

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE	PAGE OF PAGES 1 1
2. AMENDMENT/MODIFICATION NO. 433	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
6. ISSUED BY Oak Ridge U.S. Department of Energy P.O. Box 2001 Oak Ridge TN 37831	CODE 00518	7. ADMINISTERED BY (If other than Item 6) Oak Ridge U.S. Department of Energy P.O. Box 2001 Oak Ridge TN 37831	CODE 00518
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) OAK RIDGE ASSOCIATED UNIVERSITIES, INC. P.O. BOX 117 OAK RIDGE TN 37830-6218		(x) 9A. AMENDMENT OF SOLICITATION NO.	
CODE 041152224 FACILITY CODE		9B. DATED (SEE ITEM 11)	
		x 10A. MODIFICATION OF CONTRACT/ORDER NO. DE-AC05-06OR23100	
		10B. DATED (SEE ITEM 13) 12/21/2005	

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers is extended. is not extended.
Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing Items 8 and 15, and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required)

See Schedule

13. THIS ITEM ONLY APPLIES TO MODIFICATION OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.

CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
X	D. OTHER (Specify type of modification and authority) 52.222-41 (c) (3) Service Contract Act of 1965

E. IMPORTANT: Contractor is not. is required to sign this document and return 1 copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)

Technical Services for Management of the Oak Ridge Institute for Science and Education

This modification updates the Department of Labor Wage Determinations as required by the Service Contract Act of 1965. Section J Attachment E is deleted in its entirety and replaced with the attached.

Period of Performance: 01/01/2006 to 12/31/2015

Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER (Type or print) Ivan A. Boatner Vice President & General Counsel	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Mary L. Crow
15B. CONTRACTOR/OFFEROR  (Signature of person authorized to sign)	15C. DATE SIGNED 12/4/2012
15D. UNITED STATES OF AMERICA	16C. DATE SIGNED 11/30/2012
	(Signature of Contracting Officer)

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Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER (Type or print)		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Mark A. Million	
15B. CONTRACTOR/OFFEROR (Signature of person authorized to sign)	15C. DATE SIGNED	16B. UNITED STATES OF AMERICA Signature on File (Signature of Contracting Officer)	16C. DATE SIGNED 12/05/2012

PART III
LIST OF DOCUMENTS, EXHIBITS, AND OTHER ATTACHMENTS
SECTION J – LIST OF ATTACHMENTS

ATTACHMENT E - U.S. DEPARTMENT OF LABOR WAGE DETERMINATION

Wage Determination Number 2005-2055 Revision 14 Dated 06/13/12
Wage Determination Number 2005-2083 Revision 14 Dated 06/13/12
Wage Determination Number 2005-2103 Revision 12 Dated 06/13/12
Wage Determination Number 2005-2133 Revision 11 Dated 06/13/12
Wage Determination Number 2005-2247 Revision 13 Dated 06/13/12
Wage Determination Number 2005-2361 Revision 13 Dated 06/13/12
Wage Determination Number 1994-0520 Revision 23 Dated 06/13/12
Wage Determination Number 2005-2493 Revision 17 Dated 06/13/12

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WD 05-2055 (Rev.-14) was first posted on www.wdol.gov on 06/19/2012

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2055
Diane C. Koplewski Division of | Revision No.: 14
Director Wage Determinations | Date Of Revision: 06/13/2012

State: California

Area: California Counties of Alpine, Amador, Butte, Colusa, Del Norte, El
Dorado, Glenn, Humboldt, Lake, Mendocino, Modoc, Nevada, Placer, Plumas,
Sacramento, Shasta, Sierra, Siskiyou, Sutter, Tehama, Trinity, Yolo, Yuba

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.44
01012 - Accounting Clerk II		18.46
01013 - Accounting Clerk III		20.65
01020 - Administrative Assistant		25.83
01040 - Court Reporter		20.96
01051 - Data Entry Operator I		15.96
01052 - Data Entry Operator II		17.42
01060 - Dispatcher, Motor Vehicle		18.84
01070 - Document Preparation Clerk		14.72
01090 - Duplicating Machine Operator		14.72
01111 - General Clerk I		13.29
01112 - General Clerk II		14.50
01113 - General Clerk III		17.70
01120 - Housing Referral Assistant		22.39
01141 - Messenger Courier		12.25
01191 - Order Clerk I		14.88
01192 - Order Clerk II		16.24
01261 - Personnel Assistant (Employment) I		17.40
01262 - Personnel Assistant (Employment) II		19.46
01263 - Personnel Assistant (Employment) III		21.69
01270 - Production Control Clerk		21.81
01280 - Receptionist		14.72
01290 - Rental Clerk		16.57
01300 - Scheduler, Maintenance		17.83
01311 - Secretary I		17.83
01312 - Secretary II		19.42
01313 - Secretary III		22.39
01320 - Service Order Dispatcher		17.35
01410 - Supply Technician		25.83
01420 - Survey Worker		18.84
01531 - Travel Clerk I		13.87

01532 - Travel Clerk II	14.94
01533 - Travel Clerk III	16.05
01611 - Word Processor I	14.68
01612 - Word Processor II	16.48
01613 - Word Processor III	18.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.71
05010 - Automotive Electrician	21.36
05040 - Automotive Glass Installer	20.24
05070 - Automotive Worker	20.24
05110 - Mobile Equipment Servicer	17.99
05130 - Motor Equipment Metal Mechanic	22.49
05160 - Motor Equipment Metal Worker	20.24
05190 - Motor Vehicle Mechanic	20.99
05220 - Motor Vehicle Mechanic Helper	16.87
05250 - Motor Vehicle Upholstery Worker	19.11
05280 - Motor Vehicle Wrecker	20.24
05310 - Painter, Automotive	21.36
05340 - Radiator Repair Specialist	20.24
05370 - Tire Repairer	14.98
05400 - Transmission Repair Specialist	22.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.27
07041 - Cook I	13.92
07042 - Cook II	16.01
07070 - Dishwasher	10.27
07130 - Food Service Worker	10.39
07210 - Meat Cutter	18.28
07260 - Waiter/Waitress	11.07
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.40
09040 - Furniture Handler	12.60
09080 - Furniture Refinisher	18.40
09090 - Furniture Refinisher Helper	14.53
09110 - Furniture Repairer, Minor	16.47
09130 - Upholsterer	18.40
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.22
11060 - Elevator Operator	12.51
11090 - Gardener	16.37
11122 - Housekeeping Aide	13.76
11150 - Janitor	14.69
11210 - Laborer, Grounds Maintenance	13.40
11240 - Maid or Houseman	10.40
11260 - Pruner	13.31
11270 - Tractor Operator	15.37
11330 - Trail Maintenance Worker	13.40
11360 - Window Cleaner	15.21
12000 - Health Occupations	
12010 - Ambulance Driver	17.11
12011 - Breath Alcohol Technician	17.11
12012 - Certified Occupational Therapist Assistant	25.69
12015 - Certified Physical Therapist Assistant	27.25
12020 - Dental Assistant	18.21

12025 - Dental Hygienist	41.99	
12030 - EKG Technician	25.68	
12035 - Electroneurodiagnostic Technologist		25.68
12040 - Emergency Medical Technician		16.57
12071 - Licensed Practical Nurse I	21.98	
12072 - Licensed Practical Nurse II	24.59	
12073 - Licensed Practical Nurse III	27.41	
12100 - Medical Assistant	15.17	
12130 - Medical Laboratory Technician		18.62
12160 - Medical Record Clerk	17.10	
12190 - Medical Record Technician		19.12
12195 - Medical Transcriptionist	19.08	
12210 - Nuclear Medicine Technologist		42.90
12221 - Nursing Assistant I	12.41	
12222 - Nursing Assistant II	13.95	
12223 - Nursing Assistant III	15.53	
12224 - Nursing Assistant IV	17.44	
12235 - Optical Dispenser	16.41	
12236 - Optical Technician	15.75	
12250 - Pharmacy Technician		17.84
12280 - Phlebotomist	17.44	
12305 - Radiologic Technologist		29.94
12311 - Registered Nurse I	40.86	
12312 - Registered Nurse II	49.98	
12313 - Registered Nurse II, Specialist		49.98
12314 - Registered Nurse III	60.45	
12315 - Registered Nurse III, Anesthetist		60.45
12316 - Registered Nurse IV	68.50	
12317 - Scheduler (Drug and Alcohol Testing)		26.71
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	23.61	
13012 - Exhibits Specialist II	29.25	
13013 - Exhibits Specialist III	36.92	
13041 - Illustrator I	22.71	
13042 - Illustrator II	28.14	
13043 - Illustrator III	34.42	
13047 - Librarian	31.43	
13050 - Library Aide/Clerk	16.05	
13054 - Library Information Technology Systems Administrator		25.79
13058 - Library Technician	17.11	
13061 - Media Specialist I	20.48	
13062 - Media Specialist II	22.91	
13063 - Media Specialist III	25.53	
13071 - Photographer I	17.88	
13072 - Photographer II	21.38	
13073 - Photographer III	26.50	
13074 - Photographer IV	33.56	
13075 - Photographer V	39.20	
13110 - Video Teleconference Technician		20.53
14000 - Information Technology Occupations		
14041 - Computer Operator I	16.61	
14042 - Computer Operator II	18.58	
14043 - Computer Operator III	20.71	

14044 - Computer Operator IV		23.02
14045 - Computer Operator V		25.49
14071 - Computer Programmer I	(see 1)	23.09
14072 - Computer Programmer II	(see 1)	27.18
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.61
14160 - Personal Computer Support Technician		23.02
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.36
15020 - Aircrew Training Devices Instructor (Rated)		42.77
15030 - Air Crew Training Devices Instructor (Pilot)		51.27
15050 - Computer Based Training Specialist / Instructor		35.36
15060 - Educational Technologist		37.05
15070 - Flight Instructor (Pilot)		51.27
15080 - Graphic Artist		24.56
15090 - Technical Instructor		21.60
15095 - Technical Instructor/Course Developer		26.48
15110 - Test Proctor		17.84
15120 - Tutor		17.84
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.76
16030 - Counter Attendant		9.76
16040 - Dry Cleaner		13.10
16070 - Finisher, Flatwork, Machine		9.76
16090 - Presser, Hand		9.76
16110 - Presser, Machine, Drycleaning		9.76
16130 - Presser, Machine, Shirts		9.76
16160 - Presser, Machine, Wearing Apparel, Laundry		9.76
16190 - Sewing Machine Operator		14.22
16220 - Tailor		15.33
16250 - Washer, Machine		10.85
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.22
19040 - Tool And Die Maker		24.08
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.22
21030 - Material Coordinator		21.81
21040 - Material Expediter		21.81
21050 - Material Handling Laborer		15.20
21071 - Order Filler		15.43
21080 - Production Line Worker (Food Processing)		19.22
21110 - Shipping Packer		14.55
21130 - Shipping/Receiving Clerk		14.55
21140 - Store Worker I		12.62
21150 - Stock Clerk		17.17
21210 - Tools And Parts Attendant		19.22
21410 - Warehouse Specialist		19.22
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		28.72
23021 - Aircraft Mechanic I		27.16

23022 - Aircraft Mechanic II	28.72
23023 - Aircraft Mechanic III	30.30
23040 - Aircraft Mechanic Helper	19.32
23050 - Aircraft, Painter	26.71
23060 - Aircraft Servicer	22.45
23080 - Aircraft Worker	24.04
23110 - Appliance Mechanic	21.79
23120 - Bicycle Repairer	14.98
23125 - Cable Splicer	31.25
23130 - Carpenter, Maintenance	24.82
23140 - Carpet Layer	21.75
23160 - Electrician, Maintenance	23.81
23181 - Electronics Technician Maintenance I	24.99
23182 - Electronics Technician Maintenance II	26.33
23183 - Electronics Technician Maintenance III	31.66
23260 - Fabric Worker	20.51
23290 - Fire Alarm System Mechanic	22.29
23310 - Fire Extinguisher Repairer	19.08
23311 - Fuel Distribution System Mechanic	24.98
23312 - Fuel Distribution System Operator	19.39
23370 - General Maintenance Worker	20.27
23380 - Ground Support Equipment Mechanic	27.16
23381 - Ground Support Equipment Servicer	22.45
23382 - Ground Support Equipment Worker	24.04
23391 - Gunsmith I	19.08
23392 - Gunsmith II	21.94
23393 - Gunsmith III	24.82
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.54
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.90
23430 - Heavy Equipment Mechanic	23.20
23440 - Heavy Equipment Operator	29.93
23460 - Instrument Mechanic	28.78
23465 - Laboratory/Shelter Mechanic	23.39
23470 - Laborer	15.13
23510 - Locksmith	20.24
23530 - Machinery Maintenance Mechanic	26.16
23550 - Machinist, Maintenance	21.00
23580 - Maintenance Trades Helper	17.41
23591 - Metrology Technician I	28.78
23592 - Metrology Technician II	30.43
23593 - Metrology Technician III	32.11
23640 - Millwright	27.90
23710 - Office Appliance Repairer	20.46
23760 - Painter, Maintenance	21.23
23790 - Pipefitter, Maintenance	24.67
23810 - Plumber, Maintenance	23.43
23820 - Pneudraulic Systems Mechanic	22.92
23850 - Rigger	24.82
23870 - Scale Mechanic	21.94
23890 - Sheet-Metal Worker, Maintenance	26.08
23910 - Small Engine Mechanic	20.27
23931 - Telecommunications Mechanic I	26.97

23932 - Telecommunications Mechanic II	28.53
23950 - Telephone Lineman	25.38
23960 - Welder, Combination, Maintenance	22.92
23965 - Well Driller	24.82
23970 - Woodcraft Worker	24.82
23980 - Woodworker	17.62
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.80
24580 - Child Care Center Clerk	15.96
24610 - Chore Aide	11.02
24620 - Family Readiness And Support Services Coordinator	16.67
24630 - Homemaker	17.70
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.35
25040 - Sewage Plant Operator	26.17
25070 - Stationary Engineer	27.35
25190 - Ventilation Equipment Tender	19.44
25210 - Water Treatment Plant Operator	26.17
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.80
27007 - Baggage Inspector	17.26
27008 - Corrections Officer	27.37
27010 - Court Security Officer	27.60
27030 - Detection Dog Handler	21.22
27040 - Detention Officer	27.37
27070 - Firefighter	24.10
27101 - Guard I	17.26
27102 - Guard II	21.22
27131 - Police Officer I	32.38
27132 - Police Officer II	36.00
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.70
28042 - Carnival Equipment Repairer	13.53
28043 - Carnival Equipment Worker	10.27
28210 - Gate Attendant/Gate Tender	13.96
28310 - Lifeguard	11.79
28350 - Park Attendant (Aide)	15.61
28510 - Recreation Aide/Health Facility Attendant	11.39
28515 - Recreation Specialist	19.34
28630 - Sports Official	12.43
28690 - Swimming Pool Operator	16.90
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.29
29020 - Hatch Tender	28.29
29030 - Line Handler	28.29
29041 - Stevedore I	26.44
29042 - Stevedore II	30.15
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.29
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.41
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.07
30021 - Archeological Technician I	20.33
30022 - Archeological Technician II	22.74

