

Survey Worker (Interviewer)	11.26
Switchboard Operator-Receptionist	8.81
Test Examiner	11.26
Test Proctor	11.26
Travel Clerk I	7.94
Travel Clerk II	8.46
Travel Clerk III	9.05
Word Processor I	7.66
Word Processor II	9.56
Word Processor III	10.69
Automatic Data Processing Occupations	
Computer Data Librarian	7.97
Computer Operator I	7.88
Computer Operator II	10.00
Computer Operator III	12.97
Computer Operator IV	14.42
Computer Operator V	15.96
Computer Programmer I (1)	13.36
Computer Programmer II (1)	16.52
Computer Programmer III (1)	21.07
Computer Programmer IV (1)	23.03
Computer Systems Analyst I (1)	20.90
Computer Systems Analyst II (1)	25.18
Computer Systems Analyst III (1)	27.60
Peripheral Equipment Operator	8.45
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	16.13
Automotive Glass Installer	14.51
Automotive Worker	14.51
Electrician, Automotive	15.24
Mobile Equipment Service	13.07
Motor Equipment Metal Mechanic	15.95
Motor Equipment Metal Worker	14.51
Motor Vehicle Mechanic	15.95
Motor Vehicle Mechanic Helper	12.37
Motor Vehicle Upholstery Worker	13.80
Motor Vehicle Wrecker	14.51
Painter, Automotive	15.24
Radiator Repair Specialist	14.51
Tire Repairer	11.58
Transmission Repair Specialist	15.95
Food Preparation and Service Occupations	
Baker	8.29
Cook I	7.19
Cook II	8.29
Dishwasher	6.34
Food Service Worker	6.34
Meat Cutter	9.17
Waiter/Waitress	6.11
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	13.96
Furniture Handler	10.71
Furniture Refinisher	13.96
Furniture Refinisher Helper	11.33
Furniture Repairer, Minor	12.65
Upholsterer	13.96
General Services and Support Occupations	
Cleaner, Vehicles	6.34
Elevator Operator	5.52
Gardener	8.27
House Keeping Aid I	6.34
House Keeping Aid II	6.90
Janitor	6.34
Laborer, Grounds Maintenance	6.90

Maid or Houseman	6.13
Pest Controller	9.32
Refuse Collector	6.34
Tractor Operator	7.79
Window Cleaner	6.90
Health Occupations	
Dental Assistant	11.08
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.87
Licensed Practical Nurse I	10.84
Licensed Practical Nurse II	12.16
Licensed Practical Nurse III	13.60
Medical Assistant	9.72
Medical Laboratory Technician	11.18
Medical Record Clerk	10.29
Medical Record Technician	13.47
Nursing Assistant I	6.67
Nursing Assistant II	6.85
Nursing Assistant III	7.49
Nursing Assistant IV	8.39
Pharmacy Technician	12.11
Phlebotomist	10.88
Registered Nurse I	15.48
Registered Nurse II	18.94
Registered Nurse II, Specialist	18.94
Registered Nurse III	22.90
Registered Nurse III, Anesthetist	22.90
Registered Nurse IV	27.46
Information and Arts Occupations	
Audiovisual Librarian	13.76
Exhibits Specialist I	12.88
Exhibits Specialist II	16.36
Exhibits Specialist III	19.50
Illustrator I	12.88
Illustrator II	16.36
Illustrator III	19.50
Librarian	16.07
Library Technician	11.26
Photographer I	11.52
Photographer II	12.88
Photographer III	16.36
Photographer IV	19.50
Photographer V	23.60
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.17
Counter Attendant	6.17
Dry Cleaner	7.46
Finisher, Flatwork, Machine	6.17
Presser, Hand	6.17
Presser, Machine, Drycleaning	6.17
Presser, Machine, Shirts	6.17
Presser, Machine, Wearing Apparel, Laundry	6.17
Sewing Machine Operator	7.96
Tailor	8.46
Washer, Machine	6.47
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	13.96
Tool and Die Maker	16.67
Material Handling and Packing Occupations	
Forklift Operator	11.32
Fuel Distribution System Operator	12.64
Material Coordinator	12.73
Material Expediter	12.73
Material Handling Laborer	8.66
Order Filler	10.97

