

01420 - Survey Worker (Interviewer)	14.18
01460 - Switchboard Operator-Receptionist	10.13
01510 - Test Examiner	15.12
01520 - Test Proctor	15.12
01531 - Travel Clerk I	9.83
01532 - Travel Clerk II	10.62
01533 - Travel Clerk III	11.39
01611 - Word Processor I	11.61
01612 - Word Processor II	13.03
01613 - Word Processor III	16.98
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	12.14
03041 - Computer Operator I	13.17
03042 - Computer Operator II	14.96
03043 - Computer Operator III	17.73
03044 - Computer Operator IV	20.75
03045 - Computer Operator V	21.65
03071 - Computer Programmer I (1)	20.67
03072 - Computer Programmer II (1)	23.07
03073 - Computer Programmer III (1)	27.50
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	25.45
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	13.17
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	15.69
05010 - Automotive Glass Installer	13.74
05040 - Automotive Worker	13.74
05070 - Electrician, Automotive	14.72
05100 - Mobile Equipment Servicer	11.81
05130 - Motor Equipment Metal Mechanic	15.70
05160 - Motor Equipment Metal Worker	13.74
05190 - Motor Vehicle Mechanic	15.36
05220 - Motor Vehicle Mechanic Helper	10.84
05250 - Motor Vehicle Upholstery Worker	12.77
05280 - Motor Vehicle Wrecker	13.74
05310 - Painter, Automotive	14.72
05340 - Radiator Repair Specialist	13.74
05370 - Tire Repairer	11.41
05400 - Transmission Repair Specialist	15.69
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.54
07010 - Baker	12.22
07041 - Cook I	11.06
07042 - Cook II	12.88
07070 - Dishwasher	8.03
07130 - Meat Cutter	12.22
07250 - Waiter/Waitress	7.92
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	14.72
09040 - Furniture Handler	6.83
09070 - Furniture Refinisher	14.72
09100 - Furniture Refinisher Helper	10.84
09110 - Furniture Repairer, Minor	12.77
09130 - Upholsterer	14.72
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	8.32
11060 - Elevator Operator	7.88
11090 - Gardener	12.06

11121 - House Keeping Aid I	7.20
11122 - House Keeping Aid II	7.77
11150 - Janitor	8.58
11210 - Laborer, Grounds Maintenance	10.95
11240 - Maid or Houseman	7.05
11270 - Pest Controller	14.45
11300 - Refuse Collector	11.17
11330 - Tractor Operator	11.92
11360 - Window Cleaner	9.72
12000 - Health Occupations	
12020 - Dental Assistant	11.89
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.87
12071 - Licensed Practical Nurse I	13.62
12072 - Licensed Practical Nurse II	15.29
12073 - Licensed Practical Nurse III	17.12
12100 - Medical Assistant	11.36
12130 - Medical Laboratory Technician	13.05
12160 - Medical Record Clerk	14.00
12190 - Medical Record Technician	13.23
12221 - Nursing Assistant I	7.21
12222 - Nursing Assistant II	8.10
12223 - Nursing Assistant III	8.82
12224 - Nursing Assistant IV	10.78
12250 - Pharmacy Technician	11.90
12280 - Phlebotomist	12.94
12311 - Registered Nurse I	22.91
12312 - Registered Nurse II	26.17
12313 - Registered Nurse II, Specialist	26.17
12314 - Registered Nurse III	35.92
12315 - Registered Nurse III, Anesthetist	35.92
12316 - Registered Nurse IV	36.52
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	16.76
13011 - Exhibits Specialist I	16.61
13012 - Exhibits Specialist II	19.87
13013 - Exhibits Specialist III	24.31
13041 - Illustrator I	20.10
13042 - Illustrator II	24.05
13043 - Illustrator III	29.41
13047 - Librarian	22.43
13050 - Library Technician	12.87
13071 - Photographer I	15.54
13072 - Photographer II	17.83
13073 - Photographer III	21.32
13074 - Photographer IV	27.00
13075 - Photographer V	32.66
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.31
15030 - Counter Attendant	8.31
15040 - Dry Cleaner	10.18
15070 - Finisher, Flatwork, Machine	8.31
15090 - Presser, Hand	8.31
15100 - Presser, Machine, Drycleaning	8.31
15130 - Presser, Machine, Shirts	8.31
15160 - Presser, Machine, Wearing Apparel, Laundry	8.31
15190 - Sewing Machine Operator	10.67
15220 - Tailor	11.16
15250 - Washer, Machine	9.00
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	14.72

