WD 05-2131 (Rev.-13) was first posted on www.wdol.gov on 06/19/2012

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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

| Wage Determination No.: 2005-2131

Diane C. Koplewski Division of | Revision No.: 13

Director Wage Determinations| Date of Revision: 06/13/2012

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State: Georgia

Area: Georgia Counties of Atkinson, Baker, Ben Hill, Berrien, Brooks, Calhoun,

Clinch, Coffee, Colquitt, Cook, Decatur, Dougherty, Echols, Grady, Irwin,

Lanier, Lee, Lowndes, Mitchell, Randolph, Sumter, Terrell, Thomas, Tift,

Turner, Ware, Worth

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

OCCUPATION CODE - TITLE FOOTNOTE RATE

01000 - Administrative Support and Clerical Occupations

01011 - Accounting Clerk I 12.02

01012 - Accounting Clerk II 13.88

01013 - Accounting Clerk III 19.10

01020 - Administrative Assistant 16.91

01040 - Court Reporter 13.54

01051 - Data Entry Operator I 10.94

01052 - Data Entry Operator II 12.38

01060 - Dispatcher, Motor Vehicle 16.94

01070 - Document Preparation Clerk 11.42

01090 - Duplicating Machine Operator 11.42

01111 - General Clerk I 10.34

01112 - General Clerk II 11.49

01113 - General Clerk III 12.89

01120 - Housing Referral Assistant 15.22

01141 - Messenger Courier 8.86

01191 - Order Clerk I 10.76

01192 - Order Clerk II 14.83

01261 - Personnel Assistant (Employment) I 13.44

01262 - Personnel Assistant (Employment) II 14.62

01263 - Personnel Assistant (Employment) III 16.29

01270 - Production Control Clerk 22.50

01280 - Receptionist 9.81

01290 - Rental Clerk 10.36

01300 - Scheduler, Maintenance 12.20

01311 - Secretary I 12.20

01312 - Secretary II 13.65

01313 - Secretary III 15.22

01320 - Service Order Dispatcher 16.31

01410 - Supply Technician 16.91

01420 - Survey Worker 13.65

01531 - Travel Clerk I 11.29

01532 - Travel Clerk II 12.35

01533 - Travel Clerk III 13.13

01611 - Word Processor I 12.24

01612 - Word Processor II 14.15

01613 - Word Processor III 15.83

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass 22.65

05010 - Automotive Electrician 16.57

05040 - Automotive Glass Installer 15.89

05070 - Automotive Worker 15.89

05110 - Mobile Equipment Servicer 13.94

05130 - Motor Equipment Metal Mechanic 17.27

05160 - Motor Equipment Metal Worker 15.89

05190 - Motor Vehicle Mechanic 17.27

05220 - Motor Vehicle Mechanic Helper 13.81

05250 - Motor Vehicle Upholstery Worker 15.36

05280 - Motor Vehicle Wrecker 15.89

05310 - Painter, Automotive 16.57

05340 - Radiator Repair Specialist 15.89

05370 - Tire Repairer 13.35

05400 - Transmission Repair Specialist 17.27

07000 - Food Preparation and Service Occupations

07010 - Baker 11.85

07041 - Cook I 10.12

07042 - Cook II 11.14

07070 - Dishwasher 7.25

07130 - Food Service Worker 7.93

07210 - Meat Cutter 12.30

07260 - Waiter/Waitress 8.12

09000 - Furniture Maintenance and Repair Occupations

09010 - Electrostatic Spray Painter 16.96

09040 - Furniture Handler 11.92

09080 - Furniture Refinisher 16.96

09090 - Furniture Refinisher Helper 13.91

09110 - Furniture Repairer, Minor 15.64

09130 - Upholsterer 16.96

11000 - General Services and Support Occupations

11030 - Cleaner, Vehicles 9.01

11060 - Elevator Operator 9.01

11090 - Gardener 11.54

11122 - Housekeeping Aide 9.21

11150 - Janitor 9.21

11210 - Laborer, Grounds Maintenance 10.37

11240 - Maid or Houseman 7.95

11260 - Pruner 9.49

11270 - Tractor Operator 12.10

11330 - Trail Maintenance Worker 10.37

11360 - Window Cleaner 10.06

12000 - Health Occupations

12010 - Ambulance Driver 15.72

12011 - Breath Alcohol Technician 15.34

12012 - Certified Occupational Therapist Assistant 20.16

12015 - Certified Physical Therapist Assistant 22.07

12020 - Dental Assistant 15.02

12025 - Dental Hygienist 24.21

12030 - EKG Technician 23.26

12035 - Electroneurodiagnostic Technologist 23.26

12040 - Emergency Medical Technician 15.72

12071 - Licensed Practical Nurse I 13.71

12072 - Licensed Practical Nurse II 15.34

12073 - Licensed Practical Nurse III 17.11

12100 - Medical Assistant 11.55

12130 - Medical Laboratory Technician 13.68

12160 - Medical Record Clerk 11.24

12190 - Medical Record Technician 13.98

12195 - Medical Transcriptionist 12.45

12210 - Nuclear Medicine Technologist 33.72

12221 - Nursing Assistant I 9.44

12222 - Nursing Assistant II 10.62

12223 - Nursing Assistant III 11.57

12224 - Nursing Assistant IV 13.01

12235 - Optical Dispenser 15.34

12236 - Optical Technician 13.71

12250 - Pharmacy Technician 13.05

12280 - Phlebotomist 13.01

12305 - Radiologic Technologist 22.21

12311 - Registered Nurse I 19.63

12312 - Registered Nurse II 24.01

12313 - Registered Nurse II, Specialist 24.01

12314 - Registered Nurse III 29.04

12315 - Registered Nurse III, Anesthetist 29.04

12316 - Registered Nurse IV 34.81

12317 - Scheduler (Drug and Alcohol Testing) 19.01

13000 - Information and Arts Occupations

13011 - Exhibits Specialist I 17.93

13012 - Exhibits Specialist II 21.21

13013 - Exhibits Specialist III 27.17

13041 - Illustrator I 17.93

13042 - Illustrator II 21.21

13043 - Illustrator III 27.17

13047 - Librarian 24.60

13050 - Library Aide/Clerk 12.66

13054 - Library Information Technology Systems 22.21

Administrator

13058 - Library Technician 16.18

13061 - Media Specialist I 15.40

13062 - Media Specialist II 17.23

13063 - Media Specialist III 19.21

13071 - Photographer I 16.03

13072 - Photographer II 18.16

13073 - Photographer III 22.51

13074 - Photographer IV 27.48

13075 - Photographer V 33.33

13110 - Video Teleconference Technician 16.03

14000 - Information Technology Occupations

14041 - Computer Operator I 14.24

14042 - Computer Operator II 15.93

14043 - Computer Operator III 18.65

14044 - Computer Operator IV 20.70

14045 - Computer Operator V 22.98

14071 - Computer Programmer I 18.23

14072 - Computer Programmer II 22.64

14073 - Computer Programmer III (see 1)

14074 - Computer Programmer IV (see 1)

14101 - Computer Systems Analyst I (see 1)

14102 - Computer Systems Analyst II (see 1)

14103 - Computer Systems Analyst III (see 1)

14150 - Peripheral Equipment Operator 14.24

14160 - Personal Computer Support Technician 20.70

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated) 25.95

15020 - Aircrew Training Devices Instructor (Rated) 31.40

15030 - Air Crew Training Devices Instructor (Pilot) 37.46

15050 - Computer Based Training Specialist / Instructor 25.95

15060 - Educational Technologist 28.05

15070 - Flight Instructor (Pilot) 41.21

15080 - Graphic Artist 27.04

15090 - Technical Instructor 20.08

15095 - Technical Instructor/Course Developer 24.56

15110 - Test Proctor 16.20

15120 - Tutor 16.20

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations

16010 - Assembler 8.08

16030 - Counter Attendant 8.08

16040 - Dry Cleaner 9.38

16070 - Finisher, Flatwork, Machine 8.08

16090 - Presser, Hand 8.08

16110 - Presser, Machine, Dry-cleaning 8.08

16130 - Presser, Machine, Shirts 8.08

16160 - Presser, Machine, Wearing Apparel, Laundry 8.08

16190 - Sewing Machine Operator 9.86

16220 - Tailor 10.29

16250 - Washer, Machine 8.47

19000 - Machine Tool Operation and Repair Occupations

19010 - Machine-Tool Operator (Tool Room) 16.96

19040 - Tool and Die Maker 19.87

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator 13.64

21030 - Material Coordinator 22.50

21040 - Material Expediter 22.50

21050 - Material Handling Laborer 9.88

21071 - Order Filler 11.36

21080 - Production Line Worker (Food Processing) 13.64

21110 - Shipping Packer 15.22

21130 - Shipping/Receiving Clerk 15.22

21140 - Store Worker I 12.92

21150 - Stock Clerk 16.85

21210 - Tools and Parts Attendant 13.64

21410 - Warehouse Specialist 13.64

23000 - Mechanics and Maintenance and Repair Occupations

23010 - Aerospace Structural Welder 18.47

23021 - Aircraft Mechanic I 17.68

23022 - Aircraft Mechanic II 18.47

23023 - Aircraft Mechanic III 19.13

23040 - Aircraft Mechanic Helper 13.52

23050 - Aircraft, Painter 17.26

23060 - Aircraft Servicer 15.20

23080 - Aircraft Worker 16.27

23110 - Appliance Mechanic 16.96

23120 - Bicycle Repairer 14.03

23125 - Cable Splicer 23.38

23130 - Carpenter, Maintenance 16.96

23140 - Carpet Layer 16.32

23160 - Electrician, Maintenance 18.59

23181 - Electronics Technician Maintenance I 21.04

23182 - Electronics Technician Maintenance II 21.92

23183 - Electronics Technician Maintenance III 22.83

23260 - Fabric Worker 15.64

23290 - Fire Alarm System Mechanic 17.68

23310 - Fire Extinguisher Repairer 14.78

23311 - Fuel Distribution System Mechanic 17.68

23312 - Fuel Distribution System Operator 16.68

23370 - General Maintenance Worker 16.69

23380 - Ground Support Equipment Mechanic 17.68

23381 - Ground Support Equipment Servicer 15.20

23382 - Ground Support Equipment Worker 16.27

23391 - Gunsmith I 14.78

23392 - Gunsmith II 16.32

23393 - Gunsmith III 17.68

23410 - Heating, Ventilation and Air-Conditioning 17.68

Mechanic

23411 - Heating, Ventilation and Air Conditioning 18.47

Mechanic (Research Facility)

23430 - Heavy Equipment Mechanic 22.26

23440 - Heavy Equipment Operator 16.61

23460 - Instrument Mechanic 21.32

23465 - Laboratory/Shelter Mechanic 16.96

23470 - Laborer 9.88

23510 - Locksmith 16.96

23530 - Machinery Maintenance Mechanic 21.57

23550 - Machinist, Maintenance 19.56

23580 - Maintenance Trades Helper 13.91

23591 - Metrology Technician I 21.32

23592 - Metrology Technician II 22.17

23593 - Metrology Technician III 23.02

23640 - Millwright 17.68

23710 - Office Appliance Repairer 16.96

23760 - Painter, Maintenance 19.12

23790 - Pipefitter, Maintenance 18.45

23810 - Plumber, Maintenance 17.55

23820 - Pneudraulic Systems Mechanic 17.68

23850 - Rigger 17.68

23870 - Scale Mechanic 16.32

23890 - Sheet-Metal Worker, Maintenance 17.68

23910 - Small Engine Mechanic 16.32

23931 - Telecommunications Mechanic I 20.90

23932 - Telecommunications Mechanic II 21.90

23950 - Telephone Lineman 22.99

23960 - Welder, Combination, Maintenance 17.68

23965 - Well Driller 17.68

23970 - Woodcraft Worker 17.68

23980 - Woodworker 14.78

24000 - Personal Needs Occupations

24570 - Child Care Attendant 9.45

24580 - Child Care Center Clerk 14.51

24610 - Chore Aide 7.55

24620 - Family Readiness and Support Services 13.54

Coordinator

24630 - Homemaker 16.13

25000 - Plant and System Operations Occupations

25010 - Boiler Tender 20.71

25040 - Sewage Plant Operator 16.96

25070 - Stationary Engineer 20.90

25190 - Ventilation Equipment Tender 15.20

25210 - Water Treatment Plant Operator 16.96

27000 - Protective Service Occupations

27004 - Alarm Monitor 11.06

27007 - Baggage Inspector 8.49

27008 - Corrections Officer 13.72

27010 - Court Security Officer 14.23

27030 - Detection Dog Handler 11.24

27040 - Detention Officer 13.72

27070 - Firefighter 14.73

27101 - Guard I 8.49

27102 - Guard II 11.24

27131 - Police Officer I 15.13

27132 - Police Officer II 16.82

28000 - Recreation Occupations

28041 - Carnival Equipment Operator 10.24

28042 - Carnival Equipment Repairer 9.57

28043 - Carnival Equipment Worker 7.97

28210 - Gate Attendant/Gate Tender 12.73

28310 - Lifeguard 11.34

28350 - Park Attendant (Aide) 14.24

28510 - Recreation Aide/Health Facility Attendant 11.03

28515 - Recreation Specialist 16.18

28630 - Sports Official 11.34

28690 - Swimming Pool Operator 14.18

29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker and Bracer 16.32

29020 - Hatch Tender 16.32

29030 - Line Handler 16.32

29041 - Stevedore I 15.64

29042 - Stevedore II 16.96

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 35.77

30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 24.66

30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 27.16

30021 - Archeological Technician I 16.93

30022 - Archeological Technician II 19.11

30023 - Archeological Technician III 23.82

30030 - Cartographic Technician 23.82

30040 - Civil Engineering Technician 23.82

30061 - Drafter/CAD Operator I 16.93

30062 - Drafter/CAD Operator II 19.38

30063 - Drafter/CAD Operator III 21.60

30064 - Drafter/CAD Operator IV 24.04

30081 - Engineering Technician I 14.49

30082 - Engineering Technician II 16.93

30083 - Engineering Technician III 19.38

30084 - Engineering Technician IV 24.04

30085 - Engineering Technician V 29.33

30086 - Engineering Technician VI 35.57

30090 - Environmental Technician 24.04

30210 - Laboratory Technician 21.60

30240 - Mathematical Technician 24.04

30361 - Paralegal/Legal Assistant I 16.98

30362 - Paralegal/Legal Assistant II 19.70

30363 - Paralegal/Legal Assistant III 22.96

30364 - Paralegal/Legal Assistant IV 27.83

30390 - Photo-Optics Technician 24.04

30461 - Technical Writer I 24.04

30462 - Technical Writer II 29.33

30463 - Technical Writer III 35.57

30491 - Unexploded Ordnance (UXO) Technician I 22.74

30492 - Unexploded Ordnance (UXO) Technician II 27.51

30493 - Unexploded Ordnance (UXO) Technician III 32.97

30494 - Unexploded (UXO) Safety Escort 22.74

30495 - Unexploded (UXO) Sweep Personnel 22.74

30620 - Weather Observer, Combined Upper Air or (see 2) 21.60

Surface Programs

30621 - Weather Observer, Senior (see 2) 24.04

31000 - Transportation/Mobile Equipment Operation Occupations

31020 - Bus Aide 12.32

31030 - Bus Driver 15.95

31043 - Driver Courier 13.55

31260 - Parking and Lot Attendant 10.20

31290 - Shuttle Bus Driver 14.39

31310 - Taxi Driver 13.01

31361 - Truck driver, Light 14.39

31362 - Truck driver, Medium 15.23

31363 - Truck driver, Heavy 17.49

31364 - Truck driver, Tractor-Trailer 17.49

99000 - Miscellaneous Occupations

99030 - Cashier 7.68

99050 - Desk Clerk 9.61

99095 - Embalmer 22.74

99251 - Laboratory Animal Caretaker I 11.29

99252 - Laboratory Animal Caretaker II 11.86

99310 - Mortician 22.74

99410 - Pest Controller 13.23

99510 - Photofinishing Worker 11.95

99710 - Recycling Laborer 15.54

99711 - Recycling Specialist 16.80

99730 - Refuse Collector 14.22

99810 - Sales Clerk 10.78

99820 - School Crossing Guard 13.20

99830 - Survey Party Chief 18.56

99831 - Surveying Aide 10.94

99832 - Surveying Technician 15.00

99840 - Vending Machine Attendant 18.13

99841 - Vending Machine Repairer 21.12

99842 - Vending Machine Repairer Helper 18.13

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.’s Birthday, Washington's Birthday, Good Friday, 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 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 re-grading 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 05-2115 (Rev.-12) was first posted on www.wdol.gov on 06/19/2012

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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

