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| REGISTER OF WAGE DETERMINATIONS UNDER LABOR | | U.S. DEPARTMENT OF |
| THE SERVICE CONTRACT ACT | | EMPLOYMENT STANDARDS |
| ADMINISTRATION | | |
| By direction of the Secretary of Labor | | WAGE AND HOUR DIVISION |
| | | WASHINGTON D.C. 20210 |
| | | |
| | | Wage Determination No.: 2005- |
| 2104 | | |
| William W.Gross | | Revision No.: 5 |
| Director | | Date Of Revision: |
| 07/05/2007 | | |

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide
 Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince
 George's, St
 Mary's
 Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church,
 Fauquier, King
 George, Loudoun, Prince William, Stafford

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE | MINIMUM |
|---|---------|
| WAGE RATE | |
| 01000 - Administrative Support And Clerical Occupations | |
| 01011 - Accounting Clerk I | |
| 13.79 | |
| 01012 - Accounting Clerk II | |
| 15.49 | |
| 01013 - Accounting Clerk III | |
| 18.43 | |
| 01020 - Administrative Assistant | |
| 23.59 | |
| 01040 - Court Reporter | |
| 18.43 | |
| 01051 - Data Entry Operator I | |
| 12.67 | |
| 01052 - Data Entry Operator II | |
| 13.82 | |
| 01060 - Dispatcher, Motor Vehicle | |
| 16.50 | |
| 01070 - Document Preparation Clerk | |
| 13.29 | |

01090 - Duplicating Machine Operator
13.29
01111 - General Clerk I
13.72
01112 - General Clerk II
15.32
01113 - General Clerk III
18.74
01120 - Housing Referral Assistant
21.66
01141 - Messenger Courier
10.23
01191 - Order Clerk I
14.74
01192 - Order Clerk II
16.29
01261 - Personnel Assistant (Employment) I
15.60
01262 - Personnel Assistant (Employment) II
18.43
01263 - Personnel Assistant (Employment) III
21.66
01270 - Production Control Clerk
21.29
01280 - Receptionist
12.72
01290 - Rental Clerk
15.60
01300 - Scheduler, Maintenance
15.60
01311 - Secretary I
17.03
01312 - Secretary II
18.39
01313 - Secretary III
21.66
01320 - Service Order Dispatcher
15.82
01410 - Supply Technician
23.59
01420 - Survey Worker
18.43
01531 - Travel Clerk I
12.07
01532 - Travel Clerk II
13.01
01533 - Travel Clerk III
13.99
01611 - Word Processor I
13.76
01612 - Word Processor II
15.60
01613 - Word Processor III
18.43
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass
25.26

05010 - Automotive Electrician
21.37
05040 - Automotive Glass Installer
20.14
05070 - Automotive Worker
20.14
05110 - Mobile Equipment Servicer
17.31
05130 - Motor Equipment Metal Mechanic
22.53
05160 - Motor Equipment Metal Worker
20.14
05190 - Motor Vehicle Mechanic
22.53
05220 - Motor Vehicle Mechanic Helper
16.81
05250 - Motor Vehicle Upholstery Worker
19.66
05280 - Motor Vehicle Wrecker
20.14
05310 - Painter, Automotive
21.37
05340 - Radiator Repair Specialist
20.14
05370 - Tire Repairer
14.43
05400 - Transmission Repair Specialist
22.53
07000 - Food Preparation And Service Occupations
07010 - Baker
13.18
07041 - Cook I
11.97
07042 - Cook II
13.28
07070 - Dishwasher
9.76
07130 - Food Service Worker
10.25
07210 - Meat Cutter
16.07
07260 - Waiter/Waitress
8.59
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter
18.05
09040 - Furniture Handler
12.78
09080 - Furniture Refinisher
18.39
09090 - Furniture Refinisher Helper
14.11
09110 - Furniture Repairer, Minor
16.31
09130 - Upholsterer
18.05
11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles
9.67
11060 - Elevator Operator
9.79
11090 - Gardener
15.70
11122 - Housekeeping Aide
10.89
11150 - Janitor
10.89
11210 - Laborer, Grounds Maintenance
12.07
11240 - Maid or Houseman
10.84
11260 - Pruner
11.37
11270 - Tractor Operator
14.19
11330 - Trail Maintenance Worker
12.07
11360 - Window Cleaner
11.31
12000 - Health Occupations
12010 - Ambulance Driver
16.06
12011 - Breath Alcohol Technician
17.67
12012 - Certified Occupational Therapist Assistant
20.31
12015 - Certified Physical Therapist Assistant
19.99
12020 - Dental Assistant
16.90
12025 - Dental Hygienist
40.68
12030 - EKG Technician
24.34
12035 - Electroneurodiagnostic Technologist
24.34
12040 - Emergency Medical Technician
17.67
12071 - Licensed Practical Nurse I
18.60
12072 - Licensed Practical Nurse II
20.82
12073 - Licensed Practical Nurse III
21.79
12100 - Medical Assistant
14.23
12130 - Medical Laboratory Technician
18.04
12160 - Medical Record Clerk
14.96
12190 - Medical Record Technician
16.67
12195 - Medical Transcriptionist
16.46

