

- 01192 - Order Clerk II
- 01261 - Personnel Assistant (Employment) I
- 01262 - Personnel Assistant (Employment) II
- 01263 - Personnel Assistant (Employment) III
- 01264 - Personnel Assistant (Employment) IV
- 01270 - Production Control Clerk
- 01290 - Rental Clerk
- 01300 - Scheduler, Maintenance
- 01311 - Secretary I
- 01312 - Secretary II
- 01313 - Secretary III
- 01314 - Secretary IV
- 01315 - Secretary V
- 01320 - Service Order Dispatcher
- 01341 - Stenographer I
- 01342 - Stenographer II
- 01400 - Supply Technician
- 01420 - Survey Worker (Interviewer)
- 01460 - Switchboard Operator-Receptionist
- 01510 - Test Examiner
- 01520 - Test Proctor
- 01531 - Travel Clerk I
- 01532 - Travel Clerk II
- 01533 - Travel Clerk III
- 01611 - Word Processor I
- 01612 - Word Processor II
- 01613 - Word Processor III
- 03000 - Automatic Data Processing Occupations
 - 03010 - Computer Data Librarian
 - 03041 - Computer Operator I
 - 03042 - Computer Operator II
 - 03043 - Computer Operator III
 - 03044 - Computer Operator IV
 - 03045 - Computer Operator V
 - 03071 - Computer Programmer I (1)
 - 03072 - Computer Programmer II (1)
 - 03073 - Computer Programmer III (1)
 - 03074 - Computer Programmer IV (1)
 - 03101 - Computer Systems Analyst I (1)
 - 03102 - Computer Systems Analyst II (1)
 - 03103 - Computer Systems Analyst III (1)
 - 03160 - Peripheral Equipment Operator
- 05000 - Automotive Service Occupations
 - 05005 - Automotive Body Repairer, Fiberglass
 - 05010 - Automotive Glass Installer
 - 05040 - Automotive Worker
 - 05070 - Electrician, Automotive
 - 05100 - Mobile Equipment Servicer
 - 05130 - Motor Equipment Metal Mechanic
 - 05160 - Motor Equipment Metal Worker

- 05190 - Motor Vehicle Mechanic
- 05220 - Motor Vehicle Mechanic Helper
- 05250 - Motor Vehicle Upholstery Worker
- 05280 - Motor Vehicle Wrecker
- 05310 - Painter, Automotive
- 05340 - Radiator Repair Specialist
- 05370 - Tire Repairer
- 05400 - Transmission Repair Specialist
- 07000 - Food Preparation and Service Occupations
 - (not set) - Food Service Worker
 - 07010 - Baker
 - 07041 - Cook I
 - 07042 - Cook II
 - 07070 - Dishwasher
 - 07130 - Meat Cutter
 - 07250 - Waiter/Waitress
- 09000 - Furniture Maintenance and Repair Occupations
 - 09010 - Electrostatic Spray Painter
 - 09040 - Furniture Handler
 - 09070 - Furniture Refinisher
 - 09100 - Furniture Refinisher Helper
 - 09110 - Furniture Repairer, Minor
 - 09130 - Upholsterer
- 11030 - General Services and Support Occupations
 - 11030 - Cleaner, Vehicles
 - 11060 - Elevator Operator
 - 11090 - Gardener
 - 11121 - House Keeping Aid I
 - 11122 - House Keeping Aid II
 - 11150 - Janitor
 - 11210 - Laborer, Grounds Maintenance
 - 11240 - Maid or Houseman
 - 11270 - Pest Controller
 - 11300 - Refuse Collector
 - 11330 - Tractor Operator
 - 11360 - Window Cleaner
- 12000 - Health Occupations
 - 12020 - Dental Assistant
 - 12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Drive
 - 12071 - Licensed Practical Nurse I
 - 12072 - Licensed Practical Nurse II
 - 12073 - Licensed Practical Nurse III
 - 12100 - Medical Assistant
 - 12130 - Medical Laboratory Technician
 - 12160 - Medical Record Clerk
 - 12190 - Medical Record Technician
 - 12221 - Nursing Assistant I
 - 12222 - Nursing Assistant II
 - 12223 - Nursing Assistant III
 - 12224 - Nursing Assistant IV

