# Human Health and Performance Contract

## Wage Determination

## Attachment J-12

| STANDARD FORM 98a<br>February 1973<br>U.S. DEPARTMENT OF LABOR<br>Employment Standards Administration | NOTICE OF INTENTION TO MAKE A SERVICE CONTRACT AND RESPONSE TO NOTICE<br>(Attachment A) | 11. Notice No.<br>NASA<br>TBD |
|---|---|---|

| 12. CLASSES OF SERVICE EMPLOYEES TO BE EMPLOYED ON CONTRACT<br><br>Harris County, TX; 2005-2516 Revision 15, Occupations included in "DOL Directory" | 13. NUMBER OF EMPLOYEES IN EACH CLASS | 14. HOURLY WAGE RATE THAT WOULD BE PAID IF FEDERALLY EMPLOYED |
|---|---|---|
| 01111, General Clerk I (Administrative Specialist I) | TBD | $11.88 |
| 01112, General Clerk II (Administrative Specialist II) | TBD | $13.27 |
| 01113, General Clerk III (Administrative Specialist III) | TBD | $14.90 |
| 30082, Engineering Technician II (Technician I) | TBD | $22.48 |
| 30083, Engineering Technician III (Technician II) | TBD | $25.15 |
| 12100, Medical Laboratory Technician (Med Level I) | TBD | $12.50 |
| 12130, Medical Assistant (Med Level II) | TBD | $16.63 |
| 01112, General Clerk II (Planner/Scheduler I) | TBD | $13.27 |
| 01113, General Clerk III (Planner/Scheduler II) | TBD | $14.90 |

WD 05-2516 (Rev.-15) was first posted on www.wdol.gov on 06/19/2012

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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

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2516
Revision No.: 15
Date Of Revision: 06/13/2012

State: Texas

Area: Texas Counties of Austin, Brazoria, Chambers, Colorado, Fort Bend, Galveston, Grimes, Harris, Houston, Jackson, Lavaca, Liberty, Madison, Matagorda, Montgomery, San Jacinto, Trinity, Walker, Waller, Washington, Wharton

**Fringe Benefits Required Follow the Occupational Listing**

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|---|---|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 14.98 |
| 01012 - Accounting Clerk II | | 16.82 |
| 01013 - Accounting Clerk III | | 18.82 |
| 01020 - Administrative Assistant | | 25.91 |
| 01040 - Court Reporter | | 21.79 |
| 01051 - Data Entry Operator I | | 13.24 |
| 01052 - Data Entry Operator II | | 14.45 |
| 01060 - Dispatcher, Motor Vehicle | | 15.96 |
| 01070 - Document Preparation Clerk | | 13.41 |
| 01090 - Duplicating Machine Operator | | 13.41 |
| 01111 - General Clerk I | | 11.88 |
| 01112 - General Clerk II | | 13.27 |
| 01113 - General Clerk III | | 14.90 |
| 01120 - Housing Referral Assistant | | 20.69 |
| 01141 - Messenger Courier | | 12.55 |
| 01191 - Order Clerk I | | 13.52 |
| 01192 - Order Clerk II | | 15.24 |
| 01261 - Personnel Assistant (Employment) I | | 15.43 |
| 01262 - Personnel Assistant (Employment) II | | 17.27 |
| 01263 - Personnel Assistant (Employment) III | | 19.25 |
| 01270 - Production Control Clerk | | 19.10 |
| 01280 - Receptionist | | 12.02 |
| 01290 - Rental Clerk | | 14.75 |
| 01300 - Scheduler, Maintenance | | 16.59 |
| 01311 - Secretary I | | 16.59 |
| 01312 - Secretary II | | 18.57 |
| 01313 - Secretary III | | 20.69 |
| 01320 - Service Order Dispatcher | | 15.16 |
| 01410 - Supply Technician | | 25.91 |
| 01420 - Survey Worker | | 17.79 |
| 01531 - Travel Clerk I | | 13.71 |
| 01532 - Travel Clerk II | | 14.81 |
| 01533 - Travel Clerk III | | 15.83 |
| 01611 - Word Processor I | | 14.29 |
| 01612 - Word Processor II | | 16.04 |
| 01613 - Word Processor III | | 17.95 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 25.76 |
| 05010 - Automotive Electrician | | 23.79 |
| 05040 - Automotive Glass Installer | | 21.96 |

