aircraft, Painter	18.88
23060 - Aircraft Servicer	18.80
23080 - Aircraft Worker	20.33
23110 - Appliance Mechanic	18.53
23120 - Bicycle Repairer	11.60
23125 - Cable Splicer	24.61
23130 - Carpenter, Maintenance	17.55
23140 - Carpet Layer	17.51
23160 - Electrician, Maintenance	19.25
23181 - Electronics Technician Maintenance I	21.43
23182 - Electronics Technician Maintenance II	26.58
23183 - Electronics Technician Maintenance III	29.81
23260 - Fabric Worker	17.63
23290 - Fire Alarm System Mechanic	18.04
23310 - Fire Extinguisher Repairer	14.71
23311 - Fuel Distribution System Mechanic	18.65
23312 - Fuel Distribution System Operator	13.82
23370 - General Maintenance Worker	16.44
23380 - Ground Support Equipment Mechanic	23.31
23381 - Ground Support Equipment Servicer	18.80
23382 - Ground Support Equipment Worker	20.33
23391 - Gunsmith I	14.71
23392 - Gunsmith II	17.40
23393 - Gunsmith III	19.85
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.01
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.23
23430 - Heavy Equipment Mechanic	19.94
23440 - Heavy Equipment Operator	19.18
23460 - Instrument Mechanic	21.09
23465 - Laboratory/Shelter Mechanic	18.62
23470 - Laborer	11.51
23510 - Locksmith	17.22
23530 - Machinery Maintenance Mechanic	22.48

23550 - Machinist, Maintenance	18.00
23580 - Maintenance Trades Helper	13.90
23591 - Metrology Technician I	21.09
23592 - Metrology Technician II	22.74
23593 - Metrology Technician III	23.86
23640 - Millwright	21.19
23710 - Office Appliance Repairer	17.94
23760 - Painter, Maintenance	17.51
23790 - Pipefitter, Maintenance	20.20
23810 - Plumber, Maintenance	19.23
23820 - Pneudraulic Systems Mechanic	19.85
23850 - Rigger	19.85
23870 - Scale Mechanic	17.40
23890 - Sheet-Metal Worker, Maintenance	18.24
23910 - Small Engine Mechanic	15.52
23931 - Telecommunications Mechanic I	23.36
23932 - Telecommunications Mechanic II	25.46
23950 - Telephone Lineman	20.79
23960 - Welder, Combination, Maintenance	18.69
23965 - Well Driller	18.71
23970 - Woodcraft Worker	19.85
23980 - Woodworker	14.71
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.49
24580 - Child Care Center Clerk	15.33
24610 - Chore Aide	9.40
24620 - Family Readiness And Support Services Coordinator	14.45
24630 - Homemaker	17.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.01
25040 - Sewage Plant Operator	20.16
25070 - Stationary Engineer	19.01
25190 - Ventilation Equipment Tender	12.86
25210 - Water Treatment Plant Operator	20.16
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.47
27007 - Baggage Inspector	10.61
27008 - Corrections Officer	25.15
27010 - Court Security Officer	28.50
27030 - Detection Dog Handler	18.11
27040 - Detention Officer	25.15
27070 - Firefighter	26.09
27101 - Guard I	10.61
27102 - Guard II	18.11
27131 - Police Officer I	30.90
27132 - Police Officer II	34.34
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.37
28042 - Carnival Equipment Repairer	14.74
28043 - Carnival Equpment Worker	9.40
28210 - Gate Attendant/Gate Tender	14.63
28310 - Lifeguard	13.49
28350 - Park Attendant (Aide)	16.39
28510 - Recreation Aide/Health Facility Attendant	11.96
28515 - Recreation Specialist	19.57
28630 - Sports Official	13.04
28690 - Swimming Pool Operator	17.92
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.65
29020 - Hatch Tender	21.65
29030 - Line Handler	21.65
29041 - Stevedore I	20.86

29042 - Stevedore II		24.35
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	37.85
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.10
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	28.74
30021 - Archeological Technician I		15.98
30022 - Archeological Technician II		18.25
30023 - Archeological Technician III		24.98
30030 - Cartographic Technician		25.86
30040 - Civil Engineering Technician		23.88
30061 - Drafter/CAD Operator I		18.66
30062 - Drafter/CAD Operator II		20.89
30063 - Drafter/CAD Operator III		23.28
30064 - Drafter/CAD Operator IV		28.66
30081 - Engineering Technician I		18.79
30082 - Engineering Technician II		21.92
30083 - Engineering Technician III		24.53
30084 - Engineering Technician IV		29.22
30085 - Engineering Technician V		35.73
30086 - Engineering Technician VI		41.29
30090 - Environmental Technician		20.88
30210 - Laboratory Technician		18.62
30240 - Mathematical Technician		25.86
30361 - Paralegal/Legal Assistant I		17.91
30362 - Paralegal/Legal Assistant II		22.18
30363 - Paralegal/Legal Assistant III		27.14
30364 - Paralegal/Legal Assistant IV		32.83
30390 - Photo-Optics Technician		25.86
30461 - Technical Writer I		23.25
30462 - Technical Writer II		28.46
30463 - Technical Writer III		32.87
30491 - Unexploded Ordnance (UXO) Technician I		24.06
30492 - Unexploded Ordnance (UXO) Technician II		29.10
30493 - Unexploded Ordnance (UXO) Technician III		34.89
30494 - Unexploded (UXO) Safety Escort		24.06
30495 - Unexploded (UXO) Sweep Personnel		24.06
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.28
30621 - Weather Observer, Senior	(see 2)	25.86
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.78
31030 - Bus Driver		14.86
31043 - Driver Courier		14.92
31260 - Parking and Lot Attendant		9.46
31290 - Shuttle Bus Driver		16.45
31310 - Taxi Driver		11.02
31361 - Truckdriver, Light		16.45
31362 - Truckdriver, Medium		17.99
31363 - Truckdriver, Heavy		19.54
31364 - Truckdriver, Tractor-Trailer		19.54
99000 - Miscellaneous Occupations		
99030 - Cashier		9.31
99050 - Desk Clerk		10.67
99095 - Embalmer		21.54
99251 - Laboratory Animal Caretaker I		10.75
99252 - Laboratory Animal Caretaker II		11.86
99310 - Mortician		24.52
99410 - Pest Controller		14.26
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		15.31
99711 - Recycling Specialist		19.30
99730 - Refuse Collector		13.33
99810 - Sales Clerk		12.58

99820 - School Crossing Guard	11.80
99830 - Survey Party Chief	18.42
99831 - Surveying Aide	11.12
99832 - Surveying Technician	16.78
99840 - Vending Machine Attendant	11.67
99841 - Vending Machine Repairer	14.81
99842 - Vending Machine Repairer Helper	11.66

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.

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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.

WD 05-2117 (Rev.-14) was first posted on www.wdol.gov on 06/25/2013

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2117 Revision No.: 14 Date Of Revision: 06/19/2013

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
05070 - Automotive Worker		17.17
05110 - Mobile Equipment Servicer		15.50
05130 - Motor Equipment Metal Mechanic		18.88

05160 - Motor Equipment Metal Worker	17.17
05190 - Motor Vehicle Mechanic	18.80
05220 - Motor Vehicle Mechanic Helper	14.58
05250 - Motor Vehicle Upholstery Worker	16.58
05280 - Motor Vehicle Wrecker	17.17
05310 - Painter, Automotive	18.04
05340 - Radiator Repair Specialist	17.17
05370 - Tire Repairer	13.08
05400 - Transmission Repair Specialist	18.88
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.08
07041 - Cook I	11.12
07042 - Cook II	12.08
07070 - Dishwasher	8.13
07130 - Food Service Worker	10.11
07210 - Meat Cutter	14.83
07260 - Waiter/Waitress	9.64
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.93
09040 - Furniture Handler	13.01
09080 - Furniture Refinisher	16.55
09090 - Furniture Refinisher Helper	13.38
09110 - Furniture Repairer, Minor	14.99
09130 - Upholsterer	16.55
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.09
11060 - Elevator Operator	10.09
11090 - Gardener	13.52
11122 - Housekeeping Aide	11.47
11150 - Janitor	11.47
11210 - Laborer, Grounds Maintenance	11.33
11240 - Maid or Houseman	9.03
11260 - Pruner	10.31
11270 - Tractor Operator	13.20
11330 - Trail Maintenance Worker	11.33
11360 - Window Cleaner	12.61
12000 - Health Occupations	
12010 - Ambulance Driver	15.51
12011 - Breath Alcohol Technician	17.75
12012 - Certified Occupational Therapist Assistant	27.42
12015 - Certified Physical Therapist Assistant	24.67
12020 - Dental Assistant	15.36
12025 - Dental Hygienist	28.81
12030 - EKG Technician	17.76
12035 - Electroneurodiagnostic Technologist	17.76
12040 - Emergency Medical Technician	15.51
12071 - Licensed Practical Nurse I	16.45
12072 - Licensed Practical Nurse II	18.40
12073 - Licensed Practical Nurse III	20.52
12100 - Medical Assistant	12.83
12130 - Medical Laboratory Technician	18.67
12160 - Medical Record Clerk	14.62
12190 - Medical Record Technician	15.17
12195 - Medical Transcriptionist	14.93
12210 - Nuclear Medicine Technologist	30.91
12221 - Nursing Assistant I	11.00
12222 - Nursing Assistant II	12.37
12223 - Nursing Assistant III	13.50
12224 - Nursing Assistant IV	15.14
12235 - Optical Dispenser	17.68
12236 - Optical Technician	13.58
12250 - Pharmacy Technician	12.47
12280 - Phlebotomist	15.14

12305 - Radiologic Technologist		24.10
12311 - Registered Nurse I		22.67
12312 - Registered Nurse II		27.73
12313 - Registered Nurse II, Specialist		27.73
12314 - Registered Nurse III		33.55
12315 - Registered Nurse III, Anesthetist		33.55
12316 - Registered Nurse IV		40.22
12317 - Scheduler (Drug and Alcohol Testing)		22.80
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.52
13012 - Exhibits Specialist II		20.85
13013 - Exhibits Specialist III		23.88
13041 - Illustrator I		16.29
13042 - Illustrator II		19.52
13043 - Illustrator III		23.31
13047 - Librarian		22.41
13050 - Library Aide/Clerk		11.99
13054 - Library Information Technology Systems Administrator		20.85
13058 - Library Technician		15.75
13061 - Media Specialist I		15.05
13062 - Media Specialist II		16.55
13063 - Media Specialist III		17.57
13071 - Photographer I		15.22
13072 - Photographer II		17.02
13073 - Photographer III		21.09
13074 - Photographer IV		24.68
13075 - Photographer V		27.29
13110 - Video Teleconference Technician		15.74
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.15
14042 - Computer Operator II		18.06
14043 - Computer Operator III		20.14
14044 - Computer Operator IV		22.37
14045 - Computer Operator V		24.79
14071 - Computer Programmer I	(see 1)	23.18
14072 - Computer Programmer II	(see 1)	27.62
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		16.15
14160 - Personal Computer Support Technician		22.37
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.98
15020 - Aircrew Training Devices Instructor (Rated)		33.63
15030 - Air Crew Training Devices Instructor (Pilot)		35.42
15050 - 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 - Laundry, 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

16130 - Presser, Machine, Shirts	8.37
16160 - Presser, Machine, Wearing Apparel, Laundry	8.37
16190 - Sewing Machine Operator	11.12
16220 - Tailor	11.82
16250 - Washer, Machine	9.06
19000 - 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	
21020 - 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
21080 - Production Line Worker (Food Processing)	13.84
21110 - Shipping Packer	13.52
21130 - Shipping/Receiving Clerk	13.52
21140 - Store Worker I	11.88
21150 - Stock Clerk	15.84
21210 - Tools And Parts Attendant	14.66
21410 - Warehouse Specialist	14.58
23000 - 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	24.46
23040 - Aircraft Mechanic Helper	15.59
23050 - Aircraft, Painter	19.14
23060 - Aircraft Servicer	17.47
23080 - Aircraft Worker	18.35
23110 - Appliance Mechanic	18.95
23120 - Bicycle Repairer	13.08
23125 - Cable Splicer	24.84
23130 - Carpenter, Maintenance	18.77
23140 - Carpet Layer	17.82
23160 - Electrician, Maintenance	22.10
23181 - Electronics Technician Maintenance I	22.65
23182 - Electronics Technician Maintenance II	24.25
23183 - Electronics Technician Maintenance III	25.73
23260 - 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
23370 - 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 Mechanic	18.49
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.55
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 Coordinator	13.26
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
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.12
28042 - Carnival Equipment Repairer	13.43
28043 - Carnival Equpment Worker	9.04
28210 - Gate Attendant/Gate Tender	13.56
28310 - Lifeguard	12.08
28350 - Park Attendant (Aide)	15.16
28510 - Recreation Aide/Health Facility Attendant	11.07
28515 - Recreation Specialist	18.79
28630 - Sports Official	12.08
28690 - Swimming Pool Operator	14.79
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.91
29020 - Hatch Tender	17.91
29030 - Line Handler	17.91
29041 - Stevedore I	17.02
29042 - Stevedore II	20.11

30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	37.80
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		14.56
30022 - Archeological Technician II		16.54
30023 - Archeological Technician III		20.23
30030 - Cartographic Technician		19.71
30040 - Civil Engineering Technician		20.89
30061 - Drafter/CAD Operator I		13.92
30062 - Drafter/CAD Operator II		15.57
30063 - Drafter/CAD Operator III		18.21
30064 - Drafter/CAD Operator IV		21.36
30081 - Engineering Technician I		15.41
30082 - Engineering Technician II		17.30
30083 - Engineering Technician III		19.35
30084 - Engineering Technician IV		23.98
30085 - Engineering Technician V		29.33
30086 - Engineering Technician VI		35.49
30090 - Environmental Technician		18.78
30210 - Laboratory Technician		22.77
30240 - 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
30461 - 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
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 Surface Programs	(see 2)	18.21
30621 - Weather Observer, Senior	(see 2)	19.59
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.22
31030 - Bus Driver		12.82
31043 - Driver Courier		15.56
31260 - Parking and Lot Attendant		11.35
31290 - Shuttle Bus Driver		13.22
31310 - Taxi Driver		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
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: $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" 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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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2123 Revision No.: 14 Date Of Revision: 06/19/2013

State: Florida

Area: Florida Counties of Orange, Osceola, Seminole

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.83
01012 - Accounting Clerk II		14.39
01013 - Accounting Clerk III		16.10
01020 - Administrative Assistant		20.26
01040 - Court Reporter		19.01
01051 - Data Entry Operator I		11.67
01052 - Data Entry Operator II		13.25
01060 - Dispatcher, Motor Vehicle		17.17
01070 - Document Preparation Clerk		12.27
01090 - Duplicating Machine Operator		12.00
01111 - General Clerk I		11.78
01112 - General Clerk II		12.86
01113 - General Clerk III		14.43
01120 - Housing Referral Assistant		18.23
01141 - Messenger Courier		11.28
01191 - Order Clerk I		11.88
01192 - Order Clerk II		12.96
01261 - Personnel Assistant (Employment) I		13.74
01262 - Personnel Assistant (Employment) II		15.77
01263 - Personnel Assistant (Employment) III		17.14
01270 - Production Control Clerk		18.85
01280 - Receptionist		12.05
01290 - Rental Clerk		13.74
01300 - Scheduler, Maintenance		14.16
01311 - Secretary I		14.16
01312 - Secretary II		16.35
01313 - Secretary III		18.23
01320 - Service Order Dispatcher		14.87
01410 - Supply Technician		21.79
01420 - Survey Worker		15.33
01531 - Travel Clerk I		12.32
01532 - Travel Clerk II		12.86
01533 - Travel Clerk III		13.44
01611 - Word Processor I		14.54
01612 - Word Processor II		16.32
01613 - Word Processor III		18.25
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.45
05010 - Automotive Electrician		17.28
05040 - Automotive Glass Installer		16.36
05070 - Automotive Worker		16.36
05110 - Mobile Equipment Servicer		13.56
05130 - Motor Equipment Metal Mechanic		18.18

05160 - Motor Equipment Metal Worker	16.36
05190 - Motor Vehicle Mechanic	18.18
05220 - Motor Vehicle Mechanic Helper	13.10
05250 - Motor Vehicle Upholstery Worker	15.80
05280 - Motor Vehicle Wrecker	16.37
05310 - Painter, Automotive	17.92
05340 - Radiator Repair Specialist	16.36
05370 - Tire Repairer	10.83
05400 - Transmission Repair Specialist	18.18
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.42
07041 - Cook I	10.88
07042 - Cook II	12.39
07070 - Dishwasher	8.71
07130 - Food Service Worker	9.24
07210 - Meat Cutter	12.62
07260 - Waiter/Waitress	9.61
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.18
09040 - Furniture Handler	9.40
09080 - Furniture Refinisher	14.18
09090 - Furniture Refinisher Helper	11.04
09110 - Furniture Repairer, Minor	12.53
09130 - Upholsterer	14.72
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.22
11060 - Elevator Operator	10.13
11090 - Gardener	13.71
11122 - Housekeeping Aide	10.49
11150 - Janitor	10.71
11210 - Laborer, Grounds Maintenance	11.17
11240 - Maid or Houseman	9.70
11260 - Pruner	9.83
11270 - Tractor Operator	12.62
11330 - Trail Maintenance Worker	10.53
11360 - Window Cleaner	13.14
12000 - Health Occupations	
12010 - Ambulance Driver	15.90
12011 - Breath Alcohol Technician	16.12
12012 - Certified Occupational Therapist Assistant	26.19
12015 - Certified Physical Therapist Assistant	25.00
12020 - Dental Assistant	16.71
12025 - Dental Hygienist	30.66
12030 - EKG Technician	20.11
12035 - Electroneurodiagnostic Technologist	20.11
12040 - Emergency Medical Technician	15.90
12071 - Licensed Practical Nurse I	14.95
12072 - Licensed Practical Nurse II	16.72
12073 - Licensed Practical Nurse III	18.65
12100 - Medical Assistant	13.32
12130 - Medical Laboratory Technician	17.14
12160 - Medical Record Clerk	14.88
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	15.03
12210 - Nuclear Medicine Technologist	30.76
12221 - Nursing Assistant I	9.39
12222 - Nursing Assistant II	10.56
12223 - Nursing Assistant III	11.12
12224 - Nursing Assistant IV	12.46
12235 - Optical Dispenser	19.70
12236 - Optical Technician	16.81
12250 - Pharmacy Technician	15.85
12280 - Phlebotomist	12.46

12305 - Radiologic Technologist		22.22
12311 - Registered Nurse I		22.12
12312 - Registered Nurse II		27.06
12313 - Registered Nurse II, Specialist		27.06
12314 - Registered Nurse III		32.74
12315 - Registered Nurse III, Anesthetist		32.74
12316 - Registered Nurse IV		39.23
12317 - Scheduler (Drug and Alcohol Testing)		22.12
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.37
13012 - Exhibits Specialist II		22.76
13013 - Exhibits Specialist III		27.81
13041 - Illustrator I		21.64
13042 - Illustrator II		25.12
13043 - Illustrator III		31.42
13047 - Librarian		27.87
13050 - Library Aide/Clerk		12.77
13054 - Library Information Technology Systems Administrator		25.12
13058 - Library Technician		13.93
13061 - Media Specialist I		16.23
13062 - Media Specialist II		17.11
13063 - Media Specialist III		19.07
13071 - Photographer I		13.91
13072 - Photographer II		15.91
13073 - Photographer III		19.29
13074 - Photographer IV		23.54
13075 - Photographer V		28.55
13110 - Video Teleconference Technician		17.85
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.38
14042 - Computer Operator II		19.58
14043 - Computer Operator III		22.42
14044 - Computer Operator IV		24.72
14045 - Computer Operator V		27.37
14071 - Computer Programmer I	(see 1)	22.24
14072 - Computer Programmer II	(see 1)	27.56
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		17.38
14160 - Personal Computer Support Technician		24.72
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.67
15020 - Aircrew Training Devices Instructor (Rated)		39.50
15030 - Air Crew Training Devices Instructor (Pilot)		41.13
15050 - Computer Based Training Specialist / Instructor		30.03
15060 - Educational Technologist		28.24
15070 - Flight Instructor (Pilot)		41.13
15080 - Graphic Artist		22.58
15090 - Technical Instructor		20.56
15095 - Technical Instructor/Course Developer		25.15
15110 - Test Proctor		16.59
15120 - Tutor		16.59
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.54
16030 - Counter Attendant		9.54
16040 - Dry Cleaner		11.46
16070 - Finisher, Flatwork, Machine		9.54
16090 - Presser, Hand		9.54
16110 - Presser, Machine, Drycleaning		9.54

16130 - Presser, Machine, Shirts	9.54
16160 - Presser, Machine, Wearing Apparel, Laundry	9.54
16190 - Sewing Machine Operator	12.20
16220 - Tailor	12.84
16250 - Washer, Machine	10.13
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	15.60
19040 - Tool And Die Maker	19.67
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.44
21030 - Material Coordinator	18.74
21040 - Material Expediter	18.74
21050 - Material Handling Laborer	10.95
21071 - Order Filler	11.41
21080 - Production Line Worker (Food Processing)	13.44
21110 - Shipping Packer	12.46
21130 - Shipping/Receiving Clerk	12.46
21140 - Store Worker I	9.67
21150 - Stock Clerk	13.77
21210 - Tools And Parts Attendant	13.48
21410 - Warehouse Specialist	13.75
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.23
23021 - Aircraft Mechanic I	23.79
23022 - Aircraft Mechanic II	25.23
23023 - Aircraft Mechanic III	32.17
23040 - Aircraft Mechanic Helper	17.62
23050 - Aircraft, Painter	22.20
23060 - Aircraft Servicer	19.97
23080 - Aircraft Worker	21.39
23110 - Appliance Mechanic	18.09
23120 - Bicycle Repairer	12.47
23125 - Cable Splicer	24.89
23130 - Carpenter, Maintenance	17.26
23140 - Carpet Layer	17.76
23160 - Electrician, Maintenance	18.03
23181 - Electronics Technician Maintenance I	18.27
23182 - Electronics Technician Maintenance II	19.57
23183 - Electronics Technician Maintenance III	20.85
23260 - Fabric Worker	15.74
23290 - Fire Alarm System Mechanic	18.68
23310 - Fire Extinguisher Repairer	14.55
23311 - Fuel Distribution System Mechanic	19.15
23312 - Fuel Distribution System Operator	16.65
23370 - General Maintenance Worker	15.66
23380 - Ground Support Equipment Mechanic	23.76
23381 - Ground Support Equipment Servicer	19.95
23382 - Ground Support Equipment Worker	21.37
23391 - Gunsmith I	14.55
23392 - Gunsmith II	16.89
23393 - Gunsmith III	19.27
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.94
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.33
23430 - Heavy Equipment Mechanic	18.96
23440 - Heavy Equipment Operator	16.93
23460 - Instrument Mechanic	18.69
23465 - Laboratory/Shelter Mechanic	18.09
23470 - Laborer	12.73
23510 - Locksmith	17.34
23530 - Machinery Maintenance Mechanic	19.66
23550 - Machinist, Maintenance	17.28

23580 - Maintenance Trades Helper	12.84
23591 - Metrology Technician I	18.69
23592 - Metrology Technician II	19.82
23593 - Metrology Technician III	20.97
23640 - Millwright	20.77
23710 - Office Appliance Repairer	18.26
23760 - Painter, Maintenance	14.70
23790 - Pipefitter, Maintenance	16.69
23810 - Plumber, Maintenance	15.86
23820 - Pneudraulic Systems Mechanic	19.27
23850 - Rigger	20.99
23870 - Scale Mechanic	16.89
23890 - Sheet-Metal Worker, Maintenance	17.37
23910 - Small Engine Mechanic	15.35
23931 - Telecommunications Mechanic I	20.77
23932 - Telecommunications Mechanic II	22.02
23950 - Telephone Lineman	20.19
23960 - Welder, Combination, Maintenance	17.45
23965 - Well Driller	19.27
23970 - Woodcraft Worker	19.27
23980 - Woodworker	13.94
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.67
24580 - Child Care Center Clerk	14.56
24610 - Chore Aide	9.22
24620 - Family Readiness And Support Services Coordinator	14.56
24630 - Homemaker	17.53
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.83
25040 - Sewage Plant Operator	19.63
25070 - Stationary Engineer	23.83
25190 - Ventilation Equipment Tender	13.45
25210 - Water Treatment Plant Operator	19.63
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.54
27007 - Baggage Inspector	11.12
27008 - Corrections Officer	20.09
27010 - Court Security Officer	20.47
27030 - Detection Dog Handler	16.11
27040 - Detention Officer	20.09
27070 - Firefighter	17.72
27101 - Guard I	11.12
27102 - Guard II	16.05
27131 - Police Officer I	23.56
27132 - Police Officer II	26.18
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.86
28042 - Carnival Equipment Repairer	13.66
28043 - Carnival Equpment Worker	10.52
28210 - Gate Attendant/Gate Tender	12.08
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	9.56
28515 - Recreation Specialist	13.01
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	17.85
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.61
29020 - Hatch Tender	20.61
29030 - Line Handler	20.61
29041 - Stevedore I	18.19
29042 - Stevedore II	22.07

30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	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		17.87
30022 - Archeological Technician II		19.99
30023 - Archeological Technician III		25.89
30030 - Cartographic Technician		25.56
30040 - Civil Engineering Technician		21.23
30061 - Drafter/CAD Operator I		17.87
30062 - Drafter/CAD Operator II		19.99
30063 - Drafter/CAD Operator III		22.30
30064 - Drafter/CAD Operator IV		27.43
30081 - Engineering Technician I		15.95
30082 - Engineering Technician II		17.87
30083 - Engineering Technician III		20.85
30084 - Engineering Technician IV		24.77
30085 - Engineering Technician V		30.30
30086 - Engineering Technician VI		36.66
30090 - Environmental Technician		17.42
30210 - Laboratory Technician		18.95
30240 - Mathematical Technician		24.18
30361 - Paralegal/Legal Assistant I		19.15
30362 - Paralegal/Legal Assistant II		22.65
30363 - Paralegal/Legal Assistant III		27.70
30364 - Paralegal/Legal Assistant IV		33.61
30390 - Photo-Optics Technician		24.77
30461 - Technical Writer I		19.45
30462 - Technical Writer II		23.79
30463 - Technical Writer III		27.41
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 Surface Programs	(see 2)	22.30
30621 - Weather Observer, Senior	(see 2)	24.77
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.19
31030 - Bus Driver		15.24
31043 - Driver Courier		13.30
31260 - Parking and Lot Attendant		9.04
31290 - Shuttle Bus Driver		15.10
31310 - Taxi Driver		10.99
31361 - Truckdriver, Light		15.10
31362 - Truckdriver, Medium		16.10
31363 - Truckdriver, Heavy		18.56
31364 - Truckdriver, Tractor-Trailer		18.56
99000 - Miscellaneous Occupations		
99030 - Cashier		9.94
99050 - Desk Clerk		12.38
99095 - Embalmer		22.06
99251 - Laboratory Animal Caretaker I		9.98
99252 - Laboratory Animal Caretaker II		10.48
99310 - Mortician		24.41
99410 - Pest Controller		15.51
99510 - Photofinishing Worker		12.51
99710 - Recycling Laborer		16.26
99711 - Recycling Specialist		19.07
99730 - Refuse Collector		14.43
99810 - Sales Clerk		13.66
99820 - School Crossing Guard		9.24

99830 - Survey Party Chief	18.23
99831 - Surveying Aide	12.51
99832 - Surveying Technician	17.15
99840 - Vending Machine Attendant	12.90
99841 - Vending Machine Repairer	16.51
99842 - Vending Machine Repairer Helper	13.05

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; and 3 weeks after 5 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.

WD 05-2125 (Rev.-17) was first posted on www.wdol.gov on 06/25/2013

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
	Wage Determination No.: 2005-2125 Revision No.: 17
Diane C. Koplewski Director Division of Wage Determinations	Date Of Revision: 06/19/2013

State: Florida

Area: Florida Counties of Charlotte, De Soto, Hardee, Hernando, Highlands, Hillsborough, Lee, Manatee, Pasco, Pinellas, Polk, Sarasota

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.55
01012 - Accounting Clerk II		16.15
01013 - Accounting Clerk III		18.08
01020 - Administrative Assistant		21.10
01040 - Court Reporter		18.36
01051 - Data Entry Operator I		12.05
01052 - Data Entry Operator II		13.33
01060 - Dispatcher, Motor Vehicle		15.88
01070 - Document Preparation Clerk		12.08
01090 - Duplicating Machine Operator		12.08
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01532 - Travel Clerk II		13.56
01533 - Travel Clerk III		14.75
01611 - Word Processor I		13.15
01612 - Word Processor II		14.76
01613 - Word Processor III		16.48
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.27
05010 - Automotive Electrician		20.79
05040 - Automotive Glass Installer		19.87
05070 - Automotive Worker		19.87
05110 - Mobile Equipment Servicer		18.02

05130 - Motor Equipment Metal Mechanic	21.75
05160 - Motor Equipment Metal Worker	19.87
05190 - Motor Vehicle Mechanic	20.88
05220 - Motor Vehicle Mechanic Helper	17.00
05250 - Motor Vehicle Upholstery Worker	18.94
05280 - Motor Vehicle Wrecker	19.87
05310 - Painter, Automotive	20.79
05340 - Radiator Repair Specialist	19.87
05370 - Tire Repairer	12.68
05400 - Transmission Repair Specialist	21.53
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.08
07041 - Cook I	10.83
07042 - Cook II	12.08
07070 - Dishwasher	8.52
07130 - Food Service Worker	10.34
07210 - Meat Cutter	14.06
07260 - Waiter/Waitress	9.51
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.65
09040 - Furniture Handler	12.13
09080 - Furniture Refinisher	15.90
09090 - Furniture Refinisher Helper	12.38
09110 - Furniture Repairer, Minor	13.92
09130 - Upholsterer	16.65
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.05
11060 - Elevator Operator	9.05
11090 - Gardener	14.30
11122 - Housekeeping Aide	11.32
11150 - Janitor	11.32
11210 - Laborer, Grounds Maintenance	10.84
11240 - Maid or Houseman	8.70
11260 - Pruner	9.76
11270 - Tractor Operator	13.14
11330 - Trail Maintenance Worker	10.84
11360 - Window Cleaner	12.46
12000 - Health Occupations	
12010 - Ambulance Driver	17.13
12011 - Breath Alcohol Technician	17.88
12012 - Certified Occupational Therapist Assistant	26.35
12015 - Certified Physical Therapist Assistant	26.35
12020 - Dental Assistant	16.89
12025 - Dental Hygienist	26.04
12030 - EKG Technician	21.37
12035 - Electroneurodiagnostic Technologist	21.37
12040 - Emergency Medical Technician	17.13
12071 - Licensed Practical Nurse I	17.44
12072 - Licensed Practical Nurse II	19.51
12073 - Licensed Practical Nurse III	21.75
12100 - Medical Assistant	13.09
12130 - Medical Laboratory Technician	16.70
12160 - Medical Record Clerk	14.11
12190 - Medical Record Technician	15.52
12195 - Medical Transcriptionist	15.02
12210 - Nuclear Medicine Technologist	30.98
12221 - Nursing Assistant I	9.46
12222 - Nursing Assistant II	10.63
12223 - Nursing Assistant III	11.60
12224 - Nursing Assistant IV	13.02
12235 - Optical Dispenser	19.04
12236 - Optical Technician	13.00
12250 - Pharmacy Technician	14.03

12280 - Phlebotomist		12.65
12305 - Radiologic Technologist		25.53
12311 - Registered Nurse I		23.88
12312 - Registered Nurse II		27.55
12313 - Registered Nurse II, Specialist		27.55
12314 - Registered Nurse III		33.08
12315 - Registered Nurse III, Anesthetist		33.08
12316 - Registered Nurse IV		39.89
12317 - Scheduler (Drug and Alcohol Testing)		22.15
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.45
13012 - Exhibits Specialist II		26.22
13013 - Exhibits Specialist III		30.49
13041 - Illustrator I		18.88
13042 - Illustrator II		23.39
13043 - Illustrator III		28.61
13047 - Librarian		27.59
13050 - Library Aide/Clerk		10.78
13054 - Library Information Technology Systems Administrator		24.65
13058 - Library Technician		13.74
13061 - Media Specialist I		17.98
13062 - Media Specialist II		20.11
13063 - Media Specialist III		22.43
13071 - Photographer I		18.09
13072 - Photographer II		20.23
13073 - Photographer III		25.08
13074 - Photographer IV		29.18
13075 - Photographer V		35.30
13110 - Video Teleconference Technician		18.18
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.66
14042 - Computer Operator II		17.71
14043 - Computer Operator III		19.54
14044 - Computer Operator IV		21.70
14045 - Computer Operator V		23.54
14071 - Computer Programmer I	(see 1)	22.92
14072 - Computer Programmer II	(see 1)	27.56
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		15.66
14160 - Personal Computer Support Technician		21.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.58
15020 - Aircrew Training Devices Instructor (Rated)		34.55
15030 - Air Crew Training Devices Instructor (Pilot)		40.18
15050 - Computer Based Training Specialist / Instructor		29.03
15060 - Educational Technologist		26.16
15070 - Flight Instructor (Pilot)		40.18
15080 - Graphic Artist		22.03
15090 - Technical Instructor		19.47
15095 - Technical Instructor/Course Developer		25.39
15110 - Test Proctor		16.75
15120 - Tutor		16.75
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.04
16030 - Counter Attendant		9.04
16040 - Dry Cleaner		11.35
16070 - Finisher, Flatwork, Machine		9.04
16090 - Presser, Hand		9.04

16110 - Presser, Machine, Drycleaning	9.04
16130 - Presser, Machine, Shirts	9.04
16160 - Presser, Machine, Wearing Apparel, Laundry	9.04
16190 - Sewing Machine Operator	12.15
16220 - Tailor	12.91
16250 - Washer, Machine	9.80
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.33
19040 - Tool And Die Maker	19.23
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.62
21030 - Material Coordinator	17.77
21040 - Material Expediter	18.02
21050 - Material Handling Laborer	10.87
21071 - Order Filler	11.42
21080 - Production Line Worker (Food Processing)	16.62
21110 - Shipping Packer	13.06
21130 - Shipping/Receiving Clerk	13.06
21140 - Store Worker I	9.94
21150 - Stock Clerk	13.53
21210 - Tools And Parts Attendant	16.50
21410 - Warehouse Specialist	16.62
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.29
23021 - Aircraft Mechanic I	25.04
23022 - Aircraft Mechanic II	26.29
23023 - Aircraft Mechanic III	27.60
23040 - Aircraft Mechanic Helper	19.58
23050 - Aircraft, Painter	18.32
23060 - Aircraft Servicer	21.80
23080 - Aircraft Worker	22.87
23110 - Appliance Mechanic	17.67
23120 - Bicycle Repairer	12.68
23125 - Cable Splicer	22.88
23130 - Carpenter, Maintenance	17.07
23140 - Carpet Layer	16.68
23160 - Electrician, Maintenance	18.62
23181 - Electronics Technician Maintenance I	18.96
23182 - Electronics Technician Maintenance II	20.76
23183 - Electronics Technician Maintenance III	24.93
23260 - Fabric Worker	15.47
23290 - Fire Alarm System Mechanic	17.61
23310 - Fire Extinguisher Repairer	13.68
23311 - Fuel Distribution System Mechanic	17.66
23312 - Fuel Distribution System Operator	15.87
23370 - General Maintenance Worker	17.25
23380 - Ground Support Equipment Mechanic	25.04
23381 - Ground Support Equipment Servicer	21.80
23382 - Ground Support Equipment Worker	22.87
23391 - Gunsmith I	14.96
23392 - Gunsmith II	17.39
23393 - Gunsmith III	19.30
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.61
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.45
23430 - Heavy Equipment Mechanic	19.76
23440 - Heavy Equipment Operator	17.06
23460 - Instrument Mechanic	19.79
23465 - Laboratory/Shelter Mechanic	18.32
23470 - Laborer	11.48
23510 - Locksmith	16.65
23530 - Machinery Maintenance Mechanic	20.38

23550 - Machinist, Maintenance	17.94
23580 - Maintenance Trades Helper	14.98
23591 - Metrology Technician I	19.79
23592 - Metrology Technician II	20.78
23593 - Metrology Technician III	21.82
23640 - Millwright	19.28
23710 - Office Appliance Repairer	18.68
23760 - Painter, Maintenance	17.67
23790 - Pipefitter, Maintenance	17.70
23810 - Plumber, Maintenance	16.93
23820 - Pneudraulic Systems Mechanic	18.75
23850 - Rigger	17.75
23870 - Scale Mechanic	16.63
23890 - Sheet-Metal Worker, Maintenance	17.67
23910 - Small Engine Mechanic	16.34
23931 - Telecommunications Mechanic I	20.34
23932 - Telecommunications Mechanic II	24.13
23950 - Telephone Lineman	23.50
23960 - Welder, Combination, Maintenance	17.42
23965 - Well Driller	17.75
23970 - Woodcraft Worker	18.75
23980 - Woodworker	14.30
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.21
24580 - Child Care Center Clerk	14.10
24610 - Chore Aide	9.49
24620 - Family Readiness And Support Services Coordinator	13.23
24630 - Homemaker	17.33
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.86
25040 - Sewage Plant Operator	19.33
25070 - Stationary Engineer	20.86
25190 - Ventilation Equipment Tender	14.64
25210 - Water Treatment Plant Operator	19.33
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.49
27007 - Baggage Inspector	10.36
27008 - Corrections Officer	22.81
27010 - Court Security Officer	21.45
27030 - Detection Dog Handler	16.69
27040 - Detention Officer	22.81
27070 - Firefighter	19.59
27101 - Guard I	10.36
27102 - Guard II	16.29
27131 - Police Officer I	24.05
27132 - Police Officer II	26.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.35
28042 - Carnival Equipment Repairer	11.02
28043 - Carnival Equpment Worker	8.13
28210 - Gate Attendant/Gate Tender	12.85
28310 - Lifeguard	11.15
28350 - Park Attendant (Aide)	14.37
28510 - Recreation Aide/Health Facility Attendant	7.98
28515 - Recreation Specialist	15.47
28630 - Sports Official	11.45
28690 - Swimming Pool Operator	14.49
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.40
29020 - Hatch Tender	18.40
29030 - Line Handler	18.40
29041 - Stevedore I	16.51

29042 - Stevedore II		20.12
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	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		15.80
30022 - Archeological Technician II		18.16
30023 - Archeological Technician III		22.52
30030 - Cartographic Technician		24.49
30040 - Civil Engineering Technician		22.98
30061 - Drafter/CAD Operator I		14.36
30062 - Drafter/CAD Operator II		18.16
30063 - Drafter/CAD Operator III		18.41
30064 - Drafter/CAD Operator IV		24.93
30081 - Engineering Technician I		16.69
30082 - Engineering Technician II		18.74
30083 - Engineering Technician III		21.23
30084 - Engineering Technician IV		24.45
30085 - Engineering Technician V		26.10
30086 - Engineering Technician VI		29.43
30090 - Environmental Technician		18.16
30210 - Laboratory Technician		17.50
30240 - Mathematical Technician		21.76
30361 - Paralegal/Legal Assistant I		18.01
30362 - Paralegal/Legal Assistant II		22.31
30363 - Paralegal/Legal Assistant III		27.29
30364 - Paralegal/Legal Assistant IV		33.02
30390 - Photo-Optics Technician		22.93
30461 - Technical Writer I		18.74
30462 - Technical Writer II		22.95
30463 - Technical Writer III		27.73
30491 - Unexploded Ordnance (UXO) Technician I		22.34
30492 - Unexploded Ordnance (UXO) Technician II		27.03
30493 - Unexploded Ordnance (UXO) Technician III		32.40
30494 - Unexploded (UXO) Safety Escort		22.34
30495 - Unexploded (UXO) Sweep Personnel		22.34
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18.41
30621 - Weather Observer, Senior	(see 2)	19.10
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.86
31030 - Bus Driver		15.51
31043 - Driver Courier		11.93
31260 - Parking and Lot Attendant		9.69
31290 - Shuttle Bus Driver		13.12
31310 - Taxi Driver		9.96
31361 - Truckdriver, Light		13.12
31362 - Truckdriver, Medium		14.85
31363 - Truckdriver, Heavy		16.96
31364 - Truckdriver, Tractor-Trailer		16.96
99000 - Miscellaneous Occupations		
99030 - Cashier		7.97
99050 - Desk Clerk		9.76
99095 - Embalmer		20.28
99251 - Laboratory Animal Caretaker I		9.97
99252 - Laboratory Animal Caretaker II		10.85
99310 - Mortician		26.58
99410 - Pest Controller		13.00
99510 - Photofinishing Worker		11.02
99710 - Recycling Laborer		13.22
99711 - Recycling Specialist		15.51
99730 - Refuse Collector		11.78
99810 - Sales Clerk		12.49

99820 - School Crossing Guard	9.20
99830 - Survey Party Chief	17.05
99831 - Surveying Aide	10.49
99832 - Surveying Technician	16.01
99840 - Vending Machine Attendant	13.04
99841 - Vending Machine Repairer	15.43
99842 - Vending Machine Repairer Helper	13.04

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; and 3 weeks after 5 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.

WD 05-2133 (Rev.-12) was first posted on www.wdol.gov on 06/25/2013

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

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

Wage Determination No.: 2005-2133
Revision No.: 12
Date Of Revision: 06/19/2013

Diane C. Koplewski
Director

Division of
Wage Determinations

State: Georgia

Area: Georgia Counties of Banks, Barrow, Bartow, Butts, Carroll, Chattooga, Cherokee, Clarke, Clayton, Cobb, Coweta, Dawson, De Kalb, Douglas, Fannin, Fayette, Floyd, Forsyth, Franklin, Fulton, Gilmer, Gordon, Greene, Gwinnett, Habersham, Hall, Haralson, Henry, Jackson, Lumpkin, Madison, Morgan, Murray, Newton, Oconee, Oglethorpe, Paulding, Pickens, Polk, Rabun, Rockdale, Spalding, Stephens, Towns, Union, Walton, White, Whitfield

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.40
01012 - Accounting Clerk II		15.04
01013 - Accounting Clerk III		17.24
01020 - Administrative Assistant		26.66
01040 - Court Reporter		20.93
01051 - Data Entry Operator I		13.84
01052 - Data Entry Operator II		15.70
01060 - Dispatcher, Motor Vehicle		19.15
01070 - Document Preparation Clerk		13.16
01090 - Duplicating Machine Operator		13.16
01111 - General Clerk I		13.43
01112 - General Clerk II		14.84
01113 - General Clerk III		16.45
01120 - Housing Referral Assistant		21.85
01141 - Messenger Courier		12.60
01191 - Order Clerk I		13.01
01192 - Order Clerk II		14.80
01261 - Personnel Assistant (Employment) I		15.22
01262 - Personnel Assistant (Employment) II		18.55
01263 - Personnel Assistant (Employment) III		20.90
01270 - Production Control Clerk		21.32
01280 - Receptionist		13.41
01290 - Rental Clerk		15.21
01300 - Scheduler, Maintenance		16.13
01311 - Secretary I		16.13
01312 - Secretary II		18.05
01313 - Secretary III		20.13
01320 - Service Order Dispatcher		15.87
01410 - Supply Technician		26.66
01420 - Survey Worker		18.40
01531 - Travel Clerk I		14.22
01532 - Travel Clerk II		15.53
01533 - Travel Clerk III		16.73
01611 - Word Processor I		13.25
01612 - Word Processor II		15.21
01613 - Word Processor III		18.30
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.36

05010 - Automotive Electrician	21.55
05040 - Automotive Glass Installer	20.18
05070 - Automotive Worker	20.18
05110 - Mobile Equipment Servicer	17.47
05130 - Motor Equipment Metal Mechanic	23.36
05160 - Motor Equipment Metal Worker	20.18
05190 - Motor Vehicle Mechanic	23.36
05220 - Motor Vehicle Mechanic Helper	17.56
05250 - Motor Vehicle Upholstery Worker	19.05
05280 - Motor Vehicle Wrecker	20.18
05310 - Painter, Automotive	21.55
05340 - Radiator Repair Specialist	20.18
05370 - Tire Repairer	13.80
05400 - Transmission Repair Specialist	23.36
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.20
07041 - Cook I	11.95
07042 - Cook II	13.58
07070 - Dishwasher	10.24
07130 - Food Service Worker	10.01
07210 - Meat Cutter	13.04
07260 - Waiter/Waitress	8.82
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.47
09040 - Furniture Handler	12.05
09080 - Furniture Refinisher	16.23
09090 - Furniture Refinisher Helper	12.55
09110 - Furniture Repairer, Minor	14.76
09130 - Upholsterer	16.23
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.14
11060 - Elevator Operator	10.14
11090 - Gardener	15.57
11122 - Housekeeping Aide	10.89
11150 - Janitor	10.89
11210 - Laborer, Grounds Maintenance	11.22
11240 - Maid or Houseman	9.54
11260 - Pruner	13.31
11270 - Tractor Operator	14.11
11330 - Trail Maintenance Worker	11.22
11360 - Window Cleaner	13.54
12000 - Health Occupations	
12010 - Ambulance Driver	16.75
12011 - Breath Alcohol Technician	19.89
12012 - Certified Occupational Therapist Assistant	25.49
12015 - Certified Physical Therapist Assistant	23.23
12020 - Dental Assistant	17.07
12025 - Dental Hygienist	33.43
12030 - EKG Technician	22.52
12035 - Electroneurodiagnostic Technologist	22.52
12040 - Emergency Medical Technician	16.75
12071 - Licensed Practical Nurse I	17.72
12072 - Licensed Practical Nurse II	19.89
12073 - Licensed Practical Nurse III	21.97
12100 - Medical Assistant	14.71
12130 - Medical Laboratory Technician	16.93
12160 - Medical Record Clerk	15.08
12190 - Medical Record Technician	16.53
12195 - Medical Transcriptionist	16.01
12210 - Nuclear Medicine Technologist	32.29
12221 - Nursing Assistant I	10.13
12222 - Nursing Assistant II	11.38
12223 - Nursing Assistant III	12.42

12224 - Nursing Assistant IV		13.47
12235 - Optical Dispenser		17.05
12236 - Optical Technician		15.13
12250 - Pharmacy Technician		14.87
12280 - Phlebotomist		13.47
12305 - Radiologic Technologist		25.09
12311 - Registered Nurse I		24.94
12312 - Registered Nurse II		29.25
12313 - Registered Nurse II, Specialist		29.25
12314 - Registered Nurse III		35.38
12315 - Registered Nurse III, Anesthetist		35.38
12316 - Registered Nurse IV		42.41
12317 - Scheduler (Drug and Alcohol Testing)		20.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.57
13012 - Exhibits Specialist II		23.52
13013 - Exhibits Specialist III		28.34
13041 - Illustrator I		20.89
13042 - Illustrator II		23.52
13043 - Illustrator III		28.34
13047 - Librarian		28.28
13050 - Library Aide/Clerk		13.39
13054 - Library Information Technology Systems Administrator		25.27
13058 - Library Technician		15.42
13061 - Media Specialist I		18.42
13062 - Media Specialist II		20.62
13063 - Media Specialist III		22.98
13071 - Photographer I		14.44
13072 - Photographer II		15.01
13073 - Photographer III		18.59
13074 - Photographer IV		22.40
13075 - Photographer V		24.90
13110 - Video Teleconference Technician		17.50
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.20
14042 - Computer Operator II		19.24
14043 - Computer Operator III		21.45
14044 - Computer Operator IV		23.84
14045 - Computer Operator V		26.40
14071 - Computer Programmer I	(see 1)	25.09
14072 - Computer Programmer II	(see 1)	25.31
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		17.20
14160 - Personal Computer Support Technician		23.84
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.93
15020 - Aircrew Training Devices Instructor (Rated)		35.00
15030 - Air Crew Training Devices Instructor (Pilot)		41.95
15050 - Computer Based Training Specialist / Instructor		28.93
15060 - Educational Technologist		33.91
15070 - Flight Instructor (Pilot)		39.94
15080 - Graphic Artist		24.69
15090 - Technical Instructor		23.83
15095 - Technical Instructor/Course Developer		29.15
15110 - Test Proctor		19.24
15120 - Tutor		19.24
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.81

16030 - Counter Attendant	9.81
16040 - Dry Cleaner	12.93
16070 - Finisher, Flatwork, Machine	9.81
16090 - Presser, Hand	9.81
16110 - Presser, Machine, Drycleaning	9.81
16130 - Presser, Machine, Shirts	9.81
16160 - Presser, Machine, Wearing Apparel, Laundry	9.81
16190 - Sewing Machine Operator	14.02
16220 - Tailor	15.09
16250 - Washer, Machine	10.97
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	15.46
19040 - Tool And Die Maker	22.45
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.74
21030 - Material Coordinator	19.67
21040 - Material Expediter	19.67
21050 - Material Handling Laborer	13.01
21071 - Order Filler	13.62
21080 - Production Line Worker (Food Processing)	14.74
21110 - Shipping Packer	13.86
21130 - Shipping/Receiving Clerk	14.47
21140 - Store Worker I	11.48
21150 - Stock Clerk	16.46
21210 - Tools And Parts Attendant	14.74
21410 - Warehouse Specialist	14.74
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.76
23021 - Aircraft Mechanic I	25.12
23022 - Aircraft Mechanic II	26.76
23023 - Aircraft Mechanic III	28.32
23040 - Aircraft Mechanic Helper	17.97
23050 - Aircraft, Painter	22.08
23060 - Aircraft Servicer	20.63
23080 - Aircraft Worker	21.95
23110 - Appliance Mechanic	18.74
23120 - Bicycle Repairer	12.83
23125 - Cable Splicer	21.54
23130 - Carpenter, Maintenance	20.20
23140 - Carpet Layer	17.91
23160 - Electrician, Maintenance	22.60
23181 - Electronics Technician Maintenance I	21.00
23182 - Electronics Technician Maintenance II	24.64
23183 - Electronics Technician Maintenance III	26.34
23260 - Fabric Worker	15.61
23290 - Fire Alarm System Mechanic	17.94
23310 - Fire Extinguisher Repairer	14.43
23311 - Fuel Distribution System Mechanic	22.06
23312 - Fuel Distribution System Operator	16.26
23370 - General Maintenance Worker	17.92
23380 - Ground Support Equipment Mechanic	25.12
23381 - Ground Support Equipment Servicer	20.63
23382 - Ground Support Equipment Worker	21.95
23391 - Gunsmith I	18.65
23392 - Gunsmith II	20.94
23393 - Gunsmith III	21.98
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.81
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.85
23430 - Heavy Equipment Mechanic	21.25
23440 - Heavy Equipment Operator	18.92
23460 - Instrument Mechanic	23.76

23465 - Laboratory/Shelter Mechanic	18.31
23470 - Laborer	11.70
23510 - Locksmith	15.46
23530 - Machinery Maintenance Mechanic	20.58
23550 - Machinist, Maintenance	18.32
23580 - Maintenance Trades Helper	13.78
23591 - Metrology Technician I	22.45
23592 - Metrology Technician II	23.91
23593 - Metrology Technician III	25.31
23640 - Millwright	22.37
23710 - Office Appliance Repairer	20.06
23760 - Painter, Maintenance	17.36
23790 - Pipefitter, Maintenance	21.57
23810 - Plumber, Maintenance	20.54
23820 - Pneudraulic Systems Mechanic	19.57
23850 - Rigger	21.30
23870 - Scale Mechanic	17.11
23890 - Sheet-Metal Worker, Maintenance	19.19
23910 - Small Engine Mechanic	16.93
23931 - Telecommunications Mechanic I	26.53
23932 - Telecommunications Mechanic II	29.28
23950 - Telephone Lineman	20.47
23960 - Welder, Combination, Maintenance	16.33
23965 - Well Driller	17.53
23970 - Woodcraft Worker	19.57
23980 - Woodworker	13.76
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.36
24580 - Child Care Center Clerk	12.63
24610 - Chore Aide	10.93
24620 - Family Readiness And Support Services Coordinator	14.03
24630 - Homemaker	16.76
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.71
25040 - Sewage Plant Operator	17.93
25070 - Stationary Engineer	21.71
25190 - Ventilation Equipment Tender	13.51
25210 - Water Treatment Plant Operator	17.93
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.85
27007 - Baggage Inspector	12.47
27008 - Corrections Officer	14.99
27010 - Court Security Officer	17.55
27030 - Detection Dog Handler	16.44
27040 - Detention Officer	15.32
27070 - Firefighter	17.97
27101 - Guard I	12.47
27102 - Guard II	16.44
27131 - Police Officer I	19.70
27132 - Police Officer II	21.89
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.92
28042 - Carnival Equipment Repairer	12.69
28043 - Carnival Equpment Worker	8.19
28210 - Gate Attendant/Gate Tender	15.26
28310 - Lifeguard	11.33
28350 - Park Attendant (Aide)	17.08
28510 - Recreation Aide/Health Facility Attendant	10.14
28515 - Recreation Specialist	13.65
28630 - Sports Official	12.93
28690 - Swimming Pool Operator	18.99
29000 - Stevedoring/Longshoremen Occupational Services	

29010 - Blocker And Bracer		19.62
29020 - Hatch Tender		19.62
29030 - Line Handler		19.62
29041 - Stevedore I		18.07
29042 - Stevedore II		20.99
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	37.30
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	25.78
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	28.38
30021 - Archeological Technician I		19.76
30022 - Archeological Technician II		21.45
30023 - Archeological Technician III		27.39
30030 - Cartographic Technician		26.56
30040 - Civil Engineering Technician		19.26
30061 - Drafter/CAD Operator I		19.76
30062 - Drafter/CAD Operator II		21.45
30063 - Drafter/CAD Operator III		23.91
30064 - Drafter/CAD Operator IV		29.42
30081 - Engineering Technician I		16.64
30082 - Engineering Technician II		20.00
30083 - Engineering Technician III		20.90
30084 - Engineering Technician IV		26.47
30085 - Engineering Technician V		31.68
30086 - Engineering Technician VI		37.02
30090 - Environmental Technician		22.75
30210 - Laboratory Technician		17.80
30240 - Mathematical Technician		25.03
30361 - Paralegal/Legal Assistant I		19.41
30362 - Paralegal/Legal Assistant II		24.05
30363 - Paralegal/Legal Assistant III		29.41
30364 - Paralegal/Legal Assistant IV		35.56
30390 - Photo-Optics Technician		26.56
30461 - Technical Writer I		26.07
30462 - Technical Writer II		30.07
30463 - Technical Writer III		36.37
30491 - Unexploded Ordnance (UXO) Technician I		23.76
30492 - Unexploded Ordnance (UXO) Technician II		28.74
30493 - Unexploded Ordnance (UXO) Technician III		34.45
30494 - Unexploded (UXO) Safety Escort		23.76
30495 - Unexploded (UXO) Sweep Personnel		23.76
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.91
30621 - Weather Observer, Senior	(see 2)	27.39
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.49
31030 - Bus Driver		17.43
31043 - Driver Courier		13.94
31260 - Parking and Lot Attendant		9.40
31290 - Shuttle Bus Driver		15.38
31310 - Taxi Driver		10.70
31361 - Truckdriver, Light		15.38
31362 - Truckdriver, Medium		16.81
31363 - Truckdriver, Heavy		20.87
31364 - Truckdriver, Tractor-Trailer		20.87
99000 - Miscellaneous Occupations		
99030 - Cashier		9.25
99050 - Desk Clerk		10.05
99095 - Embalmer		26.90
99251 - Laboratory Animal Caretaker I		10.03
99252 - Laboratory Animal Caretaker II		11.03
99310 - Mortician		29.59
99410 - Pest Controller		14.59
99510 - Photofinishing Worker		16.45

99710 - Recycling Laborer	15.00
99711 - Recycling Specialist	18.87
99730 - Refuse Collector	13.06
99810 - Sales Clerk	13.50
99820 - School Crossing Guard	13.53
99830 - Survey Party Chief	20.64
99831 - Surveying Aide	12.11
99832 - Surveying Technician	17.05
99840 - Vending Machine Attendant	11.69
99841 - Vending Machine Repairer	14.27
99842 - Vending Machine Repairer Helper	11.69

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; and 3 weeks after 8 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.

WD 05-2153 (Rev.-17) was first posted on www.wdol.gov on 06/25/2013

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2153 Revision No.: 17 Date Of Revision: 06/19/2013

States: American Samoa, Hawaii

Area: American Samoa Statewide
Hawaii Statewide
OCCUPATION NOTE:

STEVEDORING AND LONGSHOREMEN: Wage rates and fringe benefits can be found on Wage Determination 2000-0085

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.20
01012 - Accounting Clerk II		15.93
01013 - Accounting Clerk III		17.40
01020 - Administrative Assistant		26.48
01040 - Court Reporter		18.59
01051 - Data Entry Operator I		13.16
01052 - Data Entry Operator II		14.36
01060 - Dispatcher, Motor Vehicle		17.10
01070 - Document Preparation Clerk		13.15
01090 - Duplicating Machine Operator		13.79
01111 - General Clerk I		12.53
01112 - General Clerk II		13.67
01113 - General Clerk III		15.45
01120 - Housing Referral Assistant		23.77
01141 - Messenger Courier		12.47
01191 - Order Clerk I		13.18
01192 - Order Clerk II		14.38
01261 - Personnel Assistant (Employment) I		15.79
01262 - Personnel Assistant (Employment) II		17.88
01263 - Personnel Assistant (Employment) III		19.68
01270 - Production Control Clerk		18.86
01280 - Receptionist		15.40
01290 - Rental Clerk		15.79
01300 - Scheduler, Maintenance		19.05
01311 - Secretary I		19.05
01312 - Secretary II		21.31
01313 - Secretary III		23.77
01320 - Service Order Dispatcher		14.05
01410 - Supply Technician		25.82
01420 - Survey Worker		17.10
01531 - Travel Clerk I		14.78
01532 - Travel Clerk II		15.97
01533 - Travel Clerk III		17.12
01611 - Word Processor I		14.36
01612 - Word Processor II		16.11
01613 - Word Processor III		18.03
05000 - Automotive Service Occupations		

05005 - Automobile Body Repairer, Fiberglass	22.19
05010 - Automotive Electrician	22.43
05040 - Automotive Glass Installer	22.00
05070 - Automotive Worker	22.00
05110 - Mobile Equipment Servicer	18.99
05130 - Motor Equipment Metal Mechanic	24.41
05160 - Motor Equipment Metal Worker	22.00
05190 - Motor Vehicle Mechanic	25.65
05220 - Motor Vehicle Mechanic Helper	17.39
05250 - Motor Vehicle Upholstery Worker	20.80
05280 - Motor Vehicle Wrecker	22.00
05310 - Painter, Automotive	23.19
05340 - Radiator Repair Specialist	22.00
05370 - Tire Repairer	13.78
05400 - Transmission Repair Specialist	24.37
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.87
07041 - Cook I	13.17
07042 - Cook II	15.29
07070 - Dishwasher	12.05
07130 - Food Service Worker	11.14
07210 - Meat Cutter	18.70
07260 - Waiter/Waitress	12.01
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.41
09040 - Furniture Handler	11.71
09080 - Furniture Refinisher	19.15
09090 - Furniture Refinisher Helper	14.19
09110 - Furniture Repairer, Minor	16.63
09130 - Upholsterer	17.41
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.89
11060 - Elevator Operator	12.89
11090 - Gardener	16.40
11122 - Housekeeping Aide	14.00
11150 - Janitor	14.00
11210 - Laborer, Grounds Maintenance	13.55
11240 - Maid or Houseman	14.49
11260 - Pruner	12.13
11270 - Tractor Operator	16.43
11330 - Trail Maintenance Worker	13.55
11360 - Window Cleaner	15.25
12000 - Health Occupations	
12010 - Ambulance Driver	20.70
12011 - Breath Alcohol Technician	20.70
12012 - Certified Occupational Therapist Assistant	19.67
12015 - Certified Physical Therapist Assistant	18.41
12020 - Dental Assistant	14.80
12025 - Dental Hygienist	30.34
12030 - EKG Technician	26.02
12035 - Electroneurodiagnostic Technologist	26.02
12040 - Emergency Medical Technician	22.19
12071 - Licensed Practical Nurse I	18.51
12072 - Licensed Practical Nurse II	20.70
12073 - Licensed Practical Nurse III	23.09
12100 - Medical Assistant	14.83
12130 - Medical Laboratory Technician	19.74
12160 - Medical Record Clerk	17.82
12190 - Medical Record Technician	19.93
12195 - Medical Transcriptionist	19.74
12210 - Nuclear Medicine Technologist	31.72
12221 - Nursing Assistant I	11.39
12222 - Nursing Assistant II	12.81

12223 - Nursing Assistant III		13.98
12224 - Nursing Assistant IV		15.69
12235 - Optical Dispenser		20.03
12236 - Optical Technician		14.91
12250 - Pharmacy Technician		17.19
12280 - Phlebotomist		15.69
12305 - Radiologic Technologist		29.04
12311 - Registered Nurse I		29.29
12312 - Registered Nurse II		35.82
12313 - Registered Nurse II, Specialist		35.82
12314 - Registered Nurse III		43.34
12315 - Registered Nurse III, Anesthetist		43.34
12316 - Registered Nurse IV		51.94
12317 - Scheduler (Drug and Alcohol Testing)		25.66
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.61
13012 - Exhibits Specialist II		23.29
13013 - Exhibits Specialist III		28.49
13041 - Illustrator I		20.71
13042 - Illustrator II		25.67
13043 - Illustrator III		31.40
13047 - Librarian		28.71
13050 - Library Aide/Clerk		14.17
13054 - Library Information Technology Systems Administrator		21.89
13058 - Library Technician		17.36
13061 - Media Specialist I		15.86
13062 - Media Specialist II		17.74
13063 - Media Specialist III		19.78
13071 - Photographer I		14.00
13072 - Photographer II		16.54
13073 - Photographer III		19.61
13074 - Photographer IV		23.99
13075 - Photographer V		28.99
13110 - Video Teleconference Technician		20.30
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.54
14042 - Computer Operator II		19.62
14043 - Computer Operator III		22.80
14044 - Computer Operator IV		24.81
14045 - Computer Operator V		27.45
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		17.54
14160 - Personal Computer Support Technician		24.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.83
15020 - Aircrew Training Devices Instructor (Rated)		37.30
15030 - Air Crew Training Devices Instructor (Pilot)		43.09
15050 - Computer Based Training Specialist / Instructor		30.83
15060 - Educational Technologist		25.80
15070 - Flight Instructor (Pilot)		43.09
15080 - Graphic Artist		22.97
15090 - Technical Instructor		19.66
15095 - Technical Instructor/Course Developer		24.05
15110 - Test Proctor		19.47
15120 - Tutor		19.47
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler	11.72
16030 - Counter Attendant	11.72
16040 - Dry Cleaner	14.51
16070 - Finisher, Flatwork, Machine	11.72
16090 - Presser, Hand	11.72
16110 - Presser, Machine, Drycleaning	11.72
16130 - Presser, Machine, Shirts	11.72
16160 - Presser, Machine, Wearing Apparel, Laundry	11.72
16190 - Sewing Machine Operator	15.45
16220 - Tailor	16.27
16250 - Washer, Machine	12.67
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.08
19040 - Tool And Die Maker	30.25
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.84
21030 - Material Coordinator	21.89
21040 - Material Expediter	21.89
21050 - Material Handling Laborer	16.89
21071 - Order Filler	13.51
21080 - Production Line Worker (Food Processing)	20.84
21110 - Shipping Packer	15.22
21130 - Shipping/Receiving Clerk	14.69
21140 - Store Worker I	13.23
21150 - Stock Clerk	18.58
21210 - Tools And Parts Attendant	20.84
21410 - Warehouse Specialist	20.84
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.74
23021 - Aircraft Mechanic I	27.03
23022 - Aircraft Mechanic II	28.74
23023 - Aircraft Mechanic III	30.43
23040 - Aircraft Mechanic Helper	19.51
23050 - Aircraft, Painter	25.27
23060 - Aircraft Servicer	22.63
23080 - Aircraft Worker	24.16
23110 - Appliance Mechanic	21.94
23120 - Bicycle Repairer	15.16
23125 - Cable Splicer	28.39
23130 - Carpenter, Maintenance	30.99
23140 - Carpet Layer	24.86
23160 - Electrician, Maintenance	28.25
23181 - Electronics Technician Maintenance I	26.83
23182 - Electronics Technician Maintenance II	28.69
23183 - Electronics Technician Maintenance III	30.56
23260 - Fabric Worker	20.95
23290 - Fire Alarm System Mechanic	23.46
23310 - Fire Extinguisher Repairer	19.40
23311 - Fuel Distribution System Mechanic	27.68
23312 - Fuel Distribution System Operator	21.58
23370 - General Maintenance Worker	18.45
23380 - Ground Support Equipment Mechanic	27.03
23381 - Ground Support Equipment Servicer	22.63
23382 - Ground Support Equipment Worker	24.16
23391 - Gunsmith I	19.40
23392 - Gunsmith II	22.51
23393 - Gunsmith III	25.64
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.07
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.52
23430 - Heavy Equipment Mechanic	28.29
23440 - Heavy Equipment Operator	34.11

23460 - Instrument Mechanic	29.96
23465 - Laboratory/Shelter Mechanic	24.07
23470 - Laborer	16.49
23510 - Locksmith	23.45
23530 - Machinery Maintenance Mechanic	24.70
23550 - Machinist, Maintenance	24.58
23580 - Maintenance Trades Helper	14.93
23591 - Metrology Technician I	29.96
23592 - Metrology Technician II	31.76
23593 - Metrology Technician III	33.49
23640 - Millwright	25.64
23710 - Office Appliance Repairer	21.56
23760 - Painter, Maintenance	25.29
23790 - Pipefitter, Maintenance	27.69
23810 - Plumber, Maintenance	25.71
23820 - Pneudraulic Systems Mechanic	25.64
23850 - Rigger	25.64
23870 - Scale Mechanic	22.51
23890 - Sheet-Metal Worker, Maintenance	28.46
23910 - Small Engine Mechanic	20.91
23931 - Telecommunications Mechanic I	27.52
23932 - Telecommunications Mechanic II	28.05
23950 - Telephone Lineman	24.18
23960 - Welder, Combination, Maintenance	25.04
23965 - Well Driller	25.14
23970 - Woodcraft Worker	25.64
23980 - Woodworker	17.67
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.62
24580 - Child Care Center Clerk	15.14
24610 - Chore Aide	11.40
24620 - Family Readiness And Support Services Coordinator	16.19
24630 - Homemaker	20.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.42
25040 - Sewage Plant Operator	21.94
25070 - Stationary Engineer	26.42
25190 - Ventilation Equipment Tender	19.25
25210 - Water Treatment Plant Operator	21.94
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.69
27007 - Baggage Inspector	12.13
27008 - Corrections Officer	21.67
27010 - Court Security Officer	23.28
27030 - Detection Dog Handler	15.35
27040 - Detention Officer	21.67
27070 - Firefighter	23.69
27101 - Guard I	12.13
27102 - Guard II	15.35
27131 - Police Officer I	23.97
27132 - Police Officer II	26.64
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.47
28042 - Carnival Equipment Repairer	13.26
28043 - Carnival Equpment Worker	9.93
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	15.84
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	13.19
28515 - Recreation Specialist	21.44
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	17.14

30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	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		16.98
30022 - Archeological Technician II		19.43
30023 - Archeological Technician III		24.08
30030 - Cartographic Technician		24.08
30040 - Civil Engineering Technician		21.55
30061 - Drafter/CAD Operator I		16.86
30062 - Drafter/CAD Operator II		19.43
30063 - Drafter/CAD Operator III		21.67
30064 - Drafter/CAD Operator IV		26.66
30081 - Engineering Technician I		15.91
30082 - Engineering Technician II		18.64
30083 - Engineering Technician III		22.50
30084 - Engineering Technician IV		29.74
30085 - Engineering Technician V		32.60
30086 - Engineering Technician VI		39.41
30090 - Environmental Technician		22.21
30210 - Laboratory Technician		23.01
30240 - Mathematical Technician		25.78
30361 - Paralegal/Legal Assistant I		18.66
30362 - Paralegal/Legal Assistant II		23.13
30363 - Paralegal/Legal Assistant III		28.30
30364 - Paralegal/Legal Assistant IV		34.23
30390 - Photo-Optics Technician		25.78
30461 - Technical Writer I		22.86
30462 - Technical Writer II		27.96
30463 - Technical Writer III		33.84
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 Surface Programs	(see 2)	21.67
30621 - Weather Observer, Senior	(see 2)	24.08
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.94
31030 - Bus Driver		18.43
31043 - Driver Courier		14.10
31260 - Parking and Lot Attendant		9.16
31290 - Shuttle Bus Driver		14.98
31310 - Taxi Driver		11.77
31361 - Truckdriver, Light		14.98
31362 - Truckdriver, Medium		17.26
31363 - Truckdriver, Heavy		18.27
31364 - Truckdriver, Tractor-Trailer		18.27
99000 - Miscellaneous Occupations		
99030 - Cashier		10.93
99050 - Desk Clerk		18.46
99095 - Embalmer		22.34
99251 - Laboratory Animal Caretaker I		12.41
99252 - Laboratory Animal Caretaker II		17.67
99310 - Mortician		24.57
99410 - Pest Controller		17.33
99510 - Photofinishing Worker		13.86
99710 - Recycling Laborer		19.19
99711 - Recycling Specialist		23.10
99730 - Refuse Collector		17.18
99810 - Sales Clerk		14.39
99820 - School Crossing Guard		15.03

99830 - Survey Party Chief	24.01
99831 - Surveying Aide	13.13
99832 - Surveying Technician	17.99
99840 - Vending Machine Attendant	12.64
99841 - Vending Machine Repairer	15.06
99842 - Vending Machine Repairer Helper	12.64

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: (Hawaii): $1.55 per hour, or $62.00 per week, or $268.66 per month hour for all employees on whose behalf the contractor provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act, the new health and welfare benefit rate will be $3.81 per hour.

