

01420	- Survey Worker (Interviewer)	13.39
01460	- Switchboard Operator-Receptionist	12.38
01510	- Test Examiner	15.54
01520	- Test Proctor	15.54
01531	- Travel Clerk I	11.23
01532	- Travel Clerk II	12.22
01533	- Travel Clerk III	13.16
01611	- Word Processor I	13.46
01612	- Word Processor II	15.07
01613	- Word Processor III	16.24
03000	- Automatic Data Processing Occupations	
03010	- Computer Data Librarian	15.08
03041	- Computer Operator I	15.08
03042	- Computer Operator II	16.73
03043	- Computer Operator III	18.66
03044	- Computer Operator IV	21.87
03045	- Computer Operator V	24.27
03071	- Computer Programmer I (1)	16.36
03072	- Computer Programmer II (1)	20.71
03073	- Computer Programmer III (1)	27.62
03074	- Computer Programmer IV (1)	27.62
03101	- Computer Systems Analyst I (1)	27.62
03102	- Computer Systems Analyst II (1)	27.62
03103	- Computer Systems Analyst III (1)	27.62
03160	- Peripheral Equipment Operator	15.08
05000	- Automotive Service Occupations	
05005	- Automotive Body Repairer, Fiberglass	19.80
05010	- Automotive Glass Installer	20.46
05040	- Automotive Worker	20.46
05070	- Electrician, Automotive	21.78
05100	- Mobile Equipment Servicer	18.55
05130	- Motor Equipment Metal Mechanic	21.78
05160	- Motor Equipment Metal Worker	20.46
05190	- Motor Vehicle Mechanic	21.69
05220	- Motor Vehicle Mechanic Helper	18.55
05250	- Motor Vehicle Upholstery Worker	20.46
05280	- Motor Vehicle Wrecker	20.46
05310	- Painter, Automotive	21.12
05340	- Radiator Repair Specialist	20.46
05370	- Tire Repairer	14.81
05400	- Transmission Repair Specialist	21.78
07000	- Food Preparation and Service Occupations	
(not set)	- Food Service Worker	9.24
07010	- Baker	12.63
07041	- Cook I	11.04
07042	- Cook II	12.14
07070	- Dishwasher	9.55
07130	- Meat Cutter	18.28
07250	- Waiter/Waitress	9.27
09000	- Furniture Maintenance and Repair Occupations	
09010	- Electrostatic Spray Painter	17.45
09040	- Furniture Handler	15.33
09070	- Furniture Refinisher	17.45
09100	- Furniture Refinisher Helper	15.33
09110	- Furniture Repairer, Minor	16.37
09130	- Upholsterer	17.92
11030	- General Services and Support Occupations	
11030	- Cleaner, Vehicles	11.31
11060	- Elevator Operator	10.66
11090	- Gardener	13.31

11121 - House Keeping Aid I	9.34
11122 - House Keeping Aid II	10.66
11150 - Janitor	11.19
11210 - Laborer, Grounds Maintenance	13.16
11240 - Maid or Houseman	9.34
11270 - Pest Controller	16.54
11300 - Refuse Collector	13.61
11330 - Tractor Operator	14.41
11360 - Window Cleaner	11.78
12000 - Health Occupations	
12020 - Dental Assistant	14.32
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	17.57
12071 - Licensed Practical Nurse I	14.97
12072 - Licensed Practical Nurse II	16.78
12073 - Licensed Practical Nurse III	18.77
12100 - Medical Assistant	13.46
12130 - Medical Laboratory Technician	15.77
12160 - Medical Record Clerk	15.77
12190 - Medical Record Technician	16.03
12221 - Nursing Assistant I	9.66
12222 - Nursing Assistant II	10.72
12223 - Nursing Assistant III	11.85
12224 - Nursing Assistant IV	14.10
12250 - Pharmacy Technician	14.43
12280 - Phlebotomist	14.53
12311 - Registered Nurse I	20.46
12312 - Registered Nurse II	25.01
12313 - Registered Nurse II, Specialist	25.01
12314 - Registered Nurse III	30.21
12315 - Registered Nurse III, Anesthetist	30.21
12316 - Registered Nurse IV	36.29
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	19.80
13011 - Exhibits Specialist I	16.95
13012 - Exhibits Specialist II	20.94
13013 - Exhibits Specialist III	25.64
13041 - Illustrator I	16.95
13042 - Illustrator II	20.94
13043 - Illustrator III	25.64
13047 - Librarian	22.93
13050 - Library Technician	13.73
13071 - Photographer I	17.23
13072 - Photographer II	19.32
13073 - Photographer III	23.83
13074 - Photographer IV	29.15
13075 - Photographer V	35.39
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.38
15030 - Counter Attendant	8.38
15040 - Dry Cleaner	10.54
15070 - Finisher, Flatwork, Machine	8.38
15090 - Presser, Hand	8.38
15100 - Presser, Machine, Drycleaning	8.38
15130 - Presser, Machine, Shirts	8.38
15160 - Presser, Machine, Wearing Apparel, Laundry	8.38
15190 - Sewing Machine Operator	11.23
15220 - Tailor	11.91
15250 - Washer, Machine	9.10
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	21.05