- 12250 - Pharmacy Technician
- 12280 - Phlebotomist
- 12311 - Registered Nurse I
- 12312 - Registered Nurse II
- 12313 - Registered Nurse II, Specialist
- 12314 - Registered Nurse III
- 12315 - Registered Nurse III, Anesthetist
- 12316 - Registered Nurse IV
- 13000 - Information and Arts Occupations
 - 13002 - Audiovisual Librarian
 - 13011 - Exhibits Specialist I
 - 13012 - Exhibits Specialist II
 - 13013 - Exhibits Specialist III
 - 13041 - Illustrator I
 - 13042 - Illustrator II
 - 13043 - Illustrator III
 - 13047 - Librarian
 - 13050 - Library Technician
 - 13071 - Photographer I
 - 13072 - Photographer II
 - 13073 - Photographer III
 - 13074 - Photographer IV
 - 13075 - Photographer V
- 15000 - Laundry, Dry Cleaning, Pressing and Related Occupations
 - 15010 - Assembler
 - 15030 - Counter Attendant
 - 15040 - Dry Cleaner
 - 15070 - Finisher, Flatwork, Machine
 - 15090 - Presser, Hand
 - 15100 - Presser, Machine, Drycleaning
 - 15130 - Presser, Machine, Shirts
 - 15160 - Presser, Machine, Wearing Apparel, Laundry
 - 15190 - Sewing Machine Operator
 - 15220 - Tailor
 - 15250 - Washer, Machine
- 19000 - Machine Tool Operation and Repair Occupations
 - 19010 - Machine-Tool Operator (Toolroom)
 - 19040 - Tool and Die Maker
- 21000 - Material Handling and Packing Occupations
 - 21010 - Fuel Distribution System Operator
 - 21020 - Material Coordinator
 - 21030 - Material Expediter
 - 21040 - Material Handling Laborer
 - 21050 - Order Filler
 - 21071 - Forklift Operator
 - 21080 - Production Line Worker (Food Processing)
 - 21100 - Shipping/Receiving Clerk
 - 21130 - Shipping Packer
 - 21140 - Store Worker I
 - 21150 - Stock Clerk (Shelf Stocker; Store Worker II)

21210 - Tools and Parts Attendant
21400 - Warehouse Specialist
23000 - Mechanics and Maintenance and Repair Occupations
23010 - Aircraft Mechanic
23040 - Aircraft Mechanic Helper
23050 - Aircraft Quality Control Inspector
23060 - Aircraft Servicer
23070 - Aircraft Worker
23100 - Appliance Mechanic
23120 - Bicycle Repairer
23125 - Cable Splicer
23130 - Carpenter, Maintenance
23140 - Carpet Layer
23160 - Electrician, Maintenance
23181 - Electronics Technician, Maintenance I
23182 - Electronics Technician, Maintenance II
23183 - Electronics Technician, Maintenance III
23260 - Fabric Worker
23290 - Fire Alarm System Mechanic
23310 - Fire Extinguisher Repairer
23340 - Fuel Distribution System Mechanic
23370 - General Maintenance Worker
23400 - Heating, Refrigeration and Air Conditioning Mechanic
23430 - Heavy Equipment Mechanic
23440 - Heavy Equipment Operator
23460 - Instrument Mechanic
23470 - Laborer
23500 - Locksmith
23530 - Machinery Maintenance Mechanic
23550 - Machinist, Maintenance
23580 - Maintenance Trades Helper
23640 - Millwright
23700 - Office Appliance Repairer
23740 - Painter, Aircraft
23760 - Painter, Maintenance
23790 - Pipefitter, Maintenance
23800 - Plumber, Maintenance
23820 - Pneudraulic Systems Mechanic
23850 - Rigger
23870 - Scale Mechanic
23890 - Sheet-Metal Worker, Maintenance
23910 - Small Engine Mechanic
23930 - Telecommunication Mechanic I
23931 - Telecommunication Mechanic II
23950 - Telephone Lineman
23960 - Welder, Combination, Maintenance
23965 - Well Driller
23970 - Woodcraft Worker
23980 - Woodworker
24000 - Personal Needs Occupations