| Wage Determination No.: 2005-2115

Diane C. Koplewski Division of | Revision No.: 12

Director Wage Determinations| Date of Revision: 06/13/2012

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States: Florida, Georgia

Area: Florida Counties of Baker, Clay, Columbia, Duval, Hamilton, Lafayette,

Madison, Nassau, Putnam, Saint Johns, Suwannee, Taylor

Georgia Counties of Brantley, Camden, Charlton, Glynn, Pierce

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

OCCUPATION CODE - TITLE FOOTNOTE RATE

01000 - Administrative Support and Clerical Occupations

01011 - Accounting Clerk I 12.14

01012 - Accounting Clerk II 13.62

01013 - Accounting Clerk III 16.03

01020 - Administrative Assistant 18.33

01040 - Court Reporter 15.07

01051 - Data Entry Operator I 11.53

01052 - Data Entry Operator II 13.15

01060 - Dispatcher, Motor Vehicle 16.75

01070 - Document Preparation Clerk 11.81

01090 - Duplicating Machine Operator 11.81

01111 - General Clerk I 10.83

01112 - General Clerk II 11.82

01113 - General Clerk III 18.09

01120 - Housing Referral Assistant 16.80

01141 - Messenger Courier 10.89

01191 - Order Clerk I 12.79

01192 - Order Clerk II 13.69

01261 - Personnel Assistant (Employment) I 13.47

01262 - Personnel Assistant (Employment) II 15.07

01263 - Personnel Assistant (Employment) III 16.80

01270 - Production Control Clerk 18.80

01280 - Receptionist 11.93

01290 - Rental Clerk 12.50

01300 - Scheduler, Maintenance 13.47

01311 - Secretary I 13.47

01312 - Secretary II 15.07

01313 - Secretary III 16.80

01320 - Service Order Dispatcher 14.63

01410 - Supply Technician 18.33

01420 - Survey Worker 14.09

01531 - Travel Clerk I 12.32

01532 - Travel Clerk II 13.45

01533 - Travel Clerk III 14.49

01611 - Word Processor I 12.58

01612 - Word Processor II 15.29

01613 - Word Processor III 17.11

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass 18.96

05010 - Automotive Electrician 16.74

05040 - Automotive Glass Installer 14.73

05070 - Automotive Worker 14.73

05110 - Mobile Equipment Servicer 12.68

05130 - Motor Equipment Metal Mechanic 17.19

05160 - Motor Equipment Metal Worker 14.73

05190 - Motor Vehicle Mechanic 17.18

05220 - Motor Vehicle Mechanic Helper 12.01

05250 - Motor Vehicle Upholstery Worker 13.71

05280 - Motor Vehicle Wrecker 14.73

05310 - Painter, Automotive 15.73

05340 - Radiator Repair Specialist 14.73

05370 - Tire Repairer 11.70

05400 - Transmission Repair Specialist 17.19

07000 - Food Preparation and Service Occupations

07010 - Baker 11.75

07041 - Cook I 10.86

07042 - Cook II 12.20

07070 - Dishwasher 8.18

07130 - Food Service Worker 9.21

07210 - Meat Cutter 13.65

07260 - Waiter/Waitress 9.87

09000 - Furniture Maintenance and Repair Occupations

09010 - Electrostatic Spray Painter 16.52

09040 - Furniture Handler 10.58

09080 - Furniture Refinisher 16.52

09090 - Furniture Refinisher Helper 12.29

09110 - Furniture Repairer, Minor 14.40

09130 - Upholsterer 16.52

11000 - General Services and Support Occupations

11030 - Cleaner, Vehicles 10.02

11060 - Elevator Operator 10.02

11090 - Gardener 12.83

11122 - Housekeeping Aide 11.17

11150 - Janitor 11.17

11210 - Laborer, Grounds Maintenance 11.30

11240 - Maid or Houseman 8.91

11260 - Pruner 10.07

11270 - Tractor Operator 12.66

11330 - Trail Maintenance Worker 11.30

11360 - Window Cleaner 12.59

12000 - Health Occupations

12010 - Ambulance Driver 15.60

12011 - Breath Alcohol Technician 17.67

12012 - Certified Occupational Therapist Assistant 27.76

12015 - Certified Physical Therapist Assistant 22.30

12020 - Dental Assistant 16.28

12025 - Dental Hygienist 27.39

12030 - EKG Technician 21.26

12035 - Electroneurodiagnostic Technologist 21.26

12040 - Emergency Medical Technician 15.15

12071 - Licensed Practical Nurse I 15.80

12072 - Licensed Practical Nurse II 17.67

12073 - Licensed Practical Nurse III 18.89

12100 - Medical Assistant 13.57

12130 - Medical Laboratory Technician 17.22

12160 - Medical Record Clerk 13.75

12190 - Medical Record Technician 15.38

12195 - Medical Transcriptionist 15.65

12210 - Nuclear Medicine Technologist 32.90

12221 - Nursing Assistant I 10.38

12222 - Nursing Assistant II 11.67

12223 - Nursing Assistant III 12.74

12224 - Nursing Assistant IV 14.29

12235 - Optical Dispenser 19.34

12236 - Optical Technician 14.66

12250 - Pharmacy Technician 14.44

12280 - Phlebotomist 14.29

12305 - Radiologic Technologist 23.35

12311 - Registered Nurse I 23.41

12312 - Registered Nurse II 28.64

12313 - Registered Nurse II, Specialist 28.64

12314 - Registered Nurse III 34.65

12315 - Registered Nurse III, Anesthetist 34.65

12316 - Registered Nurse IV 41.52

12317 - Scheduler (Drug and Alcohol Testing) 20.99

13000 - Information and Arts Occupations

13011 - Exhibits Specialist I 18.14

13012 - Exhibits Specialist II 22.48

13013 - Exhibits Specialist III 27.50

13041 - Illustrator I 18.79

13042 - Illustrator II 23.29

13043 - Illustrator III 28.49

13047 - Librarian 24.89

13050 - Library Aide/Clerk 12.40

13054 - Library Information Technology Systems 22.40

Administrator

13058 - Library Technician 13.25

13061 - Media Specialist I 16.22

13062 - Media Specialist II 18.14

13063 - Media Specialist III 20.53

13071 - Photographer I 13.56

13072 - Photographer II 16.00

13073 - Photographer III 18.80

13074 - Photographer IV 23.00

13075 - Photographer V 27.82

13110 - Video Teleconference Technician 15.58

14000 - Information Technology Occupations

14041 - Computer Operator I 13.44

14042 - Computer Operator II 15.03

14043 - Computer Operator III 16.96

14044 - Computer Operator IV 20.82

14045 - Computer Operator V 23.11

14071 - Computer Programmer I 24.20

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 15.41

14160 - Personal Computer Support Technician 20.82

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated) 28.19

15020 - Aircrew Training Devices Instructor (Rated) 34.10

15030 - Air Crew Training Devices Instructor (Pilot) 39.61

15050 - Computer Based Training Specialist / Instructor 26.70

15060 - Educational Technologist 23.96

15070 - Flight Instructor (Pilot) 37.51

15080 - Graphic Artist 22.77

15090 - Technical Instructor 20.53

15095 - Technical Instructor/Course Developer 25.11

15110 - Test Proctor 16.56

15120 - Tutor 16.56

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations

16010 - Assembler 8.67

16030 - Counter Attendant 8.67

16040 - Dry Cleaner 11.05

16070 - Finisher, Flatwork, Machine 8.67

16090 - Presser, Hand 8.67

16110 - Presser, Machine, Dry-cleaning 8.67

16130 - Presser, Machine, Shirts 8.67

16160 - Presser, Machine, Wearing Apparel, Laundry 8.67

16190 - Sewing Machine Operator 11.79

16220 - Tailor 12.51

16250 - Washer, Machine 9.44

19000 - Machine Tool Operation and Repair Occupations

19010 - Machine-Tool Operator (Tool Room) 16.70

19040 - Tool and Die Maker 21.00

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator 15.29

21030 - Material Coordinator 18.80

21040 - Material Expediter 18.80

21050 - Material Handling Laborer 12.93

21071 - Order Filler 10.98

21080 - Production Line Worker (Food Processing) 15.29

21110 - Shipping Packer 14.88

21130 - Shipping/Receiving Clerk 14.88

21140 - Store Worker I 9.85

21150 - Stock Clerk 14.02

21210 - Tools and Parts Attendant 15.29

21410 - Warehouse Specialist 15.29

23000 - Mechanics and Maintenance and Repair Occupations

23010 - Aerospace Structural Welder 25.15

23021 - Aircraft Mechanic I 23.72

23022 - Aircraft Mechanic II 25.15

23023 - Aircraft Mechanic III 26.71

23040 - Aircraft Mechanic Helper 15.08

23050 - Aircraft, Painter 20.64

23060 - Aircraft Servicer 17.67

23080 - Aircraft Worker 18.98

23110 - Appliance Mechanic 18.66

23120 - Bicycle Repairer 12.87

23125 - Cable Splicer 23.45

23130 - Carpenter, Maintenance 17.89

23140 - Carpet Layer 17.55

23160 - Electrician, Maintenance 20.10

23181 - Electronics Technician Maintenance I 22.35

23182 - Electronics Technician Maintenance II 23.94

23183 - Electronics Technician Maintenance III 25.41

23260 - Fabric Worker 16.35

23290 - Fire Alarm System Mechanic 19.13

23310 - Fire Extinguisher Repairer 15.12

23311 - Fuel Distribution System Mechanic 23.13

23312 - Fuel Distribution System Operator 18.23

23370 - General Maintenance Worker 15.63

23380 - Ground Support Equipment Mechanic 23.72

23381 - Ground Support Equipment Servicer 17.67

23382 - Ground Support Equipment Worker 18.98

23391 - Gunsmith I 16.81

23392 - Gunsmith II 18.67

23393 - Gunsmith III 20.74

23410 - Heating, Ventilation and Air-Conditioning 19.33

Mechanic

23411 - Heating, Ventilation and Air Conditioning 20.50

Mechanic (Research Facility)

23430 - Heavy Equipment Mechanic 18.39

23440 - Heavy Equipment Operator 20.02

23460 - Instrument Mechanic 24.25

23465 - Laboratory/Shelter Mechanic 18.79

23470 - Laborer 12.93

23510 - Locksmith 16.48

23530 - Machinery Maintenance Mechanic 22.01

23550 - Machinist, Maintenance 18.54

23580 - Maintenance Trades Helper 12.29

23591 - Metrology Technician I 24.25

23592 - Metrology Technician II 25.81

23593 - Metrology Technician III 27.31

23640 - Millwright 20.21

23710 - Office Appliance Repairer 21.11

23760 - Painter, Maintenance 16.52

23790 - Pipefitter, Maintenance 19.16

23810 - Plumber, Maintenance 18.01

23820 - Pneudraulic Systems Mechanic 20.02

23850 - Rigger 19.65

23870 - Scale Mechanic 17.55

23890 - Sheet-Metal Worker, Maintenance 19.44

23910 - Small Engine Mechanic 14.74

23931 - Telecommunications Mechanic I 23.49

23932 - Telecommunications Mechanic II 25.00

23950 - Telephone Lineman 21.89

23960 - Welder, Combination, Maintenance 16.90

23965 - Well Driller 20.02

23970 - Woodcraft Worker 20.02

23980 - Woodworker 12.71

24000 - Personal Needs Occupations

24570 - Child Care Attendant 9.49

24580 - Child Care Center Clerk 13.34

24610 - Chore Aide 9.44

24620 - Family Readiness and Support Services 14.20

Coordinator

24630 - Homemaker 19.49

25000 - Plant and System Operations Occupations

25010 - Boiler Tender 22.27

25040 - Sewage Plant Operator 22.26

25070 - Stationary Engineer 22.27

25190 - Ventilation Equipment Tender 15.47

25210 - Water Treatment Plant Operator 22.26

27000 - Protective Service Occupations

27004 - Alarm Monitor 15.83

27007 - Baggage Inspector 10.51

27008 - Corrections Officer 15.87

27010 - Court Security Officer 15.87

27030 - Detection Dog Handler 13.68

27040 - Detention Officer 15.87

27070 - Firefighter 13.26

27101 - Guard I 10.51

27102 - Guard II 13.68

27131 - Police Officer I 19.58

27132 - Police Officer II 21.77

28000 - Recreation Occupations

28041 - Carnival Equipment Operator 10.32

28042 - Carnival Equipment Repairer 10.47

28043 - Carnival Equipment Worker 8.39

28210 - Gate Attendant/Gate Tender 12.73

28310 - Lifeguard 11.29

28350 - Park Attendant (Aide) 14.24

28510 - Recreation Aide/Health Facility Attendant 10.13

28515 - Recreation Specialist 17.10

28630 - Sports Official 11.34

28690 - Swimming Pool Operator 14.87

29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker and Bracer 18.99

29020 - Hatch Tender 18.99

29030 - Line Handler 18.99

29041 - Stevedore I 17.72

29042 - Stevedore II 22.13

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 35.77

30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 24.66

30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 27.16

30021 - Archeological Technician I 16.46

30022 - Archeological Technician II 18.41

30023 - Archeological Technician III 22.82

30030 - Cartographic Technician 22.82

30040 - Civil Engineering Technician 22.04

30061 - Drafter/CAD Operator I 16.46

30062 - Drafter/CAD Operator II 18.41

30063 - Drafter/CAD Operator III 20.54

30064 - Drafter/CAD Operator IV 25.27

30081 - Engineering Technician I 13.90

30082 - Engineering Technician II 16.57

30083 - Engineering Technician III 20.34

30084 - Engineering Technician IV 23.88

30085 - Engineering Technician V 29.16

30086 - Engineering Technician VI 35.34

30090 - Environmental Technician 21.21

30210 - Laboratory Technician 20.56

30240 - Mathematical Technician 22.18

30361 - Paralegal/Legal Assistant I 18.17

30362 - Paralegal/Legal Assistant II 22.79

30363 - Paralegal/Legal Assistant III 27.87

30364 - Paralegal/Legal Assistant IV 33.75

30390 - Photo-Optics Technician 22.82

30461 - Technical Writer I 22.03

30462 - Technical Writer II 26.95

30463 - Technical Writer III 32.60

30491 - Unexploded Ordnance (UXO) Technician I 22.74

30492 - Unexploded Ordnance (UXO) Technician II 27.51

30493 - Unexploded Ordnance (UXO) Technician III 32.97

30494 - Unexploded (UXO) Safety Escort 22.74

30495 - Unexploded (UXO) Sweep Personnel 22.74

30620 - Weather Observer, Combined Upper Air or (see 2) 20.54

Surface Programs

30621 - Weather Observer, Senior (see 2) 22.82

31000 - Transportation/Mobile Equipment Operation Occupations

31020 - Bus Aide 13.82

31030 - Bus Driver 18.11

31043 - Driver Courier 15.41

31260 - Parking and Lot Attendant 9.32

31290 - Shuttle Bus Driver 15.41

31310 - Taxi Driver 10.42

31361 - Truck driver, Light 15.41

31362 - Truck driver, Medium 18.16

31363 - Truck driver, Heavy 19.44

31364 - Truck driver, Tractor-Trailer 19.44

99000 - Miscellaneous Occupations

99030 - Cashier 8.57

99050 - Desk Clerk 9.66

99095 - Embalmer 24.27

99251 - Laboratory Animal Caretaker I 10.44

99252 - Laboratory Animal Caretaker II 11.35

99310 - Mortician 24.27

99410 - Pest Controller 14.06

99510 - Photofinishing Worker 13.91

99710 - Recycling Laborer 15.26

99711 - Recycling Specialist 19.47

99730 - Refuse Collector 13.54

99810 - Sales Clerk 12.62

99820 - School Crossing Guard 11.25

99830 - Survey Party Chief 20.53

99831 - Surveying Aide 11.63

99832 - Surveying Technician 15.94

99840 - Vending Machine Attendant 11.62

99841 - Vending Machine Repairer 14.63

99842 - Vending Machine Repairer Helper 11.62

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr.’s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee, who individually qualifies as a bona fide executive, administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.

400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to 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.

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 05-2053 (Rev.-15) was first posted on www.wdol.gov on 06/19/2012

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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

| Wage Determination No.: 2005-2053

Diane C. Koplewski Division of | Revision No.: 15

Director Wage Determinations| Date Of Revision: 06/13/2012

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State: California

Area: California Counties of Riverside, San Bernardino

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

OCCUPATION CODE - TITLE FOOTNOTE RATE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I 15.83

01012 - Accounting Clerk II 17.77

01013 - Accounting Clerk III 20.27

01020 - Administrative Assistant 28.08

01040 - Court Reporter 19.93

01051 - Data Entry Operator I 12.26

01052 - Data Entry Operator II 13.37

01060 - Dispatcher, Motor Vehicle 22.41

01070 - Document Preparation Clerk 13.75

01090 - Duplicating Machine Operator 13.75

01111 - General Clerk I 11.76

01112 - General Clerk II 14.92

01113 - General Clerk III 17.43

01120 - Housing Referral Assistant 21.90

01141 - Messenger Courier 11.15

01191 - Order Clerk I 16.98

01192 - Order Clerk II 18.53

01261 - Personnel Assistant (Employment) I 18.07

01262 - Personnel Assistant (Employment) II 20.20

01263 - Personnel Assistant (Employment) III 22.53

01270 - Production Control Clerk 23.51

01280 - Receptionist 14.51

01290 - Rental Clerk 16.61

01300 - Scheduler, Maintenance 17.39

01311 - Secretary I 17.39

01312 - Secretary II 19.45

01313 - Secretary III 21.90

01320 - Service Order Dispatcher 19.54

01410 - Supply Technician 26.82

01420 - Survey Worker 19.93

01531 - Travel Clerk I 13.19

01532 - Travel Clerk II 13.98

01533 - Travel Clerk III 14.85

01611 - Word Processor I 15.18

01612 - Word Processor II 16.87

01613 - Word Processor III 18.76

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass 22.65

05010 - Automotive Electrician 22.18

05040 - Automotive Glass Installer 20.84

05070 - Automotive Worker 20.84

05110 - Mobile Equipment Servicer 19.16

05130 - Motor Equipment Metal Mechanic 23.56

05160 - Motor Equipment Metal Worker 20.84

05190 - Motor Vehicle Mechanic 23.56

05220 - Motor Vehicle Mechanic Helper 18.38

05250 - Motor Vehicle Upholstery Worker 20.40

05280 - Motor Vehicle Wrecker 20.84

05310 - Painter, Automotive 22.18

05340 - Radiator Repair Specialist 20.84

05370 - Tire Repairer 13.98

05400 - Transmission Repair Specialist 23.56

07000 - Food Preparation And Service Occupations

07010 - Baker 14.36

07041 - Cook I 13.10

07042 - Cook II 14.36

07070 - Dishwasher 10.29

07130 - Food Service Worker 11.20

07210 - Meat Cutter 17.59

07260 - Waiter/Waitress 10.26

09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter 19.84

09040 - Furniture Handler 12.46

09080 - Furniture Refinisher 18.16

09090 - Furniture Refinisher Helper 14.86

09110 - Furniture Repairer, Minor 17.40

09130 - Upholsterer 18.16

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles 11.76

11060 - Elevator Operator 11.76

11090 - Gardener 19.21

11122 - Housekeeping Aide 12.58

11150 - Janitor 14.04

11210 - Laborer, Grounds Maintenance 14.40

11240 - Maid or Houseman 10.16

11260 - Pruner 13.27

11270 - Tractor Operator 18.21

11330 - Trail Maintenance Worker 14.40

11360 - Window Cleaner 16.17

12000 - Health Occupations

12010 - Ambulance Driver 17.85

12011 - Breath Alcohol Technician 17.82

12012 - Certified Occupational Therapist Assistant 28.73

12015 - Certified Physical Therapist Assistant 26.89

12020 - Dental Assistant 17.27

12025 - Dental Hygienist 40.12

12030 - EKG Technician 25.07

12035 - Electroneurodiagnostic Technologist 25.07

12040 - Emergency Medical Technician 17.85

12071 - Licensed Practical Nurse I 18.38

12072 - Licensed Practical Nurse II 20.68

12073 - Licensed Practical Nurse III 23.72

12100 - Medical Assistant 14.26

12130 - Medical Laboratory Technician 19.73

12160 - Medical Record Clerk 15.93

12190 - Medical Record Technician 18.17

12195 - Medical Transcriptionist 18.08

12210 - Nuclear Medicine Technologist 39.64

12221 - Nursing Assistant I 10.19

12222 - Nursing Assistant II 11.46

12223 - Nursing Assistant III 12.50

12224 - Nursing Assistant IV 14.03

12235 - Optical Dispenser 15.70

12236 - Optical Technician 14.87

12250 - Pharmacy Technician 17.83

12280 - Phlebotomist 14.03

12305 - Radiologic Technologist 25.24

12311 - Registered Nurse I 31.47

12312 - Registered Nurse II 38.49

12313 - Registered Nurse II, Specialist 38.49

12314 - Registered Nurse III 48.20

12315 - Registered Nurse III, Anesthetist 48.20

12316 - Registered Nurse IV 57.77

12317 - Scheduler (Drug and Alcohol Testing) 25.09

13000 - Information And Arts Occupations

13011 - Exhibits Specialist I 21.72

13012 - Exhibits Specialist II 26.91

13013 - Exhibits Specialist III 35.57

13041 - Illustrator I 21.72

13042 - Illustrator II 26.91

13043 - Illustrator III 34.63

13047 - Librarian 29.81

13050 - Library Aide/Clerk 16.49

13054 - Library Information Technology Systems 26.91

Administrator

13058 - Library Technician 22.40

13061 - Media Specialist I 19.42

13062 - Media Specialist II 21.72

13063 - Media Specialist III 24.22

13071 - Photographer I 16.93

13072 - Photographer II 18.94

13073 - Photographer III 24.13

13074 - Photographer IV 32.91

13075 - Photographer V 39.80

13110 - Video Teleconference Technician 18.25

14000 - Information Technology Occupations

14041 - Computer Operator I 17.82

14042 - Computer Operator II 19.93

14043 - Computer Operator III 22.89

14044 - Computer Operator IV 25.73

14045 - Computer Operator V 28.50

14071 - Computer Programmer I (see 1) 27.07

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 17.82

14160 - Personal Computer Support Technician 25.73

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated) 34.73

15020 - Aircrew Training Devices Instructor (Rated) 42.03

15030 - Air Crew Training Devices Instructor (Pilot) 50.37

15050 - Computer Based Training Specialist / Instructor 34.73

15060 - Educational Technologist 39.97

15070 - Flight Instructor (Pilot) 50.37

15080 - Graphic Artist 22.59

15090 - Technical Instructor 21.28

15095 - Technical Instructor/Course Developer 26.03

15110 - Test Proctor 18.40

15120 - Tutor 18.40

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations

16010 - Assembler 9.67

16030 - Counter Attendant 9.67

16040 - Dry Cleaner 12.40

16070 - Finisher, Flatwork, Machine 9.67

16090 - Presser, Hand 9.67

16110 - Presser, Machine, Dry-cleaning 9.67

16130 - Presser, Machine, Shirts 9.67

16160 - Presser, Machine, Wearing Apparel, Laundry 9.67

16190 - Sewing Machine Operator 13.33

16220 - Tailor 14.24

16250 - Washer, Machine 10.49

19000 - Machine Tool Operation And Repair Occupations

19010 - Machine-Tool Operator (Tool Room) 18.83

19040 - Tool And Die Maker 21.83

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator 14.58

21030 - Material Coordinator 22.14

21040 - Material Expediter 22.14

21050 - Material Handling Laborer 16.24

21071 - Order Filler 14.17

21080 - Production Line Worker (Food Processing) 14.58

21110 - Shipping Packer 15.08

21130 - Shipping/Receiving Clerk 15.08

21140 - Store Worker I 10.87

21150 - Stock Clerk 15.52

21210 - Tools And Parts Attendant 14.58

21410 - Warehouse Specialist 14.58

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder 27.91

23021 - Aircraft Mechanic I 26.83

23022 - Aircraft Mechanic II 28.31

23023 - Aircraft Mechanic III 29.39

23040 - Aircraft Mechanic Helper 18.96

23050 - Aircraft, Painter 24.00

23060 - Aircraft Servicer 21.46

23080 - Aircraft Worker 22.69

23110 - Appliance Mechanic 21.63

23120 - Bicycle Repairer 13.98

23125 - Cable Splicer 31.83

23130 - Carpenter, Maintenance 27.67

23140 - Carpet Layer 23.38

23160 - Electrician, Maintenance 29.81

23181 - Electronics Technician Maintenance I 25.49

23182 - Electronics Technician Maintenance II 27.44

23183 - Electronics Technician Maintenance III 28.89

23260 - Fabric Worker 19.50

23290 - Fire Alarm System Mechanic 21.08

23310 - Fire Extinguisher Repairer 18.50

23311 - Fuel Distribution System Mechanic 27.85

23312 - Fuel Distribution System Operator 20.98

23370 - General Maintenance Worker 21.13

23380 - Ground Support Equipment Mechanic 26.83

23381 - Ground Support Equipment Servicer 21.46

23382 - Ground Support Equipment Worker 22.69

23391 - Gunsmith I 18.50

23392 - Gunsmith II 21.93

23393 - Gunsmith III 24.85

23410 - Heating, Ventilation And Air-Conditioning 23.79

Mechanic

23411 - Heating, Ventilation And Air Conditioning 25.44

Mechanic (Research Facility)