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|---|---|
| 05070 - Automotive Worker | 21.96 |
| 05110 - Mobile Equipment Servicer | 20.23 |
| 05130 - Motor Equipment Metal Mechanic | 25.76 |
| 05160 - Motor Equipment Metal Worker | 21.96 |
| 05190 - Motor Vehicle Mechanic | 25.76 |
| 05220 - Motor Vehicle Mechanic Helper | 19.40 |
| 05250 - Motor Vehicle Upholstery Worker | 20.83 |
| 05280 - Motor Vehicle Wrecker | 21.96 |
| 05310 - Painter, Automotive | 23.79 |
| 05340 - Radiator Repair Specialist | 22.88 |
| 05370 - Tire Repairer | 14.40 |
| 05400 - Transmission Repair Specialist | 25.76 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.06 |
| 07041 - Cook I | 9.52 |
| 07042 - Cook II | 10.88 |
| 07070 - Dishwasher | 8.11 |
| 07130 - Food Service Worker | 9.12 |
| 07210 - Meat Cutter | 12.91 |
| 07260 - Waiter/Waitress | 8.19 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 18.32 |
| 09040 - Furniture Handler | 11.95 |
| 09080 - Furniture Refinisher | 17.70 |
| 09090 - Furniture Refinisher Helper | 14.58 |
| 09110 - Furniture Repairer, Minor | 16.82 |
| 09130 - Upholsterer | 18.32 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.90 |
| 11060 - Elevator Operator | 8.82 |
| 11090 - Gardener | 14.52 |
| 11122 - Housekeeping Aide | 8.84 |
| 11150 - Janitor | 8.84 |
| 11210 - Laborer, Grounds Maintenance | 10.93 |
| 11240 - Maid or Houseman | 7.96 |
| 11260 - Pruner | 9.25 |
| 11270 - Tractor Operator | 12.82 |
| 11330 - Trail Maintenance Worker | 10.93 |
| 11360 - Window Cleaner | 9.81 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.00 |
| 12011 - Breath Alcohol Technician | 15.64 |
| 12012 - Certified Occupational Therapist Assistant | 23.69 |
| 12015 - Certified Physical Therapist Assistant | 24.52 |
| 12020 - Dental Assistant | 15.64 |
| 12025 - Dental Hygienist | 32.93 |
| 12030 - EKG Technician | 25.92 |
| 12035 - Electroneurodiagnostic Technologist | 25.92 |
| 12040 - Emergency Medical Technician | 15.00 |
| 12071 - Licensed Practical Nurse I | 19.05 |
| 12072 - Licensed Practical Nurse II | 21.32 |
| 12073 - Licensed Practical Nurse III | 23.76 |
| 12100 - Medical Assistant | 12.50 |
| 12130 - Medical Laboratory Technician | 16.63 |
| 12160 - Medical Record Clerk | 14.53 |
| 12190 - Medical Record Technician | 16.57 |
| 12195 - Medical Transcriptionist | 16.81 |
| 12210 - Nuclear Medicine Technologist | 35.13 |
| 12221 - Nursing Assistant I | 8.57 |
| 12222 - Nursing Assistant II | 10.36 |
| 12223 - Nursing Assistant III | 11.31 |
| 12224 - Nursing Assistant IV | 12.69 |
| 12235 - Optical Dispenser | 16.79 |

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| 12236 - Optical Technician | | 15.29 |
| 12250 - Pharmacy Technician | | 19.18 |
| 12280 - Phlebotomist | | 13.30 |
| 12305 - Radiologic Technologist | | 26.70 |
| 12311 - Registered Nurse I | | 30.36 |
| 12312 - Registered Nurse II | | 38.37 |
| 12313 - Registered Nurse II, Specialist | | 38.37 |
| 12314 - Registered Nurse III | | 44.91 |
| 12315 - Registered Nurse III, Anesthetist | | 44.91 |
| 12316 - Registered Nurse IV | | 53.84 |
| 12317 - Scheduler (Drug and Alcohol Testing) | | 21.85 |
| 13000 - Information And Arts Occupations | | |
| 13011 - Exhibits Specialist I | | 19.30 |
| 13012 - Exhibits Specialist II | | 24.74 |
| 13013 - Exhibits Specialist III | | 28.94 |
| 13041 - Illustrator I | | 19.30 |
| 13042 - Illustrator II | | 23.91 |
| 13043 - Illustrator III | | 30.12 |
| 13047 - Librarian | | 26.69 |
| 13050 - Library Aide/Clerk | | 10.84 |
| 13054 - Library Information Technology Systems Administrator | | 24.09 |
| 13058 - Library Technician | | 16.04 |
| 13061 - Media Specialist I | | 17.39 |
| 13062 - Media Specialist II | | 19.46 |
| 13063 - Media Specialist III | | 21.68 |
| 13071 - Photographer I | | 15.32 |
| 13072 - Photographer II | | 18.15 |
| 13073 - Photographer III | | 22.56 |
| 13074 - Photographer IV | | 27.49 |
| 13075 - Photographer V | | 33.07 |
| 13110 - Video Teleconference Technician | | 16.73 |
| 14000 - Information Technology Occupations | | |
| 14041 - Computer Operator I | | 17.31 |
| 14042 - Computer Operator II | | 19.37 |
| 14043 - Computer Operator III | | 21.59 |
| 14044 - Computer Operator IV | | 24.00 |
| 14045 - Computer Operator V | | 26.57 |
| 14071 - Computer Programmer I | (see 1) | 26.04 |
| 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 | | 17.31 |
| 14160 - Personal Computer Support Technician | | 24.00 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 33.08 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 40.02 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 47.98 |
| 15050 - Computer Based Training Specialist / Instructor | | 33.08 |
| 15060 - Educational Technologist | | 29.23 |
| 15070 - Flight Instructor (Pilot) | | 47.98 |
| 15080 - Graphic Artist | | 26.72 |
| 15090 - Technical Instructor | | 22.43 |
| 15095 - Technical Instructor/Course Developer | | 27.43 |
| 15110 - Test Proctor | | 18.43 |
| 15120 - Tutor | | 18.43 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 9.40 |
| 16030 - Counter Attendant | | 9.40 |
| 16040 - Dry Cleaner | | 12.06 |

