ATTACHMENT 4.1-03

WAGE DETERMINATION

FOR

MAIL DISTRIBUTION SERVICES CONTRACT (MDSC)

KENNEDY SPACE CENTER

WD 05-2117 (Rev.-5) was first posted on www.wdol.gov on 10/09/2007
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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.: 2005-2117 Revision No.: 5 Date Of Revision: 10/01/2007

State: Florida

Area: Florida Counties of Brevard, Indian River

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	12.36
01012 - Accounting Clerk II	14.60
01013 - Accounting Clerk III	18.43
01020 - Administrative Assistant	19.20
01040 - Court Reporter	15.62
01051 - Data Entry Operator I	11.69
01052 - Data Entry Operator II	13.31
01060 - Dispatcher, Motor Vehicle	14.37
01070 - Document Preparation Clerk	11.77
01090 - Duplicating Machine Operator	11.77
01111 - General Clerk I	12.38
01112 - General Clerk II	13.29
01113 - General Clerk III	13.81
01120 - Housing Referral Assistant	16.88
01141 - Messenger Courier	10.58
01191 - Order Clerk I	11.55
01192 - Order Clerk II	13.60
01261 - Personnel Assistant (Employment) I	13.60
01262 - Personnel Assistant (Employment) II	15.04
01263 - Personnel Assistant (Employment) III	17.12
01270 - Production Control Clerk	18.35
01280 - Receptionist	9.89
01290 - Rental Clerk	11.89
01300 - Scheduler, Maintenance	14.20
01311 - Secretary I	14.20
01312 - Secretary II	15.62
01313 - Secretary III	16.88
01320 - Service Order Dispatcher	13.06
01410 - Supply Technician	18.25
01420 - Survey Worker	13.94
01531 - Travel Clerk I	10.49
01532 - Travel Clerk II	11.34
01533 - Travel Clerk III	12.13
01611 - Word Processor I	12.21
01612 - Word Processor II	13.16
01613 - Word Processor III	15.77
05000 - Automotive Service Occupations	

05005 - Automobile Body Repairer, Fiberglass	18.13
05010 - Automotive Electrician	17.29
05040 - Automotive Glass Installer	16.35
05070 - Automotive Worker	16.35
05110 - Mobile Equipment Servicer	14.76
05130 - Motor Equipment Metal Mechanic	17.98
05160 - Motor Equipment Metal Worker	16.35
05190 - Motor Vehicle Mechanic	17.98
05220 - Motor Vehicle Mechanic Helper	13.89
05250 - Motor Vehicle Upholstery Worker	15.79
05280 - Motor Vehicle Wrecker	16.35
05310 - Painter, Automotive	17.18
05340 - Radiator Repair Specialist	16.35
05370 - Tire Repairer	13.08
05400 - Transmission Repair Specialist	17.98
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.08
07041 - Cook I	11.12
07042 - Cook II	12.08
07070 - Dishwasher	7.82
07130 - Food Service Worker	9.33
07210 - Meat Cutter	13.56
07260 - Waiter/Waitress	8.47
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.08
09040 - Furniture Handler	12.39
09080 - Furniture Refinisher	15.76
09090 - Furniture Refinisher Helper	12.74
09110 - Furniture Repairer, Minor	14.28
09130 - Upholsterer	15.76
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.11
11060 - Elevator Operator	8.99
11090 - Gardener	11.48
11122 - Housekeeping Aide	10.08
11150 - Janitor	10.00
11210 - Laborer, Grounds Maintenance	9.62
11240 - Maid or Houseman	7.90
11260 - Pruner	8.75
11270 - Tractor Operator	11.21
11330 - Trail Maintenance Worker	9.62
11360 - Window Cleaner	10.97
12000 - Health Occupations	
12010 - Ambulance Driver	15.46
12011 - Breath Alcohol Technician	17.67
12012 - Certified Occupational Therapist Assistant	23.88
12015 - Certified Physical Therapist Assistant	22.90
12020 - Dental Assistant	15.19
12025 - Dental Hygienist	23.76
12030 - EKG Technician	16.95
12035 - Electroneurodiagnostic Technologist	16.95
12040 - Emergency Medical Technician	15.46
12071 - Licensed Practical Nurse I	15.52
12072 - Licensed Practical Nurse II	17.38
12073 - Licensed Practical Nurse III	17.67
12100 - Medical Assistant	11.26
12130 - Medical Laboratory Technician	15.71
12160 - Medical Record Clerk	14.62
12190 - Medical Record Technician	16.36
12195 - Medical Transcriptionist	13.21
12210 - Nuclear Medicine Technologist	27.16

