

01300 - Scheduler, Maintenance	15.49
01311 - Secretary I	15.86
01312 - Secretary II	17.76
01313 - Secretary III	19.79
01314 - Secretary IV	21.98
01315 - Secretary V	24.85
01320 - Service Order Dispatcher	14.83
01341 - Stenographer I	14.81
01342 - Stenographer II	15.11
01400 - Supply Technician	21.01
01420 - Survey Worker (Interviewer)	17.11
01460 - Switchboard Operator-Receptionist	11.57
01510 - Test Examiner	17.76
01520 - Test Proctor	17.76
01531 - Travel Clerk I	11.24
01532 - Travel Clerk II	12.25
01533 - Travel Clerk III	13.33
01611 - Word Processor I	13.91
01612 - Word Processor II	15.61
01613 - Word Processor III	17.47
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	14.97
03041 - Computer Operator I	14.97
03042 - Computer Operator II	17.81
03043 - Computer Operator III	20.82
03044 - Computer Operator IV	23.13
03045 - Computer Operator V	25.62
03071 - Computer Programmer I (1)	19.21
03072 - Computer Programmer II (1)	23.79
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	26.81
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	14.97
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	19.36
05010 - Automotive Glass Installer	19.45
05040 - Automotive Worker	17.68
05070 - Electrician, Automotive	18.43
05100 - Mobile Equipment Servicer	16.23
05130 - Motor Equipment Metal Mechanic	19.19
05160 - Motor Equipment Metal Worker	17.68
05190 - Motor Vehicle Mechanic	18.71
05220 - Motor Vehicle Mechanic Helper	15.47
05250 - Motor Vehicle Upholstery Worker	16.97
05280 - Motor Vehicle Wrecker	17.68
05310 - Painter, Automotive	18.50
05340 - Radiator Repair Specialist	17.68
05370 - Tire Repairer	15.68
05400 - Transmission Repair Specialist	19.19
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	9.94
07010 - Baker	12.99
07041 - Cook I	12.20
07042 - Cook II	13.29
07070 - Dishwasher	9.94
07130 - Meat Cutter	18.98
07250 - Waiter/Waitress	10.21
09000 - Furniture Maintenance and Repair Occupations	

09010 - Electrostatic Spray Painter	18.43
09040 - Furniture Handler	13.89
09070 - Furniture Refinisher	18.43
09100 - Furniture Refinisher Helper	15.47
09110 - Furniture Repairer, Minor	16.97
09130 - Upholsterer	18.43
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	10.29
11060 - Elevator Operator	11.13
11090 - Gardener	14.60
11121 - House Keeping Aid I	10.74
11122 - House Keeping Aid II	11.02
11150 - Janitor	12.86
11210 - Laborer, Grounds Maintenance	12.51
11240 - Maid or Houseman	10.74
11270 - Pest Controller	15.09
11300 - Refuse Collector	13.79
11330 - Tractor Operator	13.92
11360 - Window Cleaner	12.99
12000 - Health Occupations	
12020 - Dental Assistant	15.97
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	15.97
12071 - Licensed Practical Nurse I	13.33
12072 - Licensed Practical Nurse II	14.96
12073 - Licensed Practical Nurse III	16.73
12100 - Medical Assistant	13.60
12130 - Medical Laboratory Technician	14.97
12160 - Medical Record Clerk	14.16
12190 - Medical Record Technician	15.36
12221 - Nursing Assistant I	9.52
12222 - Nursing Assistant II	10.69
12223 - Nursing Assistant III	11.66
12224 - Nursing Assistant IV	13.08
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	13.08
12311 - Registered Nurse I	19.75
12312 - Registered Nurse II	24.17
12313 - Registered Nurse II, Specialist	24.17
12314 - Registered Nurse III	29.24
12315 - Registered Nurse III, Anesthetist	29.24
12316 - Registered Nurse IV	35.01
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	21.37
13011 - Exhibits Specialist I	16.64
13012 - Exhibits Specialist II	20.70
13013 - Exhibits Specialist III	24.31
13041 - Illustrator I	15.75
13042 - Illustrator II	19.60
13043 - Illustrator III	23.30
13047 - Librarian	24.62
13050 - Library Technician	14.97
13071 - Photographer I	14.87
13072 - Photographer II	18.49
13073 - Photographer III	21.27
13074 - Photographer IV	25.96
13075 - Photographer V	31.48
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.04
15030 - Counter Attendant	8.04
15040 - Dry Cleaner	10.28