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| 16070 - Finisher, Flatwork, Machine | 9.40 |
| 16090 - Presser, Hand | 9.40 |
| 16110 - Presser, Machine, Drycleaning | 9.40 |
| 16130 - Presser, Machine, Shirts | 9.40 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 9.40 |
| 16190 - Sewing Machine Operator | 12.79 |
| 16220 - Tailor | 13.75 |
| 16250 - Washer, Machine | 10.32 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 19.71 |
| 19040 - Tool And Die Maker | 23.23 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 13.25 |
| 21030 - Material Coordinator | 19.46 |
| 21040 - Material Expediter | 19.46 |
| 21050 - Material Handling Laborer | 12.26 |
| 21071 - Order Filler | 11.47 |
| 21080 - Production Line Worker (Food Processing) | 13.25 |
| 21110 - Shipping Packer | 14.60 |
| 21130 - Shipping/Receiving Clerk | 14.60 |
| 21140 - Store Worker I | 11.34 |
| 21150 - Stock Clerk | 16.06 |
| 21210 - Tools And Parts Attendant | 13.58 |
| 21410 - Warehouse Specialist | 13.25 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 29.47 |
| 23021 - Aircraft Mechanic I | 28.07 |
| 23022 - Aircraft Mechanic II | 29.47 |
| 23023 - Aircraft Mechanic III | 30.94 |
| 23040 - Aircraft Mechanic Helper | 21.98 |
| 23050 - Aircraft, Painter | 25.61 |
| 23060 - Aircraft Servicer | 24.44 |
| 23080 - Aircraft Worker | 25.76 |
| 23110 - Appliance Mechanic | 18.61 |
| 23120 - Bicycle Repairer | 13.91 |
| 23125 - Cable Splicer | 25.34 |
| 23130 - Carpenter, Maintenance | 19.71 |
| 23140 - Carpet Layer | 18.45 |
| 23160 - Electrician, Maintenance | 26.51 |
| 23181 - Electronics Technician Maintenance I | 21.28 |
| 23182 - Electronics Technician Maintenance II | 23.89 |
| 23183 - Electronics Technician Maintenance III | 25.10 |
| 23260 - Fabric Worker | 17.17 |
| 23290 - Fire Alarm System Mechanic | 19.95 |
| 23310 - Fire Extinguisher Repairer | 15.88 |
| 23311 - Fuel Distribution System Mechanic | 20.96 |
| 23312 - Fuel Distribution System Operator | 16.33 |
| 23370 - General Maintenance Worker | 18.08 |
| 23380 - Ground Support Equipment Mechanic | 28.07 |
| 23381 - Ground Support Equipment Servicer | 24.44 |
| 23382 - Ground Support Equipment Worker | 25.76 |
| 23391 - Gunsmith I | 15.88 |
| 23392 - Gunsmith II | 18.45 |
| 23393 - Gunsmith III | 20.81 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 21.04 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 21.95 |
| 23430 - Heavy Equipment Mechanic | 19.79 |
| 23440 - Heavy Equipment Operator | 19.26 |
| 23460 - Instrument Mechanic | 25.87 |
| 23465 - Laboratory/Shelter Mechanic | 19.71 |
| 23470 - Laborer | 11.04 |

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| 23510 - Locksmith | 18.99 |
| 23530 - Machinery Maintenance Mechanic | 24.33 |
| 23550 - Machinist, Maintenance | 20.81 |
| 23580 - Maintenance Trades Helper | 14.94 |
| 23591 - Metrology Technician I | 25.87 |
| 23592 - Metrology Technician II | 26.99 |
| 23593 - Metrology Technician III | 28.14 |
| 23640 - Millwright | 21.53 |
| 23710 - Office Appliance Repairer | 18.99 |
| 23760 - Painter, Maintenance | 18.99 |
| 23790 - Pipefitter, Maintenance | 21.38 |
| 23810 - Plumber, Maintenance | 20.88 |
| 23820 - Pneudraulic Systems Mechanic | 20.81 |
| 23850 - Rigger | 20.81 |
| 23870 - Scale Mechanic | 18.45 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.95 |
| 23910 - Small Engine Mechanic | 18.08 |
| 23931 - Telecommunications Mechanic I | 23.89 |
| 23932 - Telecommunications Mechanic II | 24.95 |
| 23950 - Telephone Lineman | 25.52 |
| 23960 - Welder, Combination, Maintenance | 20.27 |
| 23965 - Well Driller | 20.81 |
| 23970 - Woodcraft Worker | 20.81 |
| 23980 - Woodworker | 15.04 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 10.65 |
| 24580 - Child Care Center Clerk | 13.27 |
| 24610 - Chore Aide | 7.35 |
| 24620 - Family Readiness And Support Services Coordinator | 13.83 |
| 24630 - Homemaker | 16.84 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 22.20 |
| 25040 - Sewage Plant Operator | 18.70 |
| 25070 - Stationary Engineer | 22.20 |
| 25190 - Ventilation Equipment Tender | 14.58 |
| 25210 - Water Treatment Plant Operator | 18.32 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 16.14 |
| 27007 - Baggage Inspector | 11.56 |
| 27008 - Corrections Officer | 19.62 |
| 27010 - Court Security Officer | 21.18 |
| 27030 - Detection Dog Handler | 17.90 |
| 27040 - Detention Officer | 19.62 |
| 27070 - Firefighter | 20.41 |
| 27101 - Guard I | 11.56 |
| 27102 - Guard II | 17.90 |
| 27131 - Police Officer I | 24.19 |
| 27132 - Police Officer II | 26.88 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.63 |
| 28042 - Carnival Equipment Repairer | 12.36 |
| 28043 - Carnival Equpment Worker | 8.51 |
| 28210 - Gate Attendant/Gate Tender | 13.90 |
| 28310 - Lifeguard | 12.38 |
| 28350 - Park Attendant (Aide) | 15.55 |
| 28510 - Recreation Aide/Health Facility Attendant | 11.35 |
| 28515 - Recreation Specialist | 17.83 |
| 28630 - Sports Official | 12.38 |
| 28690 - Swimming Pool Operator | 17.44 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 20.12 |
| 29020 - Hatch Tender | 20.12 |