12221 - Nursing Assistant I	9.77
12222 - Nursing Assistant II	10.98
12223 - Nursing Assistant III	11.98
12224 - Nursing Assistant IV	13.45
12235 - Optical Dispenser	14.65
12236 - Optical Technician	13.58
12250 - Pharmacy Technician	11.63
12280 - Phlebotomist	13.45
12305 - Radiologic Technologist	22.10
12311 - Registered Nurse I	20.46
12312 - Registered Nurse II	25.03
12313 - Registered Nurse II, Specialist	25.03
12314 - Registered Nurse III	30.29
12315 - Registered Nurse III, Anesthetist	30.29
12316 - Registered Nurse IV	36.30
12317 - Scheduler (Drug and Alcohol Testing)	21.89
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.28
13012 - Exhibits Specialist II	19.38
13013 - Exhibits Specialist III	21.19
13041 - Illustrator I	16.29
13042 - Illustrator II	19.38
13043 - Illustrator III	21.19
13047 - Librarian	20.37
13050 - Library Aide/Clerk	9.10
13054 - Library Information Technology Systems Administrator	19.38
13058 - Library Technician	12.47
13061 - Media Specialist I	14.31
13062 - Media Specialist II	15.74
13063 - Media Specialist III	17.31
13071 - Photographer I	12.95
13072 - Photographer II	15.67
13073 - Photographer III	18.66
13074 - Photographer IV	20.41
13075 - Photographer V	22.56
13110 - Video Teleconference Technician	15.74
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.85
14042 - Computer Operator II	17.24
14043 - Computer Operator III	19.34
14044 - Computer Operator IV	21.22
14045 - Computer Operator V	23.68
14071 - Computer Programmer I (1)	18.98
14072 - Computer Programmer II (1)	23.42
14073 - Computer Programmer III (1)	27.62
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	26.40
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	15.85
14160 - Personal Computer Support Technician	21.22
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	23.92
15020 - Aircrew Training Devices Instructor (Rated)	31.59
15030 - Air Crew Training Devices Instructor (Pilot)	35.00
15050 - Computer Based Training Specialist / Instructor	27.62
15060 - Educational Technologist	20.95
15070 - Flight Instructor (Pilot)	35.00
15080 - Graphic Artist	20.58
15090 - Technical Instructor	19.20
15095 - Technical Instructor/Course Developer	23.23