30023 - Archeological Technician III	28.16	
30030 - Cartographic Technician	28.16	
30040 - Civil Engineering Technician	27.13	
30061 - Drafter/CAD Operator I	20.33	
30062 - Drafter/CAD Operator II	22.74	
30063 - Drafter/CAD Operator III	25.34	
30064 - Drafter/CAD Operator IV	31.19	
30081 - Engineering Technician I	16.86	
30082 - Engineering Technician II	18.93	
30083 - Engineering Technician III	21.17	
30084 - Engineering Technician IV	26.23	
30085 - Engineering Technician V	32.20	
30086 - Engineering Technician VI	38.82	
30090 - Environmental Technician	23.61	
30210 - Laboratory Technician	19.51	
30240 - Mathematical Technician	28.16	
30361 - Paralegal/Legal Assistant I	18.92	
30362 - Paralegal/Legal Assistant II	24.85	
30363 - Paralegal/Legal Assistant III	30.39	
30364 - Paralegal/Legal Assistant IV	36.76	
30390 - Photo-Optics Technician	28.16	
30461 - Technical Writer I	24.40	
30462 - Technical Writer II	29.85	
30463 - Technical Writer III	36.10	
30491 - Unexploded Ordnance (UXO) Technician I		24.34
30492 - Unexploded Ordnance (UXO) Technician II		29.44
30493 - Unexploded Ordnance (UXO) Technician III		35.29
30494 - Unexploded (UXO) Safety Escort		24.34
30495 - Unexploded (UXO) Sweep Personnel		24.34
30620 - Weather Observer, Combined Upper Air Or	(see 2)	25.34
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	27.83
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide	11.45	
31030 - Bus Driver	17.68	
31043 - Driver Courier	13.82	
31260 - Parking and Lot Attendant	10.25	
31290 - Shuttle Bus Driver	14.93	
31310 - Taxi Driver	11.57	
31361 - Truckdriver, Light	14.93	
31362 - Truckdriver, Medium	18.52	
31363 - Truckdriver, Heavy	20.48	
31364 - Truckdriver, Tractor-Trailer	20.48	
99000 - Miscellaneous Occupations		
99030 - Cashier	11.97	
99050 - Desk Clerk	11.35	
99095 - Embalmer	23.02	
99251 - Laboratory Animal Caretaker I		11.89
99252 - Laboratory Animal Caretaker II		12.85
99310 - Mortician	25.00	
99410 - Pest Controller	16.38	
99510 - Photofinishing Worker	15.20	
99710 - Recycling Laborer	21.81	
99711 - Recycling Specialist	26.05	

99730 - Refuse Collector	19.70
99810 - Sales Clerk	12.32
99820 - School Crossing Guard	12.11
99830 - Survey Party Chief	38.36
99831 - Surveying Aide	20.83
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	13.92
99841 - Vending Machine Repairer	16.61
99842 - Vending Machine Repairer Helper	13.92

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.71 per hour or \$148.40 per week or \$643.07 per 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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) **COMPUTER EMPLOYEES:** Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND 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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), 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.

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2083
Diane C. Koplewski Division of | Revision No.: 14
Director Wage Determinations | Date Of Revision: 06/13/2012

State: Colorado

Area: Colorado Counties of Alamosa, Archuleta, Baca, Bent, Chaffee, Conejos, Costilla, Crowley, Custer, Delta, Dolores, Eagle, Fremont, Garfield, Gunnison, Hinsdale, Huerfano, Kiowa, La Plata, Lake, Las Animas, Mesa, Mineral, Moffat, Montezuma, Montrose, Otero, Ouray, Pitkin, Prowers, Pueblo, Rio Blanco, Rio Grande, Routt, Saguache, San Juan, San Miguel

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	11.52	
01012 - Accounting Clerk II	12.81	
01013 - Accounting Clerk III	14.04	
01020 - Administrative Assistant	18.72	
01040 - Court Reporter	14.92	
01051 - Data Entry Operator I	11.03	
01052 - Data Entry Operator II	12.32	
01060 - Dispatcher, Motor Vehicle	18.65	
01070 - Document Preparation Clerk	12.91	
01090 - Duplicating Machine Operator	12.91	
01111 - General Clerk I	10.64	
01112 - General Clerk II	11.61	
01113 - General Clerk III	13.03	
01120 - Housing Referral Assistant	15.89	
01141 - Messenger Courier	11.40	
01191 - Order Clerk I	11.32	
01192 - Order Clerk II	12.35	
01261 - Personnel Assistant (Employment) I	13.80	
01262 - Personnel Assistant (Employment) II	15.44	
01263 - Personnel Assistant (Employment) III	17.22	
01270 - Production Control Clerk	19.53	
01280 - Receptionist	11.54	
01290 - Rental Clerk	12.33	
01300 - Scheduler, Maintenance	12.74	
01311 - Secretary I	12.74	
01312 - Secretary II	14.92	
01313 - Secretary III	15.89	
01320 - Service Order Dispatcher	17.03	
01410 - Supply Technician	18.72	

01420 - Survey Worker	12.94
01531 - Travel Clerk I	11.73
01532 - Travel Clerk II	12.56
01533 - Travel Clerk III	13.26
01611 - Word Processor I	12.15
01612 - Word Processor II	13.64
01613 - Word Processor III	15.26
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.17
05010 - Automotive Electrician	20.69
05040 - Automotive Glass Installer	18.99
05070 - Automotive Worker	18.99
05110 - Mobile Equipment Servicer	15.65
05130 - Motor Equipment Metal Mechanic	20.69
05160 - Motor Equipment Metal Worker	18.99
05190 - Motor Vehicle Mechanic	18.88
05220 - Motor Vehicle Mechanic Helper	14.74
05250 - Motor Vehicle Upholstery Worker	18.68
05280 - Motor Vehicle Wrecker	18.99
05310 - Painter, Automotive	20.09
05340 - Radiator Repair Specialist	18.99
05370 - Tire Repairer	11.61
05400 - Transmission Repair Specialist	18.81
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.56
07041 - Cook I	11.26
07042 - Cook II	12.87
07070 - Dishwasher	8.60
07130 - Food Service Worker	9.39
07210 - Meat Cutter	14.92
07260 - Waiter/Waitress	10.13
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.17
09040 - Furniture Handler	11.69
09080 - Furniture Refinisher	18.57
09090 - Furniture Refinisher Helper	13.96
09110 - Furniture Repairer, Minor	16.20
09130 - Upholsterer	17.22
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.24
11060 - Elevator Operator	11.20
11090 - Gardener	16.10
11122 - Housekeeping Aide	10.13
11150 - Janitor	11.20
11210 - Laborer, Grounds Maintenance	12.66
11240 - Maid or Houseman	8.63
11260 - Pruner	11.48
11270 - Tractor Operator	15.21
11330 - Trail Maintenance Worker	12.66
11360 - Window Cleaner	12.34
12000 - Health Occupations	
12010 - Ambulance Driver	17.99
12011 - Breath Alcohol Technician	17.53
12012 - Certified Occupational Therapist Assistant	22.82

12015 - Certified Physical Therapist Assistant	19.49
12020 - Dental Assistant	14.83
12025 - Dental Hygienist	32.70
12030 - EKG Technician	26.91
12035 - Electroneurodiagnostic Technologist	26.91
12040 - Emergency Medical Technician	17.99
12071 - Licensed Practical Nurse I	15.87
12072 - Licensed Practical Nurse II	17.75
12073 - Licensed Practical Nurse III	19.79
12100 - Medical Assistant	13.58
12130 - Medical Laboratory Technician	15.87
12160 - Medical Record Clerk	14.08
12190 - Medical Record Technician	16.04
12195 - Medical Transcriptionist	15.37
12210 - Nuclear Medicine Technologist	39.01
12221 - Nursing Assistant I	9.13
12222 - Nursing Assistant II	10.26
12223 - Nursing Assistant III	11.20
12224 - Nursing Assistant IV	12.57
12235 - Optical Dispenser	13.97
12236 - Optical Technician	15.87
12250 - Pharmacy Technician	13.47
12280 - Phlebotomist	12.57
12305 - Radiologic Technologist	25.98
12311 - Registered Nurse I	23.56
12312 - Registered Nurse II	28.83
12313 - Registered Nurse II, Specialist	28.83
12314 - Registered Nurse III	34.88
12315 - Registered Nurse III, Anesthetist	34.88
12316 - Registered Nurse IV	41.79
12317 - Scheduler (Drug and Alcohol Testing)	21.72
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.28
13012 - Exhibits Specialist II	21.40
13013 - Exhibits Specialist III	26.18
13041 - Illustrator I	17.28
13042 - Illustrator II	21.40
13043 - Illustrator III	26.18
13047 - Librarian	23.71
13050 - Library Aide/Clerk	13.76
13054 - Library Information Technology Systems Administrator	21.40
13058 - Library Technician	16.30
13061 - Media Specialist I	13.61
13062 - Media Specialist II	16.31
13063 - Media Specialist III	18.18
13071 - Photographer I	13.93
13072 - Photographer II	15.58
13073 - Photographer III	19.30
13074 - Photographer IV	23.61
13075 - Photographer V	29.12
13110 - Video Teleconference Technician	15.45
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.86

14042 - Computer Operator II	15.50	
14043 - Computer Operator III	17.92	
14044 - Computer Operator IV	19.93	
14045 - Computer Operator V	22.07	
14071 - Computer Programmer I	16.10	
14072 - Computer Programmer II	19.95	
14073 - Computer Programmer III	24.40	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	26.06	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator	13.68	
14160 - Personal Computer Support Technician	19.93	
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)	26.06	
15020 - Aircrew Training Devices Instructor (Rated)	31.53	
15030 - Air Crew Training Devices Instructor (Pilot)	37.45	
15050 - Computer Based Training Specialist / Instructor	26.06	
15060 - Educational Technologist	23.25	
15070 - Flight Instructor (Pilot)	37.45	
15080 - Graphic Artist	20.15	
15090 - Technical Instructor	16.56	
15095 - Technical Instructor/Course Developer	20.26	
15110 - Test Proctor	14.59	
15120 - Tutor	14.59	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	8.81	
16030 - Counter Attendant	8.81	
16040 - Dry Cleaner	10.69	
16070 - Finisher, Flatwork, Machine	8.81	
16090 - Presser, Hand	8.81	
16110 - Presser, Machine, Drycleaning	8.81	
16130 - Presser, Machine, Shirts	8.81	
16160 - Presser, Machine, Wearing Apparel, Laundry	8.81	
16190 - Sewing Machine Operator	11.22	
16220 - Tailor	11.84	
16250 - Washer, Machine	9.53	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)	18.89	
19040 - Tool And Die Maker	23.09	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	13.20	
21030 - Material Coordinator	19.53	
21040 - Material Expediter	19.53	
21050 - Material Handling Laborer	13.18	
21071 - Order Filler	12.21	
21080 - Production Line Worker (Food Processing)	13.20	
21110 - Shipping Packer	13.03	
21130 - Shipping/Receiving Clerk	13.03	
21140 - Store Worker I	9.95	
21150 - Stock Clerk	13.41	
21210 - Tools And Parts Attendant	13.20	
21410 - Warehouse Specialist	13.20	
23000 - Mechanics And Maintenance And Repair Occupations		

23010 - Aerospace Structural Welder	20.81
23021 - Aircraft Mechanic I	19.70
23022 - Aircraft Mechanic II	20.81
23023 - Aircraft Mechanic III	21.93
23040 - Aircraft Mechanic Helper	15.18
23050 - Aircraft, Painter	19.60
23060 - Aircraft Servicer	16.96
23080 - Aircraft Worker	17.78
23110 - Appliance Mechanic	18.57
23120 - Bicycle Repairer	10.55
23125 - Cable Splicer	24.89
23130 - Carpenter, Maintenance	19.30
23140 - Carpet Layer	17.45
23160 - Electrician, Maintenance	22.61
23181 - Electronics Technician Maintenance I	17.36
23182 - Electronics Technician Maintenance II	19.18
23183 - Electronics Technician Maintenance III	20.35
23260 - Fabric Worker	16.28
23290 - Fire Alarm System Mechanic	19.70
23310 - Fire Extinguisher Repairer	15.11
23311 - Fuel Distribution System Mechanic	19.70
23312 - Fuel Distribution System Operator	15.11
23370 - General Maintenance Worker	15.41
23380 - Ground Support Equipment Mechanic	19.70
23381 - Ground Support Equipment Servicer	16.96
23382 - Ground Support Equipment Worker	17.78
23391 - Gunsmith I	15.11
23392 - Gunsmith II	17.45
23393 - Gunsmith III	19.70
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.21
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.29
23430 - Heavy Equipment Mechanic	21.15
23440 - Heavy Equipment Operator	19.00
23460 - Instrument Mechanic	19.70
23465 - Laboratory/Shelter Mechanic	18.57
23470 - Laborer	13.18
23510 - Locksmith	18.57
23530 - Machinery Maintenance Mechanic	23.84
23550 - Machinist, Maintenance	17.33
23580 - Maintenance Trades Helper	13.70
23591 - Metrology Technician I	19.70
23592 - Metrology Technician II	20.81
23593 - Metrology Technician III	21.93
23640 - Millwright	20.86
23710 - Office Appliance Repairer	18.57
23760 - Painter, Maintenance	16.91
23790 - Pipefitter, Maintenance	21.35
23810 - Plumber, Maintenance	18.96
23820 - Pneudraulic Systems Mechanic	19.70
23850 - Rigger	19.70
23870 - Scale Mechanic	17.45
23890 - Sheet-Metal Worker, Maintenance	18.71