12210 - Nuclear Medicine Technologist
28.93
12221 - Nursing Assistant I
9.75
12222 - Nursing Assistant II
10.96
12223 - Nursing Assistant III
12.99
12224 - Nursing Assistant IV
14.58
12235 - Optical Dispenser
16.67
12236 - Optical Technician
14.41
12250 - Pharmacy Technician
15.75
12280 - Phlebotomist
14.58
12305 - Radiologic Technologist
27.61
12311 - Registered Nurse I
24.92
12312 - Registered Nurse II
31.22
12313 - Registered Nurse II, Specialist
31.22
12314 - Registered Nurse III
37.77
12315 - Registered Nurse III, Anesthetist
37.77
12316 - Registered Nurse IV
45.28
12317 - Scheduler (Drug and Alcohol Testing)
18.04
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I
18.55
13012 - Exhibits Specialist II
23.33
13013 - Exhibits Specialist III
28.11
13041 - Illustrator I
18.73
13042 - Illustrator II
23.42
13043 - Illustrator III
28.82
13047 - Librarian
25.45
13050 - Library Aide/Clerk
12.52
13054 - Library Information Technology Systems Administrator
22.99
13058 - Library Technician
17.88
13061 - Media Specialist I
16.58

13062 - Media Specialist II
18.55
13063 - Media Specialist III
20.68
13071 - Photographer I
14.67
13072 - Photographer II
17.18
13073 - Photographer III
21.52
13074 - Photographer IV
26.05
13075 - Photographer V
29.15
13110 - Video Teleconference Technician
16.58
14000 - Information Technology Occupations
14041 - Computer Operator I
16.72
14042 - Computer Operator II
18.71
14043 - Computer Operator III
20.86
14044 - Computer Operator IV
23.18
14045 - Computer Operator V
25.66
14071 - Computer Programmer I (1)
21.60
14072 - Computer Programmer II (1)
26.37
14073 - Computer Programmer III (1)
27.62
14074 - Computer Programmer IV (1)
27.62
14101 - Computer Systems Analyst I (1)
27.62
14102 - Computer Systems Analyst II (1)
27.62
14103 - Computer Systems Analyst III (1)
27.62
14150 - Peripheral Equipment Operator
16.72
14160 - Personal Computer Support Technician
23.18
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated)
34.39
15020 - Aircrew Training Devices Instructor (Rated)
42.72
15030 - Air Crew Training Devices Instructor (Pilot)
50.66
15050 - Computer Based Training Specialist / Instructor
31.26
15060 - Educational Technologist
29.09

15070 - Flight Instructor (Pilot)
50.66
15080 - Graphic Artist
24.95
15090 - Technical Instructor
23.87
15095 - Technical Instructor/Course Developer
29.19
15110 - Test Proctor
19.04
15120 - Tutor
19.04
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler
8.95
16030 - Counter Attendant
8.95
16040 - Dry Cleaner
12.21
16070 - Finisher, Flatwork, Machine
8.95
16090 - Presser, Hand
8.95
16110 - Presser, Machine, Drycleaning
8.95
16130 - Presser, Machine, Shirts
8.95
16160 - Presser, Machine, Wearing Apparel, Laundry
8.95
16190 - Sewing Machine Operator
12.30
16220 - Tailor
13.01
16250 - Washer, Machine
9.81
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room)
18.95
19040 - Tool And Die Maker
23.05
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator
17.26
21030 - Material Coordinator
21.29
21040 - Material Expediter
21.29
21050 - Material Handling Laborer
12.65
21071 - Order Filler
13.21
21080 - Production Line Worker (Food Processing)
17.26
21110 - Shipping Packer
14.46
21130 - Shipping/Receiving Clerk
14.46