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| 29030 - Line Handler | | 20.12 |
| 29041 - Stevedore I | | 18.72 |
| 29042 - Stevedore II | | 21.50 |
| 30000 - Technical Occupations | | |
| 30010 - Air Traffic Control Specialist, Center (HFO) | (see 2) | 40.33 |
| 30011 - Air Traffic Control Specialist, Station (HFO) | (see 2) | 27.81 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) | (see 2) | 30.63 |
| 30021 - Archeological Technician I | | 21.56 |
| 30022 - Archeological Technician II | | 25.47 |
| 30023 - Archeological Technician III | | 30.62 |
| 30030 - Cartographic Technician | | 30.62 |
| 30040 - Civil Engineering Technician | | 30.03 |
| 30061 - Drafter/CAD Operator I | | 21.56 |
| 30062 - Drafter/CAD Operator II | | 24.71 |
| 30063 - Drafter/CAD Operator III | | 27.56 |
| 30064 - Drafter/CAD Operator IV | | 33.10 |
| 30081 - Engineering Technician I | | 20.02 |
| 30082 - Engineering Technician II | | 22.48 |
| 30083 - Engineering Technician III | | 25.15 |
| 30084 - Engineering Technician IV | | 31.09 |
| 30085 - Engineering Technician V | | 38.65 |
| 30086 - Engineering Technician VI | | 46.10 |
| 30090 - Environmental Technician | | 29.96 |
| 30210 - Laboratory Technician | | 23.56 |
| 30240 - Mathematical Technician | | 30.62 |
| 30361 - Paralegal/Legal Assistant I | | 22.52 |
| 30362 - Paralegal/Legal Assistant II | | 27.90 |
| 30363 - Paralegal/Legal Assistant III | | 34.12 |
| 30364 - Paralegal/Legal Assistant IV | | 41.27 |
| 30390 - Photo-Optics Technician | | 30.62 |
| 30461 - Technical Writer I | | 23.21 |
| 30462 - Technical Writer II | | 28.38 |
| 30463 - Technical Writer III | | 34.93 |
| 30491 - Unexploded Ordnance (UXO) Technician I | | 25.63 |
| 30492 - Unexploded Ordnance (UXO) Technician II | | 31.01 |
| 30493 - Unexploded Ordnance (UXO) Technician III | | 37.17 |
| 30494 - Unexploded (UXO) Safety Escort | | 25.63 |
| 30495 - Unexploded (UXO) Sweep Personnel | | 25.63 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) | 26.35 |
| 30621 - Weather Observer, Senior | (see 2) | 30.48 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31020 - Bus Aide | | 11.88 |
| 31030 - Bus Driver | | 17.06 |
| 31043 - Driver Courier | | 14.03 |
| 31260 - Parking and Lot Attendant | | 9.17 |
| 31290 - Shuttle Bus Driver | | 15.28 |
| 31310 - Taxi Driver | | 11.54 |
| 31361 - Truckdriver, Light | | 15.28 |
| 31362 - Truckdriver, Medium | | 18.98 |
| 31363 - Truckdriver, Heavy | | 20.32 |
| 31364 - Truckdriver, Tractor-Trailer | | 20.32 |
| 99000 - Miscellaneous Occupations | | |
| 99030 - Cashier | | 10.01 |
| 99050 - Desk Clerk | | 11.72 |
| 99095 - Embalmer | | 23.71 |
| 99251 - Laboratory Animal Caretaker I | | 9.83 |
| 99252 - Laboratory Animal Caretaker II | | 10.71 |
| 99310 - Mortician | | 26.44 |
| 99410 - Pest Controller | | 15.80 |
| 99510 - Photofinishing Worker | | 12.62 |
| 99710 - Recycling Laborer | | 16.46 |
| 99711 - Recycling Specialist | | 20.06 |