23910 - Small Engine Mechanic	17.45
23931 - Telecommunications Mechanic I	24.80
23932 - Telecommunications Mechanic II	25.11
23950 - Telephone Lineman	19.70
23960 - Welder, Combination, Maintenance	15.85
23965 - Well Driller	19.70
23970 - Woodcraft Worker	19.70
23980 - Woodworker	15.11
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.22
24580 - Child Care Center Clerk	14.28
24610 - Chore Aide	9.09
24620 - Family Readiness And Support Services Coordinator	13.54
24630 - Homemaker	15.53
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.31
25040 - Sewage Plant Operator	20.00
25070 - Stationary Engineer	26.31
25190 - Ventilation Equipment Tender	18.65
25210 - Water Treatment Plant Operator	19.64
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.13
27007 - Baggage Inspector	13.69
27008 - Corrections Officer	20.87
27010 - Court Security Officer	20.47
27030 - Detection Dog Handler	15.31
27040 - Detention Officer	20.87
27070 - Firefighter	19.16
27101 - Guard I	13.69
27102 - Guard II	15.31
27131 - Police Officer I	22.09
27132 - Police Officer II	24.56
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.62
28042 - Carnival Equipment Repairer	13.42
28043 - Carnival Equipment Worker	9.68
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.39
28515 - Recreation Specialist	17.64
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	15.16
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.93
29020 - Hatch Tender	17.93
29030 - Line Handler	17.93
29041 - Stevedore I	16.28
29042 - Stevedore II	19.07
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16

30021 - Archeological Technician I	14.61	
30022 - Archeological Technician II	16.37	
30023 - Archeological Technician III	20.26	
30030 - Cartographic Technician	20.10	
30040 - Civil Engineering Technician	20.81	
30061 - Drafter/CAD Operator I	14.73	
30062 - Drafter/CAD Operator II	16.47	
30063 - Drafter/CAD Operator III	18.37	
30064 - Drafter/CAD Operator IV	21.94	
30081 - Engineering Technician I	11.83	
30082 - Engineering Technician II	14.62	
30083 - Engineering Technician III	16.36	
30084 - Engineering Technician IV	20.24	
30085 - Engineering Technician V	24.76	
30086 - Engineering Technician VI	29.95	
30090 - Environmental Technician	20.10	
30210 - Laboratory Technician	19.70	
30240 - Mathematical Technician	20.10	
30361 - Paralegal/Legal Assistant I	16.39	
30362 - Paralegal/Legal Assistant II	20.32	
30363 - Paralegal/Legal Assistant III	24.86	
30364 - Paralegal/Legal Assistant IV	30.07	
30390 - Photo-Optics Technician	20.10	
30461 - Technical Writer I	18.77	
30462 - Technical Writer II	22.95	
30463 - Technical Writer III	27.76	
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air Or	(see 2)	17.81
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	19.90
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide	11.10	
31030 - Bus Driver	14.54	
31043 - Driver Courier	13.75	
31260 - Parking and Lot Attendant	10.22	
31290 - Shuttle Bus Driver	13.89	
31310 - Taxi Driver	12.66	
31361 - Truckdriver, Light	13.89	
31362 - Truckdriver, Medium	14.94	
31363 - Truckdriver, Heavy	16.01	
31364 - Truckdriver, Tractor-Trailer	16.01	
99000 - Miscellaneous Occupations		
99030 - Cashier	9.49	
99050 - Desk Clerk	10.20	
99095 - Embalmer	23.64	
99251 - Laboratory Animal Caretaker I		14.39
99252 - Laboratory Animal Caretaker II		15.11
99310 - Mortician	23.64	
99410 - Pest Controller	17.00	
99510 - Photofinishing Worker	11.95	

99710 - Recycling Laborer	12.21
99711 - Recycling Specialist	14.58
99730 - Refuse Collector	11.08
99810 - Sales Clerk	11.58
99820 - School Crossing Guard	11.72
99830 - Survey Party Chief	15.86
99831 - Surveying Aide	12.05
99832 - Surveying Technician	15.00
99840 - Vending Machine Attendant	14.58
99841 - Vending Machine Repairer	18.22
99842 - Vending Machine Repairer Helper	14.58

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(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND 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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage

rate(s), 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.

WD 05-2103 (Rev.-12) was first posted on www.wdol.gov on 06/19/2012

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2103
Diane C. Koplewski Division of | Revision No.: 12
Director Wage Determinations | Date Of Revision: 06/13/2012

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide
Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince
George's, St Mary's
Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier,
King George, Loudoun, Prince William, Stafford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	15.08	
01012 - Accounting Clerk II	16.92	
01013 - Accounting Clerk III	22.30	
01020 - Administrative Assistant	31.41	
01040 - Court Reporter	21.84	
01051 - Data Entry Operator I	14.38	
01052 - Data Entry Operator II	15.69	
01060 - Dispatcher, Motor Vehicle	17.87	
01070 - Document Preparation Clerk	14.21	
01090 - Duplicating Machine Operator	14.21	
01111 - General Clerk I	14.88	
01112 - General Clerk II	16.24	
01113 - General Clerk III	18.74	
01120 - Housing Referral Assistant	25.29	
01141 - Messenger Courier	13.62	
01191 - Order Clerk I	15.12	
01192 - Order Clerk II	16.50	
01261 - Personnel Assistant (Employment) I	18.15	
01262 - Personnel Assistant (Employment) II	20.32	
01263 - Personnel Assistant (Employment) III	22.65	
01270 - Production Control Clerk	22.03	
01280 - Receptionist	14.43	
01290 - Rental Clerk	16.55	
01300 - Scheduler, Maintenance	18.07	
01311 - Secretary I	18.07	
01312 - Secretary II	20.18	
01313 - Secretary III	25.29	
01320 - Service Order Dispatcher	16.98	
01410 - Supply Technician	28.55	

01420 - Survey Worker	20.03
01531 - Travel Clerk I	13.29
01532 - Travel Clerk II	14.36
01533 - Travel Clerk III	15.49
01611 - Word Processor I	15.63
01612 - Word Processor II	17.67
01613 - Word Processor III	19.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.26
05010 - Automotive Electrician	23.51
05040 - Automotive Glass Installer	22.15
05070 - Automotive Worker	22.15
05110 - Mobile Equipment Servicer	19.04
05130 - Motor Equipment Metal Mechanic	24.78
05160 - Motor Equipment Metal Worker	22.15
05190 - Motor Vehicle Mechanic	24.78
05220 - Motor Vehicle Mechanic Helper	18.49
05250 - Motor Vehicle Upholstery Worker	21.63
05280 - Motor Vehicle Wrecker	22.15
05310 - Painter, Automotive	23.51
05340 - Radiator Repair Specialist	22.15
05370 - Tire Repairer	14.44
05400 - Transmission Repair Specialist	24.78
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.85
07041 - Cook I	12.55
07042 - Cook II	14.60
07070 - Dishwasher	10.11
07130 - Food Service Worker	10.66
07210 - Meat Cutter	18.08
07260 - Waiter/Waitress	9.70
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.86
09040 - Furniture Handler	14.06
09080 - Furniture Refinisher	20.23
09090 - Furniture Refinisher Helper	15.52
09110 - Furniture Repairer, Minor	17.94
09130 - Upholsterer	19.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.54
11060 - Elevator Operator	10.54
11090 - Gardener	17.52
11122 - Housekeeping Aide	11.83
11150 - Janitor	11.83
11210 - Laborer, Grounds Maintenance	13.07
11240 - Maid or Houseman	11.26
11260 - Pruner	11.58
11270 - Tractor Operator	16.04
11330 - Trail Maintenance Worker	13.07
11360 - Window Cleaner	12.85
12000 - Health Occupations	
12010 - Ambulance Driver	20.41
12011 - Breath Alcohol Technician	20.27
12012 - Certified Occupational Therapist Assistant	23.11

12015 - Certified Physical Therapist Assistant	21.43
12020 - Dental Assistant	17.18
12025 - Dental Hygienist	44.75
12030 - EKG Technician	27.67
12035 - Electroneurodiagnostic Technologist	27.67
12040 - Emergency Medical Technician	20.41
12071 - Licensed Practical Nurse I	19.07
12072 - Licensed Practical Nurse II	21.35
12073 - Licensed Practical Nurse III	24.13
12100 - Medical Assistant	15.01
12130 - Medical Laboratory Technician	18.04
12160 - Medical Record Clerk	17.42
12190 - Medical Record Technician	19.50
12195 - Medical Transcriptionist	18.77
12210 - Nuclear Medicine Technologist	37.60
12221 - Nursing Assistant I	10.80
12222 - Nursing Assistant II	12.14
12223 - Nursing Assistant III	13.98
12224 - Nursing Assistant IV	15.69
12235 - Optical Dispenser	20.17
12236 - Optical Technician	15.80
12250 - Pharmacy Technician	18.12
12280 - Phlebotomist	15.69
12305 - Radiologic Technologist	31.11
12311 - Registered Nurse I	27.64
12312 - Registered Nurse II	33.44
12313 - Registered Nurse II, Specialist	33.44
12314 - Registered Nurse III	40.13
12315 - Registered Nurse III, Anesthetist	40.13
12316 - Registered Nurse IV	48.10
12317 - Scheduler (Drug and Alcohol Testing)	21.73
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.86
13012 - Exhibits Specialist II	24.61
13013 - Exhibits Specialist III	30.09
13041 - Illustrator I	20.48
13042 - Illustrator II	25.38
13043 - Illustrator III	31.03
13047 - Librarian	33.88
13050 - Library Aide/Clerk	14.21
13054 - Library Information Technology Systems Administrator	30.60
13058 - Library Technician	19.89
13061 - Media Specialist I	18.73
13062 - Media Specialist II	20.95
13063 - Media Specialist III	23.36
13071 - Photographer I	16.65
13072 - Photographer II	18.90
13073 - Photographer III	23.67
13074 - Photographer IV	28.65
13075 - Photographer V	33.76
13110 - Video Teleconference Technician	20.39
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.92

14042 - Computer Operator II		21.18
14043 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.47
15020 - Aircrew Training Devices Instructor (Rated)		44.06
15030 - Air Crew Training Devices Instructor (Pilot)		52.81
15050 - Computer Based Training Specialist / Instructor		36.47
15060 - Educational Technologist		35.31
15070 - Flight Instructor (Pilot)		52.81
15080 - Graphic Artist		26.80
15090 - Technical Instructor		25.08
15095 - Technical Instructor/Course Developer		30.67
15110 - Test Proctor		20.20
15120 - Tutor		20.20
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.88
16030 - Counter Attendant		9.88
16040 - Dry Cleaner		12.94
16070 - Finisher, Flatwork, Machine		9.88
16090 - Presser, Hand		9.88
16110 - Presser, Machine, Drycleaning		9.88
16130 - Presser, Machine, Shirts		9.88
16160 - Presser, Machine, Wearing Apparel, Laundry		9.88
16190 - Sewing Machine Operator		13.78
16220 - Tailor		14.66
16250 - Washer, Machine		10.88
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.14
19040 - Tool And Die Maker		23.38
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.02
21030 - Material Coordinator		22.03
21040 - Material Expediter		22.03
21050 - Material Handling Laborer		13.83
21071 - Order Filler		15.09
21080 - Production Line Worker (Food Processing)		18.02
21110 - Shipping Packer		15.09
21130 - Shipping/Receiving Clerk		15.09
21140 - Store Worker I		11.72
21150 - Stock Clerk		16.86
21210 - Tools And Parts Attendant		18.02
21410 - Warehouse Specialist		18.02
23000 - Mechanics And Maintenance And Repair Occupations		

23010 - Aerospace Structural Welder	27.21
23021 - Aircraft Mechanic I	25.83
23022 - Aircraft Mechanic II	27.21
23023 - Aircraft Mechanic III	28.53
23040 - Aircraft Mechanic Helper	17.54
23050 - Aircraft, Painter	24.73
23060 - Aircraft Servicer	19.76
23080 - Aircraft Worker	21.01
23110 - Appliance Mechanic	21.75
23120 - Bicycle Repairer	14.43
23125 - Cable Splicer	26.02
23130 - Carpenter, Maintenance	21.40
23140 - Carpet Layer	20.49
23160 - Electrician, Maintenance	27.98
23181 - Electronics Technician Maintenance I	24.94
23182 - Electronics Technician Maintenance II	26.47
23183 - Electronics Technician Maintenance III	27.89
23260 - Fabric Worker	19.13
23290 - Fire Alarm System Mechanic	22.91
23310 - Fire Extinguisher Repairer	17.62
23311 - Fuel Distribution System Mechanic	22.81
23312 - Fuel Distribution System Operator	19.38
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechanic	25.83
23381 - Ground Support Equipment Servicer	19.76
23382 - Ground Support Equipment Worker	21.01
23391 - Gunsmith I	17.62
23392 - Gunsmith II	20.49
23393 - Gunsmith III	22.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.89
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	25.17
23430 - Heavy Equipment Mechanic	22.91
23440 - Heavy Equipment Operator	22.91
23460 - Instrument Mechanic	22.59
23465 - Laboratory/Shelter Mechanic	21.75
23470 - Laborer	14.98
23510 - Locksmith	21.90
23530 - Machinery Maintenance Mechanic	23.12
23550 - Machinist, Maintenance	22.91
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	22.59
23592 - Metrology Technician II	23.80
23593 - Metrology Technician III	24.96
23640 - Millwright	28.19
23710 - Office Appliance Repairer	22.96
23760 - Painter, Maintenance	21.75
23790 - Pipefitter, Maintenance	24.63
23810 - Plumber, Maintenance	22.29
23820 - Pneudraulic Systems Mechanic	22.91
23850 - Rigger	22.91
23870 - Scale Mechanic	20.49
23890 - Sheet-Metal Worker, Maintenance	22.91

23910 - Small Engine Mechanic	20.49	
23931 - Telecommunications Mechanic I	29.95	
23932 - Telecommunications Mechanic II	31.55	
23950 - Telephone Lineman	27.41	
23960 - Welder, Combination, Maintenance	22.91	
23965 - Well Driller	22.91	
23970 - Woodcraft Worker	17.62	
23980 - Woodworker		
24000 - Personal Needs Occupations		
24570 - Child Care Attendant	12.79	
24580 - Child Care Center Clerk	17.77	
24610 - Chore Aide	10.57	
24620 - Family Readiness And Support Services Coordinator		16.90
24630 - Homemaker	18.43	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	27.30	
25040 - Sewage Plant Operator	20.84	
25070 - Stationary Engineer	27.30	
25190 - Ventilation Equipment Tender	19.49	
25210 - Water Treatment Plant Operator	20.84	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	20.57	
27007 - Baggage Inspector	12.71	
27008 - Corrections Officer	22.80	
27010 - Court Security Officer	24.72	
27030 - Detection Dog Handler	20.57	
27040 - Detention Officer	22.80	
27070 - Firefighter	24.63	
27101 - Guard I	12.71	
27102 - Guard II	20.57	
27131 - Police Officer I	26.52	
27132 - Police Officer II	29.67	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	13.59	
28042 - Carnival Equipment Repairer	14.63	
28043 - Carnival Equipment Worker	9.24	
28210 - Gate Attendant/Gate Tender	13.01	
28310 - Lifeguard	11.59	
28350 - Park Attendant (Aide)	14.56	
28510 - Recreation Aide/Health Facility Attendant		10.62
28515 - Recreation Specialist	18.04	
28630 - Sports Official	11.59	
28690 - Swimming Pool Operator	18.21	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	23.13	
29020 - Hatch Tender	23.13	
29030 - Line Handler	23.13	
29041 - Stevedore I	21.31	
29042 - Stevedore II	24.24	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)		39.92
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)		26.84
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)		29.56