23430 - Heavy Equipment Mechanic 25.21

23440 - Heavy Equipment Operator 29.54

23460 - Instrument Mechanic 27.28

23465 - Laboratory/Shelter Mechanic 23.62

23470 - Laborer 12.83

23510 - Locksmith 19.84

23530 - Machinery Maintenance Mechanic 27.12

23550 - Machinist, Maintenance 24.78

23580 - Maintenance Trades Helper 13.51

23591 - Metrology Technician I 27.28

23592 - Metrology Technician II 28.38

23593 - Metrology Technician III 30.20

23640 - Millwright 22.51

23710 - Office Appliance Repairer 20.06

23760 - Painter, Maintenance 21.05

23790 - Pipefitter, Maintenance 25.18

23810 - Plumber, Maintenance 23.72

23820 - Pneudraulic Systems Mechanic 24.85

23850 - Rigger 24.85

23870 - Scale Mechanic 21.93

23890 - Sheet-Metal Worker, Maintenance 22.86

23910 - Small Engine Mechanic 17.79

23931 - Telecommunications Mechanic I 24.47

23932 - Telecommunications Mechanic II 25.86

23950 - Telephone Lineman 23.53

23960 - Welder, Combination, Maintenance 19.51

23965 - Well Driller 28.17

23970 - Woodcraft Worker 24.85

23980 - Woodworker 16.95

24000 - Personal Needs Occupations

24570 - Child Care Attendant 13.05

24580 - Child Care Center Clerk 16.40

24610 - Chore Aide 9.75

24620 - Family Readiness And Support Services 13.84

Coordinator

24630 - Homemaker 17.77

25000 - Plant And System Operations Occupations

25010 - Boiler Tender 25.82

25040 - Sewage Plant Operator 26.22

25070 - Stationary Engineer 25.82

25190 - Ventilation Equipment Tender 18.08

25210 - Water Treatment Plant Operator 26.22

27000 - Protective Service Occupations

27004 - Alarm Monitor 19.31

27007 - Baggage Inspector 13.15

27008 - Corrections Officer 31.01

27010 - Court Security Officer 31.00

27030 - Detection Dog Handler 15.95

27040 - Detention Officer 31.01

27070 - Firefighter 25.20

27101 - Guard I 13.15

27102 - Guard II 15.95

27131 - Police Officer I 36.78

27132 - Police Officer II 40.87

28000 - Recreation Occupations

28041 - Carnival Equipment Operator 12.51

28042 - Carnival Equipment Repairer 13.48

28043 - Carnival Equipment Worker 9.48

28210 - Gate Attendant/Gate Tender 14.46

28310 - Lifeguard 12.86

28350 - Park Attendant (Aide) 16.18

28510 - Recreation Aide/Health Facility Attendant 11.81

28515 - Recreation Specialist 19.86

28630 - Sports Official 12.86

28690 - Swimming Pool Operator 18.32

29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer 21.99

29020 - Hatch Tender 21.99

29030 - Line Handler 21.99

29041 - Stevedore I 21.28

29042 - Stevedore II 23.67

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 39.85

30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 27.98

30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 30.26

30021 - Archeological Technician I 23.33

30022 - Archeological Technician II 24.00

30023 - Archeological Technician III 34.21

30030 - Cartographic Technician 34.35

30040 - Civil Engineering Technician 27.74

30061 - Drafter/CAD Operator I 24.64

30062 - Drafter/CAD Operator II 27.72

30063 - Drafter/CAD Operator III 30.79

30064 - Drafter/CAD Operator IV 37.88

30081 - Engineering Technician I 19.68

30082 - Engineering Technician II 22.09

30083 - Engineering Technician III 24.70

30084 - Engineering Technician IV 30.60

30085 - Engineering Technician V 37.43

30086 - Engineering Technician VI 45.29

30090 - Environmental Technician 26.89

30210 - Laboratory Technician 23.13

30240 - Mathematical Technician 33.92

30361 - Paralegal/Legal Assistant I 21.25

30362 - Paralegal/Legal Assistant II 26.32

30363 - Paralegal/Legal Assistant III 32.20

30364 - Paralegal/Legal Assistant IV 38.69

30390 - Photo-Optics Technician 33.63

30461 - Technical Writer I 23.87

30462 - Technical Writer II 29.19

30463 - Technical Writer III 35.70

30491 - Unexploded Ordnance (UXO) Technician I 25.32

30492 - Unexploded Ordnance (UXO) Technician II 30.64

30493 - Unexploded Ordnance (UXO) Technician III 36.72

30494 - Unexploded (UXO) Safety Escort 25.32

30495 - Unexploded (UXO) Sweep Personnel 25.32

30620 - Weather Observer, Combined Upper Air Or (see 2) 29.03

Surface Programs

30621 - Weather Observer, Senior (see 2) 32.23

31000 - Transportation/Mobile Equipment Operation Occupations

31020 - Bus Aide 12.97

31030 - Bus Driver 19.85

31043 - Driver Courier 13.10

31260 - Parking and Lot Attendant 10.20

31290 - Shuttle Bus Driver 14.48

31310 - Taxi Driver 11.90

31361 - Truck driver, Light 14.48

31362 - Truck driver, Medium 21.82

31363 - Truck driver, Heavy 21.78

31364 - Truck driver, Tractor-Trailer 21.78

99000 - Miscellaneous Occupations

99030 - Cashier 12.13

99050 - Desk Clerk 11.25

99095 - Embalmer 22.03

99251 - Laboratory Animal Caretaker I 12.73

99252 - Laboratory Animal Caretaker II 13.81

99310 - Mortician 25.51

99410 - Pest Controller 16.58

99510 - Photofinishing Worker 15.19

99710 - Recycling Laborer 20.68

99711 - Recycling Specialist 26.15

99730 - Refuse Collector 17.96

99810 - Sales Clerk 17.13

99820 - School Crossing Guard 10.19

99830 - Survey Party Chief 38.64

99831 - Surveying Aide 20.42

99832 - Surveying Technician 27.93

99840 - Vending Machine Attendant 14.10

99841 - Vending Machine Repairer 16.77

99842 - Vending Machine Repairer Helper 14.10

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr.’s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.

400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For

example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to 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.

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 05-2417 (Rev.-15) was first posted on www.wdol.gov on 06/19/2012

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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

| Wage Determination No.: 2005-2417

Diane C. Koplewski Division of | Revision No.: 15

Director Wage Determinations| Date Of Revision: 06/13/2012

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State: Ohio

Area: Ohio Counties of Coshocton, Crawford, Delaware, Fairfield, Fayette,

Franklin, Guernsey, Holmes, Knox, Licking, Madison, Marion, Morrow, Muskingum,

Perry, Pickaway, Union

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

OCCUPATION CODE - TITLE FOOTNOTE RATE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I 14.14

01012 - Accounting Clerk II 15.87

01013 - Accounting Clerk III 17.87

01020 - Administrative Assistant 22.20

01040 - Court Reporter 17.96

01051 - Data Entry Operator I 12.44

01052 - Data Entry Operator II 13.63

01060 - Dispatcher, Motor Vehicle 17.96

01070 - Document Preparation Clerk 13.01

01090 - Duplicating Machine Operator 13.01

01111 - General Clerk I 13.02

01112 - General Clerk II 14.22

01113 - General Clerk III 16.77

01120 - Housing Referral Assistant 21.46

01141 - Messenger Courier 12.68

01191 - Order Clerk I 13.95

01192 - Order Clerk II 15.22

01261 - Personnel Assistant (Employment) I 16.56

01262 - Personnel Assistant (Employment) II 17.57

01263 - Personnel Assistant (Employment) III 19.60

01270 - Production Control Clerk 19.28

01280 - Receptionist 12.90

01290 - Rental Clerk 15.20

01300 - Scheduler, Maintenance 17.20

01311 - Secretary I 17.20

01312 - Secretary II 19.24

01313 - Secretary III 21.46

01320 - Service Order Dispatcher 14.36

01410 - Supply Technician 23.84

01420 - Survey Worker 16.70

01531 - Travel Clerk I 12.60

01532 - Travel Clerk II 13.44

01533 - Travel Clerk III 14.25

01611 - Word Processor I 13.01

01612 - Word Processor II 15.20

01613 - Word Processor III 17.96

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass 21.84

05010 - Automotive Electrician 19.56

05040 - Automotive Glass Installer 18.71

05070 - Automotive Worker 19.26

05110 - Mobile Equipment Servicer 17.02

05130 - Motor Equipment Metal Mechanic 22.25

05160 - Motor Equipment Metal Worker 18.89

05190 - Motor Vehicle Mechanic 20.39

05220 - Motor Vehicle Mechanic Helper 16.18

05250 - Motor Vehicle Upholstery Worker 18.39

05280 - Motor Vehicle Wrecker 19.26

05310 - Painter, Automotive 20.38

05340 - Radiator Repair Specialist 19.26

05370 - Tire Repairer 13.75

05400 - Transmission Repair Specialist 20.39

07000 - Food Preparation And Service Occupations

07010 - Baker 12.50

07041 - Cook I 12.06

07042 - Cook II 13.35

07070 - Dishwasher 8.90

07130 - Food Service Worker 9.69

07210 - Meat Cutter 15.45

07260 - Waiter/Waitress 8.85

09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter 16.32

09040 - Furniture Handler 11.93

09080 - Furniture Refinisher 16.32

09090 - Furniture Refinisher Helper 13.49

09110 - Furniture Repairer, Minor 14.89

09130 - Upholsterer 16.32

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles 11.21

11060 - Elevator Operator 11.21

11090 - Gardener 14.80

11122 - Housekeeping Aide 12.54

11150 - Janitor 12.54

11210 - Laborer, Grounds Maintenance 12.01

11240 - Maid or Houseman 10.19

11260 - Pruner 10.89

11270 - Tractor Operator 13.69

11330 - Trail Maintenance Worker 12.01

11360 - Window Cleaner 13.85

12000 - Health Occupations

12010 - Ambulance Driver 16.59

12011 - Breath Alcohol Technician 18.95

12012 - Certified Occupational Therapist Assistant 22.68

12015 - Certified Physical Therapist Assistant 23.02

12020 - Dental Assistant 16.94

12025 - Dental Hygienist 33.29

12030 - EKG Technician 22.77

12035 - Electroneurodiagnostic Technologist 22.77

12040 - Emergency Medical Technician 16.59

12071 - Licensed Practical Nurse I 16.94

12072 - Licensed Practical Nurse II 18.95

12073 - Licensed Practical Nurse III 21.13

12100 - Medical Assistant 13.74

12130 - Medical Laboratory Technician 18.19

12160 - Medical Record Clerk 13.29

12190 - Medical Record Technician 14.87

12195 - Medical Transcriptionist 15.11

12210 - Nuclear Medicine Technologist 30.60

12221 - Nursing Assistant I 10.43

12222 - Nursing Assistant II 11.73

12223 - Nursing Assistant III 12.80

12224 - Nursing Assistant IV 14.37

12235 - Optical Dispenser 16.41

12236 - Optical Technician 15.11

12250 - Pharmacy Technician 16.49

12280 - Phlebotomist 14.37

12305 - Radiologic Technologist 25.02

12311 - Registered Nurse I 23.00

12312 - Registered Nurse II 28.14

12313 - Registered Nurse II, Specialist 28.14

12314 - Registered Nurse III 34.04

12315 - Registered Nurse III, Anesthetist 34.04

12316 - Registered Nurse IV 40.80

12317 - Scheduler (Drug and Alcohol Testing) 22.65

13000 - Information And Arts Occupations

13011 - Exhibits Specialist I 19.60

13012 - Exhibits Specialist II 24.33

13013 - Exhibits Specialist III 29.76

13041 - Illustrator I 19.78

13042 - Illustrator II 24.52

13043 - Illustrator III 29.99

13047 - Librarian 29.19

13050 - Library Aide/Clerk 11.59

13054 - Library Information Technology Systems 24.84

Administrator

13058 - Library Technician 18.05

13061 - Media Specialist I 17.91

13062 - Media Specialist II 20.02

13063 - Media Specialist III 22.33

13071 - Photographer I 15.60

13072 - Photographer II 18.10

13073 - Photographer III 26.06

13074 - Photographer IV 27.75

13075 - Photographer V 33.59

13110 - Video Teleconference Technician 19.00

14000 - Information Technology Occupations

14041 - Computer Operator I 17.11

14042 - Computer Operator II 19.14

14043 - Computer Operator III 21.35

14044 - Computer Operator IV 23.71

14045 - Computer Operator V 26.27

14071 - Computer Programmer I (see 1)

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 17.11

14160 - Personal Computer Support Technician 23.71

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated) 31.20

15020 - Aircrew Training Devices Instructor (Rated) 37.74

15030 - Air Crew Training Devices Instructor (Pilot) 45.23

15050 - Computer Based Training Specialist / Instructor 31.20

15060 - Educational Technologist 31.19

15070 - Flight Instructor (Pilot) 45.23

15080 - Graphic Artist 25.33

15090 - Technical Instructor 21.28

15095 - Technical Instructor/Course Developer 26.03

15110 - Test Proctor 17.17

15120 - Tutor 17.17

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations

16010 - Assembler 8.91

16030 - Counter Attendant 8.91

16040 - Dry Cleaner 11.30

16070 - Finisher, Flatwork, Machine 8.91

16090 - Presser, Hand 8.91

16110 - Presser, Machine, Dry-cleaning 8.91

16130 - Presser, Machine, Shirts 8.91

16160 - Presser, Machine, Wearing Apparel, Laundry 8.91

16190 - Sewing Machine Operator 12.11

16220 - Tailor 12.90

16250 - Washer, Machine 9.70

19000 - Machine Tool Operation And Repair Occupations

19010 - Machine-Tool Operator (Tool Room) 18.45

19040 - Tool And Die Maker 22.27

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator 15.71

21030 - Material Coordinator 19.28

21040 - Material Expediter 19.28

21050 - Material Handling Laborer 12.19

21071 - Order Filler 14.06

21080 - Production Line Worker (Food Processing) 15.71

21110 - Shipping Packer 14.48

21130 - Shipping/Receiving Clerk 14.48

21140 - Store Worker I 11.84

21150 - Stock Clerk 16.02

21210 - Tools And Parts Attendant 15.71

21410 - Warehouse Specialist 15.71

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder 24.09

23021 - Aircraft Mechanic I 23.13

23022 - Aircraft Mechanic II 24.09

23023 - Aircraft Mechanic III 25.10

23040 - Aircraft Mechanic Helper 18.34

23050 - Aircraft, Painter 20.90

23060 - Aircraft Servicer 20.26

23080 - Aircraft Worker 20.76

23110 - Appliance Mechanic 22.31

23120 - Bicycle Repairer 13.72

23125 - Cable Splicer 25.23

23130 - Carpenter, Maintenance 19.87

23140 - Carpet Layer 19.58

23160 - Electrician, Maintenance 21.76

23181 - Electronics Technician Maintenance I 21.00

23182 - Electronics Technician Maintenance II 22.33

23183 - Electronics Technician Maintenance III 24.66

23260 - Fabric Worker 18.27

23290 - Fire Alarm System Mechanic 17.76

23310 - Fire Extinguisher Repairer 17.04

23311 - Fuel Distribution System Mechanic 22.22

23312 - Fuel Distribution System Operator 17.15

23370 - General Maintenance Worker 18.13

23380 - Ground Support Equipment Mechanic 23.13

23381 - Ground Support Equipment Servicer 20.26

23382 - Ground Support Equipment Worker 20.76

23391 - Gunsmith I 17.04

23392 - Gunsmith II 19.57

23393 - Gunsmith III 21.79

23410 - Heating, Ventilation And Air-Conditioning 21.29

Mechanic

23411 - Heating, Ventilation And Air Conditioning 22.17

Mechanic (Research Facility)