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

WD 05-2167 (Rev.-13) was first posted on www.wdol.gov on 06/25/2013

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2167 Revision No.: 13 Date Of Revision: 06/19/2013

State: Illinois

Area: Illinois Counties of Cook, De Kalb, Du Page, Kane, Lake, Lee, McHenry

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		28.01
01040 - Court Reporter		20.25
01051 - Data Entry Operator I		14.81
01052 - Data Entry Operator II		16.15
01060 - Dispatcher, Motor Vehicle		22.93
01070 - Document Preparation Clerk		13.67
01090 - Duplicating Machine Operator		13.67
01111 - General Clerk I		12.73
01112 - General Clerk II		13.89
01113 - General Clerk III		16.34
01120 - Housing Referral Assistant		22.12
01141 - Messenger Courier		11.93
01191 - Order Clerk I		16.00
01192 - Order Clerk II		17.58
01261 - Personnel Assistant (Employment) I		17.84
01262 - Personnel Assistant (Employment) II		19.95
01263 - Personnel Assistant (Employment) III		22.24
01270 - Production Control Clerk		21.43
01280 - Receptionist		13.53
01290 - Rental Clerk		17.41
01300 - Scheduler, Maintenance		18.36
01311 - Secretary I		18.36
01312 - Secretary II		19.84
01313 - Secretary III		22.12
01320 - Service Order Dispatcher		21.04
01410 - Supply Technician		28.01
01420 - Survey Worker		19.19
01531 - Travel Clerk I		13.20
01532 - Travel Clerk II		14.27
01533 - Travel Clerk III		15.44
01611 - Word Processor I		15.50
01612 - Word Processor II		17.41
01613 - Word Processor III		19.47
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.89
05010 - Automotive Electrician		24.16
05040 - Automotive Glass Installer		23.05
05070 - Automotive Worker		23.05
05110 - Mobile Equipment Servicer		20.85
05130 - Motor Equipment Metal Mechanic		27.79

05160 - Motor Equipment Metal Worker	23.05
05190 - Motor Vehicle Mechanic	27.79
05220 - Motor Vehicle Mechanic Helper	19.73
05250 - Motor Vehicle Upholstery Worker	21.96
05280 - Motor Vehicle Wrecker	23.09
05310 - Painter, Automotive	24.16
05340 - Radiator Repair Specialist	23.05
05370 - Tire Repairer	15.92
05400 - Transmission Repair Specialist	27.79
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.71
07041 - Cook I	13.34
07042 - Cook II	15.03
07070 - Dishwasher	10.19
07130 - Food Service Worker	10.52
07210 - Meat Cutter	13.72
07260 - Waiter/Waitress	9.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.06
09040 - Furniture Handler	14.52
09080 - Furniture Refinisher	20.06
09090 - Furniture Refinisher Helper	16.37
09110 - Furniture Repairer, Minor	18.23
09130 - Upholsterer	20.05
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.32
11060 - Elevator Operator	12.32
11090 - Gardener	16.87
11122 - Housekeeping Aide	12.75
11150 - Janitor	12.75
11210 - Laborer, Grounds Maintenance	13.50
11240 - Maid or Houseman	12.11
11260 - Pruner	12.35
11270 - Tractor Operator	15.81
11330 - Trail Maintenance Worker	13.50
11360 - Window Cleaner	13.95
12000 - Health Occupations	
12010 - Ambulance Driver	17.39
12011 - Breath Alcohol Technician	18.40
12012 - Certified Occupational Therapist Assistant	23.55
12015 - Certified Physical Therapist Assistant	24.61
12020 - Dental Assistant	15.74
12025 - Dental Hygienist	31.96
12030 - EKG Technician	26.94
12035 - Electroneurodiagnostic Technologist	26.94
12040 - Emergency Medical Technician	17.39
12071 - Licensed Practical Nurse I	18.53
12072 - Licensed Practical Nurse II	20.72
12073 - Licensed Practical Nurse III	23.10
12100 - Medical Assistant	15.83
12130 - Medical Laboratory Technician	19.40
12160 - Medical Record Clerk	16.98
12190 - Medical Record Technician	18.38
12195 - Medical Transcriptionist	17.07
12210 - Nuclear Medicine Technologist	34.34
12221 - Nursing Assistant I	11.40
12222 - Nursing Assistant II	12.82
12223 - Nursing Assistant III	13.99
12224 - Nursing Assistant IV	15.71
12235 - Optical Dispenser	15.59
12236 - Optical Technician	17.48
12250 - Pharmacy Technician	15.58
12280 - Phlebotomist	15.71

12305 - Radiologic Technologist		31.10
12311 - Registered Nurse I		29.17
12312 - Registered Nurse II		32.57
12313 - Registered Nurse II, Specialist		32.57
12314 - Registered Nurse III		38.43
12315 - Registered Nurse III, Anesthetist		38.43
12316 - Registered Nurse IV		46.07
12317 - Scheduler (Drug and Alcohol Testing)		23.53
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.92
13012 - Exhibits Specialist II		27.16
13013 - Exhibits Specialist III		33.22
13041 - Illustrator I		21.63
13042 - Illustrator II		26.80
13043 - Illustrator III		32.77
13047 - Librarian		35.08
13050 - Library Aide/Clerk		14.14
13054 - Library Information Technology Systems Administrator		29.01
13058 - Library Technician		17.38
13061 - Media Specialist I		21.16
13062 - Media Specialist II		23.66
13063 - Media Specialist III		26.39
13071 - Photographer I		18.50
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13073 - Photographer III		25.64
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14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.11
14160 - Personal Computer Support Technician		25.09
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.22
15020 - Aircrew Training Devices Instructor (Rated)		41.82
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15050 - Computer Based Training Specialist / Instructor		36.22
15060 - Educational Technologist		30.14
15070 - Flight Instructor (Pilot)		46.94
15080 - Graphic Artist		26.41
15090 - Technical Instructor		27.45
15095 - Technical Instructor/Course Developer		26.88
15110 - Test Proctor		17.84
15120 - Tutor		17.74
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.53
16030 - Counter Attendant		9.53
16040 - Dry Cleaner		12.42
16070 - Finisher, Flatwork, Machine		9.53
16090 - Presser, Hand		9.53
16110 - Presser, Machine, Drycleaning		9.53

16130 - Presser, Machine, Shirts	9.53
16160 - Presser, Machine, Wearing Apparel, Laundry	9.53
16190 - Sewing Machine Operator	13.37
16220 - Tailor	14.31
16250 - Washer, Machine	10.54
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.40
19040 - Tool And Die Maker	28.57
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.53
21030 - Material Coordinator	21.74
21040 - Material Expediter	21.74
21050 - Material Handling Laborer	18.12
21071 - Order Filler	13.80
21080 - Production Line Worker (Food Processing)	16.53
21110 - Shipping Packer	16.66
21130 - Shipping/Receiving Clerk	16.66
21140 - Store Worker I	13.87
21150 - Stock Clerk	18.17
21210 - Tools And Parts Attendant	16.53
21410 - Warehouse Specialist	16.53
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.96
23021 - Aircraft Mechanic I	28.38
23022 - Aircraft Mechanic II	29.96
23023 - Aircraft Mechanic III	31.40
23040 - Aircraft Mechanic Helper	20.38
23050 - Aircraft, Painter	24.99
23060 - Aircraft Servicer	23.85
23080 - Aircraft Worker	25.02
23110 - Appliance Mechanic	22.50
23120 - Bicycle Repairer	15.92
23125 - Cable Splicer	27.69
23130 - Carpenter, Maintenance	31.86
23140 - Carpet Layer	29.49
23160 - Electrician, Maintenance	34.00
23181 - Electronics Technician Maintenance I	26.30
23182 - Electronics Technician Maintenance II	27.75
23183 - Electronics Technician Maintenance III	29.24
23260 - Fabric Worker	21.01
23290 - Fire Alarm System Mechanic	27.57
23310 - Fire Extinguisher Repairer	21.36
23311 - Fuel Distribution System Mechanic	27.14
23312 - Fuel Distribution System Operator	22.65
23370 - General Maintenance Worker	23.74
23380 - Ground Support Equipment Mechanic	28.38
23381 - Ground Support Equipment Servicer	23.85
23382 - Ground Support Equipment Worker	25.20
23391 - Gunsmith I	21.36
23392 - Gunsmith II	24.07
23393 - Gunsmith III	26.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.18
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.46
23430 - Heavy Equipment Mechanic	28.00
23440 - Heavy Equipment Operator	35.59
23460 - Instrument Mechanic	24.39
23465 - Laboratory/Shelter Mechanic	25.18
23470 - Laborer	13.78
23510 - Locksmith	20.06
23530 - Machinery Maintenance Mechanic	23.74
23550 - Machinist, Maintenance	27.46

23580 - Maintenance Trades Helper	16.14
23591 - Metrology Technician I	24.39
23592 - Metrology Technician II	25.63
23593 - Metrology Technician III	26.82
23640 - Millwright	29.97
23710 - Office Appliance Repairer	23.17
23760 - Painter, Maintenance	23.57
23790 - Pipefitter, Maintenance	31.00
23810 - Plumber, Maintenance	29.42
23820 - Pneudraulic Systems Mechanic	26.76
23850 - Rigger	28.51
23870 - Scale Mechanic	24.07
23890 - Sheet-Metal Worker, Maintenance	30.39
23910 - Small Engine Mechanic	19.13
23931 - Telecommunications Mechanic I	27.78
23932 - Telecommunications Mechanic II	29.10
23950 - Telephone Lineman	27.68
23960 - Welder, Combination, Maintenance	20.97
23965 - Well Driller	27.68
23970 - Woodcraft Worker	26.76
23980 - Woodworker	18.02
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.86
24580 - Child Care Center Clerk	14.27
24610 - Chore Aide	9.44
24620 - Family Readiness And Support Services Coordinator	14.63
24630 - Homemaker	16.03
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.89
25040 - Sewage Plant Operator	27.09
25070 - Stationary Engineer	30.89
25190 - Ventilation Equipment Tender	23.04
25210 - Water Treatment Plant Operator	27.09
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.57
27007 - Baggage Inspector	12.10
27008 - Corrections Officer	28.69
27010 - Court Security Officer	28.69
27030 - Detection Dog Handler	16.66
27040 - Detention Officer	28.69
27070 - Firefighter	27.04
27101 - Guard I	12.10
27102 - Guard II	16.66
27131 - Police Officer I	30.33
27132 - Police Officer II	33.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.37
28042 - Carnival Equipment Repairer	14.31
28043 - Carnival Equpment Worker	10.02
28210 - Gate Attendant/Gate Tender	16.44
28310 - Lifeguard	13.10
28350 - Park Attendant (Aide)	18.37
28510 - Recreation Aide/Health Facility Attendant	10.81
28515 - Recreation Specialist	17.46
28630 - Sports Official	14.64
28690 - Swimming Pool Operator	18.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.68
29020 - Hatch Tender	24.68
29030 - Line Handler	24.68
29041 - Stevedore I	23.37
29042 - Stevedore II	26.05

30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.20
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.03
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.77
30021 - Archeological Technician I		17.64
30022 - Archeological Technician II		19.73
30023 - Archeological Technician III		25.81
30030 - Cartographic Technician		26.98
30040 - Civil Engineering Technician		25.64
30061 - Drafter/CAD Operator I		17.64
30062 - Drafter/CAD Operator II		19.73
30063 - Drafter/CAD Operator III		21.99
30064 - Drafter/CAD Operator IV		28.96
30081 - Engineering Technician I		18.16
30082 - Engineering Technician II		20.39
30083 - Engineering Technician III		22.81
30084 - Engineering Technician IV		28.26
30085 - Engineering Technician V		34.56
30086 - Engineering Technician VI		45.66
30090 - Environmental Technician		22.17
30210 - Laboratory Technician		22.13
30240 - Mathematical Technician		25.18
30361 - Paralegal/Legal Assistant I		21.05
30362 - Paralegal/Legal Assistant II		26.08
30363 - Paralegal/Legal Assistant III		31.89
30364 - Paralegal/Legal Assistant IV		38.59
30390 - Photo-Optics Technician		26.33
30461 - Technical Writer I		26.76
30462 - Technical Writer II		32.65
30463 - Technical Writer III		39.34
30491 - Unexploded Ordnance (UXO) Technician I		24.91
30492 - Unexploded Ordnance (UXO) Technician II		30.14
30493 - Unexploded Ordnance (UXO) Technician III		36.13
30494 - Unexploded (UXO) Safety Escort		24.91
30495 - Unexploded (UXO) Sweep Personnel		24.91
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21.99
30621 - Weather Observer, Senior	(see 2)	24.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		17.27
31030 - Bus Driver		22.93
31043 - Driver Courier		19.14
31260 - Parking and Lot Attendant		12.59
31290 - Shuttle Bus Driver		21.43
31310 - Taxi Driver		15.18
31361 - Truckdriver, Light		21.43
31362 - Truckdriver, Medium		22.78
31363 - Truckdriver, Heavy		24.15
31364 - Truckdriver, Tractor-Trailer		24.15
99000 - Miscellaneous Occupations		
99030 - Cashier		9.94
99050 - Desk Clerk		11.94
99095 - Embalmer		24.84
99251 - Laboratory Animal Caretaker I		14.03
99252 - Laboratory Animal Caretaker II		15.43
99310 - Mortician		35.46
99410 - Pest Controller		17.55
99510 - Photofinishing Worker		15.92
99710 - Recycling Laborer		22.41
99711 - Recycling Specialist		26.24
99730 - Refuse Collector		20.49
99810 - Sales Clerk		13.81
99820 - School Crossing Guard		13.99

99830 - Survey Party Chief	24.14
99831 - Surveying Aide	15.15
99832 - Surveying Technician	20.76
99840 - Vending Machine Attendant	14.63
99841 - Vending Machine Repairer	16.79
99842 - Vending Machine Repairer Helper	14.63

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.

WD 05-2189 (Rev.-13) was first posted on www.wdol.gov on 06/25/2013

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Division of Director Wage Determinations	Wage Determination No.: 2005-2189 Revision No.: 13 Date Of Revision: 06/19/2013

States: Indiana, Ohio

Area: Indiana Counties of Adams, Allen, Blackford, De Kalb, Grant, Huntington, Jay, Lagrange, Noble, Steuben, Wabash, Wells, Whitley
Ohio Counties of Defiance, Paulding, Williams

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.12
01012 - Accounting Clerk II		14.74
01013 - Accounting Clerk III		16.49
01020 - Administrative Assistant		17.32
01040 - Court Reporter		20.85
01051 - Data Entry Operator I		13.63
01052 - Data Entry Operator II		14.88
01060 - Dispatcher, Motor Vehicle		17.20
01070 - Document Preparation Clerk		12.06
01090 - Duplicating Machine Operator		12.30
01111 - General Clerk I		11.78
01112 - General Clerk II		12.86
01113 - General Clerk III		14.43
01120 - Housing Referral Assistant		17.22
01141 - Messenger Courier		11.49
01191 - Order Clerk I		12.97
01192 - Order Clerk II		14.15
01261 - Personnel Assistant (Employment) I		15.01
01262 - Personnel Assistant (Employment) II		16.79
01263 - Personnel Assistant (Employment) III		18.73
01270 - Production Control Clerk		21.04
01280 - Receptionist		11.66
01290 - Rental Clerk		10.60
01300 - Scheduler, Maintenance		13.80
01311 - Secretary I		13.80
01312 - Secretary II		15.44
01313 - Secretary III		17.22
01320 - Service Order Dispatcher		16.29
01410 - Supply Technician		18.99
01420 - Survey Worker		13.88
01531 - Travel Clerk I		12.86
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		12.86
01612 - Word Processor II		14.43
01613 - Word Processor III		16.14
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.96
05010 - Automotive Electrician		18.37
05040 - Automotive Glass Installer		17.76
05070 - Automotive Worker		17.76

05110 - Mobile Equipment Servicer	16.52
05130 - Motor Equipment Metal Mechanic	18.96
05160 - Motor Equipment Metal Worker	17.76
05190 - Motor Vehicle Mechanic	18.96
05220 - Motor Vehicle Mechanic Helper	15.90
05250 - Motor Vehicle Upholstery Worker	17.11
05280 - Motor Vehicle Wrecker	17.76
05310 - Painter, Automotive	18.37
05340 - Radiator Repair Specialist	17.76
05370 - Tire Repairer	14.09
05400 - Transmission Repair Specialist	18.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.93
07041 - Cook I	10.69
07042 - Cook II	11.48
07070 - Dishwasher	7.83
07130 - Food Service Worker	8.81
07210 - Meat Cutter	14.57
07260 - Waiter/Waitress	8.21
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.83
09040 - Furniture Handler	13.78
09080 - Furniture Refinisher	17.83
09090 - Furniture Refinisher Helper	15.43
09110 - Furniture Repairer, Minor	16.61
09130 - Upholsterer	17.83
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.28
11060 - Elevator Operator	10.28
11090 - Gardener	12.42
11122 - Housekeeping Aide	10.09
11150 - Janitor	11.34
11210 - Laborer, Grounds Maintenance	11.35
11240 - Maid or Houseman	9.16
11260 - Pruner	11.68
11270 - Tractor Operator	12.45
11330 - Trail Maintenance Worker	11.35
11360 - Window Cleaner	12.45
12000 - Health Occupations	
12010 - Ambulance Driver	15.16
12011 - Breath Alcohol Technician	15.16
12012 - Certified Occupational Therapist Assistant	22.06
12015 - Certified Physical Therapist Assistant	21.66
12020 - Dental Assistant	15.96
12025 - Dental Hygienist	26.13
12030 - EKG Technician	26.40
12035 - Electroneurodiagnostic Technologist	26.40
12040 - Emergency Medical Technician	15.16
12071 - Licensed Practical Nurse I	15.57
12072 - Licensed Practical Nurse II	17.41
12073 - Licensed Practical Nurse III	19.44
12100 - Medical Assistant	12.57
12130 - Medical Laboratory Technician	16.51
12160 - Medical Record Clerk	12.95
12190 - Medical Record Technician	14.49
12195 - Medical Transcriptionist	14.60
12210 - Nuclear Medicine Technologist	29.15
12221 - Nursing Assistant I	9.16
12222 - Nursing Assistant II	10.30
12223 - Nursing Assistant III	11.24
12224 - Nursing Assistant IV	12.61
12235 - Optical Dispenser	14.03
12236 - Optical Technician	14.80

12250 - Pharmacy Technician		14.75
12280 - Phlebotomist		12.61
12305 - Radiologic Technologist		22.78
12311 - Registered Nurse I		20.35
12312 - Registered Nurse II		24.89
12313 - Registered Nurse II, Specialist		24.89
12314 - Registered Nurse III		30.11
12315 - Registered Nurse III, Anesthetist		30.11
12316 - Registered Nurse IV		36.09
12317 - Scheduler (Drug and Alcohol Testing)		19.61
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.47
13012 - Exhibits Specialist II		20.41
13013 - Exhibits Specialist III		24.95
13041 - Illustrator I		16.47
13042 - Illustrator II		20.41
13043 - Illustrator III		24.95
13047 - Librarian		21.54
13050 - Library Aide/Clerk		11.01
13054 - Library Information Technology Systems Administrator		19.46
13058 - Library Technician		12.62
13061 - Media Specialist I		14.04
13062 - Media Specialist II		15.70
13063 - Media Specialist III		17.50
13071 - Photographer I		13.50
13072 - Photographer II		15.10
13073 - Photographer III		18.71
13074 - Photographer IV		22.89
13075 - Photographer V		27.69
13110 - Video Teleconference Technician		15.36
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.81
14042 - Computer Operator II		18.80
14043 - Computer Operator III		20.97
14044 - Computer Operator IV		23.30
14045 - Computer Operator V		25.80
14071 - Computer Programmer I	(see 1)	19.81
14072 - Computer Programmer II	(see 1)	26.23
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		16.81
14160 - Personal Computer Support Technician		23.30
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.32
15020 - Aircrew Training Devices Instructor (Rated)		37.89
15030 - Air Crew Training Devices Instructor (Pilot)		42.43
15050 - Computer Based Training Specialist / Instructor		31.32
15060 - Educational Technologist		26.32
15070 - Flight Instructor (Pilot)		42.43
15080 - Graphic Artist		21.71
15090 - Technical Instructor		19.04
15095 - Technical Instructor/Course Developer		23.29
15110 - Test Proctor		15.36
15120 - Tutor		15.36
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.13
16030 - Counter Attendant		9.13
16040 - Dry Cleaner		11.56
16070 - Finisher, Flatwork, Machine		9.13

16090 - Presser, Hand	9.13
16110 - Presser, Machine, Drycleaning	9.13
16130 - Presser, Machine, Shirts	9.13
16160 - Presser, Machine, Wearing Apparel, Laundry	9.13
16190 - Sewing Machine Operator	12.37
16220 - Tailor	13.18
16250 - Washer, Machine	9.91
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.91
19040 - Tool And Die Maker	22.71
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.01
21030 - Material Coordinator	21.04
21040 - Material Expediter	21.04
21050 - Material Handling Laborer	12.33
21071 - Order Filler	10.58
21080 - Production Line Worker (Food Processing)	16.01
21110 - Shipping Packer	13.56
21130 - Shipping/Receiving Clerk	13.56
21140 - Store Worker I	13.05
21150 - Stock Clerk	17.39
21210 - Tools And Parts Attendant	16.13
21410 - Warehouse Specialist	16.01
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.78
23021 - Aircraft Mechanic I	26.86
23022 - Aircraft Mechanic II	27.78
23023 - Aircraft Mechanic III	28.82
23040 - Aircraft Mechanic Helper	20.43
23050 - Aircraft, Painter	26.01
23060 - Aircraft Servicer	23.55
23080 - Aircraft Worker	24.86
23110 - Appliance Mechanic	19.68
23120 - Bicycle Repairer	14.09
23125 - Cable Splicer	26.64
23130 - Carpenter, Maintenance	20.13
23140 - Carpet Layer	22.40
23160 - Electrician, Maintenance	26.41
23181 - Electronics Technician Maintenance I	21.58
23182 - Electronics Technician Maintenance II	22.73
23183 - Electronics Technician Maintenance III	23.47
23260 - Fabric Worker	18.78
23290 - Fire Alarm System Mechanic	21.57
23310 - Fire Extinguisher Repairer	17.54
23311 - Fuel Distribution System Mechanic	24.61
23312 - Fuel Distribution System Operator	18.19
23370 - General Maintenance Worker	17.52
23380 - Ground Support Equipment Mechanic	26.86
23381 - Ground Support Equipment Servicer	23.55
23382 - Ground Support Equipment Worker	24.86
23391 - Gunsmith I	17.54
23392 - Gunsmith II	19.83
23393 - Gunsmith III	21.57
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.14
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.99
23430 - Heavy Equipment Mechanic	20.30
23440 - Heavy Equipment Operator	21.96
23460 - Instrument Mechanic	21.57
23465 - Laboratory/Shelter Mechanic	20.89
23470 - Laborer	12.55
23510 - Locksmith	20.10

23530 - Machinery Maintenance Mechanic	21.96
23550 - Machinist, Maintenance	20.24
23580 - Maintenance Trades Helper	15.43
23591 - Metrology Technician I	21.57
23592 - Metrology Technician II	22.31
23593 - Metrology Technician III	23.14
23640 - Millwright	23.47
23710 - Office Appliance Repairer	20.48
23760 - Painter, Maintenance	19.31
23790 - Pipefitter, Maintenance	25.33
23810 - Plumber, Maintenance	24.09
23820 - Pneudraulic Systems Mechanic	21.57
23850 - Rigger	21.57
23870 - Scale Mechanic	19.83
23890 - Sheet-Metal Worker, Maintenance	20.92
23910 - Small Engine Mechanic	18.96
23931 - Telecommunications Mechanic I	23.46
23932 - Telecommunications Mechanic II	24.27
23950 - Telephone Lineman	20.71
23960 - Welder, Combination, Maintenance	20.24
23965 - Well Driller	21.57
23970 - Woodcraft Worker	21.57
23980 - Woodworker	16.04
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.67
24580 - Child Care Center Clerk	15.39
24610 - Chore Aide	9.96
24620 - Family Readiness And Support Services Coordinator	12.17
24630 - Homemaker	17.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.91
25040 - Sewage Plant Operator	19.42
25070 - Stationary Engineer	22.91
25190 - Ventilation Equipment Tender	16.99
25210 - Water Treatment Plant Operator	18.57
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.17
27007 - Baggage Inspector	12.10
27008 - Corrections Officer	16.54
27010 - Court Security Officer	17.57
27030 - Detection Dog Handler	16.13
27040 - Detention Officer	16.54
27070 - Firefighter	17.55
27101 - Guard I	12.10
27102 - Guard II	16.13
27131 - Police Officer I	20.69
27132 - Police Officer II	22.99
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.38
28042 - Carnival Equipment Repairer	10.79
28043 - Carnival Equpment Worker	8.60
28210 - Gate Attendant/Gate Tender	13.36
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.95
28510 - Recreation Aide/Health Facility Attendant	10.91
28515 - Recreation Specialist	16.24
28630 - Sports Official	11.91
28690 - Swimming Pool Operator	20.90
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.62
29020 - Hatch Tender	22.62
29030 - Line Handler	22.62

29041 - Stevedore I		21.42
29042 - Stevedore II		25.65
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	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		17.85
30022 - Archeological Technician II		19.88
30023 - Archeological Technician III		25.12
30030 - Cartographic Technician		24.72
30040 - Civil Engineering Technician		22.59
30061 - Drafter/CAD Operator I		17.85
30062 - Drafter/CAD Operator II		19.88
30063 - Drafter/CAD Operator III		21.82
30064 - Drafter/CAD Operator IV		26.84
30081 - Engineering Technician I		15.92
30082 - Engineering Technician II		17.86
30083 - Engineering Technician III		19.98
30084 - Engineering Technician IV		24.76
30085 - Engineering Technician V		30.29
30086 - Engineering Technician VI		36.64
30090 - Environmental Technician		23.21
30210 - Laboratory Technician		18.48
30240 - Mathematical Technician		24.53
30361 - Paralegal/Legal Assistant I		16.27
30362 - Paralegal/Legal Assistant II		20.16
30363 - Paralegal/Legal Assistant III		24.66
30364 - Paralegal/Legal Assistant IV		29.83
30390 - Photo-Optics Technician		24.53
30461 - Technical Writer I		24.95
30462 - Technical Writer II		30.54
30463 - Technical Writer III		36.92
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 Surface Programs	(see 3)	21.82
30621 - Weather Observer, Senior	(see 3)	24.22
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.34
31030 - Bus Driver		18.12
31043 - Driver Courier		14.28
31260 - Parking and Lot Attendant		10.82
31290 - Shuttle Bus Driver		15.55
31310 - Taxi Driver		12.98
31361 - Truckdriver, Light		15.39
31362 - Truckdriver, Medium		16.50
31363 - Truckdriver, Heavy		20.33
31364 - Truckdriver, Tractor-Trailer		20.33
99000 - Miscellaneous Occupations		
99030 - Cashier		7.94
99050 - Desk Clerk		10.67
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		10.21
99252 - Laboratory Animal Caretaker II		10.99
99310 - Mortician		22.74
99410 - Pest Controller		15.93
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		16.81
99711 - Recycling Specialist		18.71
99730 - Refuse Collector		15.31

99810 - Sales Clerk	11.07
99820 - School Crossing Guard	13.05
99830 - Survey Party Chief	21.85
99831 - Surveying Aide	12.89
99832 - Surveying Technician	15.76
99840 - Vending Machine Attendant	14.72
99841 - Vending Machine Repairer	16.45
99842 - Vending Machine Repairer Helper	14.72

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, 4 after 15 years, and 5 after 25 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.

WD 05-2197 (Rev.-13) was first posted on www.wdol.gov on 06/25/2013

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

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

Wage Determination No.: 2005-2197
Revision No.: 13
Date Of Revision: 06/19/2013

Diane C. Koplewski
Director

Division of
Wage Determinations

State: Indiana

Area: Indiana Counties of Marshall, Saint Joseph

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.96
01012 - Accounting Clerk II		13.42
01013 - Accounting Clerk III		16.63
01020 - Administrative Assistant		18.42
01040 - Court Reporter		15.11
01051 - Data Entry Operator I		11.04
01052 - Data Entry Operator II		12.82
01060 - Dispatcher, Motor Vehicle		16.25
01070 - Document Preparation Clerk		11.84
01090 - Duplicating Machine Operator		11.84
01111 - General Clerk I		10.82
01112 - General Clerk II		11.81
01113 - General Clerk III		13.25
01120 - Housing Referral Assistant		16.58
01141 - Messenger Courier		12.85
01191 - Order Clerk I		12.14
01192 - Order Clerk II		13.25
01261 - Personnel Assistant (Employment) I		13.85
01262 - Personnel Assistant (Employment) II		15.49
01263 - Personnel Assistant (Employment) III		17.27
01270 - Production Control Clerk		19.91
01280 - Receptionist		10.77
01290 - Rental Clerk		10.34
01300 - Scheduler, Maintenance		13.29
01311 - Secretary I		13.29
01312 - Secretary II		15.11
01313 - Secretary III		16.58
01320 - Service Order Dispatcher		13.89
01410 - Supply Technician		18.42
01420 - Survey Worker		13.77
01531 - Travel Clerk I		12.60
01532 - Travel Clerk II		13.44
01533 - Travel Clerk III		14.25
01611 - Word Processor I		11.73
01612 - Word Processor II		13.16
01613 - Word Processor III		14.99
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.23
05010 - Automotive Electrician		17.72
05040 - Automotive Glass Installer		17.20
05070 - Automotive Worker		17.20
05110 - Mobile Equipment Servicer		16.01
05130 - Motor Equipment Metal Mechanic		18.36

05160 - Motor Equipment Metal Worker	17.20
05190 - Motor Vehicle Mechanic	17.79
05220 - Motor Vehicle Mechanic Helper	15.41
05250 - Motor Vehicle Upholstery Worker	16.59
05280 - Motor Vehicle Wrecker	17.20
05310 - Painter, Automotive	19.20
05340 - Radiator Repair Specialist	17.20
05370 - Tire Repairer	13.94
05400 - Transmission Repair Specialist	18.36
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.89
07041 - Cook I	11.56
07042 - Cook II	12.89
07070 - Dishwasher	8.98
07130 - Food Service Worker	8.98
07210 - Meat Cutter	13.56
07260 - Waiter/Waitress	9.40
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.57
09040 - Furniture Handler	13.66
09080 - Furniture Refinisher	19.12
09090 - Furniture Refinisher Helper	15.51
09110 - Furniture Repairer, Minor	17.78
09130 - Upholsterer	19.12
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.94
11060 - Elevator Operator	10.50
11090 - Gardener	13.39
11122 - Housekeeping Aide	11.28
11150 - Janitor	11.28
11210 - Laborer, Grounds Maintenance	11.12
11240 - Maid or Houseman	9.27
11260 - Pruner	10.13
11270 - Tractor Operator	13.07
11330 - Trail Maintenance Worker	11.12
11360 - Window Cleaner	12.19
12000 - Health Occupations	
12010 - Ambulance Driver	15.78
12011 - Breath Alcohol Technician	16.86
12012 - Certified Occupational Therapist Assistant	20.58
12015 - Certified Physical Therapist Assistant	20.68
12020 - Dental Assistant	17.84
12025 - Dental Hygienist	29.07
12030 - EKG Technician	23.12
12035 - Electroneurodiagnostic Technologist	23.12
12040 - Emergency Medical Technician	15.78
12071 - Licensed Practical Nurse I	15.08
12072 - Licensed Practical Nurse II	16.86
12073 - Licensed Practical Nurse III	18.81
12100 - Medical Assistant	13.16
12130 - Medical Laboratory Technician	17.36
12160 - Medical Record Clerk	12.96
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	15.14
12210 - Nuclear Medicine Technologist	37.07
12221 - Nursing Assistant I	9.93
12222 - Nursing Assistant II	11.17
12223 - Nursing Assistant III	12.19
12224 - Nursing Assistant IV	13.68
12235 - Optical Dispenser	16.35
12236 - Optical Technician	16.19
12250 - Pharmacy Technician	13.35
12280 - Phlebotomist	13.68

12305 - Radiologic Technologist		24.03
12311 - Registered Nurse I		21.08
12312 - Registered Nurse II		25.79
12313 - Registered Nurse II, Specialist		25.79
12314 - Registered Nurse III		31.20
12315 - Registered Nurse III, Anesthetist		31.20
12316 - Registered Nurse IV		37.39
12317 - Scheduler (Drug and Alcohol Testing)		20.90
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.09
13012 - Exhibits Specialist II		21.18
13013 - Exhibits Specialist III		25.91
13041 - Illustrator I		17.09
13042 - Illustrator II		21.18
13043 - Illustrator III		25.91
13047 - Librarian		23.46
13050 - Library Aide/Clerk		13.43
13054 - Library Information Technology Systems Administrator		21.18
13058 - Library Technician		15.31
13061 - Media Specialist I		15.28
13062 - Media Specialist II		17.09
13063 - Media Specialist III		19.06
13071 - Photographer I		16.05
13072 - Photographer II		19.00
13073 - Photographer III		20.21
13074 - Photographer IV		24.72
13075 - Photographer V		29.91
13110 - Video Teleconference Technician		18.59
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.22
14042 - Computer Operator II		15.53
14043 - Computer Operator III		20.83
14044 - Computer Operator IV		23.25
14045 - Computer Operator V		25.74
14071 - Computer Programmer I		18.78
14072 - Computer Programmer II		24.47
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		13.22
14160 - Personal Computer Support Technician		23.85
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.52
15020 - Aircrew Training Devices Instructor (Rated)		31.47
15030 - Air Crew Training Devices Instructor (Pilot)		37.71
15050 - Computer Based Training Specialist / Instructor		28.52
15060 - Educational Technologist		23.85
15070 - Flight Instructor (Pilot)		37.71
15080 - Graphic Artist		19.11
15090 - Technical Instructor		22.17
15095 - Technical Instructor/Course Developer		27.12
15110 - Test Proctor		17.89
15120 - Tutor		17.89
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.13
16030 - Counter Attendant		9.13
16040 - Dry Cleaner		11.56
16070 - Finisher, Flatwork, Machine		9.13
16090 - Presser, Hand		9.13
16110 - Presser, Machine, Drycleaning		9.13

16130 - Presser, Machine, Shirts	9.13
16160 - Presser, Machine, Wearing Apparel, Laundry	9.13
16190 - Sewing Machine Operator	12.37
16220 - Tailor	13.18
16250 - Washer, Machine	9.91
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.56
19040 - Tool And Die Maker	20.68
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.49
21030 - Material Coordinator	19.91
21040 - Material Expediter	19.91
21050 - Material Handling Laborer	11.66
21071 - Order Filler	11.47
21080 - Production Line Worker (Food Processing)	13.49
21110 - Shipping Packer	13.10
21130 - Shipping/Receiving Clerk	13.10
21140 - Store Worker I	13.05
21150 - Stock Clerk	17.39
21210 - Tools And Parts Attendant	13.49
21410 - Warehouse Specialist	13.49
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.60
23021 - Aircraft Mechanic I	21.86
23022 - Aircraft Mechanic II	22.60
23023 - Aircraft Mechanic III	23.32
23040 - Aircraft Mechanic Helper	17.09
23050 - Aircraft, Painter	21.00
23060 - Aircraft Servicer	19.70
23080 - Aircraft Worker	20.49
23110 - Appliance Mechanic	19.33
23120 - Bicycle Repairer	13.94
23125 - Cable Splicer	24.84
23130 - Carpenter, Maintenance	20.37
23140 - Carpet Layer	20.09
23160 - Electrician, Maintenance	24.40
23181 - Electronics Technician Maintenance I	21.24
23182 - Electronics Technician Maintenance II	21.97
23183 - Electronics Technician Maintenance III	22.66
23260 - Fabric Worker	19.03
23290 - Fire Alarm System Mechanic	21.86
23310 - Fire Extinguisher Repairer	17.78
23311 - Fuel Distribution System Mechanic	20.57
23312 - Fuel Distribution System Operator	16.73
23370 - General Maintenance Worker	17.54
23380 - Ground Support Equipment Mechanic	21.86
23381 - Ground Support Equipment Servicer	19.07
23382 - Ground Support Equipment Worker	20.49
23391 - Gunsmith I	17.78
23392 - Gunsmith II	20.09
23393 - Gunsmith III	21.86
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.91
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.05
23430 - Heavy Equipment Mechanic	23.08
23440 - Heavy Equipment Operator	25.76
23460 - Instrument Mechanic	20.62
23465 - Laboratory/Shelter Mechanic	21.16
23470 - Laborer	11.66
23510 - Locksmith	19.97
23530 - Machinery Maintenance Mechanic	20.75
23550 - Machinist, Maintenance	18.67

23580 - Maintenance Trades Helper	15.28
23591 - Metrology Technician I	20.62
23592 - Metrology Technician II	21.33
23593 - Metrology Technician III	22.73
23640 - Millwright	25.21
23710 - Office Appliance Repairer	19.46
23760 - Painter, Maintenance	19.11
23790 - Pipefitter, Maintenance	26.62
23810 - Plumber, Maintenance	24.82
23820 - Pneudraulic Systems Mechanic	21.86
23850 - Rigger	20.62
23870 - Scale Mechanic	20.09
23890 - Sheet-Metal Worker, Maintenance	21.55
23910 - Small Engine Mechanic	20.09
23931 - Telecommunications Mechanic I	25.07
23932 - Telecommunications Mechanic II	25.92
23950 - Telephone Lineman	23.66
23960 - Welder, Combination, Maintenance	18.21
23965 - Well Driller	21.75
23970 - Woodcraft Worker	21.86
23980 - Woodworker	17.78
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.58
24580 - Child Care Center Clerk	11.95
24610 - Chore Aide	9.30
24620 - Family Readiness And Support Services Coordinator	12.83
24630 - Homemaker	13.28
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.86
25040 - Sewage Plant Operator	19.57
25070 - Stationary Engineer	21.86
25190 - Ventilation Equipment Tender	16.50
25210 - Water Treatment Plant Operator	19.57
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.01
27007 - Baggage Inspector	10.96
27008 - Corrections Officer	15.04
27010 - Court Security Officer	16.73
27030 - Detection Dog Handler	13.10
27040 - Detention Officer	15.04
27070 - Firefighter	18.40
27101 - Guard I	10.96
27102 - Guard II	13.10
27131 - Police Officer I	19.68
27132 - Police Officer II	21.87
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.54
28042 - Carnival Equipment Repairer	12.01
28043 - Carnival Equpment Worker	9.61
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	16.07
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	18.38
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.29
29020 - Hatch Tender	18.29
29030 - Line Handler	18.29
29041 - Stevedore I	17.33
29042 - Stevedore II	19.27

30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	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		16.55
30022 - Archeological Technician II		18.51
30023 - Archeological Technician III		22.94
30030 - Cartographic Technician		22.94
30040 - Civil Engineering Technician		21.96
30061 - Drafter/CAD Operator I		16.55
30062 - Drafter/CAD Operator II		18.51
30063 - Drafter/CAD Operator III		20.65
30064 - Drafter/CAD Operator IV		25.40
30081 - Engineering Technician I		16.09
30082 - Engineering Technician II		18.05
30083 - Engineering Technician III		20.19
30084 - Engineering Technician IV		25.03
30085 - Engineering Technician V		30.62
30086 - Engineering Technician VI		37.04
30090 - Environmental Technician		22.94
30210 - Laboratory Technician		19.92
30240 - Mathematical Technician		22.94
30361 - Paralegal/Legal Assistant I		17.77
30362 - Paralegal/Legal Assistant II		22.02
30363 - Paralegal/Legal Assistant III		26.94
30364 - Paralegal/Legal Assistant IV		32.59
30390 - Photo-Optics Technician		22.94
30461 - Technical Writer I		22.94
30462 - Technical Writer II		28.07
30463 - Technical Writer III		33.96
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		92.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.65
30621 - Weather Observer, Senior	(see 2)	22.94
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.96
31030 - Bus Driver		16.25
31043 - Driver Courier		13.71
31260 - Parking and Lot Attendant		10.84
31290 - Shuttle Bus Driver		15.17
31310 - Taxi Driver		12.01
31361 - Truckdriver, Light		14.27
31362 - Truckdriver, Medium		17.18
31363 - Truckdriver, Heavy		18.25
31364 - Truckdriver, Tractor-Trailer		18.25
99000 - Miscellaneous Occupations		
99030 - Cashier		8.16
99050 - Desk Clerk		9.03
99095 - Embalmer		22.37
99251 - Laboratory Animal Caretaker I		10.49
99252 - Laboratory Animal Caretaker II		11.30
99310 - Mortician		22.37
99410 - Pest Controller		17.01
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		14.95
99711 - Recycling Specialist		17.68
99730 - Refuse Collector		13.62
99810 - Sales Clerk		11.74
99820 - School Crossing Guard		11.63

99830 - Survey Party Chief	17.26
99831 - Surveying Aide	10.44
99832 - Surveying Technician	15.00
99840 - Vending Machine Attendant	14.96
99841 - Vending Machine Repairer	16.71
99842 - Vending Machine Repairer Helper	14.95

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: 1 week paid vacation after 1 year of service with a contractor or successor; and 2 weeks after 2 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.

WD 05-2203 (Rev.-15) was first posted on www.wdol.gov on 06/25/2013

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

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

Wage Determination No.: 2005-2203
Revision No.: 15
Date Of Revision: 06/19/2013

Diane C. Koplewski
Director

Division of
Wage Determinations

State: Iowa

Area: Iowa Counties of Allamakee, Benton, Black Hawk, Bremer, Buchanan, Butler, Cedar, Chickasaw, Clayton, Clinton, Delaware, Dubuque, Fayette, Floyd, Grundy, Howard, Iowa, Jackson, Jefferson, Johnson, Jones, Keokuk, Linn, Mitchell, Tama, Van Buren, Washington, Winneshiek

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.93
01012 - Accounting Clerk II		15.40
01013 - Accounting Clerk III		21.42
01020 - Administrative Assistant		19.38
01040 - Court Reporter		20.39
01051 - Data Entry Operator I		12.49
01052 - Data Entry Operator II		14.56
01060 - Dispatcher, Motor Vehicle		15.38
01070 - Document Preparation Clerk		14.31
01090 - Duplicating Machine Operator		14.31
01111 - General Clerk I		11.63
01112 - General Clerk II		12.68
01113 - General Clerk III		14.24
01120 - Housing Referral Assistant		16.52
01141 - Messenger Courier		11.00
01191 - Order Clerk I		13.30
01192 - Order Clerk II		15.41
01261 - Personnel Assistant (Employment) I		14.60
01262 - Personnel Assistant (Employment) II		16.34
01263 - Personnel Assistant (Employment) III		18.22
01270 - Production Control Clerk		19.25
01280 - Receptionist		11.71
01290 - Rental Clerk		10.87
01300 - Scheduler, Maintenance		13.24
01311 - Secretary I		13.24
01312 - Secretary II		14.81
01313 - Secretary III		16.52
01320 - Service Order Dispatcher		14.62
01410 - Supply Technician		19.38
01420 - Survey Worker		13.11
01531 - Travel Clerk I		13.20
01532 - Travel Clerk II		14.27
01533 - Travel Clerk III		15.44
01611 - Word Processor I		11.67
01612 - Word Processor II		13.10
01613 - Word Processor III		14.65
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.02
05010 - Automotive Electrician		18.51
05040 - Automotive Glass Installer		18.00

05070 - Automotive Worker	18.00
05110 - Mobile Equipment Servicer	16.94
05130 - Motor Equipment Metal Mechanic	19.02
05160 - Motor Equipment Metal Worker	18.00
05190 - Motor Vehicle Mechanic	19.02
05220 - Motor Vehicle Mechanic Helper	16.40
05250 - Motor Vehicle Upholstery Worker	17.45
05280 - Motor Vehicle Wrecker	18.00
05310 - Painter, Automotive	18.51
05340 - Radiator Repair Specialist	18.00
05370 - Tire Repairer	15.19
05400 - Transmission Repair Specialist	19.02
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.88
07041 - Cook I	10.68
07042 - Cook II	11.88
07070 - Dishwasher	8.74
07130 - Food Service Worker	8.96
07210 - Meat Cutter	14.01
07260 - Waiter/Waitress	9.07
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.76
09040 - Furniture Handler	15.32
09080 - Furniture Refinisher	20.24
09090 - Furniture Refinisher Helper	16.46
09110 - Furniture Repairer, Minor	18.49
09130 - Upholsterer	20.24
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.91
11060 - Elevator Operator	10.73
11090 - Gardener	13.23
11122 - Housekeeping Aide	10.73
11150 - Janitor	10.73
11210 - Laborer, Grounds Maintenance	11.79
11240 - Maid or Houseman	9.50
11260 - Pruner	10.95
11270 - Tractor Operator	13.46
11330 - Trail Maintenance Worker	11.79
11360 - Window Cleaner	11.55
12000 - Health Occupations	
12010 - Ambulance Driver	15.48
12011 - Breath Alcohol Technician	15.48
12012 - Certified Occupational Therapist Assistant	19.38
12015 - Certified Physical Therapist Assistant	22.25
12020 - Dental Assistant	17.85
12025 - Dental Hygienist	30.40
12030 - EKG Technician	24.95
12035 - Electroneurodiagnostic Technologist	24.95
12040 - Emergency Medical Technician	15.48
12071 - Licensed Practical Nurse I	14.72
12072 - Licensed Practical Nurse II	16.46
12073 - Licensed Practical Nurse III	18.36
12100 - Medical Assistant	14.34
12130 - Medical Laboratory Technician	16.34
12160 - Medical Record Clerk	14.21
12190 - Medical Record Technician	16.41
12195 - Medical Transcriptionist	14.36
12210 - Nuclear Medicine Technologist	36.18
12221 - Nursing Assistant I	10.66
12222 - Nursing Assistant II	11.98
12223 - Nursing Assistant III	13.07
12224 - Nursing Assistant IV	14.67
12235 - Optical Dispenser	15.13

12236 - Optical Technician		14.72
12250 - Pharmacy Technician		16.23
12280 - Phlebotomist		14.67
12305 - Radiologic Technologist		24.45
12311 - Registered Nurse I		21.66
12312 - Registered Nurse II		26.51
12313 - Registered Nurse II, Specialist		26.51
12314 - Registered Nurse III		32.08
12315 - Registered Nurse III, Anesthetist		32.08
12316 - Registered Nurse IV		38.42
12317 - Scheduler (Drug and Alcohol Testing)		20.40
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.56
13012 - Exhibits Specialist II		21.43
13013 - Exhibits Specialist III		26.17
13041 - Illustrator I		16.69
13042 - Illustrator II		20.69
13043 - Illustrator III		25.31
13047 - Librarian		22.91
13050 - Library Aide/Clerk		10.65
13054 - Library Information Technology Systems Administrator		20.69
13058 - Library Technician		13.33
13061 - Media Specialist I		14.93
13062 - Media Specialist II		16.69
13063 - Media Specialist III		18.62
13071 - Photographer I		14.72
13072 - Photographer II		17.66
13073 - Photographer III		20.94
13074 - Photographer IV		26.01
13075 - Photographer V		30.93
13110 - Video Teleconference Technician		16.03
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.51
14042 - Computer Operator II		15.11
14043 - Computer Operator III		18.95
14044 - Computer Operator IV		21.08
14045 - Computer Operator V		23.33
14071 - Computer Programmer I		20.67
14072 - Computer Programmer II		25.59
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		27.53
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.51
14160 - Personal Computer Support Technician		21.08
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.53
15020 - Aircrew Training Devices Instructor (Rated)		33.31
15030 - Air Crew Training Devices Instructor (Pilot)		39.12
15050 - Computer Based Training Specialist / Instructor		27.53
15060 - Educational Technologist		26.59
15070 - Flight Instructor (Pilot)		39.12
15080 - Graphic Artist		19.60
15090 - Technical Instructor		18.70
15095 - Technical Instructor/Course Developer		22.98
15110 - Test Proctor		15.09
15120 - Tutor		15.09
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.53
16030 - Counter Attendant		9.53
16040 - Dry Cleaner		12.42

16070 - Finisher, Flatwork, Machine	9.53
16090 - Presser, Hand	9.53
16110 - Presser, Machine, Drycleaning	9.53
16130 - Presser, Machine, Shirts	9.53
16160 - Presser, Machine, Wearing Apparel, Laundry	9.53
16190 - Sewing Machine Operator	13.37
16220 - Tailor	14.31
16250 - Washer, Machine	10.54
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.47
19040 - Tool And Die Maker	22.07
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.86
21030 - Material Coordinator	19.25
21040 - Material Expediter	19.25
21050 - Material Handling Laborer	15.82
21071 - Order Filler	10.93
21080 - Production Line Worker (Food Processing)	15.86
21110 - Shipping Packer	17.16
21130 - Shipping/Receiving Clerk	15.94
21140 - Store Worker I	14.36
21150 - Stock Clerk	17.94
21210 - Tools And Parts Attendant	15.86
21410 - Warehouse Specialist	15.86
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.70
23021 - Aircraft Mechanic I	22.78
23022 - Aircraft Mechanic II	23.70
23023 - Aircraft Mechanic III	24.39
23040 - Aircraft Mechanic Helper	17.66
23050 - Aircraft, Painter	21.89
23060 - Aircraft Servicer	19.85
23080 - Aircraft Worker	20.94
23110 - Appliance Mechanic	21.89
23120 - Bicycle Repairer	15.87
23125 - Cable Splicer	29.41
23130 - Carpenter, Maintenance	20.39
23140 - Carpet Layer	20.94
23160 - Electrician, Maintenance	25.46
23181 - Electronics Technician Maintenance I	23.27
23182 - Electronics Technician Maintenance II	24.15
23183 - Electronics Technician Maintenance III	25.31
23260 - Fabric Worker	19.85
23290 - Fire Alarm System Mechanic	22.78
23310 - Fire Extinguisher Repairer	18.75
23311 - Fuel Distribution System Mechanic	21.24
23312 - Fuel Distribution System Operator	17.57
23370 - General Maintenance Worker	18.15
23380 - Ground Support Equipment Mechanic	22.78
23381 - Ground Support Equipment Servicer	19.85
23382 - Ground Support Equipment Worker	20.94
23391 - Gunsmith I	18.75
23392 - Gunsmith II	20.94
23393 - Gunsmith III	22.78
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.46
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.68
23430 - Heavy Equipment Mechanic	21.15
23440 - Heavy Equipment Operator	19.95
23460 - Instrument Mechanic	22.78
23465 - Laboratory/Shelter Mechanic	21.89
23470 - Laborer	13.20

23510 - Locksmith	21.89
23530 - Machinery Maintenance Mechanic	24.28
23550 - Machinist, Maintenance	19.63
23580 - Maintenance Trades Helper	16.46
23591 - Metrology Technician I	22.78
23592 - Metrology Technician II	23.57
23593 - Metrology Technician III	24.26
23640 - Millwright	23.19
23710 - Office Appliance Repairer	20.39
23760 - Painter, Maintenance	18.50
23790 - Pipefitter, Maintenance	25.63
23810 - Plumber, Maintenance	21.82
23820 - Pneudraulic Systems Mechanic	22.78
23850 - Rigger	22.78
23870 - Scale Mechanic	20.94
23890 - Sheet-Metal Worker, Maintenance	22.17
23910 - Small Engine Mechanic	19.22
23931 - Telecommunications Mechanic I	23.73
23932 - Telecommunications Mechanic II	24.67
23950 - Telephone Lineman	21.08
23960 - Welder, Combination, Maintenance	20.27
23965 - Well Driller	22.78
23970 - Woodcraft Worker	22.78
23980 - Woodworker	18.75
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.63
24580 - Child Care Center Clerk	12.02
24610 - Chore Aide	11.02
24620 - Family Readiness And Support Services Coordinator	12.50
24630 - Homemaker	15.31
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.78
25040 - Sewage Plant Operator	18.72
25070 - Stationary Engineer	22.78
25190 - Ventilation Equipment Tender	17.66
25210 - Water Treatment Plant Operator	18.72
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.82
27007 - Baggage Inspector	10.95
27008 - Corrections Officer	18.93
27010 - Court Security Officer	19.14
27030 - Detection Dog Handler	14.39
27040 - Detention Officer	18.93
27070 - Firefighter	18.68
27101 - Guard I	10.95
27102 - Guard II	14.39
27131 - Police Officer I	21.40
27132 - Police Officer II	23.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.45
28042 - Carnival Equipment Repairer	10.82
28043 - Carnival Equpment Worker	9.09
28210 - Gate Attendant/Gate Tender	13.41
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	15.00
28510 - Recreation Aide/Health Facility Attendant	10.95
28515 - Recreation Specialist	18.59
28630 - Sports Official	11.95
28690 - Swimming Pool Operator	15.27
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.93
29020 - Hatch Tender	20.93

29030 - Line Handler		20.93
29041 - Stevedore I		18.59
29042 - Stevedore II		21.89
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	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		17.33
30022 - Archeological Technician II		19.39
30023 - Archeological Technician III		24.03
30030 - Cartographic Technician		24.03
30040 - Civil Engineering Technician		22.29
30061 - Drafter/CAD Operator I		17.33
30062 - Drafter/CAD Operator II		21.58
30063 - Drafter/CAD Operator III		22.11
30064 - Drafter/CAD Operator IV		26.60
30081 - Engineering Technician I		15.65
30082 - Engineering Technician II		17.86
30083 - Engineering Technician III		20.62
30084 - Engineering Technician IV		24.34
30085 - Engineering Technician V		29.79
30086 - Engineering Technician VI		36.05
30090 - Environmental Technician		24.03
30210 - Laboratory Technician		25.15
30240 - Mathematical Technician		24.03
30361 - Paralegal/Legal Assistant I		15.73
30362 - Paralegal/Legal Assistant II		19.50
30363 - Paralegal/Legal Assistant III		23.85
30364 - Paralegal/Legal Assistant IV		28.86
30390 - Photo-Optics Technician		24.03
30461 - Technical Writer I		18.08
30462 - Technical Writer II		22.11
30463 - Technical Writer III		26.75
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 Surface Programs	(see 2)	21.63
30621 - Weather Observer, Senior	(see 2)	24.03
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.53
31030 - Bus Driver		15.72
31043 - Driver Courier		13.44
31260 - Parking and Lot Attendant		11.13
31290 - Shuttle Bus Driver		14.05
31310 - Taxi Driver		12.42
31361 - Truckdriver, Light		14.05
31362 - Truckdriver, Medium		14.87
31363 - Truckdriver, Heavy		19.87
31364 - Truckdriver, Tractor-Trailer		19.87
99000 - Miscellaneous Occupations		
99030 - Cashier		8.77
99050 - Desk Clerk		9.56
99095 - Embalmer		24.57
99251 - Laboratory Animal Caretaker I		12.85
99252 - Laboratory Animal Caretaker II		13.63
99310 - Mortician		24.57
99410 - Pest Controller		15.59
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		15.04
99711 - Recycling Specialist		17.17

99730 - Refuse Collector	13.97
99810 - Sales Clerk	12.45
99820 - School Crossing Guard	13.71
99830 - Survey Party Chief	24.55
99831 - Surveying Aide	12.29
99832 - Surveying Technician	16.84
99840 - Vending Machine Attendant	13.02
99841 - Vending Machine Repairer	14.28
99842 - Vending Machine Repairer Helper	13.02

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, 4 weeks after 15 years, and 5 weeks after 25 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.

WD 05-2235 (Rev.-15) was first posted on www.wdol.gov on 06/25/2013

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2235 Revision No.: 15 Date Of Revision: 06/19/2013

States: Arkansas, Louisiana, Texas

Area: Arkansas Counties of Columbia, Hempstead, Howard, Lafayette, Little River, Miller, Nevada, Sevier
Louisiana Parishes of Bienville, Bossier, Caddo, Claiborne, De Soto, East Carroll, Jackson, Lincoln, Madison, Morehouse, Ouachita, Red River, Richland, Union, Webster, West Carroll
Texas Counties of Bowie, Camp, Cass, Cherokee, Franklin, Gregg, Harrison, Marion, Morris, Panola, Red River, Rusk, Titus, Upshur

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.65
01012 - Accounting Clerk II		14.20
01013 - Accounting Clerk III		15.88
01020 - Administrative Assistant		17.12
01040 - Court Reporter		19.24
01051 - Data Entry Operator I		11.42
01052 - Data Entry Operator II		12.46
01060 - Dispatcher, Motor Vehicle		15.65
01070 - Document Preparation Clerk		11.74
01090 - Duplicating Machine Operator		11.74
01111 - General Clerk I		9.82
01112 - General Clerk II		11.14
01113 - General Clerk III		12.38
01120 - Housing Referral Assistant		15.49
01141 - Messenger Courier		9.26
01191 - Order Clerk I		12.75
01192 - Order Clerk II		13.92
01261 - Personnel Assistant (Employment) I		13.66
01262 - Personnel Assistant (Employment) II		15.28
01263 - Personnel Assistant (Employment) III		17.04
01270 - Production Control Clerk		16.42
01280 - Receptionist		9.85
01290 - Rental Clerk		11.36
01300 - Scheduler, Maintenance		12.42
01311 - Secretary I		12.42
01312 - Secretary II		14.18
01313 - Secretary III		15.49
01320 - Service Order Dispatcher		13.13
01410 - Supply Technician		17.22
01420 - Survey Worker		13.89
01531 - Travel Clerk I		11.80
01532 - Travel Clerk II		12.66
01533 - Travel Clerk III		13.29
01611 - Word Processor I		13.43
01612 - Word Processor II		15.15
01613 - Word Processor III		16.86
05000 - Automotive Service Occupations		

05005 - Automobile Body Repairer, Fiberglass	20.91
05010 - Automotive Electrician	19.87
05040 - Automotive Glass Installer	17.89
05070 - Automotive Worker	17.89
05110 - Mobile Equipment Servicer	16.31
05130 - Motor Equipment Metal Mechanic	20.91
05160 - Motor Equipment Metal Worker	17.89
05190 - Motor Vehicle Mechanic	20.91
05220 - Motor Vehicle Mechanic Helper	15.27
05250 - Motor Vehicle Upholstery Worker	17.57
05280 - Motor Vehicle Wrecker	17.89
05310 - Painter, Automotive	19.87
05340 - Radiator Repair Specialist	17.89
05370 - Tire Repairer	14.33
05400 - Transmission Repair Specialist	20.91
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.85
07041 - Cook I	8.18
07042 - Cook II	9.41
07070 - Dishwasher	7.25
07130 - Food Service Worker	7.50
07210 - Meat Cutter	13.63
07260 - Waiter/Waitress	7.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.06
09040 - Furniture Handler	11.41
09080 - Furniture Refinisher	18.06
09090 - Furniture Refinisher Helper	13.88
09110 - Furniture Repairer, Minor	15.97
09130 - Upholsterer	18.06
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.60
11060 - Elevator Operator	8.60
11090 - Gardener	13.09
11122 - Housekeeping Aide	8.66
11150 - Janitor	8.66
11210 - Laborer, Grounds Maintenance	9.97
11240 - Maid or Houseman	7.63
11260 - Pruner	8.83
11270 - Tractor Operator	12.18
11330 - Trail Maintenance Worker	9.97
11360 - Window Cleaner	9.34
12000 - Health Occupations	
12010 - Ambulance Driver	14.54
12011 - Breath Alcohol Technician	14.75
12012 - Certified Occupational Therapist Assistant	22.72
12015 - Certified Physical Therapist Assistant	22.23
12020 - Dental Assistant	13.82
12025 - Dental Hygienist	31.06
12030 - EKG Technician	18.22
12035 - Electroneurodiagnostic Technologist	18.22
12040 - Emergency Medical Technician	14.54
12071 - Licensed Practical Nurse I	14.20
12072 - Licensed Practical Nurse II	15.89
12073 - Licensed Practical Nurse III	17.72
12100 - Medical Assistant	12.61
12130 - Medical Laboratory Technician	14.08
12160 - Medical Record Clerk	10.17
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	14.77
12210 - Nuclear Medicine Technologist	30.79
12221 - Nursing Assistant I	8.96
12222 - Nursing Assistant II	10.07

12223 - Nursing Assistant III		10.99
12224 - Nursing Assistant IV		12.34
12235 - Optical Dispenser		20.89
12236 - Optical Technician		15.07
12250 - Pharmacy Technician		12.67
12280 - Phlebotomist		12.34
12305 - Radiologic Technologist		20.88
12311 - Registered Nurse I		22.23
12312 - Registered Nurse II		27.62
12313 - Registered Nurse II, Specialist		27.62
12314 - Registered Nurse III		32.92
12315 - Registered Nurse III, Anesthetist		32.92
12316 - Registered Nurse IV		39.44
12317 - Scheduler (Drug and Alcohol Testing)		18.27
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.10
13012 - Exhibits Specialist II		21.88
13013 - Exhibits Specialist III		25.92
13041 - Illustrator I		17.10
13042 - Illustrator II		21.88
13043 - Illustrator III		25.92
13047 - Librarian		23.46
13050 - Library Aide/Clerk		11.33
13054 - Library Information Technology Systems Administrator		21.19
13058 - Library Technician		13.32
13061 - Media Specialist I		15.29
13062 - Media Specialist II		17.10
13063 - Media Specialist III		19.07
13071 - Photographer I		14.79
13072 - Photographer II		16.54
13073 - Photographer III		20.92
13074 - Photographer IV		25.08
13075 - Photographer V		30.34
13110 - Video Teleconference Technician		15.49
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.95
14042 - Computer Operator II		15.11
14043 - Computer Operator III		19.08
14044 - Computer Operator IV		20.40
14045 - Computer Operator V		22.26
14071 - Computer Programmer I	(see 1)	18.85
14072 - Computer Programmer II	(see 1)	23.36
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.52
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.95
14160 - Personal Computer Support Technician		23.14
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.22
15020 - Aircrew Training Devices Instructor (Rated)		32.13
15030 - Air Crew Training Devices Instructor (Pilot)		38.52
15050 - Computer Based Training Specialist / Instructor		27.30
15060 - Educational Technologist		23.84
15070 - Flight Instructor (Pilot)		38.52
15080 - Graphic Artist		18.90
15090 - Technical Instructor		18.38
15095 - Technical Instructor/Course Developer		22.48
15110 - Test Proctor		14.83
15120 - Tutor		14.83
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler	8.64
16030 - Counter Attendant	8.64
16040 - Dry Cleaner	10.16
16070 - Finisher, Flatwork, Machine	8.64
16090 - Presser, Hand	8.64
16110 - Presser, Machine, Drycleaning	8.64
16130 - Presser, Machine, Shirts	8.64
16160 - Presser, Machine, Wearing Apparel, Laundry	8.64
16190 - Sewing Machine Operator	10.77
16220 - Tailor	11.34
16250 - Washer, Machine	9.07
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.96
19040 - Tool And Die Maker	23.82
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.22
21030 - Material Coordinator	16.72
21040 - Material Expediter	16.72
21050 - Material Handling Laborer	11.80
21071 - Order Filler	11.15
21080 - Production Line Worker (Food Processing)	13.22
21110 - Shipping Packer	12.13
21130 - Shipping/Receiving Clerk	12.13
21140 - Store Worker I	10.82
21150 - Stock Clerk	15.32
21210 - Tools And Parts Attendant	13.22
21410 - Warehouse Specialist	13.22
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.13
23021 - Aircraft Mechanic I	22.95
23022 - Aircraft Mechanic II	24.13
23023 - Aircraft Mechanic III	25.35
23040 - Aircraft Mechanic Helper	16.56
23050 - Aircraft, Painter	20.57
23060 - Aircraft Servicer	19.06
23080 - Aircraft Worker	20.18
23110 - Appliance Mechanic	19.04
23120 - Bicycle Repairer	14.33
23125 - Cable Splicer	22.25
23130 - Carpenter, Maintenance	18.11
23140 - Carpet Layer	18.61
23160 - Electrician, Maintenance	22.08
23181 - Electronics Technician Maintenance I	21.43
23182 - Electronics Technician Maintenance II	22.72
23183 - Electronics Technician Maintenance III	24.65
23260 - Fabric Worker	15.97
23290 - Fire Alarm System Mechanic	19.17
23310 - Fire Extinguisher Repairer	14.84
23311 - Fuel Distribution System Mechanic	19.17
23312 - Fuel Distribution System Operator	17.06
23370 - General Maintenance Worker	17.08
23380 - Ground Support Equipment Mechanic	22.95
23381 - Ground Support Equipment Servicer	19.06
23382 - Ground Support Equipment Worker	20.18
23391 - Gunsmith I	14.84
23392 - Gunsmith II	17.08
23393 - Gunsmith III	19.17
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.17
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.16
23430 - Heavy Equipment Mechanic	19.57
23440 - Heavy Equipment Operator	19.17

23460 - Instrument Mechanic	19.17
23465 - Laboratory/Shelter Mechanic	18.11
23470 - Laborer	10.11
23510 - Locksmith	18.11
23530 - Machinery Maintenance Mechanic	21.69
23550 - Machinist, Maintenance	19.17
23580 - Maintenance Trades Helper	15.27
23591 - Metrology Technician I	19.17
23592 - Metrology Technician II	20.16
23593 - Metrology Technician III	21.18
23640 - Millwright	19.17
23710 - Office Appliance Repairer	18.11
23760 - Painter, Maintenance	18.11
23790 - Pipefitter, Maintenance	22.64
23810 - Plumber, Maintenance	21.52
23820 - Pneudraulic Systems Mechanic	19.17
23850 - Rigger	19.17
23870 - Scale Mechanic	17.08
23890 - Sheet-Metal Worker, Maintenance	19.17
23910 - Small Engine Mechanic	17.08
23931 - Telecommunications Mechanic I	20.91
23932 - Telecommunications Mechanic II	21.97
23950 - Telephone Lineman	21.59
23960 - Welder, Combination, Maintenance	19.17
23965 - Well Driller	19.17
23970 - Woodcraft Worker	19.17
23980 - Woodworker	14.84
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.49
24580 - Child Care Center Clerk	13.02
24610 - Chore Aide	8.19
24620 - Family Readiness And Support Services Coordinator	14.53
24630 - Homemaker	14.53
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.00
25040 - Sewage Plant Operator	19.87
25070 - Stationary Engineer	23.71
25190 - Ventilation Equipment Tender	15.69
25210 - Water Treatment Plant Operator	18.06
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.88
27007 - Baggage Inspector	10.52
27008 - Corrections Officer	17.31
27010 - Court Security Officer	17.74
27030 - Detection Dog Handler	12.94
27040 - Detention Officer	17.31
27070 - Firefighter	18.39
27101 - Guard I	10.52
27102 - Guard II	12.94
27131 - Police Officer I	18.32
27132 - Police Officer II	20.36
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.96
28042 - Carnival Equipment Repairer	10.79
28043 - Carnival Equpment Worker	8.03
28210 - Gate Attendant/Gate Tender	13.13
28310 - Lifeguard	11.70
28350 - Park Attendant (Aide)	14.68
28510 - Recreation Aide/Health Facility Attendant	10.72
28515 - Recreation Specialist	17.55
28630 - Sports Official	11.70
28690 - Swimming Pool Operator	14.00

29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		19.82
29020 - Hatch Tender		17.89
29030 - Line Handler		19.68
29041 - Stevedore I		18.59
29042 - Stevedore II		21.00
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	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		17.64
30022 - Archeological Technician II		19.73
30023 - Archeological Technician III		24.44
30030 - Cartographic Technician		24.44
30040 - Civil Engineering Technician		23.23
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30083 - Engineering Technician III		21.32
30084 - Engineering Technician IV		26.42
30085 - Engineering Technician V		32.32
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30364 - Paralegal/Legal Assistant IV		29.78
30390 - Photo-Optics Technician		24.44
30461 - Technical Writer I		24.44
30462 - Technical Writer II		31.19
30463 - Technical Writer III		37.52
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
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.00
30621 - Weather Observer, Senior	(see 2)	24.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.23
31030 - Bus Driver		15.86
31043 - Driver Courier		12.78
31260 - Parking and Lot Attendant		8.01
31290 - Shuttle Bus Driver		13.16
31310 - Taxi Driver		9.90
31361 - Truckdriver, Light		13.16
31362 - Truckdriver, Medium		15.99
31363 - Truckdriver, Heavy		18.17
31364 - Truckdriver, Tractor-Trailer		18.17
99000 - Miscellaneous Occupations		
99030 - Cashier		7.89
99050 - Desk Clerk		9.85
99095 - Embalmer		21.56
99251 - Laboratory Animal Caretaker I		9.26
99252 - Laboratory Animal Caretaker II		9.40
99310 - Mortician		21.56
99410 - Pest Controller		12.73

99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	12.46
99711 - Recycling Specialist	15.03
99730 - Refuse Collector	10.96
99810 - Sales Clerk	12.21
99820 - School Crossing Guard	10.86
99830 - Survey Party Chief	18.48
99831 - Surveying Aide	11.32
99832 - Surveying Technician	15.52
99840 - Vending Machine Attendant	12.31
99841 - Vending Machine Repairer	15.21
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 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.