Production Line Worker (Food Processing)	9.84
Shipping Packer	10.78
Shipping/Receiving Clerk	11.78
Stock Clerk (Shelf Stocker; Store Worker II)	11.36
Store Worker I	9.11
Tools and Parts Attendant	9.78
Warehouse Specialist	11.32
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	14.62
Aircraft Mechanic Helper	11.33
Aircraft Quality Control Inspector	15.28
Aircraft Servicer	12.65
Aircraft Worker	13.30
Appliance Mechanic	13.96
Bicycle Repairer	11.58
Cable Splicer	14.62
Carpenter, Maintenance	13.96
Carpet Layer	13.30
Electrician, Maintenance	14.62
Electronics Technician, Maintenance I	13.30
Electronics Technician, Maintenance II	15.14
Electronics Technician, Maintenance III	17.63
Fabric Worker	12.65
Fire Alarm System Mechanic	14.62
Fire Extinguisher Repairer	12.00
Fuel Distribution System Mechanic	14.62
General Maintenance Worker	11.42
Heating, Refrigeration and Air Conditioning Mechanic	14.62
Heavy Equipment Mechanic	14.62
Heavy Equipment Operator	14.62
Instrument Mechanic	16.82
Laborer	6.34
Locksmith	13.96
Machinery Maintenance Mechanic	16.28
Machinist, Maintenance	14.62
Maintenance Trades Helper	11.33
Millwright	14.62
Office Appliance Repairer	13.96
Painter, Aircraft	15.24
Painter, Maintenance	13.96
Pipefitter, Maintenance	14.62
Plumber, Maintenance	13.96
Pneudraulic Systems Mechanic	14.62
Rigger	14.62
Scale Mechanic	13.30
Sheet-Metal Worker, Maintenance	14.62
Small Engine Mechanic	13.30
Telecommunication Mechanic I	14.62
Telecommunication Mechanic II	15.28
Telephone Lineman	14.62
Welder, Combination, Maintenance	14.62
Well Driller	14.62
Woodcraft Worker	14.62
Woodworker	12.64
Miscellaneous Occupations	
Animal Caretaker	6.47
Carnival Equipment Operator	7.79
Carnival Equipment Repairer	8.27
Carnival Worker	6.34
Desk Clerk	6.93
Embalmer	18.84
Lifeguard	6.50
Park Attendant (Aide)	7.76
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	5.65

Recreation Specialist	13.40
Recycling Worker	7.67
Sales Clerk	6.50
Sport Official	6.50
Survey Party Chief (Chief of Party)	7.36
Surveying Aide	6.13
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	6.69
Swimming Pool Operator	8.94
Vending Machine Attendant	6.26
Vending Machine Repairer	8.22
Vending Machine Repairer Helper	6.76
Personal Needs Occupations	
Child Care Attendant	6.03
Child Care Center Clerk	7.52
Chore Aid	6.13
Homemaker	8.36
Plant and System Operation Occupations	
Boiler Tender	14.62
Sewage Plant Operator	13.96
Stationary Engineer	14.62
Ventilation Equipment Tender	11.48
Water Treatment Plant Operator	13.96
Protective Service Occupations	
Alarm Monitor	9.41
Corrections Officer	11.87
Court Security Officer	12.33
Detention Officer	11.87
Firefighter	11.87
Guard I	6.45
Guard II	9.63
Police Officer I	14.84
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	11.57
Hatch Tender	13.31
Line Handler	13.31
Stevedore I	10.99
Stevedore II	12.13
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.07
Air Traffic Control Specialist, Station (2)	17.98
Air Traffic Control Specialist, Terminal (2)	19.79
Archeological Technician I	13.35
Archeological Technician II	14.95
Archeological Technician III	18.50
Cartographic Technician	21.27
Cashier	6.29
Civil Engineering Technician	18.50
Computer Based Training (CBT) Specialist/ Instructor	19.13
Drafter I	11.85
Drafter II	14.29
Drafter III	14.87
Drafter IV	18.90
Engineering Technician I	11.46
Engineering Technician II	12.87
Engineering Technician III	16.05
Engineering Technician IV	20.02
Engineering Technician V	21.79
Engineering Technician VI	26.36
Environmental Technician	21.27
Flight Simulator/Instructor (Pilot)	23.57
Graphic Artist	19.13
Instructor	13.35
Laboratory Technician	16.51
Mathematical Technician	18.50

