ATTACHMENT J2
DEPARTMENT OF LABOR WAGE DETERMINATIONS

See attached.

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

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

William W.Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2137
Revision No.: 26
Date Of Last Revision: 05/23/2005

States: Alabama, Georgia

Area: Alabama Counties of Chambers, Lee, Randolph, Russell
Georgia Counties of Chattahoochee, Harris, Heard, Marion, Meriwether, Muscogee, Quitman, Schley, Stewart, Talbot, Taylor, Troup, Webster

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.04
01012 - Accounting Clerk II	11.99
01013 - Accounting Clerk III	15.15
01014 - Accounting Clerk IV	17.27
01030 - Court Reporter	12.95
01050 - Dispatcher, Motor Vehicle	13.22
01060 - Document Preparation Clerk	11.59
01070 - Messenger (Courier)	8.58
01090 - Duplicating Machine Operator	11.59
01110 - Film/Tape Librarian	11.06
01115 - General Clerk I	8.17
01116 - General Clerk II	9.16
01117 - General Clerk III	10.52
01118 - General Clerk IV	11.16
01120 - Housing Referral Assistant	14.46
01131 - Key Entry Operator I	9.76
01132 - Key Entry Operator II	10.84
01191 - Order Clerk I	10.04
01192 - Order Clerk II	11.81
01261 - Personnel Assistant (Employment) I	9.94
01262 - Personnel Assistant (Employment) II	11.17
01263 - Personnel Assistant (Employment) III	12.70
01264 - Personnel Assistant (Employment) IV	14.19
01270 - Production Control Clerk	16.06
01290 - Rental Clerk	9.55
01300 - Scheduler, Maintenance	11.38
01311 - Secretary I	11.38
01312 - Secretary II	12.95
01313 - Secretary III	14.46
01314 - Secretary IV	17.18
01315 - Secretary V	19.02
01320 - Service Order Dispatcher	11.61
01341 - Stenographer I	11.09
01342 - Stenographer II	11.74
01400 - Supply Technician	17.18
01420 - Survey Worker (Interviewer)	10.87
01460 - Switchboard Operator-Receptionist	9.33
01510 - Test Examiner	12.95
01520 - Test Proctor	12.95
01531 - Travel Clerk I	9.98

01532 - Travel Clerk II	10.74
01533 - Travel Clerk III	11.36
01611 - Word Processor I	10.09
01612 - Word Processor II	11.34
01613 - Word Processor III	13.48
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	11.44
03041 - Computer Operator I	11.98
03042 - Computer Operator II	13.72
03043 - Computer Operator III	16.30
03044 - Computer Operator IV	18.10
03045 - Computer Operator V	20.05
03071 - Computer Programmer I (1)	16.14
03072 - Computer Programmer II (1)	20.00
03073 - Computer Programmer III (1)	24.39
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	19.25
03102 - Computer Systems Analyst II (1)	23.29
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	11.98
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	15.74
05010 - Automotive Glass Installer	13.41
05040 - Automotive Worker	13.41
05070 - Electrician, Automotive	14.82
05100 - Mobile Equipment Servicer	11.74
05130 - Motor Equipment Metal Mechanic	15.06
05160 - Motor Equipment Metal Worker	13.41
05190 - Motor Vehicle Mechanic	15.08
05220 - Motor Vehicle Mechanic Helper	11.66
05250 - Motor Vehicle Upholstery Worker	13.11
05280 - Motor Vehicle Wrecker	13.41
05310 - Painter, Automotive	14.28
05340 - Radiator Repair Specialist	13.41
05370 - Tire Repairer	10.21
05400 - Transmission Repair Specialist	15.06
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	7.62
07010 - Baker	11.21
07041 - Cook I	8.38
07042 - Cook II	9.96
07070 - Dishwasher	6.84
07130 - Meat Cutter	11.13
07250 - Waiter/Waitress	6.93
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	15.36
09040 - Furniture Handler	9.24
09070 - Furniture Refinisher	11.68
09100 - Furniture Refinisher Helper	10.88
09110 - Furniture Repairer, Minor	12.53
09130 - Upholsterer	13.96
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	7.78
11060 - Elevator Operator	7.78
11090 - Gardener	9.43
11121 - House Keeping Aid I	7.16
11122 - House Keeping Aid II	7.82
11150 - Janitor	7.81
11210 - Laborer, Grounds Maintenance	8.95
11240 - Maid or Houseman	6.85
11270 - Pest Controller	11.63
11300 - Refuse Collector	8.78
11330 - Tractor Operator	10.52