WD 05-2241 (Rev.-14) was first posted on www.wdol.gov on 06/25/2013

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

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

Wage Determination No.: 2005-2241
Revision No.: 14
Date Of Revision: 06/19/2013

Diane C. Koplewski
Director

Division of
Wage Determinations

State: Maine
Area: Maine Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.90
01012 - Accounting Clerk II		14.49
01013 - Accounting Clerk III		16.20
01020 - Administrative Assistant		19.33
01040 - Court Reporter		18.63
01051 - Data Entry Operator I		12.24
01052 - Data Entry Operator II		13.64
01060 - Dispatcher, Motor Vehicle		16.55
01070 - Document Preparation Clerk		13.51
01090 - Duplicating Machine Operator		13.24
01111 - General Clerk I		12.23
01112 - General Clerk II		13.35
01113 - General Clerk III		14.98
01120 - Housing Referral Assistant		17.87
01141 - Messenger Courier		12.47
01191 - Order Clerk I		11.69
01192 - Order Clerk II		14.38
01261 - Personnel Assistant (Employment) I		13.75
01262 - Personnel Assistant (Employment) II		15.38
01263 - Personnel Assistant (Employment) III		17.15
01270 - Production Control Clerk		19.89
01280 - Receptionist		11.61
01290 - Rental Clerk		11.05
01300 - Scheduler, Maintenance		14.32
01311 - Secretary I		14.32
01312 - Secretary II		16.02
01313 - Secretary III		17.87
01320 - Service Order Dispatcher		12.25
01410 - Supply Technician		19.85
01420 - Survey Worker		12.37
01531 - Travel Clerk I		12.99
01532 - Travel Clerk II		14.07
01533 - Travel Clerk III		15.16
01611 - Word Processor I		13.00
01612 - Word Processor II		14.73
01613 - Word Processor III		16.34
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		16.40
05010 - Automotive Electrician		16.16
05040 - Automotive Glass Installer		15.07
05070 - Automotive Worker		15.07
05110 - Mobile Equipment Servicer		13.79
05130 - Motor Equipment Metal Mechanic		16.22
05160 - Motor Equipment Metal Worker		15.08

05190 - Motor Vehicle Mechanic	16.22
05220 - Motor Vehicle Mechanic Helper	13.74
05250 - Motor Vehicle Upholstery Worker	14.44
05280 - Motor Vehicle Wrecker	15.07
05310 - Painter, Automotive	16.16
05340 - Radiator Repair Specialist	15.07
05370 - Tire Repairer	11.67
05400 - Transmission Repair Specialist	16.22
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.43
07041 - Cook I	12.01
07042 - Cook II	13.30
07070 - Dishwasher	8.72
07130 - Food Service Worker	10.11
07210 - Meat Cutter	15.18
07260 - Waiter/Waitress	10.00
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.33
09040 - Furniture Handler	12.99
09080 - Furniture Refinisher	16.03
09090 - Furniture Refinisher Helper	13.66
09110 - Furniture Repairer, Minor	14.95
09130 - Upholsterer	17.57
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.97
11060 - Elevator Operator	10.97
11090 - Gardener	14.40
11122 - Housekeeping Aide	12.17
11150 - Janitor	12.17
11210 - Laborer, Grounds Maintenance	12.41
11240 - Maid or Houseman	10.01
11260 - Pruner	14.10
11270 - Tractor Operator	13.90
11330 - Trail Maintenance Worker	12.41
11360 - Window Cleaner	12.99
12000 - Health Occupations	
12010 - Ambulance Driver	13.64
12011 - Breath Alcohol Technician	16.92
12012 - Certified Occupational Therapist Assistant	22.15
12015 - Certified Physical Therapist Assistant	20.14
12020 - Dental Assistant	16.26
12025 - Dental Hygienist	29.04
12030 - EKG Technician	25.37
12035 - Electroneurodiagnostic Technologist	25.37
12040 - Emergency Medical Technician	13.64
12071 - Licensed Practical Nurse I	15.31
12072 - Licensed Practical Nurse II	17.12
12073 - Licensed Practical Nurse III	19.10
12100 - Medical Assistant	13.94
12130 - Medical Laboratory Technician	17.56
12160 - Medical Record Clerk	13.54
12190 - Medical Record Technician	15.14
12195 - Medical Transcriptionist	15.17
12210 - Nuclear Medicine Technologist	32.44
12221 - Nursing Assistant I	10.03
12222 - Nursing Assistant II	11.28
12223 - Nursing Assistant III	12.31
12224 - Nursing Assistant IV	13.81
12235 - Optical Dispenser	15.53
12236 - Optical Technician	13.16
12250 - Pharmacy Technician	12.99
12280 - Phlebotomist	13.81
12305 - Radiologic Technologist	26.94

12311 - Registered Nurse I		23.39
12312 - Registered Nurse II		28.61
12313 - Registered Nurse II, Specialist		28.61
12314 - Registered Nurse III		34.61
12315 - Registered Nurse III, Anesthetist		34.61
12316 - Registered Nurse IV		41.48
12317 - Scheduler (Drug and Alcohol Testing)		20.25
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.25
13012 - Exhibits Specialist II		20.11
13013 - Exhibits Specialist III		24.96
13041 - Illustrator I		16.25
13042 - Illustrator II		20.11
13043 - Illustrator III		24.62
13047 - Librarian		20.94
13050 - Library Aide/Clerk		10.82
13054 - Library Information Technology Systems Administrator		18.92
13058 - Library Technician		13.80
13061 - Media Specialist I		13.64
13062 - Media Specialist II		15.26
13063 - Media Specialist III		17.02
13071 - Photographer I		14.36
13072 - Photographer II		19.74
13073 - Photographer III		24.42
13074 - Photographer IV		29.89
13075 - Photographer V		36.16
13110 - Video Teleconference Technician		17.37
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.31
14042 - Computer Operator II		17.13
14043 - Computer Operator III		19.11
14044 - Computer Operator IV		21.64
14045 - Computer Operator V		23.50
14071 - Computer Programmer I	(see 1)	18.41
14072 - Computer Programmer II	(see 1)	22.82
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		15.31
14160 - Personal Computer Support Technician		25.11
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.51
15020 - Aircrew Training Devices Instructor (Rated)		33.68
15030 - Air Crew Training Devices Instructor (Pilot)		37.03
15050 - Computer Based Training Specialist / Instructor		26.00
15060 - Educational Technologist		23.27
15070 - Flight Instructor (Pilot)		37.03
15080 - Graphic Artist		21.34
15090 - Technical Instructor		18.11
15095 - Technical Instructor/Course Developer		22.15
15110 - Test Proctor		14.61
15120 - Tutor		14.61
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.12
16030 - Counter Attendant		10.12
16040 - Dry Cleaner		12.26
16070 - Finisher, Flatwork, Machine		10.12
16090 - Presser, Hand		10.12
16110 - Presser, Machine, Drycleaning		10.12
16130 - Presser, Machine, Shirts		10.12

16160 - Presser, Machine, Wearing Apparel, Laundry	10.12
16190 - Sewing Machine Operator	12.92
16220 - Tailor	13.62
16250 - Washer, Machine	10.84
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.32
19040 - Tool And Die Maker	23.65
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.40
21030 - Material Coordinator	19.89
21040 - Material Expediter	19.89
21050 - Material Handling Laborer	11.87
21071 - Order Filler	10.55
21080 - Production Line Worker (Food Processing)	14.40
21110 - Shipping Packer	13.50
21130 - Shipping/Receiving Clerk	13.50
21140 - Store Worker I	12.70
21150 - Stock Clerk	15.48
21210 - Tools And Parts Attendant	14.40
21410 - Warehouse Specialist	14.40
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.19
23021 - Aircraft Mechanic I	21.39
23022 - Aircraft Mechanic II	22.19
23023 - Aircraft Mechanic III	23.00
23040 - Aircraft Mechanic Helper	17.30
23050 - Aircraft, Painter	20.55
23060 - Aircraft Servicer	18.89
23080 - Aircraft Worker	19.72
23110 - Appliance Mechanic	17.30
23120 - Bicycle Repairer	12.57
23125 - Cable Splicer	24.06
23130 - Carpenter, Maintenance	16.95
23140 - Carpet Layer	15.84
23160 - Electrician, Maintenance	21.73
23181 - Electronics Technician Maintenance I	19.64
23182 - Electronics Technician Maintenance II	23.73
23183 - Electronics Technician Maintenance III	25.06
23260 - Fabric Worker	17.71
23290 - Fire Alarm System Mechanic	19.70
23310 - Fire Extinguisher Repairer	16.78
23311 - Fuel Distribution System Mechanic	23.73
23312 - Fuel Distribution System Operator	19.85
23370 - General Maintenance Worker	16.44
23380 - Ground Support Equipment Mechanic	21.39
23381 - Ground Support Equipment Servicer	18.89
23382 - Ground Support Equipment Worker	19.72
23391 - Gunsmith I	16.78
23392 - Gunsmith II	18.59
23393 - Gunsmith III	20.28
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.81
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.55
23430 - Heavy Equipment Mechanic	18.74
23440 - Heavy Equipment Operator	16.37
23460 - Instrument Mechanic	22.77
23465 - Laboratory/Shelter Mechanic	19.46
23470 - Laborer	11.87
23510 - Locksmith	17.39
23530 - Machinery Maintenance Mechanic	19.80
23550 - Machinist, Maintenance	20.09
23580 - Maintenance Trades Helper	14.01

23591 - Metrology Technician I	22.77
23592 - Metrology Technician II	23.61
23593 - Metrology Technician III	24.52
23640 - Millwright	21.56
23710 - Office Appliance Repairer	18.91
23760 - Painter, Maintenance	16.49
23790 - Pipefitter, Maintenance	19.84
23810 - Plumber, Maintenance	17.51
23820 - Pneudraulic Systems Mechanic	20.28
23850 - Rigger	20.03
23870 - Scale Mechanic	18.59
23890 - Sheet-Metal Worker, Maintenance	17.60
23910 - Small Engine Mechanic	15.58
23931 - Telecommunications Mechanic I	22.81
23932 - Telecommunications Mechanic II	25.46
23950 - Telephone Lineman	25.17
23960 - Welder, Combination, Maintenance	18.40
23965 - Well Driller	18.82
23970 - Woodcraft Worker	20.28
23980 - Woodworker	14.70
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.46
24580 - Child Care Center Clerk	13.98
24610 - Chore Aide	9.76
24620 - Family Readiness And Support Services Coordinator	12.62
24630 - Homemaker	14.35
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.25
25040 - Sewage Plant Operator	18.09
25070 - Stationary Engineer	20.25
25190 - Ventilation Equipment Tender	15.89
25210 - Water Treatment Plant Operator	18.09
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.12
27007 - Baggage Inspector	11.98
27008 - Corrections Officer	19.46
27010 - Court Security Officer	20.42
27030 - Detection Dog Handler	18.98
27040 - Detention Officer	19.46
27070 - Firefighter	19.24
27101 - Guard I	11.98
27102 - Guard II	18.98
27131 - Police Officer I	20.49
27132 - Police Officer II	22.78
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.98
28042 - Carnival Equipment Repairer	12.53
28043 - Carnival Equpment Worker	9.65
28210 - Gate Attendant/Gate Tender	14.87
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	16.63
28510 - Recreation Aide/Health Facility Attendant	12.14
28515 - Recreation Specialist	17.78
28630 - Sports Official	13.25
28690 - Swimming Pool Operator	18.70
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.00
29020 - Hatch Tender	20.00
29030 - Line Handler	19.80
29041 - Stevedore I	17.60
29042 - Stevedore II	20.97
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	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		17.67
30022 - Archeological Technician II		18.40
30023 - Archeological Technician III		22.49
30030 - Cartographic Technician		22.49
30040 - Civil Engineering Technician		22.13
30061 - Drafter/CAD Operator I		16.22
30062 - Drafter/CAD Operator II		18.15
30063 - Drafter/CAD Operator III		20.24
30064 - Drafter/CAD Operator IV		24.90
30081 - Engineering Technician I		15.49
30082 - Engineering Technician II		17.38
30083 - Engineering Technician III		19.45
30084 - Engineering Technician IV		24.10
30085 - Engineering Technician V		29.48
30086 - Engineering Technician VI		35.66
30090 - Environmental Technician		17.86
30210 - Laboratory Technician		17.74
30240 - Mathematical Technician		23.34
30361 - Paralegal/Legal Assistant I		20.12
30362 - Paralegal/Legal Assistant II		24.94
30363 - Paralegal/Legal Assistant III		30.50
30364 - Paralegal/Legal Assistant IV		36.90
30390 - Photo-Optics Technician		22.49
30461 - Technical Writer I		22.53
30462 - Technical Writer II		27.56
30463 - Technical Writer III		33.34
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 Surface Programs	(see 3)	20.24
30621 - Weather Observer, Senior	(see 3)	22.49
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.21
31030 - Bus Driver		15.33
31043 - Driver Courier		14.03
31260 - Parking and Lot Attendant		10.22
31290 - Shuttle Bus Driver		14.80
31310 - Taxi Driver		10.25
31361 - Truckdriver, Light		14.80
31362 - Truckdriver, Medium		15.62
31363 - Truckdriver, Heavy		16.15
31364 - Truckdriver, Tractor-Trailer		16.15
99000 - Miscellaneous Occupations		
99030 - Cashier		8.92
99050 - Desk Clerk		10.51
99095 - Embalmer		24.30
99251 - Laboratory Animal Caretaker I		12.46
99252 - Laboratory Animal Caretaker II		13.14
99310 - Mortician		24.30
99410 - Pest Controller		16.17
99510 - Photofinishing Worker		14.91
99710 - Recycling Laborer		13.16
99711 - Recycling Specialist		14.85
99730 - Refuse Collector		12.33
99810 - Sales Clerk		12.44
99820 - School Crossing Guard		9.38
99830 - Survey Party Chief		19.27

99831 - Surveying Aide	13.14
99832 - Surveying Technician	17.52
99840 - Vending Machine Attendant	11.32
99841 - Vending Machine Repairer	15.52
99842 - Vending Machine Repairer Helper	11.33

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 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.

WD 05-2247 (Rev.-14) was first posted on www.wdol.gov on 06/25/2013

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2247 Revision No.: 14 Date Of Revision: 06/19/2013

State: Maryland

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

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		18.23
01120 - Housing Referral Assistant		25.29
01141 - Messenger Courier		13.40
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		16.13
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		
05005 - Automobile Body Repairer, Fiberglass		22.54
05010 - Automotive Electrician		23.51
05040 - Automotive Glass Installer		22.15
05070 - Automotive Worker		22.15
05110 - Mobile Equipment Servicer		19.89

05130 - Motor Equipment Metal Mechanic	24.10
05160 - Motor Equipment Metal Worker	22.15
05190 - Motor Vehicle Mechanic	24.10
05220 - Motor Vehicle Mechanic Helper	18.92
05250 - Motor Vehicle Upholstery Worker	21.81
05280 - Motor Vehicle Wrecker	22.15
05310 - Painter, Automotive	23.51
05340 - Radiator Repair Specialist	22.15
05370 - Tire Repairer	13.77
05400 - Transmission Repair Specialist	24.10
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
07210 - Meat Cutter	17.72
07260 - Waiter/Waitress	9.04
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.13
09040 - Furniture Handler	14.06
09080 - Furniture Refinisher	17.69
09090 - Furniture Refinisher Helper	15.15
09110 - Furniture Repairer, Minor	16.42
09130 - Upholsterer	18.63
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	11.76
11270 - Tractor Operator	16.04
11330 - Trail Maintenance Worker	13.07
11360 - Window Cleaner	12.85
12000 - Health Occupations	
12010 - Ambulance Driver	19.56
12011 - Breath Alcohol Technician	19.44
12012 - Certified Occupational Therapist Assistant	24.54
12015 - Certified Physical Therapist Assistant	23.03
12020 - Dental Assistant	17.18
12025 - Dental Hygienist	36.35
12030 - EKG Technician	26.77
12035 - Electroneurodiagnostic Technologist	26.77
12040 - Emergency Medical Technician	20.27
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
12130 - Medical Laboratory Technician	18.04
12160 - Medical Record Clerk	17.42
12190 - Medical Record Technician	19.50
12195 - Medical Transcriptionist	17.93
12210 - Nuclear Medicine Technologist	37.60
12221 - Nursing Assistant I	10.80
12222 - Nursing Assistant II	12.14
12223 - Nursing Assistant III	13.98
12224 - Nursing Assistant IV	15.69
12235 - Optical Dispenser	16.90
12236 - Optical Technician	15.80
12250 - Pharmacy Technician	18.12

12280 - Phlebotomist		15.69
12305 - Radiologic Technologist		31.11
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)		21.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.08
13012 - Exhibits Specialist II		23.63
13013 - Exhibits Specialist III		28.91
13041 - Illustrator I		20.12
13042 - Illustrator II		24.91
13043 - Illustrator III		30.48
13047 - Librarian		33.88
13050 - Library Aide/Clerk		14.21
13054 - Library Information Technology Systems Administrator		30.60
13058 - Library Technician		19.89
13061 - Media Specialist I		18.73
13062 - Media Specialist II		20.95
13063 - Media Specialist III		23.36
13071 - Photographer I		15.59
13072 - Photographer II		18.64
13073 - Photographer III		23.09
13074 - Photographer IV		25.14
13075 - Photographer V		30.39
13110 - Video Teleconference Technician		20.39
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		29.05
14071 - Computer Programmer I	(see 1)	26.36
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		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		31.17
15070 - Flight Instructor (Pilot)		52.81
15080 - Graphic Artist		26.73
15090 - Technical Instructor		21.53
15095 - Technical Instructor/Course Developer		28.96
15110 - Test Proctor		19.37
15120 - Tutor		19.37
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
16130 - Presser, Machine, Shirts	9.88
16160 - Presser, Machine, Wearing Apparel, Laundry	9.88
16190 - Sewing Machine Operator	13.78
16220 - Tailor	14.66
16250 - Washer, Machine	10.88
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.49
19040 - Tool And Die Maker	23.34
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.02
21030 - Material Coordinator	22.03
21040 - Material Expediter	22.03
21050 - Material Handling Laborer	13.83
21071 - Order Filler	14.44
21080 - Production Line Worker (Food Processing)	18.02
21110 - Shipping Packer	15.09
21130 - Shipping/Receiving Clerk	15.09
21140 - Store Worker I	14.98
21150 - Stock Clerk	17.06
21210 - Tools And Parts Attendant	18.02
21410 - Warehouse Specialist	18.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.97
23021 - Aircraft Mechanic I	25.69
23022 - Aircraft Mechanic II	26.97
23023 - Aircraft Mechanic III	28.33
23040 - Aircraft Mechanic Helper	18.03
23050 - Aircraft, Painter	21.98
23060 - Aircraft Servicer	19.76
23080 - Aircraft Worker	21.01
23110 - Appliance Mechanic	21.54
23120 - Bicycle Repairer	13.77
23125 - Cable Splicer	26.02
23130 - Carpenter, Maintenance	21.40
23140 - Carpet Layer	21.27
23160 - Electrician, Maintenance	27.98
23181 - Electronics Technician Maintenance I	24.94
23182 - Electronics Technician Maintenance II	26.07
23183 - Electronics Technician Maintenance III	27.06
23260 - Fabric Worker	20.30
23290 - Fire Alarm System Mechanic	22.91
23310 - Fire Extinguisher Repairer	18.92
23311 - Fuel Distribution System Mechanic	25.38
23312 - Fuel Distribution System Operator	21.21
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechanic	25.69
23381 - Ground Support Equipment Servicer	19.76
23382 - Ground Support Equipment Worker	21.01
23391 - Gunsmith I	19.39
23392 - Gunsmith II	21.13
23393 - Gunsmith III	22.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.72
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.56
23430 - Heavy Equipment Mechanic	22.91
23440 - Heavy Equipment Operator	22.91
23460 - Instrument Mechanic	23.58
23465 - Laboratory/Shelter Mechanic	21.91
23470 - Laborer	14.98
23510 - Locksmith	21.90
23530 - Machinery Maintenance Mechanic	23.12

23550 - Machinist, Maintenance	21.87
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	23.58
23592 - Metrology Technician II	24.42
23593 - Metrology Technician III	25.12
23640 - Millwright	26.16
23710 - Office Appliance Repairer	21.24
23760 - Painter, Maintenance	21.91
23790 - Pipefitter, Maintenance	23.64
23810 - Plumber, Maintenance	22.29
23820 - Pneudraulic Systems Mechanic	22.91
23850 - Rigger	24.07
23870 - Scale Mechanic	21.13
23890 - Sheet-Metal Worker, Maintenance	22.91
23910 - Small Engine Mechanic	21.13
23931 - Telecommunications Mechanic I	28.17
23932 - Telecommunications Mechanic II	31.26
23950 - Telephone Lineman	27.41
23960 - Welder, Combination, Maintenance	22.91
23965 - Well Driller	22.91
23970 - Woodcraft Worker	22.91
23980 - Woodworker	19.39
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.73
24580 - Child Care Center Clerk	15.95
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	15.66
24630 - Homemaker	17.24
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.24
25040 - Sewage Plant Operator	20.84
25070 - Stationary Engineer	24.24
25190 - Ventilation Equipment Tender	19.21
25210 - Water Treatment Plant Operator	20.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.17
27007 - Baggage Inspector	12.71
27008 - Corrections Officer	22.80
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	17.85
27040 - Detention Officer	22.80
27070 - Firefighter	24.63
27101 - Guard I	12.71
27102 - Guard II	17.85
27131 - Police Officer I	26.52
27132 - Police Officer II	29.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.84
28042 - Carnival Equipment Repairer	12.31
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
28515 - Recreation Specialist	18.04
28630 - Sports Official	11.33
28690 - Swimming Pool Operator	15.87
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.75
29020 - Hatch Tender	22.75
29030 - Line Handler	22.75
29041 - Stevedore I	21.24

29042 - Stevedore II		24.15
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.92
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.84
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.56
30021 - Archeological Technician I		19.80
30022 - Archeological Technician II		22.60
30023 - Archeological Technician III		27.98
30030 - Cartographic Technician		27.98
30040 - Civil Engineering Technician		26.41
30061 - Drafter/CAD Operator I		20.19
30062 - Drafter/CAD Operator II		22.60
30063 - Drafter/CAD Operator III		25.19
30064 - Drafter/CAD Operator IV		31.00
30081 - Engineering Technician I		22.92
30082 - Engineering Technician II		25.72
30083 - Engineering Technician III		28.79
30084 - Engineering Technician IV		35.64
30085 - Engineering Technician V		43.61
30086 - Engineering Technician VI		52.76
30090 - Environmental Technician		26.85
30210 - Laboratory Technician		23.38
30240 - Mathematical Technician		27.98
30361 - Paralegal/Legal Assistant I		20.82
30362 - Paralegal/Legal Assistant II		25.78
30363 - Paralegal/Legal Assistant III		31.54
30364 - Paralegal/Legal Assistant IV		38.16
30390 - Photo-Optics Technician		27.98
30461 - Technical Writer I		21.93
30462 - Technical Writer II		26.84
30463 - Technical Writer III		32.47
30491 - 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
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.19
30621 - Weather Observer, Senior	(see 2)	27.98
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		15.46
31030 - Bus Driver		20.85
31043 - Driver Courier		14.33
31260 - Parking and Lot Attendant		10.80
31290 - Shuttle Bus Driver		15.66
31310 - Taxi Driver		12.25
31361 - Truckdriver, Light		15.66
31362 - Truckdriver, Medium		17.90
31363 - Truckdriver, Heavy		19.30
31364 - Truckdriver, Tractor-Trailer		19.30
99000 - Miscellaneous Occupations		
99030 - Cashier		10.03
99050 - Desk Clerk		11.16
99095 - Embalmer		23.05
99251 - Laboratory Animal Caretaker I		11.24
99252 - Laboratory Animal Caretaker II		12.28
99310 - Mortician		29.35
99410 - Pest Controller		17.69
99510 - Photofinishing Worker		13.20
99710 - Recycling Laborer		16.17
99711 - Recycling Specialist		18.01
99730 - Refuse Collector		15.26
99810 - Sales Clerk		12.09

99820 - School Crossing Guard	13.43
99830 - Survey Party Chief	21.94
99831 - Surveying Aide	11.95
99832 - Surveying Technician	18.23
99840 - Vending Machine Attendant	14.42
99841 - Vending Machine Repairer	17.79
99842 - Vending Machine Repairer Helper	14.42

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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.

WD 05-2261 (Rev.-15) was first posted on www.wdol.gov on 06/25/2013

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2261 Revision No.: 15 Date Of Revision: 06/19/2013

This wage determination applies to the following counties in MASSACHUSETTS: BERKSHIRE, FRANKLIN, HAMPDEN, HAMPSHIRE, and WORCESTER Excluding the cities and towns in Boston, Worcester, Pawtucker-Woonsocket-Attleboro metropolitan areas listed below:

WORCESTER County: Auburn, Barre, Berlin, Blackstone, Bolton, Boylston, Brookfield, Charlton, Clinton, Douglas, Dudley, East Brookfield, Grafton, Harvard, Holden, Hopedale, Lancaster, Leicester, Mendon, Milford, Millbury, Millville, Northborough, Northbridge, North Brookfield, Oxford, Paxton, Princeton, Rutland, Shrewsbury, Southborough, Spencer, Sterling, Sutton, Upton, Uxbridge, Webster, Westborough, West Boylston, and Worcester.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.32
01012 - Accounting Clerk II		17.19
01013 - Accounting Clerk III		19.23
01020 - Administrative Assistant		23.97
01040 - Court Reporter		19.14
01051 - Data Entry Operator I		13.78
01052 - Data Entry Operator II		14.81
01060 - Dispatcher, Motor Vehicle		19.14
01070 - Document Preparation Clerk		14.97
01090 - Duplicating Machine Operator		14.97
01111 - General Clerk I		14.46
01112 - General Clerk II		15.90
01113 - General Clerk III		17.86
01120 - Housing Referral Assistant		21.57
01141 - Messenger Courier		12.52
01191 - Order Clerk I		14.02
01192 - Order Clerk II		15.35
01261 - Personnel Assistant (Employment) I		16.04
01262 - Personnel Assistant (Employment) II		17.96
01263 - Personnel Assistant (Employment) III		20.01
01270 - Production Control Clerk		20.45
01280 - Receptionist		15.36
01290 - Rental Clerk		16.25
01300 - Scheduler, Maintenance		17.30
01311 - Secretary I		17.30
01312 - Secretary II		19.35
01313 - Secretary III		21.57
01320 - Service Order Dispatcher		17.79
01410 - Supply Technician		23.97
01420 - Survey Worker		18.55
01531 - Travel Clerk I		13.24
01532 - Travel Clerk II		14.43
01533 - Travel Clerk III		15.70
01611 - Word Processor I		14.97
01612 - Word Processor II		16.25

01613 - Word Processor III	19.14
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	17.86
05010 - Automotive Electrician	17.80
05040 - Automotive Glass Installer	17.13
05070 - Automotive Worker	17.13
05110 - Mobile Equipment Servicer	15.78
05130 - Motor Equipment Metal Mechanic	18.52
05160 - Motor Equipment Metal Worker	17.13
05190 - Motor Vehicle Mechanic	18.52
05220 - Motor Vehicle Mechanic Helper	15.03
05250 - Motor Vehicle Upholstery Worker	16.47
05280 - Motor Vehicle Wrecker	17.13
05310 - Painter, Automotive	17.80
05340 - Radiator Repair Specialist	17.13
05370 - Tire Repairer	13.23
05400 - Transmission Repair Specialist	18.52
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.64
07041 - Cook I	14.67
07042 - Cook II	16.10
07070 - Dishwasher	10.37
07130 - Food Service Worker	10.44
07210 - Meat Cutter	19.73
07260 - Waiter/Waitress	10.51
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.24
09040 - Furniture Handler	12.35
09080 - Furniture Refinisher	16.97
09090 - Furniture Refinisher Helper	14.32
09110 - Furniture Repairer, Minor	15.70
09130 - Upholsterer	16.97
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.64
11060 - Elevator Operator	12.64
11090 - Gardener	17.03
11122 - Housekeeping Aide	13.56
11150 - Janitor	13.56
11210 - Laborer, Grounds Maintenance	14.50
11240 - Maid or Houseman	10.09
11260 - Pruner	13.37
11270 - Tractor Operator	16.69
11330 - Trail Maintenance Worker	14.50
11360 - Window Cleaner	14.70
12000 - Health Occupations	
12010 - Ambulance Driver	17.50
12011 - Breath Alcohol Technician	20.78
12012 - Certified Occupational Therapist Assistant	22.14
12015 - Certified Physical Therapist Assistant	23.84
12020 - Dental Assistant	16.09
12025 - Dental Hygienist	31.36
12030 - EKG Technician	27.63
12035 - Electroneurodiagnostic Technologist	27.93
12040 - Emergency Medical Technician	17.50
12071 - Licensed Practical Nurse I	18.56
12072 - Licensed Practical Nurse II	20.78
12073 - Licensed Practical Nurse III	23.17
12100 - Medical Assistant	15.14
12130 - Medical Laboratory Technician	17.91
12160 - Medical Record Clerk	16.29
12190 - Medical Record Technician	18.24
12195 - Medical Transcriptionist	16.45
12210 - Nuclear Medicine Technologist	35.67

12221 - Nursing Assistant I		10.13
12222 - Nursing Assistant II		11.40
12223 - Nursing Assistant III		12.43
12224 - Nursing Assistant IV		13.95
12235 - Optical Dispenser		20.29
12236 - Optical Technician		16.83
12250 - Pharmacy Technician		13.57
12280 - Phlebotomist		13.95
12305 - Radiologic Technologist		27.64
12311 - Registered Nurse I		29.56
12312 - Registered Nurse II		36.16
12313 - Registered Nurse II, Specialist		36.16
12314 - Registered Nurse III		45.75
12315 - Registered Nurse III, Anesthetist		43.75
12316 - Registered Nurse IV		52.44
12317 - Scheduler (Drug and Alcohol Testing)		23.87
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.83
13012 - Exhibits Specialist II		22.02
13013 - Exhibits Specialist III		26.95
13041 - Illustrator I		17.79
13042 - Illustrator II		22.02
13043 - Illustrator III		26.95
13047 - Librarian		24.40
13050 - Library Aide/Clerk		14.25
13054 - Library Information Technology Systems Administrator		22.02
13058 - Library Technician		15.39
13061 - Media Specialist I		15.26
13062 - Media Specialist II		16.95
13063 - Media Specialist III		18.89
13071 - Photographer I		13.95
13072 - Photographer II		18.37
13073 - Photographer III		22.37
13074 - Photographer IV		27.72
13075 - Photographer V		35.87
13110 - Video Teleconference Technician		18.56
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.66
14042 - Computer Operator II		16.96
14043 - Computer Operator III		18.59
14044 - Computer Operator IV		21.25
14045 - Computer Operator V		23.54
14071 - Computer Programmer I	(see 1)	21.27
14072 - Computer Programmer II	(see 1)	26.34
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		14.66
14160 - Personal Computer Support Technician		21.25
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.46
15020 - Aircrew Training Devices Instructor (Rated)		35.67
15030 - Air Crew Training Devices Instructor (Pilot)		42.73
15050 - Computer Based Training Specialist / Instructor		29.46
15060 - Educational Technologist		29.66
15070 - Flight Instructor (Pilot)		42.73
15080 - Graphic Artist		23.96
15090 - Technical Instructor		20.74
15095 - Technical Instructor/Course Developer		25.39
15110 - Test Proctor		16.76

15120 - Tutor	16.76
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.08
16030 - Counter Attendant	10.08
16040 - Dry Cleaner	12.86
16070 - Finisher, Flatwork, Machine	10.08
16090 - Presser, Hand	10.08
16110 - Presser, Machine, Drycleaning	10.08
16130 - Presser, Machine, Shirts	10.08
16160 - Presser, Machine, Wearing Apparel, Laundry	10.08
16190 - Sewing Machine Operator	14.04
16220 - Tailor	15.16
16250 - Washer, Machine	10.97
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.41
19040 - Tool And Die Maker	21.27
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.98
21030 - Material Coordinator	21.04
21040 - Material Expediter	21.04
21050 - Material Handling Laborer	14.54
21071 - Order Filler	12.84
21080 - Production Line Worker (Food Processing)	18.98
21110 - Shipping Packer	14.41
21130 - Shipping/Receiving Clerk	14.41
21140 - Store Worker I	11.88
21150 - Stock Clerk	15.10
21210 - Tools And Parts Attendant	18.98
21410 - Warehouse Specialist	18.98
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.81
23021 - Aircraft Mechanic I	23.95
23022 - Aircraft Mechanic II	24.81
23023 - Aircraft Mechanic III	25.70
23040 - Aircraft Mechanic Helper	20.35
23050 - Aircraft, Painter	23.13
23060 - Aircraft Servicer	21.20
23080 - Aircraft Worker	22.10
23110 - Appliance Mechanic	18.38
23120 - Bicycle Repairer	13.23
23125 - Cable Splicer	27.01
23130 - Carpenter, Maintenance	20.80
23140 - Carpet Layer	21.42
23160 - Electrician, Maintenance	22.95
23181 - Electronics Technician Maintenance I	20.19
23182 - Electronics Technician Maintenance II	21.01
23183 - Electronics Technician Maintenance III	22.14
23260 - Fabric Worker	19.38
23290 - Fire Alarm System Mechanic	20.45
23310 - Fire Extinguisher Repairer	18.29
23311 - Fuel Distribution System Mechanic	21.46
23312 - Fuel Distribution System Operator	18.23
23370 - General Maintenance Worker	18.38
23380 - Ground Support Equipment Mechanic	23.95
23381 - Ground Support Equipment Servicer	21.20
23382 - Ground Support Equipment Worker	22.10
23391 - Gunsmith I	18.29
23392 - Gunsmith II	20.35
23393 - Gunsmith III	22.12
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.37
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.21

23430 - Heavy Equipment Mechanic	20.92
23440 - Heavy Equipment Operator	24.55
23460 - Instrument Mechanic	24.22
23465 - Laboratory/Shelter Mechanic	21.19
23470 - Laborer	14.54
23510 - Locksmith	22.94
23530 - Machinery Maintenance Mechanic	19.05
23550 - Machinist, Maintenance	19.18
23580 - Maintenance Trades Helper	14.32
23591 - Metrology Technician I	24.22
23592 - Metrology Technician II	25.06
23593 - Metrology Technician III	25.99
23640 - Millwright	20.16
23710 - Office Appliance Repairer	20.59
23760 - Painter, Maintenance	17.79
23790 - Pipefitter, Maintenance	23.85
23810 - Plumber, Maintenance	21.14
23820 - Pneudraulic Systems Mechanic	22.12
23850 - Rigger	22.12
23870 - Scale Mechanic	20.35
23890 - Sheet-Metal Worker, Maintenance	21.02
23910 - Small Engine Mechanic	17.67
23931 - Telecommunications Mechanic I	27.98
23932 - Telecommunications Mechanic II	29.00
23950 - Telephone Lineman	24.55
23960 - Welder, Combination, Maintenance	20.28
23965 - Well Driller	21.45
23970 - Woodcraft Worker	22.12
23980 - Woodworker	16.56
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.31
24580 - Child Care Center Clerk	15.37
24610 - Chore Aide	11.18
24620 - Family Readiness And Support Services Coordinator	14.79
24630 - Homemaker	18.54
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.51
25040 - Sewage Plant Operator	20.96
25070 - Stationary Engineer	21.51
25190 - Ventilation Equipment Tender	16.41
25210 - Water Treatment Plant Operator	20.96
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.14
27007 - Baggage Inspector	13.41
27008 - Corrections Officer	21.96
27010 - Court Security Officer	21.81
27030 - Detection Dog Handler	18.61
27040 - Detention Officer	21.96
27070 - Firefighter	20.89
27101 - Guard I	13.41
27102 - Guard II	18.61
27131 - Police Officer I	21.81
27132 - Police Officer II	23.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.07
28042 - Carnival Equipment Repairer	10.48
28043 - Carnival Equpment Worker	9.57
28210 - Gate Attendant/Gate Tender	13.79
28310 - Lifeguard	11.53
28350 - Park Attendant (Aide)	15.44
28510 - Recreation Aide/Health Facility Attendant	11.27
28515 - Recreation Specialist	14.83

28630 - Sports Official		12.28
28690 - Swimming Pool Operator		15.21
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		21.02
29020 - Hatch Tender		21.02
29030 - Line Handler		21.02
29041 - Stevedore I		20.02
29042 - Stevedore II		21.90
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.10
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.96
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29.69
30021 - Archeological Technician I		17.24
30022 - Archeological Technician II		18.64
30023 - Archeological Technician III		23.06
30030 - Cartographic Technician		23.06
30040 - Civil Engineering Technician		23.00
30061 - Drafter/CAD Operator I		16.64
30062 - Drafter/CAD Operator II		18.63
30063 - Drafter/CAD Operator III		20.75
30064 - Drafter/CAD Operator IV		25.54
30081 - Engineering Technician I		14.62
30082 - Engineering Technician II		16.92
30083 - Engineering Technician III		18.98
30084 - Engineering Technician IV		23.51
30085 - Engineering Technician V		28.77
30086 - Engineering Technician VI		34.25
30090 - Environmental Technician		22.78
30210 - Laboratory Technician		22.33
30240 - Mathematical Technician		23.06
30361 - Paralegal/Legal Assistant I		18.00
30362 - Paralegal/Legal Assistant II		22.31
30363 - Paralegal/Legal Assistant III		27.29
30364 - Paralegal/Legal Assistant IV		33.00
30390 - Photo-Optics Technician		23.06
30461 - Technical Writer I		22.78
30462 - Technical Writer II		27.86
30463 - Technical Writer III		33.73
30491 - Unexploded Ordnance (UXO) Technician I		24.85
30492 - Unexploded Ordnance (UXO) Technician II		30.07
30493 - Unexploded Ordnance (UXO) Technician III		36.04
30494 - Unexploded (UXO) Safety Escort		24.85
30495 - Unexploded (UXO) Sweep Personnel		24.85
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20.75
30621 - Weather Observer, Senior	(see 2)	22.78
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.17
31030 - Bus Driver		15.99
31043 - Driver Courier		15.73
31260 - Parking and Lot Attendant		10.08
31290 - Shuttle Bus Driver		16.81
31310 - Taxi Driver		11.59
31361 - Truckdriver, Light		16.81
31362 - Truckdriver, Medium		17.90
31363 - Truckdriver, Heavy		19.31
31364 - Truckdriver, Tractor-Trailer		19.31
99000 - Miscellaneous Occupations		
99030 - Cashier		11.31
99050 - Desk Clerk		12.20
99095 - Embalmer		26.05
99251 - Laboratory Animal Caretaker I		13.75
99252 - Laboratory Animal Caretaker II		14.19

99310 - Mortician	29.67
99410 - Pest Controller	16.50
99510 - Photofinishing Worker	12.67
99710 - Recycling Laborer	15.78
99711 - Recycling Specialist	18.20
99730 - Refuse Collector	14.56
99810 - Sales Clerk	11.83
99820 - School Crossing Guard	11.70
99830 - Survey Party Chief	19.16
99831 - Surveying Aide	12.55
99832 - Surveying Technician	17.19
99840 - Vending Machine Attendant	16.75
99841 - Vending Machine Repairer	19.82
99842 - Vending Machine Repairer Helper	16.75

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

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

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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.

WD 05-2287 (Rev.-13) was first posted on www.wdol.gov on 06/25/2013

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2287 Revision No.: 13 Date Of Revision: 06/19/2013

States: Minnesota, Wisconsin

Area: Minnesota Counties of Anoka, Carver, Chisago, Dakota, Hennepin, Isanti, Ramsey, Scott, Washington, Wright
Wisconsin Counties of Pierce, Polk, St Croix

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.12
01012 - Accounting Clerk II		16.97
01013 - Accounting Clerk III		18.99
01020 - Administrative Assistant		22.97
01040 - Court Reporter		19.17
01051 - Data Entry Operator I		13.68
01052 - Data Entry Operator II		14.93
01060 - Dispatcher, Motor Vehicle		21.93
01070 - Document Preparation Clerk		15.07
01090 - Duplicating Machine Operator		15.07
01111 - General Clerk I		14.03
01112 - General Clerk II		15.31
01113 - General Clerk III		18.25
01120 - Housing Referral Assistant		22.38
01141 - Messenger Courier		13.62
01191 - Order Clerk I		16.23
01192 - Order Clerk II		17.72
01261 - Personnel Assistant (Employment) I		17.75
01262 - Personnel Assistant (Employment) II		19.86
01263 - Personnel Assistant (Employment) III		22.13
01270 - Production Control Clerk		22.34
01280 - Receptionist		15.24
01290 - Rental Clerk		16.80
01300 - Scheduler, Maintenance		17.95
01311 - Secretary I		17.95
01312 - Secretary II		20.09
01313 - Secretary III		22.38
01320 - Service Order Dispatcher		20.00
01410 - Supply Technician		22.97
01420 - Survey Worker		19.17
01531 - Travel Clerk I		14.01
01532 - Travel Clerk II		15.12
01533 - Travel Clerk III		16.22
01611 - Word Processor I		15.01
01612 - Word Processor II		16.85
01613 - Word Processor III		18.85
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.66
05010 - Automotive Electrician		20.79
05040 - Automotive Glass Installer		19.11
05070 - Automotive Worker		19.93

05110 - Mobile Equipment Servicer	17.51
05130 - Motor Equipment Metal Mechanic	21.60
05160 - Motor Equipment Metal Worker	19.93
05190 - Motor Vehicle Mechanic	21.70
05220 - Motor Vehicle Mechanic Helper	16.72
05250 - Motor Vehicle Upholstery Worker	18.51
05280 - Motor Vehicle Wrecker	19.93
05310 - Painter, Automotive	19.94
05340 - Radiator Repair Specialist	19.73
05370 - Tire Repairer	16.12
05400 - Transmission Repair Specialist	21.60
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.80
07041 - Cook I	13.58
07042 - Cook II	14.78
07070 - Dishwasher	10.58
07130 - Food Service Worker	10.92
07210 - Meat Cutter	20.01
07260 - Waiter/Waitress	11.59
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.90
09040 - Furniture Handler	16.13
09080 - Furniture Refinisher	19.90
09090 - Furniture Refinisher Helper	18.07
09110 - Furniture Repairer, Minor	19.60
09130 - Upholsterer	19.90
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.56
11060 - Elevator Operator	15.31
11090 - Gardener	20.25
11122 - Housekeeping Aide	15.31
11150 - Janitor	15.31
11210 - Laborer, Grounds Maintenance	16.54
11240 - Maid or Houseman	11.37
11260 - Pruner	16.00
11270 - Tractor Operator	18.46
11330 - Trail Maintenance Worker	16.54
11360 - Window Cleaner	16.67
12000 - Health Occupations	
12010 - Ambulance Driver	18.62
12011 - Breath Alcohol Technician	19.34
12012 - Certified Occupational Therapist Assistant	19.52
12015 - Certified Physical Therapist Assistant	21.11
12020 - Dental Assistant	19.97
12025 - Dental Hygienist	33.77
12030 - EKG Technician	27.56
12035 - Electroneurodiagnostic Technologist	27.56
12040 - Emergency Medical Technician	18.62
12071 - Licensed Practical Nurse I	17.28
12072 - Licensed Practical Nurse II	19.34
12073 - Licensed Practical Nurse III	21.55
12100 - Medical Assistant	16.35
12130 - Medical Laboratory Technician	19.22
12160 - Medical Record Clerk	16.01
12190 - Medical Record Technician	17.91
12195 - Medical Transcriptionist	17.67
12210 - Nuclear Medicine Technologist	34.10
12221 - Nursing Assistant I	11.37
12222 - Nursing Assistant II	12.78
12223 - Nursing Assistant III	13.95
12224 - Nursing Assistant IV	15.79
12235 - Optical Dispenser	18.70
12236 - Optical Technician	16.04

12250 - Pharmacy Technician		15.53
12280 - Phlebotomist		15.79
12305 - Radiologic Technologist		27.30
12311 - Registered Nurse I		29.71
12312 - Registered Nurse II		36.35
12313 - Registered Nurse II, Specialist		36.35
12314 - Registered Nurse III		43.98
12315 - Registered Nurse III, Anesthetist		43.98
12316 - Registered Nurse IV		52.71
12317 - Scheduler (Drug and Alcohol Testing)		23.34
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.47
13012 - Exhibits Specialist II		26.14
13013 - Exhibits Specialist III		30.90
13041 - Illustrator I		21.81
13042 - Illustrator II		27.01
13043 - Illustrator III		33.05
13047 - Librarian		33.12
13050 - Library Aide/Clerk		13.54
13054 - Library Information Technology Systems Administrator		25.74
13058 - Library Technician		18.54
13061 - Media Specialist I		18.14
13062 - Media Specialist II		19.95
13063 - Media Specialist III		22.00
13071 - Photographer I		18.66
13072 - Photographer II		20.87
13073 - Photographer III		25.85
13074 - Photographer IV		31.63
13075 - Photographer V		36.15
13110 - Video Teleconference Technician		19.84
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.63
14042 - Computer Operator II		20.85
14043 - Computer Operator III		23.23
14044 - Computer Operator IV		25.81
14045 - Computer Operator V		28.59
14071 - Computer Programmer I	(see 1)	26.47
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		18.63
14160 - Personal Computer Support Technician		25.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.82
15020 - Aircrew Training Devices Instructor (Rated)		39.04
15030 - Air Crew Training Devices Instructor (Pilot)		42.83
15050 - Computer Based Training Specialist / Instructor		34.82
15060 - Educational Technologist		28.68
15070 - Flight Instructor (Pilot)		42.83
15080 - Graphic Artist		24.15
15090 - Technical Instructor		23.67
15095 - Technical Instructor/Course Developer		28.96
15110 - Test Proctor		19.57
15120 - Tutor		19.57
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.42
16030 - Counter Attendant		11.42
16040 - Dry Cleaner		14.39
16070 - Finisher, Flatwork, Machine		11.42

16090 - Presser, Hand	11.42
16110 - Presser, Machine, Drycleaning	11.42
16130 - Presser, Machine, Shirts	11.42
16160 - Presser, Machine, Wearing Apparel, Laundry	11.42
16190 - Sewing Machine Operator	15.22
16220 - Tailor	16.09
16250 - Washer, Machine	12.66
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.64
19040 - Tool And Die Maker	29.32
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.74
21030 - Material Coordinator	22.34
21040 - Material Expediter	22.34
21050 - Material Handling Laborer	16.04
21071 - Order Filler	15.92
21080 - Production Line Worker (Food Processing)	17.74
21110 - Shipping Packer	18.04
21130 - Shipping/Receiving Clerk	18.04
21140 - Store Worker I	14.40
21150 - Stock Clerk	18.61
21210 - Tools And Parts Attendant	17.74
21410 - Warehouse Specialist	18.67
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.14
23021 - Aircraft Mechanic I	27.99
23022 - Aircraft Mechanic II	29.14
23023 - Aircraft Mechanic III	30.35
23040 - Aircraft Mechanic Helper	21.64
23050 - Aircraft, Painter	26.79
23060 - Aircraft Servicer	24.57
23080 - Aircraft Worker	25.65
23110 - Appliance Mechanic	23.16
23120 - Bicycle Repairer	17.12
23125 - Cable Splicer	31.75
23130 - Carpenter, Maintenance	24.26
23140 - Carpet Layer	26.15
23160 - Electrician, Maintenance	29.96
23181 - Electronics Technician Maintenance I	23.74
23182 - Electronics Technician Maintenance II	26.06
23183 - Electronics Technician Maintenance III	29.52
23260 - Fabric Worker	22.65
23290 - Fire Alarm System Mechanic	24.43
23310 - Fire Extinguisher Repairer	21.27
23311 - Fuel Distribution System Mechanic	24.62
23312 - Fuel Distribution System Operator	21.94
23370 - General Maintenance Worker	21.45
23380 - Ground Support Equipment Mechanic	27.99
23381 - Ground Support Equipment Servicer	25.65
23382 - Ground Support Equipment Worker	21.27
23391 - Gunsmith I	23.64
23392 - Gunsmith II	25.92
23393 - Gunsmith III	26.09
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.16
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	27.16
23430 - Heavy Equipment Mechanic	24.56
23440 - Heavy Equipment Operator	28.74
23460 - Instrument Mechanic	23.53
23465 - Laboratory/Shelter Mechanic	24.85
23470 - Laborer	13.69
23510 - Locksmith	22.19

23530 - Machinery Maintenance Mechanic	24.68
23550 - Machinist, Maintenance	21.98
23580 - Maintenance Trades Helper	16.19
23591 - Metrology Technician I	23.53
23592 - Metrology Technician II	24.50
23593 - Metrology Technician III	25.51
23640 - Millwright	26.97
23710 - Office Appliance Repairer	21.42
23760 - Painter, Maintenance	21.49
23790 - Pipefitter, Maintenance	32.15
23810 - Plumber, Maintenance	27.99
23820 - Pneudraulic Systems Mechanic	25.92
23850 - Rigger	25.38
23870 - Scale Mechanic	23.64
23890 - Sheet-Metal Worker, Maintenance	29.90
23910 - Small Engine Mechanic	23.36
23931 - Telecommunications Mechanic I	26.00
23932 - Telecommunications Mechanic II	27.07
23950 - Telephone Lineman	24.43
23960 - Welder, Combination, Maintenance	22.63
23965 - Well Driller	23.07
23970 - Woodcraft Worker	25.92
23980 - Woodworker	21.01
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.15
24580 - Child Care Center Clerk	18.03
24610 - Chore Aide	11.26
24620 - Family Readiness And Support Services Coordinator	14.71
24630 - Homemaker	20.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.13
25040 - Sewage Plant Operator	22.17
25070 - Stationary Engineer	27.13
25190 - Ventilation Equipment Tender	20.79
25210 - Water Treatment Plant Operator	22.17
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.00
27007 - Baggage Inspector	14.94
27008 - Corrections Officer	20.73
27010 - Court Security Officer	21.99
27030 - Detection Dog Handler	18.37
27040 - Detention Officer	20.73
27070 - Firefighter	20.84
27101 - Guard I	14.94
27102 - Guard II	18.37
27131 - Police Officer I	27.66
27132 - Police Officer II	30.73
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.15
28042 - Carnival Equipment Repairer	12.21
28043 - Carnival Equpment Worker	9.93
28210 - Gate Attendant/Gate Tender	13.43
28310 - Lifeguard	11.28
28350 - Park Attendant (Aide)	15.03
28510 - Recreation Aide/Health Facility Attendant	10.59
28515 - Recreation Specialist	16.18
28630 - Sports Official	11.97
28690 - Swimming Pool Operator	19.47
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.63
29020 - Hatch Tender	25.63
29030 - Line Handler	25.63

29041 - Stevedore I		24.75
29042 - Stevedore II		26.78
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	37.91
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.13
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	28.78
30021 - Archeological Technician I		20.60
30022 - Archeological Technician II		23.05
30023 - Archeological Technician III		28.54
30030 - Cartographic Technician		29.12
30040 - Civil Engineering Technician		25.55
30061 - Drafter/CAD Operator I		20.60
30062 - Drafter/CAD Operator II		23.05
30063 - Drafter/CAD Operator III		25.69
30064 - Drafter/CAD Operator IV		31.62
30081 - Engineering Technician I		18.51
30082 - Engineering Technician II		21.39
30083 - Engineering Technician III		23.93
30084 - Engineering Technician IV		29.64
30085 - Engineering Technician V		31.93
30086 - Engineering Technician VI		39.73
30090 - Environmental Technician		22.39
30210 - Laboratory Technician		20.75
30240 - Mathematical Technician		23.33
30361 - Paralegal/Legal Assistant I		20.05
30362 - Paralegal/Legal Assistant II		24.83
30363 - Paralegal/Legal Assistant III		30.38
30364 - Paralegal/Legal Assistant IV		36.76
30390 - Photo-Optics Technician		29.64
30461 - Technical Writer I		25.29
30462 - Technical Writer II		30.95
30463 - Technical Writer III		37.39
30491 - Unexploded Ordnance (UXO) Technician I		24.09
30492 - Unexploded Ordnance (UXO) Technician II		29.15
30493 - Unexploded Ordnance (UXO) Technician III		34.93
30494 - Unexploded (UXO) Safety Escort		24.09
30495 - Unexploded (UXO) Sweep Personnel		24.09
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.69
30621 - Weather Observer, Senior	(see 2)	28.54
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.23
31030 - Bus Driver		17.55
31043 - Driver Courier		16.94
31260 - Parking and Lot Attendant		10.53
31290 - Shuttle Bus Driver		18.14
31310 - Taxi Driver		12.19
31361 - Truckdriver, Light		18.14
31362 - Truckdriver, Medium		22.10
31363 - Truckdriver, Heavy		22.46
31364 - Truckdriver, Tractor-Trailer		22.43
99000 - Miscellaneous Occupations		
99030 - Cashier		10.11
99050 - Desk Clerk		10.62
99095 - Embalmer		30.75
99251 - Laboratory Animal Caretaker I		11.41
99252 - Laboratory Animal Caretaker II		12.22
99310 - Mortician		35.34
99410 - Pest Controller		19.77
99510 - Photofinishing Worker		17.97
99710 - Recycling Laborer		20.39
99711 - Recycling Specialist		23.70
99730 - Refuse Collector		18.73

99810 - Sales Clerk	12.21
99820 - School Crossing Guard	12.01
99830 - Survey Party Chief	29.97
99831 - Surveying Aide	19.91
99832 - Surveying Technician	22.89
99840 - Vending Machine Attendant	16.99
99841 - Vending Machine Repairer	19.47
99842 - Vending Machine Repairer Helper	16.99

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.

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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.

WD 05-2297 (Rev.-13) was first posted on www.wdol.gov on 06/25/2013

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2297 Revision No.: 13 Date Of Revision: 06/19/2013

State: Mississippi

Area: Mississippi Counties of Adams, Amite, Attala, Claiborne, Copiah, Covington, Franklin, Hinds, Holmes, Humphreys, Issaquena, Jefferson, Jefferson Davis, Lamar, Lawrence, Leake, Lincoln, Madison, Marion, Pike, Rankin, Scott, Sharkey, Simpson, Smith, Walthall, Warren, Wilkinson, Yazoo

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.16
01012 - Accounting Clerk II		14.77
01013 - Accounting Clerk III		16.68
01020 - Administrative Assistant		19.90
01040 - Court Reporter		17.17
01051 - Data Entry Operator I		11.23
01052 - Data Entry Operator II		12.26
01060 - Dispatcher, Motor Vehicle		15.93
01070 - Document Preparation Clerk		11.29
01090 - Duplicating Machine Operator		11.29
01111 - General Clerk I		10.84
01112 - General Clerk II		11.83
01113 - General Clerk III		13.28
01120 - Housing Referral Assistant		16.76
01141 - Messenger Courier		9.35
01191 - Order Clerk I		11.73
01192 - Order Clerk II		13.84
01261 - Personnel Assistant (Employment) I		14.80
01262 - Personnel Assistant (Employment) II		16.56
01263 - Personnel Assistant (Employment) III		18.47
01270 - Production Control Clerk		19.50
01280 - Receptionist		10.87
01290 - Rental Clerk		12.00
01300 - Scheduler, Maintenance		12.82
01311 - Secretary I		12.82
01312 - Secretary II		14.34
01313 - Secretary III		16.76
01320 - Service Order Dispatcher		13.96
01410 - Supply Technician		19.90
01420 - Survey Worker		12.43
01531 - Travel Clerk I		11.20
01532 - Travel Clerk II		11.80
01533 - Travel Clerk III		12.40
01611 - Word Processor I		12.29
01612 - Word Processor II		13.79
01613 - Word Processor III		15.43
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.56
05010 - Automotive Electrician		17.13
05040 - Automotive Glass Installer		16.21

05070 - Automotive Worker	16.21
05110 - Mobile Equipment Servicer	14.24
05130 - Motor Equipment Metal Mechanic	18.03
05160 - Motor Equipment Metal Worker	16.21
05190 - Motor Vehicle Mechanic	17.35
05220 - Motor Vehicle Mechanic Helper	13.16
05250 - Motor Vehicle Upholstery Worker	15.14
05280 - Motor Vehicle Wrecker	16.21
05310 - Painter, Automotive	17.13
05340 - Radiator Repair Specialist	16.21
05370 - Tire Repairer	12.92
05400 - Transmission Repair Specialist	18.03
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.91
07041 - Cook I	8.59
07042 - Cook II	10.12
07070 - Dishwasher	7.53
07130 - Food Service Worker	7.77
07210 - Meat Cutter	12.48
07260 - Waiter/Waitress	7.56
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.01
09040 - Furniture Handler	9.68
09080 - Furniture Refinisher	16.01
09090 - Furniture Refinisher Helper	11.79
09110 - Furniture Repairer, Minor	13.92
09130 - Upholsterer	16.01
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.12
11060 - Elevator Operator	9.12
11090 - Gardener	14.95
11122 - Housekeeping Aide	9.36
11150 - Janitor	9.47
11210 - Laborer, Grounds Maintenance	10.19
11240 - Maid or Houseman	7.54
11260 - Pruner	8.96
11270 - Tractor Operator	13.53
11330 - Trail Maintenance Worker	10.19
11360 - Window Cleaner	10.71
12000 - Health Occupations	
12010 - Ambulance Driver	12.04
12011 - Breath Alcohol Technician	15.48
12012 - Certified Occupational Therapist Assistant	18.83
12015 - Certified Physical Therapist Assistant	18.74
12020 - Dental Assistant	15.24
12025 - Dental Hygienist	30.04
12030 - EKG Technician	21.41
12035 - Electroneurodiagnostic Technologist	21.41
12040 - Emergency Medical Technician	12.04
12071 - Licensed Practical Nurse I	15.22
12072 - Licensed Practical Nurse II	17.03
12073 - Licensed Practical Nurse III	17.27
12100 - Medical Assistant	12.52
12130 - Medical Laboratory Technician	14.51
12160 - Medical Record Clerk	12.68
12190 - Medical Record Technician	14.18
12195 - Medical Transcriptionist	14.24
12210 - Nuclear Medicine Technologist	29.72
12221 - Nursing Assistant I	9.42
12222 - Nursing Assistant II	10.59
12223 - Nursing Assistant III	11.56
12224 - Nursing Assistant IV	12.97
12235 - Optical Dispenser	15.92

12236 - Optical Technician		14.62
12250 - Pharmacy Technician		13.41
12280 - Phlebotomist		13.84
12305 - Radiologic Technologist		22.41
12311 - Registered Nurse I		23.01
12312 - Registered Nurse II		28.15
12313 - Registered Nurse II, Specialist		28.15
12314 - Registered Nurse III		34.05
12315 - Registered Nurse III, Anesthetist		34.05
12316 - Registered Nurse IV		40.81
12317 - Scheduler (Drug and Alcohol Testing)		19.18
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		14.52
13012 - Exhibits Specialist II		17.99
13013 - Exhibits Specialist III		21.74
13041 - Illustrator I		14.52
13042 - Illustrator II		17.99
13043 - Illustrator III		21.74
13047 - Librarian		19.92
13050 - Library Aide/Clerk		10.39
13054 - Library Information Technology Systems Administrator		17.99
13058 - Library Technician		12.56
13061 - Media Specialist I		12.98
13062 - Media Specialist II		14.52
13063 - Media Specialist III		16.19
13071 - Photographer I		13.18
13072 - Photographer II		14.74
13073 - Photographer III		18.27
13074 - Photographer IV		22.35
13075 - Photographer V		27.03
13110 - Video Teleconference Technician		15.48
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.58
14042 - Computer Operator II		18.55
14043 - Computer Operator III		21.14
14044 - Computer Operator IV		27.01
14045 - Computer Operator V		27.20
14071 - Computer Programmer I	(see 1)	20.08
14072 - Computer Programmer II	(see 1)	24.87
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		16.58
14160 - Personal Computer Support Technician		27.01
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.72
15020 - Aircrew Training Devices Instructor (Rated)		34.74
15030 - Air Crew Training Devices Instructor (Pilot)		41.64
15050 - Computer Based Training Specialist / Instructor		28.72
15060 - Educational Technologist		21.99
15070 - Flight Instructor (Pilot)		41.64
15080 - Graphic Artist		20.31
15090 - Technical Instructor		19.44
15095 - Technical Instructor/Course Developer		23.57
15110 - Test Proctor		15.32
15120 - Tutor		15.32
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.05
16030 - Counter Attendant		8.05
16040 - Dry Cleaner		9.40

16070 - Finisher, Flatwork, Machine	8.05
16090 - Presser, Hand	8.05
16110 - Presser, Machine, Drycleaning	8.05
16130 - Presser, Machine, Shirts	8.05
16160 - Presser, Machine, Wearing Apparel, Laundry	8.05
16190 - Sewing Machine Operator	9.86
16220 - Tailor	10.33
16250 - Washer, Machine	8.49
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.39
19040 - Tool And Die Maker	24.71
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.59
21030 - Material Coordinator	19.50
21040 - Material Expediter	19.50
21050 - Material Handling Laborer	11.88
21071 - Order Filler	11.27
21080 - Production Line Worker (Food Processing)	12.59
21110 - Shipping Packer	13.45
21130 - Shipping/Receiving Clerk	13.45
21140 - Store Worker I	9.50
21150 - Stock Clerk	14.04
21210 - Tools And Parts Attendant	13.37
21410 - Warehouse Specialist	12.59
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.06
23021 - Aircraft Mechanic I	19.98
23022 - Aircraft Mechanic II	21.06
23023 - Aircraft Mechanic III	22.06
23040 - Aircraft Mechanic Helper	14.58
23050 - Aircraft, Painter	18.15
23060 - Aircraft Servicer	16.78
23080 - Aircraft Worker	17.98
23110 - Appliance Mechanic	17.58
23120 - Bicycle Repairer	12.32
23125 - Cable Splicer	19.97
23130 - Carpenter, Maintenance	15.33
23140 - Carpet Layer	15.06
23160 - Electrician, Maintenance	22.67
23181 - Electronics Technician Maintenance I	16.91
23182 - Electronics Technician Maintenance II	17.78
23183 - Electronics Technician Maintenance III	18.75
23260 - Fabric Worker	14.26
23290 - Fire Alarm System Mechanic	16.14
23310 - Fire Extinguisher Repairer	13.18
23311 - Fuel Distribution System Mechanic	16.59
23312 - Fuel Distribution System Operator	13.99
23370 - General Maintenance Worker	14.93
23380 - Ground Support Equipment Mechanic	19.98
23381 - Ground Support Equipment Servicer	16.78
23382 - Ground Support Equipment Worker	17.98
23391 - Gunsmith I	13.10
23392 - Gunsmith II	15.42
23393 - Gunsmith III	17.50
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.93
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.90
23430 - Heavy Equipment Mechanic	17.28
23440 - Heavy Equipment Operator	16.14
23460 - Instrument Mechanic	17.50
23465 - Laboratory/Shelter Mechanic	16.40
23470 - Laborer	11.28

23510 - Locksmith	16.01
23530 - Machinery Maintenance Mechanic	21.48
23550 - Machinist, Maintenance	18.13
23580 - Maintenance Trades Helper	11.84
23591 - Metrology Technician I	17.50
23592 - Metrology Technician II	18.45
23593 - Metrology Technician III	19.32
23640 - Millwright	19.53
23710 - Office Appliance Repairer	19.75
23760 - Painter, Maintenance	15.33
23790 - Pipefitter, Maintenance	16.42
23810 - Plumber, Maintenance	15.60
23820 - Pneudraulic Systems Mechanic	17.50
23850 - Rigger	17.50
23870 - Scale Mechanic	15.42
23890 - Sheet-Metal Worker, Maintenance	16.14
23910 - Small Engine Mechanic	15.42
23931 - Telecommunications Mechanic I	24.27
23932 - Telecommunications Mechanic II	25.47
23950 - Telephone Lineman	17.99
23960 - Welder, Combination, Maintenance	16.14
23965 - Well Driller	17.50
23970 - Woodcraft Worker	17.08
23980 - Woodworker	13.97
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.08
24580 - Child Care Center Clerk	11.19
24610 - Chore Aide	9.91
24620 - Family Readiness And Support Services Coordinator	12.47
24630 - Homemaker	12.47
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.47
25040 - Sewage Plant Operator	16.05
25070 - Stationary Engineer	18.47
25190 - Ventilation Equipment Tender	12.58
25210 - Water Treatment Plant Operator	16.05
27000 - Protective Service Occupations	
27004 - Alarm Monitor	12.19
27007 - Baggage Inspector	9.19
27008 - Corrections Officer	12.60
27010 - Court Security Officer	14.69
27030 - Detection Dog Handler	12.03
27040 - Detention Officer	12.60
27070 - Firefighter	16.94
27101 - Guard I	9.19
27102 - Guard II	12.03
27131 - Police Officer I	16.87
27132 - Police Officer II	18.75
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.24
28042 - Carnival Equipment Repairer	13.23
28043 - Carnival Equpment Worker	9.02
28210 - Gate Attendant/Gate Tender	13.81
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	15.45
28510 - Recreation Aide/Health Facility Attendant	11.28
28515 - Recreation Specialist	15.95
28630 - Sports Official	12.31
28690 - Swimming Pool Operator	16.49
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	15.33
29020 - Hatch Tender	15.33

29030 - Line Handler		15.33
29041 - Stevedore I		14.17
29042 - Stevedore II		16.30
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	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		15.09
30022 - Archeological Technician II		16.62
30023 - Archeological Technician III		22.65
30030 - Cartographic Technician		23.21
30040 - Civil Engineering Technician		18.16
30061 - Drafter/CAD Operator I		16.65
30062 - Drafter/CAD Operator II		19.14
30063 - Drafter/CAD Operator III		21.92
30064 - Drafter/CAD Operator IV		25.70
30081 - Engineering Technician I		15.04
30082 - Engineering Technician II		16.88
30083 - Engineering Technician III		18.88
30084 - Engineering Technician IV		23.40
30085 - Engineering Technician V		28.82
30086 - Engineering Technician VI		34.63
30090 - Environmental Technician		23.21
30210 - Laboratory Technician		20.89
30240 - Mathematical Technician		23.21
30361 - Paralegal/Legal Assistant I		18.76
30362 - Paralegal/Legal Assistant II		23.25
30363 - Paralegal/Legal Assistant III		28.44
30364 - Paralegal/Legal Assistant IV		33.85
30390 - Photo-Optics Technician		23.21
30461 - Technical Writer I		22.85
30462 - Technical Writer II		27.94
30463 - Technical Writer III		33.80
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 Surface Programs	(see 2)	21.92
30621 - Weather Observer, Senior	(see 2)	23.21
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		8.44
31030 - Bus Driver		12.51
31043 - Driver Courier		12.60
31260 - Parking and Lot Attendant		8.62
31290 - Shuttle Bus Driver		13.84
31310 - Taxi Driver		10.24
31361 - Truckdriver, Light		13.84
31362 - Truckdriver, Medium		15.12
31363 - Truckdriver, Heavy		18.54
31364 - Truckdriver, Tractor-Trailer		18.54
99000 - Miscellaneous Occupations		
99030 - Cashier		8.30
99050 - Desk Clerk		8.33
99095 - Embalmer		22.02
99251 - Laboratory Animal Caretaker I		9.70
99252 - Laboratory Animal Caretaker II		10.65
99310 - Mortician		20.72
99410 - Pest Controller		16.93
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		12.69
99711 - Recycling Specialist		15.76

99730 - Refuse Collector	11.15
99810 - Sales Clerk	11.98
99820 - School Crossing Guard	9.96
99830 - Survey Party Chief	18.14
99831 - Surveying Aide	13.20
99832 - Surveying Technician	16.49
99840 - Vending Machine Attendant	12.31
99841 - Vending Machine Repairer	15.11
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 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

THE OCCUPATIONS WHICH HAVE 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.

