

NOT SPECIFIED /OTHER

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE	PAGE OF PAGES
			1 2
2. AMENDMENT/MODIFICATION NO.	3. EFFECTIVE DATE	4. REQUISITION/PURCHASE REG NO.	5. PROJECT NO. (if applicable)
131	01/01/2010	10SC003084	
6. ISSUED BY	CODE	7. ADMINISTERED BY (if other than Item 6)	CODE
Oak Ridge U.S. Department of Energy P.O. Box 2001 Oak Ridge TN 37831	00518	Oak Ridge U.S. Department of Energy P.O. Box 2001 Oak Ridge TN 37831	00518
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code)		9A. AMENDMENT OF SOLICITATION NO.	
OAK RIDGE ASSOCIATED UNIVERSITIES, INC. P.O. BOX 117 OAK RIDGE TN 37830-6218		(x)	
		9B. DATED (SEE ITEM 11)	
		X 10A. MODIFICATION OF CONTRACT/ORDER NO. DE-AC05-06OR23100	
		10B. DATED (SEE ITEM 13) 12/21/2005	
CODE	FACILITY CODE		
041152224			

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)

None.

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).
X	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF: I.49. 52-222-41, I.105 970.5204-2, Mutual Agreement, & P.L. 95-91
	D. OTHER (Specify type of modification and authority)

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.)

Subj to Retent: N

The purpose of this modification is (1.) to revise Section J, Attachment D, DOE Directives (List B), and (2.) to revise Section J, Attachment E, U.S. Department of Labor Wage Determinations as required by the Service Contract Act.

Therefore, the contract is modified in the following particulars and no others:

- Requirements Change Notice. Delete Section J, Attachment D, DOE Directives (List B), Requirements Change Notice (RCN) ORAU-15 in its entirety and substitute the attached RCN ORAU-16 (Attachment 1 to this modification) in lieu thereof.

Continued ...

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)
Ivan A. Boatner, General Counsel	Mary L. Crow
15B. CONTRACTOR/OFFEROR	15C. DATE SIGNED
<i>I.A. Boatner</i> (Signature of person authorized to sign)	3/1/10
15D. UNITED STATES OF AMERICA	16C. DATE SIGNED
<i>Mary L. Crow</i> (Signature of Contracting Officer)	03/15/2010

NSN 7540-01-152-8070  
Previous edition unusable

STANDARD FORM 30 (REV. 10-83)  
Prescribed by GSA  
FAR (48 CFR) 53.243

<b>CONTINUATION SHEET</b>	REFERENCE NO. OF DOCUMENT BEING CONTINUED	PAGE	OF
	DE-AC05-06OR23100/131	2	2

NAME OF OFFEROR OR CONTRACTOR  
 OAK RIDGE ASSOCIATED UNIVERSITIES, INC.

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	2. Service Contract Act Wage Determinations. Effective 1 January 2010, delete Section J, Attachment E, U.S. Department of Labor Wage Determinations (Nos. 1994-0520, Revision 16; 2005-2055, Revision 4; 2005-2103, Revision 4; 2005-2247, Revision 4 2005-2361, Revision 5; and 2005-2493, Revision 6) in its entirety and substitute the attached U.S. Department of Labor Wage Determinations (Nos. 1994-0520, Revision 19; 2005-2055, Revision 10; 2005-2083, Revision 08; 2005-2103, Revision 08; 2005-2133, Revision 07; 2005-2247, Revision 09; 2005-2361, Revision 09; 2005-2493, Revision 12) (Attachment 2 to this modification) in lieu thereof. Period of Performance: 01/01/2006 to 12/31/2010				

DOE Form (04/1991)	No.: ORAU-16
<b>U.S. Department of Energy REQUIREMENTS CHANGE NOTICE</b>	
<b>PROJECT:</b> Contract Baseline Documentation	<b>LOCATION:</b> Oak Ridge, Tennessee
<b>CONTRACTOR:</b> Oak Ridge Associated Universities (ORAU)	
<b>CONTRACT NO.:</b> DE-AC05-06OR23100, I.105, Laws, Regulations, and DOE Directives, DEAR 970.5204-2	<b>DATE OF CONTRACT:</b> January 1, 2006
<p>This Requirements Change Notice (RCN) No. ORAU-16 incorporates into Section J, Attachment D, of Contract No. DE-AC05-06OR23100, the attached list of applicable documents which have been assessed against the terms and conditions of the subject contract in accordance with the above referenced clause. This is a complete numbered list of administrative requirements and a representation of environment, safety, and health (ES&amp;H) requirements. Information regarding ES&amp;H-related directives and their applicability can only be obtained from the WSS set. ES&amp;H-related directives in the WSS set are italicized in Section J, Attachment D. Changes to Section J, Attachment D, are indicated by bold type. Below is a list of the directives incorporated herein:</p> <p><b><u>ADDITIONS:</u></b>          DOE O 150.1          DOE M 205.1-5, Change 1          DOE M 205.1-6, Change 1          DOE M 205.1-8, Change 1          DOE O 410.2          DOE M 470.4-2A</p> <p><b><u>DELETIONS:</u></b>          DOE M 205.1-5          DOE M 205.1-6          DOE M 205.1-8          DOE M 470.4-2, Change 1          SEN-22-90</p>	
<i>B. a. mill</i>	<b>DATE:</b> 12/10/09

**OUTLINE OF CHANGES**

<b>REQUIRED COMPLIANCE DOCUMENT</b>	<b>DATE</b>	<b>TITLE</b>	<b>THROUGH CHANGE</b>	<b>AUTHORIZATION</b>
<b>DOE O 150.1</b> Addition	05/08/2008	CONTINUITY PROGRAMS		ORO ltr dtd 11/05/2009 ORAU ltr dtd 11/24/2009
<b>DOE M 205.1-5</b> Addition (Cancels DOE M 205.1-5)	08/12/2008	CYBER SECURITY PROCESS REQUIREMENTS MANUAL	<b>1</b> <b>09/01/2009</b>	ORO ltr dtd 10/19/2009 ORAU ltr dtd 10/13/2009
<b>DOE M 205.1-5</b> Deletion (Cancelled and replaced by DOE M 205.1-5, Change 1)	08/12/2008	CYBER SECURITY PROCESS REQUIREMENTS MANUAL		ORO ltr dtd 10/19/2009 ORAU ltr dtd 10/13/2009
<b>DOE M 205.1-6</b> Addition (Cancels DOE M 205.1-6)	12/23/2008	MEDIA SANITIZATION MANUAL	<b>1</b> <b>09/01/2009</b>	ORO ltr dtd 10/13/2009 ORAU ltr dtd 11/13/2009
<b>DOE M 205.1-6</b> Deletion (Cancelled and replaced by DOE M 205.1-6, Change 1)	12/23/2008	MEDIA SANITIZATION MANUAL		ORO ltr dtd 10/13/2009 ORAU ltr dtd 11/13/2009
<b>DOE M 205.1-8</b> Addition (Cancels DOE M 205.1-8)	01/08/2009	CYBER SECURITY INCIDENT MANAGEMENT MANUAL	<b>1</b> <b>09/01/2009</b>	ORO ltr dtd 10/13/2009 ORAU ltr dtd 11/13/2009
<b>DOE M 205.1-8</b> Deletion (Cancelled and replaced by DOE M 205.1-8, Change 1)	01/08/2009	CYBER SECURITY INCIDENT MANAGEMENT MANUAL		ORO ltr dtd 10/13/2009 ORAU ltr dtd 11/13/2009
<b>DOE O 410.2</b> Addition	08/17/2009	MANAGEMENT OF NUCLEAR MATERIALS		ORO ltr dtd 09/16/2009 ORAU ltr dtd 09/28/2009
<b>DOE M 470.4-2A</b> Addition (Cancels and replaces DOE M 470.4-2, Change 1)	07/23/2009	PHYSICAL PROTECTION		ORO ltr dtd 08/24/2009 ORAU ltr dtd 09/16/2009

## OUTLINE OF CHANGES

RCN No. ORAU-16  
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REQUIRED COMPLIANCE DOCUMENT	DATE	TITLE	THROUGH CHANGE	AUTHORIZATION
<b>DOE M 470.4-2</b> Deletion (Cancelled and replaced by DOE M 470.4-2A)	08/26/2005	PHYSICAL PROTECTION MANUAL	<b>1</b> <b>03/07/2006</b>	ORO ltr dtd 08/24/2009 ORAU ltr dtd 09/16/2009
<b>SEN-22-90</b> Deletion (Cancelled by DOE N 251.78)	05/05/1990	DOE POLICY ON SIGNATURES OF RCRA PERMIT APPLICATION		ORO ltr dtd 11/27/2009

**BASELINE LIST OF  
REQUIRED COMPLIANCE DOCUMENTS**

**List B - List of Applicable Directives**

<b>DOE DIRECTIVES</b>				
DOE directives may be found at the following Internet address: <a href="http://www.directives.doe.gov/">http://www.directives.doe.gov/</a>				
REQUIRED COMPLIANCE DOCUMENT	DATE	TITLE	THROUGH CHANGE	NOTES AND COMMENTS
DOE O 110.3A	01/25/2007	CONFERENCE MANAGEMENT		
DOE O 130.1	09/29/1995	BUDGET FORMULATION PROCESS		Expiration date extended to 05/01/2003 by DOE N 251.45.
DOE O 137.1A	08/30/1999	PLAN FOR OPERATING IN THE EVENT OF A LAPSE IN APPROPRIATIONS		
DOE P 141.2	05/02/2003	PUBLIC PARTICIPATION AND COMMUNITY RELATIONS		
DOE O 142.1	01/13/2004	CLASSIFIED VISITS INVOLVING FOREIGN NATIONALS		
DOE O 142.3	06/18/2004	UNCLASSIFIED FOREIGN VISITS AND ASSIGNMENTS PROGRAM	1 02/28/2008	
<b>DOE O 150.1</b>	<b>05/08/2008</b>	<b>CONTINUITY PROGRAMS</b>		
<b>Compliance: Implementation plan due 03/05/2010.</b>				
DOE O 151.1C	11/02/2005	COMPREHENSIVE EMERGENCY MANAGEMENT SYSTEM		
DOE O 153.1	06/27/2007	DEPARTMENTAL RADIOLOGICAL EMERGENCY RESPONSE ASSETS		Footnote (4)
DOE N 153.2	08/11/2003	CONNECTIVITY TO NATIONAL ATMOSPHERIC RELEASE ADVISORY CENTER (NARAC)		Footnote (2)
DOE O 200.1A	12/23/2008	INFORMATION TECHNOLOGY MANAGEMENT		

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REQUIRED COMPLIANCE DOCUMENT	DATE	TITLE	THROUGH CHANGE	NOTES AND COMMENTS
DOE M 200.1-1	03/10/1997	TELECOMMUNICATIONS SECURITY MANUAL (OFFICIAL USE ONLY)		
DOE N 203.1	10/02/2000	SOFTWARE QUALITY ASSURANCE		Expiration date extended to 12/31/2001 by DOE N 251.40.
DOE O 205.1A	12/04/2006	DEPARTMENT OF ENERGY CYBER SECURITY MANAGEMENT		
DOE M 205.1-4	03/08/2007	NATIONAL SECURITY SYSTEM MANUAL		
DOE M 205.1-5	08/12/2008	CYBER SECURITY PROCESS REQUIREMENTS MANUAL	<b>1</b> <b>09/01/2009</b>	
DOE M 205.1-6	12/23/2008	MEDIA SANITIZATION MANUAL	<b>1</b> <b>09/01/2009</b>	
DOE M 205.1-7	01/05/2009	SECURITY CONTROLS FOR UNCLASSIFIED INFORMATION SYSTEMS MANUAL		
Compliance: Implementation plan approved 07/10/2009.				
DOE M 205.1-8	01/08/2009	CYBER SECURITY INCIDENT MANAGEMENT MANUAL	<b>1</b> <b>09/01/2009</b>	
DOE N 205.2	11/01/1999	FOREIGN NATIONAL ACCESS TO DOE CYBER SYSTEMS		Expiration date extended to 09/30/2006 by DOE N 205.16.
DOE N 205.3	11/23/1999	PASSWORD GENERATION, PROTECTION, AND USE		Expiration date extended to 09/30/2006 by DOE N 205.16.