11360 - Window Cleaner	8.59
12000 - Health Occupations	
12020 - Dental Assistant	13.22
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.04
12071 - Licensed Practical Nurse I	11.07
12072 - Licensed Practical Nurse II	12.41
12073 - Licensed Practical Nurse III	13.88
12100 - Medical Assistant	10.03
12130 - Medical Laboratory Technician	13.12
12160 - Medical Record Clerk	11.36
12190 - Medical Record Technician	14.89
12221 - Nursing Assistant I	8.30
12222 - Nursing Assistant II	9.33
12223 - Nursing Assistant III	10.20
12224 - Nursing Assistant IV	11.42
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	11.42
12311 - Registered Nurse I	15.06
12312 - Registered Nurse II	18.43
12313 - Registered Nurse II, Specialist	18.43
12314 - Registered Nurse III	22.30
12315 - Registered Nurse III, Anesthetist	22.30
12316 - Registered Nurse IV	26.72
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	18.32
13011 - Exhibits Specialist I	15.41
13012 - Exhibits Specialist II	18.47
13013 - Exhibits Specialist III	22.72
13041 - Illustrator I	15.41
13042 - Illustrator II	18.47
13043 - Illustrator III	22.72
13047 - Librarian	25.16
13050 - Library Technician	13.36
13071 - Photographer I	11.52
13072 - Photographer II	13.25
13073 - Photographer III	15.88
13074 - Photographer IV	19.53
13075 - Photographer V	23.61
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.01
15030 - Counter Attendant	7.01
15040 - Dry Cleaner	8.46
15070 - Finisher, Flatwork, Machine	7.01
15090 - Presser, Hand	7.01
15100 - Presser, Machine, Drycleaning	7.01
15130 - Presser, Machine, Shirts	7.01
15160 - Presser, Machine, Wearing Apparel, Laundry	7.01
15190 - Sewing Machine Operator	8.95
15220 - Tailor	9.43
15250 - Washer, Machine	7.49
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	14.22
19040 - Tool and Die Maker	17.22
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	12.31
21020 - Material Coordinator	15.97
21030 - Material Expediter	15.97
21040 - Material Handling Laborer	11.19
21050 - Order Filler	11.23
21071 - Forklift Operator	11.64
21080 - Production Line Worker (Food Processing)	10.78
21100 - Shipping/Receiving Clerk	11.39
21130 - Shipping Packer	11.39

