

## Attachment C-6 Department of Labor Wage Rates

### 1. WAGE DETERMINATION FOR SARATOGA COUNTY, NEW YORK.

A portion of Wage Determination 1994-2368, dated May 5, 2002 that is applicable to this contract, is shown in Table C-6-1. below.

*Table C-6-1. Wage Determination for Saratoga County, New York.*

William W. Gross Director	Division of Wage Determinations	Wage Determination No.: 1994-2368 Revision No.: 13 Date Of Last Revision: 05/14/2002
------------------------------	------------------------------------	--

**State: New York**

Area: New York Counties of Albany, Columbia, Fulton, Greene, Montgomery, Rensselaer, Saratoga, Schenectady, Schoharie, Warren, Washington

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION TITLE	MINIMUM WAGE RATE
<b>Administrative Support and Clerical Occupations</b>	
Accounting Clerk I	10.19
Accounting Clerk II	12.07
Accounting Clerk III	13.73
Accounting Clerk IV	15.99
Court Reporter	15.79
Dispatcher, Motor Vehicle	14.35
Document Preparation Clerk	10.92
Duplicating Machine Operator	10.92
Film/Tape Librarian	12.56
General Clerk I	9.67
General Clerk II	10.90
General Clerk III	13.11

**OCCUPATION TITLE****MINIMUM WAGE RATE**

General Clerk IV	14.57
Housing Referral Assistant	16.43
Key Entry Operator I	11.10
Key Entry Operator II	13.42
Messenger (Courier)	9.29
Order Clerk I	11.41
Order Clerk II	12.57
Personnel Assistant (Employment) I	10.09
Personnel Assistant (Employment) II	11.35
Personnel Assistant (Employment) III	14.06
Personnel Assistant (Employment) IV	15.63
Production Control Clerk	17.16
Rental Clerk	13.44
Scheduler, Maintenance	12.56
Secretary I	12.56
Secretary II	14.35
Secretary III	16.43
Secretary IV	17.48
Secretary V	19.82
Service Order Dispatcher	12.56
Stenographer I	12.30
Stenographer II	13.82
Supply Technician	17.48
Survey Worker (Interviewer)	14.35
Switchboard Operator-Receptionist	9.63
Test Examiner	14.35
Test Proctor	14.35
Travel Clerk I	10.05
Travel Clerk II	10.73
Travel Clerk III	11.40
Word Processor I	11.28
Word Processor II	12.66
Word Processor III	14.03

**Automatic Data Processing Occupations**

Computer Data Librarian	10.53
Computer Operator I	12.62
Computer Operator II	13.47
Computer Operator III	18.31
Computer Operator IV	20.27
Computer Operator V	22.30

**OCCUPATION TITLE****MINIMUM WAGE RATE**

Computer Programmer I (1)	15.55
Computer Programmer II (1)	19.09
Computer Programmer III (1)	25.07
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	19.61
Computer Systems Analyst II (1)	24.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	12.62

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	18.00
Automotive Glass Installer	16.56
Automotive Worker	16.56
Electrician, Automotive	17.27
Mobile Equipment Servicer	15.12
Motor Equipment Metal Mechanic	18.00
Motor Equipment Metal Worker	16.56
Motor Vehicle Mechanic	19.38
Motor Vehicle Mechanic Helper	14.22
Motor Vehicle Upholstery Worker	15.84
Motor Vehicle Wrecker	16.56
Painter, Automotive	17.70
Radiator Repair Specialist	16.56
Tire Repairer	14.61
Transmission Repair Specialist	18.00

**Food Preparation and Service Occupations**

Baker	12.48
Cook I	10.85
Cook II	11.87
Dishwasher	7.56
Food Service Worker	7.74
Meat Cutter	13.43
Waiter/Waitress	8.37

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	17.96
Furniture Handler	12.24
Furniture Refinisher	17.96
Furniture Refinisher Helper	14.55
Furniture Repairer, Minor	16.54