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| 99730 - Refuse Collector | 14.67 |
| 99810 - Sales Clerk | 12.66 |
| 99820 - School Crossing Guard | 10.96 |
| 99830 - Survey Party Chief | 20.96 |
| 99831 - Surveying Aide | 14.35 |
| 99832 - Surveying Technician | 18.13 |
| 99840 - Vending Machine Attendant | 12.00 |
| 99841 - Vending Machine Repairer | 14.41 |
| 99842 - Vending Machine Repairer Helper | 12.31 |

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $3.71 average computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 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(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.

| STANDARD FORM 98a<br>February 1973<br>U.S. DEPARTMENT OF LABOR<br>Employment Standards Administration | NOTICE OF INTENTION TO MAKE<br>A SERVICE CONTRACT AND RESPONSE TO NOTICE<br>(Attachment A) | 11. Notice No.<br>NASA<br>TBD |
|---|---|---|
| 12. CLASSES OF SERVICE EMPLOYEES TO BE EMPLOYED ON CONTRACT<br>Harris County, TX; 2005-2512, Revision 16, Occupations included in "DOL Directory" | 13. NUMBER OF EMPLOYEES IN EACH CLASS | 14. HOURLY WAGE RATE THAT WOULD BE PAID IF FEDERALLY EMPLOYED |
| 01111, General Clerk I (Administrative Specialist I) | TBD | $09.61 |
| 01112, General Clerk II (Administrative Specialist II) | TBD | $10.49 |
| 01113, General Clerk III (Administrative Specialist III) | TBD | $11.77 |
| 30082, Engineering Technician II (Technician I) | TBD | $17.63 |
| 30083, Engineering Technician III (Technician II) | TBD | $20.27 |
| 12100, Medical Laboratory Technician (Med Level I) | TBD | $13.77 |
| 12130, Medical Assistant (Med Level II) | TBD | $10.86 |
| 01112, General Clerk II (Planner/Scheduler I) | TBD | $10.49 |
| 01113, General Clerk III (Planner/Scheduler II) | TBD | $11.77 |

WD 05-2512 (Rev.-16) was first posted on www.wdol.gov on 06/19/2012

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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

Diane C. Koplewski
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2512
Revision No.: 16
Date Of Revision: 06/13/2012

States: New Mexico, Texas

Area: New Mexico Counties of Chaves, Dona Ana, Eddy, Grant, Hidalgo, Lincoln, Luna, Otero, Sierra
Texas Counties of Culberson, El Paso, Hudspeth

**Fringe Benefits Required Follow the Occupational Listing**

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|---|---|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 12.78 |
| 01012 - Accounting Clerk II | | 14.46 |
| 01013 - Accounting Clerk III | | 16.18 |
| 01020 - Administrative Assistant | | 17.66 |
| 01040 - Court Reporter | | 15.70 |
| 01051 - Data Entry Operator I | | 9.57 |
| 01052 - Data Entry Operator II | | 10.56 |
| 01060 - Dispatcher, Motor Vehicle | | 13.41 |
| 01070 - Document Preparation Clerk | | 11.19 |
| 01090 - Duplicating Machine Operator | | 11.19 |
| 01111 - General Clerk I | | 9.61 |
| 01112 - General Clerk II | | 10.49 |
| 01113 - General Clerk III | | 11.77 |
| 01120 - Housing Referral Assistant | | 14.98 |
| 01141 - Messenger Courier | | 8.76 |
| 01191 - Order Clerk I | | 10.48 |
| 01192 - Order Clerk II | | 11.44 |
| 01261 - Personnel Assistant (Employment) I | | 12.80 |
| 01262 - Personnel Assistant (Employment) II | | 14.44 |
| 01263 - Personnel Assistant (Employment) III | | 15.99 |
| 01270 - Production Control Clerk | | 16.69 |
| 01280 - Receptionist | | 9.47 |
| 01290 - Rental Clerk | | 10.50 |
| 01300 - Scheduler, Maintenance | | 12.00 |
| 01311 - Secretary I | | 12.01 |
| 01312 - Secretary II | | 13.43 |
| 01313 - Secretary III | | 14.98 |
| 01320 - Service Order Dispatcher | | 11.77 |
| 01410 - Supply Technician | | 17.23 |
| 01420 - Survey Worker | | 13.70 |
| 01531 - Travel Clerk I | | 11.16 |
| 01532 - Travel Clerk II | | 12.20 |
| 01533 - Travel Clerk III | | 13.00 |
| 01611 - Word Processor I | | 12.87 |
| 01612 - Word Processor II | | 14.45 |
| 01613 - Word Processor III | | 16.16 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 16.41 |
| 05010 - Automotive Electrician | | 15.40 |
| 05040 - Automotive Glass Installer | | 14.37 |
| 05070 - Automotive Worker | | 14.37 |