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REQUIRED COMPLIANCE DOCUMENT	DATE	TITLE	THROUGH CHANGE	NOTES AND COMMENTS
DOE N 205.8	02/11/2004	CYBER SECURITY REQUIREMENTS FOR WIRELESS DEVICES AND INFORMATION SYSTEMS		Expiration date extended to 03/18/2006 by DOE N 205.15.
DOE N 205.9	02/19/2004	CERTIFICATION AND ACCREDITATION PROCESS FOR INFORMATION SYSTEMS INCLUDING NATIONAL SECURITY SYSTEMS		Expiration date extended to 03/18/2006 by DOE N 205.15.
DOE N 205.10	02/19/2004	CYBER SECURITY REQUIREMENTS FOR RISK MANAGEMENT		Expiration date extended to 03/18/2006 by DOE N 205.15.
DOE N 205.11	02/19/2004	SECURITY REQUIREMENTS FOR REMOTE ACCESS TO DOE AND APPLICABLE CONTRACTOR INFORMATION TECHNOLOGY SYSTEMS		Expiration date extended to 03/18/2006 by DOE N 205.15.
DOE O 206.1	01/16/2009	DEPARTMENT OF ENERGY PRIVACY PROGRAM		
DOE N 206.4	06/29/2007	PERSONAL IDENTITY VERIFICATION		Expiration date extended to 06/29/2009 by DOE N 251.74.
DOE O 210.2	06/12/2006	DOE CORPORATE OPERATING EXPERIENCE PROGRAM		
DOE O 221.1A	04/19/2008	REPORTING FRAUD, WASTE, AND ABUSE TO THE OFFICE OF INSPECTOR GENERAL		
DOE O 221.2A	02/25/2008	COOPERATION WITH THE OFFICE OF INSPECTOR GENERAL		



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REQUIRED COMPLIANCE DOCUMENT	DATE	TITLE	THROUGH CHANGE	NOTES AND COMMENTS
DOE O 221.3	12/17/2001	ESTABLISHMENT OF MANAGEMENT DECISIONS ON OFFICE OF INSPECTOR GENERAL REPORTS		
DOE O 225.1A	11/26/1997	ACCIDENT INVESTIGATIONS		
DOE O 226.1A	07/31/2007	IMPLEMENTATION OF DEPARTMENT OF ENERGY OVERSIGHT POLICY		
DOE P 226.1A	05/25/2007	DEPARTMENT OF ENERGY OVERSIGHT POLICY		
DOE O 231.1A	08/19/2003	ENVIRONMENT, SAFETY AND HEALTH REPORTING		
DOE M 231.1-1A	03/19/2004	ENVIRONMENT, SAFETY AND HEALTH REPORTING MANUAL	2 06/12/2007	
DOE M 231.1-2	08/19/2003	OCCURRENCE REPORTING AND PROCESSING OF OPERATIONS INFORMATION		
DOE N 234.1	02/27/2008	REPORTING OF RADIOACTIVE SEALED SOURCES		Expiration date extended to 02/27/2010 by DOE N 251.76.
DOE O 241.1A	04/09/2001	SCIENTIFIC AND TECHNICAL INFORMATION MANAGEMENT	1 10/04/2003	
DOE O 243.1	02/03/2006	RECORDS MANAGEMENT PROGRAM		
DOE O 243.2	02/02/2006	VITAL RECORDS		
DOE O 252.1	11/19/1999	TECHNICAL STANDARDS PROGRAM		

**ATTACHMENT D**

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REQUIRED COMPLIANCE DOCUMENT	DATE	TITLE	THROUGH CHANGE	NOTES AND COMMENTS
DOE O 350.1	09/30/1996	CONTRACTOR HUMAN RESOURCE MANAGEMENT PROGRAMS	1 05/08/1998	
<b>DOE O 410.2</b>	<b>08/17/2009</b>	<b>MANAGEMENT OF NUCLEAR MATERIALS</b>		<b>Footnote (2)</b>
DOE O 412.1	04/20/1999	WORK AUTHORIZATION SYSTEM		
DOE O 413.1B	10/28/2008	INTERNAL CONTROL PROGRAM	1	Footnote (4)
DOE P 413.2	01/07/2004	VALUE ENGINEERING		
DOE O 413.3A	07/28/2006	PROGRAM AND PROJECT MANAGEMENT FOR THE ACQUISITION OF CAPITAL ASSETS	1 11/17/2008	Footnote (2)
<i>DOE O 414.1C</i>	<i>06/17/2005</i>	<i>QUALITY ASSURANCE</i>		<i>ES&amp;H-related directive included in WSS. See Footnote (3).</i>
<i>DOE O 420.1B</i>	<i>12/22/2005</i>	<i>FACILITY SAFETY</i>		<i>ES&amp;H-related directive included in WSS. See Footnote (3).</i>
DOE O 430.1B	09/24/2003	REAL PROPERTY ASSET MANAGEMENT	1 02/08/2008	
DOE O 430.2B	02/27/2008	DEPARTMENTAL ENERGY, RENEWABLE ENERGY AND TRANSPORTATION MANAGEMENT		
<i>DOE O 435.1</i>	<i>07/09/1999</i>	<i>RADIOACTIVE WASTE MANAGEMENT</i>	<i>1</i> <i>08/28/2001</i>	<i>ES&amp;H-related directive included in WSS. See Footnote (3).</i>

**ATTACHMENT D**

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REQUIRED COMPLIANCE DOCUMENT	DATE	TITLE	THROUGH CHANGE	NOTES AND COMMENTS
<i>DOE M 435.1-1</i>	<i>07/09/1999</i>	<i>RADIOACTIVE WASTE MANAGEMENT MANUAL</i>	<i>1 06/19/2001</i>	<i>ES&amp;H-related directive included in WSS. See Footnote (3).</i>
<i>DOE M 440.1-1A</i>	<i>01/09/2006</i>	<i>DOE EXPLOSIVES SAFETY MANUAL</i>		<i>ES&amp;H-related directive included in WSS. See Footnote (3).</i>
DOE O 440.2B	11/27/2002	AVIATION MANAGEMENT AND SAFETY	1 11/19/2006	
DOE O 442.1A	06/06/2001	DEPARTMENT OF ENERGY EMPLOYEE CONCERNS PROGRAM		
DOE P 442.1	11/16/2006	DIFFERING PROFESSIONAL OPINIONS ON TECHNICAL ISSUES RELATED TO ENVIRONMENT, SAFETY, AND HEALTH		
DOE M 442.1-1	11/16/2006	DIFFERING PROFESSIONAL OPINIONS MANUAL FOR TECHNICAL ISSUES INVOLVING ENVIRONMENT, SAFETY, AND HEALTH		
DOE O 443.1A	12/20/2007	PROTECTION OF HUMAN SUBJECTS		
<i>DOE O 450.1A</i>	<i>06/04/2008</i>	<i>ENVIRONMENTAL PROTECTION PROGRAM</i>		<i>ES&amp;H-related directive included in WSS. See Footnote (3).</i>
DOE M 450.4-1	11/01/2006	INTEGRATED SAFETY MANAGEMENT SYSTEM MANUAL		
DOE P 450.7	08/02/2004	DEPARTMENT OF ENERGY ENVIRONMENT, SAFETY AND HEALTH (ES&H) GOALS		

**ATTACHMENT D**

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REQUIRED COMPLIANCE DOCUMENT	DATE	TITLE	THROUGH CHANGE	NOTES AND COMMENTS
DOE O 451.1B	10/26/2000	NATIONAL ENVIRONMENTAL POLICY ACT COMPLIANCE PROGRAM	1 09/28/2001	ES&H-related directive included in WSS. See Footnote (3).
DOE M 452.4-1A	03/11/2004	PROTECTION OF USE CONTROL VULNERABILITIES AND DESIGNS		
DOE O 460.1B	04/04/2003	PACKAGING AND TRANSPORTATION SAFETY		
DOE O 460.2A	12/22/2004	DEPARTMENTAL MATERIALS TRANSPORTATION AND PACKAGING MANAGEMENT		
DOE M 460.2-1A	06/04/2008	RADIOACTIVE MATERIAL TRANSPORTATION PRACTICES MANUAL FOR USE WITH DOE O 460.2A		Footnote (2)
DOE P 470.1	05/08/2001	INTEGRATED SAFEGUARDS AND SECURITY MANAGEMENT (ISSM) POLICY		
DOE N 470.2	12/15/2000	REPORTING UNOFFICIAL FOREIGN TRAVEL		Expiration date extended to 12/31/2001 by DOE N 251.40.
DOE O 470.2B	10/31/2002	INDEPENDENT OVERSIGHT AND PERFORMANCE ASSURANCE PROGRAM		
DOE O 470.3B	08/12/2008	GRADED SECURITY PROTECTION (GSP) POLICY		
DOE M 470.4-1	08/26/2005	SAFEGUARDS AND SECURITY PROGRAM PLANNING AND MANAGEMENT	1 03/07/2006	

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REQUIRED COMPLIANCE DOCUMENT	DATE	TITLE	THROUGH CHANGE	NOTES AND COMMENTS
DOE M 470.4-2A	07/23/2009	PHYSICAL PROTECTION		
DOE M 470.4-4A	01/16/2009	INFORMATION SECURITY MANUAL		
DOE M 470.4-5	08/26/2005	PERSONNEL SECURITY		
DOE M 470.4-6	08/26/2005	NUCLEAR MATERIAL CONTROL AND ACCOUNTABILITY	1 08/14/2006	
DOE O 471.3	04/09/2003	IDENTIFYING AND PROTECTING OFFICIAL USE ONLY INFORMATION		
DOE M 471.3-1	04/09/2003	MANUAL FOR IDENTIFYING AND PROTECTING OFFICIAL USE ONLY INFORMATION		
DOE O 475.1	12/10/2004	COUNTERINTELLIGENCE PROGRAM		
DOE M 475.1-1B	08/28/2007	MANUAL FOR IDENTIFYING CLASSIFIED INFORMATION		
DOE O 475.2	08/28/2007	IDENTIFYING CLASSIFIED INFORMATION		
DOE O 481.1B	09/28/2001	WORK FOR OTHERS (NON-DEPARTMENT OF ENERGY FUNDED WORK)		
DOE M 481.1-1A	01/03/2001	REIMBURSABLE WORK FOR NON-FEDERAL SPONSORS PROCESS MANUAL	1 09/28/2001	
DOE O 484.1	08/17/2006	REIMBURSABLE WORK FOR THE DEPARTMENT OF HOMELAND SECURITY		

**ATTACHMENT D**

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<b>DOE DIRECTIVES</b> DOE directives may be found at the following Internet address: <a href="http://www.directives.doe.gov/">http://www.directives.doe.gov/</a>				
REQUIRED COMPLIANCE DOCUMENT	DATE	TITLE	THROUGH CHANGE	NOTES AND COMMENTS
DOE O 522.1	11/03/2004	PRICING OF DEPARTMENTAL MATERIALS AND SERVICES		
DOE O 534.1B	01/06/2003	ACCOUNTING		
DOE O 551.1C	06/24/2008	OFFICIAL FOREIGN TRAVEL		
DOE M 573.1-1	07/12/2000	MAIL SERVICES USER'S MANUAL		
DOE O 580.1	12/07/2005	DEPARTMENT OF ENERGY PERSONAL PROPERTY MANAGEMENT PROGRAM	1 05/08/2008	
DOE 1340.1B	01/07/1993	MANAGEMENT OF PUBLIC COMMUNICATIONS PUBLICATIONS AND SCIENTIFIC, TECHNICAL, AND ENGINEERING PUBLICATIONS		
DOE 1450.4	11/12/1992	CONSENSUAL LISTENING-IN TO OR RECORDING TELEPHONE/RADIO CONVERSATIONS		
DOE 2340.1C	06/08/1992	COORDINATION OF GENERAL ACCOUNTING OFFICE ACTIVITIES		
DOE 5400.5	02/08/1990	RADIATION PROTECTION OF THE PUBLIC AND THE ENVIRONMENT	2 01/07/1993	<i>ES&amp;H-related directive included in WSS. See Footnote (3).</i>

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<p align="center"><b>WORK SMART STANDARDS (WSS) SET</b>                      WSS Set may be found at:  <a href="http://www.ornl.gov/orise/wss.htm">http://www.ornl.gov/orise/wss.htm</a></p>				
REQUIRED COMPLIANCE DOCUMENT	DATE	TITLE	THROUGH REVISION	NOTES AND COMMENTS
WSS Set	12/13/1999	OAK RIDGE INSTITUTE FOR SCIENCE AND EDUCATION (ORISE) WORK SMART STANDARDS SET	35 02/18/2009	

**FOOTNOTES:**

- (1) This document is not directly applicable to the Contractor; it is included in the list of applicable documents because the Contractor must provide certain information or input to DOE in order for DOE to comply with requirements specified in the document.
- (2) The Contractor does not perform activities which fall within the scope of this directive at this time. If these activities are conducted at some future date, the requirements contained in this document will be applicable to the Contractor and programs to implement the requirements of this document will be established when and if such activities are to be initiated.
- (3) This document is ES&H-related and appears on the current Work Smart Standards Set. In an S/RID or WSS Set, the document may be referenced in its entirety or only certain chapters, paragraphs, or sections.
- (4) The requirements of this document are applicable; however, specific additional clarification or guidance is required from DOE before such requirements can be implemented in full as indicated in written requests for direction from the Contractor.

WD 94-0520 (Rev.-19) was first posted on www.wdol.gov on 11/24/2009  
Health Physics Technician Services

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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

Shirley F. Ebbesen | Division of Wage | Wage Determination No: 1994-0520  
Director | Determinations | Revision No: 19  
Date Of Revision: 11/13/2009

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State: Tennessee  
Area: Tennessee Counties of Anderson, Blount, Campbell, Claiborne, Cumberland,  
Fentress, Grainger, Hamblen, Jefferson, Knox, Loudon, Monroe, Morgan, Pickett,  
Roane, Scott, Sevier, Union  
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\*\*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		19.44
(not set) - Health Physics Technicians III		24.09
(not set) - Health Physics Technologist		30.26
(not set) - Senior Health Physics Technicians		28.93

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.35 per hour or \$134.00 per week or \$580.66 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 link 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 in summary reports. Organizes data, prepares records, and notes trends. Compiles 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 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.