<b>OCCUPATION TITLE</b>	<b>MINIMUM WAGE RATE</b>
Upholsterer	17.96
<b>General Services and Support Occupations</b>	
Cleaner, Vehicles	8.09
Elevator Operator	9.56
Gardener	12.37
House Keeping Aid I	7.33
House Keeping Aid II	9.01
Janitor	9.56
Laborer, Grounds Maintenance	9.54
Maid or Houseman	7.33
Pest Controller	12.53
Refuse Collector	9.56
Tractor Operator	11.42
Window Cleaner	10.59
<b>Health Occupations</b>	
Dental Assistant	12.08
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.52
Licensed Practical Nurse I	10.28
Licensed Practical Nurse II	11.53
Licensed Practical Nurse III	12.90
Medical Assistant	11.58
Medical Laboratory Technician	12.36
Medical Record Clerk	11.24
Medical Record Technician	13.54
Nursing Assistant I	8.35
Nursing Assistant II	9.27
Nursing Assistant III	10.25
Nursing Assistant IV	11.49
Pharmacy Technician	12.19
Phlebotomist	11.73
Registered Nurse I	16.19
Registered Nurse II	19.82
Registered Nurse II, Specialist	19.82
Registered Nurse III	23.98
Registered Nurse III, Anesthetist	23.98
Registered Nurse IV	28.73
<b>Information and Arts Occupations</b>	
Audiovisual Librarian	17.48

**OCCUPATION TITLE****MINIMUM WAGE RATE**

Exhibits Specialist I	14.08
Exhibits Specialist II	17.74
Exhibits Specialist III	21.33
Illustrator I	16.74
Illustrator II	20.75
Illustrator III	25.96
Librarian	20.30
Library Technician	14.35
Photographer I	13.17
Photographer II	16.89
Photographer III	20.92
Photographer IV	26.19
Photographer V	30.38

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	6.88
Counter Attendant	6.88
Dry Cleaner	7.76
Finisher, Flatwork, Machine	6.88
Presser, Hand	6.88
Presser, Machine, Dry-cleaning	6.88
Presser, Machine, Shirts	6.88
Presser, Machine, Wearing Apparel, Laundry	6.88
Sewing Machine Operator	8.91
Tailor	9.42
Washer, Machine	7.38

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Tool room)	17.96
Tool and Die Maker	22.69

**Material Handling and Packing Occupations**

Forklift Operator	14.79
Fuel Distribution System Operator	19.13
Material Coordinator	17.47
Material Expediter	17.47
Material Handling Laborer	14.63
Order Filler	12.39
Production Line Worker (Food Processing)	15.31
Shipping Packer	12.27
Shipping/Receiving Clerk	13.08

**OCCUPATION TITLE****MINIMUM WAGE RATE**

Stock Clerk (Shelf Stocker; Store Worker II)	12.56
Store Worker I	9.93
Tools and Parts Attendant	15.01
Warehouse Specialist	15.01

**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	18.70
Aircraft Mechanic Helper	14.55
Aircraft Quality Control Inspector	19.36
Aircraft Servicer	16.54
Aircraft Worker	17.24
Appliance Mechanic	17.96
Bicycle Repairer	15.21
Cable Splicer	18.70
Carpenter, Maintenance	17.44
Carpet Layer	17.24
Electrician, Maintenance	20.09
Electronics Technician, Maintenance I	16.74
Electronics Technician, Maintenance II	17.35
Electronics Technician, Maintenance III	18.00
Fabric Worker	16.54
Fire Alarm System Mechanic	18.70
Fire Extinguisher Repairer	15.74
Fuel Distribution System Mechanic	20.57
General Maintenance Worker	17.19
Heating, Refrigeration and Air Conditioning Mechanic	18.70
Heavy Equipment Mechanic	18.84
Heavy Equipment Operator	18.70
Instrument Mechanic	18.70
Laborer	10.73
Locksmith	17.96
Machinery Maintenance Mechanic	18.70
Machinist, Maintenance	18.32
Maintenance Trades Helper	14.22
Millwright	19.95
Office Appliance Repairer	17.96
Painter, Aircraft	17.96
Painter, Maintenance	17.96
Pipe fitter, Maintenance	23.06
Plumber, Maintenance	19.41
Pneudraulic Systems Mechanic	18.70