15070 - Finisher, Flatwork, Machine	8.04
15090 - Presser, Hand	8.04
15100 - Presser, Machine, Drycleaning	8.58
15130 - Presser, Machine, Shirts	8.04
15160 - Presser, Machine, Wearing Apparel, Laundry	8.04
15190 - Sewing Machine Operator	11.22
15220 - Tailor	12.91
15250 - Washer, Machine	8.76
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.77
19040 - Tool and Die Maker	21.82
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	19.64
21020 - Material Coordinator	19.52
21030 - Material Expediter	19.52
21040 - Material Handling Laborer	13.94
21050 - Order Filler	12.93
21071 - Forklift Operator	15.47
21080 - Production Line Worker (Food Processing)	15.47
21100 - Shipping/Receiving Clerk	14.63
21130 - Shipping Packer	14.89
21140 - Store Worker I	10.99
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	14.72
21210 - Tools and Parts Attendant	15.47
21400 - Warehouse Specialist	15.47
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	21.52
23040 - Aircraft Mechanic Helper	17.35
23050 - Aircraft Quality Control Inspector	22.30
23060 - Aircraft Servicer	19.03
23070 - Aircraft Worker	19.83
23100 - Appliance Mechanic	18.43
23120 - Bicycle Repairer	15.68
23125 - Cable Splicer	24.28
23130 - Carpenter, Maintenance	19.71
23140 - Carpet Layer	18.45
23160 - Electrician, Maintenance	21.64
23181 - Electronics Technician, Maintenance I	20.33
23182 - Electronics Technician, Maintenance II	21.19
23183 - Electronics Technician, Maintenance III	22.07
23260 - Fabric Worker	17.75
23290 - Fire Alarm System Mechanic	20.08
23310 - Fire Extinguisher Repairer	16.97
23340 - Fuel Distribution System Mechanic	23.22
23370 - General Maintenance Worker	17.68
23400 - Heating, Refrigeration and Air Conditioning Mechanic	21.11
23430 - Heavy Equipment Mechanic	21.00
23440 - Heavy Equipment Operator	21.64
23460 - Instrument Mechanic	20.08
23470 - Laborer	12.11
23500 - Locksmith	19.27
23530 - Machinery Maintenance Mechanic	20.09
23550 - Machinist, Maintenance	19.19
23580 - Maintenance Trades Helper	15.47
23640 - Millwright	22.49
23700 - Office Appliance Repairer	19.27
23740 - Painter, Aircraft	20.81
23760 - Painter, Maintenance	18.43
23790 - Pipefitter, Maintenance	20.14
23800 - Plumber, Maintenance	19.01