30021 - Archeological Technician I	20.19	
30022 - Archeological Technician II	22.60	
30023 - Archeological Technician III	27.98	
30030 - Cartographic Technician	27.98	
30040 - Civil Engineering Technician	26.41	
30061 - Drafter/CAD Operator I	20.19	
30062 - Drafter/CAD Operator II	22.60	
30063 - Drafter/CAD Operator III	25.19	
30064 - Drafter/CAD Operator IV	31.00	
30081 - Engineering Technician I	22.92	
30082 - Engineering Technician II	25.72	
30083 - Engineering Technician III	28.79	
30084 - Engineering Technician IV	35.64	
30085 - Engineering Technician V	43.61	
30086 - Engineering Technician VI	52.76	
30090 - Environmental Technician	27.41	
30210 - Laboratory Technician	23.38	
30240 - Mathematical Technician	28.94	
30361 - Paralegal/Legal Assistant I	21.36	
30362 - Paralegal/Legal Assistant II	26.47	
30363 - Paralegal/Legal Assistant III	32.36	
30364 - Paralegal/Legal Assistant IV	39.16	
30390 - Photo-Optics Technician	27.98	
30461 - Technical Writer I	21.93	
30462 - Technical Writer II	26.84	
30463 - Technical Writer III	32.47	
30491 - Unexploded Ordnance (UXO) Technician I		24.74
30492 - Unexploded Ordnance (UXO) Technician II		29.93
30493 - Unexploded Ordnance (UXO) Technician III		35.88
30494 - Unexploded (UXO) Safety Escort		24.74
30495 - Unexploded (UXO) Sweep Personnel		24.74
30620 - Weather Observer, Combined Upper Air Or	(see 2)	25.19
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	27.98
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide	14.32	
31030 - Bus Driver	20.85	
31043 - Driver Courier	13.98	
31260 - Parking and Lot Attendant	10.07	
31290 - Shuttle Bus Driver	15.66	
31310 - Taxi Driver	13.98	
31361 - Truckdriver, Light	15.66	
31362 - Truckdriver, Medium	17.90	
31363 - Truckdriver, Heavy	19.18	
31364 - Truckdriver, Tractor-Trailer	19.18	
99000 - Miscellaneous Occupations		
99030 - Cashier	10.03	
99050 - Desk Clerk	11.58	
99095 - Embalmer	23.05	
99251 - Laboratory Animal Caretaker I		11.30
99252 - Laboratory Animal Caretaker II		12.35
99310 - Mortician	31.73	
99410 - Pest Controller	17.69	
99510 - Photofinishing Worker	13.20	

99710 - Recycling Laborer	18.50
99711 - Recycling Specialist	22.71
99730 - Refuse Collector	16.40
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	13.43
99830 - Survey Party Chief	21.94
99831 - Surveying Aide	13.63
99832 - Surveying Technician	20.85
99840 - Vending Machine Attendant	14.43
99841 - Vending Machine Repairer	18.73
99842 - Vending Machine Repairer Helper	14.43

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.71 per hour or \$148.40 per week or \$643.07 per 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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) **COMPUTER EMPLOYEES:** Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage

determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

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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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage

rate(s), 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.

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2133
Diane C. Koplewski Division of | Revision No.: 11
Director Wage Determinations | Date Of Revision: 06/13/2012

State: Georgia

Area: Georgia Counties of Banks, Barrow, Bartow, Butts, Carroll, Chattooga, Cherokee, Clarke, Clayton, Cobb, Coweta, Dawson, De Kalb, Douglas, Fannin, Fayette, Floyd, Forsyth, Franklin, Fulton, Gilmer, Gordon, Greene, Gwinnett, Habersham, Hall, Haralson, Henry, Jackson, Lumpkin, Madison, Morgan, Murray, Newton, Oconee, Oglethorpe, Paulding, Pickens, Polk, Rabun, Rockdale, Spalding, Stephens, Towns, Union, Walton, White, Whitfield

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	13.40	
01012 - Accounting Clerk II	15.04	
01013 - Accounting Clerk III	17.24	
01020 - Administrative Assistant	26.66	
01040 - Court Reporter	20.93	
01051 - Data Entry Operator I	13.84	
01052 - Data Entry Operator II	15.70	
01060 - Dispatcher, Motor Vehicle	19.15	
01070 - Document Preparation Clerk	13.16	
01090 - Duplicating Machine Operator	13.16	
01111 - General Clerk I	13.43	
01112 - General Clerk II	14.84	
01113 - General Clerk III	16.45	
01120 - Housing Referral Assistant	21.85	
01141 - Messenger Courier	12.60	
01191 - Order Clerk I	13.01	
01192 - Order Clerk II	14.80	
01261 - Personnel Assistant (Employment) I	15.22	
01262 - Personnel Assistant (Employment) II	18.55	
01263 - Personnel Assistant (Employment) III	20.90	
01270 - Production Control Clerk	21.32	
01280 - Receptionist	13.41	
01290 - Rental Clerk	15.21	
01300 - Scheduler, Maintenance	16.13	
01311 - Secretary I	16.13	
01312 - Secretary II	18.05	
01313 - Secretary III	20.13	
01320 - Service Order Dispatcher	15.87	

01410 - Supply Technician	26.66
01420 - Survey Worker	18.40
01531 - Travel Clerk I	14.22
01532 - Travel Clerk II	15.53
01533 - Travel Clerk III	16.73
01611 - Word Processor I	13.25
01612 - Word Processor II	15.21
01613 - Word Processor III	18.30
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.36
05010 - Automotive Electrician	21.55
05040 - Automotive Glass Installer	20.18
05070 - Automotive Worker	20.18
05110 - Mobile Equipment Servicer	17.47
05130 - Motor Equipment Metal Mechanic	23.36
05160 - Motor Equipment Metal Worker	20.18
05190 - Motor Vehicle Mechanic	23.36
05220 - Motor Vehicle Mechanic Helper	17.56
05250 - Motor Vehicle Upholstery Worker	19.05
05280 - Motor Vehicle Wrecker	20.18
05310 - Painter, Automotive	21.55
05340 - Radiator Repair Specialist	20.18
05370 - Tire Repairer	13.80
05400 - Transmission Repair Specialist	23.36
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.20
07041 - Cook I	11.95
07042 - Cook II	13.58
07070 - Dishwasher	10.24
07130 - Food Service Worker	10.01
07210 - Meat Cutter	13.04
07260 - Waiter/Waitress	8.82
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.47
09040 - Furniture Handler	12.05
09080 - Furniture Refinisher	16.23
09090 - Furniture Refinisher Helper	12.55
09110 - Furniture Repairer, Minor	14.76
09130 - Upholsterer	16.23
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.14
11060 - Elevator Operator	10.14
11090 - Gardener	15.57
11122 - Housekeeping Aide	10.89
11150 - Janitor	10.89
11210 - Laborer, Grounds Maintenance	11.22
11240 - Maid or Houseman	9.54
11260 - Pruner	13.31
11270 - Tractor Operator	14.11
11330 - Trail Maintenance Worker	11.22
11360 - Window Cleaner	13.54
12000 - Health Occupations	
12010 - Ambulance Driver	16.75
12011 - Breath Alcohol Technician	19.89

12012 - Certified Occupational Therapist Assistant	25.49
12015 - Certified Physical Therapist Assistant	23.23
12020 - Dental Assistant	17.07
12025 - Dental Hygienist	33.43
12030 - EKG Technician	22.52
12035 - Electroneurodiagnostic Technologist	22.52
12040 - Emergency Medical Technician	16.75
12071 - Licensed Practical Nurse I	17.72
12072 - Licensed Practical Nurse II	19.89
12073 - Licensed Practical Nurse III	21.97
12100 - Medical Assistant	14.71
12130 - Medical Laboratory Technician	16.93
12160 - Medical Record Clerk	15.08
12190 - Medical Record Technician	16.53
12195 - Medical Transcriptionist	16.01
12210 - Nuclear Medicine Technologist	32.29
12221 - Nursing Assistant I	10.13
12222 - Nursing Assistant II	11.38
12223 - Nursing Assistant III	12.42
12224 - Nursing Assistant IV	13.47
12235 - Optical Dispenser	17.05
12236 - Optical Technician	15.13
12250 - Pharmacy Technician	14.87
12280 - Phlebotomist	13.47
12305 - Radiologic Technologist	25.09
12311 - Registered Nurse I	24.94
12312 - Registered Nurse II	29.25
12313 - Registered Nurse II, Specialist	29.25
12314 - Registered Nurse III	35.38
12315 - Registered Nurse III, Anesthetist	35.38
12316 - Registered Nurse IV	42.41
12317 - Scheduler (Drug and Alcohol Testing)	20.09
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.57
13012 - Exhibits Specialist II	23.52
13013 - Exhibits Specialist III	28.34
13041 - Illustrator I	20.89
13042 - Illustrator II	23.52
13043 - Illustrator III	28.34
13047 - Librarian	28.28
13050 - Library Aide/Clerk	13.39
13054 - Library Information Technology Systems Administrator	25.27
13058 - Library Technician	15.42
13061 - Media Specialist I	18.42
13062 - Media Specialist II	20.62
13063 - Media Specialist III	22.98
13071 - Photographer I	14.44
13072 - Photographer II	15.01
13073 - Photographer III	18.59
13074 - Photographer IV	22.40
13075 - Photographer V	24.90
13110 - Video Teleconference Technician	17.50
14000 - Information Technology Occupations	

14041 - Computer Operator I		17.20
14042 - Computer Operator II		19.24
14043 - Computer Operator III		21.45
14044 - Computer Operator IV		23.84
14045 - Computer Operator V		26.40
14071 - Computer Programmer I	(see 1)	25.09
14072 - Computer Programmer II	(see 1)	25.31
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.20
14160 - Personal Computer Support Technician		23.84
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.93
15020 - Aircrew Training Devices Instructor (Rated)		35.00
15030 - Air Crew Training Devices Instructor (Pilot)		41.95
15050 - Computer Based Training Specialist / Instructor		28.93
15060 - Educational Technologist		33.91
15070 - Flight Instructor (Pilot)		39.94
15080 - Graphic Artist		24.69
15090 - Technical Instructor		23.83
15095 - Technical Instructor/Course Developer		29.15
15110 - Test Proctor		19.24
15120 - Tutor		19.24
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.81
16030 - Counter Attendant		9.81
16040 - Dry Cleaner		12.93
16070 - Finisher, Flatwork, Machine		9.81
16090 - Presser, Hand		9.81
16110 - Presser, Machine, Drycleaning		9.81
16130 - Presser, Machine, Shirts		9.81
16160 - Presser, Machine, Wearing Apparel, Laundry		9.81
16190 - Sewing Machine Operator		14.02
16220 - Tailor		15.09
16250 - Washer, Machine		10.97
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		15.46
19040 - Tool And Die Maker		22.45
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.74
21030 - Material Coordinator		19.67
21040 - Material Expediter		19.67
21050 - Material Handling Laborer		13.01
21071 - Order Filler		13.62
21080 - Production Line Worker (Food Processing)		14.74
21110 - Shipping Packer		13.86
21130 - Shipping/Receiving Clerk		14.47
21140 - Store Worker I		11.48
21150 - Stock Clerk		16.46
21210 - Tools And Parts Attendant		14.74
21410 - Warehouse Specialist		14.74

23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.76
23021 - Aircraft Mechanic I	25.12
23022 - Aircraft Mechanic II	26.76
23023 - Aircraft Mechanic III	28.32
23040 - Aircraft Mechanic Helper	17.97
23050 - Aircraft, Painter	22.08
23060 - Aircraft Servicer	20.63
23080 - Aircraft Worker	21.95
23110 - Appliance Mechanic	18.74
23120 - Bicycle Repairer	12.83
23125 - Cable Splicer	21.54
23130 - Carpenter, Maintenance	20.20
23140 - Carpet Layer	17.91
23160 - Electrician, Maintenance	22.60
23181 - Electronics Technician Maintenance I	21.00
23182 - Electronics Technician Maintenance II	24.64
23183 - Electronics Technician Maintenance III	26.34
23260 - Fabric Worker	15.61
23290 - Fire Alarm System Mechanic	17.94
23310 - Fire Extinguisher Repairer	14.43
23311 - Fuel Distribution System Mechanic	22.06
23312 - Fuel Distribution System Operator	16.26
23370 - General Maintenance Worker	17.92
23380 - Ground Support Equipment Mechanic	25.12
23381 - Ground Support Equipment Servicer	20.63
23382 - Ground Support Equipment Worker	21.95
23391 - Gunsmith I	18.65
23392 - Gunsmith II	20.94
23393 - Gunsmith III	21.98
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.81
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.85
23430 - Heavy Equipment Mechanic	21.25
23440 - Heavy Equipment Operator	18.92
23460 - Instrument Mechanic	23.76
23465 - Laboratory/Shelter Mechanic	18.31
23470 - Laborer	11.70
23510 - Locksmith	15.46
23530 - Machinery Maintenance Mechanic	20.58
23550 - Machinist, Maintenance	18.32
23580 - Maintenance Trades Helper	13.78
23591 - Metrology Technician I	22.45
23592 - Metrology Technician II	23.91
23593 - Metrology Technician III	25.31
23640 - Millwright	22.37
23710 - Office Appliance Repairer	20.06
23760 - Painter, Maintenance	17.36
23790 - Pipefitter, Maintenance	21.57
23810 - Plumber, Maintenance	20.54
23820 - Pneudraulic Systems Mechanic	19.57
23850 - Rigger	21.30
23870 - Scale Mechanic	17.11