21140 - Store Worker I	9.07
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	11.85
21210 - Tools and Parts Attendant	11.64
21400 - Warehouse Specialist	11.64
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	18.04
23040 - Aircraft Mechanic Helper	13.13
23050 - Aircraft Quality Control Inspector	18.77
23060 - Aircraft Servicer	15.00
23070 - Aircraft Worker	16.06
23100 - Appliance Mechanic	13.96
23120 - Bicycle Repairer	10.21
23125 - Cable Splicer	15.79
23130 - Carpenter, Maintenance	14.17
23140 - Carpet Layer	13.68
23160 - Electrician, Maintenance	15.99
23181 - Electronics Technician, Maintenance I	17.69
23182 - Electronics Technician, Maintenance II	20.47
23183 - Electronics Technician, Maintenance III	23.23
23260 - Fabric Worker	13.28
23290 - Fire Alarm System Mechanic	15.79
23310 - Fire Extinguisher Repairer	12.44
23340 - Fuel Distribution System Mechanic	15.79
23370 - General Maintenance Worker	13.53
23400 - Heating, Refrigeration and Air Conditioning Mechanic	14.91
23430 - Heavy Equipment Mechanic	16.26
23440 - Heavy Equipment Operator	13.13
23460 - Instrument Mechanic	15.79
23470 - Laborer	8.40
23500 - Locksmith	14.17
23530 - Machinery Maintenance Mechanic	15.69
23550 - Machinist, Maintenance	15.30
23580 - Maintenance Trades Helper	10.57
23640 - Millwright	18.04
23700 - Office Appliance Repairer	14.94
23740 - Painter, Aircraft	14.17
23760 - Painter, Maintenance	14.17
23790 - Pipefitter, Maintenance	16.06
23800 - Plumber, Maintenance	15.26
23820 - Pneudraulic Systems Mechanic	15.79
23850 - Rigger	15.79
23870 - Scale Mechanic	14.11
23890 - Sheet-Metal Worker, Maintenance	14.91
23910 - Small Engine Mechanic	13.68
23930 - Telecommunication Mechanic I	16.11
23931 - Telecommunication Mechanic II	16.92
23950 - Telephone Lineman	16.11
23960 - Welder, Combination, Maintenance	14.91
23965 - Well Driller	15.79
23970 - Woodcraft Worker	15.79
23980 - Woodworker	11.63
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.10
24580 - Child Care Center Clerk	12.63
24600 - Chore Aid	7.52
24630 - Homemaker	15.32
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	16.83
25040 - Sewage Plant Operator	15.44
25070 - Stationary Engineer	16.83
25190 - Ventilation Equipment Tender	12.39
25210 - Water Treatment Plant Operator	14.17
27000 - Protective Service Occupations	

(not set) - Police Officer	14.75
27004 - Alarm Monitor	10.47
27006 - Corrections Officer	16.85
27010 - Court Security Officer	13.56
27040 - Detention Officer	16.85
27070 - Firefighter	14.25
27101 - Guard I	9.20
27102 - Guard II	11.70
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	14.11
28020 - Hatch Tender	14.11
28030 - Line Handler	14.11
28040 - Stevedore I	12.89
28050 - Stevedore II	14.44
29000 - Technical Occupations	
21150 - Graphic Artist	16.25
29010 - Air Traffic Control Specialist, Center (2)	31.49
29011 - Air Traffic Control Specialist, Station (2)	21.71
29012 - Air Traffic Control Specialist, Terminal (2)	23.92
29023 - Archeological Technician I	13.01
29024 - Archeological Technician II	14.64
29025 - Archeological Technician III	18.06
29030 - Cartographic Technician	18.15
29035 - Computer Based Training (CBT) Specialist/ Instructor	19.25
29040 - Civil Engineering Technician	18.15
29061 - Drafter I	10.76
29062 - Drafter II	13.06
29063 - Drafter III	14.63
29064 - Drafter IV	18.15
29081 - Engineering Technician I	13.05
29082 - Engineering Technician II	14.51
29083 - Engineering Technician III	16.30
29084 - Engineering Technician IV	20.10
29085 - Engineering Technician V	24.62
29086 - Engineering Technician VI	29.83
29090 - Environmental Technician	18.15
29100 - Flight Simulator/Instructor (Pilot)	23.28
29160 - Instructor	18.72
29210 - Laboratory Technician	16.05
29240 - Mathematical Technician	18.15
29361 - Paralegal/Legal Assistant I	14.44
29362 - Paralegal/Legal Assistant II	18.99
29363 - Paralegal/Legal Assistant III	23.58
29364 - Paralegal/Legal Assistant IV	28.12
29390 - Photooptics Technician	18.15
29480 - Technical Writer	23.85
29491 - Unexploded Ordnance (UXO) Technician I	20.02
29492 - Unexploded Ordnance (UXO) Technician II	24.22
29493 - Unexploded Ordnance (UXO) Technician III	29.03
29494 - Unexploded (UXO) Safety Escort	20.02
29495 - Unexploded (UXO) Sweep Personnel	20.02
29620 - Weather Observer, Senior (3)	16.36
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	14.72
29622 - Weather Observer, Upper Air	14.72
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	9.78
31260 - Parking and Lot Attendant	7.22
31290 - Shuttle Bus Driver	10.37
31300 - Taxi Driver	10.47
31361 - Truckdriver, Light Truck	10.53
31362 - Truckdriver, Medium Truck	11.23
31363 - Truckdriver, Heavy Truck	14.22
31364 - Truckdriver, Tractor-Trailer	14.22