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

WD 05-2301 (Rev.-13) was first posted on www.wdol.gov on 06/25/2013

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

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

Wage Determination No.: 2005-2301
Revision No.: 13
Date Of Revision: 06/19/2013

Diane C. Koplewski
Director

Division of
Wage Determinations

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
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
05040 - Automotive Glass Installer		16.90
05070 - Automotive Worker		16.90
05110 - Mobile Equipment Servicer		15.49

05130 - Motor Equipment Metal Mechanic	18.27
05160 - Motor Equipment Metal Worker	16.90
05190 - Motor Vehicle Mechanic	19.39
05220 - Motor Vehicle Mechanic Helper	14.84
05250 - Motor Vehicle Upholstery Worker	16.20
05280 - Motor Vehicle Wrecker	16.90
05310 - Painter, Automotive	17.59
05340 - Radiator Repair Specialist	16.90
05370 - Tire Repairer	12.36
05400 - Transmission Repair Specialist	18.27
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.15
07041 - Cook I	10.34
07042 - Cook II	11.28
07070 - Dishwasher	8.77
07130 - Food Service Worker	8.41
07210 - Meat Cutter	13.16
07260 - Waiter/Waitress	8.83
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.50
09040 - Furniture Handler	13.10
09080 - Furniture Refinisher	16.50
09090 - Furniture Refinisher Helper	13.94
09110 - Furniture Repairer, Minor	15.20
09130 - Upholsterer	16.50
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.14
11060 - Elevator Operator	9.14
11090 - Gardener	12.62
11122 - Housekeeping Aide	10.53
11150 - Janitor	10.53
11210 - Laborer, Grounds Maintenance	10.96
11240 - Maid or Houseman	8.89
11260 - Pruner	10.35
11270 - Tractor Operator	12.20
11330 - Trail Maintenance Worker	10.96
11360 - 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
12015 - Certified Physical Therapist Assistant	16.64
12020 - Dental Assistant	13.64
12025 - Dental Hygienist	26.82
12030 - EKG Technician	24.24
12035 - Electroneurodiagnostic Technologist	24.24
12040 - 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
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
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
12313 - Registered Nurse II, Specialist		27.19
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		
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 Administrator		20.86
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
15030 - 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
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.58
19040 - Tool And Die Maker	21.01
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.50
21030 - Material Coordinator	18.74
21040 - Material Expediter	18.74
21050 - Material Handling Laborer	11.36
21071 - Order Filler	11.80
21080 - Production Line Worker (Food Processing)	15.50
21110 - Shipping Packer	12.52
21130 - 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
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
23310 - Fire Extinguisher Repairer	16.49
23311 - Fuel Distribution System Mechanic	21.51
23312 - Fuel Distribution System Operator	16.76
23370 - 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 Mechanic	18.90
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.16
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 Coordinator	15.82
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	15.38
27131 - Police Officer I	15.75
27132 - Police Officer II	17.50
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.14
28042 - Carnival Equipment Repairer	12.75
28043 - Carnival Equpment Worker	9.60
28210 - Gate Attendant/Gate Tender	14.28
28310 - Lifeguard	12.19
28350 - Park Attendant (Aide)	15.97
28510 - Recreation Aide/Health Facility Attendant	11.66
28515 - 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
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		17.91
30022 - Archeological Technician II		20.08
30023 - Archeological Technician III		24.82
30030 - Cartographic Technician		26.10
30040 - Civil Engineering Technician		18.35
30061 - Drafter/CAD Operator I		18.63
30062 - Drafter/CAD Operator II		21.06
30063 - Drafter/CAD Operator III		23.45
30064 - Drafter/CAD Operator IV		28.86
30081 - Engineering Technician I		16.25
30082 - Engineering Technician II		18.24
30083 - Engineering Technician III		20.44
30084 - Engineering Technician IV		25.28
30085 - Engineering Technician V		31.68
30086 - Engineering Technician VI		37.41
30090 - 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
30363 - 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
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 Surface Programs	(see 2)	23.45
30621 - Weather Observer, Senior	(see 2)	25.12
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.59
31030 - Bus Driver		14.48
31043 - Driver Courier		12.79
31260 - 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: $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.

WD 05-2309 (Rev.-13) was first posted on www.wdol.gov on 06/25/2013

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2309 Revision No.: 13 Date Of Revision: 06/19/2013

States: Illinois, Missouri

Area: Illinois Counties of Alexander, Bond, Calhoun, Clay, Clinton, Effingham, Fayette, Franklin, Hamilton, Jackson, Jefferson, Jersey, Johnson, Madison, Marion, Massac, Monroe, Perry, Pope, Pulaski, Randolph, Saline, St Clair, Union, Washington, Wayne, Williamson
Missouri Counties of Audrain, Boone, Callaway, Clark, Cole, Crawford, Franklin, Gasconade, Jefferson, Knox, Lewis, Lincoln, Marion, Monroe, Montgomery, Osage, Pike, Ralls, Randolph, Scotland, Shelby, St Charles, St Francois, St Louis, Ste Genevieve, Warren, Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.10
01012 - Accounting Clerk II		15.83
01013 - Accounting Clerk III		18.57
01020 - Administrative Assistant		24.14
01040 - Court Reporter		19.05
01051 - Data Entry Operator I		12.22
01052 - Data Entry Operator II		14.40
01060 - Dispatcher, Motor Vehicle		19.05
01070 - Document Preparation Clerk		13.51
01090 - Duplicating Machine Operator		13.51
01111 - General Clerk I		12.33
01112 - General Clerk II		15.00
01113 - General Clerk III		17.07
01120 - Housing Referral Assistant		20.96
01141 - Messenger Courier		11.61
01191 - Order Clerk I		12.99
01192 - Order Clerk II		14.18
01261 - Personnel Assistant (Employment) I		16.33
01262 - Personnel Assistant (Employment) II		19.05
01263 - Personnel Assistant (Employment) III		20.73
01270 - Production Control Clerk		20.73
01280 - Receptionist		15.10
01290 - Rental Clerk		16.06
01300 - Scheduler, Maintenance		15.96
01311 - Secretary I		15.96
01312 - Secretary II		17.85
01313 - Secretary III		20.96
01320 - Service Order Dispatcher		18.12
01410 - Supply Technician		22.39
01420 - Survey Worker		19.05
01531 - Travel Clerk I		11.94
01532 - Travel Clerk II		12.86
01533 - Travel Clerk III		13.72
01611 - Word Processor I		13.51
01612 - Word Processor II		16.06
01613 - Word Processor III		19.05

05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.80
05010 - Automotive Electrician	20.59
05040 - Automotive Glass Installer	19.74
05070 - Automotive Worker	19.74
05110 - Mobile Equipment Servicer	18.01
05130 - Motor Equipment Metal Mechanic	21.46
05160 - Motor Equipment Metal Worker	19.74
05190 - Motor Vehicle Mechanic	20.40
05220 - Motor Vehicle Mechanic Helper	16.72
05250 - Motor Vehicle Upholstery Worker	18.88
05280 - Motor Vehicle Wrecker	19.74
05310 - Painter, Automotive	20.59
05340 - Radiator Repair Specialist	19.74
05370 - Tire Repairer	15.80
05400 - Transmission Repair Specialist	21.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.77
07041 - Cook I	11.02
07042 - Cook II	12.07
07070 - Dishwasher	8.11
07130 - Food Service Worker	10.05
07210 - Meat Cutter	16.34
07260 - Waiter/Waitress	8.69
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.56
09040 - Furniture Handler	13.35
09080 - Furniture Refinisher	20.56
09090 - Furniture Refinisher Helper	16.55
09110 - Furniture Repairer, Minor	18.84
09130 - Upholsterer	22.61
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.74
11060 - Elevator Operator	11.10
11090 - Gardener	16.03
11122 - Housekeeping Aide	11.46
11150 - Janitor	11.46
11210 - Laborer, Grounds Maintenance	12.55
11240 - Maid or Houseman	8.62
11260 - Pruner	11.10
11270 - Tractor Operator	15.03
11330 - Trail Maintenance Worker	12.55
11360 - Window Cleaner	13.02
12000 - Health Occupations	
12010 - Ambulance Driver	17.73
12011 - Breath Alcohol Technician	16.55
12012 - Certified Occupational Therapist Assistant	21.69
12015 - Certified Physical Therapist Assistant	20.81
12020 - Dental Assistant	16.87
12025 - Dental Hygienist	29.20
12030 - EKG Technician	22.64
12035 - Electroneurodiagnostic Technologist	22.64
12040 - Emergency Medical Technician	19.90
12071 - Licensed Practical Nurse I	14.80
12072 - Licensed Practical Nurse II	16.55
12073 - Licensed Practical Nurse III	18.46
12100 - Medical Assistant	13.28
12130 - Medical Laboratory Technician	17.14
12160 - Medical Record Clerk	14.89
12190 - Medical Record Technician	15.83
12195 - Medical Transcriptionist	16.10
12210 - Nuclear Medicine Technologist	31.23
12221 - Nursing Assistant I	10.22

12222 - Nursing Assistant II		11.49
12223 - Nursing Assistant III		12.54
12224 - Nursing Assistant IV		14.07
12235 - Optical Dispenser		16.07
12236 - Optical Technician		15.99
12250 - Pharmacy Technician		15.52
12280 - Phlebotomist		14.07
12305 - Radiologic Technologist		25.09
12311 - Registered Nurse I		26.36
12312 - Registered Nurse II		29.18
12313 - Registered Nurse II, Specialist		29.18
12314 - Registered Nurse III		35.30
12315 - Registered Nurse III, Anesthetist		35.30
12316 - Registered Nurse IV		42.33
12317 - Scheduler (Drug and Alcohol Testing)		20.03
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.31
13012 - Exhibits Specialist II		22.69
13013 - Exhibits Specialist III		27.76
13041 - Illustrator I		20.80
13042 - Illustrator II		25.56
13043 - Illustrator III		30.15
13047 - Librarian		26.36
13050 - Library Aide/Clerk		12.34
13054 - Library Information Technology Systems Administrator		23.81
13058 - Library Technician		14.61
13061 - Media Specialist I		17.18
13062 - Media Specialist II		19.21
13063 - Media Specialist III		21.43
13071 - Photographer I		16.71
13072 - Photographer II		18.69
13073 - Photographer III		23.16
13074 - Photographer IV		27.91
13075 - Photographer V		33.77
13110 - Video Teleconference Technician		17.77
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.04
14042 - Computer Operator II		19.06
14043 - Computer Operator III		21.26
14044 - Computer Operator IV		23.61
14045 - Computer Operator V		26.16
14071 - Computer Programmer I		22.01
14072 - Computer Programmer II		26.17
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		18.26
14160 - Personal Computer Support Technician		25.31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.92
15020 - Aircrew Training Devices Instructor (Rated)		42.25
15030 - Air Crew Training Devices Instructor (Pilot)		50.64
15050 - Computer Based Training Specialist / Instructor		33.63
15060 - Educational Technologist		28.74
15070 - Flight Instructor (Pilot)		50.64
15080 - Graphic Artist		21.87
15090 - Technical Instructor		20.66
15095 - Technical Instructor/Course Developer		25.27
15110 - Test Proctor		16.67
15120 - Tutor		16.67

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.18
16030 - Counter Attendant	9.18
16040 - Dry Cleaner	11.31
16070 - Finisher, Flatwork, Machine	9.18
16090 - Presser, Hand	9.18
16110 - Presser, Machine, Drycleaning	9.18
16130 - Presser, Machine, Shirts	9.18
16160 - Presser, Machine, Wearing Apparel, Laundry	9.18
16190 - Sewing Machine Operator	11.95
16220 - Tailor	12.63
16250 - Washer, Machine	9.95
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.05
19040 - Tool And Die Maker	25.72
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.14
21030 - Material Coordinator	20.64
21040 - Material Expediter	20.64
21050 - Material Handling Laborer	19.18
21071 - Order Filler	12.91
21080 - Production Line Worker (Food Processing)	18.77
21110 - Shipping Packer	13.96
21130 - Shipping/Receiving Clerk	13.96
21140 - Store Worker I	11.56
21150 - Stock Clerk	17.04
21210 - Tools And Parts Attendant	19.14
21410 - Warehouse Specialist	19.14
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.30
23021 - Aircraft Mechanic I	25.34
23022 - Aircraft Mechanic II	26.30
23023 - Aircraft Mechanic III	27.31
23040 - Aircraft Mechanic Helper	19.24
23050 - Aircraft, Painter	24.07
23060 - Aircraft Servicer	21.72
23080 - Aircraft Worker	22.71
23110 - Appliance Mechanic	22.59
23120 - Bicycle Repairer	15.80
23125 - Cable Splicer	26.41
23130 - Carpenter, Maintenance	26.52
23140 - Carpet Layer	22.39
23160 - Electrician, Maintenance	30.81
23181 - Electronics Technician Maintenance I	24.18
23182 - Electronics Technician Maintenance II	25.38
23183 - Electronics Technician Maintenance III	26.95
23260 - Fabric Worker	20.13
23290 - Fire Alarm System Mechanic	23.21
23310 - Fire Extinguisher Repairer	18.57
23311 - Fuel Distribution System Mechanic	22.56
23312 - Fuel Distribution System Operator	17.91
23370 - General Maintenance Worker	20.67
23380 - Ground Support Equipment Mechanic	25.34
23381 - Ground Support Equipment Servicer	21.72
23382 - Ground Support Equipment Worker	22.71
23391 - Gunsmith I	18.57
23392 - Gunsmith II	21.52
23393 - Gunsmith III	23.58
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.39
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.24
23430 - Heavy Equipment Mechanic	23.21

23440 - Heavy Equipment Operator	25.39
23460 - Instrument Mechanic	21.16
23465 - Laboratory/Shelter Mechanic	22.59
23470 - Laborer	17.17
23510 - Locksmith	22.23
23530 - Machinery Maintenance Mechanic	27.80
23550 - Machinist, Maintenance	24.17
23580 - Maintenance Trades Helper	18.37
23591 - Metrology Technician I	21.16
23592 - Metrology Technician II	21.96
23593 - Metrology Technician III	22.79
23640 - Millwright	27.07
23710 - Office Appliance Repairer	22.23
23760 - Painter, Maintenance	23.03
23790 - Pipefitter, Maintenance	30.12
23810 - Plumber, Maintenance	28.85
23820 - Pneudraulic Systems Mechanic	23.58
23850 - Rigger	23.58
23870 - Scale Mechanic	21.52
23890 - Sheet-Metal Worker, Maintenance	26.55
23910 - Small Engine Mechanic	21.36
23931 - Telecommunications Mechanic I	24.81
23932 - Telecommunications Mechanic II	25.76
23950 - Telephone Lineman	23.55
23960 - Welder, Combination, Maintenance	23.21
23965 - Well Driller	23.21
23970 - Woodcraft Worker	23.58
23980 - Woodworker	18.57
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.61
24580 - Child Care Center Clerk	13.39
24610 - Chore Aide	9.28
24620 - Family Readiness And Support Services Coordinator	13.20
24630 - Homemaker	13.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.70
25040 - Sewage Plant Operator	23.34
25070 - Stationary Engineer	25.70
25190 - Ventilation Equipment Tender	18.44
25210 - Water Treatment Plant Operator	23.34
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.23
27007 - Baggage Inspector	12.71
27008 - Corrections Officer	18.82
27010 - Court Security Officer	22.13
27030 - Detection Dog Handler	16.66
27040 - Detention Officer	18.82
27070 - Firefighter	25.67
27101 - Guard I	12.71
27102 - Guard II	16.66
27131 - Police Officer I	22.39
27132 - Police Officer II	24.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.57
28042 - Carnival Equipment Repairer	13.41
28043 - Carnival Equpment Worker	8.87
28210 - Gate Attendant/Gate Tender	13.47
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	15.07
28510 - Recreation Aide/Health Facility Attendant	11.00
28515 - Recreation Specialist	18.05
28630 - Sports Official	12.00

28690 - Swimming Pool Operator		16.53
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.72
29020 - Hatch Tender		23.72
29030 - Line Handler		23.72
29041 - Stevedore I		22.09
29042 - Stevedore II		24.90
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	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		19.36
30022 - Archeological Technician II		21.56
30023 - Archeological Technician III		25.04
30030 - Cartographic Technician		27.52
30040 - Civil Engineering Technician		22.72
30061 - Drafter/CAD Operator I		19.36
30062 - Drafter/CAD Operator II		21.56
30063 - Drafter/CAD Operator III		24.15
30064 - Drafter/CAD Operator IV		29.71
30081 - Engineering Technician I		17.67
30082 - Engineering Technician II		19.83
30083 - Engineering Technician III		22.18
30084 - Engineering Technician IV		27.48
30085 - Engineering Technician V		33.62
30086 - Engineering Technician VI		40.68
30090 - Environmental Technician		22.06
30210 - Laboratory Technician		20.55
30240 - Mathematical Technician		26.82
30361 - Paralegal/Legal Assistant I		20.04
30362 - Paralegal/Legal Assistant II		24.86
30363 - Paralegal/Legal Assistant III		30.37
30364 - Paralegal/Legal Assistant IV		36.75
30390 - Photo-Optics Technician		26.82
30461 - Technical Writer I		23.51
30462 - Technical Writer II		28.76
30463 - Technical Writer III		34.79
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 Surface Programs	(see 2)	24.15
30621 - Weather Observer, Senior	(see 2)	26.82
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.28
31030 - Bus Driver		16.52
31043 - Driver Courier		15.43
31260 - Parking and Lot Attendant		9.85
31290 - Shuttle Bus Driver		16.94
31310 - Taxi Driver		11.23
31361 - Truckdriver, Light		16.94
31362 - Truckdriver, Medium		17.97
31363 - Truckdriver, Heavy		20.79
31364 - Truckdriver, Tractor-Trailer		20.79
99000 - Miscellaneous Occupations		
99030 - Cashier		8.79
99050 - Desk Clerk		9.86
99095 - Embalmer		24.71
99251 - Laboratory Animal Caretaker I		10.84
99252 - Laboratory Animal Caretaker II		11.89
99310 - Mortician		30.54

99410 - Pest Controller	16.01
99510 - Photofinishing Worker	13.06
99710 - Recycling Laborer	18.45
99711 - Recycling Specialist	22.00
99730 - Refuse Collector	16.24
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	9.90
99830 - Survey Party Chief	20.39
99831 - Surveying Aide	13.53
99832 - Surveying Technician	18.54
99840 - Vending Machine Attendant	12.95
99841 - Vending Machine Repairer	15.14
99842 - Vending Machine Repairer Helper	12.95

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 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.

WD 05-2331 (Rev.-13) was first posted on www.wdol.gov on 06/25/2013

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2331 Revision No.: 13 Date Of Revision: 06/19/2013

States: Arizona, Nevada

Area: Arizona County of Mohave
Nevada Counties of Clark, Esmeralda, Lincoln, Nye

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.49
01012 - Accounting Clerk II		16.26
01013 - Accounting Clerk III		18.19
01020 - Administrative Assistant		21.20
01040 - Court Reporter		19.97
01051 - Data Entry Operator I		12.72
01052 - Data Entry Operator II		15.23
01060 - Dispatcher, Motor Vehicle		15.24
01070 - Document Preparation Clerk		12.73
01090 - Duplicating Machine Operator		12.73
01111 - General Clerk I		12.93
01112 - General Clerk II		14.11
01113 - General Clerk III		15.83
01120 - Housing Referral Assistant		20.62
01141 - Messenger Courier		11.48
01191 - Order Clerk I		12.53
01192 - Order Clerk II		13.86
01261 - Personnel Assistant (Employment) I		16.36
01262 - Personnel Assistant (Employment) II		18.30
01263 - Personnel Assistant (Employment) III		20.41
01270 - Production Control Clerk		19.21
01280 - Receptionist		12.42
01290 - Rental Clerk		12.93
01300 - Scheduler, Maintenance		16.53
01311 - Secretary I		16.53
01312 - Secretary II		18.49
01313 - Secretary III		20.62
01320 - Service Order Dispatcher		14.55
01410 - Supply Technician		21.70
01420 - Survey Worker		15.69
01531 - Travel Clerk I		13.26
01532 - Travel Clerk II		14.08
01533 - Travel Clerk III		15.10
01611 - Word Processor I		14.01
01612 - Word Processor II		15.72
01613 - Word Processor III		17.59
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.16
05010 - Automotive Electrician		19.42
05040 - Automotive Glass Installer		18.81
05070 - Automotive Worker		18.81
05110 - Mobile Equipment Servicer		17.19

05130 - Motor Equipment Metal Mechanic	20.23
05160 - Motor Equipment Metal Worker	18.81
05190 - Motor Vehicle Mechanic	19.73
05220 - Motor Vehicle Mechanic Helper	16.39
05250 - Motor Vehicle Upholstery Worker	18.01
05280 - Motor Vehicle Wrecker	18.81
05310 - Painter, Automotive	19.42
05340 - Radiator Repair Specialist	18.81
05370 - Tire Repairer	15.78
05400 - Transmission Repair Specialist	20.23
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.83
07041 - Cook I	13.62
07042 - Cook II	15.12
07070 - Dishwasher	10.94
07130 - Food Service Worker	11.99
07210 - Meat Cutter	16.52
07260 - Waiter/Waitress	10.74
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.45
09040 - Furniture Handler	15.34
09080 - Furniture Refinisher	17.07
09090 - Furniture Refinisher Helper	16.15
09110 - Furniture Repairer, Minor	17.74
09130 - Upholsterer	20.46
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.24
11060 - Elevator Operator	10.24
11090 - Gardener	14.77
11122 - Housekeeping Aide	12.62
11150 - Janitor	12.59
11210 - Laborer, Grounds Maintenance	12.59
11240 - Maid or Houseman	12.68
11260 - Pruner	11.69
11270 - Tractor Operator	13.67
11330 - Trail Maintenance Worker	12.59
11360 - Window Cleaner	13.56
12000 - Health Occupations	
12010 - Ambulance Driver	19.15
12011 - Breath Alcohol Technician	19.15
12012 - Certified Occupational Therapist Assistant	24.02
12015 - Certified Physical Therapist Assistant	25.40
12020 - Dental Assistant	16.51
12025 - Dental Hygienist	34.83
12030 - EKG Technician	23.40
12035 - Electroneurodiagnostic Technologist	23.40
12040 - Emergency Medical Technician	19.15
12071 - Licensed Practical Nurse I	17.99
12072 - Licensed Practical Nurse II	20.13
12073 - Licensed Practical Nurse III	22.45
12100 - Medical Assistant	15.59
12130 - Medical Laboratory Technician	16.47
12160 - Medical Record Clerk	15.87
12190 - Medical Record Technician	17.75
12195 - Medical Transcriptionist	17.03
12210 - Nuclear Medicine Technologist	38.94
12221 - Nursing Assistant I	10.77
12222 - Nursing Assistant II	12.11
12223 - Nursing Assistant III	13.21
12224 - Nursing Assistant IV	14.83
12235 - Optical Dispenser	22.54
12236 - Optical Technician	12.88
12250 - Pharmacy Technician	16.46

12280 - Phlebotomist		15.93
12305 - Radiologic Technologist		31.88
12311 - Registered Nurse I		28.00
12312 - Registered Nurse II		34.26
12313 - Registered Nurse II, Specialist		34.26
12314 - Registered Nurse III		41.45
12315 - Registered Nurse III, Anesthetist		41.45
12316 - Registered Nurse IV		49.67
12317 - Scheduler (Drug and Alcohol Testing)		24.95
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		22.20
13012 - Exhibits Specialist II		27.51
13013 - Exhibits Specialist III		29.18
13041 - Illustrator I		20.20
13042 - Illustrator II		25.05
13043 - Illustrator III		27.64
13047 - Librarian		30.46
13050 - Library Aide/Clerk		15.52
13054 - Library Information Technology Systems Administrator		27.51
13058 - Library Technician		18.72
13061 - Media Specialist I		19.85
13062 - Media Specialist II		22.20
13063 - Media Specialist III		24.76
13071 - Photographer I		15.64
13072 - Photographer II		17.49
13073 - Photographer III		21.68
13074 - Photographer IV		26.51
13075 - Photographer V		32.08
13110 - Video Teleconference Technician		25.69
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.25
14042 - Computer Operator II		19.48
14043 - Computer Operator III		21.51
14044 - Computer Operator IV		23.91
14045 - Computer Operator V		26.47
14071 - Computer Programmer I	(see 1)	24.59
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		17.25
14160 - Personal Computer Support Technician		23.91
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.50
15020 - Aircrew Training Devices Instructor (Rated)		35.69
15030 - Air Crew Training Devices Instructor (Pilot)		41.62
15050 - Computer Based Training Specialist / Instructor		29.50
15060 - Educational Technologist		28.49
15070 - Flight Instructor (Pilot)		41.62
15080 - Graphic Artist		23.97
15090 - Technical Instructor		19.87
15095 - Technical Instructor/Course Developer		24.31
15110 - Test Proctor		16.04
15120 - Tutor		16.04
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.45
16030 - Counter Attendant		11.45
16040 - Dry Cleaner		14.81
16070 - Finisher, Flatwork, Machine		11.45
16090 - Presser, Hand		11.45

16110 - Presser, Machine, Drycleaning	11.45
16130 - Presser, Machine, Shirts	11.45
16160 - Presser, Machine, Wearing Apparel, Laundry	11.45
16190 - Sewing Machine Operator	15.93
16220 - Tailor	17.05
16250 - Washer, Machine	12.56
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.34
19040 - Tool And Die Maker	24.66
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.30
21030 - Material Coordinator	19.21
21040 - Material Expediter	19.21
21050 - Material Handling Laborer	12.80
21071 - Order Filler	13.11
21080 - Production Line Worker (Food Processing)	15.30
21110 - Shipping Packer	15.06
21130 - Shipping/Receiving Clerk	15.06
21140 - Store Worker I	15.61
21150 - Stock Clerk	19.49
21210 - Tools And Parts Attendant	15.30
21410 - Warehouse Specialist	15.30
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.33
23021 - Aircraft Mechanic I	27.07
23022 - Aircraft Mechanic II	28.33
23023 - Aircraft Mechanic III	29.37
23040 - Aircraft Mechanic Helper	21.93
23050 - Aircraft, Painter	26.48
23060 - Aircraft Servicer	24.10
23080 - Aircraft Worker	25.17
23110 - Appliance Mechanic	24.30
23120 - Bicycle Repairer	15.78
23125 - Cable Splicer	29.84
23130 - Carpenter, Maintenance	23.90
23140 - Carpet Layer	21.37
23160 - Electrician, Maintenance	27.33
23181 - Electronics Technician Maintenance I	22.03
23182 - Electronics Technician Maintenance II	28.30
23183 - Electronics Technician Maintenance III	29.71
23260 - Fabric Worker	21.14
23290 - Fire Alarm System Mechanic	22.50
23310 - Fire Extinguisher Repairer	20.03
23311 - Fuel Distribution System Mechanic	23.31
23312 - Fuel Distribution System Operator	19.76
23370 - General Maintenance Worker	20.17
23380 - Ground Support Equipment Mechanic	27.07
23381 - Ground Support Equipment Servicer	24.10
23382 - Ground Support Equipment Worker	25.17
23391 - Gunsmith I	20.03
23392 - Gunsmith II	22.24
23393 - Gunsmith III	24.75
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.30
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.29
23430 - Heavy Equipment Mechanic	24.09
23440 - Heavy Equipment Operator	26.66
23460 - Instrument Mechanic	25.29
23465 - Laboratory/Shelter Mechanic	23.44
23470 - Laborer	12.80
23510 - Locksmith	19.47
23530 - Machinery Maintenance Mechanic	29.74

23550 - Machinist, Maintenance	20.67
23580 - Maintenance Trades Helper	20.86
23591 - Metrology Technician I	25.29
23592 - Metrology Technician II	26.47
23593 - Metrology Technician III	27.44
23640 - Millwright	23.20
23710 - Office Appliance Repairer	20.43
23760 - Painter, Maintenance	22.10
23790 - Pipefitter, Maintenance	26.83
23810 - Plumber, Maintenance	26.03
23820 - Pneudraulic Systems Mechanic	24.75
23850 - Rigger	28.15
23870 - Scale Mechanic	22.24
23890 - Sheet-Metal Worker, Maintenance	28.32
23910 - Small Engine Mechanic	17.87
23931 - Telecommunications Mechanic I	22.23
23932 - Telecommunications Mechanic II	25.08
23950 - Telephone Lineman	22.85
23960 - Welder, Combination, Maintenance	20.67
23965 - Well Driller	25.40
23970 - Woodcraft Worker	24.75
23980 - Woodworker	16.81
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.74
24580 - Child Care Center Clerk	17.75
24610 - Chore Aide	11.04
24620 - Family Readiness And Support Services Coordinator	14.97
24630 - Homemaker	19.78
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.14
25040 - Sewage Plant Operator	30.12
25070 - Stationary Engineer	28.14
25190 - Ventilation Equipment Tender	22.77
25210 - Water Treatment Plant Operator	30.12
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.53
27007 - Baggage Inspector	12.46
27008 - Corrections Officer	28.25
27010 - Court Security Officer	28.63
27030 - Detection Dog Handler	20.45
27040 - Detention Officer	28.25
27070 - Firefighter	26.62
27101 - Guard I	12.46
27102 - Guard II	20.45
27131 - Police Officer I	28.20
27132 - Police Officer II	31.34
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.87
28042 - Carnival Equipment Repairer	12.49
28043 - Carnival Equpment Worker	10.24
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	11.52
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	12.57
28515 - Recreation Specialist	16.48
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	20.30
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.18
29020 - Hatch Tender	29.18
29030 - Line Handler	29.21
29041 - Stevedore I	28.02

29042 - Stevedore II		33.40
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	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		18.05
30022 - Archeological Technician II		20.17
30023 - Archeological Technician III		26.16
30030 - Cartographic Technician		28.17
30040 - Civil Engineering Technician		25.49
30061 - Drafter/CAD Operator I		20.33
30062 - Drafter/CAD Operator II		22.74
30063 - Drafter/CAD Operator III		25.36
30064 - Drafter/CAD Operator IV		30.87
30081 - Engineering Technician I		16.94
30082 - Engineering Technician II		19.03
30083 - Engineering Technician III		23.33
30084 - Engineering Technician IV		26.37
30085 - Engineering Technician V		32.26
30086 - Engineering Technician VI		39.04
30090 - Environmental Technician		24.02
30210 - Laboratory Technician		23.26
30240 - Mathematical Technician		28.17
30361 - Paralegal/Legal Assistant I		18.47
30362 - Paralegal/Legal Assistant II		22.89
30363 - Paralegal/Legal Assistant III		28.00
30364 - Paralegal/Legal Assistant IV		33.87
30390 - Photo-Optics Technician		28.17
30461 - Technical Writer I		22.46
30462 - Technical Writer II		27.49
30463 - Technical Writer III		32.96
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 Surface Programs	(see 2)	25.36
30621 - Weather Observer, Senior	(see 2)	27.49
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.60
31030 - Bus Driver		17.32
31043 - Driver Courier		15.16
31260 - Parking and Lot Attendant		11.11
31290 - Shuttle Bus Driver		16.04
31310 - Taxi Driver		13.55
31361 - Truckdriver, Light		16.04
31362 - Truckdriver, Medium		16.92
31363 - Truckdriver, Heavy		20.72
31364 - Truckdriver, Tractor-Trailer		20.72
99000 - Miscellaneous Occupations		
99030 - Cashier		10.29
99050 - Desk Clerk		13.86
99095 - Embalmer		30.13
99251 - Laboratory Animal Caretaker I		11.36
99252 - Laboratory Animal Caretaker II		12.50
99310 - Mortician		30.13
99410 - Pest Controller		16.64
99510 - Photofinishing Worker		16.36
99710 - Recycling Laborer		18.30
99711 - Recycling Specialist		20.76
99730 - Refuse Collector		16.90
99810 - Sales Clerk		12.06

99820 - School Crossing Guard	13.75
99830 - Survey Party Chief	31.79
99831 - Surveying Aide	18.08
99832 - Surveying Technician	24.80
99840 - Vending Machine Attendant	14.51
99841 - Vending Machine Repairer	19.29
99842 - Vending Machine Repairer Helper	16.68

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 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.

WD 05-2339 (Rev.-15) was first posted on www.wdol.gov on 06/25/2013

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2339 Revision No.: 15 Date Of Revision: 06/19/2013

This wage determination applies to the entire state of NEW HAMPSHIRE Excluding the cities and towns in ROCKINGHAM county listed below:

ROCKINGHAM County: Atkinson, Brentwood, Danville, Derry, East Kingston, Hampstead, Kingston, Newton, Plaistow, Salem, Sandown, Seabrook, and Windham

See WD 2005-2257 for other cities and towns that are included.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.21
01012 - Accounting Clerk II		14.82
01013 - Accounting Clerk III		16.58
01020 - Administrative Assistant		19.72
01040 - Court Reporter		16.02
01051 - Data Entry Operator I		12.04
01052 - Data Entry Operator II		13.14
01060 - Dispatcher, Motor Vehicle		18.10
01070 - Document Preparation Clerk		14.12
01090 - Duplicating Machine Operator		14.12
01111 - General Clerk I		11.84
01112 - General Clerk II		12.92
01113 - General Clerk III		14.50
01120 - Housing Referral Assistant		17.87
01141 - Messenger Courier		11.87
01191 - Order Clerk I		12.93
01192 - Order Clerk II		14.11
01261 - Personnel Assistant (Employment) I		13.89
01262 - Personnel Assistant (Employment) II		15.54
01263 - Personnel Assistant (Employment) III		17.33
01270 - Production Control Clerk		20.97
01280 - Receptionist		12.46
01290 - Rental Clerk		12.86
01300 - Scheduler, Maintenance		14.32
01311 - Secretary I		14.32
01312 - Secretary II		16.02
01313 - Secretary III		17.87
01320 - Service Order Dispatcher		18.47
01410 - Supply Technician		19.87
01420 - Survey Worker		13.97
01531 - Travel Clerk I		13.79
01532 - Travel Clerk II		14.92
01533 - Travel Clerk III		16.08
01611 - Word Processor I		12.80
01612 - Word Processor II		14.37
01613 - Word Processor III		16.07
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.30
05010 - Automotive Electrician		18.69

05040 - Automotive Glass Installer	17.79
05070 - Automotive Worker	17.72
05110 - Mobile Equipment Servicer	15.80
05130 - Motor Equipment Metal Mechanic	19.63
05160 - Motor Equipment Metal Worker	17.72
05190 - Motor Vehicle Mechanic	19.30
05220 - Motor Vehicle Mechanic Helper	14.90
05250 - Motor Vehicle Upholstery Worker	16.77
05280 - Motor Vehicle Wrecker	17.72
05310 - Painter, Automotive	20.31
05340 - Radiator Repair Specialist	17.72
05370 - Tire Repairer	12.26
05400 - Transmission Repair Specialist	19.63
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.19
07041 - Cook I	12.31
07042 - Cook II	14.29
07070 - Dishwasher	9.00
07130 - Food Service Worker	9.42
07210 - Meat Cutter	16.52
07260 - Waiter/Waitress	9.53
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.62
09040 - Furniture Handler	11.63
09080 - Furniture Refinisher	16.50
09090 - Furniture Refinisher Helper	13.15
09110 - Furniture Repairer, Minor	14.81
09130 - Upholsterer	16.50
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.70
11060 - Elevator Operator	11.70
11090 - Gardener	15.64
11122 - Housekeeping Aide	12.07
11150 - Janitor	12.07
11210 - Laborer, Grounds Maintenance	13.10
11240 - Maid or Houseman	10.21
11260 - Pruner	12.25
11270 - Tractor Operator	14.78
11330 - Trail Maintenance Worker	13.10
11360 - Window Cleaner	12.91
12000 - Health Occupations	
12010 - Ambulance Driver	16.19
12011 - Breath Alcohol Technician	18.20
12012 - Certified Occupational Therapist Assistant	20.82
12015 - Certified Physical Therapist Assistant	20.93
12020 - Dental Assistant	19.41
12025 - Dental Hygienist	34.59
12030 - EKG Technician	25.01
12035 - Electroneurodiagnostic Technologist	25.01
12040 - Emergency Medical Technician	16.80
12071 - Licensed Practical Nurse I	16.84
12072 - Licensed Practical Nurse II	18.84
12073 - Licensed Practical Nurse III	21.01
12100 - Medical Assistant	14.60
12130 - Medical Laboratory Technician	19.22
12160 - Medical Record Clerk	13.47
12190 - Medical Record Technician	15.07
12195 - Medical Transcriptionist	16.30
12210 - Nuclear Medicine Technologist	33.89
12221 - Nursing Assistant I	10.91
12222 - Nursing Assistant II	12.27
12223 - Nursing Assistant III	13.39
12224 - Nursing Assistant IV	15.03

12235 - Optical Dispenser		17.60
12236 - Optical Technician		15.46
12250 - Pharmacy Technician		13.84
12280 - Phlebotomist		15.03
12305 - Radiologic Technologist		26.78
12311 - Registered Nurse I		23.67
12312 - Registered Nurse II		28.95
12313 - Registered Nurse II, Specialist		28.95
12314 - Registered Nurse III		35.02
12315 - Registered Nurse III, Anesthetist		35.02
12316 - Registered Nurse IV		41.97
12317 - Scheduler (Drug and Alcohol Testing)		22.55
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.49
13012 - Exhibits Specialist II		20.40
13013 - Exhibits Specialist III		24.95
13041 - Illustrator I		16.46
13042 - Illustrator II		20.40
13043 - Illustrator III		24.95
13047 - Librarian		22.58
13050 - Library Aide/Clerk		11.01
13054 - Library Information Technology Systems Administrator		20.40
13058 - Library Technician		14.22
13061 - Media Specialist I		14.71
13062 - Media Specialist II		16.46
13063 - Media Specialist III		18.36
13071 - Photographer I		14.38
13072 - Photographer II		16.08
13073 - Photographer III		19.92
13074 - Photographer IV		24.37
13075 - Photographer V		29.49
13110 - Video Teleconference Technician		18.04
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.60
14042 - Computer Operator II		18.57
14043 - Computer Operator III		20.71
14044 - Computer Operator IV		23.00
14045 - Computer Operator V		25.48
14071 - Computer Programmer I	(see 1)	20.16
14072 - Computer Programmer II	(see 1)	24.47
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		16.60
14160 - Personal Computer Support Technician		23.03
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.98
15020 - Aircrew Training Devices Instructor (Rated)		38.33
15030 - Air Crew Training Devices Instructor (Pilot)		45.94
15050 - Computer Based Training Specialist / Instructor		31.98
15060 - Educational Technologist		28.31
15070 - Flight Instructor (Pilot)		45.94
15080 - Graphic Artist		21.11
15090 - Technical Instructor		20.43
15095 - Technical Instructor/Course Developer		24.99
15110 - Test Proctor		16.48
15120 - Tutor		16.48
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.71
16030 - Counter Attendant		10.71

16040 - Dry Cleaner	14.24
16070 - Finisher, Flatwork, Machine	10.71
16090 - Presser, Hand	10.71
16110 - Presser, Machine, Drycleaning	10.71
16130 - Presser, Machine, Shirts	10.71
16160 - Presser, Machine, Wearing Apparel, Laundry	10.71
16190 - Sewing Machine Operator	15.10
16220 - Tailor	15.78
16250 - Washer, Machine	11.92
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.20
19040 - Tool And Die Maker	21.75
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.68
21030 - Material Coordinator	20.97
21040 - Material Expediter	20.97
21050 - Material Handling Laborer	12.62
21071 - Order Filler	12.73
21080 - Production Line Worker (Food Processing)	14.68
21110 - Shipping Packer	14.26
21130 - Shipping/Receiving Clerk	14.26
21140 - Store Worker I	13.78
21150 - Stock Clerk	16.77
21210 - Tools And Parts Attendant	14.68
21410 - Warehouse Specialist	14.68
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.94
23021 - Aircraft Mechanic I	23.78
23022 - Aircraft Mechanic II	24.94
23023 - Aircraft Mechanic III	26.06
23040 - Aircraft Mechanic Helper	17.05
23050 - Aircraft, Painter	20.77
23060 - Aircraft Servicer	19.21
23080 - Aircraft Worker	20.31
23110 - Appliance Mechanic	20.23
23120 - Bicycle Repairer	12.26
23125 - Cable Splicer	28.05
23130 - Carpenter, Maintenance	19.95
23140 - Carpet Layer	18.11
23160 - Electrician, Maintenance	22.43
23181 - Electronics Technician Maintenance I	21.55
23182 - Electronics Technician Maintenance II	23.50
23183 - Electronics Technician Maintenance III	24.70
23260 - Fabric Worker	18.48
23290 - Fire Alarm System Mechanic	21.13
23310 - Fire Extinguisher Repairer	17.45
23311 - Fuel Distribution System Mechanic	19.10
23312 - Fuel Distribution System Operator	17.00
23370 - General Maintenance Worker	17.53
23380 - Ground Support Equipment Mechanic	23.78
23381 - Ground Support Equipment Servicer	19.21
23382 - Ground Support Equipment Worker	20.31
23391 - Gunsmith I	17.45
23392 - Gunsmith II	19.54
23393 - Gunsmith III	21.71
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.15
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.18
23430 - Heavy Equipment Mechanic	20.41
23440 - Heavy Equipment Operator	19.48
23460 - Instrument Mechanic	22.13
23465 - Laboratory/Shelter Mechanic	20.65

23470 - Laborer	12.62
23510 - Locksmith	17.69
23530 - Machinery Maintenance Mechanic	21.67
23550 - Machinist, Maintenance	18.83
23580 - Maintenance Trades Helper	13.16
23591 - Metrology Technician I	22.13
23592 - Metrology Technician II	23.21
23593 - Metrology Technician III	24.25
23640 - Millwright	27.57
23710 - Office Appliance Repairer	19.25
23760 - Painter, Maintenance	16.50
23790 - Pipefitter, Maintenance	24.35
23810 - Plumber, Maintenance	22.30
23820 - Pneudraulic Systems Mechanic	21.71
23850 - Rigger	21.71
23870 - Scale Mechanic	19.54
23890 - Sheet-Metal Worker, Maintenance	19.35
23910 - Small Engine Mechanic	14.88
23931 - Telecommunications Mechanic I	24.67
23932 - Telecommunications Mechanic II	27.10
23950 - Telephone Lineman	25.74
23960 - Welder, Combination, Maintenance	19.03
23965 - Well Driller	21.29
23970 - Woodcraft Worker	21.71
23980 - Woodworker	14.36
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.67
24580 - Child Care Center Clerk	12.06
24610 - Chore Aide	10.68
24620 - Family Readiness And Support Services Coordinator	12.30
24630 - Homemaker	13.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.18
25040 - Sewage Plant Operator	19.75
25070 - Stationary Engineer	21.18
25190 - Ventilation Equipment Tender	16.01
25210 - Water Treatment Plant Operator	19.75
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.77
27007 - Baggage Inspector	13.37
27008 - Corrections Officer	19.46
27010 - Court Security Officer	19.73
27030 - Detection Dog Handler	16.60
27040 - Detention Officer	19.46
27070 - Firefighter	19.14
27101 - Guard I	13.37
27102 - Guard II	16.60
27131 - Police Officer I	21.92
27132 - Police Officer II	24.36
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.41
28042 - Carnival Equipment Repairer	12.06
28043 - Carnival Equpment Worker	9.45
28210 - Gate Attendant/Gate Tender	14.77
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	16.52
28510 - Recreation Aide/Health Facility Attendant	12.06
28515 - Recreation Specialist	14.66
28630 - Sports Official	13.16
28690 - Swimming Pool Operator	17.64
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.74

29020 - Hatch Tender		20.74
29030 - Line Handler		20.74
29041 - Stevedore I		20.29
29042 - Stevedore II		22.63
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	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		17.71
30022 - Archeological Technician II		19.81
30023 - Archeological Technician III		24.55
30030 - Cartographic Technician		24.55
30040 - Civil Engineering Technician		25.22
30061 - Drafter/CAD Operator I		17.71
30062 - Drafter/CAD Operator II		19.81
30063 - Drafter/CAD Operator III		22.09
30064 - Drafter/CAD Operator IV		27.17
30081 - Engineering Technician I		15.12
30082 - Engineering Technician II		16.97
30083 - Engineering Technician III		21.45
30084 - Engineering Technician IV		23.52
30085 - Engineering Technician V		28.77
30086 - Engineering Technician VI		34.81
30090 - Environmental Technician		18.38
30210 - Laboratory Technician		20.17
30240 - Mathematical Technician		24.55
30361 - Paralegal/Legal Assistant I		17.37
30362 - Paralegal/Legal Assistant II		21.53
30363 - Paralegal/Legal Assistant III		26.34
30364 - Paralegal/Legal Assistant IV		31.86
30390 - Photo-Optics Technician		24.55
30461 - Technical Writer I		23.62
30462 - Technical Writer II		28.90
30463 - Technical Writer III		34.96
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 Surface Programs	(see 2)	22.09
30621 - Weather Observer, Senior	(see 2)	24.55
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.57
31030 - Bus Driver		15.29
31043 - Driver Courier		14.03
31260 - Parking and Lot Attendant		10.25
31290 - Shuttle Bus Driver		14.57
31310 - Taxi Driver		11.16
31361 - Truckdriver, Light		14.57
31362 - Truckdriver, Medium		15.55
31363 - Truckdriver, Heavy		18.76
31364 - Truckdriver, Tractor-Trailer		18.76
99000 - Miscellaneous Occupations		
99030 - Cashier		9.22
99050 - Desk Clerk		10.61
99095 - Embalmer		28.59
99251 - Laboratory Animal Caretaker I		10.17
99252 - Laboratory Animal Caretaker II		10.81
99310 - Mortician		28.59
99410 - Pest Controller		17.70
99510 - Photofinishing Worker		15.03
99710 - Recycling Laborer		14.64

99711 - Recycling Specialist	16.68
99730 - Refuse Collector	13.69
99810 - Sales Clerk	12.38
99820 - School Crossing Guard	11.44
99830 - Survey Party Chief	17.19
99831 - Surveying Aide	10.46
99832 - Surveying Technician	15.64
99840 - Vending Machine Attendant	13.85
99841 - Vending Machine Repairer	16.49
99842 - Vending Machine Repairer Helper	13.85

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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 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.

WD 05-2347 (Rev.-13) was first posted on www.wdol.gov on 06/25/2013

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
	Wage Determination No.: 2005-2347 Revision No.: 13
Diane C. Koplewski Director Division of Wage Determinations	Date Of Revision: 06/19/2013

State: New Jersey

Area: New Jersey Counties of Bergen, Passaic

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.11
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		30.93
01040 - Court Reporter		21.64
01051 - Data Entry Operator I		14.71
01052 - Data Entry Operator II		16.05
01060 - Dispatcher, Motor Vehicle		25.79
01070 - Document Preparation Clerk		15.56
01090 - Duplicating Machine Operator		15.56
01111 - General Clerk I		14.82
01112 - General Clerk II		17.49
01113 - General Clerk III		18.82
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		12.87
01191 - Order Clerk I		17.78
01192 - Order Clerk II		21.37
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.22
01263 - Personnel Assistant (Employment) III		23.66
01270 - Production Control Clerk		23.51
01280 - Receptionist		15.67
01290 - Rental Clerk		18.04
01300 - Scheduler, Maintenance		21.57
01311 - Secretary I		21.57
01312 - Secretary II		24.82
01313 - Secretary III		26.92
01320 - Service Order Dispatcher		19.93
01410 - Supply Technician		30.93
01420 - Survey Worker		21.64
01531 - Travel Clerk I		15.98
01532 - Travel Clerk II		17.31
01533 - Travel Clerk III		18.79
01611 - Word Processor I		17.62
01612 - Word Processor II		19.79
01613 - Word Processor III		22.13
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		26.89
05010 - Automotive Electrician		28.50
05040 - Automotive Glass Installer		27.31
05070 - Automotive Worker		27.31
05110 - Mobile Equipment Servicer		24.42
05130 - Motor Equipment Metal Mechanic		29.68

05160 - Motor Equipment Metal Worker	27.31
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	23.29
05250 - Motor Vehicle Upholstery Worker	26.12
05280 - Motor Vehicle Wrecker	27.31
05310 - Painter, Automotive	28.50
05340 - Radiator Repair Specialist	27.31
05370 - Tire Repairer	15.13
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.55
07041 - Cook I	15.07
07042 - Cook II	16.80
07070 - Dishwasher	9.99
07130 - Food Service Worker	12.77
07210 - Meat Cutter	19.20
07260 - Waiter/Waitress	12.67
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.17
09040 - Furniture Handler	15.44
09080 - Furniture Refinisher	20.17
09090 - Furniture Refinisher Helper	16.94
09110 - Furniture Repairer, Minor	18.54
09130 - Upholsterer	20.17
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.94
11060 - Elevator Operator	12.94
11090 - Gardener	19.39
11122 - Housekeeping Aide	15.05
11150 - Janitor	15.70
11210 - Laborer, Grounds Maintenance	15.89
11240 - Maid or Houseman	13.34
11260 - Pruner	14.75
11270 - Tractor Operator	18.43
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	16.95
12000 - Health Occupations	
12010 - Ambulance Driver	21.77
12011 - Breath Alcohol Technician	22.61
12012 - Certified Occupational Therapist Assistant	24.12
12015 - Certified Physical Therapist Assistant	22.28
12020 - Dental Assistant	16.75
12025 - Dental Hygienist	35.31
12030 - EKG Technician	28.65
12035 - Electroneurodiagnostic Technologist	28.65
12040 - Emergency Medical Technician	21.77
12071 - Licensed Practical Nurse I	21.76
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	24.48
12100 - Medical Assistant	16.66
12130 - Medical Laboratory Technician	20.63
12160 - Medical Record Clerk	18.00
12190 - Medical Record Technician	20.55
12195 - Medical Transcriptionist	19.43
12210 - Nuclear Medicine Technologist	36.93
12221 - Nursing Assistant I	12.37
12222 - Nursing Assistant II	13.91
12223 - Nursing Assistant III	15.82
12224 - Nursing Assistant IV	16.79
12235 - Optical Dispenser	24.64
12236 - Optical Technician	16.64
12250 - Pharmacy Technician	14.58
12280 - Phlebotomist	16.79

12305 - Radiologic Technologist		28.08
12311 - Registered Nurse I		32.76
12312 - Registered Nurse II		38.41
12313 - Registered Nurse II, Specialist		38.41
12314 - Registered Nurse III		49.39
12315 - Registered Nurse III, Anesthetist		49.39
12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		26.17
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.03
13012 - Exhibits Specialist II		33.49
13013 - Exhibits Specialist III		40.95
13041 - Illustrator I		25.89
13042 - Illustrator II		32.88
13043 - Illustrator III		38.37
13047 - Librarian		37.25
13050 - Library Aide/Clerk		15.79
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		25.62
13061 - Media Specialist I		23.57
13062 - Media Specialist II		26.35
13063 - Media Specialist III		29.39
13071 - Photographer I		21.29
13072 - Photographer II		24.10
13073 - Photographer III		32.88
13074 - Photographer IV		36.91
13075 - Photographer V		50.36
13110 - Video Teleconference Technician		24.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.69
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	27.56
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		19.00
14160 - Personal Computer Support Technician		26.69
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		35.38
15070 - Flight Instructor (Pilot)		52.46
15080 - Graphic Artist		32.91
15090 - Technical Instructor		27.17
15095 - Technical Instructor/Course Developer		32.99
15110 - Test Proctor		21.77
15120 - Tutor		21.77
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.62
16030 - Counter Attendant		11.62
16040 - Dry Cleaner		14.30
16070 - Finisher, Flatwork, Machine		11.62
16090 - Presser, Hand		11.62
16110 - Presser, Machine, Drycleaning		11.62

16130 - Presser, Machine, Shirts	11.62
16160 - Presser, Machine, Wearing Apparel, Laundry	11.62
16190 - Sewing Machine Operator	15.19
16220 - Tailor	16.04
16250 - Washer, Machine	12.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.77
19040 - Tool And Die Maker	24.21
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.96
21030 - Material Coordinator	23.51
21040 - Material Expediter	23.51
21050 - Material Handling Laborer	14.62
21071 - Order Filler	14.92
21080 - Production Line Worker (Food Processing)	16.96
21110 - Shipping Packer	15.28
21130 - Shipping/Receiving Clerk	15.28
21140 - Store Worker I	15.06
21150 - Stock Clerk	18.88
21210 - Tools And Parts Attendant	16.96
21410 - Warehouse Specialist	16.96
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.79
23021 - Aircraft Mechanic I	27.11
23022 - Aircraft Mechanic II	29.58
23023 - Aircraft Mechanic III	30.66
23040 - Aircraft Mechanic Helper	22.71
23050 - Aircraft, Painter	23.71
23060 - Aircraft Servicer	24.80
23080 - Aircraft Worker	25.95
23110 - Appliance Mechanic	20.93
23120 - Bicycle Repairer	16.33
23125 - Cable Splicer	32.14
23130 - Carpenter, Maintenance	29.89
23140 - Carpet Layer	27.98
23160 - Electrician, Maintenance	36.84
23181 - Electronics Technician Maintenance I	24.51
23182 - Electronics Technician Maintenance II	25.26
23183 - Electronics Technician Maintenance III	26.18
23260 - Fabric Worker	28.00
23290 - Fire Alarm System Mechanic	22.77
23310 - Fire Extinguisher Repairer	22.51
23311 - Fuel Distribution System Mechanic	29.00
23312 - Fuel Distribution System Operator	27.20
23370 - General Maintenance Worker	24.49
23380 - Ground Support Equipment Mechanic	27.11
23381 - Ground Support Equipment Servicer	24.80
23382 - Ground Support Equipment Worker	25.95
23391 - Gunsmith I	22.51
23392 - Gunsmith II	25.12
23393 - Gunsmith III	27.25
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.93
23430 - Heavy Equipment Mechanic	26.10
23440 - Heavy Equipment Operator	34.30
23460 - Instrument Mechanic	30.86
23465 - Laboratory/Shelter Mechanic	26.21
23470 - Laborer	14.74
23510 - Locksmith	20.70
23530 - Machinery Maintenance Mechanic	23.76
23550 - Machinist, Maintenance	19.74

23580 - Maintenance Trades Helper	16.13
23591 - Metrology Technician I	30.86
23592 - Metrology Technician II	33.21
23593 - Metrology Technician III	34.43
23640 - Millwright	31.22
23710 - Office Appliance Repairer	21.80
23760 - Painter, Maintenance	32.02
23790 - Pipefitter, Maintenance	32.13
23810 - Plumber, Maintenance	30.02
23820 - Pneudraulic Systems Mechanic	27.25
23850 - Rigger	24.36
23870 - Scale Mechanic	25.12
23890 - Sheet-Metal Worker, Maintenance	29.46
23910 - Small Engine Mechanic	20.24
23931 - Telecommunications Mechanic I	30.91
23932 - Telecommunications Mechanic II	32.20
23950 - Telephone Lineman	32.15
23960 - Welder, Combination, Maintenance	22.17
23965 - Well Driller	23.31
23970 - Woodcraft Worker	27.25
23980 - Woodworker	18.59
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.28
24610 - Chore Aide	11.81
24620 - Family Readiness And Support Services Coordinator	15.05
24630 - Homemaker	17.35
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	25.52
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	23.71
25210 - Water Treatment Plant Operator	25.81
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	30.97
27070 - Firefighter	31.42
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	32.54
27132 - Police Officer II	35.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.29
28042 - Carnival Equipment Repairer	13.84
28043 - Carnival Equpment Worker	10.96
28210 - Gate Attendant/Gate Tender	16.49
28310 - Lifeguard	13.00
28350 - Park Attendant (Aide)	18.46
28510 - Recreation Aide/Health Facility Attendant	13.48
28515 - Recreation Specialist	22.84
28630 - Sports Official	14.69
28690 - Swimming Pool Operator	20.98
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.64
29020 - Hatch Tender	27.64
29030 - Line Handler	27.64
29041 - Stevedore I	26.22
29042 - Stevedore II	32.84

30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.82
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30.63
30021 - Archeological Technician I		21.25
30022 - Archeological Technician II		24.17
30023 - Archeological Technician III		27.27
30030 - Cartographic Technician		30.02
30040 - Civil Engineering Technician		25.21
30061 - Drafter/CAD Operator I		21.25
30062 - Drafter/CAD Operator II		25.50
30063 - Drafter/CAD Operator III		28.31
30064 - Drafter/CAD Operator IV		33.24
30081 - Engineering Technician I		19.98
30082 - Engineering Technician II		22.47
30083 - Engineering Technician III		25.28
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.08
30086 - Engineering Technician VI		46.20
30090 - Environmental Technician		26.21
30210 - Laboratory Technician		21.37
30240 - Mathematical Technician		30.13
30361 - Paralegal/Legal Assistant I		23.36
30362 - Paralegal/Legal Assistant II		28.94
30363 - Paralegal/Legal Assistant III		35.39
30364 - Paralegal/Legal Assistant IV		42.84
30390 - Photo-Optics Technician		27.73
30461 - Technical Writer I		26.41
30462 - Technical Writer II		32.29
30463 - Technical Writer III		39.10
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.02
30493 - Unexploded Ordnance (UXO) Technician III		37.18
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	27.96
30621 - Weather Observer, Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		16.40
31030 - Bus Driver		19.89
31043 - Driver Courier		16.75
31260 - Parking and Lot Attendant		10.05
31290 - Shuttle Bus Driver		17.80
31310 - Taxi Driver		15.35
31361 - Truckdriver, Light		17.80
31362 - Truckdriver, Medium		20.08
31363 - Truckdriver, Heavy		24.52
31364 - Truckdriver, Tractor-Trailer		24.52
99000 - Miscellaneous Occupations		
99030 - Cashier		10.53
99050 - Desk Clerk		13.34
99095 - Embalmer		31.12
99251 - Laboratory Animal Caretaker I		12.72
99252 - Laboratory Animal Caretaker II		14.70
99310 - Mortician		34.82
99410 - Pest Controller		16.49
99510 - Photofinishing Worker		16.23
99710 - Recycling Laborer		19.78
99711 - Recycling Specialist		24.70
99730 - Refuse Collector		18.50
99810 - Sales Clerk		14.70
99820 - School Crossing Guard		14.08

99830 - Survey Party Chief	23.31
99831 - Surveying Aide	13.87
99832 - Surveying Technician	20.42
99840 - Vending Machine Attendant	17.66
99841 - Vending Machine Repairer	21.80
99842 - Vending Machine Repairer Helper	17.66

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 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.

WD 05-2353 (Rev.-13) was first posted on www.wdol.gov on 06/25/2013

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

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

Wage Determination No.: 2005-2353
Revision No.: 13
Date Of Revision: 06/19/2013

Diane C. Koplewski
Director

Division of
Wage Determinations

State: New Jersey

Area: New Jersey Counties of Essex, Hudson, Morris, Sussex, Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.11
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		30.93
01040 - Court Reporter		21.64
01051 - Data Entry Operator I		14.71
01052 - Data Entry Operator II		16.05
01060 - Dispatcher, Motor Vehicle		25.79
01070 - Document Preparation Clerk		15.56
01090 - Duplicating Machine Operator		15.56
01111 - General Clerk I		14.82
01112 - General Clerk II		17.49
01113 - General Clerk III		19.01
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		12.87
01191 - Order Clerk I		16.49
01192 - Order Clerk II		21.31
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.22
01263 - Personnel Assistant (Employment) III		23.66
01270 - Production Control Clerk		23.51
01280 - Receptionist		15.67
01290 - Rental Clerk		18.04
01300 - Scheduler, Maintenance		21.57
01311 - Secretary I		21.57
01312 - Secretary II		24.82
01313 - Secretary III		26.92
01320 - Service Order Dispatcher		20.50
01410 - Supply Technician		30.93
01420 - Survey Worker		21.64
01531 - Travel Clerk I		15.98
01532 - Travel Clerk II		17.31
01533 - Travel Clerk III		18.79
01611 - Word Processor I		17.62
01612 - Word Processor II		19.79
01613 - Word Processor III		22.13
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		28.43
05010 - Automotive Electrician		28.50
05040 - Automotive Glass Installer		27.31
05070 - Automotive Worker		27.31
05110 - Mobile Equipment Servicer		24.42
05130 - Motor Equipment Metal Mechanic		29.68

05160 - Motor Equipment Metal Worker	27.31
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	23.15
05250 - Motor Vehicle Upholstery Worker	26.12
05280 - Motor Vehicle Wrecker	27.31
05310 - Painter, Automotive	28.50
05340 - Radiator Repair Specialist	27.31
05370 - Tire Repairer	17.92
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.64
07041 - Cook I	15.07
07042 - Cook II	16.80
07070 - Dishwasher	9.45
07130 - Food Service Worker	12.58
07210 - Meat Cutter	19.20
07260 - Waiter/Waitress	12.67
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.00
09040 - Furniture Handler	16.73
09080 - Furniture Refinisher	22.00
09090 - Furniture Refinisher Helper	18.56
09110 - Furniture Repairer, Minor	20.16
09130 - Upholsterer	22.00
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.85
11060 - Elevator Operator	12.85
11090 - Gardener	19.39
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer, Grounds Maintenance	15.89
11240 - Maid or Houseman	13.34
11260 - Pruner	14.75
11270 - Tractor Operator	19.39
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	16.86
12000 - Health Occupations	
12010 - Ambulance Driver	22.53
12011 - Breath Alcohol Technician	22.61
12012 - Certified Occupational Therapist Assistant	24.12
12015 - Certified Physical Therapist Assistant	22.28
12020 - Dental Assistant	16.75
12025 - Dental Hygienist	35.31
12030 - EKG Technician	28.65
12035 - Electroneurodiagnostic Technologist	28.65
12040 - Emergency Medical Technician	22.53
12071 - Licensed Practical Nurse I	20.52
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	24.48
12100 - Medical Assistant	16.66
12130 - Medical Laboratory Technician	20.63
12160 - Medical Record Clerk	18.00
12190 - Medical Record Technician	20.55
12195 - Medical Transcriptionist	19.09
12210 - Nuclear Medicine Technologist	36.93
12221 - Nursing Assistant I	12.37
12222 - Nursing Assistant II	13.91
12223 - Nursing Assistant III	15.82
12224 - Nursing Assistant IV	16.79
12235 - Optical Dispenser	24.64
12236 - Optical Technician	16.64
12250 - Pharmacy Technician	14.58
12280 - Phlebotomist	16.79

12305 - Radiologic Technologist		28.08
12311 - Registered Nurse I		32.76
12312 - Registered Nurse II		38.41
12313 - Registered Nurse II, Specialist		38.41
12314 - Registered Nurse III		49.39
12315 - Registered Nurse III, Anesthetist		49.39
12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		26.17
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.03
13012 - Exhibits Specialist II		33.49
13013 - Exhibits Specialist III		40.95
13041 - Illustrator I		26.51
13042 - Illustrator II		33.23
13043 - Illustrator III		40.60
13047 - Librarian		36.42
13050 - Library Aide/Clerk		15.79
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		25.62
13061 - Media Specialist I		23.57
13062 - Media Specialist II		26.35
13063 - Media Specialist III		29.39
13071 - Photographer I		21.29
13072 - Photographer II		24.10
13073 - Photographer III		32.88
13074 - Photographer IV		41.88
13075 - Photographer V		50.02
13110 - Video Teleconference Technician		24.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.35
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	27.56
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		19.00
14160 - Personal Computer Support Technician		26.35
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
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15060 - Educational Technologist		35.73
15070 - Flight Instructor (Pilot)		52.46
15080 - Graphic Artist		31.85
15090 - Technical Instructor		30.07
15095 - Technical Instructor/Course Developer		36.67
15110 - Test Proctor		23.24
15120 - Tutor		23.24
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.62
16030 - Counter Attendant		11.62
16040 - Dry Cleaner		14.30
16070 - Finisher, Flatwork, Machine		11.62
16090 - Presser, Hand		11.62
16110 - Presser, Machine, Drycleaning		11.62

16130 - Presser, Machine, Shirts	11.62
16160 - Presser, Machine, Wearing Apparel, Laundry	11.62
16190 - Sewing Machine Operator	15.19
16220 - Tailor	16.04
16250 - Washer, Machine	12.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.89
19040 - Tool And Die Maker	30.07
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.28
21030 - Material Coordinator	23.51
21040 - Material Expediter	23.51
21050 - Material Handling Laborer	13.57
21071 - Order Filler	14.92
21080 - Production Line Worker (Food Processing)	17.28
21110 - Shipping Packer	15.28
21130 - Shipping/Receiving Clerk	15.28
21140 - Store Worker I	15.06
21150 - Stock Clerk	18.88
21210 - Tools And Parts Attendant	18.10
21410 - Warehouse Specialist	18.10
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.79
23021 - Aircraft Mechanic I	27.11
23022 - Aircraft Mechanic II	29.58
23023 - Aircraft Mechanic III	30.66
23040 - Aircraft Mechanic Helper	22.98
23050 - Aircraft, Painter	26.03
23060 - Aircraft Servicer	24.93
23080 - Aircraft Worker	26.07
23110 - Appliance Mechanic	23.37
23120 - Bicycle Repairer	17.92
23125 - Cable Splicer	36.53
23130 - Carpenter, Maintenance	29.89
23140 - Carpet Layer	27.98
23160 - Electrician, Maintenance	37.18
23181 - Electronics Technician Maintenance I	24.19
23182 - Electronics Technician Maintenance II	25.36
23183 - Electronics Technician Maintenance III	26.40
23260 - Fabric Worker	28.00
23290 - Fire Alarm System Mechanic	23.94
23310 - Fire Extinguisher Repairer	22.51
23311 - Fuel Distribution System Mechanic	29.00
23312 - Fuel Distribution System Operator	26.13
23370 - General Maintenance Worker	23.69
23380 - Ground Support Equipment Mechanic	27.11
23381 - Ground Support Equipment Servicer	24.93
23382 - Ground Support Equipment Worker	26.07
23391 - Gunsmith I	22.51
23392 - Gunsmith II	25.12
23393 - Gunsmith III	27.25
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.93
23430 - Heavy Equipment Mechanic	26.10
23440 - Heavy Equipment Operator	34.30
23460 - Instrument Mechanic	30.35
23465 - Laboratory/Shelter Mechanic	26.21
23470 - Laborer	13.74
23510 - Locksmith	20.95
23530 - Machinery Maintenance Mechanic	23.76
23550 - Machinist, Maintenance	19.79

23580 - Maintenance Trades Helper	15.09
23591 - Metrology Technician I	30.35
23592 - Metrology Technician II	31.54
23593 - Metrology Technician III	32.68
23640 - Millwright	30.87
23710 - Office Appliance Repairer	22.91
23760 - Painter, Maintenance	26.50
23790 - Pipefitter, Maintenance	31.12
23810 - Plumber, Maintenance	31.90
23820 - Pneudraulic Systems Mechanic	27.25
23850 - Rigger	25.59
23870 - Scale Mechanic	25.12
23890 - Sheet-Metal Worker, Maintenance	29.46
23910 - Small Engine Mechanic	20.07
23931 - Telecommunications Mechanic I	30.91
23932 - Telecommunications Mechanic II	32.20
23950 - Telephone Lineman	32.90
23960 - Welder, Combination, Maintenance	22.17
23965 - Well Driller	25.11
23970 - Woodcraft Worker	27.25
23980 - Woodworker	20.41
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.41
24610 - Chore Aide	10.32
24620 - Family Readiness And Support Services Coordinator	14.59
24630 - Homemaker	20.13
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	25.19
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	23.71
25210 - Water Treatment Plant Operator	25.36
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	30.97
27070 - Firefighter	31.42
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	32.37
27132 - Police Officer II	35.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.27
28042 - Carnival Equipment Repairer	13.85
28043 - Carnival Equpment Worker	10.96
28210 - Gate Attendant/Gate Tender	16.49
28310 - Lifeguard	13.40
28350 - Park Attendant (Aide)	18.46
28510 - Recreation Aide/Health Facility Attendant	18.95
28515 - Recreation Specialist	22.88
28630 - Sports Official	14.69
28690 - Swimming Pool Operator	20.05
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.08
29020 - Hatch Tender	29.08
29030 - Line Handler	29.08
29041 - Stevedore I	27.56
29042 - Stevedore II	32.96

30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.82
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30.63
30021 - Archeological Technician I		19.69
30022 - Archeological Technician II		22.02
30023 - Archeological Technician III		27.27
30030 - Cartographic Technician		27.27
30040 - Civil Engineering Technician		25.21
30061 - Drafter/CAD Operator I		19.69
30062 - Drafter/CAD Operator II		22.02
30063 - Drafter/CAD Operator III		24.55
30064 - Drafter/CAD Operator IV		30.20
30081 - Engineering Technician I		19.98
30082 - Engineering Technician II		22.47
30083 - Engineering Technician III		25.28
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.08
30086 - Engineering Technician VI		46.20
30090 - Environmental Technician		21.65
30210 - Laboratory Technician		21.37
30240 - Mathematical Technician		27.04
30361 - Paralegal/Legal Assistant I		23.36
30362 - Paralegal/Legal Assistant II		28.94
30363 - Paralegal/Legal Assistant III		35.39
30364 - Paralegal/Legal Assistant IV		42.84
30390 - Photo-Optics Technician		27.27
30461 - Technical Writer I		26.41
30462 - Technical Writer II		32.29
30463 - Technical Writer III		39.16
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.02
30493 - Unexploded Ordnance (UXO) Technician III		37.18
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.55
30621 - Weather Observer, Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		16.40
31030 - Bus Driver		21.88
31043 - Driver Courier		18.39
31260 - Parking and Lot Attendant		10.05
31290 - Shuttle Bus Driver		17.81
31310 - Taxi Driver		13.23
31361 - Truckdriver, Light		19.53
31362 - Truckdriver, Medium		20.63
31363 - Truckdriver, Heavy		24.52
31364 - Truckdriver, Tractor-Trailer		24.52
99000 - Miscellaneous Occupations		
99030 - Cashier		10.53
99050 - Desk Clerk		13.34
99095 - Embalmer		30.19
99251 - Laboratory Animal Caretaker I		12.33
99252 - Laboratory Animal Caretaker II		13.11
99310 - Mortician		34.82
99410 - Pest Controller		17.08
99510 - Photofinishing Worker		16.23
99710 - Recycling Laborer		19.78
99711 - Recycling Specialist		22.59
99730 - Refuse Collector		18.36
99810 - Sales Clerk		14.70
99820 - School Crossing Guard		14.08

99830 - Survey Party Chief	22.53
99831 - Surveying Aide	16.33
99832 - Surveying Technician	20.42
99840 - Vending Machine Attendant	19.31
99841 - Vending Machine Repairer	22.06
99842 - Vending Machine Repairer Helper	19.31

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, 4 weeks after 15 years, and 5 weeks after 25 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.