23890 - Sheet-Metal Worker, Maintenance	19.19
23910 - Small Engine Mechanic	16.93
23931 - Telecommunications Mechanic I	26.53
23932 - Telecommunications Mechanic II	29.28
23950 - Telephone Lineman	20.47
23960 - Welder, Combination, Maintenance	16.33
23965 - Well Driller	17.53
23970 - Woodcraft Worker	19.57
23980 - Woodworker	13.76
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.36
24580 - Child Care Center Clerk	12.63
24610 - Chore Aide	10.93
24620 - Family Readiness And Support Services Coordinator	14.03
24630 - Homemaker	16.76
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.71
25040 - Sewage Plant Operator	17.93
25070 - Stationary Engineer	21.71
25190 - Ventilation Equipment Tender	13.51
25210 - Water Treatment Plant Operator	17.93
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.85
27007 - Baggage Inspector	12.47
27008 - Corrections Officer	14.99
27010 - Court Security Officer	17.55
27030 - Detection Dog Handler	16.44
27040 - Detention Officer	15.32
27070 - Firefighter	17.97
27101 - Guard I	12.47
27102 - Guard II	16.44
27131 - Police Officer I	19.70
27132 - Police Officer II	21.89
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.92
28042 - Carnival Equipment Repairer	12.69
28043 - Carnival Equipment Worker	8.19
28210 - Gate Attendant/Gate Tender	15.26
28310 - Lifeguard	11.33
28350 - Park Attendant (Aide)	17.08
28510 - Recreation Aide/Health Facility Attendant	10.14
28515 - Recreation Specialist	13.65
28630 - Sports Official	12.93
28690 - Swimming Pool Operator	18.99
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.62
29020 - Hatch Tender	19.62
29030 - Line Handler	19.62
29041 - Stevedore I	18.07
29042 - Stevedore II	20.99
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.30
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.78

30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)		28.38
30021 - Archeological Technician I	19.76	
30022 - Archeological Technician II	21.45	
30023 - Archeological Technician III	27.39	
30030 - Cartographic Technician	26.56	
30040 - Civil Engineering Technician	19.26	
30061 - Drafter/CAD Operator I	19.76	
30062 - Drafter/CAD Operator II	21.45	
30063 - Drafter/CAD Operator III	23.91	
30064 - Drafter/CAD Operator IV	29.42	
30081 - Engineering Technician I	16.64	
30082 - Engineering Technician II	20.00	
30083 - Engineering Technician III	20.90	
30084 - Engineering Technician IV	26.47	
30085 - Engineering Technician V	31.68	
30086 - Engineering Technician VI	37.02	
30090 - Environmental Technician	22.75	
30210 - Laboratory Technician	17.80	
30240 - Mathematical Technician	25.03	
30361 - Paralegal/Legal Assistant I	19.41	
30362 - Paralegal/Legal Assistant II	24.05	
30363 - Paralegal/Legal Assistant III	29.41	
30364 - Paralegal/Legal Assistant IV	35.56	
30390 - Photo-Optics Technician	26.56	
30461 - Technical Writer I	26.07	
30462 - Technical Writer II	30.07	
30463 - Technical Writer III	36.37	
30491 - Unexploded Ordnance (UXO) Technician I		23.76
30492 - Unexploded Ordnance (UXO) Technician II		28.74
30493 - Unexploded Ordnance (UXO) Technician III		34.45
30494 - Unexploded (UXO) Safety Escort	23.76	
30495 - Unexploded (UXO) Sweep Personnel	23.76	
30620 - Weather Observer, Combined Upper Air Or (see 2)		23.91
Surface Programs		
30621 - Weather Observer, Senior (see 2)		27.39
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide	11.49	
31030 - Bus Driver	17.43	
31043 - Driver Courier	13.94	
31260 - Parking and Lot Attendant	9.40	
31290 - Shuttle Bus Driver	15.38	
31310 - Taxi Driver	10.70	
31361 - Truckdriver, Light	15.38	
31362 - Truckdriver, Medium	16.81	
31363 - Truckdriver, Heavy	20.87	
31364 - Truckdriver, Tractor-Trailer	20.87	
99000 - Miscellaneous Occupations		
99030 - Cashier	9.25	
99050 - Desk Clerk	10.05	
99095 - Embalmer	26.90	
99251 - Laboratory Animal Caretaker I		10.03
99252 - Laboratory Animal Caretaker II		11.03
99310 - Mortician	29.59	
99410 - Pest Controller	14.59	

99510 - Photofinishing Worker	16.45
99710 - Recycling Laborer	15.00
99711 - Recycling Specialist	18.87
99730 - Refuse Collector	13.06
99810 - Sales Clerk	13.50
99820 - School Crossing Guard	13.53
99830 - Survey Party Chief	20.64
99831 - Surveying Aide	12.11
99832 - Surveying Technician	17.05
99840 - Vending Machine Attendant	11.69
99841 - Vending Machine Repairer	14.27
99842 - Vending Machine Repairer Helper	11.69

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.71 per hour or \$148.40 per week or \$643.07 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) **COMPUTER EMPLOYEES:** Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the

conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND 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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each

proposed classification(s), job description(s), and rationale for proposed wage rate(s), 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.

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2247
Diane C. Koplewski Division of | Revision No.: 13
Director Wage Determinations | Date Of Revision: 06/13/2012

State: Maryland

Area: Maryland Counties of Anne Arundel, Baltimore, Baltimore City, Carroll,
Harford, Howard

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.08
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01040 - Court Reporter		21.84
01051 - Data Entry Operator I		14.38
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		17.87
01070 - Document Preparation Clerk		14.21
01090 - Duplicating Machine Operator		14.21
01111 - General Clerk I		14.88
01112 - General Clerk II		16.24
01113 - General Clerk III		18.23
01120 - Housing Referral Assistant		25.29
01141 - Messenger Courier		13.40
01191 - Order Clerk I		15.12
01192 - Order Clerk II		16.50
01261 - Personnel Assistant (Employment) I		18.15
01262 - Personnel Assistant (Employment) II		20.32
01263 - Personnel Assistant (Employment) III		22.65
01270 - Production Control Clerk		22.03
01280 - Receptionist		14.43
01290 - Rental Clerk		16.55
01300 - Scheduler, Maintenance		18.07
01311 - Secretary I		18.07
01312 - Secretary II		20.18
01313 - Secretary III		25.29
01320 - Service Order Dispatcher		16.13
01410 - Supply Technician		28.55
01420 - Survey Worker		20.03
01531 - Travel Clerk I		13.29
01532 - Travel Clerk II		14.36

01533 - Travel Clerk III	15.49
01611 - Word Processor I	15.63
01612 - Word Processor II	17.67
01613 - Word Processor III	19.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.54
05010 - Automotive Electrician	23.51
05040 - Automotive Glass Installer	22.15
05070 - Automotive Worker	22.15
05110 - Mobile Equipment Servicer	19.89
05130 - Motor Equipment Metal Mechanic	24.10
05160 - Motor Equipment Metal Worker	22.15
05190 - Motor Vehicle Mechanic	24.10
05220 - Motor Vehicle Mechanic Helper	18.92
05250 - Motor Vehicle Upholstery Worker	21.81
05280 - Motor Vehicle Wrecker	22.15
05310 - Painter, Automotive	23.51
05340 - Radiator Repair Specialist	22.15
05370 - Tire Repairer	13.77
05400 - Transmission Repair Specialist	24.10
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.85
07041 - Cook I	12.55
07042 - Cook II	14.60
07070 - Dishwasher	10.11
07130 - Food Service Worker	10.66
07210 - Meat Cutter	17.72
07260 - Waiter/Waitress	9.04
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.13
09040 - Furniture Handler	14.06
09080 - Furniture Refinisher	17.69
09090 - Furniture Refinisher Helper	15.15
09110 - Furniture Repairer, Minor	16.42
09130 - Upholsterer	18.63
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.54
11060 - Elevator Operator	10.54
11090 - Gardener	17.52
11122 - Housekeeping Aide	11.83
11150 - Janitor	11.83
11210 - Laborer, Grounds Maintenance	13.07
11240 - Maid or Houseman	11.26
11260 - Pruner	11.76
11270 - Tractor Operator	16.04
11330 - Trail Maintenance Worker	13.07
11360 - Window Cleaner	12.85
12000 - Health Occupations	
12010 - Ambulance Driver	19.56
12011 - Breath Alcohol Technician	19.44
12012 - Certified Occupational Therapist Assistant	24.54
12015 - Certified Physical Therapist Assistant	23.03
12020 - Dental Assistant	17.18
12025 - Dental Hygienist	36.35

12030 - EKG Technician	26.77	
12035 - Electroneurodiagnostic Technologist		26.77
12040 - Emergency Medical Technician		20.27
12071 - Licensed Practical Nurse I	19.07	
12072 - Licensed Practical Nurse II	21.35	
12073 - Licensed Practical Nurse III	24.13	
12100 - Medical Assistant	15.01	
12130 - Medical Laboratory Technician		18.04
12160 - Medical Record Clerk	17.42	
12190 - Medical Record Technician	19.50	
12195 - Medical Transcriptionist	17.93	
12210 - Nuclear Medicine Technologist		37.60
12221 - Nursing Assistant I	10.80	
12222 - Nursing Assistant II	12.14	
12223 - Nursing Assistant III	13.98	
12224 - Nursing Assistant IV	15.69	
12235 - Optical Dispenser	16.90	
12236 - Optical Technician	15.80	
12250 - Pharmacy Technician	18.12	
12280 - Phlebotomist	15.69	
12305 - Radiologic Technologist	31.11	
12311 - Registered Nurse I	27.64	
12312 - Registered Nurse II	33.44	
12313 - Registered Nurse II, Specialist	33.44	
12314 - Registered Nurse III	40.13	
12315 - Registered Nurse III, Anesthetist	40.13	
12316 - Registered Nurse IV	48.10	
12317 - Scheduler (Drug and Alcohol Testing)		21.73
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	19.08	
13012 - Exhibits Specialist II	23.63	
13013 - Exhibits Specialist III	28.91	
13041 - Illustrator I	20.12	
13042 - Illustrator II	24.91	
13043 - Illustrator III	30.48	
13047 - Librarian	33.88	
13050 - Library Aide/Clerk	14.21	
13054 - Library Information Technology Systems Administrator		30.60
13058 - Library Technician	19.89	
13061 - Media Specialist I	18.73	
13062 - Media Specialist II	20.95	
13063 - Media Specialist III	23.36	
13071 - Photographer I	15.59	
13072 - Photographer II	18.64	
13073 - Photographer III	23.09	
13074 - Photographer IV	25.14	
13075 - Photographer V	30.39	
13110 - Video Teleconference Technician		20.39
14000 - Information Technology Occupations		
14041 - Computer Operator I	18.92	
14042 - Computer Operator II	21.18	
14043 - Computer Operator III	23.60	
14044 - Computer Operator IV	26.22	

14045 - Computer Operator V		29.05
14071 - Computer Programmer I	(see 1)	26.36
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.47
15020 - Aircrew Training Devices Instructor (Rated)		44.06
15030 - Air Crew Training Devices Instructor (Pilot)		52.81
15050 - Computer Based Training Specialist / Instructor		36.47
15060 - Educational Technologist		31.17
15070 - Flight Instructor (Pilot)		52.81
15080 - Graphic Artist		26.73
15090 - Technical Instructor		21.53
15095 - Technical Instructor/Course Developer		28.96
15110 - Test Proctor		19.37
15120 - Tutor		19.37
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.88
16030 - Counter Attendant		9.88
16040 - Dry Cleaner		12.94
16070 - Finisher, Flatwork, Machine		9.88
16090 - Presser, Hand		9.88
16110 - Presser, Machine, Drycleaning		9.88
16130 - Presser, Machine, Shirts		9.88
16160 - Presser, Machine, Wearing Apparel, Laundry		9.88
16190 - Sewing Machine Operator		13.78
16220 - Tailor		14.66
16250 - Washer, Machine		10.88
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.49
19040 - Tool And Die Maker		23.34
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.02
21030 - Material Coordinator		22.03
21040 - Material Expediter		22.03
21050 - Material Handling Laborer		13.83
21071 - Order Filler		14.44
21080 - Production Line Worker (Food Processing)		18.02
21110 - Shipping Packer		15.09
21130 - Shipping/Receiving Clerk		15.09
21140 - Store Worker I		14.98
21150 - Stock Clerk		17.06
21210 - Tools And Parts Attendant		18.02
21410 - Warehouse Specialist		18.02
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		26.97
23021 - Aircraft Mechanic I		25.69
23022 - Aircraft Mechanic II		26.97

23023 - Aircraft Mechanic III	28.33
23040 - Aircraft Mechanic Helper	18.03
23050 - Aircraft, Painter	21.98
23060 - Aircraft Servicer	19.76
23080 - Aircraft Worker	21.01
23110 - Appliance Mechanic	21.54
23120 - Bicycle Repairer	13.77
23125 - Cable Splicer	26.02
23130 - Carpenter, Maintenance	21.40
23140 - Carpet Layer	21.27
23160 - Electrician, Maintenance	27.98
23181 - Electronics Technician Maintenance I	24.94
23182 - Electronics Technician Maintenance II	26.07
23183 - Electronics Technician Maintenance III	27.06
23260 - Fabric Worker	20.30
23290 - Fire Alarm System Mechanic	22.91
23310 - Fire Extinguisher Repairer	18.92
23311 - Fuel Distribution System Mechanic	25.38
23312 - Fuel Distribution System Operator	21.21
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechanic	25.69
23381 - Ground Support Equipment Servicer	19.76
23382 - Ground Support Equipment Worker	21.01
23391 - Gunsmith I	19.39
23392 - Gunsmith II	21.13
23393 - Gunsmith III	22.91
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.72
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.56
23430 - Heavy Equipment Mechanic	22.91
23440 - Heavy Equipment Operator	22.91
23460 - Instrument Mechanic	23.58
23465 - Laboratory/Shelter Mechanic	21.91
23470 - Laborer	14.98
23510 - Locksmith	21.90
23530 - Machinery Maintenance Mechanic	23.12
23550 - Machinist, Maintenance	21.87
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	23.58
23592 - Metrology Technician II	24.42
23593 - Metrology Technician III	25.12
23640 - Millwright	26.16
23710 - Office Appliance Repairer	21.24
23760 - Painter, Maintenance	21.91
23790 - Pipefitter, Maintenance	23.64
23810 - Plumber, Maintenance	22.29
23820 - Pneudraulic Systems Mechanic	22.91
23850 - Rigger	24.07
23870 - Scale Mechanic	21.13
23890 - Sheet-Metal Worker, Maintenance	22.91
23910 - Small Engine Mechanic	21.13
23931 - Telecommunications Mechanic I	28.17
23932 - Telecommunications Mechanic II	31.26