23430 - Heavy Equipment Mechanic 22.96

23440 - Heavy Equipment Operator 21.40

23460 - Instrument Mechanic 23.78

23465 - Laboratory/Shelter Mechanic 20.81

23470 - Laborer 11.71

23510 - Locksmith 17.53

23530 - Machinery Maintenance Mechanic 23.30

23550 - Machinist, Maintenance 18.71

23580 - Maintenance Trades Helper 14.94

23591 - Metrology Technician I 23.78

23592 - Metrology Technician II 24.77

23593 - Metrology Technician III 25.80

23640 - Millwright 28.80

23710 - Office Appliance Repairer 19.23

23760 - Painter, Maintenance 19.75

23790 - Pipefitter, Maintenance 25.32

23810 - Plumber, Maintenance 22.18

23820 - Pneudraulic Systems Mechanic 21.79

23850 - Rigger 21.79

23870 - Scale Mechanic 19.57

23890 - Sheet-Metal Worker, Maintenance 22.33

23910 - Small Engine Mechanic 15.61

23931 - Telecommunications Mechanic I 25.16

23932 - Telecommunications Mechanic II 26.21

23950 - Telephone Lineman 20.94

23960 - Welder, Combination, Maintenance 17.01

23965 - Well Driller 21.49

23970 - Woodcraft Worker 21.79

23980 - Woodworker 15.84

24000 - Personal Needs Occupations

24570 - Child Care Attendant 11.85

24580 - Child Care Center Clerk 14.77

24610 - Chore Aide 10.34

24620 - Family Readiness And Support Services 14.43

Coordinator

24630 - Homemaker 16.18

25000 - Plant And System Operations Occupations

25010 - Boiler Tender 22.99

25040 - Sewage Plant Operator 18.93

25070 - Stationary Engineer 22.99

25190 - Ventilation Equipment Tender 16.63

25210 - Water Treatment Plant Operator 18.93

27000 - Protective Service Occupations

27004 - Alarm Monitor 19.32

27007 - Baggage Inspector 13.40

27008 - Corrections Officer 20.79

27010 - Court Security Officer 22.95

27030 - Detection Dog Handler 16.94

27040 - Detention Officer 20.79

27070 - Firefighter 22.50

27101 - Guard I 13.40

27102 - Guard II 16.94

27131 - Police Officer I 24.41

27132 - Police Officer II 27.12

28000 - Recreation Occupations

28041 - Carnival Equipment Operator 11.05

28042 - Carnival Equipment Repairer 11.64

28043 - Carnival Equipment Worker 9.01

28210 - Gate Attendant/Gate Tender 14.00

28310 - Lifeguard 10.82

28350 - Park Attendant (Aide) 15.66

28510 - Recreation Aide/Health Facility Attendant 11.36

28515 - Recreation Specialist 15.71

28630 - Sports Official 12.47

28690 - Swimming Pool Operator 17.08

29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer 20.31

29020 - Hatch Tender 20.31

29030 - Line Handler 20.31

29041 - Stevedore I 18.49

29042 - Stevedore II 21.30

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 35.77

30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 24.66

30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 27.16

30021 - Archeological Technician I 16.70

30022 - Archeological Technician II 18.68

30023 - Archeological Technician III 23.15

30030 - Cartographic Technician 23.15

30040 - Civil Engineering Technician 22.61

30061 - Drafter/CAD Operator I 16.70

30062 - Drafter/CAD Operator II 18.68

30063 - Drafter/CAD Operator III 20.83

30064 - Drafter/CAD Operator IV 25.62

30081 - Engineering Technician I 15.81

30082 - Engineering Technician II 17.74

30083 - Engineering Technician III 19.84

30084 - Engineering Technician IV 24.59

30085 - Engineering Technician V 30.08

30086 - Engineering Technician VI 36.39

30090 - Environmental Technician 19.81

30210 - Laboratory Technician 20.26

30240 - Mathematical Technician 23.15

30361 - Paralegal/Legal Assistant I 17.34

30362 - Paralegal/Legal Assistant II 21.48

30363 - Paralegal/Legal Assistant III 26.28

30364 - Paralegal/Legal Assistant IV 31.80

30390 - Photo-Optics Technician 23.15

30461 - Technical Writer I 22.74

30462 - Technical Writer II 27.82

30463 - Technical Writer III 33.65

30491 - Unexploded Ordnance (UXO) Technician I 22.74

30492 - Unexploded Ordnance (UXO) Technician II 27.51

30493 - Unexploded Ordnance (UXO) Technician III 32.97

30494 - Unexploded (UXO) Safety Escort 22.74

30495 - Unexploded (UXO) Sweep Personnel 22.74

30620 - Weather Observer, Combined Upper Air Or (see 2) 20.83

Surface Programs

30621 - Weather Observer, Senior (see 2) 23.15

31000 - Transportation/Mobile Equipment Operation Occupations

31020 - Bus Aide 12.95

31030 - Bus Driver 19.70

31043 - Driver Courier 17.01

31260 - Parking and Lot Attendant 10.91

31290 - Shuttle Bus Driver 19.36

31310 - Taxi Driver 10.02

31361 - Truck driver, Light 19.36

31362 - Truck driver, Medium 19.70

31363 - Truck driver, Heavy 21.84

31364 - Truck driver, Tractor-Trailer 21.84

99000 - Miscellaneous Occupations

99030 - Cashier 9.78

99050 - Desk Clerk 10.30

99095 - Embalmer 24.51

99251 - Laboratory Animal Caretaker I 10.74

99252 - Laboratory Animal Caretaker II 11.61

99310 - Mortician 24.27

99410 - Pest Controller 16.09

99510 - Photofinishing Worker 14.34

99710 - Recycling Laborer 17.75

99711 - Recycling Specialist 21.19

99730 - Refuse Collector 16.03

99810 - Sales Clerk 11.38

99820 - School Crossing Guard 12.88

99830 - Survey Party Chief 21.30

99831 - Surveying Aide 12.65

99832 - Surveying Technician 19.36

99840 - Vending Machine Attendant 12.45

99841 - Vending Machine Repairer 14.42

99842 - Vending Machine Repairer Helper 12.45

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr.’s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than $27.63 (or on a salary or fee basis at a rate not less than $455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.

400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds $27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to 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.

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 05-2057 (Rev.-13) was first posted on www.wdol.gov on 06/19/2012

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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

| Wage Determination No.: 2005-2057

Diane C. Koplewski Division of | Revision No.: 13

Director Wage Determinations| Date Of Revision: 06/13/2012

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State: California

Area: California Counties of Imperial, San Diego

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

OCCUPATION CODE - TITLE FOOTNOTE RATE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I 15.61

01012 - Accounting Clerk II 17.52

01013 - Accounting Clerk III 19.61

01020 - Administrative Assistant 25.04

01040 - Court Reporter 19.16

01051 - Data Entry Operator I 15.00

01052 - Data Entry Operator II 16.37

01060 - Dispatcher, Motor Vehicle 19.16

01070 - Document Preparation Clerk 14.63

01090 - Duplicating Machine Operator 14.63

01111 - General Clerk I 13.54

01112 - General Clerk II 15.34

01113 - General Clerk III 17.22

01120 - Housing Referral Assistant 20.30

01141 - Messenger Courier 12.23

01191 - Order Clerk I 14.73

01192 - Order Clerk II 16.08

01261 - Personnel Assistant (Employment) I 18.29

01262 - Personnel Assistant (Employment) II 20.67

01263 - Personnel Assistant (Employment) III 23.10

01270 - Production Control Clerk 22.89

01280 - Receptionist 13.16

01290 - Rental Clerk 16.09

01300 - Scheduler, Maintenance 17.28

01311 - Secretary I 17.28

01312 - Secretary II 18.08

01313 - Secretary III 20.30

01320 - Service Order Dispatcher 17.60

01410 - Supply Technician 24.51

01420 - Survey Worker 19.16

01531 - Travel Clerk I 13.51

01532 - Travel Clerk II 14.76

01533 - Travel Clerk III 16.21

01611 - Word Processor I 16.07

01612 - Word Processor II 18.04

01613 - Word Processor III 20.18

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass 22.21

05010 - Automotive Electrician 22.37

05040 - Automotive Glass Installer 21.55

05070 - Automotive Worker 21.55

05110 - Mobile Equipment Servicer 19.83

05130 - Motor Equipment Metal Mechanic 23.16

05160 - Motor Equipment Metal Worker 21.55

05190 - Motor Vehicle Mechanic 22.75

05220 - Motor Vehicle Mechanic Helper 18.60

05250 - Motor Vehicle Upholstery Worker 20.75

05280 - Motor Vehicle Wrecker 21.55

05310 - Painter, Automotive 22.79

05340 - Radiator Repair Specialist 21.55

05370 - Tire Repairer 15.52

05400 - Transmission Repair Specialist 23.16

07000 - Food Preparation And Service Occupations

07010 - Baker 12.40

07041 - Cook I 12.84

07042 - Cook II 13.58

07070 - Dishwasher 9.46

07130 - Food Service Worker 10.31

07210 - Meat Cutter 15.71

07260 - Waiter/Waitress 9.71

09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter 19.94

09040 - Furniture Handler 14.32

09080 - Furniture Refinisher 19.94

09090 - Furniture Refinisher Helper 16.57

09110 - Furniture Repairer, Minor 18.49

09130 - Upholsterer 19.94

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles 12.96

11060 - Elevator Operator 12.96

11090 - Gardener 17.18

11122 - Housekeeping Aide 12.96

11150 - Janitor 12.96

11210 - Laborer, Grounds Maintenance 13.92

11240 - Maid or Houseman 9.85

11260 - Pruner 13.45

11270 - Tractor Operator 14.90

11330 - Trail Maintenance Worker 13.92

11360 - Window Cleaner 14.20

12000 - Health Occupations

12010 - Ambulance Driver 18.34

12011 - Breath Alcohol Technician 20.17

12012 - Certified Occupational Therapist Assistant 25.81

12015 - Certified Physical Therapist Assistant 27.54

12020 - Dental Assistant 17.68

12025 - Dental Hygienist 40.91

12030 - EKG Technician 26.42

12035 - Electroneurodiagnostic Technologist 26.42

12040 - Emergency Medical Technician 18.34

12071 - Licensed Practical Nurse I 19.25

12072 - Licensed Practical Nurse II 21.53

12073 - Licensed Practical Nurse III 24.01

12100 - Medical Assistant 14.37

12130 - Medical Laboratory Technician 20.67

12160 - Medical Record Clerk 15.16

12190 - Medical Record Technician 16.54

12195 - Medical Transcriptionist 19.21

12210 - Nuclear Medicine Technologist 36.75

12221 - Nursing Assistant I 10.38

12222 - Nursing Assistant II 11.67

12223 - Nursing Assistant III 12.74

12224 - Nursing Assistant IV 14.30

12235 - Optical Dispenser 21.24

12236 - Optical Technician 16.53

12250 - Pharmacy Technician 17.36

12280 - Phlebotomist 14.34

12305 - Radiologic Technologist 30.68

12311 - Registered Nurse I 29.75

12312 - Registered Nurse II 35.92

12313 - Registered Nurse II, Specialist 35.92

12314 - Registered Nurse III 42.67

12315 - Registered Nurse III, Anesthetist 42.67

12316 - Registered Nurse IV 51.14

12317 - Scheduler (Drug and Alcohol Testing) 24.55

13000 - Information And Arts Occupations

13011 - Exhibits Specialist I 20.91

13012 - Exhibits Specialist II 25.91

13013 - Exhibits Specialist III 31.68

13041 - Illustrator I 21.12

13042 - Illustrator II 26.16

13043 - Illustrator III 32.00

13047 - Librarian 28.91

13050 - Library Aide/Clerk 13.29

13054 - Library Information Technology Systems 26.11

Administrator

13058 - Library Technician 17.77

13061 - Media Specialist I 18.84

13062 - Media Specialist II 21.07

13063 - Media Specialist III 23.50

13071 - Photographer I 16.33

13072 - Photographer II 18.44

13073 - Photographer III 22.63

13074 - Photographer IV 27.68

13075 - Photographer V 33.49

13110 - Video Teleconference Technician 17.71

14000 - Information Technology Occupations

14041 - Computer Operator I 17.02

14042 - Computer Operator II 19.04

14043 - Computer Operator III 21.22

14044 - Computer Operator IV 23.58

14045 - Computer Operator V 26.11

14071 - Computer Programmer I (see 1) 27.62

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 17.02

14160 - Personal Computer Support Technician 23.58

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated) 30.51

15020 - Aircrew Training Devices Instructor (Rated) 36.91

15030 - Air Crew Training Devices Instructor (Pilot) 44.25

15050 - Computer Based Training Specialist / Instructor 30.51

15060 - Educational Technologist 30.67

15070 - Flight Instructor (Pilot) 44.25

15080 - Graphic Artist 23.93

15090 - Technical Instructor 26.13

15095 - Technical Instructor/Course Developer 31.96

15110 - Test Proctor 21.83

15120 - Tutor 21.83

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations

16010 - Assembler 9.79

16030 - Counter Attendant 9.79

16040 - Dry Cleaner 12.02

16070 - Finisher, Flatwork, Machine 9.79

16090 - Presser, Hand 9.79

16110 - Presser, Machine, Dry-cleaning 9.79

16130 - Presser, Machine, Shirts 9.79

16160 - Presser, Machine, Wearing Apparel, Laundry 9.79

16190 - Sewing Machine Operator 12.81

16220 - Tailor 13.55

16250 - Washer, Machine 10.49

19000 - Machine Tool Operation And Repair Occupations

19010 - Machine-Tool Operator (Tool Room) 19.94

19040 - Tool And Die Maker 23.80

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator 18.88

21030 - Material Coordinator 22.89

21040 - Material Expediter 22.89

21050 - Material Handling Laborer 13.07

21071 - Order Filler 15.33

21080 - Production Line Worker (Food Processing) 18.88

21110 - Shipping Packer 14.04

21130 - Shipping/Receiving Clerk 14.04

21140 - Store Worker I 12.48

21150 - Stock Clerk 16.40

21210 - Tools And Parts Attendant 18.88

21410 - Warehouse Specialist 18.88

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder 26.52

23021 - Aircraft Mechanic I 25.55

23022 - Aircraft Mechanic II 26.52

23023 - Aircraft Mechanic III 27.54

23040 - Aircraft Mechanic Helper 18.88

23050 - Aircraft, Painter 22.46

23060 - Aircraft Servicer 21.08

23080 - Aircraft Worker 21.88

23110 - Appliance Mechanic 20.66

23120 - Bicycle Repairer 15.52

23125 - Cable Splicer 26.10

23130 - Carpenter, Maintenance 22.28

23140 - Carpet Layer 18.15

23160 - Electrician, Maintenance 23.07

23181 - Electronics Technician Maintenance I 22.59

23182 - Electronics Technician Maintenance II 23.97

23183 - Electronics Technician Maintenance III 27.60

23260 - Fabric Worker 20.80

23290 - Fire Alarm System Mechanic 23.50

23310 - Fire Extinguisher Repairer 19.48

23311 - Fuel Distribution System Mechanic 27.67

23312 - Fuel Distribution System Operator 21.35

23370 - General Maintenance Worker 19.20

23380 - Ground Support Equipment Mechanic 25.55

23381 - Ground Support Equipment Servicer 21.08

23382 - Ground Support Equipment Worker 21.88

23391 - Gunsmith I 19.48

23392 - Gunsmith II 22.16

23393 - Gunsmith III 24.85

23410 - Heating, Ventilation And Air-Conditioning 23.57

Mechanic

23411 - Heating, Ventilation And Air Conditioning 24.46

Mechanic (Research Facility)

23430 - Heavy Equipment Mechanic 28.70

23440 - Heavy Equipment Operator 28.86

23460 - Instrument Mechanic 24.17

23465 - Laboratory/Shelter Mechanic 23.51

23470 - Laborer 12.27

23510 - Locksmith 20.96

23530 - Machinery Maintenance Mechanic 24.66

23550 - Machinist, Maintenance 20.86

23580 - Maintenance Trades Helper 16.57

23591 - Metrology Technician I 24.17

23592 - Metrology Technician II 25.25

23593 - Metrology Technician III 30.26

23640 - Millwright 29.26

23710 - Office Appliance Repairer 21.74

23760 - Painter, Maintenance 21.93

23790 - Pipefitter, Maintenance 24.76

23810 - Plumber, Maintenance 23.93

23820 - Pneudraulic Systems Mechanic 24.85

23850 - Rigger 23.07

23870 - Scale Mechanic 21.03

23890 - Sheet-Metal Worker, Maintenance 23.06

23910 - Small Engine Mechanic 21.12

23931 - Telecommunications Mechanic I 26.33

23932 - Telecommunications Mechanic II 27.33

23950 - Telephone Lineman 26.11

23960 - Welder, Combination, Maintenance 23.82

23965 - Well Driller 24.96

23970 - Woodcraft Worker 24.85

23980 - Woodworker 18.60

24000 - Personal Needs Occupations

24570 - Child Care Attendant 11.87

24580 - Child Care Center Clerk 19.94

24610 - Chore Aide 10.20

24620 - Family Readiness And Support Services 17.12

Coordinator

24630 - Homemaker 20.77

25000 - Plant And System Operations Occupations

25010 - Boiler Tender 27.02

25040 - Sewage Plant Operator 26.45

25070 - Stationary Engineer 27.02

25190 - Ventilation Equipment Tender 19.72

25210 - Water Treatment Plant Operator 26.45

27000 - Protective Service Occupations

27004 - Alarm Monitor 24.53

27007 - Baggage Inspector 13.86

27008 - Corrections Officer 29.73

27010 - Court Security Officer 31.17

27030 - Detection Dog Handler 23.51

27040 - Detention Officer 29.73

27070 - Firefighter 27.18

27101 - Guard I 13.86

27102 - Guard II 23.51

27131 - Police Officer I 35.16

27132 - Police Officer II 39.06

28000 - Recreation Occupations

28041 - Carnival Equipment Operator 15.20

28042 - Carnival Equipment Repairer 16.19

28043 - Carnival Equipment Worker 10.89

28210 - Gate Attendant/Gate Tender 15.62

28310 - Lifeguard 13.53

28350 - Park Attendant (Aide) 17.38

28510 - Recreation Aide/Health Facility Attendant 12.67

28515 - Recreation Specialist 21.52

28630 - Sports Official 13.84

28690 - Swimming Pool Operator 17.11

29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer 28.99

29020 - Hatch Tender 28.99

29030 - Line Handler 28.99

29041 - Stevedore I 27.21

29042 - Stevedore II 30.76

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 38.91

30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 26.84

30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 29.55

30021 - Archeological Technician I 20.59

30022 - Archeological Technician II 22.84

30023 - Archeological Technician III 28.30

30030 - Cartographic Technician 28.30

30040 - Civil Engineering Technician 25.89

30061 - Drafter/CAD Operator I 20.42

30062 - Drafter/CAD Operator II 22.84

30063 - Drafter/CAD Operator III 25.47

30064 - Drafter/CAD Operator IV 31.34

30081 - Engineering Technician I 18.88

30082 - Engineering Technician II 21.19

30083 - Engineering Technician III 23.70

30084 - Engineering Technician IV 29.36

30085 - Engineering Technician V 35.91

30086 - Engineering Technician VI 43.45

30090 - Environmental Technician 22.65

30210 - Laboratory Technician 21.62

30240 - Mathematical Technician 27.79

30361 - Paralegal/Legal Assistant I 21.72

30362 - Paralegal/Legal Assistant II 26.91

30363 - Paralegal/Legal Assistant III 32.91

30364 - Paralegal/Legal Assistant IV 39.82

30390 - Photo-Optics Technician 28.30

30461 - Technical Writer I 23.46

30462 - Technical Writer II 28.69

30463 - Technical Writer III 34.71

30491 - Unexploded Ordnance (UXO) Technician I 24.73

30492 - Unexploded Ordnance (UXO) Technician II 29.92

30493 - Unexploded Ordnance (UXO) Technician III 35.87

30494 - Unexploded (UXO) Safety Escort 24.73

30495 - Unexploded (UXO) Sweep Personnel 24.73

30620 - Weather Observer, Combined Upper Air Or (see 2) 25.47

Surface Programs

30621 - Weather Observer, Senior (see 2) 28.30

31000 - Transportation/Mobile Equipment Operation Occupations

31020 - Bus Aide 14.37

31030 - Bus Driver 17.56

31043 - Driver Courier 13.59

31260 - Parking and Lot Attendant 10.07

31290 - Shuttle Bus Driver 14.66

31310 - Taxi Driver 12.33

31361 - Truck driver, Light 14.66

31362 - Truck driver, Medium 18.11

31363 - Truck driver, Heavy 20.85

31364 - Truck driver, Tractor-Trailer 20.85

99000 - Miscellaneous Occupations

99030 - Cashier 12.02

99050 - Desk Clerk 10.60

99095 - Embalmer 21.58

99251 - Laboratory Animal Caretaker I 13.87

99252 - Laboratory Animal Caretaker II 14.55

99310 - Mortician 23.74

99410 - Pest Controller 14.26

99510 - Photofinishing Worker 16.54

99710 - Recycling Laborer 19.84

99711 - Recycling Specialist 24.10

99730 - Refuse Collector 18.98

99810 - Sales Clerk 13.18

99820 - School Crossing Guard 11.77

99830 - Survey Party Chief 28.85

99831 - Surveying Aide 18.84

99832 - Surveying Technician 26.23

99840 - Vending Machine Attendant 14.19

99841 - Vending Machine Repairer 16.89

99842 - Vending Machine Repairer Helper 14.09

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr.’s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to 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.