15110 - Test Proctor	15.49
15120 - Tutor	15.49
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	7.75
16030 - Counter Attendant	7.75
16040 - Dry Cleaner	9.67
16070 - Finisher, Flatwork, Machine	7.75
16090 - Presser, Hand	7.75
16110 - Presser, Machine, Drycleaning	7.75
16130 - Presser, Machine, Shirts	7.75
16160 - Presser, Machine, Wearing Apparel, Laundry	7.75
16190 - Sewing Machine Operator	10.30
16220 - Tailor	10.94
16250 - Washer, Machine	8.39
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.76
19040 - Tool And Die Maker	19.92
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.05
21030 - Material Coordinator	18.35
21040 - Material Expediter	18.35
21050 - Material Handling Laborer	9.57
21071 - Order Filler	11.67
21080 - Production Line Worker (Food Processing)	13.84
21110 - Shipping Packer	12.65
21130 - Shipping/Receiving Clerk	12.69
21140 - Store Worker I	10.94
21150 - Stock Clerk	14.55
21210 - Tools And Parts Attendant	15.80
21410 - Warehouse Specialist	14.58
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.86
23021 - Aircraft Mechanic I	22.72
23022 - Aircraft Mechanic II	23.86
23023 - Aircraft Mechanic III	25.05
23040 - Aircraft Mechanic Helper	15.97
23050 - Aircraft, Painter	19.61
23060 - Aircraft Servicer	17.89
23080 - Aircraft Worker	18.80
23110 - Appliance Mechanic	15.76
23120 - Bicycle Repairer	13.08
23125 - Cable Splicer	20.53
23130 - Carpenter, Maintenance	15.76
23140 - Carpet Layer	15.19
23160 - Electrician, Maintenance	18.94
23181 - Electronics Technician Maintenance I	18.69
23182 - Electronics Technician Maintenance II	22.66
23183 - Electronics Technician Maintenance III	25.45
23260 - Fabric Worker	14.55
23290 - Fire Alarm System Mechanic	17.44
23310 - Fire Extinguisher Repairer	13.84
23311 - Fuel Distribution System Mechanic	19.18
23312 - Fuel Distribution System Operator	16.44
23370 - General Maintenance Worker	16.56
23380 - Ground Support Equipment Mechanic	22.72
23381 - Ground Support Equipment Servicer	17.89
23382 - Ground Support Equipment Worker	18.80
23391 - Gunsmith I	16.66
23392 - Gunsmith II	19.02
23393 - Gunsmith III	21.44
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.81

23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) 17.77
23430 - Heavy Equipment Mechanic 17.93
23440 - Heavy Equipment Operator 16.89
23460 - Instrument Mechanic 16.89
23465 - Laboratory/Shelter Mechanic 20.21
23470 - Laborer 11.04
23510 - Locksmith 15.76
23530 - Machinery Maintenance Mechanic 19.95
23550 - Machinist, Maintenance 17.68
23580 - Maintenance Trades Helper 12.74
23591 - Metrology Technician I 16.89
23592 - Metrology Technician II 17.86
23593 - Metrology Technician III 18.62
23640 - Millwright 20.21
23710 - Office Appliance Repairer 18.13
23760 - Painter, Maintenance 15.76
23790 - Pipefitter, Maintenance 16.80
23810 - Plumber, Maintenance 16.06
23820 - Pneudraulic Systems Mechanic 17.44
23850 - Rigger 17.44
23870 - Scale Mechanic 15.52
23890 - Sheet-Metal Worker, Maintenance 17.64
23910 - Small Engine Mechanic 15.00
23931 - Telecommunications Mechanic I 21.95
23932 - Telecommunications Mechanic II 22.95
23950 - Telephone Lineman 18.14
23960 - Welder, Combination, Maintenance 16.49
23965 - Well Driller 17.44
23970 - Woodcraft Worker 17.44
23980 - Woodworker 13.54
24000 - Personal Needs Occupations
24570 - Child Care Attendant 8.01
24580 - Child Care Center Clerk 11.46
24610 - Chore Aide 9.57
24620 - Family Readiness And Support Services Coordinator 11.33
24630 - Homemaker 14.03
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 17.44
25040 - Sewage Plant Operator 16.48
25070 - Stationary Engineer 17.44
25190 - Ventilation Equipment Tender 12.74
25210 - Water Treatment Plant Operator 16.48
27000 - Protective Service Occupations
27004 - Alarm Monitor 13.31
27007 - Baggage Inspector 11.84
27008 - Corrections Officer 16.48
27010 - Court Security Officer 16.85
27030 - Detection Dog Handler 15.65
27040 - Detention Officer 16.48
27070 - Firefighter 16.09
27101 - Guard I 11.84
27102 - Guard II 15.65
27131 - Police Officer I 18.15
27132 - Police Officer II 20.16
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.35
28042 - Carnival Equipment Repairer 11.62
28043 - Carnival Equpment Worker 7.82
28210 - Gate Attendant/Gate Tender 12.36
28310 - Lifeguard 11.01