19040 - Tool and Die Maker	24.23
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	22.09
21020 - Material Coordinator	15.99
21030 - Material Expediter	15.99
21040 - Material Handling Laborer	14.40
21050 - Order Filler	12.87
21071 - Forklift Operator	18.06
21080 - Production Line Worker (Food Processing)	16.32
21100 - Shipping/Receiving Clerk	15.17
21130 - Shipping Packer	15.17
21140 - Store Worker I	12.99
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	16.39
21210 - Tools and Parts Attendant	18.06
21400 - Warehouse Specialist	16.32
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	22.24
23040 - Aircraft Mechanic Helper	17.67
23050 - Aircraft Quality Control Inspector	22.94
23060 - Aircraft Servicer	19.96
23070 - Aircraft Worker	20.89
23100 - Appliance Mechanic	19.42
23120 - Bicycle Repairer	14.81
23125 - Cable Splicer	25.05
23130 - Carpenter, Maintenance	21.23
23140 - Carpet Layer	20.46
23160 - Electrician, Maintenance	25.67
23181 - Electronics Technician, Maintenance I	20.74
23182 - Electronics Technician, Maintenance II	23.58
23183 - Electronics Technician, Maintenance III	25.30
23260 - Fabric Worker	18.55
23290 - Fire Alarm System Mechanic	19.80
23310 - Fire Extinguisher Repairer	18.43
23340 - Fuel Distribution System Mechanic	21.78
23370 - General Maintenance Worker	16.91
23400 - Heating, Refrigeration and Air Conditioning Mechanic	18.98
23430 - Heavy Equipment Mechanic	22.62
23440 - Heavy Equipment Operator	24.07
23460 - Instrument Mechanic	22.62
23470 - Laborer	11.17
23500 - Locksmith	19.24
23530 - Machinery Maintenance Mechanic	21.61
23550 - Machinist, Maintenance	19.43
23580 - Maintenance Trades Helper	12.47
23640 - Millwright	21.74
23700 - Office Appliance Repairer	21.16
23740 - Painter, Aircraft	18.88
23760 - Painter, Maintenance	17.45
23790 - Pipefitter, Maintenance	24.16
23800 - Plumber, Maintenance	21.88
23820 - Pneudraulic Systems Mechanic	21.90
23850 - Rigger	20.32
23870 - Scale Mechanic	20.30
23890 - Sheet-Metal Worker, Maintenance	21.53
23910 - Small Engine Mechanic	17.99
23930 - Telecommunication Mechanic I	19.80
23931 - Telecommunication Mechanic II	22.45
23950 - Telephone Lineman	19.80
23960 - Welder, Combination, Maintenance	18.00
23965 - Well Driller	21.78