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 05-2393 (Rev.-13) was first posted on www.wdol.gov on 06/19/2012

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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

| Wage Determination No.: 2005-2393

Diane C. Koplewski Division of | Revision No.: 13

Director Wage Determinations| Date Of Revision: 06/13/2012

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States: North Carolina, South Carolina

Area: North Carolina Counties of Beaufort, Bladen, Brunswick, Carteret,

Columbus, Craven, Cumberland, Dare, Duplin, Greene, Harnett, Hoke, Hyde,

Johnston, Jones, Lee, Lenoir, Martin, Moore, New Hanover, Onslow, Pamlico,

Pender, Pitt, Richmond, Robeson, Sampson, Scotland, Tyrrell, Washington, Wayne,

Wilson

South Carolina Counties of Dillon, Horry, Marion, Marlboro

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

OCCUPATION CODE - TITLE FOOTNOTE RATE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I 12.40

01012 - Accounting Clerk II 14.00

01013 - Accounting Clerk III 15.65

01020 - Administrative Assistant 19.33

01040 - Court Reporter 14.47

01051 - Data Entry Operator I 11.58

01052 - Data Entry Operator II 12.64

01060 - Dispatcher, Motor Vehicle 16.32

01070 - Document Preparation Clerk 11.40

01090 - Duplicating Machine Operator 11.40

01111 - General Clerk I 11.48

01112 - General Clerk II 12.53

01113 - General Clerk III 14.06

01120 - Housing Referral Assistant 17.94

01141 - Messenger Courier 10.81

01191 - Order Clerk I 11.60

01192 - Order Clerk II 12.66

01261 - Personnel Assistant (Employment) I 13.15

01262 - Personnel Assistant (Employment) II 14.71

01263 - Personnel Assistant (Employment) III 18.35

01270 - Production Control Clerk 17.84

01280 - Receptionist 10.77

01290 - Rental Clerk 11.75

01300 - Scheduler, Maintenance 12.79

01311 - Secretary I 12.79

01312 - Secretary II 14.47

01313 - Secretary III 17.94

01320 - Service Order Dispatcher 11.54

01410 - Supply Technician 19.33

01420 - Survey Worker 13.16

01531 - Travel Clerk I 11.20

01532 - Travel Clerk II 11.93

01533 - Travel Clerk III 12.67

01611 - Word Processor I 12.41

01612 - Word Processor II 13.92

01613 - Word Processor III 15.58

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass 19.71

05010 - Automotive Electrician 19.33

05040 - Automotive Glass Installer 17.76

05070 - Automotive Worker 17.76

05110 - Mobile Equipment Servicer 15.82

05130 - Motor Equipment Metal Mechanic 19.71

05160 - Motor Equipment Metal Worker 17.76

05190 - Motor Vehicle Mechanic 19.71

05220 - Motor Vehicle Mechanic Helper 14.83

05250 - Motor Vehicle Upholstery Worker 16.17

05280 - Motor Vehicle Wrecker 17.76

05310 - Painter, Automotive 18.99

05340 - Radiator Repair Specialist 17.76

05370 - Tire Repairer 11.68

05400 - Transmission Repair Specialist 19.71

07000 - Food Preparation And Service Occupations

07010 - Baker 13.08

07041 - Cook I 11.58

07042 - Cook II 13.08

07070 - Dishwasher 8.48

07130 - Food Service Worker 8.48

07210 - Meat Cutter 13.62

07260 - Waiter/Waitress 9.32

09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter 17.05

09040 - Furniture Handler 11.47

09080 - Furniture Refinisher 17.05

09090 - Furniture Refinisher Helper 13.34

09110 - Furniture Repairer, Minor 15.17

09130 - Upholsterer 17.05

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles 8.90

11060 - Elevator Operator 8.90

11090 - Gardener 13.69

11122 - Housekeeping Aide 9.40

11150 - Janitor 9.40

11210 - Laborer, Grounds Maintenance 10.22

11240 - Maid or Houseman 8.05

11260 - Pruner 9.16

11270 - Tractor Operator 12.44

11330 - Trail Maintenance Worker 10.22

11360 - Window Cleaner 10.49

12000 - Health Occupations

12010 - Ambulance Driver 14.47

12011 - Breath Alcohol Technician 15.98

12012 - Certified Occupational Therapist Assistant 23.49

12015 - Certified Physical Therapist Assistant 23.49

12020 - Dental Assistant 15.81

12025 - Dental Hygienist 29.84

12030 - EKG Technician 24.17

12035 - Electroneurodiagnostic Technologist 24.17

12040 - Emergency Medical Technician 14.47

12071 - Licensed Practical Nurse I 14.29

12072 - Licensed Practical Nurse II 15.98

12073 - Licensed Practical Nurse III 17.83

12100 - Medical Assistant 12.14

12130 - Medical Laboratory Technician 17.08

12160 - Medical Record Clerk 12.81

12190 - Medical Record Technician 14.33

12195 - Medical Transcriptionist 15.43

12210 - Nuclear Medicine Technologist 33.19

12221 - Nursing Assistant I 9.44

12222 - Nursing Assistant II 10.61

12223 - Nursing Assistant III 11.58

12224 - Nursing Assistant IV 12.99

12235 - Optical Dispenser 15.99

12236 - Optical Technician 14.25

12250 - Pharmacy Technician 17.03

12280 - Phlebotomist 12.99

12305 - Radiologic Technologist 23.06

12311 - Registered Nurse I 22.96

12312 - Registered Nurse II 28.09

12313 - Registered Nurse II, Specialist 28.09

12314 - Registered Nurse III 33.98

12315 - Registered Nurse III, Anesthetist 33.98

12316 - Registered Nurse IV 40.72

12317 - Scheduler (Drug and Alcohol Testing) 20.57

13000 - Information And Arts Occupations

13011 - Exhibits Specialist I 16.27

13012 - Exhibits Specialist II 20.17

13013 - Exhibits Specialist III 24.67

13041 - Illustrator I 16.27

13042 - Illustrator II 20.17

13043 - Illustrator III 24.67

13047 - Librarian 22.33

13050 - Library Aide/Clerk 11.32

13054 - Library Information Technology Systems 20.17

Administrator

13058 - Library Technician 15.22

13061 - Media Specialist I 14.61

13062 - Media Specialist II 16.27

13063 - Media Specialist III 18.15

13071 - Photographer I 14.21

13072 - Photographer II 15.85

13073 - Photographer III 19.62

13074 - Photographer IV 23.41

13075 - Photographer V 28.34

13110 - Video Teleconference Technician 16.35

14000 - Information Technology Occupations

14041 - Computer Operator I 14.20

14042 - Computer Operator II 15.88

14043 - Computer Operator III 18.75

14044 - Computer Operator IV 19.68

14045 - Computer Operator V 21.79

14071 - Computer Programmer I (see 1) 22.75

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 14.20

14160 - Personal Computer Support Technician 19.68

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated) 30.58

15020 - Aircrew Training Devices Instructor (Rated) 36.99

15030 - Air Crew Training Devices Instructor (Pilot) 41.77

15050 - Computer Based Training Specialist / Instructor 30.11

15060 - Educational Technologist 25.36

15070 - Flight Instructor (Pilot) 41.77

15080 - Graphic Artist 21.52

15090 - Technical Instructor 18.45

15095 - Technical Instructor/Course Developer 22.57

15110 - Test Proctor 14.89

15120 - Tutor 14.89

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations

16010 - Assembler 8.27

16030 - Counter Attendant 8.27

16040 - Dry Cleaner 10.20

16070 - Finisher, Flatwork, Machine 8.27

16090 - Presser, Hand 8.27

16110 - Presser, Machine, Dry-cleaning 8.27

16130 - Presser, Machine, Shirts 8.27

16160 - Presser, Machine, Wearing Apparel, Laundry 8.27

16190 - Sewing Machine Operator 10.85

16220 - Tailor 11.49

16250 - Washer, Machine 8.90

19000 - Machine Tool Operation And Repair Occupations

19010 - Machine-Tool Operator (Tool Room) 20.22

19040 - Tool And Die Maker 22.18

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator 12.45

21030 - Material Coordinator 17.84

21040 - Material Expediter 17.84

21050 - Material Handling Laborer 10.32

21071 - Order Filler 10.09

21080 - Production Line Worker (Food Processing) 12.45

21110 - Shipping Packer 13.41

21130 - Shipping/Receiving Clerk 13.41

21140 - Store Worker I 11.35

21150 - Stock Clerk 15.84

21210 - Tools And Parts Attendant 12.45

21410 - Warehouse Specialist 12.45

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder 21.35

23021 - Aircraft Mechanic I 20.34

23022 - Aircraft Mechanic II 21.35

23023 - Aircraft Mechanic III 22.92

23040 - Aircraft Mechanic Helper 15.11

23050 - Aircraft, Painter 19.31

23060 - Aircraft Servicer 17.20

23080 - Aircraft Worker 18.24

23110 - Appliance Mechanic 17.05

23120 - Bicycle Repairer 13.11

23125 - Cable Splicer 23.00

23130 - Carpenter, Maintenance 17.05

23140 - Carpet Layer 16.29

23160 - Electrician, Maintenance 20.76

23181 - Electronics Technician Maintenance I 20.99

23182 - Electronics Technician Maintenance II 22.91

23183 - Electronics Technician Maintenance III 24.22

23260 - Fabric Worker 15.24

23290 - Fire Alarm System Mechanic 17.96

23310 - Fire Extinguisher Repairer 14.25

23311 - Fuel Distribution System Mechanic 18.40

23312 - Fuel Distribution System Operator 14.31

23370 - General Maintenance Worker 16.30

23380 - Ground Support Equipment Mechanic 20.34

23381 - Ground Support Equipment Servicer 17.20

23382 - Ground Support Equipment Worker 18.24

23391 - Gunsmith I 14.13

23392 - Gunsmith II 16.30

23393 - Gunsmith III 18.40

23410 - Heating, Ventilation And Air-Conditioning 18.40

Mechanic

23411 - Heating, Ventilation And Air Conditioning 19.42

Mechanic (Research Facility)

23430 - Heavy Equipment Mechanic 18.81

23440 - Heavy Equipment Operator 17.31

23460 - Instrument Mechanic 18.40

23465 - Laboratory/Shelter Mechanic 17.41

23470 - Laborer 10.32

23510 - Locksmith 17.05

23530 - Machinery Maintenance Mechanic 20.47

23550 - Machinist, Maintenance 18.40

23580 - Maintenance Trades Helper 13.34

23591 - Metrology Technician I 18.40

23592 - Metrology Technician II 19.42

23593 - Metrology Technician III 20.40

23640 - Millwright 20.34

23710 - Office Appliance Repairer 17.05

23760 - Painter, Maintenance 17.05

23790 - Pipefitter, Maintenance 18.17

23810 - Plumber, Maintenance 17.26

23820 - Pneudraulic Systems Mechanic 18.40

23850 - Rigger 18.40

23870 - Scale Mechanic 16.30

23890 - Sheet-Metal Worker, Maintenance 18.40

23910 - Small Engine Mechanic 16.11

23931 - Telecommunications Mechanic I 23.46

23932 - Telecommunications Mechanic II 24.76

23950 - Telephone Lineman 21.84

23960 - Welder, Combination, Maintenance 18.40

23965 - Well Driller 18.40

23970 - Woodcraft Worker 18.40

23980 - Woodworker 14.25

24000 - Personal Needs Occupations

24570 - Child Care Attendant 11.68

24580 - Child Care Center Clerk 14.58

24610 - Chore Aide 9.33

24620 - Family Readiness And Support Services 13.63

Coordinator

24630 - Homemaker 16.20

25000 - Plant And System Operations Occupations

25010 - Boiler Tender 19.87

25040 - Sewage Plant Operator 19.00

25070 - Stationary Engineer 20.69

25190 - Ventilation Equipment Tender 14.40

25210 - Water Treatment Plant Operator 19.00

27000 - Protective Service Occupations

27004 - Alarm Monitor 14.25

27007 - Baggage Inspector 12.21

27008 - Corrections Officer 15.39

27010 - Court Security Officer 16.56

27030 - Detection Dog Handler 14.10

27040 - Detention Officer 15.39

27070 - Firefighter 15.64

27101 - Guard I 12.21

27102 - Guard II 14.10

27131 - Police Officer I 17.27

27132 - Police Officer II 19.18

28000 - Recreation Occupations

28041 - Carnival Equipment Operator 11.38

28042 - Carnival Equipment Repairer 12.16

28043 - Carnival Equipment Worker 8.90

28210 - Gate Attendant/Gate Tender 12.73

28310 - Lifeguard 11.34

28350 - Park Attendant (Aide) 14.24

28510 - Recreation Aide/Health Facility Attendant 11.10

28515 - Recreation Specialist 14.99

28630 - Sports Official 11.34

28690 - Swimming Pool Operator 18.94

29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer 16.04

29020 - Hatch Tender 16.04

29030 - Line Handler 16.04

29041 - Stevedore I 15.00

29042 - Stevedore II 17.13

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 35.77

30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 24.66

30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 27.16

30021 - Archeological Technician I 15.11

30022 - Archeological Technician II 18.98

30023 - Archeological Technician III 22.25

30030 - Cartographic Technician 22.36

30040 - Civil Engineering Technician 19.11

30061 - Drafter/CAD Operator I 15.11

30062 - Drafter/CAD Operator II 16.96

30063 - Drafter/CAD Operator III 18.98

30064 - Drafter/CAD Operator IV 22.83

30081 - Engineering Technician I 14.39

30082 - Engineering Technician II 16.14

30083 - Engineering Technician III 18.06

30084 - Engineering Technician IV 22.38

30085 - Engineering Technician V 27.38

30086 - Engineering Technician VI 33.12

30090 - Environmental Technician 19.53

30210 - Laboratory Technician 22.43

30240 - Mathematical Technician 22.25

30361 - Paralegal/Legal Assistant I 15.95

30362 - Paralegal/Legal Assistant II 19.77

30363 - Paralegal/Legal Assistant III 24.18

30364 - Paralegal/Legal Assistant IV 29.25

30390 - Photo-Optics Technician 21.48

30461 - Technical Writer I 21.77

30462 - Technical Writer II 26.63

30463 - Technical Writer III 32.22

30491 - Unexploded Ordnance (UXO) Technician I 22.74

30492 - Unexploded Ordnance (UXO) Technician II 27.51

30493 - Unexploded Ordnance (UXO) Technician III 32.97

30494 - Unexploded (UXO) Safety Escort 22.74

30495 - Unexploded (UXO) Sweep Personnel 22.74

30620 - Weather Observer, Combined Upper Air Or (see 2) 18.98

Surface Programs

30621 - Weather Observer, Senior (see 2) 20.69

31000 - Transportation/Mobile Equipment Operation Occupations

31020 - Bus Aide 10.37

31030 - Bus Driver 14.98

31043 - Driver Courier 11.73

31260 - Parking and Lot Attendant 8.42

31290 - Shuttle Bus Driver 12.85

31310 - Taxi Driver 9.29

31361 - Truck driver, Light 12.85

31362 - Truck driver, Medium 14.80

31363 - Truck driver, Heavy 16.27

31364 - Truck driver, Tractor-Trailer 16.27

99000 - Miscellaneous Occupations

99030 - Cashier 8.14

99050 - Desk Clerk 9.83

99095 - Embalmer 22.74

99251 - Laboratory Animal Caretaker I 10.07

99252 - Laboratory Animal Caretaker II 11.07

99310 - Mortician 22.74

99410 - Pest Controller 13.60

99510 - Photofinishing Worker 11.95

99710 - Recycling Laborer 12.53

99711 - Recycling Specialist 15.25

99730 - Refuse Collector 11.23

99810 - Sales Clerk 11.08

99820 - School Crossing Guard 12.86

99830 - Survey Party Chief 18.64

99831 - Surveying Aide 11.03

99832 - Surveying Technician 15.12

99840 - Vending Machine Attendant 13.63

99841 - Vending Machine Repairer 16.43

99842 - Vending Machine Repairer Helper 13.63

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 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 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.

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 05-2153 (Rev.-16) was first posted on www.wdol.gov on 06/19/2012

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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

| Wage Determination No.: 2005-2153

Diane C. Koplewski Division of | Revision No.: 16

Director Wage Determinations| Date Of Revision: 06/13/2012

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States: American Samoa, Hawaii

Area: American Samoa Statewide

Hawaii Statewide

OCCUPATION NOTE:

STEVEDORING AND LONGSHOREMEN: Wage rates and fringe benefits can be found on

Wage Determination 2000-0085

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

OCCUPATION CODE - TITLE FOOTNOTE RATE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I 14.20