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|---|---|
| 05110 - Mobile Equipment Servicer | 12.32 |
| 05130 - Motor Equipment Metal Mechanic | 16.41 |
| 05160 - Motor Equipment Metal Worker | 14.37 |
| 05190 - Motor Vehicle Mechanic | 17.31 |
| 05220 - Motor Vehicle Mechanic Helper | 11.29 |
| 05250 - Motor Vehicle Upholstery Worker | 13.34 |
| 05280 - Motor Vehicle Wrecker | 14.37 |
| 05310 - Painter, Automotive | 15.40 |
| 05340 - Radiator Repair Specialist | 14.37 |
| 05370 - Tire Repairer | 11.33 |
| 05400 - Transmission Repair Specialist | 16.41 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 10.51 |
| 07041 - Cook I | 9.61 |
| 07042 - Cook II | 11.41 |
| 07070 - Dishwasher | 7.37 |
| 07130 - Food Service Worker | 8.06 |
| 07210 - Meat Cutter | 11.04 |
| 07260 - Waiter/Waitress | 7.30 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.73 |
| 09040 - Furniture Handler | 8.80 |
| 09080 - Furniture Refinisher | 15.73 |
| 09090 - Furniture Refinisher Helper | 11.05 |
| 09110 - Furniture Repairer, Minor | 13.15 |
| 09130 - Upholsterer | 15.73 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 8.07 |
| 11060 - Elevator Operator | 8.07 |
| 11090 - Gardener | 12.04 |
| 11122 - Housekeeping Aide | 9.02 |
| 11150 - Janitor | 9.02 |
| 11210 - Laborer, Grounds Maintenance | 9.02 |
| 11240 - Maid or Houseman | 7.74 |
| 11260 - Pruner | 7.79 |
| 11270 - Tractor Operator | 11.51 |
| 11330 - Trail Maintenance Worker | 9.02 |
| 11360 - Window Cleaner | 10.45 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 12.83 |
| 12011 - Breath Alcohol Technician | 14.94 |
| 12012 - Certified Occupational Therapist Assistant | 22.21 |
| 12015 - Certified Physical Therapist Assistant | 21.09 |
| 12020 - Dental Assistant | 12.61 |
| 12025 - Dental Hygienist | 27.43 |
| 12030 - EKG Technician | 25.42 |
| 12035 - Electroneurodiagnostic Technologist | 25.42 |
| 12040 - Emergency Medical Technician | 12.83 |
| 12071 - Licensed Practical Nurse I | 16.95 |
| 12072 - Licensed Practical Nurse II | 18.96 |
| 12073 - Licensed Practical Nurse III | 21.15 |
| 12100 - Medical Assistant | 10.86 |
| 12130 - Medical Laboratory Technician | 13.77 |
| 12160 - Medical Record Clerk | 13.27 |
| 12190 - Medical Record Technician | 14.84 |
| 12195 - Medical Transcriptionist | 14.31 |
| 12210 - Nuclear Medicine Technologist | 33.37 |
| 12221 - Nursing Assistant I | 9.26 |
| 12222 - Nursing Assistant II | 10.41 |
| 12223 - Nursing Assistant III | 11.36 |
| 12224 - Nursing Assistant IV | 12.75 |
| 12235 - Optical Dispenser | 11.21 |
| 12236 - Optical Technician | 9.30 |

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|---|---|---|
| 12250 - Pharmacy Technician | | 13.41 |
| 12280 - Phlebotomist | | 13.52 |
| 12305 - Radiologic Technologist | | 23.81 |
| 12311 - Registered Nurse I | | 23.99 |
| 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 | | 41.55 |
| 12317 - Scheduler (Drug and Alcohol Testing) | | 21.37 |
| 13000 - Information And Arts Occupations | | |
| 13011 - Exhibits Specialist I | | 19.15 |
| 13012 - Exhibits Specialist II | | 23.08 |
| 13013 - Exhibits Specialist III | | 27.03 |
| 13041 - Illustrator I | | 19.15 |
| 13042 - Illustrator II | | 23.08 |
| 13043 - Illustrator III | | 27.03 |
| 13047 - Librarian | | 24.46 |
| 13050 - Library Aide/Clerk | | 11.49 |
| 13054 - Library Information Technology Systems Administrator | | 22.09 |
| 13058 - Library Technician | | 17.24 |
| 13061 - Media Specialist I | | 15.83 |
| 13062 - Media Specialist II | | 17.83 |
| 13063 - Media Specialist III | | 19.88 |
| 13071 - Photographer I | | 12.93 |
| 13072 - Photographer II | | 16.45 |
| 13073 - Photographer III | | 20.57 |
| 13074 - Photographer IV | | 24.45 |
| 13075 - Photographer V | | 27.88 |
| 13110 - Video Teleconference Technician | | 14.70 |
| 14000 - Information Technology Occupations | | |
| 14041 - Computer Operator I | | 13.67 |
| 14042 - Computer Operator II | | 15.46 |
| 14043 - Computer Operator III | | 17.25 |
| 14044 - Computer Operator IV | | 19.17 |
| 14045 - Computer Operator V | | 21.22 |
| 14071 - Computer Programmer I | (see 1) | 21.43 |
| 14072 - Computer Programmer II | (see 1) | 26.56 |
| 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 | | 13.67 |
| 14160 - Personal Computer Support Technician | | 22.41 |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 26.13 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 32.14 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 37.89 |
| 15050 - Computer Based Training Specialist / Instructor | | 26.13 |
| 15060 - Educational Technologist | | 32.13 |
| 15070 - Flight Instructor (Pilot) | | 37.89 |
| 15080 - Graphic Artist | | 19.52 |
| 15090 - Technical Instructor | | 18.06 |
| 15095 - Technical Instructor/Course Developer | | 22.09 |
| 15110 - Test Proctor | | 14.58 |
| 15120 - Tutor | | 14.58 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 7.64 |
| 16030 - Counter Attendant | | 7.64 |
| 16040 - Dry Cleaner | | 9.31 |
| 16070 - Finisher, Flatwork, Machine | | 7.64 |

