**Fringe Benefits Required Follow the Occupational Listing**

<table>
<thead>
<tr>
<th>OCCUPATION CODE - TITLE</th>
<th>FOOTNOTE</th>
<th>RATE</th>
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</thead>
<tbody>
<tr>
<td>01000 - Administrative Support And Clerical Occupations</td>
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<tr>
<td>01011 - Accounting Clerk I</td>
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<td>01020 - Administrative Assistant</td>
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<td>01040 - Court Reporter</td>
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<td>01060 - Dispatcher, Motor Vehicle</td>
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<td>01070 - Document Preparation Clerk</td>
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<td>01090 - Duplicating Machine Operator</td>
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<td>01111 - General Clerk I</td>
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<td>01120 - Housing Referral Assistant</td>
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<td>01141 - Messenger Courier</td>
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<td>01191 - Order Clerk I</td>
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<td>01300 - Scheduler, Maintenance</td>
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<td>01311 - Secretary I</td>
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<td>01312 - Secretary II</td>
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01313 - Secretary III 15.18
01320 - Service Order Dispatcher 13.70
01410 - Supply Technician 18.59
01420 - Survey Worker 12.35
01531 - Travel Clerk I 12.17
01532 - Travel Clerk II 12.94
01533 - Travel Clerk III 13.73
01611 - Word Processor I 10.52
01612 - Word Processor II 11.80
01613 - Word Processor III 13.20

05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 17.11
05010 - Automotive Electrician 16.33
05040 - Automotive Glass Installer 15.56
05070 - Automotive Worker 15.56
05110 - Mobile Equipment Servicer 13.96
05130 - Motor Equipment Metal Mechanic 17.11
05160 - Motor Equipment Metal Worker 15.56
05190 - Motor Vehicle Mechanic 17.11
05220 - Motor Vehicle Mechanic Helper 13.20
05250 - Motor Vehicle Upholstery Worker 14.76
05280 - Motor Vehicle Wrecker 15.56
05310 - Painter, Automotive 16.33
05340 - Radiator Repair Specialist 15.56
05370 - Tire Repairer 10.36
05400 - Transmission Repair Specialist 17.11

07000 - Food Preparation And Service Occupations
07010 - Baker 11.48
07041 - Cook I 10.87
07042 - Cook II 12.08
07070 - Dishwasher 8.40
07130 - Food Service Worker 8.96
07210 - Meat Cutter 13.28
07260 - Waiter/Waitress 7.87

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 13.78
09040 - Furniture Handler 10.27
09080 - Furniture Refinisher 15.16
09090 - Furniture Refinisher Helper 12.03
09110 - Furniture Repairer, Minor 13.64
09130 - Upholsterer 15.16

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 8.41
11060 - Elevator Operator 9.27
11090 - Gardener 14.63
11122 - Housekeeping Aide 10.20
11150 - Janitor 10.21
11210 - Laborer, Grounds Maintenance 11.68
11240 - Maid or Houseman 9.42
11260 - Pruner 10.68
11270 - Tractor Operator 13.65
11330 - Trail Maintenance Worker 11.68
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<td>Information And Arts Occupations</td>
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13072 - Photographer II  
13073 - Photographer III  
13074 - Photographer IV  
13075 - Photographer V  
13110 - Video Teleconference Technician  
14041 - Computer Operator I  
14042 - Computer Operator II  
14043 - Computer Operator III  
14044 - Computer Operator IV  
14045 - Computer Operator V  
14071 - Computer Programmer I  
14072 - Computer Programmer II  
14073 - Computer Programmer III  
14074 - Computer Programmer IV  
14101 - Computer Systems Analyst I  
14102 - Computer Systems Analyst II  
14103 - Computer Systems Analyst III  
14150 - Peripheral Equipment Operator  
14160 - Personal Computer Support Technician  
15010 - Aircrew Training Devices Instructor (Non-Rated)  
15020 - Aircrew Training Devices Instructor (Rated)  
15030 - Air Crew Training Devices Instructor (Pilot)  
15050 - Computer Based Training Specialist / Instructor  
15060 - Educational Technologist  
15070 - Flight Instructor (Pilot)  
15080 - Graphic Artist  
15090 - Technical Instructor  
15095 - Technical Instructor/Course Developer  
15110 - Test Proctor  
15120 - Tutor  
16010 - Assembler  
16030 - Counter Attendant  
16040 - Dry Cleaner  
16070 - Finisher, Flatwork, Machine  
16090 - Presser, Hand  
16110 - Presser, Machine, Drycleaning  
16130 - Presser, Machine, Shirts  
16160 - Presser, Machine, Wearing Apparel, Laundry  
16190 - Sewing Machine Operator  
16220 - Tailor  
16250 - Washer, Machine  
19010 - Machine-Tool Operator (Tool Room)  
19040 - Tool And Die Maker  
21020 - Forklift Operator  
21030 - Material Coordinator  
21040 - Material Expediter  
21050 - Material Handling Laborer
21071 - Order Filler
21080 - Production Line Worker (Food Processing)
21110 - Shipping Packer
21130 - Shipping/Receiving Clerk
21140 - Store Worker I
21150 - Stock Clerk
21210 - Tools And Parts Attendant
21410 - Warehouse Specialist