23950 - Telephone Lineman	27.41	
23960 - Welder, Combination, Maintenance		22.91
23965 - Well Driller	22.91	
23970 - Woodcraft Worker	22.91	
23980 - Woodworker	19.39	
24000 - Personal Needs Occupations		
24570 - Child Care Attendant	12.73	
24580 - Child Care Center Clerk	15.95	
24610 - Chore Aide	10.57	
24620 - Family Readiness And Support Services Coordinator		15.66
24630 - Homemaker	17.24	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	24.24	
25040 - Sewage Plant Operator	20.84	
25070 - Stationary Engineer	24.24	
25190 - Ventilation Equipment Tender	19.21	
25210 - Water Treatment Plant Operator	20.84	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	17.17	
27007 - Baggage Inspector	12.71	
27008 - Corrections Officer	22.80	
27010 - Court Security Officer	24.72	
27030 - Detection Dog Handler	17.85	
27040 - Detention Officer	22.80	
27070 - Firefighter	24.63	
27101 - Guard I	12.71	
27102 - Guard II	17.85	
27131 - Police Officer I	26.52	
27132 - Police Officer II	29.67	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	11.84	
28042 - Carnival Equipment Repairer	12.31	
28043 - Carnival Equipment Worker	9.24	
28210 - Gate Attendant/Gate Tender	13.01	
28310 - Lifeguard	11.59	
28350 - Park Attendant (Aide)	14.56	
28510 - Recreation Aide/Health Facility Attendant		10.62
28515 - Recreation Specialist	18.04	
28630 - Sports Official	11.33	
28690 - Swimming Pool Operator	15.87	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	22.75	
29020 - Hatch Tender	22.75	
29030 - Line Handler	22.75	
29041 - Stevedore I	21.24	
29042 - Stevedore II	24.15	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)		39.92
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)		26.84
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)		29.56
30021 - Archeological Technician I	19.80	
30022 - Archeological Technician II	22.60	
30023 - Archeological Technician III	27.98	

30030 - Cartographic Technician	27.98	
30040 - Civil Engineering Technician	26.41	
30061 - Drafter/CAD Operator I	20.19	
30062 - Drafter/CAD Operator II	22.60	
30063 - Drafter/CAD Operator III	25.19	
30064 - Drafter/CAD Operator IV	31.00	
30081 - Engineering Technician I	22.92	
30082 - Engineering Technician II	25.72	
30083 - Engineering Technician III	28.79	
30084 - Engineering Technician IV	35.64	
30085 - Engineering Technician V	43.61	
30086 - Engineering Technician VI	52.76	
30090 - Environmental Technician	26.85	
30210 - Laboratory Technician	23.38	
30240 - Mathematical Technician	27.98	
30361 - Paralegal/Legal Assistant I	20.82	
30362 - Paralegal/Legal Assistant II	25.78	
30363 - Paralegal/Legal Assistant III	31.54	
30364 - Paralegal/Legal Assistant IV	38.16	
30390 - Photo-Optics Technician	27.98	
30461 - Technical Writer I	21.93	
30462 - Technical Writer II	26.84	
30463 - Technical Writer III	32.47	
30491 - Unexploded Ordnance (UXO) Technician I		24.74
30492 - Unexploded Ordnance (UXO) Technician II		29.93
30493 - Unexploded Ordnance (UXO) Technician III		35.88
30494 - Unexploded (UXO) Safety Escort		24.74
30495 - Unexploded (UXO) Sweep Personnel		24.74
30620 - Weather Observer, Combined Upper Air Or	(see 2)	25.19
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	27.98
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide	15.46	
31030 - Bus Driver	20.85	
31043 - Driver Courier	14.33	
31260 - Parking and Lot Attendant		10.80
31290 - Shuttle Bus Driver	15.66	
31310 - Taxi Driver	12.25	
31361 - Truckdriver, Light	15.66	
31362 - Truckdriver, Medium	17.90	
31363 - Truckdriver, Heavy	19.30	
31364 - Truckdriver, Tractor-Trailer	19.30	
99000 - Miscellaneous Occupations		
99030 - Cashier	10.03	
99050 - Desk Clerk	11.16	
99095 - Embalmer	23.05	
99251 - Laboratory Animal Caretaker I		11.24
99252 - Laboratory Animal Caretaker II		12.28
99310 - Mortician	29.35	
99410 - Pest Controller	17.69	
99510 - Photofinishing Worker	13.20	
99710 - Recycling Laborer	16.17	
99711 - Recycling Specialist	18.01	
99730 - Refuse Collector	15.26	

99810 - Sales Clerk	12.09
99820 - School Crossing Guard	13.43
99830 - Survey Party Chief	21.94
99831 - Surveying Aide	11.95
99832 - Surveying Technician	18.23
99840 - Vending Machine Attendant	14.42
99841 - Vending Machine Repairer	17.79
99842 - Vending Machine Repairer Helper	14.42

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.71 per hour or \$148.40 per week or \$643.07 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) **COMPUTER EMPLOYEES:** Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer

industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND 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.

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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(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), 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.

WD 05-2361 (Rev.-13) was first posted on www.wdol.gov on 06/19/2012

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2361
Diane C. Koplewski Division of | Revision No.: 13
Director Wage Determinations | Date Of Revision: 06/13/2012

State: New Mexico

Area: New Mexico Counties of Bernalillo, Catron, Cibola, Colfax, De Baca,
Guadalupe, Harding, Los Alamos, McKinley, Mora, Rio Arriba, San Juan, San
Miguel, Sandoval, Santa Fe, Socorro, Taos, Torrance, Valencia

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	13.01	
01012 - Accounting Clerk II	14.60	
01013 - Accounting Clerk III	16.33	
01020 - Administrative Assistant	18.17	
01040 - Court Reporter	18.61	
01051 - Data Entry Operator I	11.03	
01052 - Data Entry Operator II	13.44	
01060 - Dispatcher, Motor Vehicle	15.56	
01070 - Document Preparation Clerk	13.86	
01090 - Duplicating Machine Operator	13.86	
01111 - General Clerk I	11.35	
01112 - General Clerk II	12.39	
01113 - General Clerk III	13.90	
01120 - Housing Referral Assistant	16.74	
01141 - Messenger Courier	9.98	
01191 - Order Clerk I	11.33	
01192 - Order Clerk II	12.91	
01261 - Personnel Assistant (Employment) I	13.80	
01262 - Personnel Assistant (Employment) II	15.44	
01263 - Personnel Assistant (Employment) III	17.22	
01270 - Production Control Clerk	21.06	
01280 - Receptionist	11.02	
01290 - Rental Clerk	12.25	
01300 - Scheduler, Maintenance	13.42	
01311 - Secretary I	13.42	
01312 - Secretary II	15.01	
01313 - Secretary III	16.74	
01320 - Service Order Dispatcher	14.08	
01410 - Supply Technician	18.60	
01420 - Survey Worker	14.01	
01531 - Travel Clerk I	11.82	

01532 - Travel Clerk II	12.76
01533 - Travel Clerk III	13.57
01611 - Word Processor I	11.91
01612 - Word Processor II	13.37
01613 - Word Processor III	14.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.06
05010 - Automotive Electrician	18.12
05040 - Automotive Glass Installer	15.82
05070 - Automotive Worker	15.82
05110 - Mobile Equipment Servicer	13.50
05130 - Motor Equipment Metal Mechanic	17.99
05160 - Motor Equipment Metal Worker	15.82
05190 - Motor Vehicle Mechanic	18.12
05220 - Motor Vehicle Mechanic Helper	13.62
05250 - Motor Vehicle Upholstery Worker	15.82
05280 - Motor Vehicle Wrecker	15.82
05310 - Painter, Automotive	17.19
05340 - Radiator Repair Specialist	15.82
05370 - Tire Repairer	11.49
05400 - Transmission Repair Specialist	17.99
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.60
07041 - Cook I	9.75
07042 - Cook II	11.64
07070 - Dishwasher	7.89
07130 - Food Service Worker	9.36
07210 - Meat Cutter	16.07
07260 - Waiter/Waitress	7.80
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.65
09040 - Furniture Handler	11.44
09080 - Furniture Refinisher	14.65
09090 - Furniture Refinisher Helper	12.45
09110 - Furniture Repairer, Minor	13.85
09130 - Upholsterer	14.65
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.11
11060 - Elevator Operator	9.11
11090 - Gardener	14.29
11122 - Housekeeping Aide	9.73
11150 - Janitor	9.73
11210 - Laborer, Grounds Maintenance	10.39
11240 - Maid or Houseman	8.48
11260 - Pruner	8.88
11270 - Tractor Operator	13.22
11330 - Trail Maintenance Worker	10.39
11360 - Window Cleaner	11.39
12000 - Health Occupations	
12010 - Ambulance Driver	15.94
12011 - Breath Alcohol Technician	18.04
12012 - Certified Occupational Therapist Assistant	25.32
12015 - Certified Physical Therapist Assistant	21.02
12020 - Dental Assistant	14.93

12025 - Dental Hygienist	36.30	
12030 - EKG Technician	26.19	
12035 - Electroneurodiagnostic Technologist		26.19
12040 - Emergency Medical Technician		15.94
12071 - Licensed Practical Nurse I	18.73	
12072 - Licensed Practical Nurse II	20.92	
12073 - Licensed Practical Nurse III	23.32	
12100 - Medical Assistant	13.10	
12130 - Medical Laboratory Technician		18.44
12160 - Medical Record Clerk	13.62	
12190 - Medical Record Technician		15.65
12195 - Medical Transcriptionist	14.42	
12210 - Nuclear Medicine Technologist		36.03
12221 - Nursing Assistant I	10.38	
12222 - Nursing Assistant II	11.67	
12223 - Nursing Assistant III	12.74	
12224 - Nursing Assistant IV	14.29	
12235 - Optical Dispenser	14.29	
12236 - Optical Technician	14.53	
12250 - Pharmacy Technician	14.09	
12280 - Phlebotomist	14.29	
12305 - Radiologic Technologist	26.71	
12311 - Registered Nurse I	25.39	
12312 - Registered Nurse II	31.06	
12313 - Registered Nurse II, Specialist	31.06	
12314 - Registered Nurse III	37.58	
12315 - Registered Nurse III, Anesthetist		37.58
12316 - Registered Nurse IV	45.04	
12317 - Scheduler (Drug and Alcohol Testing)		20.31
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	17.35	
13012 - Exhibits Specialist II	21.18	
13013 - Exhibits Specialist III	25.33	
13041 - Illustrator I	16.10	
13042 - Illustrator II	19.95	
13043 - Illustrator III	23.03	
13047 - Librarian	22.91	
13050 - Library Aide/Clerk	9.11	
13054 - Library Information Technology Systems Administrator		20.67
13058 - Library Technician	13.73	
13061 - Media Specialist I	15.31	
13062 - Media Specialist II	17.18	
13063 - Media Specialist III	19.07	
13071 - Photographer I	15.88	
13072 - Photographer II	17.63	
13073 - Photographer III	21.70	
13074 - Photographer IV	24.30	
13075 - Photographer V	29.39	
13110 - Video Teleconference Technician		18.57
14000 - Information Technology Occupations		
14041 - Computer Operator I	14.98	
14042 - Computer Operator II	16.76	
14043 - Computer Operator III	19.12	

14044 - Computer Operator IV		21.26
14045 - Computer Operator V		24.34
14071 - Computer Programmer I	(see 1)	22.41
14072 - Computer Programmer II	(see 1)	26.14
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		14.98
14160 - Personal Computer Support Technician		21.52
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.62
15020 - Aircrew Training Devices Instructor (Rated)		33.39
15030 - Air Crew Training Devices Instructor (Pilot)		40.05
15050 - Computer Based Training Specialist / Instructor		27.62
15060 - Educational Technologist		25.93
15070 - Flight Instructor (Pilot)		40.05
15080 - Graphic Artist		22.41
15090 - Technical Instructor		18.61
15095 - Technical Instructor/Course Developer		25.06
15110 - Test Proctor		15.01
15120 - Tutor		15.01
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.80
16030 - Counter Attendant		8.80
16040 - Dry Cleaner		10.58
16070 - Finisher, Flatwork, Machine		8.80
16090 - Presser, Hand		8.80
16110 - Presser, Machine, Drycleaning		8.80
16130 - Presser, Machine, Shirts		8.80
16160 - Presser, Machine, Wearing Apparel, Laundry		8.80
16190 - Sewing Machine Operator		11.15
16220 - Tailor		11.73
16250 - Washer, Machine		9.39
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.95
19040 - Tool And Die Maker		24.09
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		14.21
21030 - Material Coordinator		21.06
21040 - Material Expediter		21.06
21050 - Material Handling Laborer		10.90
21071 - Order Filler		11.53
21080 - Production Line Worker (Food Processing)		14.21
21110 - Shipping Packer		13.14
21130 - Shipping/Receiving Clerk		13.14
21140 - Store Worker I		8.78
21150 - Stock Clerk		13.78
21210 - Tools And Parts Attendant		14.21
21410 - Warehouse Specialist		14.21
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		24.01
23021 - Aircraft Mechanic I		22.48

23022 - Aircraft Mechanic II	24.01
23023 - Aircraft Mechanic III	25.31
23040 - Aircraft Mechanic Helper	16.62
23050 - Aircraft, Painter	20.56
23060 - Aircraft Servicer	18.79
23080 - Aircraft Worker	20.11
23110 - Appliance Mechanic	14.70
23120 - Bicycle Repairer	10.94
23125 - Cable Splicer	21.67
23130 - Carpenter, Maintenance	16.70
23140 - Carpet Layer	17.16
23160 - Electrician, Maintenance	21.52
23181 - Electronics Technician Maintenance I	25.16
23182 - Electronics Technician Maintenance II	27.32
23183 - Electronics Technician Maintenance III	29.47
23260 - Fabric Worker	15.70
23290 - Fire Alarm System Mechanic	18.76
23310 - Fire Extinguisher Repairer	14.23
23311 - Fuel Distribution System Mechanic	21.10
23312 - Fuel Distribution System Operator	16.38
23370 - General Maintenance Worker	15.10
23380 - Ground Support Equipment Mechanic	22.48
23381 - Ground Support Equipment Servicer	18.79
23382 - Ground Support Equipment Worker	20.11
23391 - Gunsmith I	14.23
23392 - Gunsmith II	17.16
23393 - Gunsmith III	20.11
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.25
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.26
23430 - Heavy Equipment Mechanic	19.48
23440 - Heavy Equipment Operator	17.25
23460 - Instrument Mechanic	27.47
23465 - Laboratory/Shelter Mechanic	18.64
23470 - Laborer	10.90
23510 - Locksmith	18.64
23530 - Machinery Maintenance Mechanic	22.60
23550 - Machinist, Maintenance	21.25
23580 - Maintenance Trades Helper	12.56
23591 - Metrology Technician I	27.47
23592 - Metrology Technician II	29.34
23593 - Metrology Technician III	30.82
23640 - Millwright	20.11
23710 - Office Appliance Repairer	19.21
23760 - Painter, Maintenance	15.94
23790 - Pipefitter, Maintenance	22.03
23810 - Plumber, Maintenance	20.60
23820 - Pneudraulic Systems Mechanic	20.11
23850 - Rigger	20.11
23870 - Scale Mechanic	17.16
23890 - Sheet-Metal Worker, Maintenance	19.22
23910 - Small Engine Mechanic	15.07
23931 - Telecommunications Mechanic I	24.06