WD 05-2371 (Rev.-15) was first posted on www.wdol.gov on 06/25/2013

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2371 Revision No.: 15 Date Of Revision: 06/19/2013

State: New York

Area: New York Counties of Allegany, Cattaraugus, Chautauqua, Erie, Niagara, Wyoming

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.52
01012 - Accounting Clerk II		15.17
01013 - Accounting Clerk III		17.39
01020 - Administrative Assistant		23.11
01040 - Court Reporter		18.95
01051 - Data Entry Operator I		14.30
01052 - Data Entry Operator II		15.61
01060 - Dispatcher, Motor Vehicle		15.86
01070 - Document Preparation Clerk		12.75
01090 - Duplicating Machine Operator		12.75
01111 - General Clerk I		12.37
01112 - General Clerk II		13.50
01113 - General Clerk III		15.23
01120 - Housing Referral Assistant		23.17
01141 - Messenger Courier		11.85
01191 - Order Clerk I		13.39
01192 - Order Clerk II		14.61
01261 - Personnel Assistant (Employment) I		15.23
01262 - Personnel Assistant (Employment) II		16.19
01263 - Personnel Assistant (Employment) III		19.97
01270 - Production Control Clerk		21.15
01280 - Receptionist		12.75
01290 - Rental Clerk		15.23
01300 - Scheduler, Maintenance		18.57
01311 - Secretary I		18.57
01312 - Secretary II		20.77
01313 - Secretary III		23.17
01320 - Service Order Dispatcher		14.59
01410 - Supply Technician		23.11
01420 - Survey Worker		15.84
01531 - Travel Clerk I		11.74
01532 - Travel Clerk II		12.41
01533 - Travel Clerk III		13.09
01611 - Word Processor I		14.97
01612 - Word Processor II		15.93
01613 - Word Processor III		17.82
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.34
05010 - Automotive Electrician		21.67
05040 - Automotive Glass Installer		20.85
05070 - Automotive Worker		20.85
05110 - Mobile Equipment Servicer		19.45

05130 - Motor Equipment Metal Mechanic	22.34
05160 - Motor Equipment Metal Worker	20.85
05190 - Motor Vehicle Mechanic	22.34
05220 - Motor Vehicle Mechanic Helper	18.03
05250 - Motor Vehicle Upholstery Worker	20.11
05280 - Motor Vehicle Wrecker	20.85
05310 - Painter, Automotive	21.67
05340 - Radiator Repair Specialist	20.85
05370 - Tire Repairer	18.78
05400 - Transmission Repair Specialist	22.34
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.15
07041 - Cook I	10.89
07042 - Cook II	12.01
07070 - Dishwasher	8.75
07130 - Food Service Worker	9.13
07210 - Meat Cutter	15.63
07260 - Waiter/Waitress	9.87
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.34
09040 - Furniture Handler	17.51
09080 - Furniture Refinisher	22.34
09090 - Furniture Refinisher Helper	19.23
09110 - Furniture Repairer, Minor	20.73
09130 - Upholsterer	22.34
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.18
11060 - Elevator Operator	10.18
11090 - Gardener	16.78
11122 - Housekeeping Aide	11.01
11150 - Janitor	12.70
11210 - Laborer, Grounds Maintenance	14.30
11240 - Maid or Houseman	9.95
11260 - Pruner	13.27
11270 - Tractor Operator	16.13
11330 - Trail Maintenance Worker	14.30
11360 - Window Cleaner	13.24
12000 - Health Occupations	
12010 - Ambulance Driver	14.91
12011 - Breath Alcohol Technician	16.34
12012 - Certified Occupational Therapist Assistant	20.38
12015 - Certified Physical Therapist Assistant	20.38
12020 - Dental Assistant	14.92
12025 - Dental Hygienist	29.85
12030 - EKG Technician	24.71
12035 - Electroneurodiagnostic Technologist	24.71
12040 - Emergency Medical Technician	14.91
12071 - Licensed Practical Nurse I	15.18
12072 - Licensed Practical Nurse II	16.98
12073 - Licensed Practical Nurse III	18.94
12100 - Medical Assistant	13.94
12130 - Medical Laboratory Technician	19.46
12160 - Medical Record Clerk	15.23
12190 - Medical Record Technician	17.04
12195 - Medical Transcriptionist	14.23
12210 - Nuclear Medicine Technologist	32.82
12221 - Nursing Assistant I	10.56
12222 - Nursing Assistant II	11.87
12223 - Nursing Assistant III	12.95
12224 - Nursing Assistant IV	14.54
12235 - Optical Dispenser	19.63
12236 - Optical Technician	14.37
12250 - Pharmacy Technician	14.75

12280 - Phlebotomist		14.54
12305 - Radiologic Technologist		23.53
12311 - Registered Nurse I		23.63
12312 - Registered Nurse II		28.90
12313 - Registered Nurse II, Specialist		28.90
12314 - Registered Nurse III		34.96
12315 - Registered Nurse III, Anesthetist		34.96
12316 - Registered Nurse IV		41.90
12317 - Scheduler (Drug and Alcohol Testing)		21.04
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.91
13012 - Exhibits Specialist II		23.40
13013 - Exhibits Specialist III		28.53
13041 - Illustrator I		19.84
13042 - Illustrator II		24.54
13043 - Illustrator III		29.93
13047 - Librarian		26.64
13050 - Library Aide/Clerk		13.31
13054 - Library Information Technology Systems Administrator		23.38
13058 - Library Technician		15.75
13061 - Media Specialist I		17.36
13062 - Media Specialist II		19.42
13063 - Media Specialist III		21.66
13071 - Photographer I		14.07
13072 - Photographer II		17.34
13073 - Photographer III		21.45
13074 - Photographer IV		26.17
13075 - Photographer V		31.74
13110 - Video Teleconference Technician		18.61
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.40
14042 - Computer Operator II		17.23
14043 - Computer Operator III		20.20
14044 - Computer Operator IV		23.94
14045 - Computer Operator V		26.51
14071 - Computer Programmer I		20.28
14072 - Computer Programmer II		25.12
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		15.40
14160 - Personal Computer Support Technician		23.94
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.63
15020 - Aircrew Training Devices Instructor (Rated)		34.64
15030 - Air Crew Training Devices Instructor (Pilot)		41.52
15050 - Computer Based Training Specialist / Instructor		28.63
15060 - Educational Technologist		27.34
15070 - Flight Instructor (Pilot)		41.52
15080 - Graphic Artist		19.69
15090 - Technical Instructor		21.43
15095 - Technical Instructor/Course Developer		26.22
15110 - Test Proctor		17.30
15120 - Tutor		17.30
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.71
16030 - Counter Attendant		8.71
16040 - Dry Cleaner		10.34
16070 - Finisher, Flatwork, Machine		8.71
16090 - Presser, Hand		8.71

16110 - Presser, Machine, Drycleaning	8.71
16130 - Presser, Machine, Shirts	8.71
16160 - Presser, Machine, Wearing Apparel, Laundry	8.71
16190 - Sewing Machine Operator	10.91
16220 - Tailor	11.48
16250 - Washer, Machine	9.25
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.93
19040 - Tool And Die Maker	27.13
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.06
21030 - Material Coordinator	21.15
21040 - Material Expediter	21.15
21050 - Material Handling Laborer	17.74
21071 - Order Filler	15.19
21080 - Production Line Worker (Food Processing)	18.06
21110 - Shipping Packer	14.98
21130 - Shipping/Receiving Clerk	13.00
21140 - Store Worker I	15.51
21150 - Stock Clerk	19.51
21210 - Tools And Parts Attendant	18.06
21410 - Warehouse Specialist	18.06
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.70
23021 - Aircraft Mechanic I	25.80
23022 - Aircraft Mechanic II	26.70
23023 - Aircraft Mechanic III	27.47
23040 - Aircraft Mechanic Helper	21.36
23050 - Aircraft, Painter	25.00
23060 - Aircraft Servicer	23.29
23080 - Aircraft Worker	24.13
23110 - Appliance Mechanic	21.25
23120 - Bicycle Repairer	18.98
23125 - Cable Splicer	28.97
23130 - Carpenter, Maintenance	20.64
23140 - Carpet Layer	21.57
23160 - Electrician, Maintenance	25.51
23181 - Electronics Technician Maintenance I	22.23
23182 - Electronics Technician Maintenance II	23.02
23183 - Electronics Technician Maintenance III	23.84
23260 - Fabric Worker	20.80
23290 - Fire Alarm System Mechanic	22.21
23310 - Fire Extinguisher Repairer	19.91
23311 - Fuel Distribution System Mechanic	29.69
23312 - Fuel Distribution System Operator	22.98
23370 - General Maintenance Worker	20.01
23380 - Ground Support Equipment Mechanic	25.80
23381 - Ground Support Equipment Servicer	23.29
23382 - Ground Support Equipment Worker	24.13
23391 - Gunsmith I	19.91
23392 - Gunsmith II	21.57
23393 - Gunsmith III	23.16
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.28
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.06
23430 - Heavy Equipment Mechanic	22.33
23440 - Heavy Equipment Operator	23.80
23460 - Instrument Mechanic	23.40
23465 - Laboratory/Shelter Mechanic	22.36
23470 - Laborer	13.61
23510 - Locksmith	20.64
23530 - Machinery Maintenance Mechanic	24.20

23550 - Machinist, Maintenance	21.28
23580 - Maintenance Trades Helper	18.51
23591 - Metrology Technician I	23.40
23592 - Metrology Technician II	24.24
23593 - Metrology Technician III	24.93
23640 - Millwright	32.96
23710 - Office Appliance Repairer	20.64
23760 - Painter, Maintenance	21.73
23790 - Pipefitter, Maintenance	25.74
23810 - Plumber, Maintenance	24.26
23820 - Pneudraulic Systems Mechanic	23.16
23850 - Rigger	23.16
23870 - Scale Mechanic	21.59
23890 - Sheet-Metal Worker, Maintenance	23.74
23910 - Small Engine Mechanic	19.86
23931 - Telecommunications Mechanic I	25.69
23932 - Telecommunications Mechanic II	26.60
23950 - Telephone Lineman	27.90
23960 - Welder, Combination, Maintenance	21.28
23965 - Well Driller	26.30
23970 - Woodcraft Worker	23.16
23980 - Woodworker	19.58
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.03
24580 - Child Care Center Clerk	12.55
24610 - Chore Aide	9.67
24620 - Family Readiness And Support Services Coordinator	13.06
24630 - Homemaker	14.23
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.43
25040 - Sewage Plant Operator	21.38
25070 - Stationary Engineer	21.43
25190 - Ventilation Equipment Tender	19.88
25210 - Water Treatment Plant Operator	21.38
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.39
27007 - Baggage Inspector	11.54
27008 - Corrections Officer	26.94
27010 - Court Security Officer	26.74
27030 - Detection Dog Handler	15.49
27040 - Detention Officer	26.94
27070 - Firefighter	24.94
27101 - Guard I	11.54
27102 - Guard II	15.49
27131 - Police Officer I	26.94
27132 - Police Officer II	29.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.88
28042 - Carnival Equipment Repairer	11.32
28043 - Carnival Equpment Worker	9.47
28210 - Gate Attendant/Gate Tender	12.14
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	9.91
28515 - Recreation Specialist	15.38
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	15.97
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.20
29020 - Hatch Tender	22.20
29030 - Line Handler	22.20
29041 - Stevedore I	21.39

29042 - Stevedore II		22.99
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.17
30021 - Archeological Technician I		18.65
30022 - Archeological Technician II		20.86
30023 - Archeological Technician III		25.84
30030 - Cartographic Technician		25.84
30040 - Civil Engineering Technician		25.55
30061 - Drafter/CAD Operator I		18.65
30062 - Drafter/CAD Operator II		20.86
30063 - Drafter/CAD Operator III		23.26
30064 - Drafter/CAD Operator IV		28.63
30081 - Engineering Technician I		19.15
30082 - Engineering Technician II		21.49
30083 - Engineering Technician III		24.04
30084 - Engineering Technician IV		29.79
30085 - Engineering Technician V		36.44
30086 - Engineering Technician VI		37.46
30090 - Environmental Technician		18.48
30210 - Laboratory Technician		19.92
30240 - Mathematical Technician		25.84
30361 - Paralegal/Legal Assistant I		17.85
30362 - Paralegal/Legal Assistant II		22.12
30363 - Paralegal/Legal Assistant III		27.06
30364 - Paralegal/Legal Assistant IV		32.73
30390 - Photo-Optics Technician		25.84
30461 - Technical Writer I		22.06
30462 - Technical Writer II		26.98
30463 - Technical Writer III		33.08
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.91
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.26
30621 - Weather Observer, Senior	(see 2)	25.84
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.34
31030 - Bus Driver		16.73
31043 - Driver Courier		16.62
31260 - Parking and Lot Attendant		10.85
31290 - Shuttle Bus Driver		17.39
31310 - Taxi Driver		12.54
31361 - Truckdriver, Light		17.39
31362 - Truckdriver, Medium		20.24
31363 - Truckdriver, Heavy		22.34
31364 - Truckdriver, Tractor-Trailer		22.34
99000 - Miscellaneous Occupations		
99030 - Cashier		10.21
99050 - Desk Clerk		10.47
99095 - Embalmer		25.38
99251 - Laboratory Animal Caretaker I		11.10
99252 - Laboratory Animal Caretaker II		11.61
99310 - Mortician		27.92
99410 - Pest Controller		18.06
99510 - Photofinishing Worker		13.18
99710 - Recycling Laborer		18.08
99711 - Recycling Specialist		20.60
99730 - Refuse Collector		16.80
99810 - Sales Clerk		12.42

99820 - School Crossing Guard	9.87
99830 - Survey Party Chief	20.38
99831 - Surveying Aide	10.53
99832 - Surveying Technician	16.55
99840 - Vending Machine Attendant	13.86
99841 - Vending Machine Repairer	17.25
99842 - Vending Machine Repairer Helper	14.77

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, 4 weeks after 15 years, and 5 weeks after 25 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.

WD 05-2373 (Rev.-13) was first posted on www.wdol.gov on 06/25/2013

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
	Wage Determination No.: 2005-2373 Revision No.: 13
Diane C. Koplewski Director Division of Wage Determinations	Date Of Revision: 06/19/2013

State: New York

Area: New York Counties of Nassau, Suffolk

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.11
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		30.93
01040 - Court Reporter		21.64
01051 - Data Entry Operator I		14.71
01052 - Data Entry Operator II		16.05
01060 - Dispatcher, Motor Vehicle		25.79
01070 - Document Preparation Clerk		15.56
01090 - Duplicating Machine Operator		15.56
01111 - General Clerk I		14.82
01112 - General Clerk II		17.49
01113 - General Clerk III		18.82
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		12.92
01191 - Order Clerk I		19.59
01192 - Order Clerk II		20.45
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.22
01263 - Personnel Assistant (Employment) III		23.66
01270 - Production Control Clerk		23.51
01280 - Receptionist		15.67
01290 - Rental Clerk		18.04
01300 - Scheduler, Maintenance		21.57
01311 - Secretary I		21.57
01312 - Secretary II		24.82
01313 - Secretary III		26.92
01320 - Service Order Dispatcher		20.50
01410 - Supply Technician		30.93
01420 - Survey Worker		21.64
01531 - Travel Clerk I		15.98
01532 - Travel Clerk II		17.31
01533 - Travel Clerk III		18.79
01611 - Word Processor I		17.62
01612 - Word Processor II		20.16
01613 - Word Processor III		22.13
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		28.50
05010 - Automotive Electrician		28.50
05040 - Automotive Glass Installer		27.31
05070 - Automotive Worker		27.31
05110 - Mobile Equipment Servicer		20.80
05130 - Motor Equipment Metal Mechanic		29.80

05160 - Motor Equipment Metal Worker	27.31
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	23.15
05250 - Motor Vehicle Upholstery Worker	26.12
05280 - Motor Vehicle Wrecker	27.31
05310 - Painter, Automotive	28.50
05340 - Radiator Repair Specialist	27.31
05370 - Tire Repairer	16.69
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.55
07041 - Cook I	16.75
07042 - Cook II	18.23
07070 - Dishwasher	13.67
07130 - Food Service Worker	13.67
07210 - Meat Cutter	22.64
07260 - Waiter/Waitress	14.45
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.16
09040 - Furniture Handler	16.83
09080 - Furniture Refinisher	22.16
09090 - Furniture Refinisher Helper	18.01
09110 - Furniture Repairer, Minor	20.37
09130 - Upholsterer	22.16
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.67
11060 - Elevator Operator	13.67
11090 - Gardener	18.74
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer, Grounds Maintenance	15.89
11240 - Maid or Houseman	13.68
11260 - Pruner	14.75
11270 - Tractor Operator	18.02
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	18.07
12000 - Health Occupations	
12010 - Ambulance Driver	25.29
12011 - Breath Alcohol Technician	24.87
12012 - Certified Occupational Therapist Assistant	24.12
12015 - Certified Physical Therapist Assistant	22.28
12020 - Dental Assistant	16.75
12025 - Dental Hygienist	35.31
12030 - EKG Technician	28.65
12035 - Electroneurodiagnostic Technologist	28.65
12040 - Emergency Medical Technician	25.29
12071 - Licensed Practical Nurse I	23.69
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	24.48
12100 - Medical Assistant	16.66
12130 - Medical Laboratory Technician	23.34
12160 - Medical Record Clerk	18.71
12190 - Medical Record Technician	20.55
12195 - Medical Transcriptionist	19.43
12210 - Nuclear Medicine Technologist	36.93
12221 - Nursing Assistant I	13.17
12222 - Nursing Assistant II	14.72
12223 - Nursing Assistant III	15.82
12224 - Nursing Assistant IV	16.79
12235 - Optical Dispenser	24.64
12236 - Optical Technician	16.64
12250 - Pharmacy Technician	15.87
12280 - Phlebotomist	23.02

12305 - Radiologic Technologist		28.08
12311 - Registered Nurse I		32.76
12312 - Registered Nurse II		38.41
12313 - Registered Nurse II, Specialist		38.41
12314 - Registered Nurse III		49.39
12315 - Registered Nurse III, Anesthetist		49.39
12316 - Registered Nurse IV		59.22
12317 - Scheduler (Drug and Alcohol Testing)		26.17
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		27.03
13012 - Exhibits Specialist II		33.49
13013 - Exhibits Specialist III		40.95
13041 - Illustrator I		28.35
13042 - Illustrator II		33.23
13043 - Illustrator III		40.66
13047 - Librarian		37.25
13050 - Library Aide/Clerk		15.79
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		25.62
13061 - Media Specialist I		23.57
13062 - Media Specialist II		26.35
13063 - Media Specialist III		29.39
13071 - Photographer I		21.29
13072 - Photographer II		24.62
13073 - Photographer III		32.88
13074 - Photographer IV		44.26
13075 - Photographer V		50.85
13110 - Video Teleconference Technician		24.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.00
14042 - Computer Operator II		21.26
14043 - Computer Operator III		23.71
14044 - Computer Operator IV		26.35
14045 - Computer Operator V		29.17
14071 - Computer Programmer I	(see 1)	27.56
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		19.00
14160 - Personal Computer Support Technician		26.35
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		35.73
15070 - Flight Instructor (Pilot)		52.46
15080 - Graphic Artist		33.31
15090 - Technical Instructor		32.16
15095 - Technical Instructor/Course Developer		39.22
15110 - Test Proctor		25.56
15120 - Tutor		25.56
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.62
16030 - Counter Attendant		11.62
16040 - Dry Cleaner		14.30
16070 - Finisher, Flatwork, Machine		11.62
16090 - Presser, Hand		11.62
16110 - Presser, Machine, Drycleaning		11.62

16130 - Presser, Machine, Shirts	11.62
16160 - Presser, Machine, Wearing Apparel, Laundry	11.62
16190 - Sewing Machine Operator	15.19
16220 - Tailor	16.04
16250 - Washer, Machine	12.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.89
19040 - Tool And Die Maker	24.46
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.96
21030 - Material Coordinator	23.51
21040 - Material Expediter	23.51
21050 - Material Handling Laborer	14.62
21071 - Order Filler	16.34
21080 - Production Line Worker (Food Processing)	16.96
21110 - Shipping Packer	15.28
21130 - Shipping/Receiving Clerk	15.28
21140 - Store Worker I	15.06
21150 - Stock Clerk	18.88
21210 - Tools And Parts Attendant	16.96
21410 - Warehouse Specialist	16.96
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.63
23021 - Aircraft Mechanic I	27.11
23022 - Aircraft Mechanic II	29.58
23023 - Aircraft Mechanic III	30.72
23040 - Aircraft Mechanic Helper	21.90
23050 - Aircraft, Painter	25.88
23060 - Aircraft Servicer	24.23
23080 - Aircraft Worker	25.00
23110 - Appliance Mechanic	22.16
23120 - Bicycle Repairer	17.94
23125 - Cable Splicer	35.97
23130 - Carpenter, Maintenance	30.97
23140 - Carpet Layer	27.24
23160 - Electrician, Maintenance	37.18
23181 - Electronics Technician Maintenance I	24.19
23182 - Electronics Technician Maintenance II	27.39
23183 - Electronics Technician Maintenance III	28.51
23260 - Fabric Worker	25.82
23290 - Fire Alarm System Mechanic	21.92
23310 - Fire Extinguisher Repairer	22.51
23311 - Fuel Distribution System Mechanic	29.94
23312 - Fuel Distribution System Operator	27.20
23370 - General Maintenance Worker	24.67
23380 - Ground Support Equipment Mechanic	27.11
23381 - Ground Support Equipment Servicer	24.23
23382 - Ground Support Equipment Worker	25.00
23391 - Gunsmith I	22.51
23392 - Gunsmith II	25.12
23393 - Gunsmith III	27.25
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.93
23430 - Heavy Equipment Mechanic	26.10
23440 - Heavy Equipment Operator	34.30
23460 - Instrument Mechanic	30.86
23465 - Laboratory/Shelter Mechanic	26.21
23470 - Laborer	15.95
23510 - Locksmith	21.10
23530 - Machinery Maintenance Mechanic	23.95
23550 - Machinist, Maintenance	21.92

23580 - Maintenance Trades Helper	17.71
23591 - Metrology Technician I	30.86
23592 - Metrology Technician II	33.34
23593 - Metrology Technician III	32.75
23640 - Millwright	29.17
23710 - Office Appliance Repairer	21.80
23760 - Painter, Maintenance	26.70
23790 - Pipefitter, Maintenance	32.44
23810 - Plumber, Maintenance	31.23
23820 - Pneudraulic Systems Mechanic	27.25
23850 - Rigger	24.36
23870 - Scale Mechanic	25.12
23890 - Sheet-Metal Worker, Maintenance	29.81
23910 - Small Engine Mechanic	20.92
23931 - Telecommunications Mechanic I	30.91
23932 - Telecommunications Mechanic II	32.20
23950 - Telephone Lineman	33.44
23960 - Welder, Combination, Maintenance	24.11
23965 - Well Driller	22.73
23970 - Woodcraft Worker	27.25
23980 - Woodworker	20.43
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.30
24610 - Chore Aide	12.79
24620 - Family Readiness And Support Services Coordinator	14.89
24630 - Homemaker	16.85
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	25.19
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	23.71
25210 - Water Treatment Plant Operator	25.53
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.12
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	30.97
27070 - Firefighter	31.42
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	32.37
27132 - Police Officer II	35.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.96
28042 - Carnival Equipment Repairer	16.75
28043 - Carnival Equpment Worker	13.67
28210 - Gate Attendant/Gate Tender	16.49
28310 - Lifeguard	14.63
28350 - Park Attendant (Aide)	18.46
28510 - Recreation Aide/Health Facility Attendant	18.95
28515 - Recreation Specialist	22.88
28630 - Sports Official	14.69
28690 - Swimming Pool Operator	20.98
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.64
29020 - Hatch Tender	27.64
29030 - Line Handler	27.64
29041 - Stevedore I	26.22
29042 - Stevedore II	32.85

30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.82
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30.63
30021 - Archeological Technician I		22.43
30022 - Archeological Technician II		26.50
30023 - Archeological Technician III		31.09
30030 - Cartographic Technician		29.15
30040 - Civil Engineering Technician		25.21
30061 - Drafter/CAD Operator I		19.69
30062 - Drafter/CAD Operator II		26.50
30063 - Drafter/CAD Operator III		29.42
30064 - Drafter/CAD Operator IV		31.09
30081 - Engineering Technician I		19.98
30082 - Engineering Technician II		22.47
30083 - Engineering Technician III		25.28
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.08
30086 - Engineering Technician VI		46.20
30090 - Environmental Technician		21.10
30210 - Laboratory Technician		21.37
30240 - Mathematical Technician		31.09
30361 - Paralegal/Legal Assistant I		23.36
30362 - Paralegal/Legal Assistant II		28.94
30363 - Paralegal/Legal Assistant III		35.39
30364 - Paralegal/Legal Assistant IV		42.84
30390 - Photo-Optics Technician		28.11
30461 - Technical Writer I		26.41
30462 - Technical Writer II		32.29
30463 - Technical Writer III		39.84
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.02
30493 - Unexploded Ordnance (UXO) Technician III		37.18
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	29.42
30621 - Weather Observer, Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		16.40
31030 - Bus Driver		19.89
31043 - Driver Courier		16.75
31260 - Parking and Lot Attendant		10.05
31290 - Shuttle Bus Driver		17.80
31310 - Taxi Driver		13.37
31361 - Truckdriver, Light		17.80
31362 - Truckdriver, Medium		18.87
31363 - Truckdriver, Heavy		24.52
31364 - Truckdriver, Tractor-Trailer		24.52
99000 - Miscellaneous Occupations		
99030 - Cashier		18.74
99050 - Desk Clerk		13.34
99095 - Embalmer		27.84
99251 - Laboratory Animal Caretaker I		15.21
99252 - Laboratory Animal Caretaker II		15.97
99310 - Mortician		34.64
99410 - Pest Controller		18.15
99510 - Photofinishing Worker		16.23
99710 - Recycling Laborer		19.78
99711 - Recycling Specialist		22.36
99730 - Refuse Collector		21.17
99810 - Sales Clerk		14.70
99820 - School Crossing Guard		15.04

99830 - Survey Party Chief	26.35
99831 - Surveying Aide	15.48
99832 - Surveying Technician	20.42
99840 - Vending Machine Attendant	23.41
99841 - Vending Machine Repairer	25.44
99842 - Vending Machine Repairer Helper	21.46

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, 4 weeks after 15 years, and 5 weeks after 25 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.

WD 05-2383 (Rev.-14) was first posted on www.wdol.gov on 06/25/2013

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2383 Revision No.: 14 Date Of Revision: 06/19/2013

State: New York

Area: New York Counties of Broome, Cayuga, Chemung, Chenango, Cortland, Hamilton, Herkimer, Madison, Oneida, Onondaga, Oswego, Otsego, Tioga, Tompkins

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.91
01012 - Accounting Clerk II		14.49
01013 - Accounting Clerk III		17.66
01020 - Administrative Assistant		19.48
01040 - Court Reporter		18.96
01051 - Data Entry Operator I		11.55
01052 - Data Entry Operator II		12.77
01060 - Dispatcher, Motor Vehicle		15.33
01070 - Document Preparation Clerk		12.14
01090 - Duplicating Machine Operator		12.14
01111 - General Clerk I		11.53
01112 - General Clerk II		12.58
01113 - General Clerk III		14.12
01120 - Housing Referral Assistant		18.00
01141 - Messenger Courier		10.65
01191 - Order Clerk I		11.93
01192 - Order Clerk II		13.02
01261 - Personnel Assistant (Employment) I		13.96
01262 - Personnel Assistant (Employment) II		15.62
01263 - Personnel Assistant (Employment) III		17.25
01270 - Production Control Clerk		18.77
01280 - Receptionist		11.29
01290 - Rental Clerk		12.13
01300 - Scheduler, Maintenance		13.63
01311 - Secretary I		13.63
01312 - Secretary II		15.67
01313 - Secretary III		17.45
01320 - Service Order Dispatcher		12.29
01410 - Supply Technician		19.48
01420 - Survey Worker		14.47
01531 - Travel Clerk I		11.19
01532 - Travel Clerk II		12.07
01533 - Travel Clerk III		12.96
01611 - Word Processor I		12.29
01612 - Word Processor II		13.80
01613 - Word Processor III		15.43
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.28
05010 - Automotive Electrician		18.24
05040 - Automotive Glass Installer		17.63
05070 - Automotive Worker		17.63
05110 - Mobile Equipment Servicer		16.32

05130 - Motor Equipment Metal Mechanic	18.96
05160 - Motor Equipment Metal Worker	17.63
05190 - Motor Vehicle Mechanic	17.25
05220 - Motor Vehicle Mechanic Helper	15.63
05250 - Motor Vehicle Upholstery Worker	16.95
05280 - Motor Vehicle Wrecker	17.63
05310 - Painter, Automotive	18.24
05340 - Radiator Repair Specialist	17.63
05370 - Tire Repairer	14.34
05400 - Transmission Repair Specialist	18.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.05
07041 - Cook I	10.78
07042 - Cook II	12.06
07070 - Dishwasher	8.91
07130 - Food Service Worker	9.34
07210 - Meat Cutter	16.17
07260 - Waiter/Waitress	9.99
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.28
09040 - Furniture Handler	13.59
09080 - Furniture Refinisher	18.28
09090 - Furniture Refinisher Helper	15.63
09110 - Furniture Repairer, Minor	16.95
09130 - Upholsterer	20.09
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.11
11060 - Elevator Operator	10.11
11090 - Gardener	14.37
11122 - Housekeeping Aide	11.12
11150 - Janitor	11.12
11210 - Laborer, Grounds Maintenance	12.34
11240 - Maid or Houseman	9.99
11260 - Pruner	17.78
11270 - Tractor Operator	14.53
11330 - Trail Maintenance Worker	12.34
11360 - Window Cleaner	12.77
12000 - Health Occupations	
12010 - Ambulance Driver	15.13
12011 - Breath Alcohol Technician	14.88
12012 - Certified Occupational Therapist Assistant	17.45
12015 - Certified Physical Therapist Assistant	17.79
12020 - Dental Assistant	15.13
12025 - Dental Hygienist	26.52
12030 - EKG Technician	24.38
12035 - Electroneurodiagnostic Technologist	24.38
12040 - Emergency Medical Technician	15.13
12071 - Licensed Practical Nurse I	13.30
12072 - Licensed Practical Nurse II	14.88
12073 - Licensed Practical Nurse III	16.60
12100 - Medical Assistant	12.44
12130 - Medical Laboratory Technician	18.73
12160 - Medical Record Clerk	13.27
12190 - Medical Record Technician	14.85
12195 - Medical Transcriptionist	15.34
12210 - Nuclear Medicine Technologist	31.04
12221 - Nursing Assistant I	9.40
12222 - Nursing Assistant II	10.57
12223 - Nursing Assistant III	11.54
12224 - Nursing Assistant IV	12.95
12235 - Optical Dispenser	20.61
12236 - Optical Technician	14.38
12250 - Pharmacy Technician	13.77

12280 - Phlebotomist		12.95
12305 - Radiologic Technologist		25.19
12311 - Registered Nurse I		21.73
12312 - Registered Nurse II		26.58
12313 - Registered Nurse II, Specialist		26.58
12314 - Registered Nurse III		32.15
12315 - Registered Nurse III, Anesthetist		32.15
12316 - Registered Nurse IV		38.54
12317 - Scheduler (Drug and Alcohol Testing)		18.44
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.42
13012 - Exhibits Specialist II		22.83
13013 - Exhibits Specialist III		27.93
13041 - Illustrator I		18.42
13042 - Illustrator II		22.83
13043 - Illustrator III		27.93
13047 - Librarian		25.28
13050 - Library Aide/Clerk		10.80
13054 - Library Information Technology Systems Administrator		22.83
13058 - Library Technician		12.68
13061 - Media Specialist I		16.47
13062 - Media Specialist II		18.42
13063 - Media Specialist III		20.55
13071 - Photographer I		15.46
13072 - Photographer II		17.29
13073 - Photographer III		21.43
13074 - Photographer IV		26.21
13075 - Photographer V		31.71
13110 - Video Teleconference Technician		17.17
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.77
14042 - Computer Operator II		16.52
14043 - Computer Operator III		18.43
14044 - Computer Operator IV		23.63
14045 - Computer Operator V	(see 1)	
14071 - Computer Programmer I		20.57
14072 - Computer Programmer II		24.53
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		14.77
14160 - Personal Computer Support Technician		24.05
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.87
15020 - Aircrew Training Devices Instructor (Rated)		34.05
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		27.87
15060 - Educational Technologist		27.22
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		22.64
15090 - Technical Instructor		19.66
15095 - Technical Instructor/Course Developer		24.06
15110 - Test Proctor		15.87
15120 - Tutor		15.87
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.54
16030 - Counter Attendant		8.54
16040 - Dry Cleaner		9.91
16070 - Finisher, Flatwork, Machine		8.63
16090 - Presser, Hand		8.63

16110 - Presser, Machine, Drycleaning	8.63
16130 - Presser, Machine, Shirts	8.63
16160 - Presser, Machine, Wearing Apparel, Laundry	8.63
16190 - Sewing Machine Operator	10.50
16220 - Tailor	11.09
16250 - Washer, Machine	8.96
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.84
19040 - Tool And Die Maker	21.55
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.75
21030 - Material Coordinator	18.77
21040 - Material Expediter	18.77
21050 - Material Handling Laborer	13.66
21071 - Order Filler	10.41
21080 - Production Line Worker (Food Processing)	14.75
21110 - Shipping Packer	13.30
21130 - Shipping/Receiving Clerk	13.30
21140 - Store Worker I	13.30
21150 - Stock Clerk	17.62
21210 - Tools And Parts Attendant	14.75
21410 - Warehouse Specialist	14.75
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.82
23021 - Aircraft Mechanic I	24.88
23022 - Aircraft Mechanic II	25.82
23023 - Aircraft Mechanic III	26.88
23040 - Aircraft Mechanic Helper	19.11
23050 - Aircraft, Painter	22.56
23060 - Aircraft Servicer	21.64
23080 - Aircraft Worker	22.46
23110 - Appliance Mechanic	18.24
23120 - Bicycle Repairer	14.34
23125 - Cable Splicer	29.40
23130 - Carpenter, Maintenance	19.98
23140 - Carpet Layer	19.67
23160 - Electrician, Maintenance	23.73
23181 - Electronics Technician Maintenance I	21.84
23182 - Electronics Technician Maintenance II	23.49
23183 - Electronics Technician Maintenance III	24.58
23260 - Fabric Worker	18.65
23290 - Fire Alarm System Mechanic	20.85
23310 - Fire Extinguisher Repairer	17.73
23311 - Fuel Distribution System Mechanic	28.12
23312 - Fuel Distribution System Operator	23.24
23370 - General Maintenance Worker	16.05
23380 - Ground Support Equipment Mechanic	24.88
23381 - Ground Support Equipment Servicer	20.62
23382 - Ground Support Equipment Worker	21.69
23391 - Gunsmith I	17.73
23392 - Gunsmith II	19.83
23393 - Gunsmith III	21.23
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.43
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.16
23430 - Heavy Equipment Mechanic	19.24
23440 - Heavy Equipment Operator	24.79
23460 - Instrument Mechanic	21.23
23465 - Laboratory/Shelter Mechanic	20.57
23470 - Laborer	11.58
23510 - Locksmith	20.37
23530 - Machinery Maintenance Mechanic	20.06

23550 - Machinist, Maintenance	17.18
23580 - Maintenance Trades Helper	15.63
23591 - Metrology Technician I	21.23
23592 - Metrology Technician II	22.08
23593 - Metrology Technician III	22.84
23640 - Millwright	20.70
23710 - Office Appliance Repairer	20.09
23760 - Painter, Maintenance	18.10
23790 - Pipefitter, Maintenance	27.88
23810 - Plumber, Maintenance	21.26
23820 - Pneudraulic Systems Mechanic	21.23
23850 - Rigger	21.23
23870 - Scale Mechanic	20.82
23890 - Sheet-Metal Worker, Maintenance	20.85
23910 - Small Engine Mechanic	19.26
23931 - Telecommunications Mechanic I	25.96
23932 - Telecommunications Mechanic II	26.86
23950 - Telephone Lineman	25.89
23960 - Welder, Combination, Maintenance	18.96
23965 - Well Driller	21.23
23970 - Woodcraft Worker	21.23
23980 - Woodworker	16.32
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.84
24580 - Child Care Center Clerk	12.27
24610 - Chore Aide	9.75
24620 - Family Readiness And Support Services Coordinator	14.52
24630 - Homemaker	13.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.39
25040 - Sewage Plant Operator	18.54
25070 - Stationary Engineer	24.39
25190 - Ventilation Equipment Tender	18.72
25210 - Water Treatment Plant Operator	18.28
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.51
27007 - Baggage Inspector	13.35
27008 - Corrections Officer	21.94
27010 - Court Security Officer	21.74
27030 - Detection Dog Handler	16.29
27040 - Detention Officer	21.94
27070 - Firefighter	23.44
27101 - Guard I	13.35
27102 - Guard II	16.29
27131 - Police Officer I	22.40
27132 - Police Officer II	24.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.05
28042 - Carnival Equipment Repairer	11.40
28043 - Carnival Equpment Worker	8.99
28210 - Gate Attendant/Gate Tender	13.80
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	15.44
28510 - Recreation Aide/Health Facility Attendant	11.27
28515 - Recreation Specialist	19.13
28630 - Sports Official	12.29
28690 - Swimming Pool Operator	18.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.08
29020 - Hatch Tender	24.08
29030 - Line Handler	24.08
29041 - Stevedore I	21.05

29042 - Stevedore II		24.98
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	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		15.31
30022 - Archeological Technician II		17.07
30023 - Archeological Technician III		21.22
30030 - Cartographic Technician		23.74
30040 - Civil Engineering Technician		21.56
30061 - Drafter/CAD Operator I		16.43
30062 - Drafter/CAD Operator II		19.13
30063 - Drafter/CAD Operator III		21.29
30064 - Drafter/CAD Operator IV		25.23
30081 - Engineering Technician I		14.27
30082 - Engineering Technician II		16.02
30083 - Engineering Technician III		18.70
30084 - Engineering Technician IV		22.20
30085 - Engineering Technician V		27.16
30086 - Engineering Technician VI		32.86
30090 - Environmental Technician		19.67
30210 - Laboratory Technician		18.00
30240 - Mathematical Technician		23.49
30361 - Paralegal/Legal Assistant I		17.28
30362 - Paralegal/Legal Assistant II		21.92
30363 - Paralegal/Legal Assistant III		26.81
30364 - Paralegal/Legal Assistant IV		32.44
30390 - Photo-Optics Technician		23.49
30461 - Technical Writer I		21.13
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30463 - Technical Writer III		31.27
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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 Surface Programs	(see 2)	21.29
30621 - Weather Observer, Senior	(see 2)	22.77
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.64
31030 - Bus Driver		14.20
31043 - Driver Courier		12.21
31260 - Parking and Lot Attendant		9.46
31290 - Shuttle Bus Driver		13.14
31310 - Taxi Driver		10.00
31361 - Truckdriver, Light		13.14
31362 - Truckdriver, Medium		17.61
31363 - Truckdriver, Heavy		17.68
31364 - Truckdriver, Tractor-Trailer		17.68
99000 - Miscellaneous Occupations		
99030 - Cashier		9.10
99050 - Desk Clerk		10.17
99095 - Embalmer		26.64
99251 - Laboratory Animal Caretaker I		10.66
99252 - Laboratory Animal Caretaker II		11.47
99310 - Mortician		27.29
99410 - Pest Controller		15.84
99510 - Photofinishing Worker		11.97
99710 - Recycling Laborer		14.91
99711 - Recycling Specialist		17.56
99730 - Refuse Collector		13.58
99810 - Sales Clerk		11.34

99820 - School Crossing Guard	9.90
99830 - Survey Party Chief	20.03
99831 - Surveying Aide	12.59
99832 - Surveying Technician	17.23
99840 - Vending Machine Attendant	14.59
99841 - Vending Machine Repairer	16.15
99842 - Vending Machine Repairer Helper	14.59

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 8 years, 4 weeks after 15 years, and 5 weeks after 25 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.

WD 05-2391 (Rev.-14) was first posted on www.wdol.gov on 06/25/2013

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2391 Revision No.: 14 Date Of Revision: 06/19/2013

States: North Carolina, South Carolina

Area: North Carolina Counties of Alexander, Anson, Cabarrus, Catawba, Cleveland, Gaston, Iredell, Lincoln, Mecklenburg, Rowan, Stanly, Union, Wilkes

South Carolina Counties of Chesterfield, Lancaster, York

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.08
01012 - Accounting Clerk II		15.80
01013 - Accounting Clerk III		17.67
01020 - Administrative Assistant		26.85
01040 - Court Reporter		19.88
01051 - Data Entry Operator I		11.56
01052 - Data Entry Operator II		13.00
01060 - Dispatcher, Motor Vehicle		17.88
01070 - Document Preparation Clerk		12.71
01090 - Duplicating Machine Operator		12.71
01111 - General Clerk I		11.81
01112 - General Clerk II		12.88
01113 - General Clerk III		14.46
01120 - Housing Referral Assistant		22.66
01141 - Messenger Courier		12.10
01191 - Order Clerk I		11.56
01192 - Order Clerk II		12.76
01261 - Personnel Assistant (Employment) I		15.34
01262 - Personnel Assistant (Employment) II		16.39
01263 - Personnel Assistant (Employment) III		18.25
01270 - Production Control Clerk		18.52
01280 - Receptionist		13.87
01290 - Rental Clerk		15.24
01300 - Scheduler, Maintenance		17.63
01311 - Secretary I		17.63
01312 - Secretary II		19.88
01313 - Secretary III		22.66
01320 - Service Order Dispatcher		14.93
01410 - Supply Technician		26.85
01420 - Survey Worker		18.35
01531 - Travel Clerk I		11.33
01532 - Travel Clerk II		12.07
01533 - Travel Clerk III		12.86
01611 - Word Processor I		14.61
01612 - Word Processor II		16.59
01613 - Word Processor III		18.55
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.91
05010 - Automotive Electrician		20.99
05040 - Automotive Glass Installer		19.38

05070 - Automotive Worker	19.87
05110 - Mobile Equipment Servicer	17.29
05130 - Motor Equipment Metal Mechanic	22.06
05160 - Motor Equipment Metal Worker	19.87
05190 - Motor Vehicle Mechanic	22.06
05220 - Motor Vehicle Mechanic Helper	16.29
05250 - Motor Vehicle Upholstery Worker	18.92
05280 - Motor Vehicle Wrecker	19.87
05310 - Painter, Automotive	20.99
05340 - Radiator Repair Specialist	19.87
05370 - Tire Repairer	11.47
05400 - Transmission Repair Specialist	22.06
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.13
07041 - Cook I	10.33
07042 - Cook II	11.59
07070 - Dishwasher	9.24
07130 - Food Service Worker	8.77
07210 - Meat Cutter	13.45
07260 - Waiter/Waitress	9.07
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.37
09040 - Furniture Handler	10.92
09080 - Furniture Refinisher	13.98
09090 - Furniture Refinisher Helper	11.19
09110 - Furniture Repairer, Minor	12.51
09130 - Upholsterer	16.28
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.61
11060 - Elevator Operator	10.52
11090 - Gardener	13.20
11122 - Housekeeping Aide	11.62
11150 - Janitor	11.62
11210 - Laborer, Grounds Maintenance	11.03
11240 - Maid or Houseman	9.00
11260 - Pruner	9.77
11270 - Tractor Operator	13.06
11330 - Trail Maintenance Worker	11.03
11360 - Window Cleaner	13.11
12000 - Health Occupations	
12010 - Ambulance Driver	16.58
12011 - Breath Alcohol Technician	17.96
12012 - Certified Occupational Therapist Assistant	24.60
12015 - Certified Physical Therapist Assistant	25.61
12020 - Dental Assistant	19.04
12025 - Dental Hygienist	32.03
12030 - EKG Technician	25.29
12035 - Electroneurodiagnostic Technologist	25.29
12040 - Emergency Medical Technician	16.58
12071 - Licensed Practical Nurse I	16.06
12072 - Licensed Practical Nurse II	17.96
12073 - Licensed Practical Nurse III	20.03
12100 - Medical Assistant	14.09
12130 - Medical Laboratory Technician	17.36
12160 - Medical Record Clerk	13.66
12190 - Medical Record Technician	15.30
12195 - Medical Transcriptionist	16.62
12210 - Nuclear Medicine Technologist	30.96
12221 - Nursing Assistant I	10.14
12222 - Nursing Assistant II	11.40
12223 - Nursing Assistant III	12.44
12224 - Nursing Assistant IV	13.96
12235 - Optical Dispenser	18.46

12236 - Optical Technician		14.32
12250 - Pharmacy Technician		13.57
12280 - Phlebotomist		13.96
12305 - Radiologic Technologist		26.39
12311 - Registered Nurse I		23.03
12312 - Registered Nurse II		28.17
12313 - Registered Nurse II, Specialist		28.17
12314 - Registered Nurse III		34.09
12315 - Registered Nurse III, Anesthetist		34.09
12316 - Registered Nurse IV		40.82
12317 - Scheduler (Drug and Alcohol Testing)		20.55
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.14
13012 - Exhibits Specialist II		22.48
13013 - Exhibits Specialist III		27.50
13041 - Illustrator I		18.14
13042 - Illustrator II		22.48
13043 - Illustrator III		27.50
13047 - Librarian		24.89
13050 - Library Aide/Clerk		12.09
13054 - Library Information Technology Systems Administrator		22.48
13058 - Library Technician		14.48
13061 - Media Specialist I		16.22
13062 - Media Specialist II		18.14
13063 - Media Specialist III		20.23
13071 - Photographer I		15.85
13072 - Photographer II		17.73
13073 - Photographer III		21.96
13074 - Photographer IV		26.87
13075 - Photographer V		32.51
13110 - Video Teleconference Technician		18.01
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.93
14042 - Computer Operator II		17.81
14043 - Computer Operator III		19.86
14044 - Computer Operator IV		22.06
14045 - Computer Operator V		24.44
14071 - Computer Programmer I		21.04
14072 - Computer Programmer II		26.95
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		15.93
14160 - Personal Computer Support Technician		22.06
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.23
15020 - Aircrew Training Devices Instructor (Rated)		32.97
15030 - Air Crew Training Devices Instructor (Pilot)		39.52
15050 - Computer Based Training Specialist / Instructor		27.62
15060 - Educational Technologist		25.54
15070 - Flight Instructor (Pilot)		39.52
15080 - Graphic Artist		24.05
15090 - Technical Instructor		24.46
15095 - Technical Instructor/Course Developer		29.92
15110 - Test Proctor		19.74
15120 - Tutor		19.74
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.85
16030 - Counter Attendant		8.85
16040 - Dry Cleaner		10.96

16070 - Finisher, Flatwork, Machine	8.85
16090 - Presser, Hand	8.85
16110 - Presser, Machine, Drycleaning	8.85
16130 - Presser, Machine, Shirts	8.85
16160 - Presser, Machine, Wearing Apparel, Laundry	8.85
16190 - Sewing Machine Operator	11.64
16220 - Tailor	12.27
16250 - Washer, Machine	9.50
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.78
19040 - Tool And Die Maker	20.30
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.11
21030 - Material Coordinator	18.52
21040 - Material Expediter	18.52
21050 - Material Handling Laborer	12.13
21071 - Order Filler	11.84
21080 - Production Line Worker (Food Processing)	15.11
21110 - Shipping Packer	14.62
21130 - Shipping/Receiving Clerk	14.62
21140 - Store Worker I	10.48
21150 - Stock Clerk	14.79
21210 - Tools And Parts Attendant	15.11
21410 - Warehouse Specialist	15.11
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.39
23021 - Aircraft Mechanic I	23.22
23022 - Aircraft Mechanic II	24.39
23023 - Aircraft Mechanic III	25.61
23040 - Aircraft Mechanic Helper	17.66
23050 - Aircraft, Painter	22.57
23060 - Aircraft Servicer	19.73
23080 - Aircraft Worker	20.90
23110 - Appliance Mechanic	18.11
23120 - Bicycle Repairer	11.38
23125 - Cable Splicer	23.71
23130 - Carpenter, Maintenance	16.42
23140 - Carpet Layer	16.35
23160 - Electrician, Maintenance	19.24
23181 - Electronics Technician Maintenance I	19.60
23182 - Electronics Technician Maintenance II	21.12
23183 - Electronics Technician Maintenance III	24.85
23260 - Fabric Worker	16.73
23290 - Fire Alarm System Mechanic	19.80
23310 - Fire Extinguisher Repairer	15.76
23311 - Fuel Distribution System Mechanic	21.55
23312 - Fuel Distribution System Operator	18.53
23370 - General Maintenance Worker	17.56
23380 - Ground Support Equipment Mechanic	23.22
23381 - Ground Support Equipment Servicer	19.73
23382 - Ground Support Equipment Worker	20.90
23391 - Gunsmith I	15.76
23392 - Gunsmith II	17.68
23393 - Gunsmith III	20.16
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.95
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.96
23430 - Heavy Equipment Mechanic	18.98
23440 - Heavy Equipment Operator	16.31
23460 - Instrument Mechanic	23.15
23465 - Laboratory/Shelter Mechanic	18.69
23470 - Laborer	12.13

23510 - Locksmith	18.57
23530 - Machinery Maintenance Mechanic	22.08
23550 - Machinist, Maintenance	17.55
23580 - Maintenance Trades Helper	12.80
23591 - Metrology Technician I	23.15
23592 - Metrology Technician II	24.32
23593 - Metrology Technician III	25.44
23640 - Millwright	21.55
23710 - Office Appliance Repairer	20.26
23760 - Painter, Maintenance	15.52
23790 - Pipefitter, Maintenance	20.62
23810 - Plumber, Maintenance	17.64
23820 - Pneudraulic Systems Mechanic	19.63
23850 - Rigger	21.59
23870 - Scale Mechanic	17.68
23890 - Sheet-Metal Worker, Maintenance	15.74
23910 - Small Engine Mechanic	14.88
23931 - Telecommunications Mechanic I	25.39
23932 - Telecommunications Mechanic II	26.65
23950 - Telephone Lineman	21.89
23960 - Welder, Combination, Maintenance	17.10
23965 - Well Driller	17.57
23970 - Woodcraft Worker	19.63
23980 - Woodworker	14.27
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.87
24580 - Child Care Center Clerk	12.31
24610 - Chore Aide	9.24
24620 - Family Readiness And Support Services Coordinator	13.30
24630 - Homemaker	13.68
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.33
25040 - Sewage Plant Operator	17.69
25070 - Stationary Engineer	20.33
25190 - Ventilation Equipment Tender	14.83
25210 - Water Treatment Plant Operator	17.69
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.98
27007 - Baggage Inspector	11.70
27008 - Corrections Officer	15.96
27010 - Court Security Officer	18.30
27030 - Detection Dog Handler	15.13
27040 - Detention Officer	15.96
27070 - Firefighter	18.54
27101 - Guard I	11.70
27102 - Guard II	15.13
27131 - Police Officer I	19.63
27132 - Police Officer II	21.81
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.02
28042 - Carnival Equipment Repairer	11.71
28043 - Carnival Equpment Worker	8.68
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	12.69
28515 - Recreation Specialist	18.26
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	17.14
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.68
29020 - Hatch Tender	18.68

29030 - Line Handler		18.68
29041 - Stevedore I		17.72
29042 - Stevedore II		19.77
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	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		15.15
30022 - Archeological Technician II		18.89
30023 - Archeological Technician III		23.01
30030 - Cartographic Technician		23.07
30040 - Civil Engineering Technician		21.85
30061 - Drafter/CAD Operator I		15.15
30062 - Drafter/CAD Operator II		18.89
30063 - Drafter/CAD Operator III		20.96
30064 - Drafter/CAD Operator IV		23.25
30081 - Engineering Technician I		15.07
30082 - Engineering Technician II		16.92
30083 - Engineering Technician III		18.92
30084 - Engineering Technician IV		23.44
30085 - Engineering Technician V		28.68
30086 - Engineering Technician VI		34.70
30090 - Environmental Technician		19.68
30210 - Laboratory Technician		19.99
30240 - Mathematical Technician		23.04
30361 - Paralegal/Legal Assistant I		17.08
30362 - Paralegal/Legal Assistant II		21.17
30363 - Paralegal/Legal Assistant III		25.90
30364 - Paralegal/Legal Assistant IV		31.33
30390 - Photo-Optics Technician		23.07
30461 - Technical Writer I		20.21
30462 - Technical Writer II		24.73
30463 - Technical Writer III		29.10
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 Surface Programs	(see 2)	20.96
30621 - Weather Observer, Senior	(see 2)	21.17
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.10
31030 - Bus Driver		17.62
31043 - Driver Courier		15.70
31260 - Parking and Lot Attendant		10.34
31290 - Shuttle Bus Driver		16.78
31310 - Taxi Driver		10.25
31361 - Truckdriver, Light		16.78
31362 - Truckdriver, Medium		18.59
31363 - Truckdriver, Heavy		19.15
31364 - Truckdriver, Tractor-Trailer		19.15
99000 - Miscellaneous Occupations		
99030 - Cashier		9.50
99050 - Desk Clerk		10.24
99095 - Embalmer		24.90
99251 - Laboratory Animal Caretaker I		10.57
99252 - Laboratory Animal Caretaker II		11.33
99310 - Mortician		30.68
99410 - Pest Controller		14.71
99510 - Photofinishing Worker		11.92
99710 - Recycling Laborer		14.34
99711 - Recycling Specialist		16.99

99730 - Refuse Collector	12.71
99810 - Sales Clerk	11.51
99820 - School Crossing Guard	11.42
99830 - Survey Party Chief	18.25
99831 - Surveying Aide	12.31
99832 - Surveying Technician	16.86
99840 - Vending Machine Attendant	11.92
99841 - Vending Machine Repairer	14.16
99842 - Vending Machine Repairer Helper	11.92

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 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.

WD 05-2415 (Rev.-12) was first posted on www.wdol.gov on 06/25/2013

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2415 Revision No.: 12 Date Of Revision: 06/19/2013

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
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
05190 - Motor Vehicle Mechanic	20.33
05220 - Motor Vehicle Mechanic Helper	16.50
05250 - Motor Vehicle Upholstery Worker	18.07
05280 - Motor Vehicle Wrecker	18.92
05310 - Painter, Automotive	19.67
05340 - Radiator Repair Specialist	18.92
05370 - Tire Repairer	15.89
05400 - Transmission Repair Specialist	20.33
07000 - Food Preparation And Service Occupations	
07010 - 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	
09010 - Electrostatic Spray Painter	20.60
09040 - Furniture Handler	13.89
09080 - Furniture Refinisher	20.60
09090 - Furniture Refinisher Helper	15.71
09110 - Furniture Repairer, Minor	17.22
09130 - Upholsterer	20.60
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.78
11060 - Elevator Operator	11.78
11090 - Gardener	14.19
11122 - Housekeeping Aide	12.06
11150 - Janitor	12.06
11210 - Laborer, Grounds Maintenance	11.32
11240 - Maid or Houseman	9.56
11260 - Pruner	11.52
11270 - Tractor Operator	12.65
11330 - Trail Maintenance Worker	11.32
11360 - Window Cleaner	12.73
12000 - Health Occupations	
12010 - Ambulance Driver	15.99
12011 - Breath Alcohol Technician	16.87
12012 - Certified Occupational Therapist Assistant	23.89
12015 - Certified Physical Therapist Assistant	23.10
12020 - Dental Assistant	15.34
12025 - Dental Hygienist	33.67
12030 - EKG Technician	22.15
12035 - Electroneurodiagnostic Technologist	25.64
12040 - Emergency Medical Technician	15.99
12071 - Licensed Practical Nurse I	17.51
12072 - Licensed Practical Nurse II	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 Administrator		22.30
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
15030 - Air Crew Training Devices Instructor (Pilot)		41.38
15050 - 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
16130 - Presser, Machine, Shirts	9.28
16160 - Presser, Machine, Wearing Apparel, Laundry	9.28
16190 - 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
21030 - 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
21110 - Shipping Packer	16.72
21130 - Shipping/Receiving Clerk	16.72
21140 - Store Worker I	14.39
21150 - Stock Clerk	18.87
21210 - Tools And Parts Attendant	16.71
21410 - Warehouse Specialist	16.71
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - 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
23120 - 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
23310 - Fire Extinguisher Repairer	17.84
23311 - Fuel Distribution System Mechanic	27.55
23312 - 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 Mechanic	20.68
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.50
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	
24570 - Child Care Attendant	12.25
24580 - Child Care Center Clerk	15.29
24610 - Chore Aide	9.43
24620 - Family Readiness And Support Services Coordinator	12.91
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
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
27132 - Police Officer II	27.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.12
28042 - Carnival Equipment Repairer	11.63
28043 - Carnival Equpment Worker	9.17
28210 - Gate Attendant/Gate Tender	13.17
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.74
28510 - Recreation Aide/Health Facility Attendant	10.75
28515 - Recreation Specialist	16.98
28630 - Sports Official	11.73
28690 - Swimming Pool Operator	18.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.04
29020 - Hatch Tender	21.04
29030 - Line Handler	21.04
29041 - Stevedore I	19.85

29042 - Stevedore II		21.61
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	37.19
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	25.64
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	28.25
30021 - Archeological Technician I		15.04
30022 - Archeological Technician II		15.03
30023 - Archeological Technician III		20.85
30030 - Cartographic Technician		25.34
30040 - Civil Engineering Technician		21.36
30061 - Drafter/CAD Operator I		18.14
30062 - Drafter/CAD Operator II		20.46
30063 - Drafter/CAD Operator III		22.81
30064 - Drafter/CAD Operator IV		28.07
30081 - Engineering Technician I		16.70
30082 - Engineering Technician II		18.75
30083 - Engineering Technician III		20.98
30084 - Engineering Technician IV		25.99
30085 - Engineering Technician V		31.78
30086 - Engineering Technician VI		38.46
30090 - 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
30390 - Photo-Optics Technician		25.34
30461 - Technical Writer I		25.12
30462 - Technical Writer II		29.25
30463 - Technical Writer III		30.20
30491 - Unexploded Ordnance (UXO) Technician I		23.64
30492 - Unexploded Ordnance (UXO) Technician II		28.60
30493 - Unexploded Ordnance (UXO) Technician III		34.28
30494 - Unexploded (UXO) Safety Escort		23.64
30495 - Unexploded (UXO) Sweep Personnel		23.64
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.15
30621 - Weather Observer, Senior	(see 2)	25.34
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		13.82
31030 - Bus Driver		18.42
31043 - Driver Courier		15.37
31260 - Parking and Lot Attendant		8.74
31290 - 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
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

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(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.

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 05-2431 (Rev.-17) was first posted on www.wdol.gov on 06/25/2013

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2431 Revision No.: 17 Date Of Revision: 06/19/2013

State: Oklahoma

Area: Oklahoma Counties of Alfalfa, Atoka, Beckham, Blaine, Bryan, Caddo, Canadian, Carter, Cleveland, Coal, Custer, Dewey, Ellis, Garfield, Garvin, Grady, Grant, Harper, Hughes, Johnston, Kingfisher, Lincoln, Logan, Love, Major, Marshall, McClain, Murray, Noble, Oklahoma, Payne, Pontotoc, Pottawatomie, Roger Mills, Seminole, Washita, Woods, Woodward

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.04
01012 - Accounting Clerk II		14.63
01013 - Accounting Clerk III		18.28
01020 - Administrative Assistant		22.58
01040 - Court Reporter		18.46
01051 - Data Entry Operator I		11.69
01052 - Data Entry Operator II		12.76
01060 - Dispatcher, Motor Vehicle		17.05
01070 - Document Preparation Clerk		13.46
01090 - Duplicating Machine Operator		13.46
01111 - General Clerk I		13.10
01112 - General Clerk II		14.30
01113 - General Clerk III		18.00
01120 - Housing Referral Assistant		18.77
01141 - Messenger Courier		10.67
01191 - Order Clerk I		12.71
01192 - Order Clerk II		14.08
01261 - Personnel Assistant (Employment) I		14.35
01262 - Personnel Assistant (Employment) II		16.05
01263 - Personnel Assistant (Employment) III		17.90
01270 - Production Control Clerk		20.96
01280 - Receptionist		12.74
01290 - Rental Clerk		14.04
01300 - Scheduler, Maintenance		14.04
01311 - Secretary I		14.04
01312 - Secretary II		16.20
01313 - Secretary III		18.77
01320 - Service Order Dispatcher		15.05
01410 - Supply Technician		22.58
01420 - Survey Worker		17.05
01531 - Travel Clerk I		12.32
01532 - Travel Clerk II		13.14
01533 - Travel Clerk III		13.77
01611 - Word Processor I		12.54
01612 - Word Processor II		14.07
01613 - Word Processor III		15.80
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.14
05010 - Automotive Electrician		17.24

05040 - Automotive Glass Installer	16.31
05070 - Automotive Worker	14.84
05110 - Mobile Equipment Servicer	13.22
05130 - Motor Equipment Metal Mechanic	16.49
05160 - Motor Equipment Metal Worker	14.84
05190 - Motor Vehicle Mechanic	16.49
05220 - Motor Vehicle Mechanic Helper	12.63
05250 - Motor Vehicle Upholstery Worker	14.03
05280 - Motor Vehicle Wrecker	14.84
05310 - Painter, Automotive	15.67
05340 - Radiator Repair Specialist	14.84
05370 - Tire Repairer	12.12
05400 - Transmission Repair Specialist	16.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.05
07041 - Cook I	8.70
07042 - Cook II	10.01
07070 - Dishwasher	8.18
07130 - Food Service Worker	8.20
07210 - Meat Cutter	13.28
07260 - Waiter/Waitress	8.77
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.86
09040 - Furniture Handler	10.57
09080 - Furniture Refinisher	14.86
09090 - Furniture Refinisher Helper	11.83
09110 - Furniture Repairer, Minor	13.35
09130 - Upholsterer	14.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.06
11060 - Elevator Operator	10.81
11090 - Gardener	12.86
11122 - Housekeeping Aide	10.47
11150 - Janitor	10.19
11210 - Laborer, Grounds Maintenance	10.82
11240 - Maid or Houseman	8.42
11260 - Pruner	10.20
11270 - Tractor Operator	12.10
11330 - Trail Maintenance Worker	10.82
11360 - Window Cleaner	10.42
12000 - Health Occupations	
12010 - Ambulance Driver	13.70
12011 - Breath Alcohol Technician	17.35
12012 - Certified Occupational Therapist Assistant	25.26
12015 - Certified Physical Therapist Assistant	22.10
12020 - Dental Assistant	14.41
12025 - Dental Hygienist	29.89
12030 - EKG Technician	20.95
12035 - Electroneurodiagnostic Technologist	20.95
12040 - Emergency Medical Technician	13.70
12071 - Licensed Practical Nurse I	15.51
12072 - Licensed Practical Nurse II	17.35
12073 - Licensed Practical Nurse III	19.35
12100 - Medical Assistant	12.33
12130 - Medical Laboratory Technician	16.14
12160 - Medical Record Clerk	13.88
12190 - Medical Record Technician	15.53
12195 - Medical Transcriptionist	12.04
12210 - Nuclear Medicine Technologist	34.29
12221 - Nursing Assistant I	9.70
12222 - Nursing Assistant II	10.91
12223 - Nursing Assistant III	11.91
12224 - Nursing Assistant IV	13.36

12235 - Optical Dispenser		14.41
12236 - Optical Technician		11.84
12250 - Pharmacy Technician		16.23
12280 - Phlebotomist		13.36
12305 - Radiologic Technologist		22.09
12311 - Registered Nurse I		27.48
12312 - Registered Nurse II		30.22
12313 - Registered Nurse II, Specialist		30.22
12314 - Registered Nurse III		36.56
12315 - Registered Nurse III, Anesthetist		36.56
12316 - Registered Nurse IV		43.82
12317 - Scheduler (Drug and Alcohol Testing)		21.50
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.53
13012 - Exhibits Specialist II		20.67
13013 - Exhibits Specialist III		24.88
13041 - Illustrator I		20.86
13042 - Illustrator II		25.12
13043 - Illustrator III		30.74
13047 - Librarian		20.37
13050 - Library Aide/Clerk		10.85
13054 - Library Information Technology Systems Administrator		18.40
13058 - Library Technician		12.31
13061 - Media Specialist I		13.27
13062 - Media Specialist II		14.85
13063 - Media Specialist III		16.56
13071 - Photographer I		13.27
13072 - Photographer II		15.16
13073 - Photographer III		18.78
13074 - Photographer IV		22.98
13075 - Photographer V		27.80
13110 - Video Teleconference Technician		14.89
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.91
14042 - Computer Operator II		16.74
14043 - Computer Operator III		18.70
14044 - Computer Operator IV		20.75
14045 - Computer Operator V		22.97
14071 - Computer Programmer I	(see 1)	24.07
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		14.91
14160 - Personal Computer Support Technician		20.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.92
15020 - Aircrew Training Devices Instructor (Rated)		36.20
15030 - Air Crew Training Devices Instructor (Pilot)		39.82
15050 - Computer Based Training Specialist / Instructor		29.92
15060 - Educational Technologist		22.71
15070 - Flight Instructor (Pilot)		39.82
15080 - Graphic Artist		20.81
15090 - Technical Instructor		17.74
15095 - Technical Instructor/Course Developer		21.70
15110 - Test Proctor		15.76
15120 - Tutor		15.76
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.47
16030 - Counter Attendant		8.47

16040 - Dry Cleaner	10.79
16070 - Finisher, Flatwork, Machine	8.47
16090 - Presser, Hand	8.47
16110 - Presser, Machine, Drycleaning	8.47
16130 - Presser, Machine, Shirts	8.47
16160 - Presser, Machine, Wearing Apparel, Laundry	8.47
16190 - Sewing Machine Operator	11.56
16220 - Tailor	12.34
16250 - Washer, Machine	9.27
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.79
19040 - Tool And Die Maker	24.73
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.25
21030 - Material Coordinator	22.82
21040 - Material Expediter	22.82
21050 - Material Handling Laborer	11.10
21071 - Order Filler	12.77
21080 - Production Line Worker (Food Processing)	15.25
21110 - Shipping Packer	13.76
21130 - Shipping/Receiving Clerk	13.76
21140 - Store Worker I	13.94
21150 - Stock Clerk	16.90
21210 - Tools And Parts Attendant	15.25
21410 - Warehouse Specialist	15.25
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.37
23021 - Aircraft Mechanic I	23.35
23022 - Aircraft Mechanic II	24.37
23023 - Aircraft Mechanic III	25.40
23040 - Aircraft Mechanic Helper	16.96
23050 - Aircraft, Painter	20.19
23060 - Aircraft Servicer	19.19
23080 - Aircraft Worker	20.33
23110 - Appliance Mechanic	16.59
23120 - Bicycle Repairer	12.12
23125 - Cable Splicer	24.43
23130 - Carpenter, Maintenance	18.10
23140 - Carpet Layer	17.15
23160 - Electrician, Maintenance	18.93
23181 - Electronics Technician Maintenance I	21.73
23182 - Electronics Technician Maintenance II	24.54
23183 - Electronics Technician Maintenance III	25.71
23260 - Fabric Worker	17.12
23290 - Fire Alarm System Mechanic	18.63
23310 - Fire Extinguisher Repairer	16.13
23311 - Fuel Distribution System Mechanic	23.73
23312 - Fuel Distribution System Operator	17.99
23370 - General Maintenance Worker	17.04
23380 - Ground Support Equipment Mechanic	22.99
23381 - Ground Support Equipment Servicer	18.78
23382 - Ground Support Equipment Worker	19.89
23391 - Gunsmith I	16.13
23392 - Gunsmith II	17.98
23393 - Gunsmith III	19.84
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.92
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.98
23430 - Heavy Equipment Mechanic	18.92
23440 - Heavy Equipment Operator	18.50
23460 - Instrument Mechanic	24.92
23465 - Laboratory/Shelter Mechanic	18.93

23470 - Laborer	11.10
23510 - Locksmith	18.24
23530 - Machinery Maintenance Mechanic	21.77
23550 - Machinist, Maintenance	18.92
23580 - Maintenance Trades Helper	13.97
23591 - Metrology Technician I	24.92
23592 - Metrology Technician II	25.98
23593 - Metrology Technician III	27.08
23640 - Millwright	20.03
23710 - Office Appliance Repairer	19.09
23760 - Painter, Maintenance	17.94
23790 - Pipefitter, Maintenance	19.97
23810 - Plumber, Maintenance	19.20
23820 - Pneudraulic Systems Mechanic	19.84
23850 - Rigger	19.84
23870 - Scale Mechanic	17.98
23890 - Sheet-Metal Worker, Maintenance	22.11
23910 - Small Engine Mechanic	17.04
23931 - Telecommunications Mechanic I	22.77
23932 - Telecommunications Mechanic II	23.76
23950 - Telephone Lineman	22.90
23960 - Welder, Combination, Maintenance	18.92
23965 - Well Driller	19.71
23970 - Woodcraft Worker	19.84
23980 - Woodworker	16.13
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.73
24580 - Child Care Center Clerk	13.27
24610 - Chore Aide	8.73
24620 - Family Readiness And Support Services Coordinator	14.27
24630 - Homemaker	15.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.39
25040 - Sewage Plant Operator	16.59
25070 - Stationary Engineer	22.39
25190 - Ventilation Equipment Tender	15.08
25210 - Water Treatment Plant Operator	16.35
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.88
27007 - Baggage Inspector	12.57
27008 - Corrections Officer	15.39
27010 - Court Security Officer	20.62
27030 - Detection Dog Handler	15.03
27040 - Detention Officer	15.39
27070 - Firefighter	24.14
27101 - Guard I	12.57
27102 - Guard II	15.03
27131 - Police Officer I	23.19
27132 - Police Officer II	25.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.57
28042 - Carnival Equipment Repairer	11.39
28043 - Carnival Equpment Worker	8.28
28210 - Gate Attendant/Gate Tender	13.14
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	15.51
28510 - Recreation Aide/Health Facility Attendant	10.73
28515 - Recreation Specialist	17.93
28630 - Sports Official	11.71
28690 - Swimming Pool Operator	16.74
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.94

29020 - Hatch Tender		20.94
29030 - Line Handler		20.94
29041 - Stevedore I		19.94
29042 - Stevedore II		22.08
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	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		17.25
30022 - Archeological Technician II		20.36
30023 - Archeological Technician III		25.22
30030 - Cartographic Technician		25.22
30040 - Civil Engineering Technician		24.03
30061 - Drafter/CAD Operator I		17.25
30062 - Drafter/CAD Operator II		20.36
30063 - Drafter/CAD Operator III		22.71
30064 - Drafter/CAD Operator IV		26.48
30081 - Engineering Technician I		19.05
30082 - Engineering Technician II		21.83
30083 - Engineering Technician III		23.92
30084 - Engineering Technician IV		29.64
30085 - Engineering Technician V		36.26
30086 - Engineering Technician VI		43.86
30090 - Environmental Technician		21.77
30210 - Laboratory Technician		19.34
30240 - Mathematical Technician		25.23
30361 - Paralegal/Legal Assistant I		18.67
30362 - Paralegal/Legal Assistant II		23.12
30363 - Paralegal/Legal Assistant III		28.28
30364 - Paralegal/Legal Assistant IV		34.22
30390 - Photo-Optics Technician		25.22
30461 - Technical Writer I		18.40
30462 - Technical Writer II		22.51
30463 - Technical Writer III		27.24
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 Surface Programs	(see 2)	22.71
30621 - Weather Observer, Senior	(see 2)	25.22
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.62
31030 - Bus Driver		14.66
31043 - Driver Courier		13.20
31260 - Parking and Lot Attendant		9.68
31290 - Shuttle Bus Driver		14.03
31310 - Taxi Driver		10.60
31361 - Truckdriver, Light		14.03
31362 - Truckdriver, Medium		15.85
31363 - Truckdriver, Heavy		19.47
31364 - Truckdriver, Tractor-Trailer		19.47
99000 - Miscellaneous Occupations		
99030 - Cashier		8.66
99050 - Desk Clerk		8.70
99095 - Embalmer		25.43
99251 - Laboratory Animal Caretaker I		10.69
99252 - Laboratory Animal Caretaker II		11.36
99310 - Mortician		25.43
99410 - Pest Controller		13.65
99510 - Photofinishing Worker		12.45
99710 - Recycling Laborer		15.53

99711 - Recycling Specialist	17.42
99730 - Refuse Collector	14.64
99810 - Sales Clerk	11.59
99820 - School Crossing Guard	10.88
99830 - Survey Party Chief	23.62
99831 - Surveying Aide	13.28
99832 - Surveying Technician	20.91
99840 - Vending Machine Attendant	12.16
99841 - Vending Machine Repairer	14.63
99842 - Vending Machine Repairer Helper	11.82

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 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.