Page 1 of 10

WD 05-2055 (Rev.-10) was first posted on www.wdol.gov on 05/26/2009

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Shirley F. Ebbesen Division of  
Director Wage Determinations

Wage Determination No.: 2005-2055  
Revision No.: 10  
Date Of Revision: 05/26/2009

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		16.41
01012 - Accounting Clerk II		18.43
01013 - Accounting Clerk III		20.61
01020 - Administrative Assistant		25.83
01040 - Court Reporter		20.96
01051 - Data Entry Operator I		14.85
01052 - Data Entry Operator II		16.20
01060 - Dispatcher, Motor Vehicle		18.16
01070 - Document Preparation Clerk		14.72
01090 - Duplicating Machine Operator		14.72
01111 - General Clerk I		13.01
01112 - General Clerk II		14.20
01113 - General Clerk III		17.70
01120 - Housing Referral Assistant		22.39
01141 - Messenger Courier		11.75
01191 - Order Clerk I		13.88
01192 - Order Clerk II		15.17
01261 - Personnel Assistant (Employment) I		17.12
01262 - Personnel Assistant (Employment) II		19.16
01263 - Personnel Assistant (Employment) III		21.35
01270 - Production Control Clerk		20.91
01280 - Receptionist		14.72
01290 - Rental Clerk		16.09
01300 - Scheduler, Maintenance		17.83
01311 - Secretary I		17.83
01312 - Secretary II		18.96
01313 - Secretary III		22.39
01320 - Service Order Dispatcher		16.72
01410 - Supply Technician		25.83
01420 - Survey Worker		18.76
01531 - Travel Clerk I		13.59
01532 - Travel Clerk II		14.63
01533 - Travel Clerk III		15.72
01611 - Word Processor I		14.38
01612 - Word Processor II		16.09
01613 - Word Processor III		18.76
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.36
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	16.67
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	15.37
07041 - Cook I	13.53
07042 - Cook II	15.15
07070 - Dishwasher	10.27
07130 - Food Service Worker	10.27
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	11.11
11060 - Elevator Operator	11.37
11090 - Gardener	14.88
11122 - Housekeeping Aide	13.76
11150 - Janitor	14.69
11210 - Laborer, Grounds Maintenance	12.18
11240 - Maid or Houseman	10.34
11260 - Pruner	12.10
11270 - Tractor Operator	13.97
11330 - Trail Maintenance Worker	12.16
11360 - Window Cleaner	14.40
12000 - Health Occupations	
12010 - Ambulance Driver	17.11
12011 - Breath Alcohol Technician	17.11
12012 - Certified Occupational Therapist Assistant	25.43
12015 - Certified Physical Therapist Assistant	25.03
12020 - Dental Assistant	17.59
12025 - Dental Hygienist	41.99
12030 - EKG Technician	23.99
12035 - Electroneurodiagnostic Technologist	23.99
12040 - Emergency Medical Technician	15.55
12071 - Licensed Practical Nurse I	20.89
12072 - Licensed Practical Nurse II	23.36
12073 - Licensed Practical Nurse III	26.05
12100 - Medical Assistant	14.18
12130 - Medical Laboratory Technician	16.93
12160 - Medical Record Clerk	16.24
12190 - Medical Record Technician	18.16
12195 - Medical Transcriptionist	18.57
12210 - Nuclear Medicine Technologist	41.64
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	14.32
12250 - Pharmacy Technician	17.84
12280 - Phlebotomist	17.44
12305 - Radiologic Technologist	29.57
12311 - Registered Nurse I	38.38
12312 - Registered Nurse II	46.97
12313 - Registered Nurse II, Specialist	46.97
12314 - Registered Nurse III	56.81
12315 - Registered Nurse III, Anesthetist	56.81
12316 - Registered Nurse IV	64.37
12317 - Scheduler (Drug and Alcohol Testing)	26.71
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.46
13012 - Exhibits Specialist II	26.59
13013 - Exhibits Specialist III	33.56
13041 - Illustrator I	22.58
13042 - Illustrator II	27.96
13043 - Illustrator III	34.21
13047 - Librarian	28.57
13050 - Library Aide/Clerk	14.59
13054 - Library Information Technology Systems Administrator	25.79
13058 - Library Technician	16.42
13061 - Media Specialist I	18.62
13062 - Media Specialist II	20.83
13063 - Media Specialist III	23.21
13071 - Photographer I	16.25
13072 - Photographer II	19.44
13073 - Photographer III	25.92
13074 - Photographer IV	33.56
13075 - Photographer V	38.62
13110 - Video Teleconference Technician	20.26
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.25
14042 - Computer Operator II	18.48
14043 - Computer Operator III	20.59
14044 - Computer Operator IV	22.88
14045 - Computer Operator V	25.35
14071 - Computer Programmer I	(see 1) 21.96
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	16.92
14160 - Personal Computer Support Technician	22.88
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.10
15020 - Aircrew Training Devices Instructor (Rated)	39.83
15030 - Air Crew Training Devices Instructor (Pilot)	48.17
15050 - Computer Based Training Specialist / Instructor	33.10
15060 - Educational Technologist	33.68
15070 - Flight Instructor (Pilot)	48.17
15080 - Graphic Artist	24.56
15090 - Technical Instructor	21.26
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	9.56
16030 - Counter Attendant	9.56
16040 - Dry Cleaner	12.83
16070 - Finisher, Flatwork, Machine	9.56
16090 - Presser, Hand	9.56
16110 - Presser, Machine, Drycleaning	9.56
16130 - Presser, Machine, Shirts	9.56
16160 - Presser, Machine, Wearing Apparel, Laundry	9.56
16190 - Sewing Machine Operator	13.93
16220 - Tailor	16.02
16250 - Washer, Machine	10.63
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.42
19040 - Tool And Die Maker	21.89
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.47
21030 - Material Coordinator	20.93
21040 - Material Expediter	20.93
21050 - Material Handling Laborer	13.82
21071 - Order Filler	15.43
21080 - Production Line Worker (Food Processing)	17.47
21110 - Shipping Packer	14.55
21130 - Shipping/Receiving Clerk	14.55
21140 - Store Worker I	12.36
21150 - Stock Clerk	16.82
21210 - Tools And Parts Attendant	17.47
21410 - Warehouse Specialist	17.47
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.05
23021 - Aircraft Mechanic I	25.56
23022 - Aircraft Mechanic II	27.04
23023 - Aircraft Mechanic III	28.52
23040 - Aircraft Mechanic Helper	18.18
23050 - Aircraft, Painter	25.14
23060 - Aircraft Servicer	21.13
23080 - Aircraft Worker	22.62
23110 - Appliance Mechanic	21.79
23120 - Bicycle Repairer	14.98
23125 - Cable Splicer	28.41
23130 - Carpenter, Maintenance	22.56
23140 - Carpet Layer	21.75
23160 - Electrician, Maintenance	23.81
23181 - Electronics Technician Maintenance I	22.72
23182 - Electronics Technician Maintenance II	23.94
23183 - Electronics Technician Maintenance III	28.78
23260 - Fabric Worker	18.94
23290 - Fire Alarm System Mechanic	22.29
23310 - Fire Extinguisher Repairer	17.62
23311 - Fuel Distribution System Mechanic	22.71
23312 - Fuel Distribution System Operator	17.63
23370 - General Maintenance Worker	20.27
23380 - Ground Support Equipment Mechanic	25.56
23381 - Ground Support Equipment Servicer	21.13
23382 - Ground Support Equipment Worker	22.62
23391 - Gunsmith I	17.62
23392 - Gunsmith II	20.27
23393 - Gunsmith III	22.92
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.54

23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.90
23430 - Heavy Equipment Mechanic	22.77
23440 - Heavy Equipment Operator	28.67
23460 - Instrument Mechanic	28.78
23465 - Laboratory/Shelter Mechanic	21.59
23470 - Laborer	15.13
23510 - Locksmith	20.24
23530 - Machinery Maintenance Mechanic	26.16
23550 - Machinist, Maintenance	21.00
23580 - Maintenance Trades Helper	15.86
23591 - Metrology Technician I	26.70
23592 - Metrology Technician II	28.25
23593 - Metrology Technician III	29.70
23640 - Millwright	27.81
23710 - Office Appliance Repairer	20.46
23760 - Painter, Maintenance	20.22
23790 - Pipefitter, Maintenance	23.36
23810 - Plumber, Maintenance	22.19
23820 - Pneudraulic Systems Mechanic	22.92
23850 - Rigger	22.92
23870 - Scale Mechanic	20.27
23890 - Sheet-Metal Worker, Maintenance	26.08
23910 - Small Engine Mechanic	20.27
23931 - Telecommunications Mechanic I	24.52
23932 - Telecommunications Mechanic II	25.94
23950 - Telephone Linesman	23.20
23960 - Welder, Combination, Maintenance	22.92
23965 - Well Driller	22.92
23970 - Woodcraft Worker	22.92
23980 - Woodworker	17.62
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.80
24580 - Child Care Center Clerk	15.96
24610 - Chore Aide	10.71
24620 - Family Readiness And Support Services Coordinator	15.29
24630 - Homemaker	17.70
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.86
25040 - Sewage Plant Operator	25.05
25070 - Stationary Engineer	24.86
25190 - Ventilation Equipment Tender	17.67
25210 - Water Treatment Plant Operator	25.05
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.64
27007 - Baggage Inspector	15.69
27008 - Corrections Officer	26.92
27010 - Court Security Officer	26.50
27030 - Detection Dog Handler	21.22
27040 - Detention Officer	26.92
27070 - Firefighter	24.10
27101 - Guard I	15.69
27102 - Guard II	21.22
27131 - Police Officer I	31.34
27132 - Police Officer II	34.84
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	13.24

28310 - Lifeguard	11.79
28350 - Park Attendant (Aide)	14.81
28510 - Recreation Aide/Health Facility Attendant	10.80
28515 - Recreation Specialist	17.70
28630 - Sports Official	11.79
28690 - Swimming Pool Operator	16.90
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.47
29020 - Hatch Tender	27.47
29030 - Line Handler	27.47
29041 - Stevedore I	25.68
29042 - Stevedore II	29.27
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HEO) (see 2)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.50
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	26.06
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	16.49
30082 - Engineering Technician II	18.54
30083 - Engineering Technician III	20.71
30084 - Engineering Technician IV	25.65
30085 - Engineering Technician V	32.09
30086 - Engineering Technician VI	38.82
30090 - Environmental Technician	22.99
30210 - Laboratory Technician	19.51
30240 - Mathematical Technician	28.16
30361 - Paralegal/Legal Assistant I	18.92
30362 - Paralegal/Legal Assistant II	22.59
30363 - Paralegal/Legal Assistant III	27.63
30364 - Paralegal/Legal Assistant IV	33.42
30390 - Photo-Optics Technician	28.16
30461 - Technical Writer I	24.26
30462 - Technical Writer II	29.69
30463 - Technical Writer III	35.91
30491 - Unexploded Ordnance (UXO) Technician I	23.85
30492 - Unexploded Ordnance (UXO) Technician II	28.85
30493 - Unexploded Ordnance (UXO) Technician III	34.58
30494 - Unexploded (UXO) Safety Escort	23.85
30495 - Unexploded (UXO) Sweep Personnel	23.85
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	10.41
31030 - Bus Driver	17.68
31043 - Driver Courier	13.72
31260 - Parking and Lot Attendant	9.32
31290 - Shuttle Bus Driver	14.84
31310 - Taxi Driver	10.52
31361 - Truckdriver, Light	14.84
31362 - Truckdriver, Medium	18.52
31363 - Truckdriver, Heavy	20.15
31364 - Truckdriver, Tractor-Trailer	20.15

99000 - Miscellaneous Occupations	
99030 - Cashier	11.97
99050 - Desk Clerk	10.93
99095 - Embalmer	22.44
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	20.81
99711 - Recycling Specialist	23.64
99730 - Refuse Collector	18.40
99810 - Sales Clerk	12.32
99820 - School Crossing Guard	12.11
99830 - Survey Party Chief	34.87
99831 - Surveying Aide	18.94
99832 - Surveying Technician	25.99
99840 - Vending Machine Attendant	13.92
99841 - Vending Machine Repairer	16.61
99842 - Vending Machine Repairer Helper	13.92

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.35 per hour or \$134.00 per week or \$580.66 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 5pm 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 link 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 05-2083 (Rev.-8) was first posted on www.wdol.gov on 10/20/2009

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Shirley F. Ebbesen            Division of  
Director                      Wage Determinations

Wage Determination No.: 2005-2083  
Revision No.: 8  
Date Of Revision: 10/15/2009

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		14.86
01051 - Data Entry Operator I		10.78
01052 - Data Entry Operator II		12.32
01060 - Dispatcher, Motor Vehicle		16.95
01070 - Document Preparation Clerk		11.84
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		15.55
01141 - Messenger Courier		10.36
01191 - Order Clerk I		10.53
01192 - Order Clerk II		11.72
01261 - Personnel Assistant (Employment) I		13.20
01262 - Personnel Assistant (Employment) II		14.77
01263 - Personnel Assistant (Employment) III		16.47
01270 - Production Control Clerk		19.53
01280 - Receptionist		10.96
01290 - Rental Clerk		12.33
01300 - Scheduler, Maintenance		12.47
01311 - Secretary I		12.47
01312 - Secretary II		14.92
01313 - Secretary III		15.55
01320 - Service Order Dispatcher		15.48
01410 - Supply Technician		18.72
01420 - Survey Worker		12.52
01531 - Travel Clerk I		11.27
01532 - Travel Clerk II		12.06
01533 - Travel Clerk III		12.74
01611 - Word Processor I		11.74
01612 - Word Processor II		13.18
01613 - Word Processor III		14.74
05000 - Automotive Service Occupations		