23932 - Telecommunications Mechanic II	25.71	
23950 - Telephone Lineman	21.26	
23960 - Welder, Combination, Maintenance		18.39
23965 - Well Driller	19.77	
23970 - Woodcraft Worker	20.11	
23980 - Woodworker	16.61	
24000 - Personal Needs Occupations		
24570 - Child Care Attendant	10.31	
24580 - Child Care Center Clerk	14.77	
24610 - Chore Aide	9.40	
24620 - Family Readiness And Support Services Coordinator		13.49
24630 - Homemaker	17.49	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	19.77	
25040 - Sewage Plant Operator	18.32	
25070 - Stationary Engineer	19.77	
25190 - Ventilation Equipment Tender	12.56	
25210 - Water Treatment Plant Operator	17.38	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	13.86	
27007 - Baggage Inspector	11.23	
27008 - Corrections Officer	15.36	
27010 - Court Security Officer	16.86	
27030 - Detection Dog Handler	13.16	
27040 - Detention Officer	15.36	
27070 - Firefighter	16.86	
27101 - Guard I	11.23	
27102 - Guard II	12.56	
27131 - Police Officer I	18.47	
27132 - Police Officer II	20.52	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	13.55	
28042 - Carnival Equipment Repairer	14.77	
28043 - Carnival Equipment Worker	9.34	
28210 - Gate Attendant/Gate Tender	13.59	
28310 - Lifeguard	11.34	
28350 - Park Attendant (Aide)	15.21	
28510 - Recreation Aide/Health Facility Attendant		11.10
28515 - Recreation Specialist	18.06	
28630 - Sports Official	12.11	
28690 - Swimming Pool Operator	18.36	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	20.42	
29020 - Hatch Tender	20.42	
29030 - Line Handler	20.42	
29041 - Stevedore I	19.04	
29042 - Stevedore II	22.17	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16	
30021 - Archeological Technician I	17.39	
30022 - Archeological Technician II	19.50	

30023 - Archeological Technician III	23.87
30030 - Cartographic Technician	24.17
30040 - Civil Engineering Technician	24.00
30061 - Drafter/CAD Operator I	17.39
30062 - Drafter/CAD Operator II	19.50
30063 - Drafter/CAD Operator III	21.75
30064 - Drafter/CAD Operator IV	25.91
30081 - Engineering Technician I	15.18
30082 - Engineering Technician II	17.03
30083 - Engineering Technician III	19.05
30084 - Engineering Technician IV	23.61
30085 - Engineering Technician V	28.88
30086 - Engineering Technician VI	34.94
30090 - Environmental Technician	20.36
30210 - Laboratory Technician	22.61
30240 - Mathematical Technician	24.17
30361 - Paralegal/Legal Assistant I	15.40
30362 - Paralegal/Legal Assistant II	19.08
30363 - Paralegal/Legal Assistant III	23.34
30364 - Paralegal/Legal Assistant IV	28.24
30390 - Photo-Optics Technician	24.17
30461 - Technical Writer I	21.22
30462 - Technical Writer II	25.96
30463 - Technical Writer III	31.40
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 21.75
30621 - Weather Observer, Senior	(see 2) 24.17
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	10.73
31030 - Bus Driver	17.17
31043 - Driver Courier	13.34
31260 - Parking and Lot Attendant	9.72
31290 - Shuttle Bus Driver	13.56
31310 - Taxi Driver	10.53
31361 - Truckdriver, Light	13.56
31362 - Truckdriver, Medium	16.66
31363 - Truckdriver, Heavy	18.93
31364 - Truckdriver, Tractor-Trailer	18.93
99000 - Miscellaneous Occupations	
99030 - Cashier	9.11
99050 - Desk Clerk	9.14
99095 - Embalmer	23.74
99251 - Laboratory Animal Caretaker I	11.13
99252 - Laboratory Animal Caretaker II	12.42
99310 - Mortician	23.75
99410 - Pest Controller	17.07
99510 - Photofinishing Worker	12.14
99710 - Recycling Laborer	12.03
99711 - Recycling Specialist	15.57

99730 - Refuse Collector	10.99
99810 - Sales Clerk	11.98
99820 - School Crossing Guard	10.28
99830 - Survey Party Chief	19.48
99831 - Surveying Aide	17.72
99832 - Surveying Technician	17.87
99840 - Vending Machine Attendant	11.72
99841 - Vending Machine Repairer	14.59
99842 - Vending Machine Repairer Helper	10.51

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.71 per hour or \$148.40 per week or \$643.07 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 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 NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) **COMPUTER EMPLOYEES:** Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND 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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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.

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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.

WD 94-0520 (Rev.-23) was first posted on www.wdol.gov on 06/19/2012

Health Physics Technician Services

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION

| WASHINGTON, D.C. 20210

|
Diane C. Koplewski Division of Wage | Wage Determination No: 1994-0520

Director Determinations | Revision No: 23

| Date Of Revision: 06/13/2012

State: Tennessee

Area: Tennessee Counties of Anderson, Blount, Campbell, Claiborne, Cumberland,
Fentress, Grainger, Hamblen, Jefferson, Knox, Loudon, Monroe, Morgan, Pickett,
Roane, Scott, Sevier, Union

Fringe Benefits Required Follow the Occupational Listing

Employed on contracts for Health Physics Technicians support services.

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
(not set) - Health Physics Technicians II	21.38	
(not set) - Health Physics Technicians III	25.40	
(not set) - Health Physics Technologist	33.29	
(not set) - Senior Health Physics Technicians	28.52	

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.71 per hour or \$148.40 per week or \$643.07 per 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 4174)

** 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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in

order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), 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.

**** OCCUPATIONS NOT INCLUDED IN THE SCA DIRECTORY OF OCCUPATIONS ****

Health Physics Technicians II

Under general supervision, obtains competent and reliable measurements of radioactive materials in both the working environment and internal workplace. Performs instrument standardization, radiological analyses of samples, and uses instruments to make radioactive measurements. Record data on measurement, performs mathematical calculations as necessary, evaluates results, and compares with standards. May recommend protective equipment and controls to appropriate personnel working with sources of radiation. May respond to any Emergency Radiation Safety Incident as a member of Radiation Safety Organization. Participate with supervision and/or research personnel in planning experiments/processes related to measurements of radioactive materials. May recommend to supervision plant areas to survey and provide feedback concerning schedule of activities planned. Monitors radiation levels in the environment and internal workplace to determine potential radiation hazards. Collects and processes operational or general samples in specific work areas to determine contaminated levels. Performs radiation surveys and notifies Health Physics supervision when excessive contamination levels are detected and recommends necessary corrective measures to reduce contamination level to acceptable

levels. Repeats survey either partially or completely to determine effectiveness of any corrective measure taken to ensure compliance with allowable limits. Collects data using personnel monitoring instruments and radiation protection instruments for analysis and inclusion in summary reports. Organizes data, prepares records, and notes trends. Complies and retains records concerning the calibration of personnel monitoring instruments. Reviews laboratory data for quality assurance purposes and reviews computerized personnel data. Prepare summary report listing findings for management review. Compiles and retains records concerning the calibration of personnel monitoring instruments, i.e., pocket dosimeters and other radiation instruments. Analyzes reports and documents related to specific phase of health physics programs to assure that job responsibilities are adequately covered. Reduces data to useful, presentable form, including tables and graphics. Determines invalid functioning of processes and programs and suggests probable cause of problems. Determines that analytical results are within prescribed limits and/or determines the cause of variations outside the limits. Outline action plans for further analysis and/or resolution of problems. Conducts investigation of cause and effect for any sample exceeding the guides, standards, and limits. Provides health physics advice as needed. Provides timely feedback to supervision about technical problems, data trends, and equipment problems. Participates in a limited capacity in the development and preparation of operating and standards for monitoring and sampling existing or modified controls and methods relating to radiological safety. May review, evaluate, and make recommendations on procedures that apply to group functions and responsibilities.

Health Physics Technicians III

Under general supervision, obtains competent and reliable measurements of radioactive materials in both the working environment and internal workplace. Performs instrument standardization, radiological analyses of samples, and uses instruments to make radioactive measurements. Records data on measurement, performs mathematical calculations as necessary, evaluates results, and compares with standards. May recommend protective equipment and controls to appropriate personnel working with sources of radiation. May respond to any Emergency Radiation Safety Incident as a member of Radiation Safety Organization. Participate with supervision and/or research personnel in planning experiments/processes related to measurements of radioactive materials. May recommend to supervision plant areas to survey and provide feedback concerning schedule of activities planned. Monitors radiation levels in the environment and internal workplace to determine potential radiation hazards. Collects and processes operational or general samples in specific work areas to determine contaminated levels. Performs radiation surveys and notifies Health Physics supervision when excessive contamination levels are detected and recommends necessary corrective measures to reduce contamination level to acceptable levels. Converts data to correct radiological quantities and units. Repeats survey either partially or completely to determine effectiveness of any corrective measure taken to ensure compliance with allowable limits. Collects data using personnel monitoring instruments and radiation protection instruments for analysis and inclusion in summary reports. Organizes data, prepares records, and notes trends. Compiles and retains records concerning the calibration of personnel monitoring instrument, i.e., pocket dosimeters, and other radiation instruments. prepares sample notices, records and maintains samples of demographic data. Reviews laboratory data for quality assurance purposes and reviews computerized personnel data. May prepare summary report listing findings for management review. Analysis of data is limited to comparison of routine

readings with pre-determined standards, and reporting those which exceed operational levels. Determines invalid functioning of processes and programs and suggests probable cause of problems. Determines that analytical results are within prescribed limits and/or determines the cause of variations outside the limits. Outline action plans for further analysis and/or resolution of problems. Conducts investigation of cause and effect for any sample exceeding the guides, standards, and limits. Provides health physics advice as needed. Provides timely feedback to supervision about technical problems, data trends, and equipment problems.

Health Physics Technologist

Under limited supervision, performs monitoring of special projects, work area, and items leaving radiological area for control of exposures from internal and external sources. Recommends appropriate personnel monitoring devices, protective equipment, and working time for operators and research personnel working with sources of radiation. Observes processes; reads, records, evaluates, and reports data from radiation detection devices and samples. May assist in the training of less experience technicians. Participates in the planning phase of experiments. May serve as a member of the Emergency Radiation Safety Incident Team. Participate considerably with supervision and /or research personnel in planning experiments related to measurements of radioactive materials. Recommend to supervision plant areas to survey and provide feedback concerning schedule of activities planned. Offers suggestions and ideas pertaining to experimental method and equipment used in performing study. Provides detailed information on individual responsibilities such as scheduling measurements or defining objectives. Monitors radiation levels in the environment and internal workplace to determine potential radiation hazards. Performs radiation surveys and notifies Health Physics supervision when excessive contamination levels are detected and recommends necessary corrective measures to reduce contamination level to acceptable level. Repeats survey either partially or completely to determine effectiveness of any corrective measure taken to ensure compliance with allowable limits. Collects data using personnel monitoring instruments and radiation protection instruments for analysis and inclusion summary reports. Organizes data, prepares records, and notes trends. Complies and retains records concerning the calibration of personnel monitoring instruments. Reviews laboratory data for quality assurance purposes and reviews computerized personnel data. Prepare summary report listing findings for management review. Complies and retains records concerning the calibration of personnel monitoring instruments, i.e., porker dosimeters and other radiation instruments. Analyzes reports and documents related to specific phase of health physics programs to assure that job responsibilities are adequately covered. Reduces data to a useful, presentable form, including tables and graphics. Determines invalid functioning of processes and programs and suggests probable cause of problems. Determines that analytical results are within prescribed limits. Outline action plans for further analysis and/or resolution of problems. Conducts investigation of cause and effect for any sample exceeding the guides, standards, and limits. Provides health physics advice as needed. Provides timely feedback to supervision about technical problems, data trends, and equipment problems. Participates in a limited capacity in the development and preparation of operating and standards for monitoring and sampling existing or modified controls and methods relating to radiological safety. May review, evaluate, and make recommendations on procedures that apply to group functions and responsibilities.

Senior Health Physics Technicians

Under general supervision, performs monitoring of special projects, work area, and items leaving radiological area for control of exposures from internal and external sources. Recommends appropriate personnel monitoring devices, protective equipment, and working time for operators and research personnel working with sources of radiation. Observes processes; reads, records, evaluates, and reports data from radiation detection devices and samples. May assist in the training of less experienced technicians. Participates in the planning phase of experiments. May serve as a member of the Emergency Radiation Safety Incident team. Participate with supervision and/or research personnel in planning experiments related to measurements of radioactive materials. Recommend to supervision plant areas to survey and provide feedback concerning schedule of activities planned. Offers suggestions and ideas pertaining to experimental method and equipment used in performing study. Provides detailed information on individual responsibilities such as scheduling measurements or defining objectives. Monitors radiation levels in the environment and internal workplace to determine potential radiation hazards. Performs radiation surveys and notifies Health Physics supervision when excessive contamination levels are detected and recommends necessary corrective measures to reduce contamination level to acceptable levels. Repeats survey either partially or completely to determine effectiveness of any corrective measure taken to ensure compliance with allowable limits. Collects data using personnel monitoring instruments and radiation protection instruments for analysis and inclusion in summary reports. Organizes data, prepares records, and notes trends. Compiles and retains records concerning the calibration of personnel monitoring instrument, i.e., pocket dosimeters, and other radiation instruments. Reviews laboratory data for quality assurance purposes and reviews computerized personnel data. Prepare summary report listing findings for management review. Compiles and retains records concerning the calibration of personnel monitoring instruments, i.e., pocket dosimeters and other radiation instruments. Analyzes reports and documents related to specific phase of health physics programs to assure that job responsibilities are adequately covered. Reduces data to a useful, presentable form, including tables and graphics. Determines invalid functioning of processes and programs and suggests probable cause of problems. Determines that analytical results are within prescribed limits and/or determines the cause of variations outside the limits. Outline action plans for further analysis and/or resolution of problems. Conducts investigation of cause and effect for any sample exceeding the guides, standards, and limits. Provides health physics advice as needed. Provides timely feedback to supervision about technical problems, data trends, and equipment problems. Participates in a limited capacity in the development and preparation of operating and standards for monitoring and sampling existing or modified controls and methods relating to radiological safety. May review, evaluate, and make recommendations on procedures that apply to group functions and responsibilities.