99000 - Miscellaneous Occupations

99020 - Animal Caretaker	7.47
99030 - Cashier	7.53
99041 - Carnival Equipment Operator	8.95
99042 - Carnival Equipment Repairer	8.03
99043 - Carnival Worker	6.93
99050 - Desk Clerk	9.18
99095 - Embalmer	18.66
99300 - Lifeguard	10.52
99310 - Mortician	20.02
99350 - Park Attendant (Aide)	13.21
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.80
99500 - Recreation Specialist	12.78
99510 - Recycling Worker	11.33
99610 - Sales Clerk	9.95
99620 - School Crossing Guard (Crosswalk Attendant)	8.38
99630 - Sport Official	10.52
99658 - Survey Party Chief (Chief of Party)	12.22
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.84
99660 - Surveying Aide	8.66
99690 - Swimming Pool Operator	12.35
99720 - Vending Machine Attendant	11.93
99730 - Vending Machine Repairer	12.35
99740 - Vending Machine Repairer Helper	11.93

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $2.87 an hour or $114.80 a week or $497.47 a 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 4.174)

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

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek,

you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, 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 ordance, (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 ordance, 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 ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms

of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of

the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

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

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or

disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the
request.

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

6) The contractor informs the affected employees.

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

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

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

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

William W.Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2139
Revision No.: 31
Date Of Last Revision: 05/23/2005

State: Georgia

Area: Georgia Counties of Baldwin, Bibb, Bleckley, Crawford, Crisp, Dodge, Dooly, Hancock, Houston, Jasper, Johnson, Jones, Lamar, Laurens, Macon, Monroe, Montgomery, Peach, Pike, Pulaski, Putnam, Telfair, Treutlen, Twiggs, Upson, Washington, Wheeler, Wilcox, Wilkinson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	9.48
01012 - Accounting Clerk II	10.30
01013 - Accounting Clerk III	12.56
01014 - Accounting Clerk IV	15.43
01030 - Court Reporter	12.92
01050 - Dispatcher, Motor Vehicle	13.35
01060 - Document Preparation Clerk	10.15
01070 - Messenger (Courier)	9.19
01090 - Duplicating Machine Operator	10.15
01110 - Film/Tape Librarian	10.99
01115 - General Clerk I	8.51
01116 - General Clerk II	9.56
01117 - General Clerk III	10.47
01118 - General Clerk IV	11.75
01120 - Housing Referral Assistant	15.78
01131 - Key Entry Operator I	10.35
01132 - Key Entry Operator II	12.40
01191 - Order Clerk I	11.55
01192 - Order Clerk II	13.69
01261 - Personnel Assistant (Employment) I	12.10
01262 - Personnel Assistant (Employment) II	13.60
01263 - Personnel Assistant (Employment) III	14.95
01264 - Personnel Assistant (Employment) IV	16.70
01270 - Production Control Clerk	19.04
01290 - Rental Clerk	9.95
01300 - Scheduler, Maintenance	11.58
01311 - Secretary I	11.58
01312 - Secretary II	12.85
01313 - Secretary III	15.78
01314 - Secretary IV	17.56
01315 - Secretary V	19.46
01320 - Service Order Dispatcher	10.44
01341 - Stenographer I	11.04
01342 - Stenographer II	12.19
01400 - Supply Technician	17.56
01420 - Survey Worker (Interviewer)	10.84
01460 - Switchboard Operator-Receptionist	10.08