**OCCUPATION TITLE****MINIMUM WAGE RATE**

Rigger	18.70
Scale Mechanic	17.24
Sheet-Metal Worker, Maintenance	18.70
Small Engine Mechanic	17.24
Telecommunication Mechanic I	20.99
Telecommunication Mechanic II	21.73
Telephone Lineman	21.73
Welder, Combination, Maintenance	18.70
Well Driller	18.70
Woodcraft Worker	18.70
Woodworker	15.74

**Miscellaneous Occupations**

Animal Caretaker	9.20
Carnival Equipment Operator	10.89
Carnival Equipment Repairer	11.80
Carnival Worker	8.22
Cashier	6.98
Desk Clerk	7.76
Embalmer	17.93
Lifeguard	8.75
Mortician	18.74
Park Attendant (Aide)	10.97
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.10
Recreation Specialist	10.74
Recycling Worker	12.67
Sales Clerk	8.62
School Crossing Guard (Crosswalk Attendant)	8.39
Sport Official	7.60
Survey Party Chief (Chief of Party)	13.45
Surveying Aide	8.01
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.23
Swimming Pool Operator	11.87
Vending Machine Attendant	10.02
Vending Machine Repairer	11.89
Vending Machine Repairer Helper	10.02

**Personal Needs Occupations**

Child Care Attendant	8.92
Child Care Center Clerk	11.12
Chore Aid	8.49

OCCUPATION TITLE	MINIMUM WAGE RATE
Homemaker	13.31
<b>Plant and System Operation Occupations</b>	
Boiler Tender	18.70
Sewage Plant Operator	17.96
Stationary Engineer	18.70
Ventilation Equipment Tender	16.73
Water Treatment Plant Operator	17.96
<b>Protective Service Occupations</b>	
Alarm Monitor	14.62
Corrections Officer	20.36
Court Security Officer	18.31
Detention Officer	20.36
Firefighter	18.85
Guard I	8.61
Guard II	12.57
Police Officer	22.20
<b>Stevedoring/Longshoremen Occupations</b>	
Blocker and Bracer	17.80
Hatch Tender	17.80
Line Handler	17.80
Stevedore I	17.06
Stevedore II	18.53
<b>Technical Occupations</b>	
Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	12.57
Archeological Technician II	14.08
Archeological Technician III	17.44
Cartographic Technician	20.27
Civil Engineering Technician	20.92
Computer Based Training (CBT) Specialist/ Instructor	21.07
Drafter I	10.98
Drafter II	11.39
Drafter III	14.08
Drafter IV	17.44
Engineering Technician I	12.24

**OCCUPATION TITLE****MINIMUM WAGE RATE**

Engineering Technician II	12.70
Engineering Technician III	15.70
Engineering Technician IV	19.00
Engineering Technician V	21.78
Engineering Technician VI	28.25
Environmental Technician	19.02
Flight Simulator/Instructor (Pilot)	24.62
Graphic Artist	18.32
Instructor	20.14
Laboratory Technician	16.21
Mathematical Technician	16.54
Paralegal/Legal Assistant I	14.50
Paralegal/Legal Assistant II	17.20
Paralegal/Legal Assistant III	20.32
Paralegal/Legal Assistant IV	25.45
Photo optics Technician	20.92
Technical Writer	26.19
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	16.38
Weather Observer, Senior (3)	18.19
Weather Observer, Upper Air (3)	16.38

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	12.79
Parking and Lot Attendant	8.80
Shuttle Bus Driver	12.06
Taxi Driver	10.30
Truck driver, Heavy Truck	16.69
Truck driver, Light Truck	12.61
Truck driver, Medium Truck	14.71
Truck driver, Tractor-Trailer	16.69

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans,

civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 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 PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

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

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation,

demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement,

dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

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

### **Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

## 2. WAGE DETERMINATION OF SACRAMENTO, CALIFORNIA AND SURROUNDING COUNTIES.

The portion of Wage Determination 1994-2055, dated May 28, 2002 that is relevant to this contract, is shown in Table C-6-2. below.