WD 05-2473 (Rev.-15) was first posted on www.wdol.gov on 06/25/2013

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2473 Revision No.: 15 Date Of Revision: 06/19/2013

State: South Carolina

Area: South Carolina Counties of Beaufort, Berkeley, Charleston, Colleton, Dorchester, Georgetown, Williamsburg

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.74
01012 - Accounting Clerk II		13.17
01013 - Accounting Clerk III		14.73
01020 - Administrative Assistant		22.08
01040 - Court Reporter		17.83
01051 - Data Entry Operator I		11.61
01052 - Data Entry Operator II		13.05
01060 - Dispatcher, Motor Vehicle		17.93
01070 - Document Preparation Clerk		13.04
01090 - Duplicating Machine Operator		13.04
01111 - General Clerk I		11.74
01112 - General Clerk II		12.81
01113 - General Clerk III		14.38
01120 - Housing Referral Assistant		19.89
01141 - Messenger Courier		10.72
01191 - Order Clerk I		11.21
01192 - Order Clerk II		13.06
01261 - Personnel Assistant (Employment) I		15.87
01262 - Personnel Assistant (Employment) II		17.75
01263 - Personnel Assistant (Employment) III		19.80
01270 - Production Control Clerk		21.00
01280 - Receptionist		11.99
01290 - Rental Clerk		14.69
01300 - Scheduler, Maintenance		15.94
01311 - Secretary I		15.94
01312 - Secretary II		17.83
01313 - Secretary III		19.89
01320 - Service Order Dispatcher		15.37
01410 - Supply Technician		22.08
01420 - Survey Worker		15.19
01531 - Travel Clerk I		12.41
01532 - Travel Clerk II		12.41
01533 - Travel Clerk III		13.27
01611 - Word Processor I		12.82
01612 - Word Processor II		14.38
01613 - Word Processor III		16.09
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.93
05010 - Automotive Electrician		17.81
05040 - Automotive Glass Installer		16.96
05070 - Automotive Worker		18.35
05110 - Mobile Equipment Servicer		15.27

05130 - Motor Equipment Metal Mechanic	20.18
05160 - Motor Equipment Metal Worker	18.35
05190 - Motor Vehicle Mechanic	20.18
05220 - Motor Vehicle Mechanic Helper	14.46
05250 - Motor Vehicle Upholstery Worker	17.46
05280 - Motor Vehicle Wrecker	18.35
05310 - Painter, Automotive	17.81
05340 - Radiator Repair Specialist	18.35
05370 - Tire Repairer	11.58
05400 - Transmission Repair Specialist	20.18
07000 - Food Preparation And Service Occupations	
07010 - Baker	9.92
07041 - Cook I	8.79
07042 - Cook II	10.12
07070 - Dishwasher	7.75
07130 - Food Service Worker	8.14
07210 - Meat Cutter	12.95
07260 - Waiter/Waitress	8.62
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.92
09040 - Furniture Handler	12.21
09080 - Furniture Refinisher	15.92
09090 - Furniture Refinisher Helper	12.92
09110 - Furniture Repairer, Minor	14.43
09130 - Upholsterer	16.91
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.40
11060 - Elevator Operator	9.40
11090 - Gardener	13.00
11122 - Housekeeping Aide	9.54
11150 - Janitor	10.19
11210 - Laborer, Grounds Maintenance	10.51
11240 - Maid or Houseman	8.86
11260 - Pruner	9.66
11270 - Tractor Operator	12.16
11330 - Trail Maintenance Worker	10.51
11360 - Window Cleaner	11.09
12000 - Health Occupations	
12010 - Ambulance Driver	15.69
12011 - Breath Alcohol Technician	16.81
12012 - Certified Occupational Therapist Assistant	23.34
12015 - Certified Physical Therapist Assistant	22.47
12020 - Dental Assistant	16.37
12025 - Dental Hygienist	25.78
12030 - EKG Technician	23.47
12035 - Electroneurodiagnostic Technologist	23.47
12040 - Emergency Medical Technician	16.80
12071 - Licensed Practical Nurse I	15.03
12072 - Licensed Practical Nurse II	16.81
12073 - Licensed Practical Nurse III	18.75
12100 - Medical Assistant	12.66
12130 - Medical Laboratory Technician	16.31
12160 - Medical Record Clerk	13.18
12190 - Medical Record Technician	13.98
12195 - Medical Transcriptionist	15.56
12210 - Nuclear Medicine Technologist	29.33
12221 - Nursing Assistant I	8.98
12222 - Nursing Assistant II	10.10
12223 - Nursing Assistant III	11.72
12224 - Nursing Assistant IV	13.15
12235 - Optical Dispenser	15.64
12236 - Optical Technician	16.41
12250 - Pharmacy Technician	13.15

12280 - Phlebotomist		13.30
12305 - Radiologic Technologist		23.12
12311 - Registered Nurse I		25.36
12312 - Registered Nurse II		31.01
12313 - Registered Nurse II, Specialist		31.01
12314 - Registered Nurse III		37.52
12315 - Registered Nurse III, Anesthetist		37.52
12316 - Registered Nurse IV		44.98
12317 - Scheduler (Drug and Alcohol Testing)		20.83
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.09
13012 - Exhibits Specialist II		20.58
13013 - Exhibits Specialist III		25.92
13041 - Illustrator I		17.09
13042 - Illustrator II		20.58
13043 - Illustrator III		25.92
13047 - Librarian		23.47
13050 - Library Aide/Clerk		10.89
13054 - Library Information Technology Systems Administrator		21.18
13058 - Library Technician		13.37
13061 - Media Specialist I		15.38
13062 - Media Specialist II		17.20
13063 - Media Specialist III		19.18
13071 - Photographer I		14.27
13072 - Photographer II		15.96
13073 - Photographer III		19.94
13074 - Photographer IV		24.16
13075 - Photographer V		29.24
13110 - Video Teleconference Technician		14.84
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.95
14042 - Computer Operator II		16.72
14043 - Computer Operator III		18.10
14044 - Computer Operator IV		20.72
14045 - Computer Operator V		22.94
14071 - Computer Programmer I	(see 1)	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	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.95
14160 - Personal Computer Support Technician		22.70
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.60
15020 - Aircrew Training Devices Instructor (Rated)		35.81
15030 - Air Crew Training Devices Instructor (Pilot)		42.92
15050 - Computer Based Training Specialist / Instructor		29.60
15060 - Educational Technologist		28.28
15070 - Flight Instructor (Pilot)		42.92
15080 - Graphic Artist		19.13
15090 - Technical Instructor		18.87
15095 - Technical Instructor/Course Developer		23.09
15110 - Test Proctor		15.23
15120 - Tutor		15.23
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.80
16030 - Counter Attendant		8.80
16040 - Dry Cleaner		10.61
16070 - Finisher, Flatwork, Machine		8.80
16090 - Presser, Hand		8.80

16110 - Presser, Machine, Drycleaning	8.80
16130 - Presser, Machine, Shirts	8.80
16160 - Presser, Machine, Wearing Apparel, Laundry	8.80
16190 - Sewing Machine Operator	11.19
16220 - Tailor	11.73
16250 - Washer, Machine	9.26
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.89
19040 - Tool And Die Maker	19.90
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.55
21030 - Material Coordinator	21.00
21040 - Material Expediter	21.00
21050 - Material Handling Laborer	11.60
21071 - Order Filler	10.97
21080 - Production Line Worker (Food Processing)	16.55
21110 - Shipping Packer	14.70
21130 - Shipping/Receiving Clerk	14.70
21140 - Store Worker I	11.68
21150 - Stock Clerk	15.03
21210 - Tools And Parts Attendant	16.55
21410 - Warehouse Specialist	16.55
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.48
23021 - Aircraft Mechanic I	22.34
23022 - Aircraft Mechanic II	23.48
23023 - Aircraft Mechanic III	25.09
23040 - Aircraft Mechanic Helper	16.81
23050 - Aircraft, Painter	21.21
23060 - Aircraft Servicer	18.92
23080 - Aircraft Worker	20.06
23110 - Appliance Mechanic	15.75
23120 - Bicycle Repairer	11.58
23125 - Cable Splicer	24.72
23130 - Carpenter, Maintenance	16.55
23140 - Carpet Layer	17.88
23160 - Electrician, Maintenance	19.10
23181 - Electronics Technician Maintenance I	21.79
23182 - Electronics Technician Maintenance II	23.04
23183 - Electronics Technician Maintenance III	24.27
23260 - Fabric Worker	16.86
23290 - Fire Alarm System Mechanic	19.91
23310 - Fire Extinguisher Repairer	15.84
23311 - Fuel Distribution System Mechanic	19.91
23312 - Fuel Distribution System Operator	15.84
23370 - General Maintenance Worker	16.10
23380 - Ground Support Equipment Mechanic	22.34
23381 - Ground Support Equipment Servicer	18.92
23382 - Ground Support Equipment Worker	20.06
23391 - Gunsmith I	15.84
23392 - Gunsmith II	17.88
23393 - Gunsmith III	19.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.30
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.27
23430 - Heavy Equipment Mechanic	20.15
23440 - Heavy Equipment Operator	16.81
23460 - Instrument Mechanic	19.91
23465 - Laboratory/Shelter Mechanic	18.90
23470 - Laborer	11.59
23510 - Locksmith	16.15
23530 - Machinery Maintenance Mechanic	23.55

23550 - Machinist, Maintenance	18.26
23580 - Maintenance Trades Helper	12.46
23591 - Metrology Technician I	19.54
23592 - Metrology Technician II	20.54
23593 - Metrology Technician III	23.55
23640 - Millwright	22.10
23710 - Office Appliance Repairer	18.43
23760 - Painter, Maintenance	15.25
23790 - Pipefitter, Maintenance	17.55
23810 - Plumber, Maintenance	16.77
23820 - Pneudraulic Systems Mechanic	19.91
23850 - Rigger	16.38
23870 - Scale Mechanic	17.88
23890 - Sheet-Metal Worker, Maintenance	16.08
23910 - Small Engine Mechanic	14.68
23931 - Telecommunications Mechanic I	22.03
23932 - Telecommunications Mechanic II	23.06
23950 - Telephone Lineman	19.23
23960 - Welder, Combination, Maintenance	16.56
23965 - Well Driller	20.43
23970 - Woodcraft Worker	19.91
23980 - Woodworker	12.94
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.39
24580 - Child Care Center Clerk	11.27
24610 - Chore Aide	9.59
24620 - Family Readiness And Support Services Coordinator	11.17
24630 - Homemaker	11.61
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.88
25040 - Sewage Plant Operator	17.22
25070 - Stationary Engineer	21.88
25190 - Ventilation Equipment Tender	16.08
25210 - Water Treatment Plant Operator	17.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.88
27007 - Baggage Inspector	11.87
27008 - Corrections Officer	15.07
27010 - Court Security Officer	15.07
27030 - Detection Dog Handler	13.81
27040 - Detention Officer	15.07
27070 - Firefighter	14.46
27101 - Guard I	11.87
27102 - Guard II	13.81
27131 - Police Officer I	16.36
27132 - Police Officer II	18.18
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.49
28042 - Carnival Equipment Repairer	11.13
28043 - Carnival Equpment Worker	8.53
28210 - Gate Attendant/Gate Tender	13.85
28310 - Lifeguard	11.87
28350 - Park Attendant (Aide)	15.49
28510 - Recreation Aide/Health Facility Attendant	11.31
28515 - Recreation Specialist	16.21
28630 - Sports Official	12.34
28690 - Swimming Pool Operator	14.92
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.56
29020 - Hatch Tender	21.56
29030 - Line Handler	21.56
29041 - Stevedore I	18.76

29042 - Stevedore II		22.80
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	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		17.40
30022 - Archeological Technician II		18.63
30023 - Archeological Technician III		23.07
30030 - Cartographic Technician		26.11
30040 - Civil Engineering Technician		20.35
30061 - Drafter/CAD Operator I		17.40
30062 - Drafter/CAD Operator II		18.63
30063 - Drafter/CAD Operator III		20.60
30064 - Drafter/CAD Operator IV		25.34
30081 - Engineering Technician I		15.46
30082 - Engineering Technician II		17.35
30083 - Engineering Technician III		19.41
30084 - Engineering Technician IV		24.05
30085 - Engineering Technician V		29.42
30086 - Engineering Technician VI		35.59
30090 - Environmental Technician		23.27
30210 - Laboratory Technician		21.96
30240 - Mathematical Technician		22.69
30361 - Paralegal/Legal Assistant I		17.18
30362 - Paralegal/Legal Assistant II		20.30
30363 - Paralegal/Legal Assistant III		24.83
30364 - Paralegal/Legal Assistant IV		30.05
30390 - Photo-Optics Technician		22.69
30461 - Technical Writer I		20.14
30462 - Technical Writer II		25.75
30463 - Technical Writer III		31.16
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 Surface Programs	(see 3)	20.60
30621 - Weather Observer, Senior	(see 3)	20.45
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.49
31030 - Bus Driver		12.98
31043 - Driver Courier		13.08
31260 - Parking and Lot Attendant		9.13
31290 - Shuttle Bus Driver		12.71
31310 - Taxi Driver		10.49
31361 - Truckdriver, Light		13.98
31362 - Truckdriver, Medium		14.75
31363 - Truckdriver, Heavy		17.20
31364 - Truckdriver, Tractor-Trailer		17.20
99000 - Miscellaneous Occupations		
99030 - Cashier		8.61
99050 - Desk Clerk		10.30
99095 - Embalmer		25.80
99251 - Laboratory Animal Caretaker I		9.88
99252 - Laboratory Animal Caretaker II		11.15
99310 - Mortician		29.43
99410 - Pest Controller		15.69
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		13.91
99711 - Recycling Specialist		16.09
99730 - Refuse Collector		12.78
99810 - Sales Clerk		13.31

99820 - School Crossing Guard	10.35
99830 - Survey Party Chief	18.48
99831 - Surveying Aide	14.01
99832 - Surveying Technician	16.80
99840 - Vending Machine Attendant	11.23
99841 - Vending Machine Repairer	13.88
99842 - Vending Machine Repairer Helper	11.50

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 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) 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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** 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.

WD 05-2499 (Rev.-14) was first posted on www.wdol.gov on 06/25/2013

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2499 Revision No.: 14 Date Of Revision: 06/19/2013

States: Tennessee, Virginia

Area: Tennessee Counties of Carter, Cocke, Greene, Hancock, Hawkins, Johnson, Sullivan, Unicoi, Washington
Virginia Counties of Buchanan, Dickenson, Grayson, Lee, Russell, Scott, Smyth, Tazewell, Washington, Wise
The following Independent Cities are included for the Virginia Area: Bristol, Galax, and Norton.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.92
01012 - Accounting Clerk II		13.39
01013 - Accounting Clerk III		14.98
01020 - Administrative Assistant		17.14
01040 - Court Reporter		14.80
01051 - Data Entry Operator I		10.28
01052 - Data Entry Operator II		11.22
01060 - Dispatcher, Motor Vehicle		14.43
01070 - Document Preparation Clerk		11.67
01090 - Duplicating Machine Operator		11.67
01111 - General Clerk I		10.40
01112 - General Clerk II		12.30
01113 - General Clerk III		13.83
01120 - Housing Referral Assistant		15.79
01141 - Messenger Courier		9.97
01191 - Order Clerk I		12.20
01192 - Order Clerk II		13.31
01261 - Personnel Assistant (Employment) I		13.15
01262 - Personnel Assistant (Employment) II		14.71
01263 - Personnel Assistant (Employment) III		16.41
01270 - Production Control Clerk		18.70
01280 - Receptionist		10.71
01290 - Rental Clerk		10.93
01300 - Scheduler, Maintenance		11.85
01311 - Secretary I		11.85
01312 - Secretary II		14.80
01313 - Secretary III		15.79
01320 - Service Order Dispatcher		10.27
01410 - Supply Technician		17.14
01420 - Survey Worker		12.31
01531 - Travel Clerk I		12.07
01532 - Travel Clerk II		12.84
01533 - Travel Clerk III		13.66
01611 - Word Processor I		11.26
01612 - Word Processor II		13.44
01613 - Word Processor III		15.56
05000 - Automotive Service Occupations		

05005 - Automobile Body Repairer, Fiberglass	15.75
05010 - Automotive Electrician	15.05
05040 - Automotive Glass Installer	14.39
05070 - Automotive Worker	14.39
05110 - Mobile Equipment Servicer	13.10
05130 - Motor Equipment Metal Mechanic	15.75
05160 - Motor Equipment Metal Worker	14.39
05190 - Motor Vehicle Mechanic	15.75
05220 - Motor Vehicle Mechanic Helper	12.36
05250 - Motor Vehicle Upholstery Worker	13.66
05280 - Motor Vehicle Wrecker	14.32
05310 - Painter, Automotive	14.96
05340 - Radiator Repair Specialist	14.32
05370 - Tire Repairer	10.33
05400 - Transmission Repair Specialist	15.75
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.31
07041 - Cook I	9.99
07042 - Cook II	11.02
07070 - Dishwasher	7.25
07130 - Food Service Worker	8.45
07210 - Meat Cutter	12.61
07260 - Waiter/Waitress	8.36
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.70
09040 - Furniture Handler	10.63
09080 - Furniture Refinisher	14.70
09090 - Furniture Refinisher Helper	12.00
09110 - Furniture Repairer, Minor	13.35
09130 - Upholsterer	14.70
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.11
11060 - Elevator Operator	9.24
11090 - Gardener	11.40
11122 - Housekeeping Aide	9.24
11150 - Janitor	9.24
11210 - Laborer, Grounds Maintenance	9.55
11240 - Maid or Houseman	8.05
11260 - Pruner	8.80
11270 - Tractor Operator	11.07
11330 - Trail Maintenance Worker	9.55
11360 - Window Cleaner	10.03
12000 - Health Occupations	
12010 - Ambulance Driver	14.10
12011 - Breath Alcohol Technician	16.55
12012 - Certified Occupational Therapist Assistant	24.38
12015 - Certified Physical Therapist Assistant	23.87
12020 - Dental Assistant	13.17
12025 - Dental Hygienist	25.73
12030 - EKG Technician	20.69
12035 - Electroneurodiagnostic Technologist	20.69
12040 - Emergency Medical Technician	14.10
12071 - Licensed Practical Nurse I	14.80
12072 - Licensed Practical Nurse II	16.55
12073 - Licensed Practical Nurse III	18.46
12100 - Medical Assistant	12.04
12130 - Medical Laboratory Technician	13.97
12160 - Medical Record Clerk	13.01
12190 - Medical Record Technician	15.02
12195 - Medical Transcriptionist	13.90
12210 - Nuclear Medicine Technologist	30.46
12221 - Nursing Assistant I	9.74
12222 - Nursing Assistant II	10.95

12223 - Nursing Assistant III		11.95
12224 - Nursing Assistant IV		13.41
12235 - Optical Dispenser		15.96
12236 - Optical Technician		14.09
12250 - Pharmacy Technician		13.41
12280 - Phlebotomist		13.41
12305 - Radiologic Technologist		21.44
12311 - Registered Nurse I		20.48
12312 - Registered Nurse II		25.05
12313 - Registered Nurse II, Specialist		25.05
12314 - Registered Nurse III		30.30
12315 - Registered Nurse III, Anesthetist		30.30
12316 - Registered Nurse IV		36.32
12317 - Scheduler (Drug and Alcohol Testing)		20.52
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.28
13012 - Exhibits Specialist II		19.79
13013 - Exhibits Specialist III		24.19
13041 - Illustrator I		16.28
13042 - Illustrator II		19.79
13043 - Illustrator III		24.19
13047 - Librarian		21.38
13050 - Library Aide/Clerk		10.65
13054 - Library Information Technology Systems Administrator		19.30
13058 - Library Technician		13.56
13061 - Media Specialist I		14.87
13062 - Media Specialist II		16.68
13063 - Media Specialist III		18.59
13071 - Photographer I		14.27
13072 - Photographer II		16.28
13073 - Photographer III		19.79
13074 - Photographer IV		24.19
13075 - Photographer V		29.28
13110 - Video Teleconference Technician		13.92
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.76
14042 - Computer Operator II		16.52
14043 - Computer Operator III		18.43
14044 - Computer Operator IV		20.47
14045 - Computer Operator V		22.68
14071 - Computer Programmer I		18.67
14072 - Computer Programmer II		23.15
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		25.06
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.76
14160 - Personal Computer Support Technician		20.47
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.06
15020 - Aircrew Training Devices Instructor (Rated)		30.32
15030 - Air Crew Training Devices Instructor (Pilot)		33.19
15050 - Computer Based Training Specialist / Instructor		25.06
15060 - Educational Technologist		29.95
15070 - Flight Instructor (Pilot)		33.19
15080 - Graphic Artist		20.24
15090 - Technical Instructor		17.64
15095 - Technical Instructor/Course Developer		21.13
15110 - Test Proctor		15.10
15120 - Tutor		15.10
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		

16010 - Assembler	8.76
16030 - Counter Attendant	8.76
16040 - Dry Cleaner	10.80
16070 - Finisher, Flatwork, Machine	8.76
16090 - Presser, Hand	8.76
16110 - Presser, Machine, Drycleaning	8.76
16130 - Presser, Machine, Shirts	8.76
16160 - Presser, Machine, Wearing Apparel, Laundry	8.76
16190 - Sewing Machine Operator	11.39
16220 - Tailor	12.13
16250 - Washer, Machine	9.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.74
19040 - Tool And Die Maker	19.83
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.72
21030 - Material Coordinator	18.70
21040 - Material Expediter	18.70
21050 - Material Handling Laborer	11.58
21071 - Order Filler	11.39
21080 - Production Line Worker (Food Processing)	14.72
21110 - Shipping Packer	12.85
21130 - Shipping/Receiving Clerk	12.85
21140 - Store Worker I	10.57
21150 - Stock Clerk	13.60
21210 - Tools And Parts Attendant	14.72
21410 - Warehouse Specialist	14.72
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.66
23021 - Aircraft Mechanic I	19.63
23022 - Aircraft Mechanic II	20.66
23023 - Aircraft Mechanic III	21.67
23040 - Aircraft Mechanic Helper	15.31
23050 - Aircraft, Painter	18.72
23060 - Aircraft Servicer	17.02
23080 - Aircraft Worker	17.87
23110 - Appliance Mechanic	17.50
23120 - Bicycle Repairer	11.15
23125 - Cable Splicer	23.57
23130 - Carpenter, Maintenance	14.70
23140 - Carpet Layer	16.54
23160 - Electrician, Maintenance	19.43
23181 - Electronics Technician Maintenance I	21.56
23182 - Electronics Technician Maintenance II	23.54
23183 - Electronics Technician Maintenance III	24.71
23260 - Fabric Worker	15.58
23290 - Fire Alarm System Mechanic	18.41
23310 - Fire Extinguisher Repairer	14.66
23311 - Fuel Distribution System Mechanic	17.72
23312 - Fuel Distribution System Operator	14.10
23370 - General Maintenance Worker	15.97
23380 - Ground Support Equipment Mechanic	19.63
23381 - Ground Support Equipment Servicer	17.02
23382 - Ground Support Equipment Worker	17.87
23391 - Gunsmith I	14.66
23392 - Gunsmith II	16.54
23393 - Gunsmith III	18.63
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.70
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.68
23430 - Heavy Equipment Mechanic	17.88
23440 - Heavy Equipment Operator	15.82

23460 - Instrument Mechanic	18.41
23465 - Laboratory/Shelter Mechanic	17.50
23470 - Laborer	9.72
23510 - Locksmith	17.50
23530 - Machinery Maintenance Mechanic	20.49
23550 - Machinist, Maintenance	17.07
23580 - Maintenance Trades Helper	12.00
23591 - Metrology Technician I	18.41
23592 - Metrology Technician II	19.38
23593 - Metrology Technician III	20.33
23640 - Millwright	22.78
23710 - Office Appliance Repairer	15.54
23760 - Painter, Maintenance	13.96
23790 - Pipefitter, Maintenance	16.99
23810 - Plumber, Maintenance	16.22
23820 - Pneudraulic Systems Mechanic	18.41
23850 - Rigger	18.41
23870 - Scale Mechanic	16.54
23890 - Sheet-Metal Worker, Maintenance	15.40
23910 - Small Engine Mechanic	14.01
23931 - Telecommunications Mechanic I	21.53
23932 - Telecommunications Mechanic II	22.51
23950 - Telephone Lineman	18.27
23960 - Welder, Combination, Maintenance	16.88
23965 - Well Driller	18.41
23970 - Woodcraft Worker	18.41
23980 - Woodworker	14.66
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.75
24580 - Child Care Center Clerk	10.90
24610 - Chore Aide	8.50
24620 - Family Readiness And Support Services Coordinator	13.46
24630 - Homemaker	13.46
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.25
25040 - Sewage Plant Operator	15.19
25070 - Stationary Engineer	20.25
25190 - Ventilation Equipment Tender	13.20
25210 - Water Treatment Plant Operator	15.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.12
27007 - Baggage Inspector	11.17
27008 - Corrections Officer	15.65
27010 - Court Security Officer	16.09
27030 - Detection Dog Handler	12.49
27040 - Detention Officer	15.65
27070 - Firefighter	15.65
27101 - Guard I	11.17
27102 - Guard II	12.49
27131 - Police Officer I	16.74
27132 - Police Officer II	18.59
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.14
28042 - Carnival Equipment Repairer	11.79
28043 - Carnival Equpment Worker	9.24
28210 - Gate Attendant/Gate Tender	13.81
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	15.45
28510 - Recreation Aide/Health Facility Attendant	11.28
28515 - Recreation Specialist	16.14
28630 - Sports Official	12.31
28690 - Swimming Pool Operator	16.50

29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		16.63
29020 - Hatch Tender		16.63
29030 - Line Handler		16.63
29041 - Stevedore I		15.76
29042 - Stevedore II		17.48
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	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		18.48
30022 - Archeological Technician II		20.70
30023 - Archeological Technician III		25.64
30030 - Cartographic Technician		25.42
30040 - Civil Engineering Technician		22.33
30061 - Drafter/CAD Operator I		18.48
30062 - Drafter/CAD Operator II		21.10
30063 - Drafter/CAD Operator III		23.79
30064 - Drafter/CAD Operator IV		27.31
30081 - Engineering Technician I		14.98
30082 - Engineering Technician II		16.81
30083 - Engineering Technician III		18.80
30084 - Engineering Technician IV		23.30
30085 - Engineering Technician V		28.50
30086 - Engineering Technician VI		34.48
30090 - Environmental Technician		24.65
30210 - Laboratory Technician		22.89
30240 - Mathematical Technician		25.42
30361 - Paralegal/Legal Assistant I		18.80
30362 - Paralegal/Legal Assistant II		22.83
30363 - Paralegal/Legal Assistant III		27.93
30364 - Paralegal/Legal Assistant IV		33.80
30390 - Photo-Optics Technician		25.42
30461 - Technical Writer I		24.66
30462 - Technical Writer II		30.87
30463 - Technical Writer III		33.17
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 Surface Programs	(see 2)	23.79
30621 - Weather Observer, Senior	(see 2)	24.65
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		8.07
31030 - Bus Driver		12.81
31043 - Driver Courier		13.60
31260 - Parking and Lot Attendant		10.09
31290 - Shuttle Bus Driver		13.60
31310 - Taxi Driver		12.18
31361 - Truckdriver, Light		13.60
31362 - Truckdriver, Medium		14.26
31363 - Truckdriver, Heavy		18.01
31364 - Truckdriver, Tractor-Trailer		18.01
99000 - Miscellaneous Occupations		
99030 - Cashier		7.80
99050 - Desk Clerk		9.63
99095 - Embalmer		21.85
99251 - Laboratory Animal Caretaker I		10.68
99252 - Laboratory Animal Caretaker II		11.43
99310 - Mortician		21.85
99410 - Pest Controller		13.62

99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	13.29
99711 - Recycling Specialist	14.89
99730 - Refuse Collector	11.60
99810 - Sales Clerk	11.02
99820 - School Crossing Guard	11.19
99830 - Survey Party Chief	20.97
99831 - Surveying Aide	13.60
99832 - Surveying Technician	18.57
99840 - Vending Machine Attendant	12.44
99841 - Vending Machine Repairer	14.53
99842 - Vending Machine Repairer Helper	12.44

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 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.

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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.

WD 05-2503 (Rev.-14) was first posted on www.wdol.gov on 06/25/2013

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

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

Wage Determination No.: 2005-2503
Revision No.: 14
Date Of Revision: 06/19/2013

Diane C. Koplewski
Director

Division of
Wage Determinations

State: Texas

Area: Texas Counties of Bastrop, Blanco, Burleson, Burnet, Caldwell, Fayette, Hays, Lampasas, Lee, Llano, Mason, Milam, San Saba, Travis, Williamson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.82
01012 - Accounting Clerk II		14.39
01013 - Accounting Clerk III		16.09
01020 - Administrative Assistant		21.80
01040 - Court Reporter		19.69
01051 - Data Entry Operator I		12.99
01052 - Data Entry Operator II		14.59
01060 - Dispatcher, Motor Vehicle		18.58
01070 - Document Preparation Clerk		12.41
01090 - Duplicating Machine Operator		12.41
01111 - General Clerk I		13.30
01112 - General Clerk II		14.51
01113 - General Clerk III		16.28
01120 - Housing Referral Assistant		22.35
01141 - Messenger Courier		11.12
01191 - Order Clerk I		13.22
01192 - Order Clerk II		14.30
01261 - Personnel Assistant (Employment) I		17.29
01262 - Personnel Assistant (Employment) II		19.34
01263 - Personnel Assistant (Employment) III		21.57
01270 - Production Control Clerk		19.19
01280 - Receptionist		12.75
01290 - Rental Clerk		14.07
01300 - Scheduler, Maintenance		17.78
01311 - Secretary I		17.78
01312 - Secretary II		20.08
01313 - Secretary III		22.35
01320 - Service Order Dispatcher		15.05
01410 - Supply Technician		23.98
01420 - Survey Worker		16.01
01531 - Travel Clerk I		11.35
01532 - Travel Clerk II		12.26
01533 - Travel Clerk III		12.96
01611 - Word Processor I		14.86
01612 - Word Processor II		16.67
01613 - Word Processor III		18.65
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.11
05010 - Automotive Electrician		17.85
05040 - Automotive Glass Installer		18.00
05070 - Automotive Worker		16.92
05110 - Mobile Equipment Servicer		14.83

05130 - Motor Equipment Metal Mechanic	18.79
05160 - Motor Equipment Metal Worker	16.92
05190 - Motor Vehicle Mechanic	18.79
05220 - Motor Vehicle Mechanic Helper	13.73
05250 - Motor Vehicle Upholstery Worker	15.77
05280 - Motor Vehicle Wrecker	16.92
05310 - Painter, Automotive	17.85
05340 - Radiator Repair Specialist	16.92
05370 - Tire Repairer	11.68
05400 - Transmission Repair Specialist	18.80
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.50
07041 - Cook I	10.40
07042 - Cook II	11.75
07070 - Dishwasher	8.25
07130 - Food Service Worker	9.59
07210 - Meat Cutter	13.66
07260 - Waiter/Waitress	9.00
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.27
09040 - Furniture Handler	10.21
09080 - Furniture Refinisher	15.27
09090 - Furniture Refinisher Helper	12.00
09110 - Furniture Repairer, Minor	13.83
09130 - Upholsterer	15.27
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.86
11060 - Elevator Operator	10.34
11090 - Gardener	13.83
11122 - Housekeeping Aide	10.34
11150 - Janitor	10.34
11210 - Laborer, Grounds Maintenance	11.02
11240 - Maid or Houseman	8.51
11260 - Pruner	10.05
11270 - Tractor Operator	12.89
11330 - Trail Maintenance Worker	11.02
11360 - Window Cleaner	11.34
12000 - Health Occupations	
12010 - Ambulance Driver	16.60
12011 - Breath Alcohol Technician	16.60
12012 - Certified Occupational Therapist Assistant	23.80
12015 - Certified Physical Therapist Assistant	21.88
12020 - Dental Assistant	16.40
12025 - Dental Hygienist	41.16
12030 - EKG Technician	25.29
12035 - Electroneurodiagnostic Technologist	25.29
12040 - Emergency Medical Technician	16.60
12071 - Licensed Practical Nurse I	17.79
12072 - Licensed Practical Nurse II	19.90
12073 - Licensed Practical Nurse III	22.20
12100 - Medical Assistant	13.73
12130 - Medical Laboratory Technician	16.52
12160 - Medical Record Clerk	13.54
12190 - Medical Record Technician	14.12
12195 - Medical Transcriptionist	15.23
12210 - Nuclear Medicine Technologist	33.57
12221 - Nursing Assistant I	10.67
12222 - Nursing Assistant II	12.00
12223 - Nursing Assistant III	13.10
12224 - Nursing Assistant IV	14.70
12235 - Optical Dispenser	13.97
12236 - Optical Technician	12.58
12250 - Pharmacy Technician	14.35

12280 - Phlebotomist		14.70
12305 - Radiologic Technologist		25.79
12311 - Registered Nurse I		23.29
12312 - Registered Nurse II		28.49
12313 - Registered Nurse II, Specialist		28.49
12314 - Registered Nurse III		34.47
12315 - Registered Nurse III, Anesthetist		34.47
12316 - Registered Nurse IV		41.31
12317 - Scheduler (Drug and Alcohol Testing)		22.22
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.55
13012 - Exhibits Specialist II		25.78
13013 - Exhibits Specialist III		27.60
13041 - Illustrator I		19.55
13042 - Illustrator II		25.78
13043 - Illustrator III		27.60
13047 - Librarian		24.77
13050 - Library Aide/Clerk		13.01
13054 - Library Information Technology Systems Administrator		22.38
13058 - Library Technician		16.88
13061 - Media Specialist I		16.14
13062 - Media Specialist II		18.05
13063 - Media Specialist III		20.14
13071 - Photographer I		16.60
13072 - Photographer II		18.57
13073 - Photographer III		23.01
13074 - Photographer IV		28.15
13075 - Photographer V		34.06
13110 - Video Teleconference Technician		16.06
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.08
14042 - Computer Operator II		16.87
14043 - Computer Operator III		19.19
14044 - Computer Operator IV		21.32
14045 - Computer Operator V		23.61
14071 - Computer Programmer I	(see 1)	25.43
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		15.08
14160 - Personal Computer Support Technician		22.53
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.00
15020 - Aircrew Training Devices Instructor (Rated)		37.51
15030 - Air Crew Training Devices Instructor (Pilot)		44.67
15050 - Computer Based Training Specialist / Instructor		31.03
15060 - Educational Technologist		33.26
15070 - Flight Instructor (Pilot)		44.67
15080 - Graphic Artist		22.13
15090 - Technical Instructor		21.85
15095 - Technical Instructor/Course Developer		26.73
15110 - Test Proctor		17.64
15120 - Tutor		17.85
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.21
16030 - Counter Attendant		8.21
16040 - Dry Cleaner		10.02
16070 - Finisher, Flatwork, Machine		8.21
16090 - Presser, Hand		8.21

16110 - Presser, Machine, Drycleaning	8.21
16130 - Presser, Machine, Shirts	8.21
16160 - Presser, Machine, Wearing Apparel, Laundry	8.21
16190 - Sewing Machine Operator	10.67
16220 - Tailor	11.34
16250 - Washer, Machine	8.71
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	15.27
19040 - Tool And Die Maker	22.62
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.56
21030 - Material Coordinator	18.49
21040 - Material Expediter	18.49
21050 - Material Handling Laborer	10.99
21071 - Order Filler	11.64
21080 - Production Line Worker (Food Processing)	12.56
21110 - Shipping Packer	13.88
21130 - Shipping/Receiving Clerk	13.88
21140 - Store Worker I	10.87
21150 - Stock Clerk	14.37
21210 - Tools And Parts Attendant	12.56
21410 - Warehouse Specialist	12.56
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.56
23021 - Aircraft Mechanic I	22.95
23022 - Aircraft Mechanic II	24.56
23023 - Aircraft Mechanic III	25.66
23040 - Aircraft Mechanic Helper	16.50
23050 - Aircraft, Painter	21.70
23060 - Aircraft Servicer	19.05
23080 - Aircraft Worker	20.44
23110 - Appliance Mechanic	17.96
23120 - Bicycle Repairer	11.68
23125 - Cable Splicer	20.27
23130 - Carpenter, Maintenance	18.84
23140 - Carpet Layer	18.35
23160 - Electrician, Maintenance	20.58
23181 - Electronics Technician Maintenance I	19.03
23182 - Electronics Technician Maintenance II	22.11
23183 - Electronics Technician Maintenance III	23.31
23260 - Fabric Worker	14.81
23290 - Fire Alarm System Mechanic	18.10
23310 - Fire Extinguisher Repairer	14.72
23311 - Fuel Distribution System Mechanic	18.63
23312 - Fuel Distribution System Operator	14.44
23370 - General Maintenance Worker	15.23
23380 - Ground Support Equipment Mechanic	22.95
23381 - Ground Support Equipment Servicer	19.06
23382 - Ground Support Equipment Worker	20.44
23391 - Gunsmith I	14.72
23392 - Gunsmith II	16.90
23393 - Gunsmith III	18.98
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.55
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.27
23430 - Heavy Equipment Mechanic	18.35
23440 - Heavy Equipment Operator	16.84
23460 - Instrument Mechanic	18.98
23465 - Laboratory/Shelter Mechanic	17.96
23470 - Laborer	11.18
23510 - Locksmith	16.76
23530 - Machinery Maintenance Mechanic	21.45

23550 - Machinist, Maintenance	17.07
23580 - Maintenance Trades Helper	12.69
23591 - Metrology Technician I	18.98
23592 - Metrology Technician II	20.06
23593 - Metrology Technician III	22.11
23640 - Millwright	18.70
23710 - Office Appliance Repairer	17.77
23760 - Painter, Maintenance	15.27
23790 - Pipefitter, Maintenance	23.74
23810 - Plumber, Maintenance	22.44
23820 - Pneudraulic Systems Mechanic	18.98
23850 - Rigger	18.98
23870 - Scale Mechanic	16.90
23890 - Sheet-Metal Worker, Maintenance	19.16
23910 - Small Engine Mechanic	15.04
23931 - Telecommunications Mechanic I	24.08
23932 - Telecommunications Mechanic II	25.29
23950 - Telephone Lineman	22.79
23960 - Welder, Combination, Maintenance	16.84
23965 - Well Driller	20.37
23970 - Woodcraft Worker	18.98
23980 - Woodworker	12.09
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.71
24580 - Child Care Center Clerk	12.11
24610 - Chore Aide	7.99
24620 - Family Readiness And Support Services Coordinator	12.34
24630 - Homemaker	16.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.95
25040 - Sewage Plant Operator	16.56
25070 - Stationary Engineer	21.95
25190 - Ventilation Equipment Tender	15.87
25210 - Water Treatment Plant Operator	16.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.43
27007 - Baggage Inspector	11.56
27008 - Corrections Officer	19.12
27010 - Court Security Officer	21.19
27030 - Detection Dog Handler	16.19
27040 - Detention Officer	19.12
27070 - Firefighter	21.54
27101 - Guard I	11.56
27102 - Guard II	16.19
27131 - Police Officer I	22.26
27132 - Police Officer II	24.73
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.39
28042 - Carnival Equipment Repairer	11.13
28043 - Carnival Equpment Worker	8.71
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.26
28515 - Recreation Specialist	14.94
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	15.96
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	15.62
29020 - Hatch Tender	15.62
29030 - Line Handler	15.62
29041 - Stevedore I	14.67

29042 - Stevedore II		16.59
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.67
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		20.39
30022 - Archeological Technician II		22.81
30023 - Archeological Technician III		28.27
30030 - Cartographic Technician		28.27
30040 - Civil Engineering Technician		25.78
30061 - Drafter/CAD Operator I		18.92
30062 - Drafter/CAD Operator II		21.16
30063 - Drafter/CAD Operator III		23.60
30064 - Drafter/CAD Operator IV		28.80
30081 - Engineering Technician I		14.89
30082 - Engineering Technician II		16.71
30083 - Engineering Technician III		18.69
30084 - Engineering Technician IV		23.16
30085 - Engineering Technician V		28.33
30086 - Engineering Technician VI		34.27
30090 - Environmental Technician		22.39
30210 - Laboratory Technician		21.89
30240 - Mathematical Technician		26.21
30361 - Paralegal/Legal Assistant I		20.07
30362 - Paralegal/Legal Assistant II		24.87
30363 - Paralegal/Legal Assistant III		30.42
30364 - Paralegal/Legal Assistant IV		36.80
30390 - Photo-Optics Technician		26.21
30461 - Technical Writer I		23.06
30462 - Technical Writer II		28.21
30463 - Technical Writer III		34.13
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 Surface Programs	(see 3)	23.60
30621 - Weather Observer, Senior	(see 3)	26.21
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.51
31030 - Bus Driver		15.64
31043 - Driver Courier		13.16
31260 - Parking and Lot Attendant		9.73
31290 - Shuttle Bus Driver		14.20
31310 - Taxi Driver		12.05
31361 - Truckdriver, Light		14.20
31362 - Truckdriver, Medium		15.21
31363 - Truckdriver, Heavy		16.33
31364 - Truckdriver, Tractor-Trailer		16.33
99000 - Miscellaneous Occupations		
99030 - Cashier		9.98
99050 - Desk Clerk		9.93
99095 - Embalmer		22.37
99251 - Laboratory Animal Caretaker I		10.28
99252 - Laboratory Animal Caretaker II		12.16
99310 - Mortician		27.05
99410 - Pest Controller		16.14
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		15.13
99711 - Recycling Specialist		17.79
99730 - Refuse Collector		13.78
99810 - Sales Clerk		11.50

99820 - School Crossing Guard	11.06
99830 - Survey Party Chief	18.89
99831 - Surveying Aide	12.98
99832 - Surveying Technician	16.62
99840 - Vending Machine Attendant	11.69
99841 - Vending Machine Repairer	14.17
99842 - Vending Machine Repairer Helper	11.69

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.

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

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 05-2509 (Rev.-14) was first posted on www.wdol.gov on 06/25/2013

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2509 Revision No.: 14 Date Of Revision: 06/19/2013

State: Texas

Area: Texas Counties of Collin, Cooke, Dallas, Delta, Denton, Ellis, Fannin, Grayson, Henderson, Hopkins, Hunt, Kaufman, Lamar, Navarro, Rains, Rockwall, Smith, Van Zandt, Wood

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.36
01012 - Accounting Clerk II		16.13
01013 - Accounting Clerk III		18.03
01020 - Administrative Assistant		26.46
01040 - Court Reporter		17.29
01051 - Data Entry Operator I		13.20
01052 - Data Entry Operator II		14.41
01060 - Dispatcher, Motor Vehicle		21.36
01070 - Document Preparation Clerk		14.24
01090 - Duplicating Machine Operator		14.24
01111 - General Clerk I		11.32
01112 - General Clerk II		12.79
01113 - General Clerk III		15.78
01120 - Housing Referral Assistant		21.60
01141 - Messenger Courier		11.86
01191 - Order Clerk I		13.66
01192 - Order Clerk II		14.91
01261 - Personnel Assistant (Employment) I		16.75
01262 - Personnel Assistant (Employment) II		18.73
01263 - Personnel Assistant (Employment) III		20.88
01270 - Production Control Clerk		21.36
01280 - Receptionist		13.60
01290 - Rental Clerk		15.30
01300 - Scheduler, Maintenance		17.32
01311 - Secretary I		17.32
01312 - Secretary II		19.38
01313 - Secretary III		21.60
01320 - Service Order Dispatcher		17.47
01410 - Supply Technician		25.99
01420 - Survey Worker		17.29
01531 - Travel Clerk I		13.07
01532 - Travel Clerk II		14.04
01533 - Travel Clerk III		15.06
01611 - Word Processor I		12.80
01612 - Word Processor II		15.30
01613 - Word Processor III		17.29
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.00
05010 - Automotive Electrician		23.04
05040 - Automotive Glass Installer		20.93
05070 - Automotive Worker		22.02

05110 - Mobile Equipment Servicer	18.52
05130 - Motor Equipment Metal Mechanic	22.16
05160 - Motor Equipment Metal Worker	20.93
05190 - Motor Vehicle Mechanic	22.99
05220 - Motor Vehicle Mechanic Helper	17.27
05250 - Motor Vehicle Upholstery Worker	19.82
05280 - Motor Vehicle Wrecker	20.93
05310 - Painter, Automotive	24.22
05340 - Radiator Repair Specialist	20.93
05370 - Tire Repairer	12.44
05400 - Transmission Repair Specialist	22.16
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.26
07041 - Cook I	10.33
07042 - Cook II	11.69
07070 - Dishwasher	8.38
07130 - Food Service Worker	9.61
07210 - Meat Cutter	13.34
07260 - Waiter/Waitress	9.03
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.32
09040 - Furniture Handler	10.24
09080 - Furniture Refinisher	15.32
09090 - Furniture Refinisher Helper	12.02
09110 - Furniture Repairer, Minor	13.78
09130 - Upholsterer	16.53
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.82
11060 - Elevator Operator	9.70
11090 - Gardener	13.58
11122 - Housekeeping Aide	9.70
11150 - Janitor	9.70
11210 - Laborer, Grounds Maintenance	10.39
11240 - Maid or Houseman	8.47
11260 - Pruner	11.58
11270 - Tractor Operator	12.58
11330 - Trail Maintenance Worker	11.07
11360 - Window Cleaner	11.12
12000 - Health Occupations	
12010 - Ambulance Driver	15.87
12011 - Breath Alcohol Technician	19.80
12012 - Certified Occupational Therapist Assistant	28.62
12015 - Certified Physical Therapist Assistant	27.35
12020 - Dental Assistant	19.08
12025 - Dental Hygienist	36.14
12030 - EKG Technician	28.89
12035 - Electroneurodiagnostic Technologist	28.89
12040 - Emergency Medical Technician	15.87
12071 - Licensed Practical Nurse I	18.42
12072 - Licensed Practical Nurse II	20.60
12073 - Licensed Practical Nurse III	22.96
12100 - Medical Assistant	15.37
12130 - Medical Laboratory Technician	19.22
12160 - Medical Record Clerk	15.45
12190 - Medical Record Technician	17.26
12195 - Medical Transcriptionist	17.87
12210 - Nuclear Medicine Technologist	33.52
12221 - Nursing Assistant I	10.43
12222 - Nursing Assistant II	11.72
12223 - Nursing Assistant III	12.80
12224 - Nursing Assistant IV	14.36
12235 - Optical Dispenser	15.48
12236 - Optical Technician	13.78

12250 - Pharmacy Technician		15.18
12280 - Phlebotomist		14.36
12305 - Radiologic Technologist		25.82
12311 - Registered Nurse I		25.82
12312 - Registered Nurse II		31.58
12313 - Registered Nurse II, Specialist		31.58
12314 - Registered Nurse III		38.19
12315 - Registered Nurse III, Anesthetist		38.19
12316 - Registered Nurse IV		45.78
12317 - Scheduler (Drug and Alcohol Testing)		24.53
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.65
13012 - Exhibits Specialist II		25.58
13013 - Exhibits Specialist III		31.28
13041 - Illustrator I		24.95
13042 - Illustrator II		30.91
13043 - Illustrator III		36.18
13047 - Librarian		31.56
13050 - Library Aide/Clerk		14.33
13054 - Library Information Technology Systems Administrator		27.42
13058 - Library Technician		16.29
13061 - Media Specialist I		19.78
13062 - Media Specialist II		22.13
13063 - Media Specialist III		24.67
13071 - Photographer I		16.50
13072 - Photographer II		18.46
13073 - Photographer III		22.87
13074 - Photographer IV		27.97
13075 - Photographer V		33.85
13110 - Video Teleconference Technician		21.59
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.91
14042 - Computer Operator II		17.80
14043 - Computer Operator III		20.78
14044 - Computer Operator IV		24.67
14045 - Computer Operator V		27.31
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)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.91
14160 - Personal Computer Support Technician		24.67
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.04
15020 - Aircrew Training Devices Instructor (Rated)		41.90
15030 - Air Crew Training Devices Instructor (Pilot)		46.09
15050 - Computer Based Training Specialist / Instructor		35.04
15060 - Educational Technologist		30.46
15070 - Flight Instructor (Pilot)		46.09
15080 - Graphic Artist		22.70
15090 - Technical Instructor		22.61
15095 - Technical Instructor/Course Developer		27.44
15110 - Test Proctor		18.16
15120 - Tutor		18.16
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.32
16030 - Counter Attendant		9.32
16040 - Dry Cleaner		11.86
16070 - Finisher, Flatwork, Machine		9.32

16090 - Presser, Hand	9.32
16110 - Presser, Machine, Drycleaning	9.32
16130 - Presser, Machine, Shirts	9.32
16160 - Presser, Machine, Wearing Apparel, Laundry	9.32
16190 - Sewing Machine Operator	12.50
16220 - Tailor	13.33
16250 - Washer, Machine	10.19
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.18
19040 - Tool And Die Maker	22.87
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.02
21030 - Material Coordinator	19.45
21040 - Material Expediter	19.45
21050 - Material Handling Laborer	12.80
21071 - Order Filler	13.57
21080 - Production Line Worker (Food Processing)	15.02
21110 - Shipping Packer	13.52
21130 - Shipping/Receiving Clerk	13.52
21140 - Store Worker I	11.85
21150 - Stock Clerk	15.94
21210 - Tools And Parts Attendant	15.02
21410 - Warehouse Specialist	15.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.47
23021 - Aircraft Mechanic I	29.07
23022 - Aircraft Mechanic II	30.47
23023 - Aircraft Mechanic III	31.89
23040 - Aircraft Mechanic Helper	19.71
23050 - Aircraft, Painter	25.93
23060 - Aircraft Servicer	22.61
23080 - Aircraft Worker	23.90
23110 - Appliance Mechanic	17.18
23120 - Bicycle Repairer	12.44
23125 - Cable Splicer	19.60
23130 - Carpenter, Maintenance	17.25
23140 - Carpet Layer	16.43
23160 - Electrician, Maintenance	20.94
23181 - Electronics Technician Maintenance I	25.82
23182 - Electronics Technician Maintenance II	27.21
23183 - Electronics Technician Maintenance III	29.34
23260 - Fabric Worker	16.68
23290 - Fire Alarm System Mechanic	19.04
23310 - Fire Extinguisher Repairer	15.48
23311 - Fuel Distribution System Mechanic	19.28
23312 - Fuel Distribution System Operator	16.29
23370 - General Maintenance Worker	17.70
23380 - Ground Support Equipment Mechanic	29.07
23381 - Ground Support Equipment Servicer	22.61
23382 - Ground Support Equipment Worker	23.90
23391 - Gunsmith I	15.48
23392 - Gunsmith II	17.79
23393 - Gunsmith III	19.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.50
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.44
23430 - Heavy Equipment Mechanic	19.71
23440 - Heavy Equipment Operator	16.87
23460 - Instrument Mechanic	22.51
23465 - Laboratory/Shelter Mechanic	18.74
23470 - Laborer	12.10
23510 - Locksmith	18.99

23530 - Machinery Maintenance Mechanic	21.04
23550 - Machinist, Maintenance	17.89
23580 - Maintenance Trades Helper	13.22
23591 - Metrology Technician I	22.51
23592 - Metrology Technician II	23.59
23593 - Metrology Technician III	24.69
23640 - Millwright	22.28
23710 - Office Appliance Repairer	18.30
23760 - Painter, Maintenance	16.85
23790 - Pipefitter, Maintenance	22.46
23810 - Plumber, Maintenance	21.38
23820 - Pneudraulic Systems Mechanic	19.76
23850 - Rigger	21.28
23870 - Scale Mechanic	17.79
23890 - Sheet-Metal Worker, Maintenance	18.28
23910 - Small Engine Mechanic	17.03
23931 - Telecommunications Mechanic I	23.56
23932 - Telecommunications Mechanic II	24.66
23950 - Telephone Lineman	21.40
23960 - Welder, Combination, Maintenance	17.75
23965 - Well Driller	20.07
23970 - Woodcraft Worker	19.71
23980 - Woodworker	14.17
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.73
24580 - Child Care Center Clerk	13.39
24610 - Chore Aide	8.60
24620 - Family Readiness And Support Services Coordinator	13.70
24630 - Homemaker	17.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.92
25040 - Sewage Plant Operator	17.52
25070 - Stationary Engineer	22.92
25190 - Ventilation Equipment Tender	15.57
25210 - Water Treatment Plant Operator	17.52
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.51
27007 - Baggage Inspector	14.10
27008 - Corrections Officer	18.17
27010 - Court Security Officer	23.50
27030 - Detection Dog Handler	16.92
27040 - Detention Officer	19.99
27070 - Firefighter	22.87
27101 - Guard I	14.10
27102 - Guard II	16.92
27131 - Police Officer I	27.08
27132 - Police Officer II	30.10
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.31
28042 - Carnival Equipment Repairer	13.07
28043 - Carnival Equpment Worker	9.50
28210 - Gate Attendant/Gate Tender	14.18
28310 - Lifeguard	11.19
28350 - Park Attendant (Aide)	15.86
28510 - Recreation Aide/Health Facility Attendant	11.57
28515 - Recreation Specialist	18.00
28630 - Sports Official	12.63
28690 - Swimming Pool Operator	21.99
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.83
29020 - Hatch Tender	18.83
29030 - Line Handler	18.83

29041 - Stevedore I		16.91
29042 - Stevedore II		18.79
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	37.81
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26.07
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	28.72
30021 - Archeological Technician I		19.29
30022 - Archeological Technician II		22.30
30023 - Archeological Technician III		27.75
30030 - Cartographic Technician		27.75
30040 - Civil Engineering Technician		23.51
30061 - Drafter/CAD Operator I		20.07
30062 - Drafter/CAD Operator II		22.40
30063 - Drafter/CAD Operator III		24.97
30064 - Drafter/CAD Operator IV		30.73
30081 - Engineering Technician I		17.56
30082 - Engineering Technician II		19.70
30083 - Engineering Technician III		22.03
30084 - Engineering Technician IV		27.30
30085 - Engineering Technician V		33.40
30086 - Engineering Technician VI		40.41
30090 - Environmental Technician		24.73
30210 - Laboratory Technician		22.28
30240 - Mathematical Technician		27.75
30361 - Paralegal/Legal Assistant I		18.92
30362 - Paralegal/Legal Assistant II		23.44
30363 - Paralegal/Legal Assistant III		28.67
30364 - Paralegal/Legal Assistant IV		34.70
30390 - Photo-Optics Technician		27.75
30461 - Technical Writer I		25.09
30462 - Technical Writer II		30.68
30463 - Technical Writer III		37.13
30491 - Unexploded Ordnance (UXO) Technician I		24.03
30492 - Unexploded Ordnance (UXO) Technician II		29.08
30493 - Unexploded Ordnance (UXO) Technician III		34.85
30494 - Unexploded (UXO) Safety Escort		24.03
30495 - Unexploded (UXO) Sweep Personnel		24.03
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.97
30621 - Weather Observer, Senior	(see 2)	25.23
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.18
31030 - Bus Driver		14.88
31043 - Driver Courier		16.55
31260 - Parking and Lot Attendant		8.87
31290 - Shuttle Bus Driver		18.09
31310 - Taxi Driver		9.76
31361 - Truckdriver, Light		18.09
31362 - Truckdriver, Medium		19.69
31363 - Truckdriver, Heavy		21.04
31364 - Truckdriver, Tractor-Trailer		21.04
99000 - Miscellaneous Occupations		
99030 - Cashier		9.76
99050 - Desk Clerk		9.75
99095 - Embalmer		22.34
99251 - Laboratory Animal Caretaker I		10.86
99252 - Laboratory Animal Caretaker II		11.87
99310 - Mortician		22.94
99410 - Pest Controller		18.98
99510 - Photofinishing Worker		14.89
99710 - Recycling Laborer		15.88
99711 - Recycling Specialist		19.54
99730 - Refuse Collector		14.05

99810 - Sales Clerk	13.65
99820 - School Crossing Guard	9.97
99830 - Survey Party Chief	23.31
99831 - Surveying Aide	13.96
99832 - Surveying Technician	17.89
99840 - Vending Machine Attendant	14.09
99841 - Vending Machine Repairer	17.03
99842 - Vending Machine Repairer Helper	14.05

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.

WD 05-2511 (Rev.-17) was first posted on www.wdol.gov on 06/25/2013

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2511 Revision No.: 17 Date Of Revision: 06/19/2013

States: New Mexico, Texas

Area: New Mexico Counties of Chaves, Dona Ana, Eddy, Grant, Hidalgo, Lincoln, Luna, Otero, Sierra
Texas Counties of Culberson, El Paso, Hudspeth

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.78
01012 - Accounting Clerk II		14.46
01013 - Accounting Clerk III		16.18
01020 - Administrative Assistant		17.66
01040 - Court Reporter		15.70
01051 - Data Entry Operator I		9.57
01052 - Data Entry Operator II		10.56
01060 - Dispatcher, Motor Vehicle		13.41
01070 - Document Preparation Clerk		11.19
01090 - Duplicating Machine Operator		11.19
01111 - General Clerk I		9.61
01112 - General Clerk II		10.49
01113 - General Clerk III		11.77
01120 - Housing Referral Assistant		14.98
01141 - Messenger Courier		8.76
01191 - Order Clerk I		10.48
01192 - Order Clerk II		11.44
01261 - Personnel Assistant (Employment) I		12.80
01262 - Personnel Assistant (Employment) II		14.44
01263 - Personnel Assistant (Employment) III		15.99
01270 - Production Control Clerk		16.69
01280 - Receptionist		9.47
01290 - Rental Clerk		10.50
01300 - Scheduler, Maintenance		12.00
01311 - Secretary I		12.01
01312 - Secretary II		13.43
01313 - Secretary III		14.98
01320 - Service Order Dispatcher		11.77
01410 - Supply Technician		17.23
01420 - Survey Worker		13.70
01531 - Travel Clerk I		11.16
01532 - Travel Clerk II		12.20
01533 - Travel Clerk III		13.00
01611 - Word Processor I		12.87
01612 - Word Processor II		14.45
01613 - Word Processor III		16.16
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		16.41
05010 - Automotive Electrician		15.40
05040 - Automotive Glass Installer		14.37
05070 - Automotive Worker		14.37

05110 - Mobile Equipment Servicer	12.32
05130 - Motor Equipment Metal Mechanic	16.41
05160 - Motor Equipment Metal Worker	14.37
05190 - Motor Vehicle Mechanic	17.31
05220 - Motor Vehicle Mechanic Helper	11.29
05250 - Motor Vehicle Upholstery Worker	13.34
05280 - Motor Vehicle Wrecker	14.37
05310 - Painter, Automotive	15.40
05340 - Radiator Repair Specialist	14.37
05370 - Tire Repairer	11.33
05400 - Transmission Repair Specialist	16.41
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.51
07041 - Cook I	9.61
07042 - Cook II	11.41
07070 - Dishwasher	7.37
07130 - Food Service Worker	8.06
07210 - Meat Cutter	11.04
07260 - Waiter/Waitress	7.30
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.73
09040 - Furniture Handler	8.80
09080 - Furniture Refinisher	15.73
09090 - Furniture Refinisher Helper	11.05
09110 - Furniture Repairer, Minor	13.15
09130 - Upholsterer	15.73
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.07
11060 - Elevator Operator	8.07
11090 - Gardener	12.04
11122 - Housekeeping Aide	9.02
11150 - Janitor	9.02
11210 - Laborer, Grounds Maintenance	9.02
11240 - Maid or Houseman	7.74
11260 - Pruner	7.79
11270 - Tractor Operator	11.51
11330 - Trail Maintenance Worker	9.02
11360 - Window Cleaner	10.45
12000 - Health Occupations	
12010 - Ambulance Driver	12.83
12011 - Breath Alcohol Technician	14.94
12012 - Certified Occupational Therapist Assistant	22.21
12015 - Certified Physical Therapist Assistant	21.09
12020 - Dental Assistant	12.61
12025 - Dental Hygienist	27.43
12030 - EKG Technician	25.42
12035 - Electroneurodiagnostic Technologist	25.42
12040 - Emergency Medical Technician	12.83
12071 - Licensed Practical Nurse I	16.95
12072 - Licensed Practical Nurse II	18.96
12073 - Licensed Practical Nurse III	21.15
12100 - Medical Assistant	10.86
12130 - Medical Laboratory Technician	13.77
12160 - Medical Record Clerk	13.27
12190 - Medical Record Technician	14.84
12195 - Medical Transcriptionist	14.31
12210 - Nuclear Medicine Technologist	33.37
12221 - Nursing Assistant I	9.26
12222 - Nursing Assistant II	10.41
12223 - Nursing Assistant III	11.36
12224 - Nursing Assistant IV	12.75
12235 - Optical Dispenser	11.21
12236 - Optical Technician	9.30

12250 - Pharmacy Technician		13.41
12280 - Phlebotomist		13.52
12305 - Radiologic Technologist		23.81
12311 - Registered Nurse I		23.99
12312 - Registered Nurse II		28.64
12313 - Registered Nurse II, Specialist		28.64
12314 - Registered Nurse III		34.65
12315 - Registered Nurse III, Anesthetist		34.65
12316 - Registered Nurse IV		41.55
12317 - Scheduler (Drug and Alcohol Testing)		21.37
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.15
13012 - Exhibits Specialist II		23.08
13013 - Exhibits Specialist III		27.03
13041 - Illustrator I		19.15
13042 - Illustrator II		23.08
13043 - Illustrator III		27.03
13047 - Librarian		24.46
13050 - Library Aide/Clerk		11.49
13054 - Library Information Technology Systems Administrator		22.09
13058 - Library Technician		17.24
13061 - Media Specialist I		15.83
13062 - Media Specialist II		17.83
13063 - Media Specialist III		19.88
13071 - Photographer I		12.93
13072 - Photographer II		16.45
13073 - Photographer III		20.57
13074 - Photographer IV		24.45
13075 - Photographer V		27.88
13110 - Video Teleconference Technician		14.70
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.67
14042 - Computer Operator II		15.46
14043 - Computer Operator III		17.25
14044 - Computer Operator IV		19.17
14045 - Computer Operator V		21.22
14071 - Computer Programmer I	(see 1)	21.43
14072 - Computer Programmer II	(see 1)	26.56
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		13.67
14160 - Personal Computer Support Technician		22.41
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.13
15020 - Aircrew Training Devices Instructor (Rated)		32.14
15030 - Air Crew Training Devices Instructor (Pilot)		37.89
15050 - Computer Based Training Specialist / Instructor		26.13
15060 - Educational Technologist		32.13
15070 - Flight Instructor (Pilot)		37.89
15080 - Graphic Artist		19.52
15090 - Technical Instructor		18.06
15095 - Technical Instructor/Course Developer		22.09
15110 - Test Proctor		14.58
15120 - Tutor		14.58
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		7.64
16030 - Counter Attendant		7.64
16040 - Dry Cleaner		9.31
16070 - Finisher, Flatwork, Machine		7.64

16090 - Presser, Hand	7.64
16110 - Presser, Machine, Drycleaning	7.64
16130 - Presser, Machine, Shirts	7.64
16160 - Presser, Machine, Wearing Apparel, Laundry	7.64
16190 - Sewing Machine Operator	9.84
16220 - Tailor	10.41
16250 - Washer, Machine	8.19
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	15.73
19040 - Tool And Die Maker	20.26
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	10.91
21030 - Material Coordinator	16.69
21040 - Material Expediter	16.69
21050 - Material Handling Laborer	9.14
21071 - Order Filler	10.49
21080 - Production Line Worker (Food Processing)	10.91
21110 - Shipping Packer	10.48
21130 - Shipping/Receiving Clerk	10.49
21140 - Store Worker I	8.93
21150 - Stock Clerk	12.82
21210 - Tools And Parts Attendant	10.91
21410 - Warehouse Specialist	10.91
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.14
23021 - Aircraft Mechanic I	23.82
23022 - Aircraft Mechanic II	26.14
23023 - Aircraft Mechanic III	27.45
23040 - Aircraft Mechanic Helper	16.39
23050 - Aircraft, Painter	18.67
23060 - Aircraft Servicer	19.25
23080 - Aircraft Worker	20.78
23110 - Appliance Mechanic	16.14
23120 - Bicycle Repairer	11.33
23125 - Cable Splicer	21.87
23130 - Carpenter, Maintenance	15.73
23140 - Carpet Layer	14.64
23160 - Electrician, Maintenance	18.27
23181 - Electronics Technician Maintenance I	19.57
23182 - Electronics Technician Maintenance II	21.02
23183 - Electronics Technician Maintenance III	22.67
23260 - Fabric Worker	13.46
23290 - Fire Alarm System Mechanic	16.62
23310 - Fire Extinguisher Repairer	12.26
23311 - Fuel Distribution System Mechanic	19.79
23312 - Fuel Distribution System Operator	15.20
23370 - General Maintenance Worker	14.64
23380 - Ground Support Equipment Mechanic	23.82
23381 - Ground Support Equipment Servicer	19.25
23382 - Ground Support Equipment Worker	20.78
23391 - Gunsmith I	12.26
23392 - Gunsmith II	14.64
23393 - Gunsmith III	16.96
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.12
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	17.24
23430 - Heavy Equipment Mechanic	17.80
23440 - Heavy Equipment Operator	16.96
23460 - Instrument Mechanic	18.50
23465 - Laboratory/Shelter Mechanic	15.73
23470 - Laborer	9.14
23510 - Locksmith	15.73

23530 - Machinery Maintenance Mechanic	16.96
23550 - Machinist, Maintenance	16.31
23580 - Maintenance Trades Helper	11.27
23591 - Metrology Technician I	18.50
23592 - Metrology Technician II	19.66
23593 - Metrology Technician III	20.93
23640 - Millwright	17.46
23710 - Office Appliance Repairer	15.62
23760 - Painter, Maintenance	14.67
23790 - Pipefitter, Maintenance	17.63
23810 - Plumber, Maintenance	16.55
23820 - Pneudraulic Systems Mechanic	16.96
23850 - Rigger	16.96
23870 - Scale Mechanic	14.64
23890 - Sheet-Metal Worker, Maintenance	15.63
23910 - Small Engine Mechanic	14.64
23931 - Telecommunications Mechanic I	21.99
23932 - Telecommunications Mechanic II	23.51
23950 - Telephone Lineman	19.48
23960 - Welder, Combination, Maintenance	16.96
23965 - Well Driller	16.96
23970 - Woodcraft Worker	16.96
23980 - Woodworker	12.26
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.41
24580 - Child Care Center Clerk	10.49
24610 - Chore Aide	8.29
24620 - Family Readiness And Support Services Coordinator	11.01
24630 - Homemaker	12.70
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.71
25040 - Sewage Plant Operator	17.19
25070 - Stationary Engineer	18.43
25190 - Ventilation Equipment Tender	12.83
25210 - Water Treatment Plant Operator	17.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.20
27007 - Baggage Inspector	10.38
27008 - Corrections Officer	18.66
27010 - Court Security Officer	18.66
27030 - Detection Dog Handler	14.84
27040 - Detention Officer	18.66
27070 - Firefighter	19.83
27101 - Guard I	10.38
27102 - Guard II	14.84
27131 - Police Officer I	21.41
27132 - Police Officer II	23.78
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.64
28042 - Carnival Equipment Repairer	12.69
28043 - Carnival Equpment Worker	8.45
28210 - Gate Attendant/Gate Tender	13.37
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	14.96
28510 - Recreation Aide/Health Facility Attendant	10.92
28515 - Recreation Specialist	14.10
28630 - Sports Official	11.92
28690 - Swimming Pool Operator	16.36
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.06
29020 - Hatch Tender	17.06
29030 - Line Handler	17.06

29041 - Stevedore I		15.68
29042 - Stevedore II		18.98
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	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		18.13
30022 - Archeological Technician II		20.27
30023 - Archeological Technician III		25.11
30030 - Cartographic Technician		25.12
30040 - Civil Engineering Technician		19.04
30061 - Drafter/CAD Operator I		15.03
30062 - Drafter/CAD Operator II		16.81
30063 - Drafter/CAD Operator III		19.99
30064 - Drafter/CAD Operator IV		26.25
30081 - Engineering Technician I		15.71
30082 - Engineering Technician II		17.63
30083 - Engineering Technician III		20.27
30084 - Engineering Technician IV		24.96
30085 - Engineering Technician V		29.90
30086 - Engineering Technician VI		36.17
30090 - Environmental Technician		19.33
30210 - Laboratory Technician		19.91
30240 - Mathematical Technician		24.90
30361 - Paralegal/Legal Assistant I		16.54
30362 - Paralegal/Legal Assistant II		20.49
30363 - Paralegal/Legal Assistant III		25.07
30364 - Paralegal/Legal Assistant IV		30.33
30390 - Photo-Optics Technician		22.90
30461 - Technical Writer I		26.05
30462 - Technical Writer II		31.87
30463 - Technical Writer III		38.56
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 Surface Programs	(see 3)	19.99
30621 - Weather Observer, Senior	(see 3)	20.83
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		9.98
31030 - Bus Driver		15.52
31043 - Driver Courier		11.32
31260 - Parking and Lot Attendant		7.85
31290 - Shuttle Bus Driver		12.39
31310 - Taxi Driver		10.33
31361 - Truckdriver, Light		12.39
31362 - Truckdriver, Medium		14.19
31363 - Truckdriver, Heavy		17.82
31364 - Truckdriver, Tractor-Trailer		17.82
99000 - Miscellaneous Occupations		
99030 - Cashier		7.93
99050 - Desk Clerk		10.35
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		9.70
99252 - Laboratory Animal Caretaker II		10.76
99310 - Mortician		22.69
99410 - Pest Controller		14.84
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		11.26
99711 - Recycling Specialist		14.37
99730 - Refuse Collector		9.72

99810 - Sales Clerk	10.14
99820 - School Crossing Guard	8.48
99830 - Survey Party Chief	17.09
99831 - Surveying Aide	11.84
99832 - Surveying Technician	13.97
99840 - Vending Machine Attendant	9.87
99841 - Vending Machine Repairer	12.54
99842 - Vending Machine Repairer Helper	9.87

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.