23970 - Woodcraft Worker	21.90
23980 - Woodworker	16.91
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.33
24580 - Child Care Center Clerk	13.41
24600 - Chore Aid	10.08
24630 - Homemaker	14.91
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	20.49
25040 - Sewage Plant Operator	23.68
25070 - Stationary Engineer	20.49
25190 - Ventilation Equipment Tender	15.89
25210 - Water Treatment Plant Operator	23.68
27000 - Protective Service Occupations	
(not set) - Police Officer	24.27
27004 - Alarm Monitor	17.34
27006 - Corrections Officer	20.71
27010 - Court Security Officer	23.51
27040 - Detention Officer	23.51
27070 - Firefighter	25.24
27101 - Guard I	9.35
27102 - Guard II	13.68
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	20.66
28020 - Hatch Tender	20.66
28030 - Line Handler	20.66
28040 - Stevedore I	20.19
28050 - Stevedore II	21.57
29000 - Technical Occupations	
21150 - Graphic Artist	21.29
29010 - Air Traffic Control Specialist, Center (2)	31.66
29011 - Air Traffic Control Specialist, Station (2)	21.83
29012 - Air Traffic Control Specialist, Terminal (2)	24.05
29023 - Archeological Technician I	18.88
29024 - Archeological Technician II	21.10
29025 - Archeological Technician III	26.14
29030 - Cartographic Technician	24.74
29035 - Computer Based Training (CBT) Specialist/ Instructor	27.62
29040 - Civil Engineering Technician	23.08
29061 - Drafter I	15.03
29062 - Drafter II	16.87
29063 - Drafter III	19.04
29064 - Drafter IV	23.59
29081 - Engineering Technician I	15.93
29082 - Engineering Technician II	17.87
29083 - Engineering Technician III	20.17
29084 - Engineering Technician IV	24.99
29085 - Engineering Technician V	30.56
29086 - Engineering Technician VI	36.96
29090 - Environmental Technician	20.86
29100 - Flight Simulator/Instructor (Pilot)	30.58
29160 - Instructor	26.63
29210 - Laboratory Technician	18.55
29240 - Mathematical Technician	21.90
29361 - Paralegal/Legal Assistant I	18.10
29362 - Paralegal/Legal Assistant II	20.39
29363 - Paralegal/Legal Assistant III	22.62
29364 - Paralegal/Legal Assistant IV	24.43
29390 - Photooptics Technician	21.52
29480 - Technical Writer	23.90

29491 - Unexploded Ordnance (UXO) Technician I	20.12
29492 - Unexploded Ordnance (UXO) Technician II	24.35
29493 - Unexploded Ordnance (UXO) Technician III	29.18
29494 - Unexploded (UXO) Safety Escort	20.12
29495 - Unexploded (UXO) Sweep Personnel	20.12
29620 - weather Observer, Senior (3)	20.86
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	17.84
29622 - Weather Observer, Upper Air (3)	17.84
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	16.85
31260 - Parking and Lot Attendant	8.95
31290 - Shuttle Bus Driver	13.28
31300 - Taxi Driver	10.57
31361 - Truckdriver, Light Truck	12.07
31362 - Truckdriver, Medium Truck	17.80
31363 - Truckdriver, Heavy Truck	18.69
31364 - Truckdriver, Tractor-Trailer	18.69
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	11.73
99030 - Cashier	10.13
99041 - Carnival Equipment Operator	11.56
99042 - Carnival Equipment Repairer	11.98
99043 - Carnival Worker	8.83
99050 - Desk Clerk	10.80
99095 - Embalmer	22.36
99300 - Lifeguard	10.57
99310 - Mortician	22.36
99350 - Park Attendant (Aide)	13.28
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.06
99500 - Recreation Specialist	14.11
99510 - Recycling Worker	16.94
99610 - Sales Clerk	12.84
99620 - School Crossing Guard (Crosswalk Attendant)	15.02
99630 - Sport Official	10.57
99658 - Survey Party Chief (Chief of Party)	27.75
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	22.18
99660 - Surveying Aide	16.19
99690 - Swimming Pool Operator	12.62
99720 - Vending Machine Attendant	13.20
99730 - Vending Machine Repairer	16.85
99740 - vending machine repairer Helper	14.41

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, 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 PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M.

at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

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

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

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

**** UNIFORM ALLOWANCE ****

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

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

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

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

rates and fringe benefits paid under the predecessor contract.

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.

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