**Table C-6-2. Wage Determination for Sacramento, CA and Surrounding Counties.**

William W. Gross Director	Division of Wage Determinations	Wage Determination No.: 1994-2055 Revision No.: 18 Date Of Last Revision: 05/28/2002
------------------------------	------------------------------------	--

### 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 TITLE	MINIMUM WAGE RATE
<b>Administrative Support and Clerical Occupations</b>	
Accounting Clerk I	11.14
Accounting Clerk II	12.04
Accounting Clerk III	14.68
Accounting Clerk IV	15.01
Court Reporter	14.22
Dispatcher, Motor Vehicle	14.22
Document Preparation Clerk	12.04
Duplicating Machine Operator	12.04
Film/Tape Librarian	11.63
General Clerk I	8.50
General Clerk II	9.63
General Clerk III	12.04
General Clerk IV	14.13
Housing Referral Assistant	16.00
Key Entry Operator I	11.06

**OCCUPATION TITLE****MINIMUM WAGE RATE**

Key Entry Operator II	12.74
Messenger (Courier)	8.50
Order Clerk I	11.53
Order Clerk II	12.60
Personnel Assistant (Employment) I	11.53
Personnel Assistant (Employment) II	16.16
Personnel Assistant (Employment) III	18.31
Personnel Assistant (Employment) IV	19.35
Production Control Clerk	15.58
Rental Clerk	12.44
Scheduler, Maintenance	12.44
Secretary I	12.44
Secretary II	15.21
Secretary III	16.00
Secretary IV	18.10
Secretary V	19.74
Service Order Dispatcher	11.63
Stenographer I	10.36
Stenographer II	11.63
Supply Technician	18.10
Survey Worker (Interviewer)	14.22
Switchboard Operator-Receptionist	9.78
Test Examiner	15.21
Test Proctor	15.21
Travel Clerk I	9.43
Travel Clerk II	10.17
Travel Clerk III	10.94
Word Processor I	11.53
Word Processor II	14.22
Word Processor III	15.93

**Automatic Data Processing Occupations**

Computer Data Librarian	10.85
Computer Operator I	12.35
Computer Operator II	14.00
Computer Operator III	16.13
Computer Operator IV	18.65
Computer Operator V	19.25
Computer Programmer I (1)	15.67
Computer Programmer II (1)	19.10
Computer Programmer III (1)	22.70

**OCCUPATION TITLE****MINIMUM WAGE RATE**

Computer Programmer IV (1)	26.97
Computer Systems Analyst I (1)	24.04
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	12.48

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	22.29
Automotive Glass Installer	17.62
Automotive Worker	17.62
Electrician, Automotive	18.59
Mobile Equipment Servicer	15.66
Motor Equipment Metal Mechanic	19.58
Motor Equipment Metal Worker	17.62
Motor Vehicle Mechanic	18.27
Motor Vehicle Mechanic Helper	14.68
Motor Vehicle Upholstery Worker	16.64
Motor Vehicle Wrecker	17.62
Painter, Automotive	18.59
Radiator Repair Specialist	17.62
Tire Repairer	14.98
Transmission Repair Specialist	19.58

**Food Preparation and Service Occupations**

Baker	15.15
Cook I	13.53
Cook II	15.15
Dishwasher	10.27
Food Service Worker	10.27
Meat Cutter	16.57
Waiter/Waitress	11.07

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	18.40
Furniture Handler	12.60
Furniture Refinisher	18.40
Furniture Refinisher Helper	14.53
Furniture Repairer, Minor	16.47
Upholsterer	18.40

**General Services and Support Occupations**

**OCCUPATION TITLE****MINIMUM WAGE RATE**

Cleaner, Vehicles	11.11
Elevator Operator	11.37
Gardener	13.53
House Keeping Aid I	9.46
House Keeping Aid II	11.37
Janitor	11.37
Laborer, Grounds Maintenance	11.07
Maid or Houseman	9.46
Pest Controller	14.89
Refuse Collector	11.43
Tractor Operator	12.70
Window Cleaner	12.26

**Health Occupations**

Dental Assistant	12.89
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.89
Licensed Practical Nurse I	12.27
Licensed Practical Nurse II	13.78
Licensed Practical Nurse III	15.44
Medical Assistant	11.52
Medical Laboratory Technician	11.52
Medical Record Clerk	11.52
Medical Record Technician	13.89
Nursing Assistant I	7.51
Nursing Assistant II	8.44
Nursing Assistant III	10.78
Nursing Assistant IV	12.83
Pharmacy Technician	14.31
Phlebotomist	10.12
Registered Nurse I	18.65
Registered Nurse II	22.83
Registered Nurse II, Specialist	22.83
Registered Nurse III	27.60
Registered Nurse III, Anesthetist	27.60
Registered Nurse IV	33.06