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|---|---|
| 16090 - Presser, Hand | 7.64 |
| 16110 - Presser, Machine, Drycleaning | 7.64 |
| 16130 - Presser, Machine, Shirts | 7.64 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 7.64 |
| 16190 - Sewing Machine Operator | 9.84 |
| 16220 - Tailor | 10.41 |
| 16250 - Washer, Machine | 8.19 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 15.73 |
| 19040 - Tool And Die Maker | 20.26 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 10.91 |
| 21030 - Material Coordinator | 16.69 |
| 21040 - Material Expediter | 16.69 |
| 21050 - Material Handling Laborer | 9.14 |
| 21071 - Order Filler | 10.49 |
| 21080 - Production Line Worker (Food Processing) | 10.91 |
| 21110 - Shipping Packer | 10.48 |
| 21130 - Shipping/Receiving Clerk | 10.49 |
| 21140 - Store Worker I | 8.93 |
| 21150 - Stock Clerk | 12.82 |
| 21210 - Tools And Parts Attendant | 10.91 |
| 21410 - Warehouse Specialist | 10.91 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 26.14 |
| 23021 - Aircraft Mechanic I | 23.82 |
| 23022 - Aircraft Mechanic II | 26.14 |
| 23023 - Aircraft Mechanic III | 27.45 |
| 23040 - Aircraft Mechanic Helper | 16.39 |
| 23050 - Aircraft, Painter | 18.67 |
| 23060 - Aircraft Servicer | 19.25 |
| 23080 - Aircraft Worker | 20.78 |
| 23110 - Appliance Mechanic | 16.14 |
| 23120 - Bicycle Repairer | 11.33 |
| 23125 - Cable Splicer | 21.87 |
| 23130 - Carpenter, Maintenance | 15.73 |
| 23140 - Carpet Layer | 14.64 |
| 23160 - Electrician, Maintenance | 18.27 |
| 23181 - Electronics Technician Maintenance I | 19.57 |
| 23182 - Electronics Technician Maintenance II | 21.02 |
| 23183 - Electronics Technician Maintenance III | 22.67 |
| 23260 - Fabric Worker | 13.46 |
| 23290 - Fire Alarm System Mechanic | 16.62 |
| 23310 - Fire Extinguisher Repairer | 12.26 |
| 23311 - Fuel Distribution System Mechanic | 19.79 |
| 23312 - Fuel Distribution System Operator | 15.20 |
| 23370 - General Maintenance Worker | 14.64 |
| 23380 - Ground Support Equipment Mechanic | 23.82 |
| 23381 - Ground Support Equipment Servicer | 19.25 |
| 23382 - Ground Support Equipment Worker | 20.78 |
| 23391 - Gunsmith I | 12.26 |
| 23392 - Gunsmith II | 14.64 |
| 23393 - Gunsmith III | 16.96 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 16.12 |
| 23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility) | 17.24 |
| 23430 - Heavy Equipment Mechanic | 17.80 |
| 23440 - Heavy Equipment Operator | 16.96 |
| 23460 - Instrument Mechanic | 18.50 |
| 23465 - Laboratory/Shelter Mechanic | 15.73 |
| 23470 - Laborer | 9.14 |
| 23510 - Locksmith | 15.73 |