01510 - Test Examiner	12.85
01520 - Test Proctor	12.85
01531 - Travel Clerk I	9.36
01532 - Travel Clerk II	10.17
01533 - Travel Clerk III	10.98
01611 - Word Processor I	12.17
01612 - Word Processor II	13.28
01613 - Word Processor III	14.68
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	11.55
03041 - Computer Operator I	11.94
03042 - Computer Operator II	14.56
03043 - Computer Operator III	17.90
03044 - Computer Operator IV	20.36
03045 - Computer Operator V	23.71
03071 - Computer Programmer I (1)	15.61
03072 - Computer Programmer II (1)	19.33
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.36
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	11.94
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	19.07
05010 - Automotive Glass Installer	15.77
05040 - Automotive Worker	15.77
05070 - Electrician, Automotive	16.40
05100 - Mobile Equipment Servicer	14.51
05130 - Motor Equipment Metal Mechanic	17.05
05160 - Motor Equipment Metal Worker	15.77
05190 - Motor Vehicle Mechanic	16.16
05220 - Motor Vehicle Mechanic Helper	13.88
05250 - Motor Vehicle Upholstery Worker	15.14
05280 - Motor Vehicle Wrecker	15.77
05310 - Painter, Automotive	16.40
05340 - Radiator Repair Specialist	15.77
05370 - Tire Repairer	14.01
05400 - Transmission Repair Specialist	17.05
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	7.72
07010 - Baker	9.32
07041 - Cook I	7.67
07042 - Cook II	8.97
07070 - Dishwasher	6.79
07130 - Meat Cutter	11.42
07250 - Waiter/Waitress	7.45
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	16.39
09040 - Furniture Handler	11.72
09070 - Furniture Refinisher	16.39
09100 - Furniture Refinisher Helper	13.87
09110 - Furniture Repairer, Minor	15.13
09130 - Upholsterer	16.39
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.10
11060 - Elevator Operator	7.32
11090 - Gardener	11.81
11121 - House Keeping Aid I	7.00
11122 - House Keeping Aid II	7.32
11150 - Janitor	7.87
11210 - Laborer, Grounds Maintenance	9.57
11240 - Maid or Houseman	7.00

11270 - Pest Controller	12.36
11300 - Refuse Collector	9.69
11330 - Tractor Operator	11.31
11360 - Window Cleaner	8.88
12000 - Health Occupations	
12020 - Dental Assistant	13.13
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.97
12071 - Licensed Practical Nurse I	11.08
12072 - Licensed Practical Nurse II	12.48
12073 - Licensed Practical Nurse III	13.93
12100 - Medical Assistant	12.92
12130 - Medical Laboratory Technician	12.30
12160 - Medical Record Clerk	10.22
12190 - Medical Record Technician	13.84
12221 - Nursing Assistant I	8.42
12222 - Nursing Assistant II	9.50
12223 - Nursing Assistant III	10.36
12224 - Nursing Assistant IV	11.64
12250 - Pharmacy Technician	11.63
12280 - Phlebotomist	11.64
12311 - Registered Nurse I	18.50
12312 - Registered Nurse II	22.67
12313 - Registered Nurse II, Specialist	22.67
12314 - Registered Nurse III	27.38
12315 - Registered Nurse III, Anesthetist	27.38
12316 - Registered Nurse IV	32.80
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	22.65
13011 - Exhibits Specialist I	14.06
13012 - Exhibits Specialist II	18.24
13013 - Exhibits Specialist III	21.27
13041 - Illustrator I	14.06
13042 - Illustrator II	18.14
13043 - Illustrator III	21.27
13047 - Librarian	24.22
13050 - Library Technician	17.70
13071 - Photographer I	12.16
13072 - Photographer II	15.70
13073 - Photographer III	18.39
13074 - Photographer IV	22.50
13075 - Photographer V	27.24
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.37
15030 - Counter Attendant	7.37
15040 - Dry Cleaner	8.33
15070 - Finisher, Flatwork, Machine	7.37
15090 - Presser, Hand	7.37
15100 - Presser, Machine, Drycleaning	7.37
15130 - Presser, Machine, Shirts	7.37
15160 - Presser, Machine, Wearing Apparel, Laundry	7.37
15190 - Sewing Machine Operator	9.90
15220 - Tailor	9.14
15250 - Washer, Machine	7.53
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.59
19040 - Tool and Die Maker	21.51
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	15.91
21020 - Material Coordinator	19.04
21030 - Material Expediter	19.04
21040 - Material Handling Laborer	11.91
21050 - Order Filler	10.60
21071 - Forklift Operator	12.47