**Information and Arts Occupations**

Audiovisual Librarian	16.92
Exhibits Specialist I	19.71
Exhibits Specialist II	23.54
Exhibits Specialist III	28.78

**OCCUPATION TITLE****MINIMUM WAGE RATE**

Illustrator I	19.71
Illustrator II	23.54
Illustrator III	28.78
Librarian	18.46
Library Technician	15.13
Photographer I	15.40
Photographer II	19.44
Photographer III	23.22
Photographer IV	28.39
Photographer V	34.33

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	7.79
Counter Attendant	7.79
Dry Cleaner	9.46
Finisher, Flatwork, Machine	7.79
Presser, Hand	7.79
Presser, Machine, Dry-cleaning	7.79
Presser, Machine, Shirts	7.79
Presser, Machine, Wearing Apparel, Laundry	7.79
Sewing Machine Operator	10.30
Tailor	11.68
Washer, Machine	8.95

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Tool room)	18.40
Tool and Die Maker	21.89

**Material Handling and Packing Occupations**

Forklift Operator	13.53
Fuel Distribution System Operator	15.50
Material Coordinator	15.20
Material Expediter	15.20
Material Handling Laborer	8.89
Order Filler	14.68
Production Line Worker (Food Processing)	13.47
Shipping Packer	10.87
Shipping/Receiving Clerk	10.87
Stock Clerk (Shelf Stocker; Store Worker II)	12.48
Store Worker I	10.51
Tools and Parts Attendant	13.47

**OCCUPATION TITLE****MINIMUM WAGE RATE**

Warehouse Specialist 13.47

**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic 19.38  
Aircraft Mechanic Helper 14.53  
Aircraft Quality Control Inspector 20.35  
Aircraft Servicer 16.47  
Aircraft Worker 17.44  
Appliance Mechanic 18.40  
Bicycle Repairer 14.98  
Cable Splicer 22.29  
Carpenter, Maintenance 18.40  
Carpet Layer 17.44  
Electrician, Maintenance 23.29  
Electronics Technician, Maintenance I 18.37  
Electronics Technician, Maintenance II 19.36  
Electronics Technician, Maintenance III 23.27  
Fabric Worker 16.47  
Fire Alarm System Mechanic 19.38  
Fire Extinguisher Repairer 15.50  
Fuel Distribution System Mechanic 19.38  
General Maintenance Worker 16.51  
Heating, Refrigeration and Air Conditioning Mechanic 19.38  
Heavy Equipment Mechanic 19.38  
Heavy Equipment Operator 22.06  
Instrument Mechanic 22.06  
Laborer 10.69  
Locksmith 18.40  
Machinery Maintenance Mechanic 20.33  
Machinist, Maintenance 19.38  
Maintenance Trades Helper 14.53  
Millwright 19.38  
Office Appliance 18.40  
Painter, Aircraft 18.40  
Painter, Maintenance 18.40  
Pipe fitter, Maintenance 19.38  
Plumber, Maintenance 18.40  
Pneudraulic Systems Mechanic 19.38  
Rigger 19.38  
Scale Mechanic 17.44  
Sheet-Metal Worker, Maintenance 19.41

**OCCUPATION TITLE****MINIMUM WAGE RATE**

Small Engine Mechanic	17.44
Telecommunication Mechanic I	19.38
Telecommunication Mechanic II	20.35
Telephone Lineman	19.38
Welder, Combination, Maintenance	19.38
Well Driller	19.38
Woodcraft Worker	19.38
Woodworker	15.50

**Miscellaneous Occupations**

Animal Caretaker	11.89
Carnival Equipment Operator	12.70
Carnival Equipment Repairer	13.53
Carnival Worker	10.27
Cashier	9.03
Desk Clerk	9.62
Embalmer	16.99
Lifeguard	9.49
Mortician	16.99
Park Attendant (Aide)	11.64
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.80
Recreation Specialist	13.30
Recycling Worker	13.18
Sales Clerk	10.17
School Crossing Guard (Crosswalk Attendant)	10.27
Sport Official	9.49
Survey Party Chief (Chief of Party)	17.89
Surveying Aide	8.84
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.13
Swimming Pool Operator	15.15
Vending Machine Attendant	12.70
Vending Machine Repairer	15.15
Vending Machine Repairer Helper	12.70