05005 - Automobile Body Repairer, Fiberglass	16.52
05010 - Automotive Electrician	18.81
05040 - Automotive Glass Installer	17.26
05070 - Automotive Worker	17.26
05110 - Mobile Equipment Servicer	14.23
05130 - Motor Equipment Metal Mechanic	18.81
05160 - Motor Equipment Metal Worker	17.26
05190 - Motor Vehicle Mechanic	17.16
05220 - Motor Vehicle Mechanic Helper	13.40
05250 - Motor Vehicle Upholstery Worker	16.98
05280 - Motor Vehicle Wrecker	17.26
05310 - Painter, Automotive	18.26
05340 - Radiator Repair Specialist	17.26
05370 - Tire Repairer	11.61
05400 - Transmission Repair Specialist	17.10
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.56
07041 - Cook I	11.26
07042 - Cook II	12.30
07070 - Dishwasher	8.60
07130 - Food Service Worker	9.33
07210 - Meat Cutter	13.56
07260 - Waiter/Waitress	9.21
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.61
09040 - Furniture Handler	11.46
09080 - Furniture Refinisher	17.17
09090 - Furniture Refinisher Helper	13.68
09110 - Furniture Repairer, Minor	14.73
09130 - Upholsterer	15.65
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.22
11060 - Elevator Operator	10.22
11090 - Gardener	14.63
11122 - Housekeeping Aide	10.13
11150 - Janitor	10.96
11210 - Laborer, Grounds Maintenance	11.51
11240 - Maid or Houseman	8.63
11260 - Pruner	10.44
11270 - Tractor Operator	13.83
11330 - Trail Maintenance Worker	11.51
11360 - Window Cleaner	11.84
12000 - Health Occupations	
12010 - Ambulance Driver	17.99
12011 - Breath Alcohol Technician	16.17
12012 - Certified Occupational Therapist Assistant	20.75
12015 - Certified Physical Therapist Assistant	19.49
12020 - Dental Assistant	13.48
12025 - Dental Hygienist	30.82
12030 - EKG Technician	24.50
12035 - Electroneurodiagnostic Technologist	24.50
12040 - Emergency Medical Technician	17.99
12071 - Licensed Practical Nurse I	14.46
12072 - Licensed Practical Nurse II	16.17
12073 - Licensed Practical Nurse III	18.03
12100 - Medical Assistant	13.52
12130 - Medical Laboratory Technician	14.65
12160 - Medical Record Clerk	14.02
12190 - Medical Record Technician	16.04
12195 - Medical Transcriptionist	15.37
12210 - Nuclear Medicine Technologist	35.54

12221 - Nursing Assistant I	8.84
12222 - Nursing Assistant II	9.94
12223 - Nursing Assistant III	10.85
12224 - Nursing Assistant IV	12.18
12235 - Optical Dispenser	13.97
12236 - Optical Technician	14.46
12250 - Pharmacy Technician	13.34
12280 - Phlebotomist	12.31
12305 - Radiologic Technologist	24.51
12311 - Registered Nurse I	22.78
12312 - Registered Nurse II	27.87
12313 - Registered Nurse II, Specialist	27.67
12314 - Registered Nurse III	33.72
12315 - Registered Nurse III, Anesthetist	33.72
12316 - Registered Nurse IV	38.33
12317 - Scheduler (Drug and Alcohol Testing)	20.03
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	15.67
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	13.68
14042 - Computer Operator II	15.31
14043 - Computer Operator III	17.92
14044 - Computer Operator IV	19.93
14045 - Computer Operator V	22.07
14071 - Computer Programmer I	(see 1) 16.10
14072 - Computer Programmer II	(see 1) 19.95
14073 - Computer Programmer III	(see 1) 24.40
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1) 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	19.42
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	8.46
16030 - Counter Attendant	8.46
16040 - Dry Cleaner	10.32
16070 - Finisher, Flatwork, Machine	8.46
16090 - Presser, Hand	8.46
16110 - Presser, Machine, Drycleaning	8.46
16130 - Presser, Machine, Shirts	8.46
16160 - Presser, Machine, Wearing Apparel, Laundry	8.46
16190 - Sewing Machine Operator	10.83
16220 - Tailor	11.43
16250 - Washer, Machine	9.20
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.89
19040 - Tool And Die Maker	21.08
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.00
21030 - Material Coordinator	19.53
21040 - Material Expediter	19.53
21050 - Material Handling Laborer	11.98
21071 - Order Filler	11.30
21080 - Production Line Worker (Food Processing)	12.11
21110 - Shipping Packer	12.89
21130 - Shipping/Receiving Clerk	12.89
21140 - Store Worker I	9.61
21150 - Stock Clerk	12.95
21210 - Tools And Parts Attendant	12.00
21410 - Warehouse Specialist	12.11
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.40
23021 - Aircraft Mechanic I	19.31
23022 - Aircraft Mechanic II	20.40
23023 - Aircraft Mechanic III	21.50
23040 - Aircraft Mechanic Helper	14.88
23050 - Aircraft, Painter	19.21
23060 - Aircraft Servicer	16.62
23080 - Aircraft Worker	17.43
23110 - Appliance Mechanic	18.20
23120 - Bicycle Repairer	10.55
23125 - Cable Splicer	24.89
23130 - Carpenter, Maintenance	17.55
23140 - Carpet Layer	17.10
23160 - Electrician, Maintenance	20.67
23181 - Electronics Technician Maintenance I	17.36
23182 - Electronics Technician Maintenance II	19.18
23183 - Electronics Technician Maintenance III	20.35
23260 - Fabric Worker	15.96
23290 - Fire Alarm System Mechanic	19.31
23310 - Fire Extinguisher Repairer	14.81
23311 - Fuel Distribution System Mechanic	19.31
23312 - Fuel Distribution System Operator	14.81
23370 - General Maintenance Worker	15.29
23380 - Ground Support Equipment Mechanic	19.31
23381 - Ground Support Equipment Servicer	16.62
23382 - Ground Support Equipment Worker	17.43
23391 - Gunsmith I	14.81
23392 - Gunsmith II	17.10
23393 - Gunsmith III	19.31

23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.82
23411 - Heating, Ventilation And Air Conditioning Mechanic (Research Facility)	18.71
23430 - Heavy Equipment Mechanic	20.61
23440 - Heavy Equipment Operator	18.06
23460 - Instrument Mechanic	19.31
23465 - Laboratory/Shelter Mechanic	18.20
23470 - Laborer	11.98
23510 - Locksmith	18.20
23530 - Machinery Maintenance Mechanic	23.84
23550 - Machinist, Maintenance	17.33
23580 - Maintenance Trades Helper	12.49
23591 - Metrology Technician I	19.31
23592 - Metrology Technician II	20.40
23593 - Metrology Technician III	21.50
23640 - Millwright	19.31
23710 - Office Appliance Repairer	17.72
23760 - Painter, Maintenance	16.91
23790 - Pipefitter, Maintenance	20.41
23810 - Plumber, Maintenance	18.13
23820 - Pneudraulic Systems Mechanic	19.31
23850 - Rigger	19.31
23870 - Scale Mechanic	17.10
23890 - Sheet-Metal Worker, Maintenance	18.71
23910 - Small Engine Mechanic	17.10
23931 - Telecommunications Mechanic I	22.55
23932 - Telecommunications Mechanic II	22.83
23950 - Telephone Lineman	19.31
23960 - Welder, Combination, Maintenance	15.85
23965 - Well Driller	18.40
23970 - Woodcraft Worker	19.31
23980 - Woodworker	14.81
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.22
24580 - Child Care Center Clerk	14.28
24610 - Chore Aide	9.26
24620 - Family Readiness And Support Services Coordinator	13.54
24630 - Homemaker	15.53
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.09
25040 - Sewage Plant Operator	20.00
25070 - Stationary Engineer	24.02
25190 - Ventilation Equipment Tender	17.79
25210 - Water Treatment Plant Operator	19.45
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.67
27007 - Baggage Inspector	13.12
27008 - Corrections Officer	20.87
27010 - Court Security Officer	20.47
27030 - Detection Dog Handler	14.67
27040 - Detention Officer	20.87
27070 - Firefighter	19.16
27101 - Guard I	13.12
27102 - Guard II	14.67
27131 - Police Officer I	22.09
27132 - Police Officer II	24.56
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.47
28042 - Carnival Equipment Repairer	12.20

28043 - Carnival Equipment Worker	8.80
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	16.15
29042 - Stevedore II	19.07
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.15
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.24
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	26.69
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
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30083 - Engineering Technician III	16.36
30084 - Engineering Technician IV	20.24
30085 - Engineering Technician V	24.76
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30361 - Paralegal/Legal Assistant I	15.36
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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	22.34
30492 - Unexploded Ordnance (UXO) Technician II	27.03
30493 - Unexploded Ordnance (UXO) Technician III	32.40
30494 - Unexploded (UXO) Safety Escort	22.34
30495 - Unexploded (UXO) Sweep Personnel	22.34
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	13.54
31310 - Taxi Driver	11.51
31361 - Truckdriver, Light	13.75
31362 - Truckdriver, Medium	14.06

31363 - Truckdriver, Heavy	15.33
31364 - Truckdriver, Tractor-Trailer	15.33
99000 - Miscellaneous Occupations	
99030 - Cashier	9.19
99050 - Desk Clerk	9.27
99095 - Embalmer	23.64
99251 - Laboratory Animal Caretaker I	13.08
99252 - Laboratory Animal Caretaker II	13.74
99310 - Mortician	23.64
99410 - Pest Controller	16.42
99510 - Photofinishing Worker	11.74
99710 - Recycling Laborer	11.79
99711 - Recycling Specialist	14.08
99730 - Refuse Collector	10.70
99810 - Sales Clerk	11.58
99820 - School Crossing Guard	11.72
99830 - Survey Party Chief	15.67
99831 - Surveying Aide	11.91
99832 - Surveying Technician	14.82
99840 - Vending Machine Attendant	14.24
99841 - Vending Machine Repairer	16.67
99842 - Vending Machine Repairer Helper	14.24

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.35 per hour or \$134.00 per week or \$580.66 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 3.67 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 link 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.-8) was first posted on www.wdol.gov on 06/02/2009

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Shirley F. Ebbesen  
Director  
Division of  
Wage Determinations

Wage Determination No.: 2005-2103  
Revision No.: 8  
Date Of Revision: 05/26/2009

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		14.05
01012 - Accounting Clerk II		15.78
01013 - Accounting Clerk III		20.27
01020 - Administrative Assistant		28.55
01040 - Court Reporter		19.95
01051 - Data Entry Operator I		14.38
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		16.94
01070 - Document Preparation Clerk		14.21
01090 - Duplicating Machine Operator		14.21
01111 - General Clerk I		13.92
01112 - General Clerk II		15.32
01113 - General Clerk III		18.74
01120 - Housing Referral Assistant		25.29
01141 - Messenger Courier		12.38
01191 - Order Clerk I		14.85
01192 - Order Clerk II		16.29
01261 - Personnel Assistant (Employment) I		17.31
01262 - Personnel Assistant (Employment) II		19.36
01263 - Personnel Assistant (Employment) III		21.66
01270 - Production Control Clerk		22.03
01280 - Receptionist		14.12
01290 - Rental Clerk		16.55
01300 - Scheduler, Maintenance		17.49
01311 - Secretary I		17.49
01312 - Secretary II		19.70
01313 - Secretary III		25.29
01320 - Service Order Dispatcher		16.10
01410 - Supply Technician		28.55
01420 - Survey Worker		19.46
01531 - Travel Clerk I		12.92
01532 - Travel Clerk II		13.89
01533 - Travel Clerk III		14.92
01611 - Word Processor I		14.21
01612 - Word Processor II		16.65
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	13.48
07041 - Cook I	11.97
07042 - Cook II	13.28
07070 - Dishwasher	9.82
07130 - Food Service Worker	10.66
07210 - Meat Cutter	17.04
07260 - Waiter/Waitress	9.70
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.05
09040 - Furniture Handler	12.78
09080 - Furniture Refinisher	18.39
09090 - Furniture Refinisher Helper	14.11
09110 - Furniture Repairer, Minor	16.31
09130 - Upholsterer	18.05
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.50
11060 - Elevator Operator	10.50
11090 - Gardener	16.22
11122 - Housekeeping Aide	11.25
11150 - Janitor	11.25
11210 - Laborer, Grounds Maintenance	12.47
11240 - Maid or Houseman	11.03
11260 - Pruner	11.37
11270 - Tractor Operator	14.66
11330 - Trail Maintenance Worker	12.47
11360 - Window Cleaner	11.68
12000 - Health Occupations	
12010 - Ambulance Driver	19.46
12011 - Breath Alcohol Technician	18.55
12012 - Certified Occupational Therapist Assistant	21.01
12015 - Certified Physical Therapist Assistant	21.01
12020 - Dental Assistant	16.97
12025 - Dental Hygienist	40.68
12030 - EKG Technician	25.95
12035 - Electroneurodiagnostic Technologist	25.95
12040 - Emergency Medical Technician	20.41
12071 - Licensed Practical Nurse I	18.82
12072 - Licensed Practical Nurse II	21.09
12073 - Licensed Practical Nurse III	23.47
12100 - Medical Assistant	14.89
12130 - Medical Laboratory Technician	18.04
12160 - Medical Record Clerk	16.06
12190 - Medical Record Technician	18.27
12195 - Medical Transcriptionist	18.77
12210 - Nuclear Medicine Technologist	34.18

