

Stenographer I	9.00
Stenographer II	10.23
Supply Technician	16.34
Survey Worker (Interviewer)	11.00
Switchboard Operator-Receptionist	8.55
Test Examiner	13.34
Test Proctor	13.34
Travel Clerk I	9.18
Travel Clerk II	9.74
Travel Clerk III	10.18
Word Processor I	10.19
Word Processor II	11.45
Word Processor III	12.79
Automatic Data Processing Occupations	
Computer Data Librarian	9.19
Computer Operator I	10.14
Computer Operator II	12.44
Computer Operator III	14.52
Computer Operator IV	15.45
Computer Operator V	17.06
Computer Programmer I (1)	16.72
Computer Programmer II (1)	20.66
Computer Programmer III (1)	24.83
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	23.43
Computer Systems Analyst II (1)	25.68
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	11.81
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	16.18
Automotive Glass Installer	13.96
Automotive Worker	13.96
Electrician, Automotive	14.52
Mobile Equipment Servicer	12.79
Motor Equipment Metal Mechanic	15.09
Motor Equipment Metal Worker	13.96
Motor Vehicle Mechanic	16.10
Motor Vehicle Mechanic Helper	12.26
Motor Vehicle Upholstery Worker	13.38
Motor Vehicle Wrecker	13.96
Painter, Automotive	14.52
Radiator Repair Specialist	13.96
Tire Repairer	12.36
Transmission Repair Specialist	15.09
Food Preparation and Service Occupations	
Baker	11.09
Cook I	10.17
Cook II	11.09
Dishwasher	8.41
Food Service Worker	8.41
Meat Cutter	11.09
Waiter/Waitress	8.83
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	15.00
Furniture Handler	11.53
Furniture Refinisher	14.52
Furniture Refinisher Helper	12.26
Furniture Repairer, Minor	13.38

Upholsterer	
General Services and Support Occupations	14.52
Cleaner, Vehicles	
Elevator Operator	8.41
Gardener	8.41
House Keeping Aid I	10.17
House Keeping Aid II	8.41
Janitor	8.86
Laborer, Grounds Maintenance	8.86
Maid or Houseman	8.83
Pest Controller	7.94
Refuse Collector	12.17
Tractor Operator	9.67
Window Cleaner	10.28
Health Occupations	8.83
Dental Assistant	
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.15
Licensed Practical Nurse I	12.63
Licensed Practical Nurse II	10.67
Licensed Practical Nurse III	11.98
Medical Assistant	13.39
Medical Laboratory Technician	10.38
Medical Record Clerk	13.47
Medical Record Technician	11.36
Nursing Assistant I	12.93
Nursing Assistant II	8.60
Nursing Assistant III	8.81
Nursing Assistant IV	10.80
Pharmacy Technician	12.14
Phlebotomist	11.63
Registered Nurse I	12.98
Registered Nurse II	16.84
Registered Nurse II, Specialist	20.59
Registered Nurse III	20.59
Registered Nurse III, Anesthetist	21.84
Registered Nurse IV	24.92
Information and Arts Occupations	29.87
Audiovisual Librarian	
Exhibits Specialist I	19.32
Exhibits Specialist II	16.53
Exhibits Specialist III	20.10
Illustrator I	25.61
Illustrator II	16.46
Illustrator III	20.10
Librarian	25.61
Library Technician	18.47
Photographer I	11.00
Photographer II	11.36
Photographer III	13.07
Photographer IV	15.89
Photographer V	20.24
Laundry, Dry Cleaning, Pressing and Related Occupations	22.31
Assembler	
Counter Attendant	7.05
Dry Cleaner	7.05
Finisher, Flatwork, Machine	8.15
Presser, Hand	7.05
Presser, Machine, Drycleaning	7.05
	7.05

Presser, Machine, Shirts	7.05
Presser, Machine, Wearing Apparel, Laundry	7.05
Sewing Machine Operator	8.72
Tailor	9.15
Washer, Machine	7.37
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	15.97
Tool and Die Maker	18.39
Material Handling and Packing Occupations	
Forklift Operator	12.18
Fuel Distribution System Operator	14.45
Material Coordinator	13.69
Material Expediter	13.69
Material Handling Laborer	9.68
Order Filler	10.73
Production Line Worker (Food Processing)	12.42
Shipping Packer	11.95
Shipping/Receiving Clerk	11.09
Stock Clerk (Shelf Stocker; Store Worker II)	13.10
Store Worker I	11.23
Tools and Parts Attendant	12.58
Warehouse Specialist	12.58
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	19.03
Aircraft Mechanic Helper	15.46
Aircraft Quality Control Inspector	19.69
Aircraft Servicer	16.87
Aircraft Worker	17.61
Appliance Mechanic	14.52
Bicycle Repairer	12.36
Cable Splicer	18.85
Carpenter, Maintenance	14.52
Carpet Layer	14.15
Electrician, Maintenance	18.11
Electronics Technician, Maintenance I	15.57
Electronics Technician, Maintenance II	16.43
Electronics Technician, Maintenance III	17.85
Fabric Worker	15.02
Fire Alarm System Mechanic	16.68
Fire Extinguisher Repairer	14.44
Fuel Distribution System Mechanic	17.01
General Maintenance Worker	13.96
Heating, Refrigeration and Air Conditioning Mechanic	15.09
Heavy Equipment Mechanic	15.26
Heavy Equipment Operator	15.09
Instrument Mechanic	17.35
Laborer	10.21
Locksmith	15.97
Machinery Maintenance Mechanic	16.89
Machinist, Maintenance	16.68
Maintenance Trades Helper	13.84
Millwright	18.02
Office Appliance Repairer	16.13
Painter, Aircraft	16.13
Painter, Maintenance	14.52
Pipefitter, Maintenance	17.13
Plumber, Maintenance	16.14
Pneudraulic Systems Mechanic	16.68