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder
23021 - Aircraft Mechanic I
23022 - Aircraft Mechanic II
23023 - Aircraft Mechanic III
23040 - Aircraft Mechanic Helper
23050 - Aircraft, Painter
23060 - Aircraft Servicer
23080 - Aircraft Worker
23110 - 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
23311 - Fuel Distribution System Mechanic
23312 - Fuel Distribution System Operator
23370 - General Maintenance Worker
23380 - Ground Support Equipment Mechanic
23381 - Ground Support Equipment Servicer
23382 - Ground Support Equipment Worker
23391 - Gunsmith I
23392 - Gunsmith II
23393 - Gunsmith III
23410 - Heating, Ventilation And Air-Conditioning Mechanic
23411 - Heating, Ventilation And Air Conditioning Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic
23440 - Heavy Equipment Operator
23460 - Instrument Mechanic
23465 - Laboratory/Shelter Mechanic
23470 - Laborer
23510 - Locksmith
23530 - Machinery Maintenance Mechanic
23550 - Machinist, Maintenance
23580 - Maintenance Trades Helper
23591 - Metrology Technician I  18.40
23592 - Metrology Technician II  19.36
23593 - Metrology Technician III  20.32
23640 - Millwright  18.40
23760 - Painter, Maintenance  20.76
23870 - Scale Mechanic  16.36
23890 - Sheet-Metal Worker, Maintenance  16.26
23910 - Small Engine Mechanic  16.36
23931 - Telecommunications Mechanic I  22.70
23932 - Telecommunications Mechanic II  23.89
23950 - Telephone Lineman  18.40
23965 - Well Driller  18.40
23970 - Woodcraft Worker  18.40
23980 - Woodworker  13.44
24000 - Personal Needs Occupations
24570 - Child Care Attendant  9.38
24580 - Child Care Center Clerk  10.87
24610 - Chore Aide  10.74
24620 - Family Readiness And Support Services Coordinator  11.42
24630 - Homemaker  15.28
25000 - Plant And System Operations Occupations
25010 - Boiler Tender  20.50
25040 - Sewage Plant Operator  20.67
25070 - Stationary Engineer  20.50
25190 - Ventilation Equipment Tender  14.78
25210 - Water Treatment Plant Operator  20.67
27000 - Protective Service Occupations
27004 - Alarm Monitor  13.98
27007 - Baggage Inspector  11.98
27008 - Corrections Officer  15.42
27010 - Court Security Officer  15.42
27030 - Detection Dog Handler  13.98
27040 - Detention Officer  15.42
27070 - Firefighter  15.42
27101 - Guard I  11.98
27102 - Guard II  13.98
27131 - Police Officer I  18.52
27132 - Police Officer II  20.58
28000 - Recreation Occupations
28041 - Carnival Equipment Operator  10.14
28042 - Carnival Equipment Repairer  10.84
28043 - Carnival Equipment Worker  9.09
28210 - Gate Attendant/Gate Tender  13.77
28310 - Lifeguard  11.01
28350 - Park Attendant (Aide)  15.40
28510 - Recreation Aide/Health Facility Attendant 11.24
28515 - Recreation Specialist 16.08
28630 - Sports Official 12.27
28690 - Swimming Pool Operator 15.02

29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 16.90
29020 - Hatch Tender 16.90
29030 - Line Handler 16.90
29041 - Stevedore I 15.50
29042 - Stevedore II 17.98

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 15.98
30022 - Archeological Technician II 17.87
30023 - Archeological Technician III 22.15
30030 - Cartographic Technician 22.15
30040 - Civil Engineering Technician 17.93
30061 - Drafter/CAD Operator I 15.98
30062 - Drafter/CAD Operator II 17.87
30063 - Drafter/CAD Operator III 19.93
30064 - Drafter/CAD Operator IV 24.52
30081 - Engineering Technician I 13.24
30082 - Engineering Technician II 14.86
30083 - Engineering Technician III 16.62
30084 - Engineering Technician IV 20.60
30085 - Engineering Technician V 25.42
30086 - Engineering Technician VI 30.48
30090 - Environmental Technician 22.15
30210 - Laboratory Technician 19.93
30240 - Mathematical Technician 22.15
30361 - Paralegal/Legal Assistant I 17.67
30362 - Paralegal/Legal Assistant II 21.88
30363 - Paralegal/Legal Assistant III 26.76
30364 - Paralegal/Legal Assistant IV 32.38
30390 - Photo-Optics Technician 22.15
30461 - Technical Writer I 20.71
30462 - Technical Writer II 25.33
30463 - Technical Writer III 30.65
30491 - Unexploded Ordnance (UXO) Technician I 22.74
30492 - Unexploded Ordnance (UXO) Technician II 27.51
30493 - Unexploded Ordnance (UXO) Technician III 32.97
30494 - Unexploded (UXO) Safety Escort 22.74
30495 - Unexploded (UXO) Sweep Personnel 22.74
30620 - Weather Observer, Combined Upper Air Or (see 2) 19.93

Surface Programs
30621 - Weather Observer, Senior (see 2) 22.15

31000 - Transportation/Mobile Equipment Operation Occupations
31020 - Bus Aide 10.45
31030 - Bus Driver 13.99
31043 - Driver Courier 13.13
ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.02 per hour or $160.80 per week or $696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dyeing, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations
involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.


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.