21140 - Store Worker I
10.44
21150 - Stock Clerk
14.35
21210 - Tools And Parts Attendant
17.26
21410 - Warehouse Specialist
17.26
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder
25.68
23021 - Aircraft Mechanic I
24.46
23022 - Aircraft Mechanic II
25.68
23023 - Aircraft Mechanic III
26.97
23040 - Aircraft Mechanic Helper
16.61
23050 - Aircraft, Painter
23.42
23060 - Aircraft Servicer
18.71
23080 - Aircraft Worker
19.90
23110 - Appliance Mechanic
20.60
23120 - Bicycle Repairer
14.43
23125 - Cable Splicer
24.98
23130 - Carpenter, Maintenance
20.36
23140 - Carpet Layer
18.70
23160 - Electrician, Maintenance
25.37
23181 - Electronics Technician Maintenance I
22.08
23182 - Electronics Technician Maintenance II
23.44
23183 - Electronics Technician Maintenance III
24.70
23260 - Fabric Worker
17.90
23290 - Fire Alarm System Mechanic
21.46
23310 - Fire Extinguisher Repairer
16.50
23311 - Fuel Distribution System Mechanic
22.81
23312 - Fuel Distribution System Operator
19.38
23370 - General Maintenance Worker
20.91
23380 - Ground Support Equipment Mechanic
24.46

23381 - Ground Support Equipment Servicer
18.71
23382 - Ground Support Equipment Worker
19.90
23391 - Gunsmith I
16.50
23392 - Gunsmith II
19.18
23393 - Gunsmith III
21.46
23410 - Heating, Ventilation And Air-Conditioning Mechanic
21.96
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research
Facility)
23.13
23430 - Heavy Equipment Mechanic
21.46
23440 - Heavy Equipment Operator
21.46
23460 - Instrument Mechanic
21.46
23465 - Laboratory/Shelter Mechanic
20.36
23470 - Laborer
14.27
23510 - Locksmith
19.76
23530 - Machinery Maintenance Mechanic
21.77
23550 - Machinist, Maintenance
21.52
23580 - Maintenance Trades Helper
15.10
23591 - Metrology Technician I
21.46
23592 - Metrology Technician II
22.61
23593 - Metrology Technician III
23.72
23640 - Millwright
23.30
23710 - Office Appliance Repairer
21.00
23760 - Painter, Maintenance
20.36
23790 - Pipefitter, Maintenance
22.76
23810 - Plumber, Maintenance
20.99
23820 - Pneudraulic Systems Mechanic
21.46
23850 - Rigger
21.46
23870 - Scale Mechanic
19.18
23890 - Sheet-Metal Worker, Maintenance
21.46

23910 - Small Engine Mechanic
20.05
23931 - Telecommunications Mechanic I
25.22
23932 - Telecommunications Mechanic II
26.58
23950 - Telephone Lineman
24.43
23960 - Welder, Combination, Maintenance
21.46
23965 - Well Driller
21.46
23970 - Woodcraft Worker
21.46
23980 - Woodworker
16.50
24000 - Personal Needs Occupations
24570 - Child Care Attendant
11.58
24580 - Child Care Center Clerk
16.15
24610 - Chore Aide
9.58
24620 - Family Readiness And Support Services Coordinator
12.95
24630 - Homemaker
16.75
25000 - Plant And System Operations Occupations
25010 - Boiler Tender
24.98
25040 - Sewage Plant Operator
20.23
25070 - Stationary Engineer
24.98
25190 - Ventilation Equipment Tender
17.56
25210 - Water Treatment Plant Operator
20.23
27000 - Protective Service Occupations
27004 - Alarm Monitor
17.66
27007 - Baggage Inspector
11.51
27008 - Corrections Officer
19.83
27010 - Court Security Officer
23.26
27030 - Detection Dog Handler
17.66
27040 - Detention Officer
19.83
27070 - Firefighter
22.39
27101 - Guard I
11.51
27102 - Guard II
17.66