21080 - Production Line Worker (Food Processing)	13.90
21100 - Shipping/Receiving Clerk	11.93
21130 - Shipping Packer	10.27
21140 - Store Worker I	11.54
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	14.50
21210 - Tools and Parts Attendant	15.99
21400 - Warehouse Specialist	15.99
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	18.91
23040 - Aircraft Mechanic Helper	15.40
23050 - Aircraft Quality Control Inspector	19.61
23060 - Aircraft Servicer	16.80
23070 - Aircraft Worker	17.49
23100 - Appliance Mechanic	18.03
23120 - Bicycle Repairer	14.01
23125 - Cable Splicer	19.51
23130 - Carpenter, Maintenance	16.39
23140 - Carpet Layer	18.01
23160 - Electrician, Maintenance	18.95
23181 - Electronics Technician, Maintenance I	20.75
23182 - Electronics Technician, Maintenance II	21.78
23183 - Electronics Technician, Maintenance III	22.62
23260 - Fabric Worker	15.13
23290 - Fire Alarm System Mechanic	17.04
23310 - Fire Extinguisher Repairer	14.50
23340 - Fuel Distribution System Mechanic	18.50
23370 - General Maintenance Worker	15.76
23400 - Heating, Refrigeration and Air Conditioning Mechanic	17.04
23430 - Heavy Equipment Mechanic	17.04
23440 - Heavy Equipment Operator	14.64
23460 - Instrument Mechanic	17.04
23470 - Laborer	9.92
23500 - Locksmith	16.39
23530 - Machinery Maintenance Mechanic	18.79
23550 - Machinist, Maintenance	17.04
23580 - Maintenance Trades Helper	13.87
23640 - Millwright	20.47
23700 - Office Appliance Repairer	16.39
23740 - Painter, Aircraft	17.91
23760 - Painter, Maintenance	16.39
23790 - Pipefitter, Maintenance	17.04
23800 - Plumber, Maintenance	16.39
23820 - Pneudraulic Systems Mechanic	17.04
23850 - Rigger	17.04
23870 - Scale Mechanic	15.76
23890 - Sheet-Metal Worker, Maintenance	18.48
23910 - Small Engine Mechanic	15.76
23930 - Telecommunication Mechanic I	17.04
23931 - Telecommunication Mechanic II	17.67
23950 - Telephone Lineman	17.04
23960 - Welder, Combination, Maintenance	17.04
23965 - Well Driller	17.20
23970 - Woodcraft Worker	17.04
23980 - Woodworker	14.50
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	7.32
24580 - Child Care Center Clerk	10.12
24600 - Chore Aid	8.10
24630 - Homemaker	10.99
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	20.44
25040 - Sewage Plant Operator	16.39
25070 - Stationary Engineer	20.44