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 05-2513 (Rev.-13) was first posted on www.wdol.gov on 06/25/2013

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2513 Revision No.: 13 Date Of Revision: 06/19/2013

State: Texas

Area: Texas Counties of Erath, Hood, Jack, Johnson, Montague, Palo Pinto, Parker, Somervell, Tarrant, Wise

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.36
01012 - Accounting Clerk II		16.13
01013 - Accounting Clerk III		18.03
01020 - Administrative Assistant		26.46
01040 - Court Reporter		17.29
01051 - Data Entry Operator I		13.20
01052 - Data Entry Operator II		14.41
01060 - Dispatcher, Motor Vehicle		21.20
01070 - Document Preparation Clerk		14.24
01090 - Duplicating Machine Operator		14.24
01111 - General Clerk I		11.32
01112 - General Clerk II		12.79
01113 - General Clerk III		15.78
01120 - Housing Referral Assistant		21.60
01141 - Messenger Courier		11.77
01191 - Order Clerk I		13.66
01192 - Order Clerk II		14.91
01261 - Personnel Assistant (Employment) I		16.75
01262 - Personnel Assistant (Employment) II		18.73
01263 - Personnel Assistant (Employment) III		20.88
01270 - Production Control Clerk		21.36
01280 - Receptionist		13.60
01290 - Rental Clerk		15.30
01300 - Scheduler, Maintenance		17.32
01311 - Secretary I		17.32
01312 - Secretary II		19.38
01313 - Secretary III		21.60
01320 - Service Order Dispatcher		18.82
01410 - Supply Technician		25.99
01420 - Survey Worker		17.29
01531 - Travel Clerk I		13.07
01532 - Travel Clerk II		14.04
01533 - Travel Clerk III		15.06
01611 - Word Processor I		12.80
01612 - Word Processor II		15.30
01613 - Word Processor III		17.29
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.31
05010 - Automotive Electrician		21.40
05040 - Automotive Glass Installer		21.40
05070 - Automotive Worker		21.93
05110 - Mobile Equipment Servicer		16.07

05130 - Motor Equipment Metal Mechanic	22.98
05160 - Motor Equipment Metal Worker	21.40
05190 - Motor Vehicle Mechanic	22.99
05220 - Motor Vehicle Mechanic Helper	17.15
05250 - Motor Vehicle Upholstery Worker	20.43
05280 - Motor Vehicle Wrecker	20.43
05310 - Painter, Automotive	19.45
05340 - Radiator Repair Specialist	20.43
05370 - Tire Repairer	11.39
05400 - Transmission Repair Specialist	22.98
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.14
07041 - Cook I	10.33
07042 - Cook II	11.69
07070 - Dishwasher	8.55
07130 - Food Service Worker	9.61
07210 - Meat Cutter	13.63
07260 - Waiter/Waitress	9.03
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.72
09040 - Furniture Handler	11.79
09080 - Furniture Refinisher	14.72
09090 - Furniture Refinisher Helper	11.79
09110 - Furniture Repairer, Minor	12.94
09130 - Upholsterer	14.29
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.82
11060 - Elevator Operator	9.70
11090 - Gardener	13.58
11122 - Housekeeping Aide	9.70
11150 - Janitor	9.70
11210 - Laborer, Grounds Maintenance	10.39
11240 - Maid or Houseman	8.47
11260 - Pruner	11.58
11270 - Tractor Operator	12.47
11330 - Trail Maintenance Worker	11.07
11360 - Window Cleaner	11.02
12000 - Health Occupations	
12010 - Ambulance Driver	16.96
12011 - Breath Alcohol Technician	19.80
12012 - Certified Occupational Therapist Assistant	28.62
12015 - Certified Physical Therapist Assistant	27.35
12020 - Dental Assistant	19.08
12025 - Dental Hygienist	36.14
12030 - EKG Technician	28.89
12035 - Electroneurodiagnostic Technologist	28.89
12040 - Emergency Medical Technician	16.96
12071 - Licensed Practical Nurse I	18.42
12072 - Licensed Practical Nurse II	20.60
12073 - Licensed Practical Nurse III	22.96
12100 - Medical Assistant	14.89
12130 - Medical Laboratory Technician	19.22
12160 - Medical Record Clerk	15.45
12190 - Medical Record Technician	17.26
12195 - Medical Transcriptionist	17.87
12210 - Nuclear Medicine Technologist	33.52
12221 - Nursing Assistant I	10.43
12222 - Nursing Assistant II	11.72
12223 - Nursing Assistant III	12.80
12224 - Nursing Assistant IV	14.36
12235 - Optical Dispenser	15.48
12236 - Optical Technician	13.78
12250 - Pharmacy Technician	15.18

12280 - Phlebotomist		14.36
12305 - Radiologic Technologist		25.82
12311 - Registered Nurse I		25.82
12312 - Registered Nurse II		31.58
12313 - Registered Nurse II, Specialist		31.58
12314 - Registered Nurse III		38.19
12315 - Registered Nurse III, Anesthetist		38.19
12316 - Registered Nurse IV		45.78
12317 - Scheduler (Drug and Alcohol Testing)		24.53
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.65
13012 - Exhibits Specialist II		25.77
13013 - Exhibits Specialist III		31.28
13041 - Illustrator I		24.95
13042 - Illustrator II		30.91
13043 - Illustrator III		37.82
13047 - Librarian		31.56
13050 - Library Aide/Clerk		14.33
13054 - Library Information Technology Systems Administrator		27.42
13058 - Library Technician		15.98
13061 - Media Specialist I		19.78
13062 - Media Specialist II		22.13
13063 - Media Specialist III		24.67
13071 - Photographer I		16.50
13072 - Photographer II		18.46
13073 - Photographer III		22.87
13074 - Photographer IV		27.97
13075 - Photographer V		33.85
13110 - Video Teleconference Technician		21.59
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.91
14042 - Computer Operator II		17.80
14043 - Computer Operator III		21.23
14044 - Computer Operator IV		24.67
14045 - Computer Operator V		27.62
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)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.91
14160 - Personal Computer Support Technician		24.67
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.04
15020 - Aircrew Training Devices Instructor (Rated)		42.54
15030 - Air Crew Training Devices Instructor (Pilot)		50.81
15050 - Computer Based Training Specialist / Instructor		35.04
15060 - Educational Technologist		30.46
15070 - Flight Instructor (Pilot)		50.81
15080 - Graphic Artist		22.70
15090 - Technical Instructor		22.61
15095 - Technical Instructor/Course Developer		27.44
15110 - Test Proctor		18.16
15120 - Tutor		18.16
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.32
16030 - Counter Attendant		9.32
16040 - Dry Cleaner		11.86
16070 - Finisher, Flatwork, Machine		9.32
16090 - Presser, Hand		9.32

16110 - Presser, Machine, Drycleaning	9.32
16130 - Presser, Machine, Shirts	9.32
16160 - Presser, Machine, Wearing Apparel, Laundry	9.32
16190 - Sewing Machine Operator	12.50
16220 - Tailor	13.33
16250 - Washer, Machine	10.19
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.91
19040 - Tool And Die Maker	22.87
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.02
21030 - Material Coordinator	19.45
21040 - Material Expediter	19.45
21050 - Material Handling Laborer	12.80
21071 - Order Filler	13.57
21080 - Production Line Worker (Food Processing)	15.02
21110 - Shipping Packer	13.52
21130 - Shipping/Receiving Clerk	13.52
21140 - Store Worker I	11.85
21150 - Stock Clerk	15.94
21210 - Tools And Parts Attendant	15.02
21410 - Warehouse Specialist	15.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.47
23021 - Aircraft Mechanic I	29.07
23022 - Aircraft Mechanic II	30.47
23023 - Aircraft Mechanic III	31.89
23040 - Aircraft Mechanic Helper	19.71
23050 - Aircraft, Painter	21.37
23060 - Aircraft Servicer	22.61
23080 - Aircraft Worker	23.52
23110 - Appliance Mechanic	17.18
23120 - Bicycle Repairer	11.39
23125 - Cable Splicer	21.60
23130 - Carpenter, Maintenance	17.25
23140 - Carpet Layer	15.34
23160 - Electrician, Maintenance	20.94
23181 - Electronics Technician Maintenance I	25.82
23182 - Electronics Technician Maintenance II	27.21
23183 - Electronics Technician Maintenance III	28.68
23260 - Fabric Worker	15.63
23290 - Fire Alarm System Mechanic	19.04
23310 - Fire Extinguisher Repairer	15.48
23311 - Fuel Distribution System Mechanic	19.28
23312 - Fuel Distribution System Operator	15.47
23370 - General Maintenance Worker	17.70
23380 - Ground Support Equipment Mechanic	29.07
23381 - Ground Support Equipment Servicer	22.61
23382 - Ground Support Equipment Worker	23.52
23391 - Gunsmith I	15.48
23392 - Gunsmith II	17.79
23393 - Gunsmith III	19.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.50
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.44
23430 - Heavy Equipment Mechanic	19.71
23440 - Heavy Equipment Operator	16.87
23460 - Instrument Mechanic	22.51
23465 - Laboratory/Shelter Mechanic	18.74
23470 - Laborer	12.10
23510 - Locksmith	18.99
23530 - Machinery Maintenance Mechanic	21.04

23550 - Machinist, Maintenance	17.89
23580 - Maintenance Trades Helper	12.97
23591 - Metrology Technician I	22.51
23592 - Metrology Technician II	23.59
23593 - Metrology Technician III	24.69
23640 - Millwright	22.28
23710 - Office Appliance Repairer	18.30
23760 - Painter, Maintenance	16.19
23790 - Pipefitter, Maintenance	22.46
23810 - Plumber, Maintenance	21.38
23820 - Pneudraulic Systems Mechanic	19.76
23850 - Rigger	21.88
23870 - Scale Mechanic	17.79
23890 - Sheet-Metal Worker, Maintenance	18.28
23910 - Small Engine Mechanic	17.03
23931 - Telecommunications Mechanic I	22.19
23932 - Telecommunications Mechanic II	23.17
23950 - Telephone Lineman	21.40
23960 - Welder, Combination, Maintenance	17.75
23965 - Well Driller	20.07
23970 - Woodcraft Worker	19.76
23980 - Woodworker	15.47
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.73
24580 - Child Care Center Clerk	13.39
24610 - Chore Aide	8.60
24620 - Family Readiness And Support Services Coordinator	13.70
24630 - Homemaker	17.73
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.92
25040 - Sewage Plant Operator	17.52
25070 - Stationary Engineer	22.92
25190 - Ventilation Equipment Tender	15.57
25210 - Water Treatment Plant Operator	17.52
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.51
27007 - Baggage Inspector	14.10
27008 - Corrections Officer	19.21
27010 - Court Security Officer	23.50
27030 - Detection Dog Handler	16.92
27040 - Detention Officer	21.13
27070 - Firefighter	22.87
27101 - Guard I	14.10
27102 - Guard II	16.92
27131 - Police Officer I	27.08
27132 - Police Officer II	30.10
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.31
28042 - Carnival Equipment Repairer	13.07
28043 - Carnival Equpment Worker	9.50
28210 - Gate Attendant/Gate Tender	14.18
28310 - Lifeguard	11.19
28350 - Park Attendant (Aide)	15.86
28510 - Recreation Aide/Health Facility Attendant	11.57
28515 - Recreation Specialist	18.00
28630 - Sports Official	12.63
28690 - Swimming Pool Operator	18.88
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.83
29020 - Hatch Tender	18.83
29030 - Line Handler	18.83
29041 - Stevedore I	16.48

29042 - Stevedore II		18.79
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	37.81
30011 - Air Traffic Control Specialist, Station (HFO)	(see 3)	26.07
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 3)	28.72
30021 - Archeological Technician I		19.29
30022 - Archeological Technician II		22.30
30023 - Archeological Technician III		27.75
30030 - Cartographic Technician		27.75
30040 - Civil Engineering Technician		24.64
30061 - Drafter/CAD Operator I		20.07
30062 - Drafter/CAD Operator II		22.40
30063 - Drafter/CAD Operator III		24.97
30064 - Drafter/CAD Operator IV		30.73
30081 - Engineering Technician I		17.56
30082 - Engineering Technician II		19.70
30083 - Engineering Technician III		22.03
30084 - Engineering Technician IV		27.30
30085 - Engineering Technician V		33.40
30086 - Engineering Technician VI		40.41
30090 - Environmental Technician		24.73
30210 - Laboratory Technician		21.60
30240 - Mathematical Technician		27.75
30361 - Paralegal/Legal Assistant I		18.92
30362 - Paralegal/Legal Assistant II		23.44
30363 - Paralegal/Legal Assistant III		28.67
30364 - Paralegal/Legal Assistant IV		34.70
30390 - Photo-Optics Technician		27.75
30461 - Technical Writer I		25.09
30462 - Technical Writer II		30.68
30463 - Technical Writer III		37.13
30491 - Unexploded Ordnance (UXO) Technician I		24.03
30492 - Unexploded Ordnance (UXO) Technician II		29.08
30493 - Unexploded Ordnance (UXO) Technician III		34.85
30494 - Unexploded (UXO) Safety Escort		24.03
30495 - Unexploded (UXO) Sweep Personnel		24.03
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 3)	24.97
30621 - Weather Observer, Senior	(see 3)	25.23
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.18
31030 - Bus Driver		14.88
31043 - Driver Courier		16.55
31260 - Parking and Lot Attendant		8.87
31290 - Shuttle Bus Driver		18.09
31310 - Taxi Driver		9.76
31361 - Truckdriver, Light		18.09
31362 - Truckdriver, Medium		20.50
31363 - Truckdriver, Heavy		21.04
31364 - Truckdriver, Tractor-Trailer		21.04
99000 - Miscellaneous Occupations		
99030 - Cashier		9.76
99050 - Desk Clerk		9.75
99095 - Embalmer		20.05
99251 - Laboratory Animal Caretaker I		10.86
99252 - Laboratory Animal Caretaker II		11.87
99310 - Mortician		23.40
99410 - Pest Controller		17.39
99510 - Photofinishing Worker		13.86
99710 - Recycling Laborer		15.88
99711 - Recycling Specialist		18.87
99730 - Refuse Collector		14.05
99810 - Sales Clerk		13.65

99820 - School Crossing Guard	9.97
99830 - Survey Party Chief	24.51
99831 - Surveying Aide	14.21
99832 - Surveying Technician	17.89
99840 - Vending Machine Attendant	14.09
99841 - Vending Machine Repairer	17.06
99842 - Vending Machine Repairer Helper	14.05

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.

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 05-2515 (Rev.-15) was first posted on www.wdol.gov on 06/25/2013

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

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

Wage Determination No.: 2005-2515
Revision No.: 15
Date Of Revision: 06/19/2013

Diane C. Koplewski
Director

Division of
Wage Determinations

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
05130 - Motor Equipment Metal Mechanic	25.76
05160 - Motor Equipment Metal Worker	21.96
05190 - Motor Vehicle Mechanic	25.76
05220 - Motor Vehicle Mechanic Helper	19.40
05250 - Motor Vehicle Upholstery Worker	20.83
05280 - Motor Vehicle Wrecker	21.96
05310 - Painter, Automotive	23.79
05340 - Radiator Repair Specialist	22.88
05370 - Tire Repairer	14.40
05400 - Transmission Repair Specialist	25.76
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.06
07041 - Cook I	9.52
07042 - Cook II	10.88
07070 - Dishwasher	8.11
07130 - Food Service Worker	9.12
07210 - Meat Cutter	12.91
07260 - Waiter/Waitress	8.19
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.32
09040 - Furniture Handler	11.95
09080 - Furniture Refinisher	17.70
09090 - Furniture Refinisher Helper	14.58
09110 - Furniture Repairer, Minor	16.82
09130 - Upholsterer	18.32
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.90
11060 - Elevator Operator	8.82
11090 - Gardener	14.52
11122 - Housekeeping Aide	8.84
11150 - Janitor	8.84
11210 - Laborer, Grounds Maintenance	10.93
11240 - Maid or Houseman	7.96
11260 - Pruner	9.25
11270 - Tractor Operator	12.82
11330 - Trail Maintenance Worker	10.93
11360 - Window Cleaner	9.81
12000 - Health Occupations	
12010 - Ambulance Driver	15.00
12011 - Breath Alcohol Technician	15.64
12012 - Certified Occupational Therapist Assistant	23.69
12015 - Certified Physical Therapist Assistant	24.52
12020 - Dental Assistant	15.64
12025 - Dental Hygienist	32.93
12030 - EKG Technician	25.92
12035 - 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
12210 - Nuclear Medicine Technologist	35.13
12221 - Nursing Assistant I	8.57
12222 - Nursing Assistant II	10.36
12223 - Nursing Assistant III	11.31
12224 - Nursing Assistant IV	12.69
12235 - Optical Dispenser	16.79

12236 - Optical Technician		15.29
12250 - Pharmacy Technician		19.18
12280 - Phlebotomist		13.30
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
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.30
13012 - Exhibits Specialist II		24.74
13013 - Exhibits Specialist III		28.94
13041 - Illustrator I		19.30
13042 - Illustrator II		23.91
13043 - Illustrator III		30.12
13047 - Librarian		26.69
13050 - Library Aide/Clerk		10.84
13054 - Library Information Technology Systems Administrator		24.09
13058 - Library Technician		16.04
13061 - Media Specialist I		17.39
13062 - Media Specialist II		19.46
13063 - Media Specialist III		21.68
13071 - Photographer I		15.32
13072 - 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
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)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.31
14160 - Personal Computer Support Technician		24.00
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.08
15020 - Aircrew Training Devices Instructor (Rated)		40.02
15030 - Air Crew Training Devices Instructor (Pilot)		47.98
15050 - Computer Based Training Specialist / Instructor		33.08
15060 - Educational Technologist		29.23
15070 - Flight Instructor (Pilot)		47.98
15080 - Graphic Artist		26.72
15090 - Technical Instructor		22.43
15095 - Technical Instructor/Course Developer		27.43
15110 - 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
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	
21020 - 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
21080 - Production Line Worker (Food Processing)	13.25
21110 - Shipping Packer	14.60
21130 - Shipping/Receiving Clerk	14.60
21140 - Store Worker I	11.34
21150 - Stock Clerk	16.06
21210 - Tools And Parts Attendant	13.58
21410 - Warehouse Specialist	13.25
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.47
23021 - Aircraft Mechanic I	28.07
23022 - Aircraft Mechanic II	29.47
23023 - Aircraft Mechanic III	30.94
23040 - Aircraft Mechanic Helper	21.98
23050 - Aircraft, Painter	25.61
23060 - Aircraft Servicer	24.44
23080 - Aircraft Worker	25.76
23110 - Appliance Mechanic	18.61
23120 - Bicycle Repairer	13.91
23125 - Cable Splicer	25.34
23130 - Carpenter, Maintenance	19.71
23140 - Carpet Layer	18.45
23160 - Electrician, Maintenance	26.51
23181 - Electronics Technician Maintenance I	21.28
23182 - Electronics Technician Maintenance II	23.89
23183 - Electronics Technician Maintenance III	25.10
23260 - Fabric Worker	17.17
23290 - Fire Alarm System Mechanic	19.95
23310 - Fire Extinguisher Repairer	15.88
23311 - 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 Mechanic	21.04
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.95
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 Coordinator	13.83
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
27131 - Police Officer I	24.19
27132 - Police Officer II	26.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.63
28042 - Carnival Equipment Repairer	12.36
28043 - Carnival Equpment Worker	8.51
28210 - Gate Attendant/Gate Tender	13.90
28310 - Lifeguard	12.38
28350 - Park Attendant (Aide)	15.55
28510 - Recreation Aide/Health Facility Attendant	11.35
28515 - Recreation Specialist	17.83
28630 - Sports Official	12.38
28690 - Swimming Pool Operator	17.44
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.12
29020 - 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
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.81
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30.63
30021 - Archeological Technician I		21.56
30022 - Archeological Technician II		25.47
30023 - Archeological Technician III		30.62
30030 - Cartographic Technician		30.62
30040 - Civil Engineering Technician		30.03
30061 - Drafter/CAD Operator I		21.56
30062 - Drafter/CAD Operator II		24.71
30063 - Drafter/CAD Operator III		27.56
30064 - Drafter/CAD Operator IV		33.10
30081 - Engineering Technician I		20.02
30082 - Engineering Technician II		22.48
30083 - Engineering Technician III		25.15
30084 - Engineering Technician IV		31.09
30085 - Engineering Technician V		38.65
30086 - Engineering Technician VI		46.10
30090 - Environmental Technician		29.96
30210 - Laboratory Technician		23.56
30240 - 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
30461 - Technical Writer I		23.21
30462 - Technical Writer II		28.38
30463 - Technical Writer III		34.93
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.01
30493 - Unexploded Ordnance (UXO) Technician III		37.17
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.35
30621 - Weather Observer, Senior	(see 2)	30.48
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.88
31030 - Bus Driver		17.06
31043 - 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
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.

WD 05-2521 (Rev.-14) was first posted on www.wdol.gov on 06/25/2013

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2521 Revision No.: 14 Date Of Revision: 06/19/2013

State: Texas

Area: Texas Counties of Atascosa, Bandera, Bexar, Comal, De Witt, Edwards, Gillespie, Gonzales, Guadalupe, Karnes, Kendall, Kerr, Kinney, McMullen, Medina, Real, Uvalde, Val Verde, Wilson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.82
01012 - Accounting Clerk II		15.51
01013 - Accounting Clerk III		17.35
01020 - Administrative Assistant		21.96
01040 - Court Reporter		22.14
01051 - Data Entry Operator I		11.59
01052 - Data Entry Operator II		12.65
01060 - Dispatcher, Motor Vehicle		16.11
01070 - Document Preparation Clerk		13.27
01090 - Duplicating Machine Operator		13.27
01111 - General Clerk I		11.26
01112 - General Clerk II		13.21
01113 - General Clerk III		15.45
01120 - Housing Referral Assistant		19.91
01141 - Messenger Courier		11.03
01191 - Order Clerk I		12.49
01192 - Order Clerk II		13.63
01261 - Personnel Assistant (Employment) I		17.04
01262 - Personnel Assistant (Employment) II		19.23
01263 - Personnel Assistant (Employment) III		21.26
01270 - Production Control Clerk		18.59
01280 - Receptionist		11.89
01290 - Rental Clerk		14.90
01300 - Scheduler, Maintenance		15.96
01311 - Secretary I		15.96
01312 - Secretary II		17.86
01313 - Secretary III		19.91
01320 - Service Order Dispatcher		14.26
01410 - Supply Technician		21.96
01420 - Survey Worker		16.65
01531 - Travel Clerk I		12.19
01532 - Travel Clerk II		12.94
01533 - Travel Clerk III		13.60
01611 - Word Processor I		13.33
01612 - Word Processor II		14.96
01613 - Word Processor III		16.73
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.41
05010 - Automotive Electrician		17.75
05040 - Automotive Glass Installer		16.77
05070 - Automotive Worker		16.77

05110 - Mobile Equipment Servicer	14.96
05130 - Motor Equipment Metal Mechanic	18.68
05160 - Motor Equipment Metal Worker	16.77
05190 - Motor Vehicle Mechanic	18.41
05220 - Motor Vehicle Mechanic Helper	14.17
05250 - Motor Vehicle Upholstery Worker	15.83
05280 - Motor Vehicle Wrecker	16.77
05310 - Painter, Automotive	17.75
05340 - Radiator Repair Specialist	16.77
05370 - Tire Repairer	11.12
05400 - Transmission Repair Specialist	18.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.53
07041 - Cook I	9.42
07042 - Cook II	11.33
07070 - Dishwasher	7.76
07130 - Food Service Worker	8.51
07210 - Meat Cutter	12.63
07260 - Waiter/Waitress	7.94
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.03
09040 - Furniture Handler	10.46
09080 - Furniture Refinisher	15.03
09090 - Furniture Refinisher Helper	12.00
09110 - Furniture Repairer, Minor	13.42
09130 - Upholsterer	15.03
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.02
11060 - Elevator Operator	9.02
11090 - Gardener	13.57
11122 - Housekeeping Aide	10.53
11150 - Janitor	10.53
11210 - Laborer, Grounds Maintenance	11.41
11240 - Maid or Houseman	8.80
11260 - Pruner	10.36
11270 - Tractor Operator	12.91
11330 - Trail Maintenance Worker	11.41
11360 - Window Cleaner	11.60
12000 - Health Occupations	
12010 - Ambulance Driver	14.40
12011 - Breath Alcohol Technician	14.74
12012 - Certified Occupational Therapist Assistant	28.34
12015 - Certified Physical Therapist Assistant	26.24
12020 - Dental Assistant	14.50
12025 - Dental Hygienist	32.84
12030 - EKG Technician	23.56
12035 - Electroneurodiagnostic Technologist	23.56
12040 - Emergency Medical Technician	14.40
12071 - Licensed Practical Nurse I	15.73
12072 - Licensed Practical Nurse II	17.60
12073 - Licensed Practical Nurse III	19.62
12100 - Medical Assistant	13.01
12130 - Medical Laboratory Technician	16.80
12160 - Medical Record Clerk	13.61
12190 - Medical Record Technician	14.86
12195 - Medical Transcriptionist	13.76
12210 - Nuclear Medicine Technologist	29.68
12221 - Nursing Assistant I	10.42
12222 - Nursing Assistant II	11.71
12223 - Nursing Assistant III	12.78
12224 - Nursing Assistant IV	14.35
12235 - Optical Dispenser	14.94
12236 - Optical Technician	15.20

12250 - Pharmacy Technician		16.23
12280 - Phlebotomist		14.35
12305 - Radiologic Technologist		24.06
12311 - Registered Nurse I		24.40
12312 - Registered Nurse II		29.85
12313 - Registered Nurse II, Specialist		29.85
12314 - Registered Nurse III		36.11
12315 - Registered Nurse III, Anesthetist		36.11
12316 - Registered Nurse IV		43.28
12317 - Scheduler (Drug and Alcohol Testing)		18.26
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.12
13012 - Exhibits Specialist II		22.45
13013 - Exhibits Specialist III		27.46
13041 - Illustrator I		18.68
13042 - Illustrator II		23.15
13043 - Illustrator III		26.62
13047 - Librarian		25.63
13050 - Library Aide/Clerk		11.03
13054 - Library Information Technology Systems Administrator		23.15
13058 - Library Technician		14.44
13061 - Media Specialist I		15.87
13062 - Media Specialist II		17.79
13063 - Media Specialist III		19.84
13071 - Photographer I		14.29
13072 - Photographer II		16.15
13073 - Photographer III		18.92
13074 - Photographer IV		21.54
13075 - Photographer V		26.14
13110 - Video Teleconference Technician		16.33
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.51
14042 - Computer Operator II		17.35
14043 - Computer Operator III		19.35
14044 - Computer Operator IV		21.50
14045 - Computer Operator V		23.80
14071 - Computer Programmer I	(see 1)	22.29
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		15.51
14160 - Personal Computer Support Technician		21.50
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.31
15020 - Aircrew Training Devices Instructor (Rated)		31.51
15030 - Air Crew Training Devices Instructor (Pilot)		37.76
15050 - Computer Based Training Specialist / Instructor		26.31
15060 - Educational Technologist		26.86
15070 - Flight Instructor (Pilot)		37.76
15080 - Graphic Artist		22.57
15090 - Technical Instructor		18.93
15095 - Technical Instructor/Course Developer		23.16
15110 - Test Proctor		15.28
15120 - Tutor		15.28
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.64
16030 - Counter Attendant		8.64
16040 - Dry Cleaner		10.50
16070 - Finisher, Flatwork, Machine		8.64

16090 - Presser, Hand	8.64
16110 - Presser, Machine, Drycleaning	8.64
16130 - Presser, Machine, Shirts	8.64
16160 - Presser, Machine, Wearing Apparel, Laundry	8.64
16190 - Sewing Machine Operator	11.08
16220 - Tailor	11.63
16250 - Washer, Machine	9.37
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.35
19040 - Tool And Die Maker	19.26
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.22
21030 - Material Coordinator	18.59
21040 - Material Expediter	18.59
21050 - Material Handling Laborer	10.58
21071 - Order Filler	11.28
21080 - Production Line Worker (Food Processing)	12.22
21110 - Shipping Packer	12.67
21130 - Shipping/Receiving Clerk	12.67
21140 - Store Worker I	10.23
21150 - Stock Clerk	13.18
21210 - Tools And Parts Attendant	12.22
21410 - Warehouse Specialist	12.22
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.73
23021 - Aircraft Mechanic I	19.59
23022 - Aircraft Mechanic II	20.73
23023 - Aircraft Mechanic III	21.85
23040 - Aircraft Mechanic Helper	13.74
23050 - Aircraft, Painter	17.58
23060 - Aircraft Servicer	15.39
23080 - Aircraft Worker	16.41
23110 - Appliance Mechanic	17.25
23120 - Bicycle Repairer	11.12
23125 - Cable Splicer	19.50
23130 - Carpenter, Maintenance	16.16
23140 - Carpet Layer	15.04
23160 - Electrician, Maintenance	19.55
23181 - Electronics Technician Maintenance I	22.30
23182 - Electronics Technician Maintenance II	23.80
23183 - Electronics Technician Maintenance III	25.32
23260 - Fabric Worker	14.33
23290 - Fire Alarm System Mechanic	17.71
23310 - Fire Extinguisher Repairer	13.77
23311 - Fuel Distribution System Mechanic	17.42
23312 - Fuel Distribution System Operator	14.33
23370 - General Maintenance Worker	15.37
23380 - Ground Support Equipment Mechanic	19.59
23381 - Ground Support Equipment Servicer	15.10
23382 - Ground Support Equipment Worker	16.10
23391 - Gunsmith I	14.33
23392 - Gunsmith II	15.37
23393 - Gunsmith III	17.42
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.42
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.44
23430 - Heavy Equipment Mechanic	17.55
23440 - Heavy Equipment Operator	17.42
23460 - Instrument Mechanic	20.11
23465 - Laboratory/Shelter Mechanic	16.41
23470 - Laborer	10.03
23510 - Locksmith	15.48

23530 - Machinery Maintenance Mechanic	17.57
23550 - Machinist, Maintenance	17.42
23580 - Maintenance Trades Helper	12.21
23591 - Metrology Technician I	20.11
23592 - Metrology Technician II	21.29
23593 - Metrology Technician III	22.45
23640 - Millwright	19.02
23710 - Office Appliance Repairer	16.68
23760 - Painter, Maintenance	16.16
23790 - Pipefitter, Maintenance	19.33
23810 - Plumber, Maintenance	18.21
23820 - Pneudraulic Systems Mechanic	17.42
23850 - Rigger	17.42
23870 - Scale Mechanic	15.13
23890 - Sheet-Metal Worker, Maintenance	17.78
23910 - Small Engine Mechanic	15.37
23931 - Telecommunications Mechanic I	21.97
23932 - Telecommunications Mechanic II	23.21
23950 - Telephone Lineman	20.66
23960 - Welder, Combination, Maintenance	17.15
23965 - Well Driller	17.15
23970 - Woodcraft Worker	17.42
23980 - Woodworker	13.16
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.45
24580 - Child Care Center Clerk	12.07
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	10.76
24630 - Homemaker	13.69
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.19
25040 - Sewage Plant Operator	16.47
25070 - Stationary Engineer	18.19
25190 - Ventilation Equipment Tender	12.13
25210 - Water Treatment Plant Operator	16.43
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.89
27007 - Baggage Inspector	11.24
27008 - Corrections Officer	21.15
27010 - Court Security Officer	21.15
27030 - Detection Dog Handler	14.37
27040 - Detention Officer	21.15
27070 - Firefighter	22.59
27101 - Guard I	11.24
27102 - Guard II	14.20
27131 - Police Officer I	23.14
27132 - Police Officer II	25.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.89
28042 - Carnival Equipment Repairer	10.39
28043 - Carnival Equpment Worker	8.25
28210 - Gate Attendant/Gate Tender	12.51
28310 - Lifeguard	11.05
28350 - Park Attendant (Aide)	13.88
28510 - Recreation Aide/Health Facility Attendant	10.13
28515 - Recreation Specialist	14.76
28630 - Sports Official	11.05
28690 - Swimming Pool Operator	13.35
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.90
29020 - Hatch Tender	18.90
29030 - Line Handler	18.90

29041 - Stevedore I		17.63
29042 - Stevedore II		20.19
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	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		16.47
30022 - Archeological Technician II		17.18
30023 - Archeological Technician III		23.40
30030 - Cartographic Technician		23.74
30040 - Civil Engineering Technician		20.21
30061 - Drafter/CAD Operator I		17.13
30062 - Drafter/CAD Operator II		19.16
30063 - Drafter/CAD Operator III		21.37
30064 - Drafter/CAD Operator IV		26.29
30081 - Engineering Technician I		15.91
30082 - Engineering Technician II		17.86
30083 - Engineering Technician III		19.98
30084 - Engineering Technician IV		24.75
30085 - Engineering Technician V		30.27
30086 - Engineering Technician VI		36.63
30090 - Environmental Technician		19.43
30210 - Laboratory Technician		19.16
30240 - Mathematical Technician		23.74
30361 - Paralegal/Legal Assistant I		16.70
30362 - Paralegal/Legal Assistant II		21.82
30363 - Paralegal/Legal Assistant III		26.68
30364 - Paralegal/Legal Assistant IV		32.25
30390 - Photo-Optics Technician		23.74
30461 - Technical Writer I		24.59
30462 - Technical Writer II		30.08
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 Surface Programs	(see 2)	21.37
30621 - Weather Observer, Senior	(see 2)	23.74
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.95
31030 - Bus Driver		16.78
31043 - Driver Courier		13.17
31260 - Parking and Lot Attendant		9.64
31290 - Shuttle Bus Driver		14.18
31310 - Taxi Driver		11.35
31361 - Truckdriver, Light		14.18
31362 - Truckdriver, Medium		15.07
31363 - Truckdriver, Heavy		16.69
31364 - Truckdriver, Tractor-Trailer		16.69
99000 - Miscellaneous Occupations		
99030 - Cashier		9.41
99050 - Desk Clerk		9.68
99095 - Embalmer		18.80
99251 - Laboratory Animal Caretaker I		10.07
99252 - Laboratory Animal Caretaker II		10.84
99310 - Mortician		22.43
99410 - Pest Controller		15.42
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		13.34
99711 - Recycling Specialist		14.83
99730 - Refuse Collector		12.11

99810 - Sales Clerk	10.86
99820 - School Crossing Guard	10.97
99830 - Survey Party Chief	18.41
99831 - Surveying Aide	12.83
99832 - Surveying Technician	15.33
99840 - Vending Machine Attendant	11.39
99841 - Vending Machine Repairer	14.08
99842 - Vending Machine Repairer Helper	11.39

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.

WD 05-2525 (Rev.-15) was first posted on www.wdol.gov on 06/25/2013

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2525 Revision No.: 15 Date Of Revision: 06/19/2013

States: Oklahoma, Texas

Area: Oklahoma Counties of Comanche, Cotton, Greer, Harmon, Jackson, Jefferson, Kiowa, Stephens, Tillman
Texas Counties of Archer, Baylor, Clay, Wichita, Wilbarger

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.53
01012 - Accounting Clerk II		12.95
01013 - Accounting Clerk III		14.47
01020 - Administrative Assistant		17.80
01040 - Court Reporter		15.89
01051 - Data Entry Operator I		10.72
01052 - Data Entry Operator II		11.70
01060 - Dispatcher, Motor Vehicle		14.01
01070 - Document Preparation Clerk		11.44
01090 - Duplicating Machine Operator		11.44
01111 - General Clerk I		9.97
01112 - General Clerk II		10.88
01113 - General Clerk III		12.21
01120 - Housing Referral Assistant		15.95
01141 - Messenger Courier		10.10
01191 - Order Clerk I		11.80
01192 - Order Clerk II		12.88
01261 - Personnel Assistant (Employment) I		13.43
01262 - Personnel Assistant (Employment) II		15.02
01263 - Personnel Assistant (Employment) III		16.75
01270 - Production Control Clerk		19.95
01280 - Receptionist		10.48
01290 - Rental Clerk		11.06
01300 - Scheduler, Maintenance		11.78
01311 - Secretary I		11.78
01312 - Secretary II		13.18
01313 - Secretary III		15.95
01320 - Service Order Dispatcher		14.41
01410 - Supply Technician		17.80
01420 - Survey Worker		12.91
01531 - Travel Clerk I		11.48
01532 - Travel Clerk II		12.40
01533 - Travel Clerk III		13.07
01611 - Word Processor I		13.50
01612 - Word Processor II		15.07
01613 - Word Processor III		16.98
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.30
05010 - Automotive Electrician		16.16
05040 - Automotive Glass Installer		15.28
05070 - Automotive Worker		15.28

05110 - Mobile Equipment Servicer	13.54
05130 - Motor Equipment Metal Mechanic	17.04
05160 - Motor Equipment Metal Worker	15.28
05190 - Motor Vehicle Mechanic	17.04
05220 - Motor Vehicle Mechanic Helper	12.64
05250 - Motor Vehicle Upholstery Worker	14.40
05280 - Motor Vehicle Wrecker	15.28
05310 - Painter, Automotive	16.16
05340 - Radiator Repair Specialist	15.28
05370 - Tire Repairer	12.90
05400 - Transmission Repair Specialist	17.04
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.54
07041 - Cook I	9.86
07042 - Cook II	11.09
07070 - Dishwasher	7.66
07130 - Food Service Worker	8.12
07210 - Meat Cutter	14.31
07260 - Waiter/Waitress	8.31
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.84
09040 - Furniture Handler	11.47
09080 - Furniture Refinisher	16.84
09090 - Furniture Refinisher Helper	13.20
09110 - Furniture Repairer, Minor	15.04
09130 - Upholsterer	16.84
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.08
11060 - Elevator Operator	9.68
11090 - Gardener	12.88
11122 - Housekeeping Aide	9.68
11150 - Janitor	9.68
11210 - Laborer, Grounds Maintenance	10.98
11240 - Maid or Houseman	8.38
11260 - Pruner	10.13
11270 - Tractor Operator	12.64
11330 - Trail Maintenance Worker	10.98
11360 - Window Cleaner	10.51
12000 - Health Occupations	
12010 - Ambulance Driver	13.54
12011 - Breath Alcohol Technician	14.99
12012 - Certified Occupational Therapist Assistant	24.75
12015 - Certified Physical Therapist Assistant	24.13
12020 - Dental Assistant	13.65
12025 - Dental Hygienist	29.92
12030 - EKG Technician	22.62
12035 - Electroneurodiagnostic Technologist	22.62
12040 - Emergency Medical Technician	13.54
12071 - Licensed Practical Nurse I	13.40
12072 - Licensed Practical Nurse II	14.99
12073 - Licensed Practical Nurse III	16.72
12100 - Medical Assistant	12.66
12130 - Medical Laboratory Technician	16.85
12160 - Medical Record Clerk	11.58
12190 - Medical Record Technician	13.54
12195 - Medical Transcriptionist	13.82
12210 - Nuclear Medicine Technologist	32.81
12221 - Nursing Assistant I	9.36
12222 - Nursing Assistant II	10.52
12223 - Nursing Assistant III	11.48
12224 - Nursing Assistant IV	12.89
12235 - Optical Dispenser	13.77
12236 - Optical Technician	13.40

12250 - Pharmacy Technician		14.12
12280 - Phlebotomist		13.59
12305 - Radiologic Technologist		21.66
12311 - Registered Nurse I		18.70
12312 - Registered Nurse II		22.96
12313 - Registered Nurse II, Specialist		22.96
12314 - Registered Nurse III		27.67
12315 - Registered Nurse III, Anesthetist		27.67
12316 - Registered Nurse IV		33.16
12317 - Scheduler (Drug and Alcohol Testing)		18.58
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.60
13012 - Exhibits Specialist II		20.57
13013 - Exhibits Specialist III		25.16
13041 - Illustrator I		16.60
13042 - Illustrator II		20.57
13043 - Illustrator III		25.16
13047 - Librarian		22.77
13050 - Library Aide/Clerk		12.23
13054 - Library Information Technology Systems Administrator		20.57
13058 - Library Technician		12.79
13061 - Media Specialist I		14.84
13062 - Media Specialist II		16.60
13063 - Media Specialist III		18.51
13071 - Photographer I		13.40
13072 - Photographer II		15.06
13073 - Photographer III		16.82
13074 - Photographer IV		20.17
13075 - Photographer V		24.42
13110 - Video Teleconference Technician		14.17
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.61
14042 - Computer Operator II		15.22
14043 - Computer Operator III		16.98
14044 - Computer Operator IV		21.48
14045 - Computer Operator V		23.85
14071 - Computer Programmer I		19.41
14072 - Computer Programmer II		24.05
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I		26.99
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		13.61
14160 - Personal Computer Support Technician		23.46
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		26.10
15020 - Aircrew Training Devices Instructor (Rated)		32.32
15030 - Air Crew Training Devices Instructor (Pilot)		37.74
15050 - Computer Based Training Specialist / Instructor		26.09
15060 - Educational Technologist		30.46
15070 - Flight Instructor (Pilot)		37.74
15080 - Graphic Artist		20.71
15090 - Technical Instructor		17.63
15095 - Technical Instructor/Course Developer		21.56
15110 - Test Proctor		14.23
15120 - Tutor		14.23
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.08
16030 - Counter Attendant		8.08
16040 - Dry Cleaner		10.19
16070 - Finisher, Flatwork, Machine		8.08

16090 - Presser, Hand	8.08
16110 - Presser, Machine, Drycleaning	8.08
16130 - Presser, Machine, Shirts	8.08
16160 - Presser, Machine, Wearing Apparel, Laundry	8.08
16190 - Sewing Machine Operator	10.87
16220 - Tailor	11.58
16250 - Washer, Machine	8.77
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.48
19040 - Tool And Die Maker	22.22
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.39
21030 - Material Coordinator	19.95
21040 - Material Expediter	19.95
21050 - Material Handling Laborer	10.20
21071 - Order Filler	10.93
21080 - Production Line Worker (Food Processing)	13.39
21110 - Shipping Packer	13.08
21130 - Shipping/Receiving Clerk	13.08
21140 - Store Worker I	11.85
21150 - Stock Clerk	14.96
21210 - Tools And Parts Attendant	13.39
21410 - Warehouse Specialist	13.39
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.70
23021 - Aircraft Mechanic I	21.64
23022 - Aircraft Mechanic II	22.70
23023 - Aircraft Mechanic III	23.78
23040 - Aircraft Mechanic Helper	16.08
23050 - Aircraft, Painter	20.50
23060 - Aircraft Servicer	18.30
23080 - Aircraft Worker	19.40
23110 - Appliance Mechanic	18.18
23120 - Bicycle Repairer	12.90
23125 - Cable Splicer	21.21
23130 - Carpenter, Maintenance	16.87
23140 - Carpet Layer	16.81
23160 - Electrician, Maintenance	22.64
23181 - Electronics Technician Maintenance I	21.07
23182 - Electronics Technician Maintenance II	22.24
23183 - Electronics Technician Maintenance III	23.44
23260 - Fabric Worker	16.23
23290 - Fire Alarm System Mechanic	17.04
23310 - Fire Extinguisher Repairer	15.26
23311 - Fuel Distribution System Mechanic	19.16
23312 - Fuel Distribution System Operator	16.92
23370 - General Maintenance Worker	15.28
23380 - Ground Support Equipment Mechanic	21.64
23381 - Ground Support Equipment Servicer	18.30
23382 - Ground Support Equipment Worker	19.40
23391 - Gunsmith I	15.26
23392 - Gunsmith II	17.22
23393 - Gunsmith III	19.16
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.38
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.38
23430 - Heavy Equipment Mechanic	18.78
23440 - Heavy Equipment Operator	17.04
23460 - Instrument Mechanic	19.16
23465 - Laboratory/Shelter Mechanic	18.18
23470 - Laborer	10.54
23510 - Locksmith	18.69

23530 - Machinery Maintenance Mechanic	20.20
23550 - Machinist, Maintenance	19.49
23580 - Maintenance Trades Helper	12.64
23591 - Metrology Technician I	19.16
23592 - Metrology Technician II	20.10
23593 - Metrology Technician III	21.03
23640 - Millwright	18.74
23710 - Office Appliance Repairer	17.78
23760 - Painter, Maintenance	17.78
23790 - Pipefitter, Maintenance	19.66
23810 - Plumber, Maintenance	18.93
23820 - Pneudraulic Systems Mechanic	19.16
23850 - Rigger	19.16
23870 - Scale Mechanic	17.22
23890 - Sheet-Metal Worker, Maintenance	21.81
23910 - Small Engine Mechanic	16.81
23931 - Telecommunications Mechanic I	22.69
23932 - Telecommunications Mechanic II	23.81
23950 - Telephone Lineman	22.12
23960 - Welder, Combination, Maintenance	17.04
23965 - Well Driller	19.16
23970 - Woodcraft Worker	19.16
23980 - Woodworker	14.89
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.69
24580 - Child Care Center Clerk	10.85
24610 - Chore Aide	8.29
24620 - Family Readiness And Support Services Coordinator	8.51
24630 - Homemaker	12.08
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.36
25040 - Sewage Plant Operator	16.47
25070 - Stationary Engineer	17.36
25190 - Ventilation Equipment Tender	12.88
25210 - Water Treatment Plant Operator	16.47
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.15
27007 - Baggage Inspector	10.80
27008 - Corrections Officer	14.99
27010 - Court Security Officer	16.41
27030 - Detection Dog Handler	12.44
27040 - Detention Officer	14.99
27070 - Firefighter	17.35
27101 - Guard I	10.80
27102 - Guard II	12.44
27131 - Police Officer I	20.01
27132 - Police Officer II	22.24
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.11
28042 - Carnival Equipment Repairer	12.97
28043 - Carnival Equpment Worker	9.68
28210 - Gate Attendant/Gate Tender	14.46
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	16.18
28510 - Recreation Aide/Health Facility Attendant	11.81
28515 - Recreation Specialist	15.86
28630 - Sports Official	12.89
28690 - Swimming Pool Operator	12.96
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.22
29020 - Hatch Tender	17.22
29030 - Line Handler	17.22

29041 - Stevedore I		16.23
29042 - Stevedore II		18.18
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	26.69
30021 - Archeological Technician I		14.66
30022 - Archeological Technician II		16.82
30023 - Archeological Technician III		20.32
30030 - Cartographic Technician		20.83
30040 - Civil Engineering Technician		22.91
30061 - Drafter/CAD Operator I		14.66
30062 - Drafter/CAD Operator II		16.82
30063 - Drafter/CAD Operator III		18.75
30064 - Drafter/CAD Operator IV		22.50
30081 - Engineering Technician I		13.57
30082 - Engineering Technician II		16.44
30083 - Engineering Technician III		18.50
30084 - Engineering Technician IV		21.10
30085 - Engineering Technician V		25.82
30086 - Engineering Technician VI		31.24
30090 - Environmental Technician		20.83
30210 - Laboratory Technician		18.75
30240 - Mathematical Technician		20.83
30361 - Paralegal/Legal Assistant I		16.31
30362 - Paralegal/Legal Assistant II		20.20
30363 - Paralegal/Legal Assistant III		24.72
30364 - Paralegal/Legal Assistant IV		29.91
30390 - Photo-Optics Technician		20.83
30461 - Technical Writer I		20.83
30462 - Technical Writer II		25.48
30463 - Technical Writer III		30.83
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 Surface Programs	(see 2)	18.75
30621 - Weather Observer, Senior	(see 2)	20.32
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.39
31030 - Bus Driver		13.70
31043 - Driver Courier		12.53
31260 - Parking and Lot Attendant		10.26
31290 - Shuttle Bus Driver		13.43
31310 - Taxi Driver		10.86
31361 - Truckdriver, Light		13.43
31362 - Truckdriver, Medium		13.70
31363 - Truckdriver, Heavy		16.27
31364 - Truckdriver, Tractor-Trailer		16.27
99000 - Miscellaneous Occupations		
99030 - Cashier		8.74
99050 - Desk Clerk		8.68
99095 - Embalmer		25.36
99251 - Laboratory Animal Caretaker I		11.87
99252 - Laboratory Animal Caretaker II		12.72
99310 - Mortician		25.36
99410 - Pest Controller		18.22
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		14.54
99711 - Recycling Specialist		16.78
99730 - Refuse Collector		13.43

99810 - Sales Clerk	10.80
99820 - School Crossing Guard	12.81
99830 - Survey Party Chief	17.97
99831 - Surveying Aide	12.07
99832 - Surveying Technician	16.31
99840 - Vending Machine Attendant	13.94
99841 - Vending Machine Repairer	16.81
99842 - Vending Machine Repairer Helper	13.94

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 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.

WD 05-2531 (Rev.-13) was first posted on www.wdol.gov on 06/25/2013

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Division of Director Wage Determinations	Wage Determination No.: 2005-2531 Revision No.: 13 Date Of Revision: 06/19/2013

State: Utah
Area: Utah Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.81
01012 - Accounting Clerk II		14.38
01013 - Accounting Clerk III		16.09
01020 - Administrative Assistant		18.47
01040 - Court Reporter		19.50
01051 - Data Entry Operator I		11.89
01052 - Data Entry Operator II		12.98
01060 - Dispatcher, Motor Vehicle		16.80
01070 - Document Preparation Clerk		14.10
01090 - Duplicating Machine Operator		14.10
01111 - General Clerk I		11.54
01112 - General Clerk II		12.59
01113 - General Clerk III		14.13
01120 - Housing Referral Assistant		16.51
01141 - Messenger Courier		11.64
01191 - Order Clerk I		12.93
01192 - Order Clerk II		14.11
01261 - Personnel Assistant (Employment) I		14.71
01262 - Personnel Assistant (Employment) II		16.45
01263 - Personnel Assistant (Employment) III		18.35
01270 - Production Control Clerk		17.99
01280 - Receptionist		10.46
01290 - Rental Clerk		11.44
01300 - Scheduler, Maintenance		13.23
01311 - Secretary I		13.23
01312 - Secretary II		14.80
01313 - Secretary III		16.51
01320 - Service Order Dispatcher		14.95
01410 - Supply Technician		18.43
01420 - Survey Worker		12.10
01531 - Travel Clerk I		12.39
01532 - Travel Clerk II		13.15
01533 - Travel Clerk III		13.78
01611 - Word Processor I		13.94
01612 - Word Processor II		15.88
01613 - Word Processor III		17.61
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.06
05010 - Automotive Electrician		18.09
05040 - Automotive Glass Installer		17.17
05070 - Automotive Worker		17.14
05110 - Mobile Equipment Servicer		15.24
05130 - Motor Equipment Metal Mechanic		18.82
05160 - Motor Equipment Metal Worker		17.14

05190 - Motor Vehicle Mechanic	17.82
05220 - Motor Vehicle Mechanic Helper	14.11
05250 - Motor Vehicle Upholstery Worker	16.19
05280 - Motor Vehicle Wrecker	17.14
05310 - Painter, Automotive	18.09
05340 - Radiator Repair Specialist	17.14
05370 - Tire Repairer	12.41
05400 - Transmission Repair Specialist	18.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.60
07041 - Cook I	10.72
07042 - Cook II	12.42
07070 - Dishwasher	8.06
07130 - Food Service Worker	8.28
07210 - Meat Cutter	13.77
07260 - Waiter/Waitress	9.23
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.05
09040 - Furniture Handler	12.27
09080 - Furniture Refinisher	17.05
09090 - Furniture Refinisher Helper	12.86
09110 - Furniture Repairer, Minor	14.77
09130 - Upholsterer	17.05
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.62
11060 - Elevator Operator	9.62
11090 - Gardener	13.88
11122 - Housekeeping Aide	9.99
11150 - Janitor	9.99
11210 - Laborer, Grounds Maintenance	10.72
11240 - Maid or Houseman	8.86
11260 - Pruner	10.07
11270 - Tractor Operator	12.94
11330 - Trail Maintenance Worker	10.72
11360 - Window Cleaner	11.14
12000 - Health Occupations	
12010 - Ambulance Driver	14.67
12011 - Breath Alcohol Technician	14.74
12012 - Certified Occupational Therapist Assistant	20.78
12015 - Certified Physical Therapist Assistant	18.90
12020 - Dental Assistant	13.03
12025 - Dental Hygienist	30.54
12030 - EKG Technician	23.74
12035 - Electroneurodiagnostic Technologist	23.74
12040 - Emergency Medical Technician	14.67
12071 - Licensed Practical Nurse I	14.56
12072 - Licensed Practical Nurse II	16.29
12073 - Licensed Practical Nurse III	18.17
12100 - Medical Assistant	12.85
12130 - Medical Laboratory Technician	13.99
12160 - Medical Record Clerk	12.64
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	14.45
12210 - Nuclear Medicine Technologist	31.97
12221 - Nursing Assistant I	10.00
12222 - Nursing Assistant II	11.24
12223 - Nursing Assistant III	12.26
12224 - Nursing Assistant IV	13.77
12235 - Optical Dispenser	15.17
12236 - Optical Technician	12.73
12250 - Pharmacy Technician	14.80
12280 - Phlebotomist	13.77
12305 - Radiologic Technologist	21.51

12311 - Registered Nurse I		22.82
12312 - Registered Nurse II		27.91
12313 - Registered Nurse II, Specialist		27.91
12314 - Registered Nurse III		33.76
12315 - Registered Nurse III, Anesthetist		33.76
12316 - Registered Nurse IV		40.47
12317 - Scheduler (Drug and Alcohol Testing)		18.69
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.49
13012 - Exhibits Specialist II		20.44
13013 - Exhibits Specialist III		25.00
13041 - Illustrator I		18.72
13042 - Illustrator II		23.20
13043 - Illustrator III		28.30
13047 - Librarian		22.73
13050 - Library Aide/Clerk		10.45
13054 - Library Information Technology Systems Administrator		20.53
13058 - Library Technician		13.18
13061 - Media Specialist I		14.81
13062 - Media Specialist II		16.57
13063 - Media Specialist III		18.48
13071 - Photographer I		15.59
13072 - Photographer II		17.59
13073 - Photographer III		21.61
13074 - Photographer IV		26.44
13075 - Photographer V		31.98
13110 - Video Teleconference Technician		16.34
14000 - Information Technology Occupations		
14041 - Computer Operator I		15.11
14042 - Computer Operator II		16.90
14043 - Computer Operator III		19.95
14044 - Computer Operator IV		21.75
14045 - Computer Operator V		24.10
14071 - Computer Programmer I	(see 1)	23.80
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		14.59
14160 - Personal Computer Support Technician		21.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.89
15020 - Aircrew Training Devices Instructor (Rated)		38.58
15030 - Air Crew Training Devices Instructor (Pilot)		42.72
15050 - Computer Based Training Specialist / Instructor		31.89
15060 - Educational Technologist		22.83
15070 - Flight Instructor (Pilot)		42.72
15080 - Graphic Artist		19.67
15090 - Technical Instructor		18.64
15095 - Technical Instructor/Course Developer		22.82
15110 - Test Proctor		15.04
15120 - Tutor		15.04
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.04
16030 - Counter Attendant		9.04
16040 - Dry Cleaner		12.02
16070 - Finisher, Flatwork, Machine		9.04
16090 - Presser, Hand		9.04
16110 - Presser, Machine, Drycleaning		9.04
16130 - Presser, Machine, Shirts		9.04

16160 - Presser, Machine, Wearing Apparel, Laundry	9.04
16190 - Sewing Machine Operator	12.90
16220 - Tailor	13.67
16250 - Washer, Machine	10.09
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.68
19040 - Tool And Die Maker	21.89
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.31
21030 - Material Coordinator	18.38
21040 - Material Expediter	18.38
21050 - Material Handling Laborer	11.67
21071 - Order Filler	11.96
21080 - Production Line Worker (Food Processing)	14.31
21110 - Shipping Packer	13.08
21130 - Shipping/Receiving Clerk	13.08
21140 - Store Worker I	10.83
21150 - Stock Clerk	15.07
21210 - Tools And Parts Attendant	14.31
21410 - Warehouse Specialist	14.31
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.76
23021 - Aircraft Mechanic I	24.30
23022 - Aircraft Mechanic II	25.76
23023 - Aircraft Mechanic III	26.95
23040 - Aircraft Mechanic Helper	16.74
23050 - Aircraft, Painter	22.63
23060 - Aircraft Servicer	19.31
23080 - Aircraft Worker	20.59
23110 - Appliance Mechanic	18.84
23120 - Bicycle Repairer	12.41
23125 - Cable Splicer	25.98
23130 - Carpenter, Maintenance	17.48
23140 - Carpet Layer	16.82
23160 - Electrician, Maintenance	20.33
23181 - Electronics Technician Maintenance I	21.64
23182 - Electronics Technician Maintenance II	23.70
23183 - Electronics Technician Maintenance III	25.21
23260 - Fabric Worker	17.27
23290 - Fire Alarm System Mechanic	20.83
23310 - Fire Extinguisher Repairer	16.01
23311 - Fuel Distribution System Mechanic	23.58
23312 - Fuel Distribution System Operator	17.93
23370 - General Maintenance Worker	16.62
23380 - Ground Support Equipment Mechanic	24.30
23381 - Ground Support Equipment Servicer	19.31
23382 - Ground Support Equipment Worker	20.59
23391 - Gunsmith I	16.01
23392 - Gunsmith II	18.54
23393 - Gunsmith III	21.06
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.11
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.96
23430 - Heavy Equipment Mechanic	22.27
23440 - Heavy Equipment Operator	18.92
23460 - Instrument Mechanic	23.00
23465 - Laboratory/Shelter Mechanic	19.80
23470 - Laborer	11.11
23510 - Locksmith	16.75
23530 - Machinery Maintenance Mechanic	20.97
23550 - Machinist, Maintenance	18.47
23580 - Maintenance Trades Helper	13.08

23591 - Metrology Technician I	23.00
23592 - Metrology Technician II	24.38
23593 - Metrology Technician III	25.51
23640 - Millwright	22.04
23710 - Office Appliance Repairer	18.51
23760 - Painter, Maintenance	18.43
23790 - Pipefitter, Maintenance	21.59
23810 - Plumber, Maintenance	20.85
23820 - Pneudraulic Systems Mechanic	21.06
23850 - Rigger	21.06
23870 - Scale Mechanic	18.54
23890 - Sheet-Metal Worker, Maintenance	20.68
23910 - Small Engine Mechanic	17.46
23931 - Telecommunications Mechanic I	24.64
23932 - Telecommunications Mechanic II	26.12
23950 - Telephone Lineman	20.43
23960 - Welder, Combination, Maintenance	17.45
23965 - Well Driller	21.48
23970 - Woodcraft Worker	21.06
23980 - Woodworker	14.12
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.97
24580 - Child Care Center Clerk	12.45
24610 - Chore Aide	9.86
24620 - Family Readiness And Support Services Coordinator	11.70
24630 - Homemaker	13.78
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.82
25040 - Sewage Plant Operator	19.53
25070 - Stationary Engineer	25.82
25190 - Ventilation Equipment Tender	17.29
25210 - Water Treatment Plant Operator	19.53
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.44
27007 - Baggage Inspector	12.47
27008 - Corrections Officer	19.80
27010 - Court Security Officer	19.30
27030 - Detection Dog Handler	18.83
27040 - Detention Officer	19.80
27070 - Firefighter	18.02
27101 - Guard I	12.47
27102 - Guard II	18.83
27131 - Police Officer I	21.39
27132 - Police Officer II	23.69
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.98
28042 - Carnival Equipment Repairer	11.75
28043 - Carnival Equpment Worker	8.65
28210 - Gate Attendant/Gate Tender	14.59
28310 - Lifeguard	11.17
28350 - Park Attendant (Aide)	16.32
28510 - Recreation Aide/Health Facility Attendant	11.91
28515 - Recreation Specialist	16.29
28630 - Sports Official	13.00
28690 - Swimming Pool Operator	15.88
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.52
29020 - Hatch Tender	22.52
29030 - Line Handler	22.52
29041 - Stevedore I	20.98
29042 - Stevedore II	24.05
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	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		17.36
30022 - Archeological Technician II		18.37
30023 - Archeological Technician III		22.75
30030 - Cartographic Technician		22.75
30040 - Civil Engineering Technician		19.83
30061 - Drafter/CAD Operator I		17.36
30062 - Drafter/CAD Operator II		18.37
30063 - Drafter/CAD Operator III		20.48
30064 - Drafter/CAD Operator IV		24.96
30081 - Engineering Technician I		14.56
30082 - Engineering Technician II		16.34
30083 - Engineering Technician III		18.28
30084 - Engineering Technician IV		22.65
30085 - Engineering Technician V		27.71
30086 - Engineering Technician VI		32.84
30090 - Environmental Technician		20.38
30210 - Laboratory Technician		19.00
30240 - Mathematical Technician		22.75
30361 - Paralegal/Legal Assistant I		17.20
30362 - Paralegal/Legal Assistant II		21.32
30363 - Paralegal/Legal Assistant III		26.08
30364 - Paralegal/Legal Assistant IV		31.55
30390 - Photo-Optics Technician		22.75
30461 - Technical Writer I		20.95
30462 - Technical Writer II		25.64
30463 - Technical Writer III		31.00
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 Surface Programs	(see 2)	20.48
30621 - Weather Observer, Senior	(see 2)	22.75
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10.64
31030 - Bus Driver		15.04
31043 - Driver Courier		11.38
31260 - Parking and Lot Attendant		8.71
31290 - Shuttle Bus Driver		12.36
31310 - Taxi Driver		10.71
31361 - Truckdriver, Light		12.36
31362 - Truckdriver, Medium		16.84
31363 - Truckdriver, Heavy		18.99
31364 - Truckdriver, Tractor-Trailer		18.99
99000 - Miscellaneous Occupations		
99030 - Cashier		8.83
99050 - Desk Clerk		9.45
99095 - Embalmer		25.48
99251 - Laboratory Animal Caretaker I		10.19
99252 - Laboratory Animal Caretaker II		10.67
99310 - Mortician		33.91
99410 - Pest Controller		14.02
99510 - Photofinishing Worker		11.77
99710 - Recycling Laborer		16.98
99711 - Recycling Specialist		20.20
99730 - Refuse Collector		15.21
99810 - Sales Clerk		11.95
99820 - School Crossing Guard		9.59
99830 - Survey Party Chief		18.63

99831 - Surveying Aide	13.27
99832 - Surveying Technician	16.93
99840 - Vending Machine Attendant	15.14
99841 - Vending Machine Repairer	18.30
99842 - Vending Machine Repairer Helper	15.14

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 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.