12221 - Nursing Assistant I	10.47
12222 - Nursing Assistant II	11.77
12223 - Nursing Assistant III	13.02
12224 - Nursing Assistant IV	14.62
12235 - Optical Dispenser	20.17
12236 - Optical Technician	14.41
12250 - Pharmacy Technician	16.47
12280 - Phlebotomist	14.62
12305 - Radiologic Technologist	28.28
12311 - Registered Nurse I	26.73
12312 - Registered Nurse II	32.41
12313 - Registered Nurse II, Specialist	32.41
12314 - Registered Nurse III	38.98
12315 - Registered Nurse III, Anesthetist	38.98
12316 - Registered Nurse IV	46.73
12317 - Scheduler (Drug and Alcohol Testing)	19.75
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	30.80
13050 - Library Aide/Clerk	14.21
13054 - Library Information Technology Systems Administrator	27.82
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	16.14
13072 - Photographer II	18.90
13073 - Photographer III	23.67
13074 - Photographer IV	28.65
13075 - Photographer V	30.69
13110 - Video Teleconference Technician	19.35
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.54
14042 - Computer Operator II	20.74
14043 - Computer Operator III	23.12
14044 - Computer Operator IV	25.69
14045 - Computer Operator V	28.45
14071 - Computer Programmer I	(see 1) 25.43
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	18.54
14160 - Personal Computer Support Technician	25.69
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	35.71
15020 - Aircrew Training Devices Instructor (Rated)	43.84
15030 - Air Crew Training Devices Instructor (Pilot)	52.55
15050 - Computer Based Training Specialist / Instructor	34.39
15060 - Educational Technologist	32.75
15070 - Flight Instructor (Pilot)	52.55
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	9.44
16030 - Counter Attendant	9.44
16040 - Dry Cleaner	12.21
16070 - Finisher, Flatwork, Machine	9.44
16090 - Presser, Hand	9.44
16110 - Presser, Machine, Drycleaning	9.44
16130 - Presser, Machine, Shirts	9.44
16160 - Presser, Machine, Wearing Apparel, Laundry	9.44
16190 - Sewing Machine Operator	13.07
16220 - Tailor	13.90
16250 - Washer, Machine	10.41
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.22
19040 - Tool And Die Maker	23.38
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.90
21030 - Material Coordinator	22.03
21040 - Material Expediter	22.03
21050 - Material Handling Laborer	12.92
21071 - Order Filler	13.87
21080 - Production Line Worker (Food Processing)	17.90
21110 - Shipping Packer	14.46
21130 - Shipping/Receiving Clerk	14.46
21140 - Store Worker I	11.44
21150 - Stock Clerk	16.46
21210 - Tools And Parts Attendant	17.90
21410 - Warehouse Specialist	17.90
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.68
23021 - Aircraft Mechanic I	24.46
23022 - Aircraft Mechanic II	25.68
23023 - Aircraft Mechanic III	26.97
23040 - Aircraft Mechanic Helper	16.61
23050 - Aircraft, Painter	23.42
23060 - Aircraft Servicer	18.71
23080 - Aircraft Worker	19.90
23110 - Appliance Mechanic	21.62
23120 - Bicycle Repairer	14.43
23125 - Cable Splicer	25.61
23130 - Carpenter, Maintenance	20.99
23140 - Carpet Layer	19.33
23160 - Electrician, Maintenance	27.43
23181 - Electronics Technician Maintenance I	23.70
23182 - Electronics Technician Maintenance II	25.15
23183 - Electronics Technician Maintenance III	26.50
23260 - Fabric Worker	19.01
23290 - Fire Alarm System Mechanic	22.78
23310 - Fire Extinguisher Repairer	17.52
23311 - Fuel Distribution System Mechanic	22.81
23312 - Fuel Distribution System Operator	19.38
23370 - General Maintenance Worker	21.43
23390 - Ground Support Equipment Mechanic	24.46
23381 - Ground Support Equipment Servicer	18.71
23382 - Ground Support Equipment Worker	19.90
23391 - Gunsmith I	17.52
23392 - Gunsmith II	20.38
23393 - Gunsmith III	22.78

23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.94
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	24.37
23430 - Heavy Equipment Mechanic	22.78
23440 - Heavy Equipment Operator	22.78
23460 - Instrument Mechanic	22.59
23465 - Laboratory/Shelter Mechanic	21.62
23470 - Laborer	14.27
23510 - Locksmith	21.11
23530 - Machinery Maintenance Mechanic	22.99
23550 - Machinist, Maintenance	21.78
23580 - Maintenance Trades Helper	16.61
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	21.62
23790 - Pipefitter, Maintenance	23.19
23810 - Plumber, Maintenance	20.99
23820 - Pneudraulic Systems Mechanic	22.78
23850 - Rigger	22.78
23870 - Scale Mechanic	20.38
23890 - Sheet-Metal Worker, Maintenance	22.78
23910 - Small Engine Mechanic	20.38
23931 - Telecommunications Mechanic I	27.74
23932 - Telecommunications Mechanic II	29.24
23950 - Telephone Lineman	26.38
23960 - Welder, Combination, Maintenance	22.78
23965 - Well Driller	22.78
23970 - Woodcraft Worker	22.78
23980 - Woodworker	17.52
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.79
24580 - Child Care Center Clerk	17.77
24610 - Chore Aide	10.52
24620 - Family Readiness And Support Services Coordinator	15.68
24630 - Homemaker	18.43
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.10
25040 - Sewage Plant Operator	20.73
25070 - Stationary Engineer	27.10
25190 - Ventilation Equipment Tender	19.08
25210 - Water Treatment Plant Operator	20.73
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.57
27007 - Baggage Inspector	12.66
27008 - Corrections Officer	22.25
27010 - Court Security Officer	23.33
27030 - Detection Dog Handler	20.57
27040 - Detention Officer	22.25
27070 - Firefighter	22.39
27101 - Guard I	12.66
27102 - Guard II	20.57
27131 - Police Officer I	26.14
27132 - Police Officer II	28.99
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)	38.00
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.21
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.86
30021 - Archeological Technician I	18.93
30022 - Archeological Technician II	21.11
30023 - Archeological Technician III	27.56
30030 - Cartographic Technician	27.56
30040 - Civil Engineering Technician	24.01
30061 - Drafter/CAD Operator I	19.89
30062 - Drafter/CAD Operator II	22.25
30063 - Drafter/CAD Operator III	24.80
30064 - Drafter/CAD Operator IV	30.52
30081 - Engineering Technician I	21.63
30082 - Engineering Technician II	24.29
30083 - Engineering Technician III	27.17
30084 - Engineering Technician IV	33.66
30085 - Engineering Technician V	41.16
30086 - Engineering Technician VI	49.81
30090 - Environmental Technician	24.92
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	27.56
30461 - Technical Writer I	21.84
30462 - Technical Writer II	26.70
30463 - Technical Writer III	32.31
30491 - Unexploded Ordnance (UXO) Technician I	24.15
30492 - Unexploded Ordnance (UXO) Technician II	29.22
30493 - Unexploded Ordnance (UXO) Technician III	35.03
30494 - Unexploded (UXO) Safety Escort	24.15
30495 - Unexploded (UXO) Sweep Personnel	24.15
30620 - Weather Observer, Combined Upper Air Or (see 2)	24.80
Surface Programs	
30621 - Weather Observer, Senior (see 2)	27.56
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	13.02
31030 - Bus Driver	18.95
31043 - Driver Courier	12.71
31260 - Parking and Lot Attendant	10.07
31290 - Shuttle Bus Driver	14.69
31310 - Taxi Driver	13.98
31361 - Truckdriver, Light	14.69
31362 - Truckdriver, Medium	17.18

31363 - Truckdriver, Heavy	18.42
31364 - Truckdriver, Tractor-Trailer	18.42
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	16.01
99510 - Photofinishing Worker	12.75
99710 - Recycling Laborer	16.82
99711 - Recycling Specialist	20.65
99730 - Refuse Collector	14.91
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: \$3.35 per hour or \$134.00 per week or \$580.66 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, drying, 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 05-2133 (Rev.-7) was first posted on www.wdol.gov on 10/20/2009

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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  
|

Shirley F. Ebbesen | Division of | Wage Determination No.: 2005-2133  
Director | Wage Determinations | Revision No.: 7  
| | Date Of Revision: 10/15/2009

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		16.83
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		13.30
01112 - General Clerk II		14.84
01113 - General Clerk III		15.97
01120 - Housing Referral Assistant		21.85
01141 - Messenger Courier		11.70
01191 - Order Clerk I		12.48
01192 - Order Clerk II		14.20
01261 - Personnel Assistant (Employment) I		15.22
01262 - Personnel Assistant (Employment) II		17.03
01263 - Personnel Assistant (Employment) III		19.00
01270 - Production Control Clerk		20.48
01280 - Receptionist		13.41
01290 - Rental Clerk		14.34
01300 - Scheduler, Maintenance		16.03
01311 - Secretary I		15.08
01312 - Secretary II		17.39
01313 - Secretary III		19.89
01320 - Service Order Dispatcher		15.87
01410 - Supply Technician		26.66
01420 - Survey Worker		16.73
01531 - Travel Clerk I		13.66
01532 - Travel Clerk II		14.92
01533 - Travel Clerk III		16.07
01611 - Word Processor I		13.25
01612 - Word Processor II		14.87
01613 - Word Processor III		16.64

05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.25
05010 - Automotive Electrician	20.52
05040 - Automotive Glass Installer	19.22
05070 - Automotive Worker	19.22
05110 - Mobile Equipment Servicer	16.64
05130 - Motor Equipment Metal Mechanic	21.60
05160 - Motor Equipment Metal Worker	19.22
05190 - Motor Vehicle Mechanic	21.60
05220 - Motor Vehicle Mechanic Helper	16.72
05250 - Motor Vehicle Upholstery Worker	18.14
05280 - Motor Vehicle Wrecker	19.22
05310 - Painter, Automotive	20.52
05340 - Radiator Repair Specialist	19.22
05370 - Tire Repairer	13.80
05400 - Transmission Repair Specialist	21.60
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	12.57
07260 - Waiter/Waitress	8.17
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.64
09040 - Furniture Handler	12.05
09080 - Furniture Refinisher	15.46
09090 - Furniture Refinisher Helper	11.95
09110 - Furniture Repairer, Minor	14.06
09130 - Upholsterer	15.46
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.22
11060 - Elevator Operator	9.22
11090 - Gardener	14.32
11122 - Housekeeping Aide	10.13
11150 - Janitor	10.89
11210 - Laborer, Grounds Maintenance	10.99
11240 - Maid or Houseman	9.15
11260 - Pruner	13.31
11270 - Tractor Operator	13.81
11330 - Trail Maintenance Worker	10.99
11360 - Window Cleaner	12.46
12000 - Health Occupations	
12010 - Ambulance Driver	16.54
12011 - Breath Alcohol Technician	19.89
12012 - Certified Occupational Therapist Assistant	23.17
12015 - Certified Physical Therapist Assistant	22.52
12020 - Dental Assistant	16.11
12025 - Dental Hygienist	31.82
12030 - EKG Technician	20.47
12035 - Electroneurodiagnostic Technologist	20.47
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	14.18
12130 - Medical Laboratory Technician	16.93
12160 - Medical Record Clerk	13.71
12190 - Medical Record Technician	15.03
12195 - Medical Transcriptionist	16.01

12210 - Nuclear Medicine Technologist	31.29
12221 - Nursing Assistant I	9.24
12222 - Nursing Assistant II	10.39
12223 - Nursing Assistant III	11.34
12224 - Nursing Assistant IV	13.10
12235 - Optical Dispenser	16.89
12236 - Optical Technician	15.13
12250 - Pharmacy Technician	14.87
12280 - Phlebotomist	13.10
12305 - Radiologic Technologist	23.94
12311 - Registered Nurse I	24.78
12312 - Registered Nurse II	29.17
12313 - Registered Nurse II, Specialist	29.17
12314 - Registered Nurse III	35.25
12315 - Registered Nurse III, Anesthetist	35.25
12316 - Registered Nurse IV	42.25
12317 - Scheduler (Drug and Alcohol Testing)	18.26
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	27.98
13050 - Library Aide/Clerk	12.17
13054 - Library Information Technology Systems Administrator	25.27
13058 - Library Technician	14.50
13061 - Media Specialist I	17.94
13062 - Media Specialist II	20.09
13063 - Media Specialist III	22.37
13071 - Photographer I	14.44
13072 - Photographer II	15.01
13073 - Photographer III	18.59
13074 - Photographer IV	22.40
13075 - Photographer V	23.86
13110 - Video Teleconference Technician	16.40
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)	27.52
15020 - Aircrew Training Devices Instructor (Rated)	34.35
15030 - Air Crew Training Devices Instructor (Pilot)	39.94
15050 - Computer Based Training Specialist / Instructor	28.13
15060 - Educational Technologist	26.30
15070 - Flight Instructor (Pilot)	39.84
15080 - Graphic Artist	24.69