Rigger	
Scale Mechanic	16.50
Sheet-Metal Worker, Maintenance	15.57
Small Engine Mechanic	15.20
Telecommunication Mechanic I	13.96
Telecommunication Mechanic II	17.89
Telephone Lineman	20.65
Welder, Combination, Maintenance	17.93
Well Driller	16.33
Woodcraft Worker	16.68
Woodworker	16.68
Miscellaneous Occupations	12.87
Animal Caretaker	
Carnival Equipment Operator	9.26
Carnival Equipment Repairer	9.75
Carnival Worker	11.17
Cashier	8.41
Desk Clerk	7.31
Embalmer	8.14
Lifeguard	18.23
Mortician	9.72
Park Attendant (Aide)	18.49
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	12.20
Recreation Specialist	9.24
Recycling Worker	13.40
Sales Clerk	11.26
School Crossing Guard (Crosswalk Attendant)	9.00
Sport Official	10.65
Survey Party Chief (Chief of Party)	9.35
Surveying Aide	11.64
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	7.71
Swimming Pool Operator	10.57
Vending Machine Attendant	11.65
Vending Machine Repairer	11.78
Vending Machine Repairer Helper	13.39
Personal Needs Occupations	11.78
Child Care Attendant	
Child Care Center Clerk	7.52
Chore Aid	9.95
Homemaker	7.94
Plant and System Operation Occupations	11.08
Boiler Tender	
Sewage Plant Operator	18.70
Stationary Engineer	14.66
Ventilation Equipment Tender	18.70
Water Treatment Plant Operator	13.84
Protective Service Occupations	14.52
Alarm Monitor	
Corrections Officer	12.35
Court Security Officer	11.87
Detention Officer	12.33
Firefighter	12.21
Guard I	14.01
Guard II	8.78
Police Officer	13.94
Stevedoring/Longshoremen Occupations	14.75
Blocker and Bracer	
Hatch Tender	16.99
	15.88

Line Handler	15.88
Stevedore I	16.28
Stevedore II	17.65
Technical Occupations	
Air Traffic Control Specialist, Center (2)	29.09
Air Traffic Control Specialist, Station (2)	20.07
Air Traffic Control Specialist, Terminal (2)	22.09
Archeological Technician I	15.11
Archeological Technician II	16.94
Archeological Technician III	20.94
Cartographic Technician	20.37
Civil Engineering Technician	14.65
Computer Based Training (CBT) Specialist/ Instructor	23.46
Drafter I	14.64
Drafter II	15.72
Drafter III	19.12
Drafter IV	24.35
Engineering Technician I	13.38
Engineering Technician II	15.52
Engineering Technician III	17.85
Engineering Technician IV	21.73
Engineering Technician V	27.67
Engineering Technician VI	30.49
Environmental Technician	18.22
Flight Simulator/Instructor (Pilot)	24.57
Graphic Artist	19.07
Instructor	19.65
Laboratory Technician	16.42
Mathematical Technician	16.76
Paralegal/Legal Assistant I	13.92
Paralegal/Legal Assistant II	17.06
Paralegal/Legal Assistant III	20.88
Paralegal/Legal Assistant IV	25.25
Photooptics Technician	16.56
Technical Writer	22.80
Unexploded (UXO) Safety Escort	18.49
Unexploded (UXO) Sweep Personnel	18.49
Unexploded Ordnance (UXO) Technician I	18.49
Unexploded Ordnance (UXO) Technician II	22.37
Unexploded Ordnance (UXO) Technician III	26.81
Weather Observer, Combined Upper Air and Surface Programs (3)	17.17
Weather Observer, Senior (3)	19.04
Weather Observer, Upper Air (3)	17.17
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	12.64
Parking and Lot Attendant	7.06
Shuttle Bus Driver	10.91
Taxi Driver	8.37
Truckdriver, Heavy Truck	13.59
Truckdriver, Light Truck	10.50
Truckdriver, Medium Truck	15.01
Truckdriver, Tractor-Trailer	13.59

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

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 contractor 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.