- 24570 - Child Care Attendant
- 24580 - Child Care Center Clerk
- 24600 - Chore Aid
- 24630 - Homemaker
- 25000 - Plant and System Operation Occupations
 - 25010 - Boiler Tender
 - 25040 - Sewage Plant Operator
 - 25070 - Stationary Engineer
 - 25190 - Ventilation Equipment Tender
 - 25210 - Water Treatment Plant Operator
- 27000 - Protective Service Occupations
 - (not set) - Police Officer
 - 27004 - Alarm Monitor
 - 27006 - Corrections Officer
 - 27010 - Court Security Officer
 - 27040 - Detention Officer
 - 27070 - Firefighter
 - 27101 - Guard I
 - 27102 - Guard II
- 28000 - Stevedoring/Longshoremen Occupations
 - 28010 - Blocker and Bracer
 - 28020 - Hatch Tender
 - 28030 - Line Handler
 - 28040 - Stevedore I
 - 28050 - Stevedore II
- 29000 - Technical Occupations
 - 21150 - Graphic Artist
 - 29010 - Air Traffic Control Specialist, Center (2)
 - 29011 - Air Traffic Control Specialist, Station (2)
 - 29012 - Air Traffic Control Specialist, Terminal (2)
 - 29023 - Archeological Technician I
 - 29024 - Archeological Technician II
 - 29025 - Archeological Technician III
 - 29030 - Cartographic Technician
 - 29035 - Computer Based Training (CBT) Specialist/ Instructor
 - 29040 - Civil Engineering Technician
 - 29061 - Drafter I
 - 29062 - Drafter II
 - 29063 - Drafter III
 - 29064 - Drafter IV
 - 29081 - Engineering Technician I
 - 29082 - Engineering Technician II
 - 29083 - Engineering Technician III
 - 29084 - Engineering Technician IV
 - 29085 - Engineering Technician V
 - 29086 - Engineering Technician VI
 - 29090 - Environmental Technician
 - 29100 - Flight Simulator/Instructor (Pilot)
 - 29160 - Instructor
 - 29210 - Laboratory Technician

- 29240 - Mathematical Technician
- 29361 - Paralegal/Legal Assistant I
- 29362 - Paralegal/Legal Assistant II
- 29363 - Paralegal/Legal Assistant III
- 29364 - Paralegal/Legal Assistant IV
- 29390 - Photooptics Technician
- 29480 - Technical Writer
- 29491 - Unexploded Ordnance (UXO) Technician I
- 29492 - Unexploded Ordnance (UXO) Technician II
- 29493 - Unexploded Ordnance (UXO) Technician III
- 29494 - Unexploded (UXO) Safety Escort
- 29495 - Unexploded (UXO) Sweep Personnel
- 29620 - Weather Observer, Senior (3)
- 29621 - Weather Observer, Combined Upper Air and Surface Programs (3)
- 29622 - Weather Observer, Upper Air (3)
- 31000 - Transportation/ Mobile Equipment Operation Occupations
 - 31030 - Bus Driver
 - 31260 - Parking and Lot Attendant
 - 31290 - Shuttle Bus Driver
 - 31300 - Taxi Driver
 - 31361 - Truckdriver, Light Truck
 - 31362 - Truckdriver, Medium Truck
 - 31363 - Truckdriver, Heavy Truck
 - 31364 - Truckdriver, Tractor-Trailer
- 99000 - Miscellaneous Occupations
 - 99020 - Animal Caretaker
 - 99030 - Cashier
 - 99041 - Carnival Equipment Operator
 - 99042 - Carnival Equipment Repairer
 - 99043 - Carnival Worker
 - 99050 - Desk Clerk
 - 99095 - Embalmer
 - 99300 - Lifeguard
 - 99310 - Mortician
 - 99350 - Park Attendant (Aide)
 - 99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)
 - 99500 - Recreation Specialist
 - 99510 - Recycling Worker
 - 99610 - Sales Clerk
 - 99620 - School Crossing Guard (Crosswalk Attendant)
 - 99630 - Sport Official
 - 99658 - Survey Party Chief (Chief of Party)
 - 99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)
 - 99660 - Surveying Aide
 - 99690 - Swimming Pool Operator
 - 99720 - Vending Machine Attendant
 - 99730 - Vending Machine Repairer
 - 99740 - Vending Machine Repairer Helper