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2493
Diane C. Koplewski Division of | Revision No.: 17
Director Wage Determinations | Date Of Revision: 06/13/2012

State: Tennessee

Area: Tennessee Counties of Anderson, Blount, Campbell, Claiborne, Cumberland,
Fentress, Grainger, Hamblen, Jefferson, Knox, Loudon, Monroe, Morgan, Pickett,
Roane, Scott, Sevier, Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	13.03	
01012 - Accounting Clerk II	14.63	
01013 - Accounting Clerk III	16.36	
01020 - Administrative Assistant	20.11	
01040 - Court Reporter	16.87	
01051 - Data Entry Operator I	11.59	
01052 - Data Entry Operator II	13.19	
01060 - Dispatcher, Motor Vehicle	16.87	
01070 - Document Preparation Clerk	12.91	
01090 - Duplicating Machine Operator	12.91	
01111 - General Clerk I	11.31	
01112 - General Clerk II	12.58	
01113 - General Clerk III	14.12	
01120 - Housing Referral Assistant	19.92	
01141 - Messenger Courier	11.54	
01191 - Order Clerk I	11.86	
01192 - Order Clerk II	13.65	
01261 - Personnel Assistant (Employment) I	12.84	
01262 - Personnel Assistant (Employment) II	16.41	
01263 - Personnel Assistant (Employment) III	18.30	
01270 - Production Control Clerk	18.25	
01280 - Receptionist	11.72	
01290 - Rental Clerk	13.05	
01300 - Scheduler, Maintenance	16.31	
01311 - Secretary I	16.31	
01312 - Secretary II	18.10	
01313 - Secretary III	19.92	
01320 - Service Order Dispatcher	17.05	
01410 - Supply Technician	20.11	
01420 - Survey Worker	17.19	
01531 - Travel Clerk I	12.72	

01532 - Travel Clerk II	13.54
01533 - Travel Clerk III	14.58
01611 - Word Processor I	12.27
01612 - Word Processor II	13.62
01613 - Word Processor III	16.87
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.72
05010 - Automotive Electrician	16.03
05040 - Automotive Glass Installer	15.26
05070 - Automotive Worker	15.26
05110 - Mobile Equipment Servicer	13.68
05130 - Motor Equipment Metal Mechanic	16.78
05160 - Motor Equipment Metal Worker	15.26
05190 - Motor Vehicle Mechanic	16.55
05220 - Motor Vehicle Mechanic Helper	13.06
05250 - Motor Vehicle Upholstery Worker	14.47
05280 - Motor Vehicle Wrecker	15.26
05310 - Painter, Automotive	18.18
05340 - Radiator Repair Specialist	15.26
05370 - Tire Repairer	11.03
05400 - Transmission Repair Specialist	16.55
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.17
07041 - Cook I	10.08
07042 - Cook II	11.24
07070 - Dishwasher	8.55
07130 - Food Service Worker	9.61
07210 - Meat Cutter	13.97
07260 - Waiter/Waitress	7.86
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.03
09040 - Furniture Handler	11.85
09080 - Furniture Refinisher	17.03
09090 - Furniture Refinisher Helper	13.66
09110 - Furniture Repairer, Minor	15.32
09130 - Upholsterer	17.03
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.96
11060 - Elevator Operator	10.49
11090 - Gardener	13.21
11122 - Housekeeping Aide	10.49
11150 - Janitor	11.25
11210 - Laborer, Grounds Maintenance	10.88
11240 - Maid or Houseman	8.45
11260 - Pruner	10.69
11270 - Tractor Operator	13.81
11330 - Trail Maintenance Worker	10.88
11360 - Window Cleaner	12.03
12000 - Health Occupations	
12010 - Ambulance Driver	14.54
12011 - Breath Alcohol Technician	14.98
12012 - Certified Occupational Therapist Assistant	21.99
12015 - Certified Physical Therapist Assistant	20.94
12020 - Dental Assistant	15.28

12025 - Dental Hygienist	28.09	
12030 - EKG Technician	18.35	
12035 - Electroneurodiagnostic Technologist		18.35
12040 - Emergency Medical Technician		14.54
12071 - Licensed Practical Nurse I	14.14	
12072 - Licensed Practical Nurse II	15.82	
12073 - Licensed Practical Nurse III	17.64	
12100 - Medical Assistant	12.76	
12130 - Medical Laboratory Technician		14.52
12160 - Medical Record Clerk	11.72	
12190 - Medical Record Technician		14.89
12195 - Medical Transcriptionist	13.42	
12210 - Nuclear Medicine Technologist		25.05
12221 - Nursing Assistant I	9.62	
12222 - Nursing Assistant II	10.81	
12223 - Nursing Assistant III	11.80	
12224 - Nursing Assistant IV	13.24	
12235 - Optical Dispenser	14.65	
12236 - Optical Technician	13.21	
12250 - Pharmacy Technician	16.23	
12280 - Phlebotomist	13.24	
12305 - Radiologic Technologist	23.63	
12311 - Registered Nurse I	22.82	
12312 - Registered Nurse II	27.91	
12313 - Registered Nurse II, Specialist	27.91	
12314 - Registered Nurse III	31.51	
12315 - Registered Nurse III, Anesthetist	31.51	
12316 - Registered Nurse IV	37.40	
12317 - Scheduler (Drug and Alcohol Testing)		18.51
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	17.10	
13012 - Exhibits Specialist II	21.18	
13013 - Exhibits Specialist III	25.90	
13041 - Illustrator I	16.64	
13042 - Illustrator II	21.18	
13043 - Illustrator III	25.90	
13047 - Librarian	23.03	
13050 - Library Aide/Clerk	11.41	
13054 - Library Information Technology Systems Administrator		20.21
13058 - Library Technician	13.65	
13061 - Media Specialist I	13.27	
13062 - Media Specialist II	14.85	
13063 - Media Specialist III	16.63	
13071 - Photographer I	15.35	
13072 - Photographer II	17.17	
13073 - Photographer III	21.27	
13074 - Photographer IV	26.03	
13075 - Photographer V	31.48	
13110 - Video Teleconference Technician		16.55
14000 - Information Technology Occupations		
14041 - Computer Operator I	15.77	
14042 - Computer Operator II	17.64	
14043 - Computer Operator III	19.67	

14044 - Computer Operator IV	21.86	
14045 - Computer Operator V	24.20	
14071 - Computer Programmer I	22.54	
14072 - Computer Programmer II	25.40	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator	15.77	
14160 - Personal Computer Support Technician	21.86	
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.52	
15020 - Aircrew Training Devices Instructor (Rated)	34.53	
15030 - Air Crew Training Devices Instructor (Pilot)	37.97	
15050 - Computer Based Training Specialist / Instructor	28.52	
15060 - Educational Technologist	27.39	
15070 - Flight Instructor (Pilot)	37.97	
15080 - Graphic Artist	20.60	
15090 - Technical Instructor	19.44	
15095 - Technical Instructor/Course Developer	23.78	
15110 - Test Proctor	15.69	
15120 - Tutor	15.69	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	9.06	
16030 - Counter Attendant	9.06	
16040 - Dry Cleaner	11.68	
16070 - Finisher, Flatwork, Machine	9.06	
16090 - Presser, Hand	9.06	
16110 - Presser, Machine, Drycleaning	9.06	
16130 - Presser, Machine, Shirts	9.06	
16160 - Presser, Machine, Wearing Apparel, Laundry	9.06	
16190 - Sewing Machine Operator	12.50	
16220 - Tailor	13.31	
16250 - Washer, Machine	10.02	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)	18.19	
19040 - Tool And Die Maker	21.73	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	13.12	
21030 - Material Coordinator	18.25	
21040 - Material Expediter	18.25	
21050 - Material Handling Laborer	12.62	
21071 - Order Filler	11.31	
21080 - Production Line Worker (Food Processing)	13.12	
21110 - Shipping Packer	13.01	
21130 - Shipping/Receiving Clerk	13.01	
21140 - Store Worker I	11.64	
21150 - Stock Clerk	15.74	
21210 - Tools And Parts Attendant	13.12	
21410 - Warehouse Specialist	13.12	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	21.76	
23021 - Aircraft Mechanic I	20.73	

23022 - Aircraft Mechanic II	21.76
23023 - Aircraft Mechanic III	22.84
23040 - Aircraft Mechanic Helper	15.54
23050 - Aircraft, Painter	19.79
23060 - Aircraft Servicer	17.43
23080 - Aircraft Worker	18.43
23110 - Appliance Mechanic	17.46
23120 - Bicycle Repairer	12.77
23125 - Cable Splicer	22.18
23130 - Carpenter, Maintenance	16.19
23140 - Carpet Layer	16.89
23160 - Electrician, Maintenance	20.79
23181 - Electronics Technician Maintenance I	19.62
23182 - Electronics Technician Maintenance II	20.63
23183 - Electronics Technician Maintenance III	21.72
23260 - Fabric Worker	15.86
23290 - Fire Alarm System Mechanic	17.63
23310 - Fire Extinguisher Repairer	14.94
23311 - Fuel Distribution System Mechanic	21.26
23312 - Fuel Distribution System Operator	17.14
23370 - General Maintenance Worker	16.16
23380 - Ground Support Equipment Mechanic	20.73
23381 - Ground Support Equipment Servicer	17.43
23382 - Ground Support Equipment Worker	18.43
23391 - Gunsmith I	14.94
23392 - Gunsmith II	16.89
23393 - Gunsmith III	18.71
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.84
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.67
23430 - Heavy Equipment Mechanic	18.57
23440 - Heavy Equipment Operator	16.47
23460 - Instrument Mechanic	22.57
23465 - Laboratory/Shelter Mechanic	17.77
23470 - Laborer	12.10
23510 - Locksmith	17.77
23530 - Machinery Maintenance Mechanic	19.89
23550 - Machinist, Maintenance	19.55
23580 - Maintenance Trades Helper	13.60
23591 - Metrology Technician I	22.57
23592 - Metrology Technician II	23.62
23593 - Metrology Technician III	24.64
23640 - Millwright	19.19
23710 - Office Appliance Repairer	17.77
23760 - Painter, Maintenance	17.03
23790 - Pipefitter, Maintenance	18.64
23810 - Plumber, Maintenance	17.78
23820 - Pneudraulic Systems Mechanic	18.71
23850 - Rigger	18.71
23870 - Scale Mechanic	16.89
23890 - Sheet-Metal Worker, Maintenance	19.73
23910 - Small Engine Mechanic	16.18
23931 - Telecommunications Mechanic I	24.51

23932 - Telecommunications Mechanic II	25.71
23950 - Telephone Lineman	22.01
23960 - Welder, Combination, Maintenance	17.74
23965 - Well Driller	17.84
23970 - Woodcraft Worker	18.71
23980 - Woodworker	14.94
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.61
24580 - Child Care Center Clerk	11.97
24610 - Chore Aide	10.00
24620 - Family Readiness And Support Services Coordinator	12.40
24630 - Homemaker	14.87
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.32
25040 - Sewage Plant Operator	18.97
25070 - Stationary Engineer	23.32
25190 - Ventilation Equipment Tender	16.78
25210 - Water Treatment Plant Operator	19.10
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.85
27007 - Baggage Inspector	10.97
27008 - Corrections Officer	14.96
27010 - Court Security Officer	16.11
27030 - Detection Dog Handler	12.66
27040 - Detention Officer	14.96
27070 - Firefighter	17.33
27101 - Guard I	10.97
27102 - Guard II	12.66
27131 - Police Officer I	17.61
27132 - Police Officer II	19.56
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.86
28042 - Carnival Equipment Repairer	11.58
28043 - Carnival Equipment Worker	8.63
28210 - Gate Attendant/Gate Tender	13.05
28310 - Lifeguard	11.12
28350 - Park Attendant (Aide)	14.60
28510 - Recreation Aide/Health Facility Attendant	10.66
28515 - Recreation Specialist	16.58
28630 - Sports Official	11.63
28690 - Swimming Pool Operator	16.20
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.16
29020 - Hatch Tender	18.16
29030 - Line Handler	18.16
29041 - Stevedore I	17.22
29042 - Stevedore II	19.28
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	17.11
30022 - Archeological Technician II	17.39

30023 - Archeological Technician III	21.62
30030 - Cartographic Technician	23.50
30040 - Civil Engineering Technician	20.21
30061 - Drafter/CAD Operator I	15.66
30062 - Drafter/CAD Operator II	17.58
30063 - Drafter/CAD Operator III	21.02
30064 - Drafter/CAD Operator IV	26.04
30081 - Engineering Technician I	15.84
30082 - Engineering Technician II	17.79
30083 - Engineering Technician III	20.11
30084 - Engineering Technician IV	24.92
30085 - Engineering Technician V	30.15
30086 - Engineering Technician VI	36.50
30090 - Environmental Technician	27.69
30210 - Laboratory Technician	21.05
30240 - Mathematical Technician	21.56
30361 - Paralegal/Legal Assistant I	16.72
30362 - Paralegal/Legal Assistant II	20.02
30363 - Paralegal/Legal Assistant III	24.49
30364 - Paralegal/Legal Assistant IV	29.63
30390 - Photo-Optics Technician	22.28
30461 - Technical Writer I	19.92
30462 - Technical Writer II	24.36
30463 - Technical Writer III	29.48
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51
30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 21.02
30621 - Weather Observer, Senior	(see 2) 22.04
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	9.72
31030 - Bus Driver	13.65
31043 - Driver Courier	14.65
31260 - Parking and Lot Attendant	9.36
31290 - Shuttle Bus Driver	15.63
31310 - Taxi Driver	11.14
31361 - Truckdriver, Light	15.63
31362 - Truckdriver, Medium	16.51
31363 - Truckdriver, Heavy	18.00
31364 - Truckdriver, Tractor-Trailer	18.00
99000 - Miscellaneous Occupations	
99030 - Cashier	9.65
99050 - Desk Clerk	10.96
99095 - Embalmer	25.37
99251 - Laboratory Animal Caretaker I	11.14
99252 - Laboratory Animal Caretaker II	13.06
99310 - Mortician	25.37
99410 - Pest Controller	15.93
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	14.64
99711 - Recycling Specialist	17.31

99730 - Refuse Collector	13.25
99810 - Sales Clerk	11.51
99820 - School Crossing Guard	11.87
99830 - Survey Party Chief	18.72
99831 - Surveying Aide	12.40
99832 - Surveying Technician	17.02
99840 - Vending Machine Attendant	13.52
99841 - Vending Machine Repairer	16.05
99842 - Vending Machine Repairer Helper	13.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.71 per hour or \$148.40 per week or \$643.07 per 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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) **COMPUTER EMPLOYEES:** Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND 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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), 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.