01012 - Accounting Clerk II 15.93

01013 - Accounting Clerk III 17.40

01020 - Administrative Assistant 26.48

01040 - Court Reporter 18.59

01051 - Data Entry Operator I 13.16

01052 - Data Entry Operator II 14.36

01060 - Dispatcher, Motor Vehicle 17.10

01070 - Document Preparation Clerk 13.15

01090 - Duplicating Machine Operator 13.79

01111 - General Clerk I 12.53

01112 - General Clerk II 13.67

01113 - General Clerk III 15.45

01120 - Housing Referral Assistant 23.77

01141 - Messenger Courier 12.47

01191 - Order Clerk I 13.18

01192 - Order Clerk II 14.38

01261 - Personnel Assistant (Employment) I 15.79

01262 - Personnel Assistant (Employment) II 17.88

01263 - Personnel Assistant (Employment) III 19.68

01270 - Production Control Clerk 18.86

01280 - Receptionist 15.40

01290 - Rental Clerk 15.79

01300 - Scheduler, Maintenance 19.05

01311 - Secretary I 19.05

01312 - Secretary II 21.31

01313 - Secretary III 23.77

01320 - Service Order Dispatcher 14.05

01410 - Supply Technician 25.82

01420 - Survey Worker 17.10

01531 - Travel Clerk I 14.78

01532 - Travel Clerk II 15.97

01533 - Travel Clerk III 17.12

01611 - Word Processor I 14.36

01612 - Word Processor II 16.11

01613 - Word Processor III 18.03

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass 22.19

05010 - Automotive Electrician 22.43

05040 - Automotive Glass Installer 22.00

05070 - Automotive Worker 22.00

05110 - Mobile Equipment Servicer 18.99

05130 - Motor Equipment Metal Mechanic 24.41

05160 - Motor Equipment Metal Worker 22.00

05190 - Motor Vehicle Mechanic 25.65

05220 - Motor Vehicle Mechanic Helper 17.39

05250 - Motor Vehicle Upholstery Worker 20.80

05280 - Motor Vehicle Wrecker 22.00

05310 - Painter, Automotive 23.19

05340 - Radiator Repair Specialist 22.00

05370 - Tire Repairer 13.78

05400 - Transmission Repair Specialist 24.37

07000 - Food Preparation And Service Occupations

07010 - Baker 14.87

07041 - Cook I 13.17

07042 - Cook II 15.29

07070 - Dishwasher 12.05

07130 - Food Service Worker 11.14

07210 - Meat Cutter 18.70

07260 - Waiter/Waitress 12.01

09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter 17.41

09040 - Furniture Handler 11.71

09080 - Furniture Refinisher 19.15

09090 - Furniture Refinisher Helper 14.19

09110 - Furniture Repairer, Minor 16.63

09130 - Upholsterer 17.41

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles 10.89

11060 - Elevator Operator 12.89

11090 - Gardener 16.40

11122 - Housekeeping Aide 14.00

11150 - Janitor 14.00

11210 - Laborer, Grounds Maintenance 13.55

11240 - Maid or Houseman 14.49

11260 - Pruner 12.13

11270 - Tractor Operator 16.43

11330 - Trail Maintenance Worker 13.55

11360 - Window Cleaner 15.25

12000 - Health Occupations

12010 - Ambulance Driver 20.70

12011 - Breath Alcohol Technician 20.70

12012 - Certified Occupational Therapist Assistant 19.67

12015 - Certified Physical Therapist Assistant 18.41

12020 - Dental Assistant 14.80

12025 - Dental Hygienist 30.34

12030 - EKG Technician 26.02

12035 - Electroneurodiagnostic Technologist 26.02

12040 - Emergency Medical Technician 22.19

12071 - Licensed Practical Nurse I 18.51

12072 - Licensed Practical Nurse II 20.70

12073 - Licensed Practical Nurse III 23.09

12100 - Medical Assistant 14.83

12130 - Medical Laboratory Technician 19.74

12160 - Medical Record Clerk 17.82

12190 - Medical Record Technician 19.93

12195 - Medical Transcriptionist 19.74

12210 - Nuclear Medicine Technologist 31.72

12221 - Nursing Assistant I 11.39

12222 - Nursing Assistant II 12.81

12223 - Nursing Assistant III 13.98

12224 - Nursing Assistant IV 15.69

12235 - Optical Dispenser 20.03

12236 - Optical Technician 14.91

12250 - Pharmacy Technician 17.19

12280 - Phlebotomist 15.69

12305 - Radiologic Technologist 29.04

12311 - Registered Nurse I 29.29

12312 - Registered Nurse II 35.82

12313 - Registered Nurse II, Specialist 35.82

12314 - Registered Nurse III 43.34

12315 - Registered Nurse III, Anesthetist 43.34

12316 - Registered Nurse IV 51.94

12317 - Scheduler (Drug and Alcohol Testing) 25.66

13000 - Information And Arts Occupations

13011 - Exhibits Specialist I 19.61

13012 - Exhibits Specialist II 23.29

13013 - Exhibits Specialist III 28.49

13041 - Illustrator I 20.71

13042 - Illustrator II 25.67

13043 - Illustrator III 31.40

13047 - Librarian 28.71

13050 - Library Aide/Clerk 14.17

13054 - Library Information Technology Systems 21.89

Administrator

13058 - Library Technician 17.36

13061 - Media Specialist I 15.86

13062 - Media Specialist II 17.74

13063 - Media Specialist III 19.78

13071 - Photographer I 14.00

13072 - Photographer II 16.54

13073 - Photographer III 19.61

13074 - Photographer IV 23.99

13075 - Photographer V 28.99

13110 - Video Teleconference Technician 20.30

14000 - Information Technology Occupations

14041 - Computer Operator I 17.54

14042 - Computer Operator II 19.62

14043 - Computer Operator III 22.80

14044 - Computer Operator IV 24.81

14045 - Computer Operator V 27.45

14071 - Computer Programmer I (see 1) 27.62

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 17.54

14160 - Personal Computer Support Technician 24.81

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated) 30.83

15020 - Aircrew Training Devices Instructor (Rated) 37.30

15030 - Air Crew Training Devices Instructor (Pilot) 43.09

15050 - Computer Based Training Specialist / Instructor 30.83

15060 - Educational Technologist 25.80

15070 - Flight Instructor (Pilot) 43.09

15080 - Graphic Artist 22.97

15090 - Technical Instructor 19.66

15095 - Technical Instructor/Course Developer 24.05

15110 - Test Proctor 19.47

15120 - Tutor 19.47

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations

16010 - Assembler 11.72

16030 - Counter Attendant 11.72

16040 - Dry Cleaner 14.51

16070 - Finisher, Flatwork, Machine 11.72

16090 - Presser, Hand 11.72

16110 - Presser, Machine, Dry-cleaning 11.72

16130 - Presser, Machine, Shirts 11.72

16160 - Presser, Machine, Wearing Apparel, Laundry 11.72

16190 - Sewing Machine Operator 15.45

16220 - Tailor 16.27

16250 - Washer, Machine 12.67

19000 - Machine Tool Operation And Repair Occupations

19010 - Machine-Tool Operator (Tool Room) 24.08

19040 - Tool And Die Maker 30.25

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator 20.84

21030 - Material Coordinator 21.89

21040 - Material Expediter 21.89

21050 - Material Handling Laborer 16.89

21071 - Order Filler 13.51

21080 - Production Line Worker (Food Processing) 20.84

21110 - Shipping Packer 15.22

21130 - Shipping/Receiving Clerk 14.69

21140 - Store Worker I 13.23

21150 - Stock Clerk 18.58

21210 - Tools And Parts Attendant 20.84

21410 - Warehouse Specialist 20.84

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder 28.74

23021 - Aircraft Mechanic I 27.03

23022 - Aircraft Mechanic II 28.74

23023 - Aircraft Mechanic III 30.43

23040 - Aircraft Mechanic Helper 19.51

23050 - Aircraft, Painter 25.27

23060 - Aircraft Servicer 22.63

23080 - Aircraft Worker 24.16

23110 - Appliance Mechanic 21.94

23120 - Bicycle Repairer 15.16

23125 - Cable Splicer 28.39

23130 - Carpenter, Maintenance 30.99

23140 - Carpet Layer 24.86

23160 - Electrician, Maintenance 28.25

23181 - Electronics Technician Maintenance I 26.83

23182 - Electronics Technician Maintenance II 28.69

23183 - Electronics Technician Maintenance III 30.56

23260 - Fabric Worker 20.95

23290 - Fire Alarm System Mechanic 23.46

23310 - Fire Extinguisher Repairer 19.40

23311 - Fuel Distribution System Mechanic 27.68

23312 - Fuel Distribution System Operator 21.58

23370 - General Maintenance Worker 18.45

23380 - Ground Support Equipment Mechanic 27.03

23381 - Ground Support Equipment Servicer 22.63

23382 - Ground Support Equipment Worker 24.16

23391 - Gunsmith I 19.40

23392 - Gunsmith II 22.51

23393 - Gunsmith III 25.64

23410 - Heating, Ventilation And Air-Conditioning 24.07

Mechanic

23411 - Heating, Ventilation And Air Conditioning 25.52

Mechanic (Research Facility)

23430 - Heavy Equipment Mechanic 28.29

23440 - Heavy Equipment Operator 34.11

23460 - Instrument Mechanic 29.96

23465 - Laboratory/Shelter Mechanic 24.07

23470 - Laborer 16.49

23510 - Locksmith 23.45

23530 - Machinery Maintenance Mechanic 24.70

23550 - Machinist, Maintenance 24.58

23580 - Maintenance Trades Helper 14.93

23591 - Metrology Technician I 29.96

23592 - Metrology Technician II 31.76

23593 - Metrology Technician III 33.49

23640 - Millwright 25.64

23710 - Office Appliance Repairer 21.56

23760 - Painter, Maintenance 25.29

23790 - Pipefitter, Maintenance 27.69

23810 - Plumber, Maintenance 25.71

23820 - Pneudraulic Systems Mechanic 25.64

23850 - Rigger 25.64

23870 - Scale Mechanic 22.51

23890 - Sheet-Metal Worker, Maintenance 28.46

23910 - Small Engine Mechanic 20.91

23931 - Telecommunications Mechanic I 27.52

23932 - Telecommunications Mechanic II 28.05

23950 - Telephone Lineman 24.18

23960 - Welder, Combination, Maintenance 25.04

23965 - Well Driller 25.14

23970 - Woodcraft Worker 25.64

23980 - Woodworker 17.67

24000 - Personal Needs Occupations

24570 - Child Care Attendant 11.62

24580 - Child Care Center Clerk 15.14

24610 - Chore Aide 11.40

24620 - Family Readiness And Support Services 16.19

Coordinator

24630 - Homemaker 20.11

25000 - Plant And System Operations Occupations

25010 - Boiler Tender 26.42

25040 - Sewage Plant Operator 21.94

25070 - Stationary Engineer 26.42

25190 - Ventilation Equipment Tender 19.25

25210 - Water Treatment Plant Operator 21.94

27000 - Protective Service Occupations

27004 - Alarm Monitor 18.69

27007 - Baggage Inspector 12.13

27008 - Corrections Officer 21.67

27010 - Court Security Officer 23.28

27030 - Detection Dog Handler 15.35

27040 - Detention Officer 21.67

27070 - Firefighter 23.69

27101 - Guard I 12.13

27102 - Guard II 15.35

27131 - Police Officer I 23.97

27132 - Police Officer II 26.64

28000 - Recreation Occupations

28041 - Carnival Equipment Operator 12.47

28042 - Carnival Equipment Repairer 13.26

28043 - Carnival Equipment Worker 9.93

28210 - Gate Attendant/Gate Tender 15.40

28310 - Lifeguard 15.84

28350 - Park Attendant (Aide) 17.23

28510 - Recreation Aide/Health Facility Attendant 13.19

28515 - Recreation Specialist 21.44

28630 - Sports Official 13.72

28690 - Swimming Pool Operator 17.14

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 35.77

30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 24.66

30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 27.16

30021 - Archeological Technician I 16.98

30022 - Archeological Technician II 19.43

30023 - Archeological Technician III 24.08

30030 - Cartographic Technician 24.08

30040 - Civil Engineering Technician 21.55

30061 - Drafter/CAD Operator I 16.86

30062 - Drafter/CAD Operator II 19.43

30063 - Drafter/CAD Operator III 21.67

30064 - Drafter/CAD Operator IV 26.66

30081 - Engineering Technician I 15.91

30082 - Engineering Technician II 18.64

30083 - Engineering Technician III 22.50

30084 - Engineering Technician IV 29.74

30085 - Engineering Technician V 32.60

30086 - Engineering Technician VI 39.41

30090 - Environmental Technician 22.21

30210 - Laboratory Technician 23.01

30240 - Mathematical Technician 25.78

30361 - Paralegal/Legal Assistant I 18.66

30362 - Paralegal/Legal Assistant II 23.13

30363 - Paralegal/Legal Assistant III 28.30

30364 - Paralegal/Legal Assistant IV 34.23

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30462 - Technical Writer II 27.96

30463 - Technical Writer III 33.84

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30492 - Unexploded Ordnance (UXO) Technician II 27.51

30493 - Unexploded Ordnance (UXO) Technician III 32.97

30494 - Unexploded (UXO) Safety Escort 22.74

30495 - Unexploded (UXO) Sweep Personnel 22.74

30620 - Weather Observer, Combined Upper Air Or (see 2) 21.67

Surface Programs

30621 - Weather Observer, Senior (see 2) 24.08

31000 - Transportation/Mobile Equipment Operation Occupations

31020 - Bus Aide 12.94

31030 - Bus Driver 18.43

31043 - Driver Courier 14.10

31260 - Parking and Lot Attendant 9.16

31290 - Shuttle Bus Driver 14.98

31310 - Taxi Driver 11.77

31361 - Truck driver, Light 14.98

31362 - Truck driver, Medium 17.26

31363 - Truck driver, Heavy 18.27

31364 - Truck driver, Tractor-Trailer 18.27

99000 - Miscellaneous Occupations

99030 - Cashier 10.93

99050 - Desk Clerk 18.46

99095 - Embalmer 22.34

99251 - Laboratory Animal Caretaker I 12.41

99252 - Laboratory Animal Caretaker II 17.67

99310 - Mortician 24.57

99410 - Pest Controller 17.33

99510 - Photofinishing Worker 13.86

99710 - Recycling Laborer 19.19

99711 - Recycling Specialist 23.10

99730 - Refuse Collector 17.18

99810 - Sales Clerk 14.39

99820 - School Crossing Guard 15.03

99830 - Survey Party Chief 24.01

99831 - Surveying Aide 13.13

99832 - Surveying Technician 17.99

99840 - Vending Machine Attendant 12.64

99841 - Vending Machine Repairer 15.06

99842 - Vending Machine Repairer Helper 12.64

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: (Hawaii): $1.50 per hour, or $60.00 per week, or $260.00 per onth hour for all employees on whose behalf the contractor provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act, the new health and welfare benefit rate will be $3.71 per hour.

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 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 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.

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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

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

6) The contractor informs the affected employees.

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

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

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

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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

| Wage Determination No.: 2005-2103

Diane C. Koplewski Division of | Revision No.: 12

Director Wage Determinations| Date Of Revision: 06/13/2012

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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

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

OCCUPATION CODE - TITLE FOOTNOTE RATE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I 15.08

01012 - Accounting Clerk II 16.92

01013 - Accounting Clerk III 22.30

01020 - Administrative Assistant 31.41

01040 - Court Reporter 21.84

01051 - Data Entry Operator I 14.38

01052 - Data Entry Operator II 15.69

01060 - Dispatcher, Motor Vehicle 17.87

01070 - Document Preparation Clerk 14.21

01090 - Duplicating Machine Operator 14.21

01111 - General Clerk I 14.88

01112 - General Clerk II 16.24

01113 - General Clerk III 18.74

01120 - Housing Referral Assistant 25.29

01141 - Messenger Courier 13.62

01191 - Order Clerk I 15.12

01192 - Order Clerk II 16.50

01261 - Personnel Assistant (Employment) I 18.15

01262 - Personnel Assistant (Employment) II 20.32

01263 - Personnel Assistant (Employment) III 22.65

01270 - Production Control Clerk 22.03

01280 - Receptionist 14.43

01290 - Rental Clerk 16.55

01300 - Scheduler, Maintenance 18.07

01311 - Secretary I 18.07

01312 - Secretary II 20.18

01313 - Secretary III 25.29

01320 - Service Order Dispatcher 16.98

01410 - Supply Technician 28.55

01420 - Survey Worker 20.03

01531 - Travel Clerk I 13.29

01532 - Travel Clerk II 14.36

01533 - Travel Clerk III 15.49

01611 - Word Processor I 15.63

01612 - Word Processor II 17.67

01613 - Word Processor III 19.95

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass 25.26

05010 - Automotive Electrician 23.51

05040 - Automotive Glass Installer 22.15

05070 - Automotive Worker 22.15

05110 - Mobile Equipment Servicer 19.04

05130 - Motor Equipment Metal Mechanic 24.78

05160 - Motor Equipment Metal Worker 22.15

05190 - Motor Vehicle Mechanic 24.78

05220 - Motor Vehicle Mechanic Helper 18.49

05250 - Motor Vehicle Upholstery Worker 21.63

05280 - Motor Vehicle Wrecker 22.15

05310 - Painter, Automotive 23.51

05340 - Radiator Repair Specialist 22.15

05370 - Tire Repairer 14.44

05400 - Transmission Repair Specialist 24.78

07000 - Food Preparation And Service Occupations

07010 - Baker 13.85

07041 - Cook I 12.55

07042 - Cook II 14.60

07070 - Dishwasher 10.11

07130 - Food Service Worker 10.66

07210 - Meat Cutter 18.08

07260 - Waiter/Waitress 9.70

09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter 19.86

09040 - Furniture Handler 14.06

09080 - Furniture Refinisher 20.23

09090 - Furniture Refinisher Helper 15.52

09110 - Furniture Repairer, Minor 17.94

09130 - Upholsterer 19.86

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles 10.54

11060 - Elevator Operator 10.54

11090 - Gardener 17.52

11122 - Housekeeping Aide 11.83

11150 - Janitor 11.83

11210 - Laborer, Grounds Maintenance 13.07

11240 - Maid or Houseman 11.26

11260 - Pruner 11.58

11270 - Tractor Operator 16.04

11330 - Trail Maintenance Worker 13.07

11360 - Window Cleaner 12.85

12000 - Health Occupations

12010 - Ambulance Driver 20.41

12011 - Breath Alcohol Technician 20.27

12012 - Certified Occupational Therapist Assistant 23.11

12015 - Certified Physical Therapist Assistant 21.43

12020 - Dental Assistant 17.18

12025 - Dental Hygienist 44.75

12030 - EKG Technician 27.67

12035 - Electroneurodiagnostic Technologist 27.67

12040 - Emergency Medical Technician 20.41

12071 - Licensed Practical Nurse I 19.07

12072 - Licensed Practical Nurse II 21.35

12073 - Licensed Practical Nurse III 24.13

12100 - Medical Assistant 15.01

12130 - Medical Laboratory Technician 18.04

12160 - Medical Record Clerk 17.42

12190 - Medical Record Technician 19.50

12195 - Medical Transcriptionist 18.77

12210 - Nuclear Medicine Technologist 37.60

12221 - Nursing Assistant I 10.80

12222 - Nursing Assistant II 12.14

12223 - Nursing Assistant III 13.98

12224 - Nursing Assistant IV 15.69

12235 - Optical Dispenser 20.17

12236 - Optical Technician 15.80

12250 - Pharmacy Technician 18.12

12280 - Phlebotomist 15.69

12305 - Radiologic Technologist 31.11

12311 - Registered Nurse I 27.64

12312 - Registered Nurse II 33.44

12313 - Registered Nurse II, Specialist 33.44

12314 - Registered Nurse III 40.13

12315 - Registered Nurse III, Anesthetist 40.13

12316 - Registered Nurse IV 48.10

12317 - Scheduler (Drug and Alcohol Testing) 21.73

13000 - Information And Arts Occupations

13011 - Exhibits Specialist I 19.86

13012 - Exhibits Specialist II 24.61

13013 - Exhibits Specialist III 30.09

13041 - Illustrator I 20.48

13042 - Illustrator II 25.38

13043 - Illustrator III 31.03

13047 - Librarian 33.88

13050 - Library Aide/Clerk 14.21

13054 - Library Information Technology Systems 30.60

Administrator

13058 - Library Technician 19.89

13061 - Media Specialist I 18.73

13062 - Media Specialist II 20.95

13063 - Media Specialist III 23.36

13071 - Photographer I 16.65

13072 - Photographer II 18.90

13073 - Photographer III 23.67

13074 - Photographer IV 28.65

13075 - Photographer V 33.76

13110 - Video Teleconference Technician 20.39

14000 - Information Technology Occupations

14041 - Computer Operator I 18.92

14042 - Computer Operator II 21.18

14043 - Computer Operator III 23.60

14044 - Computer Operator IV 26.22

14045 - Computer Operator V 29.05

14071 - Computer Programmer I (see 1) 26.36

14072 - Computer Programmer II (see 1)

14073 - Computer Programmer III (see 1)

14074 - Computer Programmer IV (see 1)

14101 - Computer Systems Analyst I (see 1)

14102 - Computer Systems Analyst II (see 1)

14103 - Computer Systems Analyst III (see 1)

