

**ATTACHMENT J-11
STATEMENT OF EQUIVALENT RATES FOR
FEDERAL HIRES**

FOR

**INFORMATION MANAGEMENT AND
COMMUNICATION SUPPORT (IMCS)**

NON-REPRESENTED EMPLOYEES

THIS INFORMATION IS FOR INFORMATION ONLY: IT IS NOT A WAGE DETERMINATION

Administrative Assist III (General Clerk III)	\$11.38
Accounting Clerk I	\$10.33
Accounting Clerk II	\$11.38
Accounting Clerk III	\$12.77
Accounting Clerk IV	\$14.29
Administrative Assist IV (General Clerk IV)	\$12.77
Computer Operator III	\$15.93
Computer Operator IV	\$17.70
Computer Operator V	\$19.60
Computer Systems Analyst II	\$26.20
Contract Administrator	\$20.95
Contract Specialist	\$20.95
Database Developer	\$25.35
Engineering Support Specialist (Engineering Technician)	\$11.38
Engineering Technician II	\$12.77
Engineering Technician III	\$14.29
Engineering Technician IV	\$17.70
Financial Analyst Planner	\$17.13
Human Resource Assistant III (Personnel Assistant III)	\$14.29
Human Resource Assistant IV (Personnel Assistant IV)	\$15.93
Information Management Specialist	\$25.35
Information Technology Specialist	\$20.95
Inspector (FGE)*	\$15.80
Inspector (FGE)*	\$19.47
Order Clerk II	\$11.38
Professional Engineer	\$30.39
Programmer	\$20.95
Safety Engineer	\$20.95
Safety Specialist	\$17.13
Secretary I	\$12.77
Secretary II	\$14.29
Secretary III	\$15.93
Secretary IV	\$17.70
Senior Analyst	\$30.39
Shipping/Receiving Clerk	\$14.55
Supply Clerk	\$14.55
Supply Technician	\$12.38
Support Specialist	\$20.95
Systems Analyst	\$20.95
Web Application Developer	\$30.39

*Federal Grade Equivalency (FGE) is usually one grade above the class that performs the work being inspected.

UNION REPRESENTED EMPLOYEES

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Bindery Technician	CBA
Cable, Wire Field Systems Specialist	CBA
Cameraman (Director of Photography Film)	CBA
Cast Extra	CBA
Chief Electronic Technician	CBA
Chief Instrumentation Technician	CBA
Circuit Analyst	CBA
Clerk A	CBA
Clerk A Typesetting	CBA
Clerk Typist	CBA
Communication Center Operator	CBA
Communication Specialist	CBA
Communication System Coordinator	CBA
Copier Operator A	CBA
Copier Operator AAA	CBA
Courier	CBA
Data Entry Clerk	CBA
Dispatcher P/T (Dispatcher)	CBA
Drafter – Senior	CBA
Driver P/T Motor Veh Oper 1 1/2 to & incl. 4 Ton	CBA
Duplication Technician	CBA
E.D.C. Clerk A	CBA
E.D.C. Clerk AA	CBA
Editor (Film or Video)	CBA
Electronic Publisher	CBA
Electronic Tracking Technician	CBA
Engineer	CBA
Expeditor	CBA
Field System Specialist	CBA
Film Loader	CBA
Fleet Coordinator P/T (Fleet Manager)	CBA
Floor Manager	CBA
Forms Control Clerk	CBA
Graphics	CBA
Graphics Specialist	CBA
Graphics Specialist	CBA
Grip	CBA
Imaging Field Specialist	CBA
Imaging Technician	CBA

Imaging Technician	CBA
Information Specialist	CBA
Instrument Engineer	CBA
Instrumentation Specialist	CBA
Lead System Engineer	CBA
Lead Technician Specialist	CBA
Library Techs	CBA
Lightning director	CBA
Location Scout	CBA
Logistics Technician	CBA
Make Up Artist	CBA
Media Programmer	CBA
Media Reference Librarian	CBA
Microfilm Duplicator	CBA
Micrographics Camera Operator	CBA
Micrographics Printer	CBA
Narrator	CBA
Networks Field Systems Specialist	CBA
Paging Operator	CBA
Photo Planner	CBA
Photographer	CBA
Presentation Aide	CBA
Producer/Director	CBA
Production Assistant	CBA
Production Control Clerk	CBA
Production Manager	CBA
Public Affairs Writer	CBA
Public Relation Coordinator	CBA
Quality Control Tech	CBA
Reproduction Equipment Operator	CBA
Resources Coordinator	CBA
Scriptwriter	CBA
Senior Digital Technician	CBA
Senior Librarians	CBA
Senior Release Specialist	CBA
Sound Technician	CBA
Special Effects	CBA
Sr. Communications Center Operator	CBA
Sr. Computer Operator	CBA
Still Photographer (Part Time Position Only)	CBA
System Engineer	CBA

System Planning Specialist	CBA
System Planning Specialist, Senior	CBA
Tandem Microcomputer Operator	CBA
Technical Director	CBA
Technician	CBA
Technician	CBA
Technician - Lead	CBA
Transmission Field Systems Specialist	CBA
Video Specialist	CBA
Videographer	CBA
Voice Field Systems Specialist	CBA
VTC Specialist	CBA
Work Control Clerk	CBA

Note: CBA – Collective Bargaining Agreement

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Fringes for Federal Hires are as follows (Except CBA's, which would be in accordance with the respective CBA):

1. Paid holidays: New Year's Day, Martin Luther King's birthday, President's Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving, and Christmas Day.
2. Annual Leave: Two hours of annual leave each week for an employee with less than three years service; three hours of annual leave each week for an employee with three but less than fifteen years of service; and four hours of annual leave each week for an employee with fifteen or more years of service.
3. Sick Leave: Two hours of sick leave each week.
4. Life, accident and health insurance programs: Government pays 33.3% of cost for basic life insurance; workman's compensation covers 100% of accident; and depending on health plan chosen, Government pays up to 75% of health insurance.
5. Retirement: Employees covered under CSRS – 7% of annual rate. Employees covered under FERS - .08 basic retirement plus 1% TSP contribution and up to 4% more matching TSP contribution.