**Personal Needs Occupations**

Child Care Attendant	9.62
Child Care Center Clerk	11.99
Chore Aid	9.46
Homemaker	13.30

**Plant and System Operation Occupations**

**OCCUPATION TITLE****MINIMUM WAGE RATE**

Boiler Tender	19.38
Sewage Plant Operator	20.08
Stationary Engineer	19.38
Ventilation Equipment Tender	14.53
Water Treatment Plant Operator	20.08

**Protective Service Occupations**

Alarm Monitor	16.91
Corrections Officer	21.17
Court Security Officer	21.17
Detention Officer	21.17
Firefighter	18.02
Guard I	8.21
Guard II	18.00
Police Officer	25.67

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	16.11
Hatch Tender	16.11
Line Handler	16.11
Stevedore I	15.24
Stevedore II	17.01

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	27.16
Air Traffic Control Specialist, Station (2)	19.14
Air Traffic Control Specialist, Terminal (2)	21.08
Archeological Technician I	17.00
Archeological Technician II	19.01
Archeological Technician III	23.54
Cartographic Technician	26.70
Civil Engineering Technician	23.22
Computer Based Training (CBT) Specialist/ Instructor	24.04
Drafter I	14.61
Drafter II	15.61
Drafter III	19.71
Drafter IV	23.54
Engineering Technician I	12.89
Engineering Technician II	14.46
Engineering Technician III	16.21
Engineering Technician IV	20.34

**OCCUPATION TITLE****MINIMUM WAGE RATE**

Engineering Technician V	24.53
Engineering Technician VI	29.67
Environmental Technician	18.47
Flight Simulator/Instructor (Pilot)	25.96
Graphic Artist	20.90
Instructor	20.90
Laboratory Technician	16.13
Mathematical Technician	22.55
Paralegal/Legal Assistant I	17.20
Paralegal/Legal Assistant II	19.24
Paralegal/Legal Assistant III	23.22
Paralegal/Legal Assistant IV	28.44
Photo optics Technician	19.61
Technical Writer	26.24
Unexploded (UXO) Safety Escort	17.64
Unexploded (UXO) Sweep Personnel	17.64
Unexploded Ordnance (UXO) Technician I	17.64
Unexploded Ordnance (UXO) Technician II	21.35
Unexploded Ordnance (UXO) Technician III	25.59
Weather Observer, Combined Upper Air and Surface Programs (3)	16.35
Weather Observer, Senior (3)	17.28
Weather Observer, Upper Air (3)	16.35

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	15.09
Parking and Lot Attendant	7.61
Shuttle Bus Driver	9.42
Taxi Driver	8.81
Truck driver, Heavy Truck	16.61
Truck driver, Light Truck	10.55
Truck driver, Medium Truck	14.52
Truck driver, Tractor-Trailer	16.61

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$2.15 an hour or \$86.00 a week or \$372.67 a 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 4.174)

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

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

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as

laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

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

### **Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(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.



**OCCUPATION TITLE****MINIMUM WAGE RATE**

Order Clerk II	11.21
Personnel Assistant (Employment) I	11.06
Personnel Assistant (Employment) II	12.02
Personnel Assistant (Employment) III	13.45
Personnel Assistant (Employment) IV	16.07
Production Control Clerk	15.02
Rental Clerk	11.00
Scheduler, Maintenance	11.00
Secretary I	11.00
Secretary II	12.31
Secretary III	14.70
Secretary IV	18.05
Secretary V	20.03
Service Order Dispatcher	12.32
Stenographer I	10.20
Stenographer II	11.51
Supply Technician	18.05
Survey Worker (Interviewer)	11.16
Switchboard Operator-Receptionist	9.13
Test Examiner	12.31
Test Proctor	12.31
Travel Clerk I	10.22
Travel Clerk II	11.05

Travel Clerk III	11.95
Word Processor I	10.47
Word Processor II	12.86
Word Processor III	13.23