14150 - Peripheral Equipment Operator 18.92

14160 - Personal Computer Support Technician 26.22

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated) 36.47

15020 - Aircrew Training Devices Instructor (Rated) 44.06

15030 - Air Crew Training Devices Instructor (Pilot) 52.81

15050 - Computer Based Training Specialist / Instructor 36.47

15060 - Educational Technologist 35.31

15070 - Flight Instructor (Pilot) 52.81

15080 - Graphic Artist 26.80

15090 - Technical Instructor 25.08

15095 - Technical Instructor/Course Developer 30.67

15110 - Test Proctor 20.20

15120 - Tutor 20.20

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations

16010 - Assembler 9.88

16030 - Counter Attendant 9.88

16040 - Dry Cleaner 12.94

16070 - Finisher, Flatwork, Machine 9.88

16090 - Presser, Hand 9.88

16110 - Presser, Machine, Dry-cleaning 9.88

16130 - Presser, Machine, Shirts 9.88

16160 - Presser, Machine, Wearing Apparel, Laundry 9.88

16190 - Sewing Machine Operator 13.78

16220 - Tailor 14.66

16250 - Washer, Machine 10.88

19000 - Machine Tool Operation And Repair Occupations

19010 - Machine-Tool Operator (Tool Room) 21.14

19040 - Tool And Die Maker 23.38

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator 18.02

21030 - Material Coordinator 22.03

21040 - Material Expediter 22.03

21050 - Material Handling Laborer 13.83

21071 - Order Filler 15.09

21080 - Production Line Worker (Food Processing) 18.02

21110 - Shipping Packer 15.09

21130 - Shipping/Receiving Clerk 15.09

21140 - Store Worker I 11.72

21150 - Stock Clerk 16.86

21210 - Tools And Parts Attendant 18.02

21410 - Warehouse Specialist 18.02

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder 27.21

23021 - Aircraft Mechanic I 25.83

23022 - Aircraft Mechanic II 27.21

23023 - Aircraft Mechanic III 28.53

23040 - Aircraft Mechanic Helper 17.54

23050 - Aircraft, Painter 24.73

23060 - Aircraft Servicer 19.76

23080 - Aircraft Worker 21.01

23110 - Appliance Mechanic 21.75

23120 - Bicycle Repairer 14.43

23125 - Cable Splicer 26.02

23130 - Carpenter, Maintenance 21.40

23140 - Carpet Layer 20.49

23160 - Electrician, Maintenance 27.98

23181 - Electronics Technician Maintenance I 24.94

23182 - Electronics Technician Maintenance II 26.47

23183 - Electronics Technician Maintenance III 27.89

23260 - Fabric Worker 19.13

23290 - Fire Alarm System Mechanic 22.91

23310 - Fire Extinguisher Repairer 17.62

23311 - Fuel Distribution System Mechanic 22.81

23312 - Fuel Distribution System Operator 19.38

23370 - General Maintenance Worker 21.43

23380 - Ground Support Equipment Mechanic 25.83

23381 - Ground Support Equipment Servicer 19.76

23382 - Ground Support Equipment Worker 21.01

23391 - Gunsmith I 17.62

23392 - Gunsmith II 20.49

23393 - Gunsmith III 22.91

23410 - Heating, Ventilation And Air-Conditioning 23.89

Mechanic

23411 - Heating, Ventilation And Air Conditioning 25.17

Mechanic (Research Facility)

23430 - Heavy Equipment Mechanic 22.91

23440 - Heavy Equipment Operator 22.91

23460 - Instrument Mechanic 22.59

23465 - Laboratory/Shelter Mechanic 21.75

23470 - Laborer 14.98

23510 - Locksmith 21.90

23530 - Machinery Maintenance Mechanic 23.12

23550 - Machinist, Maintenance 22.91

23580 - Maintenance Trades Helper 18.27

23591 - Metrology Technician I 22.59

23592 - Metrology Technician II 23.80

23593 - Metrology Technician III 24.96

23640 - Millwright 28.19

23710 - Office Appliance Repairer 22.96

23760 - Painter, Maintenance 21.75

23790 - Pipefitter, Maintenance 24.63

23810 - Plumber, Maintenance 22.29

23820 - Pneudraulic Systems Mechanic 22.91

23850 - Rigger 22.91

23870 - Scale Mechanic 20.49

23890 - Sheet-Metal Worker, Maintenance 22.91

23910 - Small Engine Mechanic 20.49

23931 - Telecommunications Mechanic I 29.95

23932 - Telecommunications Mechanic II 31.55

23950 - Telephone Lineman 27.41

23960 - Welder, Combination, Maintenance 22.91

23965 - Well Driller 22.91

23970 - Woodcraft Worker 22.91

23980 - Woodworker 17.62

24000 - Personal Needs Occupations

24570 - Child Care Attendant 12.79

24580 - Child Care Center Clerk 17.77

24610 - Chore Aide 10.57

24620 - Family Readiness And Support Services 16.90

Coordinator

24630 - Homemaker 18.43

25000 - Plant And System Operations Occupations

25010 - Boiler Tender 27.30

25040 - Sewage Plant Operator 20.84

25070 - Stationary Engineer 27.30

25190 - Ventilation Equipment Tender 19.49

25210 - Water Treatment Plant Operator 20.84

27000 - Protective Service Occupations

27004 - Alarm Monitor 20.57

27007 - Baggage Inspector 12.71

27008 - Corrections Officer 22.80

27010 - Court Security Officer 24.72

27030 - Detection Dog Handler 20.57

27040 - Detention Officer 22.80

27070 - Firefighter 24.63

27101 - Guard I 12.71

27102 - Guard II 20.57

27131 - Police Officer I 26.52

27132 - Police Officer II 29.67

28000 - Recreation Occupations

28041 - Carnival Equipment Operator 13.59

28042 - Carnival Equipment Repairer 14.63

28043 - Carnival Equipment Worker 9.24

28210 - Gate Attendant/Gate Tender 13.01

28310 - Lifeguard 11.59

28350 - Park Attendant (Aide) 14.56

28510 - Recreation Aide/Health Facility Attendant 10.62

28515 - Recreation Specialist 18.04

28630 - Sports Official 11.59

28690 - Swimming Pool Operator 18.21

29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer 23.13

29020 - Hatch Tender 23.13

29030 - Line Handler 23.13

29041 - Stevedore I 21.31

29042 - Stevedore II 24.24

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 39.92

30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 26.84

30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 29.56

30021 - Archeological Technician I 20.19

30022 - Archeological Technician II 22.60

30023 - Archeological Technician III 27.98

30030 - Cartographic Technician 27.98

30040 - Civil Engineering Technician 26.41

30061 - Drafter/CAD Operator I 20.19

30062 - Drafter/CAD Operator II 22.60

30063 - Drafter/CAD Operator III 25.19

30064 - Drafter/CAD Operator IV 31.00

30081 - Engineering Technician I 22.92

30082 - Engineering Technician II 25.72

30083 - Engineering Technician III 28.79

30084 - Engineering Technician IV 35.64

30085 - Engineering Technician V 43.61

30086 - Engineering Technician VI 52.76

30090 - Environmental Technician 27.41

30210 - Laboratory Technician 23.38

30240 - Mathematical Technician 28.94

30361 - Paralegal/Legal Assistant I 21.36

30362 - Paralegal/Legal Assistant II 26.47

30363 - Paralegal/Legal Assistant III 32.36

30364 - Paralegal/Legal Assistant IV 39.16

30390 - Photo-Optics Technician 27.98

30461 - Technical Writer I 21.93

30462 - Technical Writer II 26.84

30463 - Technical Writer III 32.47

30491 - Unexploded Ordnance (UXO) Technician I 24.74

30492 - Unexploded Ordnance (UXO) Technician II 29.93

30493 - Unexploded Ordnance (UXO) Technician III 35.88

30494 - Unexploded (UXO) Safety Escort 24.74

30495 - Unexploded (UXO) Sweep Personnel 24.74

30620 - Weather Observer, Combined Upper Air Or (see 2) 25.19

Surface Programs

30621 - Weather Observer, Senior (see 2) 27.98

31000 - Transportation/Mobile Equipment Operation Occupations

31020 - Bus Aide 14.32

31030 - Bus Driver 20.85

31043 - Driver Courier 13.98

31260 - Parking and Lot Attendant 10.07

31290 - Shuttle Bus Driver 15.66

31310 - Taxi Driver 13.98

31361 - Truck driver, Light 15.66

31362 - Truck driver, Medium 17.90

31363 - Truck driver, Heavy 19.18

31364 - Truck driver, Tractor-Trailer 19.18

99000 - Miscellaneous Occupations

99030 - Cashier 10.03

99050 - Desk Clerk 11.58

99095 - Embalmer 23.05

99251 - Laboratory Animal Caretaker I 11.30

99252 - Laboratory Animal Caretaker II 12.35

99310 - Mortician 31.73

99410 - Pest Controller 17.69

99510 - Photofinishing Worker 13.20

99710 - Recycling Laborer 18.50

99711 - Recycling Specialist 22.71

99730 - Refuse Collector 16.40

99810 - Sales Clerk 12.09

99820 - School Crossing Guard 13.43

99830 - Survey Party Chief 21.94

99831 - Surveying Aide 13.63

99832 - Surveying Technician 20.85

99840 - Vending Machine Attendant 14.43

99841 - Vending Machine Repairer 18.73

99842 - Vending Machine Repairer Helper 14.43

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr.’s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to 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.

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 05-3007 (Rev.-13) was first posted on www.wdol.gov on 06/19/2012

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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

| Wage Determination No.: 2005-3007

Diane C. Koplewski Division of | Revision No.: 13

Director Wage Determinations| Date Of Revision: 06/13/2012

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State: Florida

Area: Florida County of Bay

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

OCCUPATION CODE - TITLE FOOTNOTE RATE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I 12.36

01012 - Accounting Clerk II 13.87

01013 - Accounting Clerk III 15.51

01020 - Administrative Assistant 17.10

01040 - Court Reporter 14.80

01051 - Data Entry Operator I 11.14

01052 - Data Entry Operator II 12.16

01060 - Dispatcher, Motor Vehicle 17.04

01070 - Document Preparation Clerk 11.36

01090 - Duplicating Machine Operator 11.36

01111 - General Clerk I 11.39

01112 - General Clerk II 12.43

01113 - General Clerk III 13.95

01120 - Housing Referral Assistant 15.91

01141 - Messenger Courier 12.98

01191 - Order Clerk I 12.52

01192 - Order Clerk II 13.66

01261 - Personnel Assistant (Employment) I 13.84

01262 - Personnel Assistant (Employment) II 15.48

01263 - Personnel Assistant (Employment) III 17.26

01270 - Production Control Clerk 17.28

01280 - Receptionist 10.88

01290 - Rental Clerk 11.72

01300 - Scheduler, Maintenance 12.75

01311 - Secretary I 12.75

01312 - Secretary II 14.26

01313 - Secretary III 15.91

01320 - Service Order Dispatcher 13.70

01410 - Supply Technician 17.67

01420 - Survey Worker 14.26

01531 - Travel Clerk I 10.48

01532 - Travel Clerk II 11.06

01533 - Travel Clerk III 11.64

01611 - Word Processor I 11.39

01612 - Word Processor II 12.75

01613 - Word Processor III 14.23

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass 18.44

05010 - Automotive Electrician 17.51

05040 - Automotive Glass Installer 16.59

05070 - Automotive Worker 16.59

05110 - Mobile Equipment Servicer 14.75

05130 - Motor Equipment Metal Mechanic 18.44

05160 - Motor Equipment Metal Worker 16.59

05190 - Motor Vehicle Mechanic 18.44

05220 - Motor Vehicle Mechanic Helper 13.77

05250 - Motor Vehicle Upholstery Worker 15.70

05280 - Motor Vehicle Wrecker 16.59

05310 - Painter, Automotive 17.51

05340 - Radiator Repair Specialist 16.59

05370 - Tire Repairer 13.79

05400 - Transmission Repair Specialist 18.44

07000 - Food Preparation And Service Occupations

07010 - Baker 10.52

07041 - Cook I 11.11

07042 - Cook II 12.70

07070 - Dishwasher 7.80

07130 - Food Service Worker 8.68

07210 - Meat Cutter 13.92

07260 - Waiter/Waitress 9.65

09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter 16.94

09040 - Furniture Handler 12.50

09080 - Furniture Refinisher 16.94

09090 - Furniture Refinisher Helper 13.32

09110 - Furniture Repairer, Minor 15.19

09130 - Upholsterer 16.94

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles 9.82

11060 - Elevator Operator 9.82

11090 - Gardener 15.08

11122 - Housekeeping Aide 9.87

11150 - Janitor 10.98

11210 - Laborer, Grounds Maintenance 11.78

11240 - Maid or Houseman 8.48

11260 - Pruner 10.73

11270 - Tractor Operator 13.90

11330 - Trail Maintenance Worker 11.78

11360 - Window Cleaner 12.00

12000 - Health Occupations

12010 - Ambulance Driver 16.77

12011 - Breath Alcohol Technician 15.76

12012 - Certified Occupational Therapist Assistant 23.01

12015 - Certified Physical Therapist Assistant 21.12

12020 - Dental Assistant 14.17

12025 - Dental Hygienist 28.15

12030 - EKG Technician 22.09

12035 - Electroneurodiagnostic Technologist 22.09

12040 - Emergency Medical Technician 16.77

12071 - Licensed Practical Nurse I 14.99

12072 - Licensed Practical Nurse II 16.77

12073 - Licensed Practical Nurse III 18.70

12100 - Medical Assistant 11.83

12130 - Medical Laboratory Technician 14.99

12160 - Medical Record Clerk 13.71

12190 - Medical Record Technician 15.34

12195 - Medical Transcriptionist 13.21

12210 - Nuclear Medicine Technologist 39.84

12221 - Nursing Assistant I 9.37

12222 - Nursing Assistant II 10.53

12223 - Nursing Assistant III 11.49

12224 - Nursing Assistant IV 12.90

12235 - Optical Dispenser 18.13

12236 - Optical Technician 14.99

12250 - Pharmacy Technician 12.67

12280 - Phlebotomist 12.90

12305 - Radiologic Technologist 22.03

12311 - Registered Nurse I 20.96

12312 - Registered Nurse II 25.88

12313 - Registered Nurse II, Specialist 25.88

12314 - Registered Nurse III 31.05

12315 - Registered Nurse III, Anesthetist 31.05

12316 - Registered Nurse IV 37.52

12317 - Scheduler (Drug and Alcohol Testing) 20.09

13000 - Information And Arts Occupations

13011 - Exhibits Specialist I 16.83

13012 - Exhibits Specialist II 20.86

13013 - Exhibits Specialist III 25.51

13041 - Illustrator I 16.83

13042 - Illustrator II 20.86

13043 - Illustrator III 25.51

13047 - Librarian 23.09

13050 - Library Aide/Clerk 12.19

13054 - Library Information Technology Systems 20.86

Administrator

13058 - Library Technician 16.63

13061 - Media Specialist I 15.05

13062 - Media Specialist II 16.83

13063 - Media Specialist III 18.77

13071 - Photographer I 15.05

13072 - Photographer II 16.83

13073 - Photographer III 20.86

13074 - Photographer IV 25.51

13075 - Photographer V 30.86

13110 - Video Teleconference Technician 15.05

14000 - Information Technology Occupations

14041 - Computer Operator I 13.27

14042 - Computer Operator II 15.77

14043 - Computer Operator III 17.93

14044 - Computer Operator IV 20.80

14045 - Computer Operator V 21.87

14071 - Computer Programmer I (see 1) 24.10

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 13.27

14160 - Personal Computer Support Technician 20.80

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated) 27.21

15020 - Aircrew Training Devices Instructor (Rated) 32.92

15030 - Air Crew Training Devices Instructor (Pilot) 39.26

15050 - Computer Based Training Specialist / Instructor 27.21

15060 - Educational Technologist 22.55

15070 - Flight Instructor (Pilot) 39.26

15080 - Graphic Artist 18.83

15090 - Technical Instructor 17.40

15095 - Technical Instructor/Course Developer 21.29

15110 - Test Proctor 14.05

15120 - Tutor 14.05

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations

16010 - Assembler 8.92

16030 - Counter Attendant 8.92

16040 - Dry Cleaner 10.29

16070 - Finisher, Flatwork, Machine 8.92

16090 - Presser, Hand 8.92

16110 - Presser, Machine, Dry-cleaning 8.92

16130 - Presser, Machine, Shirts 8.92

16160 - Presser, Machine, Wearing Apparel, Laundry 8.92

16190 - Sewing Machine Operator 10.74

16220 - Tailor 11.20

16250 - Washer, Machine 9.36

19000 - Machine Tool Operation And Repair Occupations

19010 - Machine-Tool Operator (Tool Room) 16.94

19040 - Tool And Die Maker 21.04

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator 14.12

21030 - Material Coordinator 17.91

21040 - Material Expediter 17.91

21050 - Material Handling Laborer 10.63

21071 - Order Filler 10.69

21080 - Production Line Worker (Food Processing) 14.12

21110 - Shipping Packer 13.09

21130 - Shipping/Receiving Clerk 13.09

21140 - Store Worker I 10.87

21150 - Stock Clerk 14.50

21210 - Tools And Parts Attendant 14.12

21410 - Warehouse Specialist 14.12

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder 21.60

23021 - Aircraft Mechanic I 20.57

23022 - Aircraft Mechanic II 21.60

23023 - Aircraft Mechanic III 22.68

23040 - Aircraft Mechanic Helper 15.36

23050 - Aircraft, Painter 18.63

23060 - Aircraft Servicer 17.51

23080 - Aircraft Worker 18.50

23110 - Appliance Mechanic 16.94

23120 - Bicycle Repairer 13.79

23125 - Cable Splicer 19.62

23130 - Carpenter, Maintenance 17.79

23140 - Carpet Layer 16.85

23160 - Electrician, Maintenance 17.94

23181 - Electronics Technician Maintenance I 22.94

23182 - Electronics Technician Maintenance II 24.36

23183 - Electronics Technician Maintenance III 25.89

23260 - Fabric Worker 15.95

23290 - Fire Alarm System Mechanic 17.94

23310 - Fire Extinguisher Repairer 14.98

23311 - Fuel Distribution System Mechanic 17.94

23312 - Fuel Distribution System Operator 15.89

23370 - General Maintenance Worker 16.85

23380 - Ground Support Equipment Mechanic 20.57

23381 - Ground Support Equipment Servicer 17.51

23382 - Ground Support Equipment Worker 18.50

23391 - Gunsmith I 15.32

23392 - Gunsmith II 15.89

23393 - Gunsmith III 17.94

23410 - Heating, Ventilation And Air-Conditioning 20.59

Mechanic

23411 - Heating, Ventilation And Air Conditioning 21.61

Mechanic (Research Facility)