27131 - Police Officer I
23.94
27132 - Police Officer II
26.60
28000 - Recreation Occupations
28041 - Carnival Equipment Operator
12.35
28042 - Carnival Equipment Repairer
13.30
28043 - Carnival Equipment Worker
8.40
28210 - Gate Attendant/Gate Tender
13.01
28310 - Lifeguard
11.59
28350 - Park Attendant (Aide)
14.56
28510 - Recreation Aide/Health Facility Attendant
10.62
28515 - Recreation Specialist
18.04
28630 - Sports Official
11.59
28690 - Swimming Pool Operator
16.85
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer
20.55
29020 - Hatch Tender
20.55
29030 - Line Handler
20.55
29041 - Stevedore I
19.18
29042 - Stevedore II
21.64
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (2)
34.71
30011 - Air Traffic Control Specialist, Station (HFO) (2)
23.94
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)
26.36
30021 - Archeological Technician I
17.06
30022 - Archeological Technician II
19.03
30023 - Archeological Technician III
23.76
30030 - Cartographic Technician
24.85
30040 - Civil Engineering Technician
22.19
30061 - Drafter/CAD Operator I
17.92
30062 - Drafter/CAD Operator II
20.06

30063 - Drafter/CAD Operator III
22.36
30064 - Drafter/CAD Operator IV
27.51
30081 - Engineering Technician I
20.19
30082 - Engineering Technician II
22.67
30083 - Engineering Technician III
25.37
30084 - Engineering Technician IV
31.43
30085 - Engineering Technician V
38.44
30086 - Engineering Technician VI
46.51
30090 - Environmental Technician
21.36
30210 - Laboratory Technician
22.36
30240 - Mathematical Technician
26.31
30361 - Paralegal/Legal Assistant I
20.03
30362 - Paralegal/Legal Assistant II
24.82
30363 - Paralegal/Legal Assistant III
30.35
30364 - Paralegal/Legal Assistant IV
36.73
30390 - Photo-Optics Technician
24.85
30461 - Technical Writer I
20.69
30462 - Technical Writer II
25.30
30463 - Technical Writer III
30.61
30491 - Unexploded Ordnance (UXO) Technician I
22.06
30492 - Unexploded Ordnance (UXO) Technician II
26.69
30493 - Unexploded Ordnance (UXO) Technician III
31.99
30494 - Unexploded (UXO) Safety Escort
22.06
30495 - Unexploded (UXO) Sweep Personnel
22.06
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)
22.14
30621 - Weather Observer, Senior (2)
23.98
31000 - Transportation/Mobile Equipment Operation Occupations
31020 - Bus Aide
11.99
31030 - Bus Driver
17.54

31043 - Driver Courier
12.71
31260 - Parking and Lot Attendant
9.06
31290 - Shuttle Bus Driver
13.89
31310 - Taxi Driver
13.98
31361 - Truckdriver, Light
13.89
31362 - Truckdriver, Medium
17.09
31363 - Truckdriver, Heavy
18.40
31364 - Truckdriver, Tractor-Trailer
18.40
99000 - Miscellaneous Occupations
99030 - Cashier
10.03
99050 - Desk Clerk
10.45
99095 - Embalmer
21.77
99251 - Laboratory Animal Caretaker I
10.47
99252 - Laboratory Animal Caretaker II
10.85
99310 - Mortician
27.25
99410 - Pest Controller
14.54
99510 - Photofinishing Worker
11.59
99710 - Recycling Laborer
15.73
99711 - Recycling Specialist
18.72
99730 - Refuse Collector
14.01
99810 - Sales Clerk
11.87
99820 - School Crossing Guard
11.37
99830 - Survey Party Chief
19.76
99831 - Surveying Aide
12.28
99832 - Surveying Technician
18.78
99840 - Vending Machine Attendant
12.61
99841 - Vending Machine Repairer
16.37
99842 - Vending Machine Repairer Helper
12.61

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 \$3.16 per hour 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 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 ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, 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.

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.