**Automatic Data Processing Occupations**

Computer Data Librarian	9.87
Computer Operator I	11.97
Computer Operator II	13.02
Computer Operator III	16.08
Computer Operator IV	17.84
Computer Operator V	17.99
Computer Programmer I (1)	18.72
Computer Programmer II (1)	19.42
Computer Programmer III (1)	21.48



**OCCUPATION TITLE****MINIMUM WAGE RATE**

Cleaner, Vehicles	8.54
Elevator Operator	8.84
Gardener	11.14
House Keeping Aid I	7.87
House Keeping Aid II	8.84
Janitor	8.84
Laborer, Grounds Maintenance	9.37
Maid or Houseman	7.87
Pest Controller	11.66
Refuse Collector	8.84
Tractor Operator	10.44
Window Cleaner	9.37

**Health Occupations**

Dental Assistant	12.78
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.02
Licensed Practical Nurse I	11.29
Licensed Practical Nurse II	12.68
Licensed Practical Nurse III	14.59
Medical Assistant	11.02
Medical Laboratory Technician	11.34
Medical Record Clerk	11.09
Medical Record Technician	13.59
Nursing Assistant I	7.89
Nursing Assistant II	8.87
Nursing Assistant III	10.49
Nursing Assistant IV	11.78
Pharmacy Technician	12.19
Phlebotomist	10.73
Registered Nurse I	17.01
Registered Nurse II	20.81
Registered Nurse II, Specialist	20.81
Registered Nurse III	25.18
Registered Nurse III, Anesthetist	25.18
Registered Nurse IV	30.17

**Information and Arts Occupations**

Audiovisual Librarian	15.03
Exhibits Specialist I	16.05
Exhibits Specialist II	19.69
Exhibits Specialist III	23.98

**OCCUPATION TITLE****MINIMUM WAGE RATE**

Illustrator I	13.07
Illustrator II	16.04
Illustrator III	19.53
Librarian	19.94
Library Technician	13.07
Photographer I	12.25
Photographer II	13.57
Photographer III	16.65
Photographer IV	20.28
Photographer V	24.59

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	7.41
Counter Attendant	7.41
Dry Cleaner	9.43
Finisher, Flatwork, Machine	7.41
Presser, Hand	7.41
Presser, Machine, Dry Cleaning	7.41
Presser, Machine, Shirts	7.41
Presser, Machine, Wearing Apparel, Laundry	7.41
Sewing Machine Operator	10.14
Tailor	10.86
Washer, Machine	8.22

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Tool room)	14.43
Tool and Die Maker	18.47

**Material Handling and Packing Occupations**

Forklift Operator	13.35
Fuel Distribution System Operator	13.82
Material Coordinator	14.81
Material Expediter	14.81
Material Handling Laborer	12.04
Order Filler	10.65
Production Line Worker (Food Processing)	13.37
Shipping Packer	12.90
Shipping/Receiving Clerk	11.73
Stock Clerk (Shelf Stocker; Store Worker II)	14.27
Store Worker I	11.52
Tools and Parts Attendant	13.37

**OCCUPATION TITLE****MINIMUM WAGE RATE**

Warehouse Specialist	13.37
----------------------	-------

**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	17.60
Aircraft Mechanic Helper	14.77
Aircraft Quality Control Inspector	18.95
Aircraft Servicer	16.34
Aircraft Worker	17.13

Appliance Mechanic	14.11
Bicycle Repairer	12.64
Cable Splicer	18.38
Carpenter, Maintenance	16.23
Carpet Layer	16.53
Electrician, Maintenance	18.38
Electronics Technician, Maintenance I	17.06
Electronics Technician, Maintenance II	17.42
Electronics Technician, Maintenance III	17.94
Fabric Worker	14.71
Fire Alarm System Mechanic	16.75
Fire Extinguisher Repairer	15.08
Fuel Distribution System Mechanic	16.75
General Maintenance Worker	14.23
Heating, Refrigeration and Air Conditioning Mechanic	16.37
Heavy Equipment Mechanic	17.59
Heavy Equipment Operator	18.02
Instrument Mechanic	18.38
Laborer	8.84
Locksmith	15.52
Machinery Maintenance Mechanic	16.95
Machinist, Maintenance	15.26
Maintenance Trades Helper	12.65
Millwright	18.38
Office Appliance Repairer	17.41
Painter, Aircraft	14.93
Painter, Maintenance	14.11
Pipe fitter, Maintenance	18.38
Plumber, Maintenance	17.85
Pneudraulic Systems Mechanic	16.75
Rigger	18.38