23430 - Heavy Equipment Mechanic 17.94

23440 - Heavy Equipment Operator 17.94

23460 - Instrument Mechanic 17.94

23465 - Laboratory/Shelter Mechanic 16.88

23470 - Laborer 10.34

23510 - Locksmith 17.79

23530 - Machinery Maintenance Mechanic 22.41

23550 - Machinist, Maintenance 17.94

23580 - Maintenance Trades Helper 13.99

23591 - Metrology Technician I 17.94

23592 - Metrology Technician II 18.95

23593 - Metrology Technician III 19.99

23640 - Millwright 20.60

23710 - Office Appliance Repairer 17.79

23760 - Painter, Maintenance 17.79

23790 - Pipefitter, Maintenance 18.73

23810 - Plumber, Maintenance 17.79

23820 - Pneudraulic Systems Mechanic 17.94

23850 - Rigger 17.94

23870 - Scale Mechanic 16.85

23890 - Sheet-Metal Worker, Maintenance 19.56

23910 - Small Engine Mechanic 16.85

23931 - Telecommunications Mechanic I 23.64

23932 - Telecommunications Mechanic II 24.86

23950 - Telephone Lineman 17.84

23960 - Welder, Combination, Maintenance 17.94

23965 - Well Driller 17.94

23970 - Woodcraft Worker 17.94

23980 - Woodworker 14.98

24000 - Personal Needs Occupations

24570 - Child Care Attendant 9.14

24580 - Child Care Center Clerk 13.51

24610 - Chore Aide 10.87

24620 - Family Readiness And Support Services 12.88

Coordinator

24630 - Homemaker 13.97

25000 - Plant And System Operations Occupations

25010 - Boiler Tender 21.58

25040 - Sewage Plant Operator 18.63

25070 - Stationary Engineer 21.58

25190 - Ventilation Equipment Tender 14.65

25210 - Water Treatment Plant Operator 18.63

27000 - Protective Service Occupations

27004 - Alarm Monitor 14.37

27007 - Baggage Inspector 10.79

27008 - Corrections Officer 15.97

27010 - Court Security Officer 15.56

27030 - Detection Dog Handler 12.07

27040 - Detention Officer 15.97

27070 - Firefighter 15.56

27101 - Guard I 10.79

27102 - Guard II 12.07

27131 - Police Officer I 16.63

27132 - Police Officer II 18.45

28000 - Recreation Occupations

28041 - Carnival Equipment Operator 10.53

28042 - Carnival Equipment Repairer 11.29

28043 - Carnival Equipment Worker 8.79

28210 - Gate Attendant/Gate Tender 13.27

28310 - Lifeguard 11.83

28350 - Park Attendant (Aide) 14.85

28510 - Recreation Aide/Health Facility Attendant 10.84

28515 - Recreation Specialist 12.79

28630 - Sports Official 11.83

28690 - Swimming Pool Operator 17.74

29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer 18.72

29020 - Hatch Tender 18.72

29030 - Line Handler 18.72

29041 - Stevedore I 16.84

29042 - Stevedore II 18.77

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 35.77

30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 24.66

30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 27.16

30021 - Archeological Technician I 15.03

30022 - Archeological Technician II 15.53

30023 - Archeological Technician III 20.83

30030 - Cartographic Technician 20.83

30040 - Civil Engineering Technician 21.34

30061 - Drafter/CAD Operator I 15.03

30062 - Drafter/CAD Operator II 16.81

30063 - Drafter/CAD Operator III 18.75

30064 - Drafter/CAD Operator IV 23.06

30081 - Engineering Technician I 15.73

30082 - Engineering Technician II 17.67

30083 - Engineering Technician III 19.78

30084 - Engineering Technician IV 24.51

30085 - Engineering Technician V 29.98

30086 - Engineering Technician VI 36.27

30090 - Environmental Technician 20.83

30210 - Laboratory Technician 18.75

30240 - Mathematical Technician 20.83

30361 - Paralegal/Legal Assistant I 17.89

30362 - Paralegal/Legal Assistant II 22.17

30363 - Paralegal/Legal Assistant III 27.12

30364 - Paralegal/Legal Assistant IV 32.81

30390 - Photo-Optics Technician 20.83

30461 - Technical Writer I 18.99

30462 - Technical Writer II 23.22

30463 - Technical Writer III 28.09

30491 - Unexploded Ordnance (UXO) Technician I 22.74

30492 - Unexploded Ordnance (UXO) Technician II 27.51

30493 - Unexploded Ordnance (UXO) Technician III 32.97

30494 - Unexploded (UXO) Safety Escort 22.74

30495 - Unexploded (UXO) Sweep Personnel 22.74

30620 - Weather Observer, Combined Upper Air Or (see 2) 18.75

Surface Programs

30621 - Weather Observer, Senior (see 2) 20.83

31000 - Transportation/Mobile Equipment Operation Occupations

31020 - Bus Aide 11.10

31030 - Bus Driver 15.13

31043 - Driver Courier 12.87

31260 - Parking and Lot Attendant 8.69

31290 - Shuttle Bus Driver 13.39

31310 - Taxi Driver 11.05

31361 - Truck driver, Light 13.39

31362 - Truck driver, Medium 14.45

31363 - Truck driver, Heavy 15.38

31364 - Truck driver, Tractor-Trailer 15.38

99000 - Miscellaneous Occupations

99030 - Cashier 8.67

99050 - Desk Clerk 10.08

99095 - Embalmer 22.74

99251 - Laboratory Animal Caretaker I 11.30

99252 - Laboratory Animal Caretaker II 12.17

99310 - Mortician 22.74

99410 - Pest Controller 14.15

99510 - Photofinishing Worker 11.95

99710 - Recycling Laborer 13.87

99711 - Recycling Specialist 15.48

99730 - Refuse Collector 12.29

99810 - Sales Clerk 13.02

99820 - School Crossing Guard 10.81

99830 - Survey Party Chief 18.16

99831 - Surveying Aide 10.88

99832 - Surveying Technician 16.52

99840 - Vending Machine Attendant 15.24

99841 - Vending Machine Repairer 18.36

99842 - Vending Machine Repairer Helper 15.24

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 7 years, and 4 weeks after 11 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)

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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.

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 05-2333 (Rev.-12) was first posted on www.wdol.gov on 06/19/2012

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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

| Wage Determination No.: 2005-2333

Diane C. Koplewski Division of | Revision No.: 12

Director Wage Determinations| Date Of Revision: 06/13/2012

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States: California, Nevada

Area: California Counties of Lassen, Mono

Nevada - All Counties except : Clark, Esmeralda, Lincoln, Nye

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

OCCUPATION CODE - TITLE FOOTNOTE RATE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I 15.00

01012 - Accounting Clerk II 16.46

01013 - Accounting Clerk III 18.34

01020 - Administrative Assistant 23.69

01040 - Court Reporter 19.55

01051 - Data Entry Operator I 11.86

01052 - Data Entry Operator II 13.86

01060 - Dispatcher, Motor Vehicle 21.62

01070 - Document Preparation Clerk 15.67

01090 - Duplicating Machine Operator 15.67

01111 - General Clerk I 14.06

01112 - General Clerk II 15.35

01113 - General Clerk III 17.51

01120 - Housing Referral Assistant 21.80

01141 - Messenger Courier 11.66

01191 - Order Clerk I 12.52

01192 - Order Clerk II 14.81

01261 - Personnel Assistant (Employment) I 15.66

01262 - Personnel Assistant (Employment) II 17.52

01263 - Personnel Assistant (Employment) III 19.53

01270 - Production Control Clerk 18.98

01280 - Receptionist 14.53

01290 - Rental Clerk 14.77

01300 - Scheduler, Maintenance 17.48

01311 - Secretary I 17.48

01312 - Secretary II 19.55

01313 - Secretary III 21.80

01320 - Service Order Dispatcher 17.78

01410 - Supply Technician 23.69

01420 - Survey Worker 17.81

01531 - Travel Clerk I 13.06

01532 - Travel Clerk II 13.87

01533 - Travel Clerk III 14.50

01611 - Word Processor I 14.86

01612 - Word Processor II 16.69

01613 - Word Processor III 18.66

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass 23.47

05010 - Automotive Electrician 21.13

05040 - Automotive Glass Installer 19.65

05070 - Automotive Worker 19.65

05110 - Mobile Equipment Servicer 17.34

05130 - Motor Equipment Metal Mechanic 21.13

05160 - Motor Equipment Metal Worker 19.65

05190 - Motor Vehicle Mechanic 21.73

05220 - Motor Vehicle Mechanic Helper 17.34

05250 - Motor Vehicle Upholstery Worker 19.65

05280 - Motor Vehicle Wrecker 19.65

05310 - Painter, Automotive 20.49

05340 - Radiator Repair Specialist 19.65

05370 - Tire Repairer 14.76

05400 - Transmission Repair Specialist 21.13

07000 - Food Preparation And Service Occupations

07010 - Baker 13.19

07041 - Cook I 11.79

07042 - Cook II 13.25

07070 - Dishwasher 9.30

07130 - Food Service Worker 9.66

07210 - Meat Cutter 19.04

07260 - Waiter/Waitress 8.11

09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter 18.99

09040 - Furniture Handler 14.83

09080 - Furniture Refinisher 18.99

09090 - Furniture Refinisher Helper 15.28

09110 - Furniture Repairer, Minor 17.11

09130 - Upholsterer 17.31

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles 10.89

11060 - Elevator Operator 10.23

11090 - Gardener 15.14

11122 - Housekeeping Aide 10.23

11150 - Janitor 10.23

11210 - Laborer, Grounds Maintenance 12.80

11240 - Maid or Houseman 10.03

11260 - Pruner 11.64

11270 - Tractor Operator 14.51

11330 - Trail Maintenance Worker 12.60

11360 - Window Cleaner 11.07

12000 - Health Occupations

12010 - Ambulance Driver 18.95

12011 - Breath Alcohol Technician 16.75

12012 - Certified Occupational Therapist Assistant 27.17

12015 - Certified Physical Therapist Assistant 23.73

12020 - Dental Assistant 18.09

12025 - Dental Hygienist 38.07

12030 - EKG Technician 30.03

12035 - Electroneurodiagnostic Technologist 30.03

12040 - Emergency Medical Technician 18.95

12071 - Licensed Practical Nurse I 18.01

12072 - Licensed Practical Nurse II 20.15

12073 - Licensed Practical Nurse III 22.47

12100 - Medical Assistant 16.51

12130 - Medical Laboratory Technician 16.92

12160 - Medical Record Clerk 15.91

12190 - Medical Record Technician 16.31

12195 - Medical Transcriptionist 20.17

12210 - Nuclear Medicine Technologist 38.38

12221 - Nursing Assistant I 10.39

12222 - Nursing Assistant II 11.68

12223 - Nursing Assistant III 12.74

12224 - Nursing Assistant IV 14.31

12235 - Optical Dispenser 18.41

12236 - Optical Technician 13.13

12250 - Pharmacy Technician 15.46

12280 - Phlebotomist 14.31

12305 - Radiologic Technologist 29.43

12311 - Registered Nurse I 27.63

12312 - Registered Nurse II 35.14

12313 - Registered Nurse II, Specialist 35.14

12314 - Registered Nurse III 40.94

12315 - Registered Nurse III, Anesthetist 40.94

12316 - Registered Nurse IV 49.04

12317 - Scheduler (Drug and Alcohol Testing) 24.88

13000 - Information And Arts Occupations

13011 - Exhibits Specialist I 21.37

13012 - Exhibits Specialist II 25.68

13013 - Exhibits Specialist III 32.35

13041 - Illustrator I 21.37

13042 - Illustrator II 25.68

13043 - Illustrator III 32.35

13047 - Librarian 29.32

13050 - Library Aide/Clerk 17.58

13054 - Library Information Technology Systems 26.48

Administrator

13058 - Library Technician 18.86

13061 - Media Specialist I 18.53

13062 - Media Specialist II 20.73

13063 - Media Specialist III 23.84

13071 - Photographer I 15.87

13072 - Photographer II 17.74

13073 - Photographer III 21.98

13074 - Photographer IV 26.88

13075 - Photographer V 32.53

13110 - Video Teleconference Technician 20.97

14000 - Information Technology Occupations

14041 - Computer Operator I 15.70

14042 - Computer Operator II 17.56

14043 - Computer Operator III 19.59

14044 - Computer Operator IV 21.76

14045 - Computer Operator V 24.09

14071 - Computer Programmer I (see 1) 22.61

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 15.70

14160 - Personal Computer Support Technician 21.76

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated) 29.62

15020 - Aircrew Training Devices Instructor (Rated) 39.42

15030 - Air Crew Training Devices Instructor (Pilot) 40.72

15050 - Computer Based Training Specialist / Instructor 29.62

15060 - Educational Technologist 34.68

15070 - Flight Instructor (Pilot) 40.72

15080 - Graphic Artist 22.57

15090 - Technical Instructor 17.84

15095 - Technical Instructor/Course Developer 20.61

15110 - Test Proctor 16.24

15120 - Tutor 16.24

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations

16010 - Assembler 9.62

16030 - Counter Attendant 9.62

16040 - Dry Cleaner 12.34

16070 - Finisher, Flatwork, Machine 9.62

16090 - Presser, Hand 9.62

16110 - Presser, Machine, Dry-cleaning 9.62

16130 - Presser, Machine, Shirts 9.62

16160 - Presser, Machine, Wearing Apparel, Laundry 9.62

16190 - Sewing Machine Operator 13.24

16220 - Tailor 14.02

16250 - Washer, Machine 10.55

19000 - Machine Tool Operation And Repair Occupations

19010 - Machine-Tool Operator (Tool Room) 21.40

19040 - Tool And Die Maker 25.47

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator 18.40

21030 - Material Coordinator 17.92

21040 - Material Expediter 19.69

21050 - Material Handling Laborer 14.34

21071 - Order Filler 14.13

21080 - Production Line Worker (Food Processing) 18.40

21110 - Shipping Packer 16.09

21130 - Shipping/Receiving Clerk 16.09

21140 - Store Worker I 13.51

21150 - Stock Clerk 17.12

21210 - Tools And Parts Attendant 18.40

21410 - Warehouse Specialist 18.40

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder 26.47

23021 - Aircraft Mechanic I 25.39

23022 - Aircraft Mechanic II 26.47

23023 - Aircraft Mechanic III 27.47

23040 - Aircraft Mechanic Helper 19.61

23050 - Aircraft, Painter 25.84

23060 - Aircraft Servicer 21.97

23080 - Aircraft Worker 23.14

23110 - Appliance Mechanic 21.84

23120 - Bicycle Repairer 13.42

23125 - Cable Splicer 24.46

23130 - Carpenter, Maintenance 22.71

23140 - Carpet Layer 20.85

23160 - Electrician, Maintenance 25.61

23181 - Electronics Technician Maintenance I 20.33

23182 - Electronics Technician Maintenance II 23.14

23183 - Electronics Technician Maintenance III 28.00

23260 - Fabric Worker 19.56

23290 - Fire Alarm System Mechanic 22.68

23310 - Fire Extinguisher Repairer 18.41

23311 - Fuel Distribution System Mechanic 25.17

23312 - Fuel Distribution System Operator 21.51

23370 - General Maintenance Worker 18.24

23380 - Ground Support Equipment Mechanic 25.39

23381 - Ground Support Equipment Servicer 21.97

23382 - Ground Support Equipment Worker 23.14

23391 - Gunsmith I 18.41

23392 - Gunsmith II 20.69

23393 - Gunsmith III 23.01

23410 - Heating, Ventilation And Air-Conditioning 23.45

Mechanic

23411 - Heating, Ventilation And Air Conditioning 24.63

Mechanic (Research Facility)

23430 - Heavy Equipment Mechanic 23.00

23440 - Heavy Equipment Operator 24.61

23460 - Instrument Mechanic 23.90

23465 - Laboratory/Shelter Mechanic 21.84

23470 - Laborer 11.62

23510 - Locksmith 20.89

23530 - Machinery Maintenance Mechanic 22.80

23550 - Machinist, Maintenance 20.64

23580 - Maintenance Trades Helper 16.61

23591 - Metrology Technician I 23.90

23592 - Metrology Technician II 24.97

23593 - Metrology Technician III 26.19

23640 - Millwright 23.01

23710 - Office Appliance Repairer 20.16

23760 - Painter, Maintenance 18.20

23790 - Pipefitter, Maintenance 27.67

23810 - Plumber, Maintenance 26.88

23820 - Pneudraulic Systems Mechanic 23.01

23850 - Rigger 23.01

23870 - Scale Mechanic 20.69

23890 - Sheet-Metal Worker, Maintenance 23.24

23910 - Small Engine Mechanic 16.80

23931 - Telecommunications Mechanic I 21.44

23932 - Telecommunications Mechanic II 22.62

23950 - Telephone Lineman 22.80

23960 - Welder, Combination, Maintenance 21.89

23965 - Well Driller 25.17

23970 - Woodcraft Worker 23.01

23980 - Woodworker 18.21

24000 - Personal Needs Occupations

24570 - Child Care Attendant 10.95

24580 - Child Care Center Clerk 14.96

24610 - Chore Aide 10.24

24620 - Family Readiness And Support Services 15.19

Coordinator

24630 - Homemaker 16.68

25000 - Plant And System Operations Occupations

25010 - Boiler Tender 22.88

25040 - Sewage Plant Operator 26.90

25070 - Stationary Engineer 22.88

25190 - Ventilation Equipment Tender 17.28

25210 - Water Treatment Plant Operator 26.90

27000 - Protective Service Occupations

27004 - Alarm Monitor 24.00

27007 - Baggage Inspector 11.95

27008 - Corrections Officer 25.60

27010 - Court Security Officer 25.60

27030 - Detection Dog Handler 18.18

27040 - Detention Officer 25.60

27070 - Firefighter 22.91

27101 - Guard I 11.95

27102 - Guard II 18.18

27131 - Police Officer I 30.96

27132 - Police Officer II 34.42

28000 - Recreation Occupations

28041 - Carnival Equipment Operator 11.60

28042 - Carnival Equipment Repairer 12.13

28043 - Carnival Equipment Worker 9.05

28210 - Gate Attendant/Gate Tender 13.43

28310 - Lifeguard 11.84

28350 - Park Attendant (Aide) 15.03

28510 - Recreation Aide/Health Facility Attendant 11.10

28515 - Recreation Specialist 18.62

28630 - Sports Official 12.42

28690 - Swimming Pool Operator 17.68

29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer 21.53

29020 - Hatch Tender 21.53

29030 - Line Handler 21.53

29041 - Stevedore I 20.81

29042 - Stevedore II 23.24

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 35.77

30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 24.66

30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 27.16

30021 - Archeological Technician I 18.02

30022 - Archeological Technician II 20.17

30023 - Archeological Technician III 24.55

30030 - Cartographic Technician 24.55

30040 - Civil Engineering Technician 22.23

30061 - Drafter/CAD Operator I 18.02

30062 - Drafter/CAD Operator II 20.17

30063 - Drafter/CAD Operator III 22.50

30064 - Drafter/CAD Operator IV 27.19

30081 - Engineering Technician I 16.00

30082 - Engineering Technician II 17.96

30083 - Engineering Technician III 20.10

30084 - Engineering Technician IV 24.88

30085 - Engineering Technician V 30.45

30086 - Engineering Technician VI 36.85

30090 - Environmental Technician 27.01

30210 - Laboratory Technician 17.03

30240 - Mathematical Technician 26.12

30361 - Paralegal/Legal Assistant I 20.22

30362 - Paralegal/Legal Assistant II 25.06

30363 - Paralegal/Legal Assistant III 30.36

30364 - Paralegal/Legal Assistant IV 37.09

30390 - Photo-Optics Technician 24.55

30461 - Technical Writer I 25.32

30462 - Technical Writer II 30.65

30463 - Technical Writer III 32.80

30491 - Unexploded Ordnance (UXO) Technician I 22.74

30492 - Unexploded Ordnance (UXO) Technician II 27.51

30493 - Unexploded Ordnance (UXO) Technician III 32.97

30494 - Unexploded (UXO) Safety Escort 22.74

30495 - Unexploded (UXO) Sweep Personnel 22.74

30620 - Weather Observer, Combined Upper Air Or (see 3) 22.50

Surface Programs

30621 - Weather Observer, Senior (see 3) 24.55

31000 - Transportation/Mobile Equipment Operation Occupations

31020 - Bus Aide 13.07

31030 - Bus Driver 17.04

31043 - Driver Courier 15.81

31260 - Parking and Lot Attendant 9.63

31290 - Shuttle Bus Driver 16.04

31310 - Taxi Driver 11.80

31361 - Truck driver, Light 16.04

31362 - Truck driver, Medium 17.68

31363 - Truck driver, Heavy 22.69

31364 - Truck driver, Tractor-Trailer 22.69

99000 - Miscellaneous Occupations

99030 - Cashier 10.48

99050 - Desk Clerk 10.44

99095 - Embalmer 22.74

99251 - Laboratory Animal Caretaker I 10.53

99252 - Laboratory Animal Caretaker II 11.22

99310 - Mortician 20.20

99410 - Pest Controller 16.43

99510 - Photofinishing Worker 12.53

99710 - Recycling Laborer 12.46

99711 - Recycling Specialist 14.37

99730 - Refuse Collector 14.50

99810 - Sales Clerk 14.32

99820 - School Crossing Guard 14.70

99830 - Survey Party Chief 29.98

99831 - Surveying Aide 20.22

99832 - Surveying Technician 21.98

99840 - Vending Machine Attendant 13.60

99841 - Vending Machine Repairer 16.29

99842 - Vending Machine Repairer Helper 13.60

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr.’s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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

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

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

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

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

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

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

2) 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.

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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.