19040 - Tool and Die Maker	18.61
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	14.29
21020 - Material Coordinator	15.09
21030 - Material Expediter	15.09
21040 - Material Handling Laborer	10.47
21050 - Order Filler	10.07
21071 - Forklift Operator	11.62
21080 - Production Line Worker (Food Processing)	13.28
21100 - Shipping/Receiving Clerk	12.76
21130 - Shipping Packer	12.76
21140 - Store Worker I	7.88
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	12.03
21210 - Tools and Parts Attendant	14.76
21400 - Warehouse Specialist	14.76
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	19.91
23040 - Aircraft Mechanic Helper	13.74
23050 - Aircraft Quality Control Inspector	21.13
23060 - Aircraft Servicer	16.19
23070 - Aircraft Worker	17.44
23100 - Appliance Mechanic	14.87
23120 - Bicycle Repairer	11.41
23125 - Cable Splicer	17.29
23130 - Carpenter, Maintenance	14.72
23140 - Carpet Layer	14.14
23160 - Electrician, Maintenance	17.31
23181 - Electronics Technician, Maintenance I	17.60
23182 - Electronics Technician, Maintenance II	21.03
23183 - Electronics Technician, Maintenance III	24.35
23260 - Fabric Worker	13.19
23290 - Fire Alarm System Mechanic	17.26
23310 - Fire Extinguisher Repairer	11.95
23340 - Fuel Distribution System Mechanic	18.99
23370 - General Maintenance Worker	13.74
23400 - Heating, Refrigeration and Air Conditioning Mechanic	15.69
23430 - Heavy Equipment Mechanic	17.23
23440 - Heavy Equipment Operator	18.20
23460 - Instrument Mechanic	16.22
23470 - Laborer	10.24
23500 - Locksmith	14.72
23530 - Machinery Maintenance Mechanic	16.92
23550 - Machinist, Maintenance	15.73
23580 - Maintenance Trades Helper	10.84
23640 - Millwright	18.99
23700 - Office Appliance Repairer	15.73
23740 - Painter, Aircraft	14.72
23760 - Painter, Maintenance	14.72
23790 - Pipefitter, Maintenance	16.12
23800 - Plumber, Maintenance	15.33
23820 - Pneudraulic Systems Mechanic	16.22
23850 - Rigger	16.22
23870 - Scale Mechanic	14.14
23890 - Sheet-Metal Worker, Maintenance	15.69
23910 - Small Engine Mechanic	14.22
23930 - Telecommunication Mechanic I	19.24
23931 - Telecommunication Mechanic II	20.42
23950 - Telephone Lineman	19.24
23960 - Welder, Combination, Maintenance	15.69
23965 - Well Driller	15.69