23820 - Pneudraulic Systems Mechanic	20.08
23850 - Rigger	20.08
23870 - Scale Mechanic	18.49
23890 - Sheet-Metal Worker, Maintenance	19.49
23910 - Small Engine Mechanic	17.68
23930 - Telecommunication Mechanic I	20.04
23931 - Telecommunication Mechanic II	20.75
23950 - Telephone Lineman	20.04
23960 - Welder, Combination, Maintenance	19.19
23965 - Well Driller	19.19
23970 - Woodcraft Worker	20.08
23980 - Woodworker	16.97
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.33
24580 - Child Care Center Clerk	14.48
24600 - Chore Aid	9.66
24630 - Homemaker	17.18
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	21.00
25040 - Sewage Plant Operator	18.83
25070 - Stationary Engineer	21.00
25190 - Ventilation Equipment Tender	16.41
25210 - Water Treatment Plant Operator	18.83
27000 - Protective Service Occupations	
(not set) - Police Officer	25.20
27004 - Alarm Monitor	14.18
27006 - Corrections Officer	24.18
27010 - Court Security Officer	24.18
27040 - Detention Officer	24.18
27070 - Firefighter	25.41
27101 - Guard I	10.69
27102 - Guard II	15.16
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	20.34
28020 - Hatch Tender	20.34
28030 - Line Handler	20.34
28040 - Stevedore I	20.41
28050 - Stevedore II	22.15
29000 - Technical Occupations	
21150 - Graphic Artist	20.27
29010 - Air Traffic Control Specialist, Center (2)	32.41
29011 - Air Traffic Control Specialist, Station (2)	22.36
29012 - Air Traffic Control Specialist, Terminal (2)	24.61
29023 - Archeological Technician I	15.53
29024 - Archeological Technician II	16.35
29025 - Archeological Technician III	20.18
29030 - Cartographic Technician	20.17
29035 - Computer Based Training (CBT) Specialist/ Instructor	25.74
29040 - Civil Engineering Technician	24.19
29061 - Drafter I	11.58
29062 - Drafter II	13.24
29063 - Drafter III	17.31
29064 - Drafter IV	21.53
29081 - Engineering Technician I	12.45
29082 - Engineering Technician II	14.22
29083 - Engineering Technician III	17.68
29084 - Engineering Technician IV	23.13
29085 - Engineering Technician V	26.60
29086 - Engineering Technician VI	30.58
29090 - Environmental Technician	19.28

29100 - Flight Simulator/Instructor (Pilot)	30.38
29160 - Instructor	22.81
29210 - Laboratory Technician	18.21
29240 - Mathematical Technician	20.18
29361 - Paralegal/Legal Assistant I	19.21
29362 - Paralegal/Legal Assistant II	23.79
29363 - Paralegal/Legal Assistant III	29.10
29364 - Paralegal/Legal Assistant IV	35.22
29390 - Photooptics Technician	20.18
29480 - Technical Writer	25.31
29491 - Unexploded Ordnance (UXO) Technician I	20.60
29492 - Unexploded Ordnance (UXO) Technician II	24.93
29493 - Unexploded Ordnance (UXO) Technician III	29.88
29494 - Unexploded (UXO) Safety Escort	20.60
29495 - Unexploded (UXO) Sweep Personnel	20.60
29620 - Weather Observer, Senior (1,3)	19.14
29621 - Weather Observer, Combined Upper Air and Surface Programs (1,3)	17.20
29622 - Weather Observer, Upper Air (1,3)	17.20
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	16.97
31260 - Parking and Lot Attendant	9.66
31290 - Shuttle Bus Driver	14.63
31300 - Taxi Driver	15.47
31361 - Truckdriver, Light Truck	13.79
31362 - Truckdriver, Medium Truck	18.66
31363 - Truckdriver, Heavy Truck	19.50
31364 - Truckdriver, Tractor-Trailer	19.50
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	10.75
99030 - Cashier	9.37
99041 - Carnival Equipment Operator	11.36
99042 - Carnival Equipment Repairer	11.92
99043 - Carnival Worker	9.62
99050 - Desk Clerk	11.13
99095 - Embalmer	23.07
99300 - Lifeguard	10.83
99310 - Mortician	25.28
99350 - Park Attendant (Aide)	13.60
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.96
99500 - Recreation Specialist	15.40
99510 - Recycling Worker	14.44
99610 - Sales Clerk	11.36
99620 - School Crossing Guard (Crosswalk Attendant)	12.60
99630 - Sport Official	10.83
99658 - Survey Party Chief (Chief of Party)	16.26
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.78
99660 - Surveying Aide	9.86
99690 - Swimming Pool Operator	15.09
99720 - Vending Machine Attendant	13.19
99730 - Vending Machine Repairer	15.09
99740 - Vending Machine Repairer Helper	13.19

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 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 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, dyeing, 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 **

All terms and conditions of this Collective Bargaining Agreement apply EXCLUDING Section 41.02 of this agreement.

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.