25190 - Ventilation Equipment Tender	15.26
25210 - Water Treatment Plant Operator	16.39
27000 - Protective Service Occupations	
(not set) - Police Officer	14.93
27004 - Alarm Monitor	11.55
27006 - Corrections Officer	12.74
27010 - Court Security Officer	13.58
27040 - Detention Officer	12.74
27070 - Firefighter	13.58
27101 - Guard I	9.70
27102 - Guard II	11.55
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	17.42
28020 - Hatch Tender	17.42
28030 - Line Handler	17.42
28040 - Stevedore I	16.67
28050 - Stevedore II	18.04
29000 - Technical Occupations	
21150 - Graphic Artist	16.42
29010 - Air Traffic Control Specialist, Center (2)	31.49
29011 - Air Traffic Control Specialist, Station (2)	21.71
29012 - Air Traffic Control Specialist, Terminal (2)	23.92
29023 - Archeological Technician I	12.32
29024 - Archeological Technician II	13.82
29025 - Archeological Technician III	17.11
29030 - Cartographic Technician	22.67
29035 - Computer Based Training (CBT) Specialist/ Instructor	28.50
29040 - Civil Engineering Technician	17.02
29061 - Drafter I	13.41
29062 - Drafter II	17.64
29063 - Drafter III	20.31
29064 - Drafter IV	22.67
29081 - Engineering Technician I	12.18
29082 - Engineering Technician II	13.67
29083 - Engineering Technician III	15.30
29084 - Engineering Technician IV	18.94
29085 - Engineering Technician V	23.85
29086 - Engineering Technician VI	26.31
29090 - Environmental Technician	21.82
29100 - Flight Simulator/Instructor (Pilot)	28.50
29160 - Instructor	19.82
29210 - Laboratory Technician	16.19
29240 - Mathematical Technician	19.31
29361 - Paralegal/Legal Assistant I	14.72
29362 - Paralegal/Legal Assistant II	18.77
29363 - Paralegal/Legal Assistant III	22.96
29364 - Paralegal/Legal Assistant IV	27.76
29390 - Photooptics Technician	20.05
29480 - Technical Writer	21.03
29491 - Unexploded Ordnance (UXO) Technician I	20.02
29492 - Unexploded Ordnance (UXO) Technician II	24.22
29493 - Unexploded Ordnance (UXO) Technician III	29.03
29494 - Unexploded (UXO) Safety Escort	20.02
29495 - Unexploded (UXO) Sweep Personnel	20.02
29620 - Weather Observer, Senior (3)	16.36
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	14.72
29622 - Weather Observer, Upper Air (3)	14.72
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	10.54
31260 - Parking and Lot Attendant	8.15
31290 - Shuttle Bus Driver	11.17
31300 - Taxi Driver	8.59
31361 - Truckdriver, Light Truck	12.07

31362 - Truckdriver, Medium Truck	12.74
31363 - Truckdriver, Heavy Truck	15.18
31364 - Truckdriver, Tractor-Trailer	15.18
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	8.39
99030 - Cashier	7.12
99041 - Carnival Equipment Operator	7.57
99042 - Carnival Equipment Repairer	7.91
99043 - Carnival Worker	6.66
99050 - Desk Clerk	8.26
99095 - Embalmer	20.02
99300 - Lifeguard	10.31
99310 - Mortician	20.02
99350 - Park Attendant (Aide)	12.72
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.50
99500 - Recreation Specialist	10.28
99510 - Recycling Worker	12.56
99610 - Sales Clerk	10.02
99620 - School Crossing Guard (Crosswalk Attendant)	7.81
99630 - Sport Official	9.39
99658 - Survey Party Chief (Chief of Party)	12.71
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.56
99660 - Surveying Aide	9.81
99690 - Swimming Pool Operator	10.67
99720 - Vending Machine Attendant	10.67
99730 - Vending Machine Repairer	12.12
99740 - Vending Machine Repairer Helper	10.67

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $2.87 an hour or $114.80 a week or $497.47 a 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 4.174)

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

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a

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

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, 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 ordance, (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 ordance, 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 ordance, 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.

Source of Occupational Title and Descriptions:

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

amended by the Third Supplement, dated March 1997, unless otherwise indicated. This

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report

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

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

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

6) The contractor informs the affected employees.

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

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