**OCCUPATION TITLE****MINIMUM WAGE RATE**

Scale Mechanic	15.93
Sheet-Metal Worker, Maintenance	17.84
Small Engine Mechanic	13.82
Telecommunication Mechanic I	15.49
Telecommunication Mechanic II	17.93
Telephone Lineman	16.36
Welder, Combination, Maintenance	14.60
Well Driller	15.98
Woodcraft Worker	16.80
Woodworker	13.08

**Miscellaneous Occupations**

Animal Caretaker	8.50
Carnival Equipment Operator	9.05
Carnival Equipment Repairer	9.39
Carnival Worker	7.69
Cashier	7.61
Desk Clerk	8.63
Embalmer	18.01
Lifeguard	9.42
Mortician	21.65
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.72
Recreation Specialist	11.97
Recycling Worker	10.52
Sales Clerk	9.69
School Crossing Guard (Crosswalk Attendant)	8.13
Sport Official	9.42
Survey Party Chief (Chief of Party)	16.99
Surveying Aide	12.56
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.15
Swimming Pool Operator	12.24
Vending Machine Attendant	10.47
Vending Machine Repairer	12.24
Vending Machine Repairer Helper	10.88

**Personal Needs Occupations**

Child Care Attendant	8.63
Child Care Center Clerk	12.15
Chore Aid	8.09
Homemaker	13.39

**OCCUPATION TITLE****MINIMUM WAGE RATE****Plant and System Operation Occupations**

Boiler Tender		15.98
Sewage Plant Operator		17.01
Stationary Engineer	18.38	
Ventilation Equipment Tender		14.18
Water Treatment Plant Operator		17.01

**Protective Service Occupations**

Alarm Monitor		13.94
Corrections Officer		14.38
Court Security Officer		15.21
Detention Officer		14.40
Firefighter		14.43
Guard I		8.67
Guard II		13.12
Police Officer		17.54

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer		16.98
Hatch Tender		14.99
Line Handler		14.99
Stevedore I		13.97
Stevedore II		16.37

**Technical Occupations**

Air Traffic Control Specialist, Center (2)		28.21
Air Traffic Control Specialist, Station (2)		19.46
Air Traffic Control Specialist, Terminal (2)		21.43
Archeological Technician I		13.20
Archeological Technician II		15.19
Archeological Technician III		17.28
Cartographic Technician		18.45
Civil Engineering Technician		17.83
Computer Based Training (CBT) Specialist/ Instructor		21.19
Drafter I		13.14
Drafter II		14.62
Drafter III		16.18
Drafter IV		19.88
Engineering Technician I		11.72
Engineering Technician II		13.04

**OCCUPATION TITLE****MINIMUM WAGE RATE**

Engineering Technician III	14.44
Engineering Technician IV	17.72
Engineering Technician V	20.59
Engineering Technician VI	24.96
Environmental Technician	17.64
Flight Simulator/Instructor (Pilot)	23.91
Graphic Artist	18.05
Instructor	19.26
Laboratory Technician	14.59
Mathematical Technician	17.64
Paralegal/Legal Assistant I	13.07
Paralegal/Legal Assistant II	18.24
Paralegal/Legal Assistant III	20.43
Paralegal/Legal Assistant IV	23.89
Photo Optics Technician	16.65
Technical Writer	22.59
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	14.29
Weather Observer, Senior (3)	16.54
Weather Observer, Upper Air (3)	14.29

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	13.37
Parking and Lot Attendant	10.63
Shuttle Bus Driver	12.96
Taxi Driver	11.53
Truck Driver, Heavy Truck	15.85
Truck Driver, Light Truck	11.78
Truck Driver, Medium Truck	13.97
Truck Driver, Tractor-Trailer	15.85

---

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:****HEALTH & WELFARE:** \$2.15 an hour or \$86.00 a week or \$372.67 a 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 4.174)

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

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

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances here the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of

Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

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

### **Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(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.