15090 - Technical Instructor	23.15
15095 - Technical Instructor/Course Developer	28.31
15110 - Test Proctor	18.68
15120 - Tutor	18.68
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.47
16030 - Counter Attendant	9.47
16040 - Dry Cleaner	12.49
16070 - Finisher, Flatwork, Machine	9.47
16090 - Presser, Hand	9.47
16110 - Presser, Machine, Drycleaning	9.47
16130 - Presser, Machine, Shirts	9.47
16160 - Presser, Machine, Wearing Apparel, Laundry	9.47
16190 - Sewing Machine Operator	13.54
16220 - Tailor	14.57
16250 - Washer, Machine	10.59
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	19.21
21040 - Material Expediter	19.21
21050 - Material Handling Laborer	13.01
21071 - Order Filler	13.06
21080 - Production Line Worker (Food Processing)	14.74
21110 - Shipping Packer	13.35
21130 - Shipping/Receiving Clerk	13.94
21140 - Store Worker I	11.48
21150 - Stock Clerk	16.17
21210 - Tools And Parts Attendant	14.74
21410 - Warehouse Specialist	14.74
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.60
23021 - Aircraft Mechanic I	24.49
23022 - Aircraft Mechanic II	25.60
23023 - Aircraft Mechanic III	26.88
23040 - Aircraft Mechanic Helper	17.19
23050 - Aircraft, Painter	21.12
23060 - Aircraft Servicer	19.73
23080 - Aircraft Worker	20.99
23110 - Appliance Mechanic	18.74
23120 - Bicycle Repairer	12.83
23125 - Cable Splicer	20.85
23130 - Carpenter, Maintenance	19.28
23140 - Carpet Layer	16.58
23160 - Electrician, Maintenance	22.60
23181 - Electronics Technician Maintenance I	19.09
23182 - Electronics Technician Maintenance II	24.64
23183 - Electronics Technician Maintenance III	26.34
23260 - Fabric Worker	15.61
23290 - Fire Alarm System Mechanic	17.12
23310 - Fire Extinguisher Repairer	13.98
23311 - Fuel Distribution System Mechanic	20.61
23312 - Fuel Distribution System Operator	16.03
23370 - General Maintenance Worker	17.92
23380 - Ground Support Equipment Mechanic	24.49
23381 - Ground Support Equipment Servicer	19.73
23382 - Ground Support Equipment Worker	20.99
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 Conditioning Mechanic (Research Facility)	21.85
23430 - Heavy Equipment Mechanic	21.25
23440 - Heavy Equipment Operator	18.92
23460 - Instrument Mechanic	22.45
23465 - Laboratory/Shelter Mechanic	17.76
23470 - Laborer	11.55
23510 - Locksmith	15.46
23530 - Machinery Maintenance Mechanic	19.72
23550 - Machinist, Maintenance	18.32
23580 - Maintenance Trades Helper	12.53
23591 - Metrology Technician I	22.45
23592 - Metrology Technician II	23.57
23593 - Metrology Technician III	24.75
23640 - Millwright	21.52
23710 - Office Appliance Repairer	18.91
23760 - Painter, Maintenance	16.35
23790 - Pipefitter, Maintenance	20.30
23810 - Plumber, Maintenance	19.33
23820 - Pneudraulic Systems Mechanic	18.99
23850 - Rigger	21.30
23870 - Scale Mechanic	16.58
23890 - Sheet-Metal Worker, Maintenance	19.19
23910 - Small Engine Mechanic	16.93
23931 - Telecommunications Mechanic I	24.67
23932 - Telecommunications Mechanic II	27.23
23950 - Telephone Lineman	20.19
23960 - Welder, Combination, Maintenance	16.33
23965 - Well Driller	17.53
23970 - Woodcraft Worker	18.99
23980 - Woodworker	13.76
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.36
24580 - Child Care Center Clerk	12.39
24610 - Chore Aide	10.93
24620 - Family Readiness And Support Services Coordinator	14.01
24630 - Homemaker	16.76
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.71
25040 - Sewage Plant Operator	17.06
25070 - Stationary Engineer	21.71
25190 - Ventilation Equipment Tender	13.46
25210 - Water Treatment Plant Operator	17.06
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.85
27007 - Baggage Inspector	12.47
27008 - Corrections Officer	14.66
27010 - Court Security Officer	17.23
27030 - Detection Dog Handler	16.44
27040 - Detention Officer	15.32
27070 - Firefighter	17.77
27101 - Guard I	12.47
27102 - Guard II	16.44
27131 - Police Officer I	19.25
27132 - Police Officer II	21.40
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.53



28042 - Carnival Equipment Repairer	12.24
28043 - Carnival Equipment Worker	7.90
28210 - Gate Attendant/Gate Tender	14.25
28310 - Lifeguard	11.33
28350 - Park Attendant (Aide)	15.94
28510 - Recreation Aide/Health Facility Attendant	9.22
28515 - Recreation Specialist	12.41
28630 - Sports Official	11.75
28690 - Swimming Pool Operator	18.99
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.97
29020 - Hatch Tender	18.97
29030 - Line Handler	18.97
29041 - Stevedore I	17.78
29042 - Stevedore II	20.31
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	36.60
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.24
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.79
30021 - Archeological Technician I	19.76
30022 - Archeological Technician II	21.21
30023 - Archeological Technician III	27.39
30030 - Cartographic Technician	25.92
30040 - Civil Engineering Technician	19.26
30061 - Drafter/CAD Operator I	19.76
30062 - Drafter/CAD Operator II	21.21
30063 - Drafter/CAD Operator III	23.33
30064 - Drafter/CAD Operator IV	28.80
30081 - Engineering Technician I	16.09
30082 - Engineering Technician II	19.31
30083 - Engineering Technician III	20.68
30084 - Engineering Technician IV	24.58
30085 - Engineering Technician V	30.06
30086 - Engineering Technician VI	33.65
30090 - Environmental Technician	22.75
30210 - Laboratory Technician	17.80
30240 - Mathematical Technician	22.75
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	34.18
30390 - Photo-Optics Technician	26.06
30461 - Technical Writer I	26.07
30462 - Technical Writer II	29.01
30463 - Technical Writer III	34.75
30491 - Unexploded Ordnance (UXO) Technician I	23.26
30492 - Unexploded Ordnance (UXO) Technician II	28.14
30493 - Unexploded Ordnance (UXO) Technician III	33.73
30494 - Unexploded (UXO) Safety Escort	23.26
30495 - Unexploded (UXO) Sweep Personnel	23.26
30620 - Weather Observer, Combined Upper Air Or (see 2)	23.33
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	13.10
31260 - Parking and Lot Attendant	9.40
31290 - Shuttle Bus Driver	14.30
31310 - Taxi Driver	10.70
31361 - Truckdriver, Light	14.30

31362 - Truckdriver, Medium	15.81
31363 - Truckdriver, Heavy	18.97
31364 - Truckdriver, Tractor-Trailer	18.97
99000 - Miscellaneous Occupations	
99030 - Cashier	9.25
99050 - Desk Clerk	10.05
99095 - Embalmer	24.45
99251 - Laboratory Animal Caretaker I	9.12
99252 - Laboratory Animal Caretaker II	10.03
99310 - Mortician	26.90
99410 - Pest Controller	14.59
99510 - Photofinishing Worker	14.95
99710 - Recycling Laborer	14.69
99711 - Recycling Specialist	18.48
99730 - Refuse Collector	12.78
99810 - Sales Clerk	13.50
99820 - School Crossing Guard	13.53
99830 - Survey Party Chief	18.87
99831 - Surveying Aide	11.07
99832 - Surveying Technician	15.59
99840 - Vending Machine Attendant	11.69
99841 - Vending Machine Repairer	14.27
99842 - Vending Machine Repairer Helper	11.69

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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, drying, 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 05-2247 (Rev.-9) was first posted on www.wdol.gov on 06/02/2009

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Shirley P. Ebbesen            Division of  
Director                      Wage Determinations

Wage Determination No.: 2005-2247  
Revision No.: 9  
Date Of Revision: 05/26/2009

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		14.05
01012 - Accounting Clerk II		15.78
01013 - Accounting Clerk III		20.27
01020 - Administrative Assistant		28.55
01040 - Court Reporter		19.95
01051 - Data Entry Operator I		14.38
01052 - Data Entry Operator II		15.69
01060 - Dispatcher, Motor Vehicle		16.94
01070 - Document Preparation Clerk		14.21
01090 - Duplicating Machine Operator		14.21
01111 - General Clerk I		13.92
01112 - General Clerk II		15.31
01113 - General Clerk III		17.19
01120 - Housing Referral Assistant		25.29
01141 - Messenger Courier		12.18
01191 - Order Clerk I		14.85
01192 - Order Clerk II		16.20
01261 - Personnel Assistant (Employment) I		17.31
01262 - Personnel Assistant (Employment) II		19.36
01263 - Personnel Assistant (Employment) III		21.66
01270 - Production Control Clerk		22.03
01280 - Receptionist		14.12
01290 - Rental Clerk		16.55
01300 - Scheduler, Maintenance		17.49
01311 - Secretary I		17.49
01312 - Secretary II		19.70
01313 - Secretary III		25.29
01320 - Service Order Dispatcher		15.29
01410 - Supply Technician		28.55
01420 - Survey Worker		19.46
01531 - Travel Clerk I		12.33
01532 - Travel Clerk II		13.44
01533 - Travel Clerk III		14.65
01611 - Word Processor I		14.21
01612 - Word Processor II		16.65
01613 - Word Processor III		19.95
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.57
05010 - Automotive Electrician		22.48
05040 - Automotive Glass Installer		21.67

05070 - Automotive Worker	21.67
05110 - Mobile Equipment Servicer	19.89
05130 - Motor Equipment Metal Mechanic	23.33
05160 - Motor Equipment Metal Worker	21.67
05190 - Motor Vehicle Mechanic	23.33
05220 - Motor Vehicle Mechanic Helper	18.92
05250 - Motor Vehicle Upholstery Worker	21.81
05280 - Motor Vehicle Wrecker	21.67
05310 - Painter, Automotive	22.44
05340 - Radiator Repair Specialist	21.67
05370 - Tire Repairer	13.77
05400 - Transmission Repair Specialist	23.33
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.18
07041 - Cook I	11.97
07042 - Cook II	13.28
07070 - Dishwasher	9.82
07130 - Food Service Worker	10.66
07210 - Meat Cutter	16.11
07260 - Waiter/Waitress	8.22
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.48
09040 - Furniture Handler	13.42
09080 - Furniture Refinisher	16.08
09090 - Furniture Refinisher Helper	13.77
09110 - Furniture Repairer, Minor	14.93
09130 - Upholsterer	16.64
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.52
11060 - Elevator Operator	10.52
11090 - Gardener	16.22
11122 - Housekeeping Aide	11.25
11150 - Janitor	11.25
11210 - Laborer, Grounds Maintenance	12.47
11240 - Maid or Houseman	11.03
11260 - Pruner	11.76
11270 - Tractor Operator	14.93
11330 - Trail Maintenance Worker	12.47
11360 - Window Cleaner	11.96
12000 - Health Occupations	
12010 - Ambulance Driver	17.78
12011 - Breath Alcohol Technician	17.67
12012 - Certified Occupational Therapist Assistant	23.31
12015 - Certified Physical Therapist Assistant	23.03
12020 - Dental Assistant	16.40
12025 - Dental Hygienist	33.48
12030 - EKG Technician	24.34
12035 - Electroneurodiagnostic Technologist	24.34
12040 - Emergency Medical Technician	18.71
12071 - Licensed Practical Nurse I	18.82
12072 - Licensed Practical Nurse II	21.09
12073 - Licensed Practical Nurse III	23.47
12100 - Medical Assistant	14.89
12130 - Medical Laboratory Technician	18.04
12160 - Medical Record Clerk	16.51
12190 - Medical Record Technician	18.47
12195 - Medical Transcriptionist	16.30
12210 - Nuclear Medicine Technologist	35.05
12221 - Nursing Assistant I	10.47
12222 - Nursing Assistant II	11.77
12223 - Nursing Assistant III	13.02

12224 - Nursing Assistant IV	14.62
12235 - Optical Dispenser	15.36
12236 - Optical Technician	14.80
12250 - Pharmacy Technician	16.47
12280 - Phlebotomist	14.62
12305 - Radiologic Technologist	28.28
12311 - Registered Nurse I	26.73
12312 - Registered Nurse II	32.41
12313 - Registered Nurse II, Specialist	32.41
12314 - Registered Nurse III	38.98
12315 - Registered Nurse III, Anesthetist	38.98
12316 - Registered Nurse IV	46.73
12317 - Scheduler (Drug and Alcohol Testing)	19.75
13000 - Information And Arts Occupations:	
13011 - Exhibits Specialist I	18.98
13012 - Exhibits Specialist II	23.49
13013 - Exhibits Specialist III	28.75
13041 - Illustrator I	19.06
13042 - Illustrator II	23.62
13043 - Illustrator III	28.88
13047 - Librarian	30.80
13050 - Library Aide/Clerk	14.21
13054 - Library Information Technology Systems Administrator	27.82
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	14.17
13072 - Photographer II	17.18
13073 - Photographer III	21.29
13074 - Photographer IV	22.85
13075 - Photographer V	27.63
13110 - Video Teleconference Technician	19.35
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.54
14042 - Computer Operator II	20.74
14043 - Computer Operator III	23.12
14044 - Computer Operator IV	25.69
14045 - Computer Operator V	28.45
14071 - Computer Programmer I	(see 1) 25.22
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	18.54
14160 - Personal Computer Support Technician	25.69
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	35.71
15020 - Aircrew Training Devices Instructor (Rated)	43.84
15030 - Air Crew Training Devices Instructor (Pilot)	52.55
15050 - Computer Based Training Specialist / Instructor	33.64
15060 - Educational Technologist	28.34
15070 - Flight Instructor (Pilot)	52.55
15080 - Graphic Artist	26.73
15090 - Technical Instructor	21.53
15095 - Technical Instructor/Course Developer	26.33
15110 - Test Proctor	17.61
15120 - Tutor	17.61



16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.25
16030 - Counter Attendant	9.25
16040 - Dry Cleaner	12.30
16070 - Finisher, Flatwork, Machine	9.25
16090 - Presser, Hand	9.25
16110 - Presser, Machine, Drycleaning	9.25
16130 - Presser, Machine, Shirts	9.25
16160 - Presser, Machine, Wearing Apparel, Laundry	9.25
16190 - Sewing Machine Operator	13.34
16220 - Tailor	14.33
16250 - Washer, Machine	10.30
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.63
19040 - Tool And Die Maker	22.83
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.90
21030 - Material Coordinator	22.03
21040 - Material Expediter	22.03
21050 - Material Handling Laborer	12.92
21071 - Order Filler	13.13
21080 - Production Line Worker (Food Processing)	17.90
21110 - Shipping Packer	14.40
21130 - Shipping/Receiving Clerk	14.40
21140 - Store Worker I	14.98
21150 - Stock Clerk	17.06
21210 - Tools And Parts Attendant	17.90
21410 - Warehouse Specialist	17.90
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.52
23021 - Aircraft Mechanic I	23.35
23022 - Aircraft Mechanic II	24.52
23023 - Aircraft Mechanic III	25.75
23040 - Aircraft Mechanic Helper	18.03
23050 - Aircraft, Painter	19.98
23060 - Aircraft Servicer	19.68
23080 - Aircraft Worker	20.49
23110 - Appliance Mechanic	19.58
23120 - Bicycle Repairer	13.77
23125 - Cable Splicer	25.90
23130 - Carpenter, Maintenance	20.99
23140 - Carpet Layer	21.27
23160 - Electrician, Maintenance	27.43
23181 - Electronics Technician Maintenance I	22.85
23182 - Electronics Technician Maintenance II	23.70
23183 - Electronics Technician Maintenance III	24.60
23260 - Fabric Worker	20.30
23290 - Fire Alarm System Mechanic	32.19
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	23.35
23381 - Ground Support Equipment Servicer	19.68
23382 - Ground Support Equipment Worker	20.49
23391 - Gunsmith I	19.39
23392 - Gunsmith II	21.13
23393 - Gunsmith III	22.74
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.56
23411 - Heating, Ventilation And Air Contditioning	22.33

Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	22.74
23440 - Heavy Equipment Operator	21.08
23460 - Instrument Mechanic	23.58
23465 - Laboratory/Shelter Mechanic	21.91
23470 - Laborer	14.27
23510 - Locksmith	21.32
23530 - Machinery Maintenance Mechanic	22.85
23550 - Machinist, Maintenance	19.88
23580 - Maintenance Trades Helper	18.00
23591 - Metrology Technician I	23.58
23592 - Metrology Technician II	24.42
23593 - Metrology Technician III	25.12
23640 - Millwright	24.73
23710 - Office Appliance Repairer	20.46
23760 - Painter, Maintenance	21.91
23790 - Pipefitter, Maintenance	23.64
23810 - Plumber, Maintenance	20.51
23820 - Pneumatic Systems Mechanic	22.74
23850 - Rigger	24.07
23870 - Scale Mechanic	21.13
23890 - Sheet-Metal Worker, Maintenance	22.74
23910 - Small Engine Mechanic	21.13
23931 - Telecommunications Mechanic I	25.61
23932 - Telecommunications Mechanic II	28.42
23950 - Telephone Lineman	25.61
23960 - Welder, Combination, Maintenance	22.74
23965 - Well Driller	22.81
23970 - Woodcraft Worker	22.78
23980 - Woodworker	19.39
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.73
24580 - Child Care Center Clerk	15.95
24610 - Chore Aide	10.16
24620 - Family Readiness And Support Services Coordinator	14.24
24630 - Homemaker	17.24
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.04
25040 - Sewage Plant Operator	19.80
25070 - Stationary Engineer	22.04
25190 - Ventilation Equipment Tender	17.46
25210 - Water Treatment Plant Operator	19.80
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.17
27007 - Baggage Inspector	12.66
27008 - Corrections Officer	22.25
27010 - Court Security Officer	23.33
27030 - Detection Dog Handler	17.85
27040 - Detention Officer	22.25
27070 - Firefighter	22.39
27101 - Guard I	12.66
27102 - Guard II	17.85
27131 - Police Officer I	26.14
27132 - Police Officer II	28.99
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.76
28042 - Carnival Equipment Repairer	11.19
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	14.75
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.47
29020 - Hatch Tender	21.47
29030 - Line Handler	21.47
29041 - Stevedore I	20.85
29042 - Stevedore II	22.46
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.00
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.21
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.86
30021 - Archeological Technician I	18.00
30022 - Archeological Technician II	21.72
30023 - Archeological Technician III	27.56
30030 - Cartographic Technician	27.56
30040 - Civil Engineering Technician	24.63
30061 - Drafter/CAD Operator I	19.89
30062 - Drafter/CAD Operator II	22.25
30063 - Drafter/CAD Operator III	24.80
30064 - Drafter/CAD Operator IV	30.52
30081 - Engineering Technician I	21.63
30082 - Engineering Technician II	24.29
30083 - Engineering Technician III	27.17
30084 - Engineering Technician IV	33.66
30085 - Engineering Technician V	41.16
30086 - Engineering Technician VI	49.81
30090 - Environmental Technician	24.41
30210 - Laboratory Technician	22.29
30240 - Mathematical Technician	27.56
30361 - Paralegal/Legal Assistant I	19.59
30362 - Paralegal/Legal Assistant II	23.64
30363 - Paralegal/Legal Assistant III	28.90
30364 - Paralegal/Legal Assistant IV	34.97
30390 - Photo-Optics Technician	27.56
30461 - Technical Writer I	21.42
30462 - Technical Writer II	26.20
30463 - Technical Writer III	31.70
30491 - Unexploded Ordnance (UXO) Technician I	24.15
30492 - Unexploded Ordnance (UXO) Technician II	29.22
30493 - Unexploded Ordnance (UXO) Technician III	35.03
30494 - Unexploded (UXO) Safety Escort	24.15
30495 - Unexploded (UXO) Sweep Personnel	24.15
30620 - Weather Observer, Combined Upper Air Or (see 2)	24.80
Surface Programs	
30621 - Weather Observer, Senior (see 2)	27.56
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	15.46
31030 - Bus Driver	18.95
31043 - Driver Courier	13.97
31260 - Parking and Lot Attendant	10.80
31290 - Shuttle Bus Driver	14.69
31310 - Taxi Driver	11.14
31361 - Truckdriver, Light	14.69
31362 - Truckdriver, Medium	17.70
31363 - Truckdriver, Heavy	19.30
31364 - Truckdriver, Tractor-Trailer	19.30
99000 - Miscellaneous Occupations	

99030 - Cashier	10.03
99050 - Desk Clerk	11.11
99095 - Embalmer	23.05
99251 - Laboratory Animal Caretaker I	11.07
99252 - Laboratory Animal Caretaker II	11.64
99310 - Mortician	27.73
99410 - Pest Controller	17.59
99510 - Photofinishing Worker	12.58
99710 - Recycling Laborer	14.70
99711 - Recycling Specialist	16.37
99730 - Refuse Collector	13.87
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	12.73
99830 - Survey Party Chief	19.93
99831 - Surveying Aide	10.86
99832 - Surveying Technician	16.57
99840 - Vending Machine Attendant	14.42
99841 - Vending Machine Repairer	16.23
99842 - Vending Machine Repairer Helper	14.42

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.35 per hour or \$134.00 per week or \$580.66 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;

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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 link 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 05-2361 (Rev.-9) was first posted on www.wdol.gov on 11/03/2009

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Shirley F. Ebbesen                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2005-2361  
Revision No.: 9  
Date Of Revision: 10/29/2009

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		12.88
01012 - Accounting Clerk II		14.47
01013 - Accounting Clerk III		16.18
01020 - Administrative Assistant		17.59
01040 - Court Reporter		18.61
01051 - Data Entry Operator I		10.83
01052 - Data Entry Operator II		13.44
01060 - Dispatcher, Motor Vehicle		14.89
01070 - Document Preparation Clerk		13.86
01090 - Duplicating Machine Operator		13.86
01111 - General Clerk I		10.83
01112 - General Clerk II		11.82
01113 - General Clerk III		13.26
01120 - Housing Referral Assistant		16.36
01141 - Messenger Courier		9.51
01191 - Order Clerk I		11.33
01192 - Order Clerk II		12.91
01261 - Personnel Assistant (Employment) I		13.67
01262 - Personnel Assistant (Employment) II		15.13
01263 - Personnel Assistant (Employment) III		16.89
01270 - Production Control Clerk		21.04
01280 - Receptionist		10.91
01290 - Rental Clerk		12.25
01300 - Scheduler, Maintenance		13.04
01311 - Secretary I		13.04
01312 - Secretary II		14.58
01313 - Secretary III		16.36
01320 - Service Order Dispatcher		13.47
01410 - Supply Technician		17.59
01420 - Survey Worker		13.50
01531 - Travel Clerk I		11.58
01532 - Travel Clerk II		12.50
01533 - Travel Clerk III		13.29
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	10.94
05400 - Transmission Repair Specialist	17.99
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.60
07041 - Cook I	9.75
07042 - Cook II	11.12
07070 - Dishwasher	7.41
07130 - Food Service Worker	8.77
07210 - Meat Cutter	16.07
07260 - Waiter/Waitress	7.25
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	8.96
11060 - Elevator Operator	8.96
11090 - Gardener	13.12
11122 - Housekeeping Aide	9.09
11150 - Janitor	9.31
11210 - Laborer, Grounds Maintenance	9.54
11240 - Maid or Houseman	7.91
11260 - Pruner	8.15
11270 - Tractor Operator	12.02
11330 - Trail Maintenance Worker	9.54
11360 - Window Cleaner	10.72
12000 - Health Occupations	
12010 - Ambulance Driver	15.94
12011 - Breath Alcohol Technician	18.04
12012 - Certified Occupational Therapist Assistant	23.02
12015 - Certified Physical Therapist Assistant	19.11
12020 - Dental Assistant	14.72
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	17.03
12072 - Licensed Practical Nurse II	19.02
12073 - Licensed Practical Nurse III	21.20
12100 - Medical Assistant	13.10
12130 - Medical Laboratory Technician	18.44
12160 - Medical Record Clerk	12.38
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	13.60
12210 - Nuclear Medicine Technologist	36.03
12221 - Nursing Assistant I	9.93
12222 - Nursing Assistant II	11.17

12223 - Nursing Assistant III	12.19
12224 - Nursing Assistant IV	13.67
12235 - Optical Dispenser	13.85
12236 - Optical Technician	13.86
12250 - Pharmacy Technician	13.39
12280 - Phlebotomist	13.67
12305 - Radiologic Technologist	24.43
12311 - Registered Nurse I	24.15
12312 - Registered Nurse II	29.56
12313 - Registered Nurse II, Specialist	29.56
12314 - Registered Nurse III	35.74
12315 - Registered Nurse III, Anesthetist	35.74
12316 - Registered Nurse IV	42.86
12317 - Scheduler (Drug and Alcohol Testing)	20.31
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	15.97
13012 - Exhibits Specialist II	19.25
13013 - Exhibits Specialist III	23.03
13041 - Illustrator I	15.97
13042 - Illustrator II	19.25
13043 - Illustrator III	23.03
13047 - Librarian	20.83
13050 - Library Aide/Clerk	9.11
13054 - Library Information Technology Systems Administrator	18.79
13058 - Library Technician	12.48
13061 - Media Specialist I	13.92
13062 - Media Specialist II	15.62
13063 - Media Specialist III	17.34
13071 - Photographer I	14.44
13072 - Photographer II	16.03
13073 - Photographer III	19.73
13074 - Photographer IV	22.09
13075 - Photographer V	26.72
13110 - Video Teleconference Technician	18.57
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.95
14042 - Computer Operator II	16.71
14043 - Computer Operator III	19.12
14044 - Computer Operator IV	21.26
14045 - Computer Operator V	24.34
14071 - Computer Programmer I	(see 1) 20.37
14072 - Computer Programmer II	(see 1) 23.76
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1) 27.62
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	14.95
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	20.37
15090 - Technical Instructor	18.61
15095 - Technical Instructor/Course Developer	22.78
15110 - Test Proctor	15.01

15120 - Tutor	15.01
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.64
16030 - Counter Attendant	8.64
16040 - Dry Cleaner	10.39
16070 - Finisher, Flatwork, Machine	8.64
16090 - Presser, Hand	8.64
16110 - Presser, Machine, Drycleaning	8.64
16130 - Presser, Machine, Shirts	8.64
16160 - Presser, Machine, Wearing Apparel, Laundry	8.64
16190 - Sewing Machine Operator	10.95
16220 - Tailor	11.52
16250 - Washer, Machine	9.22
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	12.92
21030 - Material Coordinator	21.04
21040 - Material Expediter	21.04
21050 - Material Handling Laborer	10.05
21071 - Order Filler	10.48
21080 - Production Line Worker (Food Processing)	12.92
21110 - Shipping Packer	12.29
21130 - Shipping/Receiving Clerk	12.29
21140 - Store Worker I	8.78
21150 - Stock Clerk	13.54
21210 - Tools And Parts Attendant	12.92
21410 - Warehouse Specialist	12.92
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.80
23021 - Aircraft Mechanic I	21.43
23022 - Aircraft Mechanic II	22.80
23023 - Aircraft Mechanic III	23.97
23040 - Aircraft Mechanic Helper	15.84
23050 - Aircraft, Painter	19.60
23060 - Aircraft Servicer	17.91
23080 - Aircraft Worker	19.17
23110 - Appliance Mechanic	14.70
23120 - Bicycle Repairer	10.94
23125 - Cable Splicer	19.70
23130 - Carpenter, Maintenance	16.12
23140 - Carpet Layer	17.06
23160 - Electrician, Maintenance	19.56
23181 - Electronics Technician Maintenance I	25.03
23182 - Electronics Technician Maintenance II	27.21
23183 - Electronics Technician Maintenance III	29.33
23260 - Fabric Worker	14.83
23290 - Fire Alarm System Mechanic	18.76
23310 - Fire Extinguisher Repairer	14.06
23311 - Fuel Distribution System Mechanic	21.10
23312 - Fuel Distribution System Operator	16.38
23370 - General Maintenance Worker	13.95
23380 - Ground Support Equipment Mechanic	21.43
23381 - Ground Support Equipment Servicer	17.91
23382 - Ground Support Equipment Worker	19.17
23391 - Gunsmith I	14.06
23392 - Gunsmith II	16.91
23393 - Gunsmith III	19.77
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.25

23411 - Heating, Ventilation And Air Conditioning Mechanic (Research Facility)	21.26
23430 - Heavy Equipment Mechanic	19.37
23440 - Heavy Equipment Operator	17.25
23460 - Instrument Mechanic	24.97
23465 - Laboratory/Shelter Mechanic	18.33
23470 - Laborer	10.05
23510 - Locksmith	18.21
23530 - Machinery Maintenance Mechanic	22.60
23550 - Machinist, Maintenance	21.25
23580 - Maintenance Trades Helper	12.56
23591 - Metrology Technician I	24.97
23592 - Metrology Technician II	26.67
23593 - Metrology Technician III	28.02
23640 - Millwright	19.77
23710 - Office Appliance Repairer	19.21
23760 - Painter, Maintenance	15.94
23790 - Pipefitter, Maintenance	21.44
23810 - Plumber, Maintenance	20.05
23820 - Pneudraulic Systems Mechanic	19.77
23850 - Rigger	19.77
23870 - Scale Mechanic	16.87
23890 - Sheet-Metal Worker, Maintenance	18.39
23910 - Small Engine Mechanic	18.07
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	19.77
23980 - Woodworker	16.61
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.31
24580 - Child Care Center Clerk	14.77
24610 - Chore Aide	9.07
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	13.21
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	17.79
27132 - Police Officer II	19.76
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.61
28042 - Carnival Equipment Repairer	13.74
28043 - Carnival Equipment Worker	8.69
28210 - Gate Attendant/Gate Tender	12.73