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|---|---|
| 23530 - Machinery Maintenance Mechanic | 16.96 |
| 23550 - Machinist, Maintenance | 16.31 |
| 23580 - Maintenance Trades Helper | 11.27 |
| 23591 - Metrology Technician I | 18.50 |
| 23592 - Metrology Technician II | 19.66 |
| 23593 - Metrology Technician III | 20.93 |
| 23640 - Millwright | 17.46 |
| 23710 - Office Appliance Repairer | 15.62 |
| 23760 - Painter, Maintenance | 14.67 |
| 23790 - Pipefitter, Maintenance | 17.63 |
| 23810 - Plumber, Maintenance | 16.55 |
| 23820 - Pneudraulic Systems Mechanic | 16.96 |
| 23850 - Rigger | 16.96 |
| 23870 - Scale Mechanic | 14.64 |
| 23890 - Sheet-Metal Worker, Maintenance | 15.63 |
| 23910 - Small Engine Mechanic | 14.64 |
| 23931 - Telecommunications Mechanic I | 21.99 |
| 23932 - Telecommunications Mechanic II | 23.51 |
| 23950 - Telephone Lineman | 19.48 |
| 23960 - Welder, Combination, Maintenance | 16.96 |
| 23965 - Well Driller | 16.96 |
| 23970 - Woodcraft Worker | 16.96 |
| 23980 - Woodworker | 12.26 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 8.41 |
| 24580 - Child Care Center Clerk | 10.49 |
| 24610 - Chore Aide | 8.29 |
| 24620 - Family Readiness And Support Services Coordinator | 11.01 |
| 24630 - Homemaker | 12.70 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.71 |
| 25040 - Sewage Plant Operator | 17.19 |
| 25070 - Stationary Engineer | 18.43 |
| 25190 - Ventilation Equipment Tender | 12.83 |
| 25210 - Water Treatment Plant Operator | 17.19 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 15.20 |
| 27007 - Baggage Inspector | 10.38 |
| 27008 - Corrections Officer | 18.66 |
| 27010 - Court Security Officer | 18.66 |
| 27030 - Detection Dog Handler | 14.84 |
| 27040 - Detention Officer | 18.66 |
| 27070 - Firefighter | 19.83 |
| 27101 - Guard I | 10.38 |
| 27102 - Guard II | 14.84 |
| 27131 - Police Officer I | 21.41 |
| 27132 - Police Officer II | 23.78 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 11.64 |
| 28042 - Carnival Equipment Repairer | 12.69 |
| 28043 - Carnival Equpment Worker | 8.45 |
| 28210 - Gate Attendant/Gate Tender | 13.37 |
| 28310 - Lifeguard | 11.90 |
| 28350 - Park Attendant (Aide) | 14.96 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.92 |
| 28515 - Recreation Specialist | 14.10 |
| 28630 - Sports Official | 11.92 |
| 28690 - Swimming Pool Operator | 16.36 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 17.06 |
| 29020 - Hatch Tender | 17.06 |
| 29030 - Line Handler | 17.06 |

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|---|---|---|
| 29041 - Stevedore I | | 15.68 |
| 29042 - Stevedore II | | 18.98 |
| 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 | | 18.13 |
| 30022 - Archeological Technician II | | 20.27 |
| 30023 - Archeological Technician III | | 25.11 |
| 30030 - Cartographic Technician | | 25.12 |
| 30040 - Civil Engineering Technician | | 19.04 |
| 30061 - Drafter/CAD Operator I | | 15.03 |
| 30062 - Drafter/CAD Operator II | | 16.81 |
| 30063 - Drafter/CAD Operator III | | 19.99 |
| 30064 - Drafter/CAD Operator IV | | 26.25 |
| 30081 - Engineering Technician I | | 15.71 |
| 30082 - Engineering Technician II | | 17.63 |
| 30083 - Engineering Technician III | | 20.27 |
| 30084 - Engineering Technician IV | | 24.96 |
| 30085 - Engineering Technician V | | 29.90 |
| 30086 - Engineering Technician VI | | 36.17 |
| 30090 - Environmental Technician | | 19.33 |
| 30210 - Laboratory Technician | | 19.91 |
| 30240 - Mathematical Technician | | 24.90 |
| 30361 - Paralegal/Legal Assistant I | | 16.54 |
| 30362 - Paralegal/Legal Assistant II | | 20.49 |
| 30363 - Paralegal/Legal Assistant III | | 25.07 |
| 30364 - Paralegal/Legal Assistant IV | | 30.33 |
| 30390 - Photo-Optics Technician | | 22.90 |
| 30461 - Technical Writer I | | 26.05 |
| 30462 - Technical Writer II | | 31.87 |
| 30463 - Technical Writer III | | 38.56 |
| 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 Surface Programs | (see 3) | 19.99 |
| 30621 - Weather Observer, Senior | (see 3) | 20.83 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31020 - Bus Aide | | 9.98 |
| 31030 - Bus Driver | | 15.52 |
| 31043 - Driver Courier | | 11.32 |
| 31260 - Parking and Lot Attendant | | 7.85 |
| 31290 - Shuttle Bus Driver | | 12.39 |
| 31310 - Taxi Driver | | 10.33 |
| 31361 - Truckdriver, Light | | 12.39 |
| 31362 - Truckdriver, Medium | | 14.19 |
| 31363 - Truckdriver, Heavy | | 17.82 |
| 31364 - Truckdriver, Tractor-Trailer | | 17.82 |
| 99000 - Miscellaneous Occupations | | |
| 99030 - Cashier | | 7.93 |
| 99050 - Desk Clerk | | 10.35 |
| 99095 - Embalmer | | 22.74 |
| 99251 - Laboratory Animal Caretaker I | | 9.70 |
| 99252 - Laboratory Animal Caretaker II | | 10.76 |
| 99310 - Mortician | | 22.69 |
| 99410 - Pest Controller | | 14.84 |
| 99510 - Photofinishing Worker | | 11.95 |
| 99710 - Recycling Laborer | | 11.26 |
| 99711 - Recycling Specialist | | 14.37 |
| 99730 - Refuse Collector | | 9.72 |

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|---|---|
| 99810 - Sales Clerk | 10.14 |
| 99820 - School Crossing Guard | 8.48 |
| 99830 - Survey Party Chief | 17.09 |
| 99831 - Surveying Aide | 11.84 |
| 99832 - Surveying Technician | 13.97 |
| 99840 - Vending Machine Attendant | 9.87 |
| 99841 - Vending Machine Repairer | 12.54 |
| 99842 - Vending Machine Repairer Helper | 9.87 |

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $3.71 average computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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.

3) 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(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.