Paralegal/Legal Assistant I	13.37
Paralegal/Legal Assistant II	14.10
Paralegal/Legal Assistant III	17.23
Paralegal/Legal Assistant IV	20.86
Photooptics Technician	18.50
Technical Writer	19.20
Unexploded (UXO) Safety Escort	16.57
Unexploded (UXO) Sweep Personnel	16.57
Unexploded Ordnance (UXO) Technician I	16.57
Unexploded Ordnance (UXO) Technician II	20.05
Unexploded Ordnance (UXO) Technician III	24.02
Weather Observer, Combined Upper Air and Surface Programs (3)	12.93
Weather Observer, Senior (3)	14.37
Weather Observer, Upper Air (3)	12.93
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	11.80
Parking and Lot Attendant	7.98
Shuttle Bus Driver	11.11
Taxi Driver	10.49
Truckdriver, Heavy Truck	14.28
Truckdriver, Light Truck	11.18
Truckdriver, Medium Truck	11.80
Truckdriver, Tractor-Trailer	14.28

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$1.92 an hour or \$76.80 a week or \$332.80 a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or success weeks after 8 years, and 4 weeks after 15 years. Length of service includes the wh of continuous service with the present contractor or successor, wherever employed, 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 K Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, C Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substit any of the named holidays another day off with pay in accordance with a plan commun to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (a numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee i entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. rate of basic pay plus a night pay differential amounting to 10 percent of the rate basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a tour of duty, you will earn a night differential and receive an additional 10% of k for any hours worked between 6pm and 6am. If you are a full-time employed (40 hour week) and Sunday is part of your regularly scheduled workweek, you are paid at your basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday w which is not overtime (i.e. occasional work on Sunday outside the normal tour of du considered overtime work).

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (eit the terms of the Government contract, by the employer, by the state or local law, e the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning uniforms is an expense that may not be borne by an employee where such cost reduces hourly rate below that required by the wage determination. The Department of Labor accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequa number of uniforms without cost or to reimburse employees for the actual cost of th uniforms. In addition, where uniform cleaning and maintenance is made the responsi of the employee, all contractors and subcontractors subject to this wage determinat shall (in the absence of a bona fide collective bargaining agreement providing for different amount, or the furnishing of contrary affirmative proof as to the actual

reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per we (\$.67 cents per day). However, in those instances where the uniforms furnished are "wash and wear" materials, may be routinely washed and dried with other personal ga and do not require any special treatment such as dry cleaning, daily washing, or cc laundering in order to meet the cleanliness or appearance standards set by the term Government contract, by the contractor, by law, or by the nature of the work, there requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by Third Supplement, dated March 1997, unless otherwise indicated. This publication n obtained from the Superintendent of Documents, at 202-783-3238, or by writing to th Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 2040 Copies of specific job descriptions may also be obtained from the appropriate contr officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is n 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), classified by the contractor so as to provide a reasonable relationship (i.e., appr level of skill comparison) between such unlisted classifications and the classifica listed in the wage determination. Such conformed classes of employees shall be pai monetary wages and furnished the fringe benefits as are determined. Such conformin process shall be initiated by the contractor prior to the performance of contract w such unlisted class(es) of employees. The conformed classification, wage rate, and fringe benefits shall be retroactive to the commencement date of the contract. {See 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separ 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 occup and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), inc information regarding the agreement or disagreement of the authorized representative employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later th days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a repor action, together with the agency's recommendations and pertinent information inclu position of the contractor and the employees, to the Wage and Hour Division, Employ Standards Administration, U.S. Department of Labor, for review. (See section 4.6(k Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or dis the action via transmittal to the agency contracting officer, or notifies the contr 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 Occupa (the Directory) should be used to compare job definitions to insure that duties req are not performed by a classification already listed in the wage determination. Re it is not the job title, but the required tasks that determine whether a class is i in an established wage determination. Conformances may not be used to artificially combine, or subdivide classifications listed in the wage determination.

&&&&&&&&&&