28318 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.25
28510 - Recreation Aide/Health Facility Attendant	10.39
28515 - Recreation Specialist	16.42
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	16.69
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	18.56
29020 - Hatch Tender	18.56
29030 - Line Handler	18.56
29041 - Stevedore I	17.70
29042 - Stevedore II	20.15
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.15
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.24
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	26.69
30021 - Archeological Technician I	15.81
30022 - Archeological Technician II	18.94
30023 - Archeological Technician III	21.70
30030 - Cartographic Technician	23.09
30040 - Civil Engineering Technician	22.85
30061 - Drafter/CAD Operator I	15.81
30062 - Drafter/CAD Operator II	18.94
30063 - Drafter/CAD Operator III	20.86
30064 - Drafter/CAD Operator IV	23.55
30081 - Engineering Technician I	14.61
30082 - Engineering Technician II	16.05
30083 - Engineering Technician III	17.95
30084 - Engineering Technician IV	21.89
30085 - Engineering Technician V	26.36
30086 - Engineering Technician VI	31.89
30090 - Environmental Technician	20.36
30210 - Laboratory Technician	22.61
30240 - Mathematical Technician	23.09
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	23.09
30461 - Technical Writer I	20.87
30462 - Technical Writer II	25.54
30463 - Technical Writer III	30.92
30491 - Unexploded Ordnance (UXO) Technician I	22.34
30492 - Unexploded Ordnance (UXO) Technician II	27.03
30493 - Unexploded Ordnance (UXO) Technician III	32.40
30494 - Unexploded (UXO) Safety Escort	22.34
30495 - Unexploded (UXO) Sweep Personnel	22.34
30620 - Weather Observer, Combined Upper Air Or (see 2)	20.86
Surface Programs	
30621 - Weather Observer, Senior (see 2)	22.83
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	8.99
31290 - Shuttle Bus Driver	13.34
31310 - Taxi Driver	9.57
31361 - Truckdriver, Light	13.34
31362 - Truckdriver, Medium	16.66
31363 - Truckdriver, Heavy	18.79
31364 - Truckdriver, Tractor-Trailer	18.79

99000 - Miscellaneous Occupations	
99030 - Cashier	8.30
99050 - Desk Clerk	8.52
99095 - Embalmer	21.58
99251 - Laboratory Animal Caretaker I	10.94
99252 - Laboratory Animal Caretaker II	12.20
99310 - Mortician	23.30
99410 - Pest Controller	17.07
99510 - Photofinishing Worker	12.14
99710 - Recycling Laborer	11.41
99711 - Recycling Specialist	14.76
99730 - Refuse Collector	10.99
99810 - Sales Clerk	11.63
99820 - School Crossing Guard	10.10
99830 - Survey Party Chief	18.20
99831 - Surveying Aide	16.56
99832 - Surveying Technician	16.70
99840 - Vending Machine Attendant	11.72
99841 - Vending Machine Repairer	14.59
99842 - Vending Machine Repairer Helper	10.51

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.35 per hour or \$134.00 per week or \$580.66 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 3.67 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 link 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.

Page 1 of 10

WD 05-2493 (Rev.-12) was first posted on www.wdol.gov on 10/27/2009

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Shirley F. Ebbesen            Division of  
Director                      Wage Determinations

Wage Determination No.: 2005-2493  
Revision No.: 12  
Date Of Revision: 10/20/2009

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		16.46
01051 - Data Entry Operator I		11.31
01052 - Data Entry Operator II		13.19
01060 - Dispatcher, Motor Vehicle		16.69
01070 - Document Preparation Clerk		12.37
01090 - Duplicating Machine Operator		12.37
01111 - General Clerk I		10.28
01112 - General Clerk II		11.85
01113 - General Clerk III		13.29
01120 - Housing Referral Assistant		18.23
01141 - Messenger Courier		11.54
01191 - Order Clerk I		11.80
01192 - Order Clerk II		13.65
01261 - Personnel Assistant (Employment) I		12.78
01262 - Personnel Assistant (Employment) II		14.92
01263 - Personnel Assistant (Employment) III		16.64
01270 - Production Control Clerk		16.59
01280 - Receptionist		11.72
01290 - Rental Clerk		13.05
01300 - Scheduler, Maintenance		14.83
01311 - Secretary I		14.83
01312 - Secretary II		16.46
01313 - Secretary III		18.23
01320 - Service Order Dispatcher		16.50
01410 - Supply Technician		20.11
01420 - Survey Worker		17.19
01531 - Travel Clerk I		12.22
01532 - Travel Clerk II		13.01
01533 - Travel Clerk III		14.00
01611 - Word Processor I		12.27
01612 - Word Processor II		13.62
01613 - Word Processor III		15.39
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	8.36
07130 - Food Service Worker	9.18
07210 - Meat Cutter	13.66
07260 - Waiter/Waitress	7.79
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.48
09040 - Furniture Handler	10.90
09080 - Furniture Refinisher	15.48
09090 - Furniture Refinisher Helper	12.42
09110 - Furniture Repairer, Minor	13.93
09130 - Upholsterer	15.48
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.85
11060 - Elevator Operator	9.54
11090 - Gardener	13.05
11122 - Housekeeping Aide	9.54
11150 - Janitor	10.48
11210 - Laborer, Grounds Maintenance	10.75
11240 - Maid or Houseman	8.45
11260 - Pruner	10.69
11270 - Tractor Operator	13.81
11330 - Trail Maintenance Worker	10.75
11360 - Window Cleaner	10.94
12000 - Health Occupations	
12010 - Ambulance Driver	14.54
12011 - Breath Alcohol Technician	14.98
12012 - Certified Occupational Therapist Assistant	20.43
12015 - Certified Physical Therapist Assistant	19.04
12020 - Dental Assistant	14.85
12025 - Dental Hygienist	28.09
12030 - EKG Technician	18.06
12035 - Electroneurodiagnostic Technologist	18.06
12040 - Emergency Medical Technician	14.54
12071 - Licensed Practical Nurse I	13.79
12072 - Licensed Practical Nurse II	15.42
12073 - Licensed Practical Nurse III	17.20
12100 - Medical Assistant	12.57
12130 - Medical Laboratory Technician	14.52
12160 - Medical Record Clerk	11.72
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	13.34
12210 - Nuclear Medicine Technologist	22.77
12221 - Nursing Assistant I	9.54
12222 - Nursing Assistant II	10.59

12223 - Nursing Assistant III	11.67
12224 - Nursing Assistant IV	13.11
12235 - Optical Dispenser	14.65
12236 - Optical Technician	13.21
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	13.11
12305 - Radiologic Technologist	22.24
12311 - Registered Nurse I	21.08
12312 - Registered Nurse II	25.81
12313 - Registered Nurse II, Specialist	25.81
12314 - Registered Nurse III	28.64
12315 - Registered Nurse III, Anesthetist	28.64
12316 - Registered Nurse IV	34.00
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	13.05
13061 - Media Specialist I	12.12
13062 - Media Specialist II	13.56
13063 - Media Specialist III	15.12
13071 - Photographer I	14.44
13072 - Photographer II	16.31
13073 - Photographer III	20.20
13074 - Photographer IV	25.55
13075 - Photographer V	30.07
13110 - Video Teleconference Technician	15.26
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.66
14042 - Computer Operator II	17.51
14043 - Computer Operator III	19.53
14044 - Computer Operator IV	21.70
14045 - Computer Operator V	24.04
14071 - Computer Programmer I	(see 1) 22.54
14072 - Computer Programmer II	(see 1) 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	15.66
14160 - Personal Computer Support Technician	21.70
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	18.76
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	8.75
16030 - Counter Attendant	8.75
16040 - Dry Cleaner	11.28
16070 - Finisher, Flatwork, Machine	8.75
16090 - Presser, Hand	8.75
16110 - Presser, Machine, Drycleaning	8.75
16130 - Presser, Machine, Shirts	8.75
16160 - Presser, Machine, Wearing Apparel, Laundry	8.75
16190 - Sewing Machine Operator	12.07
16220 - Tailor	12.85
16250 - Washer, Machine	9.67
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	13.04
21030 - Material Coordinator	16.59
21040 - Material Expediter	16.59
21090 - Material Handling Laborer	12.39
21071 - Order Filler	10.28
21080 - Production Line Worker (Food Processing)	13.04
21110 - Shipping Packer	12.47
21130 - Shipping/Receiving Clerk	12.47
21140 - Store Worker I	11.24
21150 - Stock Clerk	15.20
21210 - Tools And Parts Attendant	13.04
21410 - Warehouse Specialist	13.04
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	22.64
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	21.06
23130 - Carpenter, Maintenance	15.48
23140 - Carpet Layer	16.60
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	15.62
23290 - Fire Alarm System Mechanic	17.63
23310 - Fire Extinguisher Repairer	14.75
23311 - Fuel Distribution System Mechanic	21.26
23312 - Fuel Distribution System Operator	17.14
23370 - General Maintenance Worker	15.79
23380 - Ground Support Equipment Mechanic	20.73
23381 - Ground Support Equipment Servicer	17.43
23382 - Ground Support Equipment Worker	18.43
23391 - Gunsmith I	14.75
23392 - Gunsmith II	16.60
23393 - Gunsmith III	18.29
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.22

23411 - Heating, Ventilation And Air Condtioning Mechanic (Research Facility)	16.97
23430 - Heavy Equipment Mechanic	16.88
23440 - Heavy Equipment Operator	14.97
23460 - Instrument Mechanic	22.57
23465 - Laboratory/Shelter Mechanic	17.46
23470 - Laborer	12.10
23510 - Locksmith	17.03
23530 - Machinery Maintenance Mechanic	19.19
23550 - Machinist, Maintenance	19.55
23560 - Maintenance Trades Helper	12.64
23591 - Metrology Technician I	22.57
23592 - Metrology Technician II	23.62
23593 - Metrology Technician III	24.64
23640 - Millwright	18.87
23710 - Office Appliance Repairer	17.03
23760 - Painter, Maintenance	17.03
23790 - Pipefitter, Maintenance	18.64
23810 - Plumber, Maintenance	17.78
23820 - Pneudraulic Systems Mechanic	18.29
23850 - Rigger	18.29
23870 - Scale Mechanic	16.60
23890 - Sheet-Metal Worker, Maintenance	17.94
23910 - Small Engine Mechanic	16.18
23931 - Telecommunications Mechanic I	22.28
23932 - Telecommunications Mechanic II	23.37
23950 - Telephone Lineman	20.01
23960 - Welder, Combination, Maintenance	17.74
23965 - Well Driller	16.22
23970 - Woodcraft Worker	18.29
23980 - Woodworker	14.31
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	5.61
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	18.34
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	13.60
27007 - Baggage Inspector	9.97
27008 - Corrections Officer	14.96
27010 - Court Security Officer	15.81
27030 - Detection Dog Handler	11.51
27040 - Detention Officer	14.96
27070 - Firefighter	16.08
27101 - Guard I	9.97
27102 - Guard II	11.51
27131 - Police Officer I	17.01
27132 - Police Officer II	18.55
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	12.73

28310 - Lifeguard	11.12
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.19
28515 - Recreation Specialist	15.07
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	16.20
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.51
29020 - Hatch Tender	16.51
29030 - Line Handler	16.51
29041 - Stevedore I	15.81
29042 - Stevedore II	17.52
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.15
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.24
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	26.69
30021 - Archeological Technician I	15.60
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	26.38
30210 - Laboratory Technician	19.14
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	19.00
30462 - Technical Writer II	23.24
30463 - Technical Writer III	28.12
30491 - Unexploded Ordnance (UXO) Technician I	22.34
30492 - Unexploded Ordnance (UXO) Technician II	27.03
30493 - Unexploded Ordnance (UXO) Technician III	32.40
30494 - Unexploded (UXO) Safety Escort	22.34
30495 - Unexploded (UXO) Sweep Personnel	22.34
30620 - Weather Observer, Combined Upper Air Or (see 2)	19.84
Surface Programs	
30621 - Weather Observer, Senior (see 2)	20.04
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	8.84
31030 - Bus Driver	12.73
31043 - Driver Courier	13.32
31260 - Parking and Lot Attendant	9.36
31290 - Shuttle Bus Driver	14.21
31310 - Taxi Driver	11.14
31361 - Truckdriver, Light	14.21
31362 - Truckdriver, Medium	15.01
31363 - Truckdriver, Heavy	17.86
31364 - Truckdriver, Tractor-Trailer	17.86

99000 - Miscellaneous Occupations	
99030 - Cashier	9.65
99050 - Desk Clerk	10.96
99095 - Embalmer	24.84
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	11.74
99710 - Recycling Laborer	14.64
99711 - Recycling Specialist	17.31
99730 - Refuse Collector	13.25
99810 - Sales Clerk	10.77
99820 - School Crossing Guard	11.87
99830 - Survey Party Chief	17.67
99831 - Surveying Aide	11.71
99832 - Surveying Technician	16.07
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: \$3.35 per hour or \$134.00 per week or \$560.66 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 3.67 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 link 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:

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- 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.

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