23970 - Woodcraft Worker	16.22
23980 - Woodworker	11.81
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.03
24580 - Child Care Center Clerk	11.52
24600 - Chore Aid	8.40
24630 - Homemaker	12.81
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	17.44
25040 - Sewage Plant Operator	15.19
25070 - Stationary Engineer	18.04
25190 - Ventilation Equipment Tender	11.82
25210 - Water Treatment Plant Operator	15.58
27000 - Protective Service Occupations	
(not set) - Police Officer	24.82
27004 - Alarm Monitor	15.17
27006 - Corrections Officer	17.74
27010 - Court Security Officer	21.09
27040 - Detention Officer	20.76
27070 - Firefighter	21.91
27101 - Guard I	8.71
27102 - Guard II	12.83
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	20.94
28020 - Hatch Tender	19.22
28030 - Line Handler	19.22
28040 - Stevedore I	16.87
28050 - Stevedore II	24.67
29000 - Technical Occupations	
21150 - Graphic Artist	23.60
29010 - Air Traffic Control Specialist, Center (2)	31.77
29011 - Air Traffic Control Specialist, Station (2)	21.91
29012 - Air Traffic Control Specialist, Terminal (2)	24.13
29023 - Archeological Technician I	13.40
29024 - Archeological Technician II	15.10
29025 - Archeological Technician III	18.63
29030 - Cartographic Technician	23.31
29035 - Computer Based Training (CBT) Specialist/ Instructor	25.45
29040 - Civil Engineering Technician	24.14
29061 - Drafter I	14.79
29062 - Drafter II	17.30
29063 - Drafter III	19.48
29064 - Drafter IV	23.31
29081 - Engineering Technician I	14.22
29082 - Engineering Technician II	18.34
29083 - Engineering Technician III	20.70
29084 - Engineering Technician IV	22.12
29085 - Engineering Technician V	27.07
29086 - Engineering Technician VI	32.73
29090 - Environmental Technician	17.31
29100 - Flight Simulator/Instructor (Pilot)	29.45
29160 - Instructor	22.83
29210 - Laboratory Technician	15.12
29240 - Mathematical Technician	23.25
29361 - Paralegal/Legal Assistant I	16.49
29362 - Paralegal/Legal Assistant II	19.73
29363 - Paralegal/Legal Assistant III	24.12
29364 - Paralegal/Legal Assistant IV	29.17
29390 - Photooptics Technician	21.14
29480 - Technical Writer	21.82

29491 - Unexploded Ordnance (UXO) Technician I	20.20
29492 - Unexploded Ordnance (UXO) Technician II	24.43
29493 - Unexploded Ordnance (UXO) Technician III	29.29
29494 - Unexploded (UXO) Safety Escort	20.20
29495 - Unexploded (UXO) Sweep Personnel	20.20
29620 - Weather Observer, Senior (3)	19.49
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	17.73
29622 - Weather Observer, Upper Air (3)	17.73
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	15.04
31260 - Parking and Lot Attendant	8.60
31290 - Shuttle Bus Driver	12.02
31300 - Taxi Driver	9.33
31361 - Truckdriver, Light Truck	12.42
31362 - Truckdriver, Medium Truck	16.46
31363 - Truckdriver, Heavy Truck	17.46
31364 - Truckdriver, Tractor-Trailer	17.46
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	9.41
99030 - Cashier	8.62
99041 - Carnival Equipment Operator	10.90
99042 - Carnival Equipment Repairer	11.89
99043 - Carnival Worker	7.27
99050 - Desk Clerk	9.01
99095 - Embalmer	18.58
99300 - Lifeguard	10.61
99310 - Mortician	21.96
99350 - Park Attendant (Aide)	13.33
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.85
99500 - Recreation Specialist	15.47
99510 - Recycling Worker	15.60
99610 - Sales Clerk	9.96
99620 - School Crossing Guard (Crosswalk Attendant)	7.82
99630 - Sport Official	10.61
99658 - Survey Party Chief (Chief of Party)	16.92
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.39
99660 - Surveying Aide	7.62
99690 - Swimming Pool Operator	16.68
99720 - Vending Machine Attendant	12.85
99730 - Vending Machine Repairer	16.68
99740 - Vending Machine Repairer Helper	12.85

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a 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 4.174)

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

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is

entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

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

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

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

**** UNIFORM ALLOWANCE ****

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

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

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

Source of Occupational Title and Descriptions:

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.