WD 05-2537 (Rev.-15) was first posted on www.wdol.gov on 06/25/2013

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

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

Wage Determination No.: 2005-2537
Revision No.: 15
Date Of Revision: 06/19/2013

Diane C. Koplewski
Director

Division of
Wage Determinations

State: Vermont
Area: Vermont Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.73
01012 - Accounting Clerk II		15.43
01013 - Accounting Clerk III		17.33
01020 - Administrative Assistant		19.11
01040 - Court Reporter		14.88
01051 - Data Entry Operator I		13.39
01052 - Data Entry Operator II		14.61
01060 - Dispatcher, Motor Vehicle		17.45
01070 - Document Preparation Clerk		13.20
01090 - Duplicating Machine Operator		13.71
01111 - General Clerk I		14.54
01112 - General Clerk II		17.21
01113 - General Clerk III		19.27
01120 - Housing Referral Assistant		16.59
01141 - Messenger Courier		11.97
01191 - Order Clerk I		13.64
01192 - Order Clerk II		14.88
01261 - Personnel Assistant (Employment) I		14.96
01262 - Personnel Assistant (Employment) II		16.73
01263 - Personnel Assistant (Employment) III		18.65
01270 - Production Control Clerk		19.46
01280 - Receptionist		12.76
01290 - Rental Clerk		12.91
01300 - Scheduler, Maintenance		13.30
01311 - Secretary I		13.30
01312 - Secretary II		14.88
01313 - Secretary III		16.59
01320 - Service Order Dispatcher		15.86
01410 - Supply Technician		18.70
01420 - Survey Worker		12.53
01531 - Travel Clerk I		12.12
01532 - Travel Clerk II		13.20
01533 - Travel Clerk III		14.36
01611 - Word Processor I		12.34
01612 - Word Processor II		13.85
01613 - Word Processor III		15.50
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		16.55
05010 - Automotive Electrician		15.81
05040 - Automotive Glass Installer		15.14
05070 - Automotive Worker		15.14
05110 - Mobile Equipment Servicer		14.00
05130 - Motor Equipment Metal Mechanic		16.46
05160 - Motor Equipment Metal Worker		15.14

05190 - Motor Vehicle Mechanic	16.46
05220 - Motor Vehicle Mechanic Helper	13.33
05250 - Motor Vehicle Upholstery Worker	14.65
05280 - Motor Vehicle Wrecker	15.14
05310 - Painter, Automotive	15.81
05340 - Radiator Repair Specialist	15.14
05370 - Tire Repairer	13.13
05400 - Transmission Repair Specialist	16.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.21
07041 - Cook I	11.48
07042 - Cook II	13.00
07070 - Dishwasher	9.47
07130 - Food Service Worker	9.75
07210 - Meat Cutter	16.94
07260 - Waiter/Waitress	11.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.45
09040 - Furniture Handler	11.52
09080 - Furniture Refinisher	14.66
09090 - Furniture Refinisher Helper	12.37
09110 - Furniture Repairer, Minor	13.59
09130 - Upholsterer	14.91
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.08
11060 - Elevator Operator	12.09
11090 - Gardener	14.45
11122 - Housekeeping Aide	11.87
11150 - Janitor	11.87
11210 - Laborer, Grounds Maintenance	12.91
11240 - Maid or Houseman	10.43
11260 - Pruner	11.99
11270 - Tractor Operator	14.18
11330 - Trail Maintenance Worker	12.68
11360 - Window Cleaner	12.78
12000 - Health Occupations	
12010 - Ambulance Driver	14.88
12011 - Breath Alcohol Technician	17.14
12012 - Certified Occupational Therapist Assistant	20.56
12015 - Certified Physical Therapist Assistant	20.82
12020 - Dental Assistant	16.86
12025 - Dental Hygienist	28.73
12030 - EKG Technician	23.62
12035 - Electroneurodiagnostic Technologist	23.62
12040 - Emergency Medical Technician	23.62
12071 - Licensed Practical Nurse I	15.53
12072 - Licensed Practical Nurse II	17.38
12073 - Licensed Practical Nurse III	19.38
12100 - Medical Assistant	15.00
12130 - Medical Laboratory Technician	16.29
12160 - Medical Record Clerk	15.32
12190 - Medical Record Technician	16.02
12195 - Medical Transcriptionist	14.79
12210 - Nuclear Medicine Technologist	34.28
12221 - Nursing Assistant I	11.04
12222 - Nursing Assistant II	12.41
12223 - Nursing Assistant III	13.54
12224 - Nursing Assistant IV	15.20
12235 - Optical Dispenser	18.51
12236 - Optical Technician	15.53
12250 - Pharmacy Technician	13.45
12280 - Phlebotomist	15.20
12305 - Radiologic Technologist	25.57

12311 - Registered Nurse I		22.91
12312 - Registered Nurse II		28.02
12313 - Registered Nurse II, Specialist		28.02
12314 - Registered Nurse III		30.81
12315 - Registered Nurse III, Anesthetist		30.81
12316 - Registered Nurse IV		36.37
12317 - Scheduler (Drug and Alcohol Testing)		19.30
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		17.25
13012 - Exhibits Specialist II		18.80
13013 - Exhibits Specialist III		22.99
13041 - Illustrator I		20.19
13042 - Illustrator II		23.61
13043 - Illustrator III		28.82
13047 - Librarian		20.81
13050 - Library Aide/Clerk		11.86
13054 - Library Information Technology Systems Administrator		18.80
13058 - Library Technician		13.53
13061 - Media Specialist I		13.56
13062 - Media Specialist II		15.16
13063 - Media Specialist III		16.92
13071 - Photographer I		17.95
13072 - Photographer II		19.09
13073 - Photographer III		25.14
13074 - Photographer IV		29.49
13075 - Photographer V		41.21
13110 - Video Teleconference Technician		15.77
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.58
14042 - Computer Operator II		18.55
14043 - Computer Operator III		20.69
14044 - Computer Operator IV		23.48
14045 - Computer Operator V		26.06
14071 - Computer Programmer I	(see 1,2)	22.88
14072 - Computer Programmer II	(see 1,2)	27.62
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		16.58
14160 - Personal Computer Support Technician		26.06
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.07
15020 - Aircrew Training Devices Instructor (Rated)		33.98
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		28.07
15060 - Educational Technologist		26.12
15070 - Flight Instructor (Pilot)		44.48
15080 - Graphic Artist		20.63
15090 - Technical Instructor		19.73
15095 - Technical Instructor/Course Developer		24.27
15110 - Test Proctor		15.92
15120 - Tutor		15.92
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.46
16030 - Counter Attendant		9.46
16040 - Dry Cleaner		12.71
16070 - Finisher, Flatwork, Machine		9.46
16090 - Presser, Hand		9.46
16110 - Presser, Machine, Drycleaning		9.46
16130 - Presser, Machine, Shirts		9.46

16160 - Presser, Machine, Wearing Apparel, Laundry	9.46
16190 - Sewing Machine Operator	11.71
16220 - Tailor	12.39
16250 - Washer, Machine	10.01
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.19
19040 - Tool And Die Maker	21.71
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.24
21030 - Material Coordinator	19.46
21040 - Material Expediter	19.46
21050 - Material Handling Laborer	12.02
21071 - Order Filler	11.38
21080 - Production Line Worker (Food Processing)	14.25
21110 - Shipping Packer	14.07
21130 - Shipping/Receiving Clerk	14.07
21140 - Store Worker I	12.83
21150 - Stock Clerk	15.97
21210 - Tools And Parts Attendant	14.24
21410 - Warehouse Specialist	14.24
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.72
23021 - Aircraft Mechanic I	21.88
23022 - Aircraft Mechanic II	22.72
23023 - Aircraft Mechanic III	23.35
23040 - Aircraft Mechanic Helper	17.73
23050 - Aircraft, Painter	20.99
23060 - Aircraft Servicer	19.50
23080 - Aircraft Worker	20.14
23110 - Appliance Mechanic	15.84
23120 - Bicycle Repairer	12.32
23125 - Cable Splicer	26.93
23130 - Carpenter, Maintenance	18.48
23140 - Carpet Layer	16.46
23160 - Electrician, Maintenance	19.70
23181 - Electronics Technician Maintenance I	23.75
23182 - Electronics Technician Maintenance II	25.32
23183 - Electronics Technician Maintenance III	25.41
23260 - Fabric Worker	18.59
23290 - Fire Alarm System Mechanic	20.40
23310 - Fire Extinguisher Repairer	17.00
23311 - Fuel Distribution System Mechanic	20.90
23312 - Fuel Distribution System Operator	17.00
23370 - General Maintenance Worker	16.84
23380 - Ground Support Equipment Mechanic	21.88
23381 - Ground Support Equipment Servicer	19.50
23382 - Ground Support Equipment Worker	20.14
23391 - Gunsmith I	17.00
23392 - Gunsmith II	18.71
23393 - Gunsmith III	20.36
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.64
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.41
23430 - Heavy Equipment Mechanic	19.38
23440 - Heavy Equipment Operator	17.90
23460 - Instrument Mechanic	20.36
23465 - Laboratory/Shelter Mechanic	19.52
23470 - Laborer	12.02
23510 - Locksmith	19.52
23530 - Machinery Maintenance Mechanic	19.60
23550 - Machinist, Maintenance	17.59
23580 - Maintenance Trades Helper	12.17

23591 - Metrology Technician I	20.36
23592 - Metrology Technician II	21.16
23593 - Metrology Technician III	21.96
23640 - Millwright	20.48
23710 - Office Appliance Repairer	20.29
23760 - Painter, Maintenance	16.75
23790 - Pipefitter, Maintenance	21.06
23810 - Plumber, Maintenance	20.17
23820 - Pneudraulic Systems Mechanic	20.36
23850 - Rigger	20.36
23870 - Scale Mechanic	18.71
23890 - Sheet-Metal Worker, Maintenance	18.03
23910 - Small Engine Mechanic	15.01
23931 - Telecommunications Mechanic I	22.47
23932 - Telecommunications Mechanic II	22.95
23950 - Telephone Lineman	25.86
23960 - Welder, Combination, Maintenance	16.66
23965 - Well Driller	16.95
23970 - Woodcraft Worker	20.36
23980 - Woodworker	13.57
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.51
24580 - Child Care Center Clerk	14.35
24610 - Chore Aide	11.51
24620 - Family Readiness And Support Services Coordinator	15.08
24630 - Homemaker	15.94
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.52
25040 - Sewage Plant Operator	18.26
25070 - Stationary Engineer	19.52
25190 - Ventilation Equipment Tender	14.61
25210 - Water Treatment Plant Operator	18.26
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.43
27007 - Baggage Inspector	14.48
27008 - Corrections Officer	18.44
27010 - Court Security Officer	18.44
27030 - Detection Dog Handler	16.46
27040 - Detention Officer	18.44
27070 - Firefighter	16.38
27101 - Guard I	14.48
27102 - Guard II	16.46
27131 - Police Officer I	20.49
27132 - Police Officer II	22.78
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.96
28042 - Carnival Equipment Repairer	13.63
28043 - Carnival Equpment Worker	9.83
28210 - Gate Attendant/Gate Tender	14.69
28310 - Lifeguard	14.19
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	11.99
28515 - Recreation Specialist	17.47
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	18.65
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.08
29020 - Hatch Tender	17.08
29030 - Line Handler	17.08
29041 - Stevedore I	16.29
29042 - Stevedore II	19.40
30000 - Technical Occupations	

30010 - Air Traffic Control Specialist, Center (HFO)	(see 3)	35.77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 3)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 3)	27.16
30021 - Archeological Technician I		18.00
30022 - Archeological Technician II		19.13
30023 - Archeological Technician III		22.73
30030 - Cartographic Technician		26.50
30040 - Civil Engineering Technician		22.92
30061 - Drafter/CAD Operator I		18.73
30062 - Drafter/CAD Operator II		21.85
30063 - Drafter/CAD Operator III		24.37
30064 - Drafter/CAD Operator IV		27.75
30081 - Engineering Technician I		15.11
30082 - Engineering Technician II		16.95
30083 - Engineering Technician III		18.96
30084 - Engineering Technician IV		23.50
30085 - Engineering Technician V		28.75
30086 - Engineering Technician VI		34.78
30090 - Environmental Technician		18.06
30210 - Laboratory Technician		19.63
30240 - Mathematical Technician		25.23
30361 - Paralegal/Legal Assistant I		19.01
30362 - Paralegal/Legal Assistant II		24.39
30363 - Paralegal/Legal Assistant III		28.94
30364 - Paralegal/Legal Assistant IV		36.09
30390 - Photo-Optics Technician		27.08
30461 - Technical Writer I		22.02
30462 - Technical Writer II		26.95
30463 - Technical Writer III		32.58
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 Surface Programs	(see 3)	21.55
30621 - Weather Observer, Senior	(see 3)	26.53
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.57
31030 - Bus Driver		14.76
31043 - Driver Courier		14.40
31260 - Parking and Lot Attendant		11.89
31290 - Shuttle Bus Driver		15.28
31310 - Taxi Driver		12.21
31361 - Truckdriver, Light		14.74
31362 - Truckdriver, Medium		16.10
31363 - Truckdriver, Heavy		17.46
31364 - Truckdriver, Tractor-Trailer		17.46
99000 - Miscellaneous Occupations		
99030 - Cashier		9.45
99050 - Desk Clerk		11.43
99095 - Embalmer		26.11
99251 - Laboratory Animal Caretaker I		10.25
99252 - Laboratory Animal Caretaker II		10.88
99310 - Mortician		27.42
99410 - Pest Controller		18.40
99510 - Photofinishing Worker		13.23
99710 - Recycling Laborer		13.70
99711 - Recycling Specialist		15.61
99730 - Refuse Collector		12.73
99810 - Sales Clerk		12.99
99820 - School Crossing Guard		12.16
99830 - Survey Party Chief		19.62

99831 - Surveying Aide	12.99
99832 - Surveying Technician	17.83
99840 - Vending Machine Attendant	15.00
99841 - Vending Machine Repairer	17.51
99842 - Vending Machine Repairer Helper	15.00

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, 4 after 15 years, and 5 after 25 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) 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 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.

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 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/.

WD 05-2543 (Rev.-15) was first posted on www.wdol.gov on 06/25/2013

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

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

Wage Determination No.: 2005-2543
Revision No.: 15
Date Of Revision: 06/19/2013

Diane C. Koplewski
Director

Division of
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
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
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
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
05280 - Motor Vehicle Wrecker	20.09
05310 - Painter, Automotive	21.03
05340 - Radiator Repair Specialist	19.10
05370 - Tire Repairer	13.37
05400 - Transmission Repair Specialist	22.02
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.48
07041 - Cook I	10.11
07042 - Cook II	11.21
07070 - Dishwasher	8.12
07130 - Food Service Worker	9.74
07210 - Meat Cutter	15.33
07260 - Waiter/Waitress	8.80
09000 - 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
09110 - Furniture Repairer, Minor	16.02
09130 - Upholsterer	18.34
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.41
11060 - Elevator Operator	11.41
11090 - Gardener	13.67
11122 - Housekeeping Aide	11.92
11150 - Janitor	11.92
11210 - Laborer, Grounds Maintenance	11.41
11240 - Maid or Houseman	8.93
11260 - Pruner	11.63
11270 - Tractor Operator	12.88
11330 - Trail Maintenance Worker	11.41
11360 - Window Cleaner	12.64
12000 - Health Occupations	
12010 - Ambulance Driver	16.84
12011 - Breath Alcohol Technician	16.09
12012 - Certified Occupational Therapist Assistant	24.34
12015 - Certified Physical Therapist Assistant	24.89
12020 - Dental Assistant	15.56
12025 - Dental Hygienist	33.25
12030 - 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		
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		10.41
13054 - Library Information Technology Systems Administrator		23.82
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		23.88
14071 - Computer Programmer I	(see 1)	20.07
14072 - Computer Programmer II	(see 1)	24.57
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		15.56
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
15060 - Educational Technologist		29.72
15070 - Flight Instructor (Pilot)		48.04
15080 - Graphic Artist		24.28
15090 - Technical Instructor		20.94
15095 - Technical Instructor/Course Developer		25.61
15110 - 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

16040 - 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
16160 - Presser, Machine, Wearing Apparel, Laundry	8.54
16190 - Sewing Machine Operator	11.44
16220 - Tailor	12.22
16250 - Washer, Machine	9.27
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.51
19040 - Tool And Die Maker	24.69
21000 - 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 - 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
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 Mechanic	20.20
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.31
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
23790 - 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 Coordinator	13.31
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
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
28042 - Carnival Equipment Repairer	10.99
28043 - Carnival Equpment Worker	8.21
28210 - Gate Attendant/Gate Tender	14.30
28310 - Lifeguard	12.22
28350 - Park Attendant (Aide)	15.60
28510 - Recreation Aide/Health Facility Attendant	11.68
28515 - 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		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	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
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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		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 Surface Programs	(see 2)	23.52
30621 - Weather Observer, Senior	(see 2)	25.48
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.61
31030 - Bus Driver		14.66
31043 - 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 - Truckdriver, Medium		15.59
31363 - Truckdriver, Heavy		17.75
31364 - Truckdriver, Tractor-Trailer		17.75
99000 - Miscellaneous Occupations		
99030 - 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

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 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.

WD 05-2563 (Rev.-15) was first posted on www.wdol.gov on 06/25/2013

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
	Wage Determination No.: 2005-2563
Diane C. Koplewski Director Division of Wage Determinations	Revision No.: 15 Date Of Revision: 06/19/2013

State: Washington

Area: Washington Counties of King, Snohomish, Whatcom

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.56
01012 - Accounting Clerk II		17.47
01013 - Accounting Clerk III		19.54
01020 - Administrative Assistant		23.72
01040 - Court Reporter		19.01
01051 - Data Entry Operator I		14.37
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		22.39
01070 - Document Preparation Clerk		13.60
01090 - Duplicating Machine Operator		13.60
01111 - General Clerk I		12.68
01112 - General Clerk II		14.80
01113 - General Clerk III		16.82
01120 - Housing Referral Assistant		21.81
01141 - Messenger Courier		13.25
01191 - Order Clerk I		15.29
01192 - Order Clerk II		16.10
01261 - Personnel Assistant (Employment) I		16.87
01262 - Personnel Assistant (Employment) II		18.88
01263 - Personnel Assistant (Employment) III		21.05
01270 - Production Control Clerk		21.10
01280 - Receptionist		14.47
01290 - Rental Clerk		16.18
01300 - Scheduler, Maintenance		17.49
01311 - Secretary I		17.49
01312 - Secretary II		19.57
01313 - Secretary III		21.81
01320 - Service Order Dispatcher		17.13
01410 - Supply Technician		23.37
01420 - Survey Worker		19.01
01531 - Travel Clerk I		13.96
01532 - Travel Clerk II		15.00
01533 - Travel Clerk III		16.08
01611 - Word Processor I		17.01
01612 - Word Processor II		19.09
01613 - Word Processor III		21.35
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.34
05010 - Automotive Electrician		22.06
05040 - Automotive Glass Installer		21.36
05070 - Automotive Worker		21.36
05110 - Mobile Equipment Servicer		19.93
05130 - Motor Equipment Metal Mechanic		22.82

05160 - Motor Equipment Metal Worker	21.36
05190 - Motor Vehicle Mechanic	22.78
05220 - Motor Vehicle Mechanic Helper	19.20
05250 - Motor Vehicle Upholstery Worker	20.65
05280 - Motor Vehicle Wrecker	21.36
05310 - Painter, Automotive	22.06
05340 - Radiator Repair Specialist	21.36
05370 - Tire Repairer	16.61
05400 - Transmission Repair Specialist	22.82
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.16
07041 - Cook I	14.37
07042 - Cook II	15.75
07070 - Dishwasher	9.68
07130 - Food Service Worker	11.19
07210 - Meat Cutter	21.24
07260 - Waiter/Waitress	13.40
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.11
09040 - Furniture Handler	17.88
09080 - Furniture Refinisher	22.11
09090 - Furniture Refinisher Helper	19.16
09110 - Furniture Repairer, Minor	20.52
09130 - Upholsterer	22.11
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.98
11060 - Elevator Operator	11.98
11090 - Gardener	18.28
11122 - Housekeeping Aide	14.53
11150 - Janitor	15.32
11210 - Laborer, Grounds Maintenance	15.07
11240 - Maid or Houseman	11.48
11260 - Pruner	13.84
11270 - Tractor Operator	17.18
11330 - Trail Maintenance Worker	15.07
11360 - Window Cleaner	16.44
12000 - Health Occupations	
12010 - Ambulance Driver	20.83
12011 - Breath Alcohol Technician	20.83
12012 - Certified Occupational Therapist Assistant	24.67
12015 - Certified Physical Therapist Assistant	23.12
12020 - Dental Assistant	18.72
12025 - Dental Hygienist	45.08
12030 - EKG Technician	29.94
12035 - Electroneurodiagnostic Technologist	29.94
12040 - Emergency Medical Technician	20.83
12071 - Licensed Practical Nurse I	18.57
12072 - Licensed Practical Nurse II	20.78
12073 - Licensed Practical Nurse III	23.17
12100 - Medical Assistant	16.54
12130 - Medical Laboratory Technician	20.78
12160 - Medical Record Clerk	16.33
12190 - Medical Record Technician	18.27
12195 - Medical Transcriptionist	19.77
12210 - Nuclear Medicine Technologist	39.01
12221 - Nursing Assistant I	12.06
12222 - Nursing Assistant II	13.58
12223 - Nursing Assistant III	14.80
12224 - Nursing Assistant IV	16.61
12235 - Optical Dispenser	20.16
12236 - Optical Technician	18.57
12250 - Pharmacy Technician	18.96
12280 - Phlebotomist	16.61

12305 - Radiologic Technologist		32.53
12311 - Registered Nurse I		29.46
12312 - Registered Nurse II		36.05
12313 - Registered Nurse II, Specialist		36.05
12314 - Registered Nurse III		43.61
12315 - Registered Nurse III, Anesthetist		43.61
12316 - Registered Nurse IV		52.28
12317 - Scheduler (Drug and Alcohol Testing)		25.80
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.79
13012 - Exhibits Specialist II		26.22
13013 - Exhibits Specialist III		32.07
13041 - Illustrator I		21.79
13042 - Illustrator II		25.34
13043 - Illustrator III		31.00
13047 - Librarian		31.19
13050 - Library Aide/Clerk		13.60
13054 - Library Information Technology Systems Administrator		26.06
13058 - Library Technician		18.78
13061 - Media Specialist I		19.46
13062 - Media Specialist II		21.79
13063 - Media Specialist III		24.28
13071 - Photographer I		20.35
13072 - Photographer II		22.76
13073 - Photographer III		28.20
13074 - Photographer IV		34.50
13075 - Photographer V		41.74
13110 - Video Teleconference Technician		20.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.22
14042 - Computer Operator II		20.39
14043 - Computer Operator III		22.73
14044 - Computer Operator IV		25.25
14045 - Computer Operator V		27.97
14071 - Computer Programmer I	(see 1)	24.47
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		18.22
14160 - Personal Computer Support Technician		25.25
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.20
15020 - Aircrew Training Devices Instructor (Rated)		41.38
15030 - Air Crew Training Devices Instructor (Pilot)		49.60
15050 - Computer Based Training Specialist / Instructor		34.20
15060 - Educational Technologist		29.85
15070 - Flight Instructor (Pilot)		49.60
15080 - Graphic Artist		25.73
15090 - Technical Instructor		26.41
15095 - Technical Instructor/Course Developer		32.32
15110 - Test Proctor		21.33
15120 - Tutor		21.33
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.37
16030 - Counter Attendant		10.37
16040 - Dry Cleaner		13.07
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	13.99
16220 - Tailor	14.89
16250 - Washer, Machine	11.26
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.06
19040 - Tool And Die Maker	29.25
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.87
21030 - Material Coordinator	21.10
21040 - Material Expediter	21.10
21050 - Material Handling Laborer	15.41
21071 - Order Filler	14.20
21080 - Production Line Worker (Food Processing)	19.87
21110 - Shipping Packer	18.13
21130 - Shipping/Receiving Clerk	18.13
21140 - Store Worker I	15.40
21150 - Stock Clerk	19.42
21210 - Tools And Parts Attendant	19.87
21410 - Warehouse Specialist	19.87
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.37
23021 - Aircraft Mechanic I	28.50
23022 - Aircraft Mechanic II	29.37
23023 - Aircraft Mechanic III	30.25
23040 - Aircraft Mechanic Helper	22.11
23050 - Aircraft, Painter	27.52
23060 - Aircraft Servicer	24.97
23080 - Aircraft Worker	26.38
23110 - Appliance Mechanic	24.65
23120 - Bicycle Repairer	18.25
23125 - Cable Splicer	31.68
23130 - Carpenter, Maintenance	27.65
23140 - Carpet Layer	24.79
23160 - Electrician, Maintenance	31.22
23181 - Electronics Technician Maintenance I	28.33
23182 - Electronics Technician Maintenance II	29.58
23183 - Electronics Technician Maintenance III	30.61
23260 - Fabric Worker	23.47
23290 - Fire Alarm System Mechanic	26.78
23310 - Fire Extinguisher Repairer	22.12
23311 - Fuel Distribution System Mechanic	26.30
23312 - Fuel Distribution System Operator	21.80
23370 - General Maintenance Worker	24.19
23380 - Ground Support Equipment Mechanic	28.50
23381 - Ground Support Equipment Servicer	24.97
23382 - Ground Support Equipment Worker	26.38
23391 - Gunsmith I	22.12
23392 - Gunsmith II	24.79
23393 - Gunsmith III	26.78
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.43
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.31
23430 - Heavy Equipment Mechanic	27.81
23440 - Heavy Equipment Operator	30.74
23460 - Instrument Mechanic	29.28
23465 - Laboratory/Shelter Mechanic	25.88
23470 - Laborer	14.21
23510 - Locksmith	25.88
23530 - Machinery Maintenance Mechanic	27.15
23550 - Machinist, Maintenance	24.25

23580 - Maintenance Trades Helper	20.79
23591 - Metrology Technician I	29.28
23592 - Metrology Technician II	30.22
23593 - Metrology Technician III	31.11
23640 - Millwright	27.73
23710 - Office Appliance Repairer	25.88
23760 - Painter, Maintenance	25.88
23790 - Pipefitter, Maintenance	29.77
23810 - Plumber, Maintenance	27.70
23820 - Pneudraulic Systems Mechanic	26.78
23850 - Rigger	26.78
23870 - Scale Mechanic	24.79
23890 - Sheet-Metal Worker, Maintenance	29.27
23910 - Small Engine Mechanic	24.79
23931 - Telecommunications Mechanic I	27.36
23932 - Telecommunications Mechanic II	28.21
23950 - Telephone Lineman	24.84
23960 - Welder, Combination, Maintenance	26.78
23965 - Well Driller	32.28
23970 - Woodcraft Worker	26.78
23980 - Woodworker	22.12
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.29
24580 - Child Care Center Clerk	15.32
24610 - Chore Aide	10.74
24620 - Family Readiness And Support Services Coordinator	14.74
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.38
25040 - Sewage Plant Operator	28.22
25070 - Stationary Engineer	26.38
25190 - Ventilation Equipment Tender	20.48
25210 - Water Treatment Plant Operator	28.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.98
27007 - Baggage Inspector	13.73
27008 - Corrections Officer	23.46
27010 - Court Security Officer	29.41
27030 - Detection Dog Handler	15.56
27040 - Detention Officer	23.51
27070 - Firefighter	31.09
27101 - Guard I	13.73
27102 - Guard II	22.54
27131 - Police Officer I	33.70
27132 - Police Officer II	37.44
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.43
28042 - Carnival Equipment Repairer	13.23
28043 - Carnival Equpment Worker	10.26
28210 - Gate Attendant/Gate Tender	14.84
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	16.01
28510 - Recreation Aide/Health Facility Attendant	11.98
28515 - Recreation Specialist	19.12
28630 - Sports Official	12.75
28690 - Swimming Pool Operator	22.29
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.78
29020 - Hatch Tender	29.78
29030 - Line Handler	29.78
29041 - Stevedore I	28.19
29042 - Stevedore II	31.09

30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	38.17
30011 - Air Traffic Control Specialist, Station (HFO)		26.32
30012 - Air Traffic Control Specialist, Terminal (HFO)		28.99
30021 - Archeological Technician I		22.27
30022 - Archeological Technician II		24.19
30023 - Archeological Technician III		30.86
30030 - Cartographic Technician		30.86
30040 - Civil Engineering Technician		28.02
30061 - Drafter/CAD Operator I		22.27
30062 - Drafter/CAD Operator II		24.91
30063 - Drafter/CAD Operator III		27.78
30064 - Drafter/CAD Operator IV		34.17
30081 - Engineering Technician I		20.07
30082 - Engineering Technician II		22.53
30083 - Engineering Technician III		25.20
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.19
30086 - Engineering Technician VI		46.21
30090 - Environmental Technician		28.91
30210 - Laboratory Technician		27.78
30240 - Mathematical Technician		30.86
30361 - Paralegal/Legal Assistant I		22.87
30362 - Paralegal/Legal Assistant II		28.34
30363 - Paralegal/Legal Assistant III		33.72
30364 - Paralegal/Legal Assistant IV		41.93
30390 - Photo-Optics Technician		30.86
30461 - Technical Writer I		26.15
30462 - Technical Writer II		31.99
30463 - Technical Writer III		38.71
30491 - Unexploded Ordnance (UXO) Technician I		23.75
30492 - Unexploded Ordnance (UXO) Technician II		29.35
30493 - Unexploded Ordnance (UXO) Technician III		35.18
30494 - Unexploded (UXO) Safety Escort		24.26
30495 - Unexploded (UXO) Sweep Personnel		24.26
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.99
30621 - Weather Observer, Senior	(see 2)	27.77
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		15.18
31030 - Bus Driver		19.68
31043 - Driver Courier		17.32
31260 - Parking and Lot Attendant		11.22
31290 - Shuttle Bus Driver		18.43
31310 - Taxi Driver		13.29
31361 - Truckdriver, Light		18.43
31362 - Truckdriver, Medium		21.42
31363 - Truckdriver, Heavy		22.63
31364 - Truckdriver, Tractor-Trailer		22.63
99000 - Miscellaneous Occupations		
99030 - Cashier		12.32
99050 - Desk Clerk		10.88
99095 - Embalmer		28.38
99251 - Laboratory Animal Caretaker I		12.24
99252 - Laboratory Animal Caretaker II		13.02
99310 - Mortician		28.38
99410 - Pest Controller		19.07
99510 - Photofinishing Worker		14.16
99710 - Recycling Laborer		21.32
99711 - Recycling Specialist		24.48
99730 - Refuse Collector		19.73
99810 - Sales Clerk		13.82
99820 - School Crossing Guard		15.61

99830 - Survey Party Chief	28.70
99831 - Surveying Aide	16.46
99832 - Surveying Technician	22.56
99840 - Vending Machine Attendant	18.44
99841 - Vending Machine Repairer	19.80
99842 - Vending Machine Repairer Helper	18.44

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.

WD 05-2569 (Rev.-15) was first posted on www.wdol.gov on 06/25/2013

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Diane C. Koplewski Director Division of Wage Determinations	Wage Determination No.: 2005-2569 Revision No.: 15 Date Of Revision: 06/19/2013

States: Oregon, Washington

Area: Oregon Counties of Baker, Grant, Harney, Malheur, Morrow, Umatilla, Union, Wallowa, Wheeler
Washington Counties of Benton, Franklin, Walla Walla, Yakima

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.61
01012 - Accounting Clerk II		15.27
01013 - Accounting Clerk III		17.08
01020 - Administrative Assistant		22.41
01040 - Court Reporter		18.59
01051 - Data Entry Operator I		13.38
01052 - Data Entry Operator II		14.60
01060 - Dispatcher, Motor Vehicle		18.77
01070 - Document Preparation Clerk		12.94
01090 - Duplicating Machine Operator		12.94
01111 - General Clerk I		13.10
01112 - General Clerk II		14.30
01113 - General Clerk III		16.05
01120 - Housing Referral Assistant		20.52
01141 - Messenger Courier		11.95
01191 - Order Clerk I		12.44
01192 - Order Clerk II		13.57
01261 - Personnel Assistant (Employment) I		17.21
01262 - Personnel Assistant (Employment) II		19.25
01263 - Personnel Assistant (Employment) III		21.47
01270 - Production Control Clerk		26.54
01280 - Receptionist		12.83
01290 - Rental Clerk		15.00
01300 - Scheduler, Maintenance		16.45
01311 - Secretary I		16.45
01312 - Secretary II		18.40
01313 - Secretary III		20.52
01320 - Service Order Dispatcher		18.84
01410 - Supply Technician		22.80
01420 - Survey Worker		17.33
01531 - Travel Clerk I		14.84
01532 - Travel Clerk II		15.95
01533 - Travel Clerk III		17.09
01611 - Word Processor I		15.07
01612 - Word Processor II		16.91
01613 - Word Processor III		18.91
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.71
05010 - Automotive Electrician		18.82
05040 - Automotive Glass Installer		17.82
05070 - Automotive Worker		17.82

05110 - Mobile Equipment Servicer	15.82
05130 - Motor Equipment Metal Mechanic	19.80
05160 - Motor Equipment Metal Worker	17.82
05190 - Motor Vehicle Mechanic	19.80
05220 - Motor Vehicle Mechanic Helper	14.82
05250 - Motor Vehicle Upholstery Worker	16.81
05280 - Motor Vehicle Wrecker	17.82
05310 - Painter, Automotive	18.82
05340 - Radiator Repair Specialist	17.82
05370 - Tire Repairer	14.44
05400 - Transmission Repair Specialist	19.80
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.23
07041 - Cook I	13.97
07042 - Cook II	15.66
07070 - Dishwasher	9.89
07130 - Food Service Worker	10.88
07210 - Meat Cutter	17.51
07260 - Waiter/Waitress	12.54
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.54
09040 - Furniture Handler	13.45
09080 - Furniture Refinisher	20.54
09090 - Furniture Refinisher Helper	16.17
09110 - Furniture Repairer, Minor	18.34
09130 - Upholsterer	20.54
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.95
11060 - Elevator Operator	11.95
11090 - Gardener	16.89
11122 - Housekeeping Aide	13.41
11150 - Janitor	16.03
11210 - Laborer, Grounds Maintenance	12.77
11240 - Maid or Houseman	9.88
11260 - Pruner	11.97
11270 - Tractor Operator	15.28
11330 - Trail Maintenance Worker	12.77
11360 - Window Cleaner	18.02
12000 - Health Occupations	
12010 - Ambulance Driver	16.83
12011 - Breath Alcohol Technician	17.22
12012 - Certified Occupational Therapist Assistant	23.78
12015 - Certified Physical Therapist Assistant	24.27
12020 - Dental Assistant	16.96
12025 - Dental Hygienist	43.92
12030 - EKG Technician	26.27
12035 - Electroneurodiagnostic Technologist	26.27
12040 - Emergency Medical Technician	16.83
12071 - Licensed Practical Nurse I	15.49
12072 - Licensed Practical Nurse II	17.33
12073 - Licensed Practical Nurse III	19.33
12100 - Medical Assistant	14.85
12130 - Medical Laboratory Technician	16.01
12160 - Medical Record Clerk	13.99
12190 - Medical Record Technician	15.65
12195 - Medical Transcriptionist	17.58
12210 - Nuclear Medicine Technologist	36.58
12221 - Nursing Assistant I	10.06
12222 - Nursing Assistant II	11.31
12223 - Nursing Assistant III	12.34
12224 - Nursing Assistant IV	13.85
12235 - Optical Dispenser	17.33
12236 - Optical Technician	16.27

12250 - Pharmacy Technician		15.67
12280 - Phlebotomist		13.85
12305 - Radiologic Technologist		26.57
12311 - Registered Nurse I		29.51
12312 - Registered Nurse II		36.10
12313 - Registered Nurse II, Specialist		36.10
12314 - Registered Nurse III		43.68
12315 - Registered Nurse III, Anesthetist		43.68
12316 - Registered Nurse IV		52.36
12317 - Scheduler (Drug and Alcohol Testing)		21.34
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		20.38
13012 - Exhibits Specialist II		25.26
13013 - Exhibits Specialist III		30.90
13041 - Illustrator I		20.38
13042 - Illustrator II		25.26
13043 - Illustrator III		30.90
13047 - Librarian		27.96
13050 - Library Aide/Clerk		14.18
13054 - Library Information Technology Systems Administrator		25.26
13058 - Library Technician		18.10
13061 - Media Specialist I		18.22
13062 - Media Specialist II		20.40
13063 - Media Specialist III		22.73
13071 - Photographer I		16.41
13072 - Photographer II		18.36
13073 - Photographer III		22.74
13074 - Photographer IV		27.81
13075 - Photographer V		33.65
13110 - Video Teleconference Technician		17.69
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.45
14042 - Computer Operator II		21.76
14043 - Computer Operator III		24.28
14044 - Computer Operator IV		26.98
14045 - Computer Operator V		29.87
14071 - Computer Programmer I	(see 1)	22.85
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		19.45
14160 - Personal Computer Support Technician		26.98
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.62
15020 - Aircrew Training Devices Instructor (Rated)		37.04
15030 - Air Crew Training Devices Instructor (Pilot)		44.39
15050 - Computer Based Training Specialist / Instructor		30.62
15060 - Educational Technologist		37.11
15070 - Flight Instructor (Pilot)		44.39
15080 - Graphic Artist		21.49
15090 - Technical Instructor		28.36
15095 - Technical Instructor/Course Developer		32.54
15110 - Test Proctor		21.49
15120 - Tutor		21.49
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.90
16030 - Counter Attendant		10.90
16040 - Dry Cleaner		13.76
16070 - Finisher, Flatwork, Machine		10.90

16090 - Presser, Hand	10.90
16110 - Presser, Machine, Drycleaning	10.90
16130 - Presser, Machine, Shirts	10.90
16160 - Presser, Machine, Wearing Apparel, Laundry	10.90
16190 - Sewing Machine Operator	14.71
16220 - Tailor	15.67
16250 - Washer, Machine	11.84
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.95
19040 - Tool And Die Maker	29.01
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.88
21030 - Material Coordinator	26.54
21040 - Material Expediter	26.54
21050 - Material Handling Laborer	13.19
21071 - Order Filler	13.22
21080 - Production Line Worker (Food Processing)	14.88
21110 - Shipping Packer	13.22
21130 - Shipping/Receiving Clerk	13.22
21140 - Store Worker I	11.35
21150 - Stock Clerk	16.17
21210 - Tools And Parts Attendant	14.88
21410 - Warehouse Specialist	14.88
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.78
23021 - Aircraft Mechanic I	24.50
23022 - Aircraft Mechanic II	25.78
23023 - Aircraft Mechanic III	27.31
23040 - Aircraft Mechanic Helper	17.80
23050 - Aircraft, Painter	22.96
23060 - Aircraft Servicer	20.21
23080 - Aircraft Worker	21.45
23110 - Appliance Mechanic	22.36
23120 - Bicycle Repairer	14.44
23125 - Cable Splicer	34.15
23130 - Carpenter, Maintenance	22.89
23140 - Carpet Layer	20.37
23160 - Electrician, Maintenance	30.09
23181 - Electronics Technician Maintenance I	26.22
23182 - Electronics Technician Maintenance II	28.08
23183 - Electronics Technician Maintenance III	29.95
23260 - Fabric Worker	20.20
23290 - Fire Alarm System Mechanic	24.83
23310 - Fire Extinguisher Repairer	18.63
23311 - Fuel Distribution System Mechanic	25.43
23312 - Fuel Distribution System Operator	19.09
23370 - General Maintenance Worker	19.13
23380 - Ground Support Equipment Mechanic	24.50
23381 - Ground Support Equipment Servicer	20.21
23382 - Ground Support Equipment Worker	21.45
23391 - Gunsmith I	18.63
23392 - Gunsmith II	21.74
23393 - Gunsmith III	24.83
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.57
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.70
23430 - Heavy Equipment Mechanic	25.42
23440 - Heavy Equipment Operator	23.61
23460 - Instrument Mechanic	26.61
23465 - Laboratory/Shelter Mechanic	23.29
23470 - Laborer	12.28
23510 - Locksmith	20.45

23530 - Machinery Maintenance Mechanic	25.56
23550 - Machinist, Maintenance	22.78
23580 - Maintenance Trades Helper	16.87
23591 - Metrology Technician I	26.61
23592 - Metrology Technician II	28.00
23593 - Metrology Technician III	29.66
23640 - Millwright	30.04
23710 - Office Appliance Repairer	22.32
23760 - Painter, Maintenance	19.88
23790 - Pipefitter, Maintenance	29.30
23810 - Plumber, Maintenance	27.84
23820 - Pneudraulic Systems Mechanic	24.83
23850 - Rigger	24.83
23870 - Scale Mechanic	21.74
23890 - Sheet-Metal Worker, Maintenance	25.26
23910 - Small Engine Mechanic	19.59
23931 - Telecommunications Mechanic I	25.46
23932 - Telecommunications Mechanic II	26.79
23950 - Telephone Lineman	23.94
23960 - Welder, Combination, Maintenance	21.15
23965 - Well Driller	24.83
23970 - Woodcraft Worker	24.83
23980 - Woodworker	18.63
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.04
24580 - Child Care Center Clerk	13.63
24610 - Chore Aide	11.35
24620 - Family Readiness And Support Services Coordinator	13.44
24630 - Homemaker	14.44
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.31
25040 - Sewage Plant Operator	23.29
25070 - Stationary Engineer	27.31
25190 - Ventilation Equipment Tender	20.58
25210 - Water Treatment Plant Operator	23.29
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.01
27007 - Baggage Inspector	17.55
27008 - Corrections Officer	23.96
27010 - Court Security Officer	25.24
27030 - Detection Dog Handler	22.01
27040 - Detention Officer	23.96
27070 - Firefighter	25.75
27101 - Guard I	17.55
27102 - Guard II	22.01
27131 - Police Officer I	28.67
27132 - Police Officer II	31.84
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.64
28042 - Carnival Equipment Repairer	16.71
28043 - Carnival Equpment Worker	11.72
28210 - Gate Attendant/Gate Tender	14.01
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.35
28515 - Recreation Specialist	19.27
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	22.22
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.81
29020 - Hatch Tender	27.81
29030 - Line Handler	27.81

29041 - Stevedore I		25.82
29042 - Stevedore II		29.78
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	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		16.14
30022 - Archeological Technician II		18.43
30023 - Archeological Technician III		24.07
30030 - Cartographic Technician		25.48
30040 - Civil Engineering Technician		24.78
30061 - Drafter/CAD Operator I		16.14
30062 - Drafter/CAD Operator II		18.43
30063 - Drafter/CAD Operator III		20.55
30064 - Drafter/CAD Operator IV		24.77
30081 - Engineering Technician I		16.35
30082 - Engineering Technician II		18.35
30083 - Engineering Technician III		20.53
30084 - Engineering Technician IV		25.43
30085 - Engineering Technician V		31.11
30086 - Engineering Technician VI		38.46
30090 - Environmental Technician		22.34
30210 - Laboratory Technician		23.90
30240 - Mathematical Technician		22.36
30361 - Paralegal/Legal Assistant I		17.77
30362 - Paralegal/Legal Assistant II		22.02
30363 - Paralegal/Legal Assistant III		26.94
30364 - Paralegal/Legal Assistant IV		32.59
30390 - Photo-Optics Technician		22.36
30461 - Technical Writer I		22.20
30462 - Technical Writer II		27.15
30463 - Technical Writer III		32.85
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 Surface Programs	(see 2)	20.55
30621 - Weather Observer, Senior	(see 2)	20.75
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.43
31030 - Bus Driver		16.99
31043 - Driver Courier		12.52
31260 - Parking and Lot Attendant		10.69
31290 - Shuttle Bus Driver		13.65
31310 - Taxi Driver		11.88
31361 - Truckdriver, Light		13.65
31362 - Truckdriver, Medium		14.80
31363 - Truckdriver, Heavy		21.02
31364 - Truckdriver, Tractor-Trailer		21.02
99000 - Miscellaneous Occupations		
99030 - Cashier		10.64
99050 - Desk Clerk		9.81
99095 - Embalmer		24.57
99251 - Laboratory Animal Caretaker I		12.19
99252 - Laboratory Animal Caretaker II		13.28
99310 - Mortician		24.57
99410 - Pest Controller		21.01
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		16.23
99711 - Recycling Specialist		19.82
99730 - Refuse Collector		14.49

99810 - Sales Clerk	12.30
99820 - School Crossing Guard	14.43
99830 - Survey Party Chief	23.63
99831 - Surveying Aide	14.85
99832 - Surveying Technician	20.32
99840 - Vending Machine Attendant	16.41
99841 - Vending Machine Repairer	20.45
99842 - Vending Machine Repairer Helper	16.41

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, 4 weeks after 10 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

2) 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.

WD 05-3007 (Rev.-14) was first posted on www.wdol.gov on 06/25/2013

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

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

Wage Determination No.: 2005-3007
Revision No.: 14
Date Of Revision: 06/19/2013

Diane C. Koplewski
Director

Division of
Wage Determinations

State: Florida

Area: Florida County of Bay

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.36
01012 - Accounting Clerk II		13.87
01013 - Accounting Clerk III		15.51
01020 - Administrative Assistant		17.10
01040 - Court Reporter		14.80
01051 - Data Entry Operator I		11.14
01052 - Data Entry Operator II		12.16
01060 - Dispatcher, Motor Vehicle		17.04
01070 - Document Preparation Clerk		11.36
01090 - Duplicating Machine Operator		11.36
01111 - General Clerk I		11.39
01112 - General Clerk II		12.43
01113 - General Clerk III		13.95
01120 - Housing Referral Assistant		15.91
01141 - Messenger Courier		12.98
01191 - Order Clerk I		12.52
01192 - Order Clerk II		13.66
01261 - Personnel Assistant (Employment) I		13.84
01262 - Personnel Assistant (Employment) II		15.48
01263 - Personnel Assistant (Employment) III		17.26
01270 - Production Control Clerk		17.28
01280 - Receptionist		10.88
01290 - Rental Clerk		11.72
01300 - Scheduler, Maintenance		12.75
01311 - Secretary I		12.75
01312 - Secretary II		14.26
01313 - Secretary III		15.91
01320 - Service Order Dispatcher		13.70
01410 - Supply Technician		17.67
01420 - Survey Worker		14.26
01531 - Travel Clerk I		10.48
01532 - Travel Clerk II		11.06
01533 - Travel Clerk III		11.64
01611 - Word Processor I		11.39
01612 - Word Processor II		12.75
01613 - Word Processor III		14.23
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.44
05010 - Automotive Electrician		17.51
05040 - Automotive Glass Installer		16.59
05070 - Automotive Worker		16.59
05110 - Mobile Equipment Servicer		14.75
05130 - Motor Equipment Metal Mechanic		18.44

05160 - Motor Equipment Metal Worker	16.59
05190 - Motor Vehicle Mechanic	18.44
05220 - Motor Vehicle Mechanic Helper	13.77
05250 - Motor Vehicle Upholstery Worker	15.70
05280 - Motor Vehicle Wrecker	16.59
05310 - Painter, Automotive	17.51
05340 - Radiator Repair Specialist	16.59
05370 - Tire Repairer	13.79
05400 - Transmission Repair Specialist	18.44
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.52
07041 - Cook I	11.11
07042 - Cook II	12.70
07070 - Dishwasher	7.80
07130 - Food Service Worker	8.68
07210 - Meat Cutter	13.92
07260 - Waiter/Waitress	9.65
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.94
09040 - Furniture Handler	12.50
09080 - Furniture Refinisher	16.94
09090 - Furniture Refinisher Helper	13.32
09110 - Furniture Repairer, Minor	15.19
09130 - Upholsterer	16.94
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.82
11060 - Elevator Operator	9.82
11090 - Gardener	15.08
11122 - Housekeeping Aide	9.87
11150 - Janitor	10.98
11210 - Laborer, Grounds Maintenance	11.78
11240 - Maid or Houseman	8.48
11260 - Pruner	10.73
11270 - Tractor Operator	13.90
11330 - Trail Maintenance Worker	11.78
11360 - Window Cleaner	12.00
12000 - Health Occupations	
12010 - Ambulance Driver	16.77
12011 - Breath Alcohol Technician	15.76
12012 - Certified Occupational Therapist Assistant	23.01
12015 - Certified Physical Therapist Assistant	21.12
12020 - Dental Assistant	14.17
12025 - Dental Hygienist	28.15
12030 - EKG Technician	22.09
12035 - Electroneurodiagnostic Technologist	22.09
12040 - Emergency Medical Technician	16.77
12071 - Licensed Practical Nurse I	14.99
12072 - Licensed Practical Nurse II	16.77
12073 - Licensed Practical Nurse III	18.70
12100 - Medical Assistant	11.83
12130 - Medical Laboratory Technician	14.99
12160 - Medical Record Clerk	13.71
12190 - Medical Record Technician	15.34
12195 - Medical Transcriptionist	13.21
12210 - Nuclear Medicine Technologist	39.84
12221 - Nursing Assistant I	9.37
12222 - Nursing Assistant II	10.53
12223 - Nursing Assistant III	11.49
12224 - Nursing Assistant IV	12.90
12235 - Optical Dispenser	18.13
12236 - Optical Technician	14.99
12250 - Pharmacy Technician	12.67
12280 - Phlebotomist	12.90

12305 - Radiologic Technologist		22.03
12311 - Registered Nurse I		20.96
12312 - Registered Nurse II		25.88
12313 - Registered Nurse II, Specialist		25.88
12314 - Registered Nurse III		31.05
12315 - Registered Nurse III, Anesthetist		31.05
12316 - Registered Nurse IV		37.52
12317 - Scheduler (Drug and Alcohol Testing)		20.09
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		16.83
13012 - Exhibits Specialist II		20.86
13013 - Exhibits Specialist III		25.51
13041 - Illustrator I		16.83
13042 - Illustrator II		20.86
13043 - Illustrator III		25.51
13047 - Librarian		23.09
13050 - Library Aide/Clerk		12.19
13054 - Library Information Technology Systems Administrator		20.86
13058 - Library Technician		16.63
13061 - Media Specialist I		15.05
13062 - Media Specialist II		16.83
13063 - Media Specialist III		18.77
13071 - Photographer I		15.05
13072 - Photographer II		16.83
13073 - Photographer III		20.86
13074 - Photographer IV		25.51
13075 - Photographer V		30.86
13110 - Video Teleconference Technician		15.05
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.27
14042 - Computer Operator II		15.77
14043 - Computer Operator III		17.93
14044 - Computer Operator IV		20.80
14045 - Computer Operator V		21.87
14071 - Computer Programmer I	(see 1)	24.10
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		13.27
14160 - Personal Computer Support Technician		20.80
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.21
15020 - Aircrew Training Devices Instructor (Rated)		32.92
15030 - Air Crew Training Devices Instructor (Pilot)		39.26
15050 - Computer Based Training Specialist / Instructor		27.21
15060 - Educational Technologist		22.55
15070 - Flight Instructor (Pilot)		39.26
15080 - Graphic Artist		18.83
15090 - Technical Instructor		17.40
15095 - Technical Instructor/Course Developer		21.29
15110 - Test Proctor		14.05
15120 - Tutor		14.05
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.92
16030 - Counter Attendant		8.92
16040 - Dry Cleaner		10.29
16070 - Finisher, Flatwork, Machine		8.92
16090 - Presser, Hand		8.92
16110 - Presser, Machine, Drycleaning		8.92

16130 - Presser, Machine, Shirts	8.92
16160 - Presser, Machine, Wearing Apparel, Laundry	8.92
16190 - Sewing Machine Operator	10.74
16220 - Tailor	11.20
16250 - Washer, Machine	9.36
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.94
19040 - Tool And Die Maker	21.04
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.12
21030 - Material Coordinator	17.91
21040 - Material Expediter	17.91
21050 - Material Handling Laborer	10.63
21071 - Order Filler	10.69
21080 - Production Line Worker (Food Processing)	14.12
21110 - Shipping Packer	13.09
21130 - Shipping/Receiving Clerk	13.09
21140 - Store Worker I	10.87
21150 - Stock Clerk	14.50
21210 - Tools And Parts Attendant	14.12
21410 - Warehouse Specialist	14.12
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.60
23021 - Aircraft Mechanic I	20.57
23022 - Aircraft Mechanic II	21.60
23023 - Aircraft Mechanic III	22.68
23040 - Aircraft Mechanic Helper	15.36
23050 - Aircraft, Painter	18.63
23060 - Aircraft Servicer	17.51
23080 - Aircraft Worker	18.50
23110 - Appliance Mechanic	16.94
23120 - Bicycle Repairer	13.79
23125 - Cable Splicer	19.62
23130 - Carpenter, Maintenance	17.79
23140 - Carpet Layer	16.85
23160 - Electrician, Maintenance	17.94
23181 - Electronics Technician Maintenance I	22.94
23182 - Electronics Technician Maintenance II	24.36
23183 - Electronics Technician Maintenance III	25.89
23260 - Fabric Worker	15.95
23290 - Fire Alarm System Mechanic	17.94
23310 - Fire Extinguisher Repairer	14.98
23311 - Fuel Distribution System Mechanic	17.94
23312 - Fuel Distribution System Operator	15.89
23370 - General Maintenance Worker	16.85
23380 - Ground Support Equipment Mechanic	20.57
23381 - Ground Support Equipment Servicer	17.51
23382 - Ground Support Equipment Worker	18.50
23391 - Gunsmith I	15.32
23392 - Gunsmith II	15.89
23393 - Gunsmith III	17.94
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.59
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.61
23430 - Heavy Equipment Mechanic	17.94
23440 - Heavy Equipment Operator	17.94
23460 - Instrument Mechanic	17.94
23465 - Laboratory/Shelter Mechanic	16.88
23470 - Laborer	10.34
23510 - Locksmith	17.79
23530 - Machinery Maintenance Mechanic	22.41
23550 - Machinist, Maintenance	17.94

23580 - Maintenance Trades Helper	13.99
23591 - Metrology Technician I	17.94
23592 - Metrology Technician II	18.95
23593 - Metrology Technician III	19.99
23640 - Millwright	20.60
23710 - Office Appliance Repairer	17.79
23760 - Painter, Maintenance	17.79
23790 - Pipefitter, Maintenance	18.73
23810 - Plumber, Maintenance	17.79
23820 - Pneudraulic Systems Mechanic	17.94
23850 - Rigger	17.94
23870 - Scale Mechanic	16.85
23890 - Sheet-Metal Worker, Maintenance	19.56
23910 - Small Engine Mechanic	16.85
23931 - Telecommunications Mechanic I	23.64
23932 - Telecommunications Mechanic II	24.86
23950 - Telephone Lineman	17.84
23960 - Welder, Combination, Maintenance	17.94
23965 - Well Driller	17.94
23970 - Woodcraft Worker	17.94
23980 - Woodworker	14.98
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.14
24580 - Child Care Center Clerk	13.51
24610 - Chore Aide	10.87
24620 - Family Readiness And Support Services Coordinator	12.88
24630 - Homemaker	13.97
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.58
25040 - Sewage Plant Operator	18.63
25070 - Stationary Engineer	21.58
25190 - Ventilation Equipment Tender	14.65
25210 - Water Treatment Plant Operator	18.63
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.37
27007 - Baggage Inspector	10.79
27008 - Corrections Officer	15.97
27010 - Court Security Officer	15.56
27030 - Detection Dog Handler	12.07
27040 - Detention Officer	15.97
27070 - Firefighter	15.56
27101 - Guard I	10.79
27102 - Guard II	12.07
27131 - Police Officer I	16.63
27132 - Police Officer II	18.45
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.53
28042 - Carnival Equipment Repairer	11.29
28043 - Carnival Equpment Worker	8.79
28210 - Gate Attendant/Gate Tender	13.27
28310 - Lifeguard	11.83
28350 - Park Attendant (Aide)	14.85
28510 - Recreation Aide/Health Facility Attendant	10.84
28515 - Recreation Specialist	12.79
28630 - Sports Official	11.83
28690 - Swimming Pool Operator	17.74
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.72
29020 - Hatch Tender	18.72
29030 - Line Handler	18.72
29041 - Stevedore I	16.84
29042 - Stevedore II	18.77

30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	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		15.03
30022 - Archeological Technician II		15.53
30023 - Archeological Technician III		20.83
30030 - Cartographic Technician		20.83
30040 - Civil Engineering Technician		21.34
30061 - Drafter/CAD Operator I		15.03
30062 - Drafter/CAD Operator II		16.81
30063 - Drafter/CAD Operator III		18.75
30064 - Drafter/CAD Operator IV		23.06
30081 - Engineering Technician I		15.73
30082 - Engineering Technician II		17.67
30083 - Engineering Technician III		19.78
30084 - Engineering Technician IV		24.51
30085 - Engineering Technician V		29.98
30086 - Engineering Technician VI		36.27
30090 - Environmental Technician		20.83
30210 - Laboratory Technician		18.75
30240 - Mathematical Technician		20.83
30361 - Paralegal/Legal Assistant I		17.89
30362 - Paralegal/Legal Assistant II		22.17
30363 - Paralegal/Legal Assistant III		27.12
30364 - Paralegal/Legal Assistant IV		32.81
30390 - Photo-Optics Technician		20.83
30461 - Technical Writer I		18.99
30462 - Technical Writer II		23.22
30463 - Technical Writer III		28.09
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 Surface Programs	(see 2)	18.75
30621 - Weather Observer, Senior	(see 2)	20.83
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		11.10
31030 - Bus Driver		15.13
31043 - Driver Courier		12.87
31260 - Parking and Lot Attendant		8.69
31290 - Shuttle Bus Driver		13.39
31310 - Taxi Driver		11.05
31361 - Truckdriver, Light		13.39
31362 - Truckdriver, Medium		14.45
31363 - Truckdriver, Heavy		15.38
31364 - Truckdriver, Tractor-Trailer		15.38
99000 - Miscellaneous Occupations		
99030 - Cashier		8.67
99050 - Desk Clerk		10.08
99095 - Embalmer		22.74
99251 - Laboratory Animal Caretaker I		11.30
99252 - Laboratory Animal Caretaker II		12.17
99310 - Mortician		22.74
99410 - Pest Controller		14.15
99510 - Photofinishing Worker		11.95
99710 - Recycling Laborer		13.87
99711 - Recycling Specialist		15.48
99730 - Refuse Collector		12.29
99810 - Sales Clerk		13.02
99820 - School Crossing Guard		10.81

99830 - Survey Party Chief	18.16
99831 - Surveying Aide	10.88
99832 - Surveying Technician	16.52
99840 - Vending Machine Attendant	15.24
99841 - Vending Machine Repairer	18.36
99842 - Vending Machine Repairer Helper	15.24

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 7 years, and 4 weeks after 11 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).

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** UNIFORM ALLOWANCE **

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

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

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.

WD 05-3027 (Rev.-12) was first posted on www.wdol.gov on 06/25/2013

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

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

Wage Determination No.: 2005-3027
Revision No.: 12
Date Of Revision: 06/19/2013

Diane C. Koplewski
Director

Division of
Wage Determinations

State: Connecticut

Area: Connecticut Counties of Fairfield, New Haven

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.11
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		30.93
01040 - Court Reporter		21.64
01051 - Data Entry Operator I		14.71
01052 - Data Entry Operator II		16.05
01060 - Dispatcher, Motor Vehicle		25.79
01070 - Document Preparation Clerk		15.56
01090 - Duplicating Machine Operator		15.56
01111 - General Clerk I		14.82
01112 - General Clerk II		17.49
01113 - General Clerk III		19.01
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		12.92
01191 - Order Clerk I		17.52
01192 - Order Clerk II		21.37
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.22
01263 - Personnel Assistant (Employment) III		23.66
01270 - Production Control Clerk		23.51
01280 - Receptionist		15.67
01290 - Rental Clerk		18.04
01300 - Scheduler, Maintenance		21.57
01311 - Secretary I		21.57
01312 - Secretary II		24.82
01313 - Secretary III		26.92
01320 - Service Order Dispatcher		20.50
01410 - Supply Technician		30.93
01420 - Survey Worker		21.64
01531 - Travel Clerk I		12.29
01532 - Travel Clerk II		13.39
01533 - Travel Clerk III		14.12
01611 - Word Processor I		17.62
01612 - Word Processor II		19.79
01613 - Word Processor III		22.13
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		26.38
05010 - Automotive Electrician		29.52
05040 - Automotive Glass Installer		28.55
05070 - Automotive Worker		28.55
05110 - Mobile Equipment Servicer		26.80
05130 - Motor Equipment Metal Mechanic		30.34

05160 - Motor Equipment Metal Worker	28.55
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	25.82
05250 - Motor Vehicle Upholstery Worker	27.72
05280 - Motor Vehicle Wrecker	28.55
05310 - Painter, Automotive	28.79
05340 - Radiator Repair Specialist	26.95
05370 - Tire Repairer	15.94
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.75
07041 - Cook I	15.73
07042 - Cook II	16.80
07070 - Dishwasher	9.74
07130 - Food Service Worker	12.33
07210 - Meat Cutter	19.45
07260 - Waiter/Waitress	9.99
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.20
09040 - Furniture Handler	16.46
09080 - Furniture Refinisher	20.20
09090 - Furniture Refinisher Helper	17.67
09110 - Furniture Repairer, Minor	18.97
09130 - Upholsterer	21.21
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.59
11060 - Elevator Operator	11.59
11090 - Gardener	17.87
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer, Grounds Maintenance	15.89
11240 - Maid or Houseman	13.68
11260 - Pruner	14.92
11270 - Tractor Operator	17.28
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	16.57
12000 - Health Occupations	
12010 - Ambulance Driver	23.13
12011 - Breath Alcohol Technician	23.13
12012 - Certified Occupational Therapist Assistant	24.05
12015 - Certified Physical Therapist Assistant	22.00
12020 - Dental Assistant	19.02
12025 - Dental Hygienist	34.57
12030 - EKG Technician	28.65
12035 - Electroneurodiagnostic Technologist	28.65
12040 - Emergency Medical Technician	23.13
12071 - Licensed Practical Nurse I	21.76
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	24.48
12100 - Medical Assistant	16.66
12130 - Medical Laboratory Technician	20.63
12160 - Medical Record Clerk	16.81
12190 - Medical Record Technician	20.55
12195 - Medical Transcriptionist	18.49
12210 - Nuclear Medicine Technologist	36.01
12221 - Nursing Assistant I	12.37
12222 - Nursing Assistant II	13.91
12223 - Nursing Assistant III	15.82
12224 - Nursing Assistant IV	16.79
12235 - Optical Dispenser	23.68
12236 - Optical Technician	17.73
12250 - Pharmacy Technician	15.45
12280 - Phlebotomist	16.79

12305 - Radiologic Technologist		28.08
12311 - Registered Nurse I		32.76
12312 - Registered Nurse II		38.41
12313 - Registered Nurse II, Specialist		38.41
12314 - Registered Nurse III		49.39
12315 - Registered Nurse III, Anesthetist		49.39
12316 - Registered Nurse IV		59.20
12317 - Scheduler (Drug and Alcohol Testing)		26.17
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		26.35
13012 - Exhibits Specialist II		32.65
13013 - Exhibits Specialist III		40.66
13041 - Illustrator I		28.07
13042 - Illustrator II		35.08
13043 - Illustrator III		44.73
13047 - Librarian		37.25
13050 - Library Aide/Clerk		15.79
13054 - Library Information Technology Systems Administrator		32.65
13058 - Library Technician		25.62
13061 - Media Specialist I		23.01
13062 - Media Specialist II		25.63
13063 - Media Specialist III		28.45
13071 - Photographer I		18.78
13072 - Photographer II		24.10
13073 - Photographer III		32.88
13074 - Photographer IV		44.26
13075 - Photographer V		50.85
13110 - Video Teleconference Technician		20.96
14000 - Information Technology Occupations		
14041 - Computer Operator I		20.81
14042 - Computer Operator II		23.29
14043 - Computer Operator III		25.97
14044 - Computer Operator IV		28.86
14045 - Computer Operator V		31.94
14071 - Computer Programmer I	(see 1)	27.56
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		20.81
14160 - Personal Computer Support Technician		28.86
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		35.73
15070 - Flight Instructor (Pilot)		52.46
15080 - Graphic Artist		32.92
15090 - Technical Instructor		27.17
15095 - Technical Instructor/Course Developer		32.19
15110 - Test Proctor		21.25
15120 - Tutor		21.25
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.07
16030 - Counter Attendant		10.07
16040 - Dry Cleaner		12.33
16070 - Finisher, Flatwork, Machine		10.07
16090 - Presser, Hand		10.07
16110 - Presser, Machine, Drycleaning		10.07

16130 - Presser, Machine, Shirts	10.07
16160 - Presser, Machine, Wearing Apparel, Laundry	10.07
16190 - Sewing Machine Operator	13.12
16220 - Tailor	14.02
16250 - Washer, Machine	10.62
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.09
19040 - Tool And Die Maker	26.86
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.96
21030 - Material Coordinator	23.51
21040 - Material Expediter	23.51
21050 - Material Handling Laborer	16.25
21071 - Order Filler	14.53
21080 - Production Line Worker (Food Processing)	16.96
21110 - Shipping Packer	15.28
21130 - Shipping/Receiving Clerk	15.28
21140 - Store Worker I	14.50
21150 - Stock Clerk	17.54
21210 - Tools And Parts Attendant	16.96
21410 - Warehouse Specialist	16.96
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.37
23021 - Aircraft Mechanic I	26.83
23022 - Aircraft Mechanic II	28.37
23023 - Aircraft Mechanic III	29.79
23040 - Aircraft Mechanic Helper	24.00
23050 - Aircraft, Painter	25.52
23060 - Aircraft Servicer	25.77
23080 - Aircraft Worker	26.54
23110 - Appliance Mechanic	24.44
23120 - Bicycle Repairer	17.92
23125 - Cable Splicer	35.32
23130 - Carpenter, Maintenance	29.55
23140 - Carpet Layer	23.07
23160 - Electrician, Maintenance	36.84
23181 - Electronics Technician Maintenance I	22.15
23182 - Electronics Technician Maintenance II	22.91
23183 - Electronics Technician Maintenance III	27.10
23260 - Fabric Worker	23.30
23290 - Fire Alarm System Mechanic	22.87
23310 - Fire Extinguisher Repairer	22.52
23311 - Fuel Distribution System Mechanic	26.18
23312 - Fuel Distribution System Operator	24.62
23370 - General Maintenance Worker	24.67
23380 - Ground Support Equipment Mechanic	27.11
23381 - Ground Support Equipment Servicer	25.77
23382 - Ground Support Equipment Worker	26.54
23391 - Gunsmith I	22.52
23392 - Gunsmith II	24.05
23393 - Gunsmith III	25.59
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.97
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	28.67
23430 - Heavy Equipment Mechanic	25.29
23440 - Heavy Equipment Operator	27.59
23460 - Instrument Mechanic	25.36
23465 - Laboratory/Shelter Mechanic	24.82
23470 - Laborer	12.96
23510 - Locksmith	25.01
23530 - Machinery Maintenance Mechanic	23.89
23550 - Machinist, Maintenance	20.76

23580 - Maintenance Trades Helper	17.62
23591 - Metrology Technician I	25.36
23592 - Metrology Technician II	28.73
23593 - Metrology Technician III	29.57
23640 - Millwright	23.58
23710 - Office Appliance Repairer	21.39
23760 - Painter, Maintenance	25.03
23790 - Pipefitter, Maintenance	29.16
23810 - Plumber, Maintenance	29.85
23820 - Pneudraulic Systems Mechanic	25.59
23850 - Rigger	25.52
23870 - Scale Mechanic	24.05
23890 - Sheet-Metal Worker, Maintenance	24.10
23910 - Small Engine Mechanic	19.54
23931 - Telecommunications Mechanic I	27.95
23932 - Telecommunications Mechanic II	28.88
23950 - Telephone Lineman	28.50
23960 - Welder, Combination, Maintenance	22.84
23965 - Well Driller	25.59
23970 - Woodcraft Worker	25.59
23980 - Woodworker	20.17
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.75
24580 - Child Care Center Clerk	18.20
24610 - Chore Aide	11.04
24620 - Family Readiness And Support Services Coordinator	18.50
24630 - Homemaker	24.30
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.03
25040 - Sewage Plant Operator	22.25
25070 - Stationary Engineer	29.03
25190 - Ventilation Equipment Tender	25.92
25210 - Water Treatment Plant Operator	25.26
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.48
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	30.97
27010 - Court Security Officer	30.66
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	30.97
27070 - Firefighter	31.42
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	32.37
27132 - Police Officer II	35.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.64
28042 - Carnival Equipment Repairer	12.18
28043 - Carnival Equpment Worker	11.17
28210 - Gate Attendant/Gate Tender	17.19
28310 - Lifeguard	13.93
28350 - Park Attendant (Aide)	19.24
28510 - Recreation Aide/Health Facility Attendant	18.98
28515 - Recreation Specialist	23.99
28630 - Sports Official	15.32
28690 - Swimming Pool Operator	15.13
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.77
29020 - Hatch Tender	25.77
29030 - Line Handler	25.77
29041 - Stevedore I	24.15
29042 - Stevedore II	29.85

30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	40.33
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.82
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30.63
30021 - Archeological Technician I		20.29
30022 - Archeological Technician II		22.42
30023 - Archeological Technician III		27.27
30030 - Cartographic Technician		27.75
30040 - Civil Engineering Technician		25.11
30061 - Drafter/CAD Operator I		19.69
30062 - Drafter/CAD Operator II		22.42
30063 - Drafter/CAD Operator III		24.89
30064 - Drafter/CAD Operator IV		30.53
30081 - Engineering Technician I		19.98
30082 - Engineering Technician II		22.47
30083 - Engineering Technician III		25.28
30084 - Engineering Technician IV		31.22
30085 - Engineering Technician V		38.08
30086 - Engineering Technician VI		46.34
30090 - Environmental Technician		23.43
30210 - Laboratory Technician		22.20
30240 - Mathematical Technician		27.27
30361 - Paralegal/Legal Assistant I		23.36
30362 - Paralegal/Legal Assistant II		28.94
30363 - Paralegal/Legal Assistant III		35.39
30364 - Paralegal/Legal Assistant IV		42.84
30390 - Photo-Optics Technician		27.27
30461 - Technical Writer I		25.57
30462 - Technical Writer II		31.26
30463 - Technical Writer III		37.86
30491 - Unexploded Ordnance (UXO) Technician I		25.63
30492 - Unexploded Ordnance (UXO) Technician II		31.02
30493 - Unexploded Ordnance (UXO) Technician III		37.18
30494 - Unexploded (UXO) Safety Escort		25.63
30495 - Unexploded (UXO) Sweep Personnel		25.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.89
30621 - Weather Observer, Senior	(see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		16.58
31030 - Bus Driver		19.89
31043 - Driver Courier		17.18
31260 - Parking and Lot Attendant		11.09
31290 - Shuttle Bus Driver		17.80
31310 - Taxi Driver		14.44
31361 - Truckdriver, Light		17.80
31362 - Truckdriver, Medium		19.73
31363 - Truckdriver, Heavy		24.52
31364 - Truckdriver, Tractor-Trailer		24.52
99000 - Miscellaneous Occupations		
99030 - Cashier		10.53
99050 - Desk Clerk		12.50
99095 - Embalmer		30.71
99251 - Laboratory Animal Caretaker I		14.77
99252 - Laboratory Animal Caretaker II		15.32
99310 - Mortician		37.16
99410 - Pest Controller		16.68
99510 - Photofinishing Worker		14.75
99710 - Recycling Laborer		19.55
99711 - Recycling Specialist		21.46
99730 - Refuse Collector		18.36
99810 - Sales Clerk		14.73
99820 - School Crossing Guard		13.75

99830 - Survey Party Chief	24.88
99831 - Surveying Aide	17.10
99832 - Surveying Technician	22.59
99840 - Vending Machine Attendant	16.54
99841 - Vending Machine Repairer	18.62
99842 - Vending Machine Repairer Helper	16.54

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 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.

** 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/.