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave plans, civic and personal leave, severance pay, and savings and thrift Minimum employer contributions costing an average of \$2.56 per hour on a basis of all hours worked by service employees employed on the contract

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

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. A contractor may substitute for any of the named holidays another day of accordance with a plan communicated to the employees involved.) (See

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING (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

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

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night on a regular tour of duty, you will earn a night differential and receive a 10% of basic pay for any hours worked between 6pm and 6am. If you are employed (40 hours a week) and Sunday is part of your regular schedule you are paid at your rate of basic pay plus a Sunday premium of 25% of the rate for each hour of Sunday work which is not overtime (i.e. occasion when 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 in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, drying, mixing, and pressing of ordinance, explosives, and pyrotechnic compositions such as lead azide, and photoflash powder. All dry-house activities involving propellants and explosives. Demilitarization, modification, renovation, demolition, a

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

A 4 percent differential is applicable to employees employed in a position which 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 employee engaged in the operation, irritation of the skin, minor burn like; minimal damage to immediate or adjacent work area or equipment by operations involving, unloading, storage, and hauling of ordnance, explosives, incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the contract as 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 local law, etc.), the cost of furnishing such uniforms and maintaining (laundrying or dry cleaning) such uniforms is an expense that may not be borne by the employee where such cost reduces the hourly rate below that required by the contract 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 cost of the uniforms. In addition, where uniform cleaning and maintenance is the responsibility of the employee, all contractors and subcontractors covered by this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contract affirmative proof as to the actual cost), reimburse all employees for the cost of uniform and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). In those instances where the uniforms furnished are made of "wash and wear" materials, they may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning, daily washing, or laundrying in order to meet the cleanliness or appearance standards set forth in 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in "Service Contract Act Directory of Occupations," Fourth Edition, January 1997, amended by the Third Supplement, dated March 1997, unless otherwise in the contract. A copy of this publication may be obtained from the Superintendent of Documents, at 20540 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 Superintendent of Documents.

from the appropriate contracting officer.

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

Conformance Process:

The contracting officer shall require that any class of service employ not listed herein and which is to be employed under the contract (i.e. be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a relationship (i.e., appropriate level of skill comparison) between such classifications and the classifications listed in the wage determination. Conformed classes of employees shall be paid the monetary wages and fringe benefits as are determined. Such conforming process shall be in effect prior to the performance of contract work by such unlisted employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6(b)(2) of Regulations 29 CFR Part 4} When multiple wage determinations are included in a contract, a separate conformance request should be prepared for each wage determination to which a class(es) is conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformance request (occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report (list proposed classification title), a Federal grade equivalency (FGE) for proposed classification), job description), and rationale for proposed rate), including information regarding the agreement or disagreement of an authorized representative of the employees involved, or where there is no representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees 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. The contracting officer notifies the contractor that additional time will be required if a conformance request is needed.
- 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 o

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