28350 - Park Attendant (Aide)	13.83
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	17.13
28630 - Sports Official	11.01
28690 - Swimming Pool Operator	14.78
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.92
29020 - Hatch Tender	16.52
29030 - Line Handler	16.52
29041 - Stevedore I	16.17
29042 - Stevedore II	17.91
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	32.97
30011 - Air Traffic Control Specialist, Station (HFO) (2)	22.72
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.03
30021 - Archeological Technician I	14.56
30022 - Archeological Technician II	16.54
30023 - Archeological Technician III	20.23
30030 - Cartographic Technician	19.71
30040 - Civil Engineering Technician	19.10
30061 - Drafter/CAD Operator I	11.70
30062 - Drafter/CAD Operator II	15.05
30063 - Drafter/CAD Operator III	18.21
30064 - Drafter/CAD Operator IV	19.71
30081 - Engineering Technician I	12.00
30082 - Engineering Technician II	15.25
30083 - Engineering Technician III	17.55
30084 - Engineering Technician IV	21.16
30085 - Engineering Technician V	25.87
30086 - Engineering Technician VI	30.47
30090 - Environmental Technician	18.78
30210 - Laboratory Technician	22.55
30240 - Mathematical Technician	19.24
30361 - Paralegal/Legal Assistant I	13.81
30362 - Paralegal/Legal Assistant II	18.68
30363 - Paralegal/Legal Assistant III	22.84
30364 - Paralegal/Legal Assistant IV	27.66
30390 - Photo-Optics Technician	19.71
30461 - Technical Writer I	17.96
30462 - Technical Writer II	21.97
30463 - Technical Writer III	26.57
30491 - Unexploded Ordnance (UXO) Technician I	20.95
30492 - Unexploded Ordnance (UXO) Technician II	25.35
30493 - Unexploded Ordnance (UXO) Technician III	30.39
30494 - Unexploded (UXO) Safety Escort	20.95
30495 - Unexploded (UXO) Sweep Personnel	20.95
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)	17.31
30621 - Weather Observer, Senior (2)	19.24
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	10.56
31030 - Bus Driver	15.56
31043 - Driver Courier	12.48
31260 - Parking and Lot Attendant	9.94
31290 - Shuttle Bus Driver	13.42
31310 - Taxi Driver	10.94
31361 - Truckdriver, Light	13.48
31362 - Truckdriver, Medium	14.22
31363 - Truckdriver, Heavy	15.44
31364 - Truckdriver, Tractor-Trailer	15.44
99000 - Miscellaneous Occupations	
99030 - Cashier	8.76

99050 - Desk Clerk	9.53
99095 - Embalmer	22.02
99251 - Laboratory Animal Caretaker I	10.23
99252 - Laboratory Animal Caretaker II	11.03
99310 - Mortician	22.59
99410 - Pest Controller	13.48
99510 - Photofinishing Worker	9.71
99710 - Recycling Laborer	11.69
99711 - Recycling Specialist	14.40
99730 - Refuse Collector	11.13
99810 - Sales Clerk	11.29
99820 - School Crossing Guard	9.67
99830 - Survey Party Chief	14.45
99831 - Surveying Aide	9.58
99832 - Surveying Technician	13.14
99840 - Vending Machine Attendant	14.55
99841 - Vending Machine Repairer	17.01
99842 - Vending Machine Repairer Helper	14.55

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $3.16 per hour or $126.40 per week or $547.73 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 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 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) 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 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.

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) and computes a proposed rate).

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

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

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

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

6) The contractor informs the affected employees.

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

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