

SOLICITATION/CONTRACT/ORDER FOR COMMERCIAL ITEMS <i>OFFEROR TO COMPLETE BLOCKS 12, 17, 23, 24, AND 30</i>				1. REQUISITION NUMBER W81EYN12472276		PAGE 1 OF 164	
2. CONTRACT NO.		3. AWARD/EFFECTIVE DATE		4. ORDER NUMBER		5. SOLICITATION NUMBER DACW09-02-T-0001	
7. FOR SOLICITATION INFORMATION CALL		a. NAME OLGA JIMENEZ				b. TELEPHONE NUMBER (No Collect Calls) (213) 452-3238	
9. ISSUED BY CONTRACTING DIVISION PO BOX 532711 LOS ANGELES CA 90053-2325 TEL: FAX:		CODE DACW09		10. THIS ACQUISITION IS <input type="checkbox"/> UNRESTRICTED <input checked="" type="checkbox"/> SET ASIDE: 100%FOR <input checked="" type="checkbox"/> SMALL BUSINESS <input type="checkbox"/> SMALL DISADV. BUSINESS <input type="checkbox"/> 8(A) SIC: 7389 SIZE STANDARD: \$5.0		11. DELIVERY FOR FOB DESTINATION UNLESS BLOCK IS MARKED <input type="checkbox"/> SEE SCHEDULE <input type="checkbox"/> 13 a. THIS CONTRACT IS A RATED ORDER UNDER DPAS (15 CFR 700) 13 b. RATING 14. METHOD OF SOLICITATION <input checked="" type="checkbox"/> RFQ <input type="checkbox"/> IFB <input type="checkbox"/> RFP	
15. DELIVER TO SEE SCHEDULE		CODE		16. ADMINISTERED BY SEE ITEM 9		CODE	
17 a. CONTRACTOR/ OFFEROR TEL.		CODE		FACILITY CODE		18 a. PAYMENT WILL BE MADE BY CODE	
<input type="checkbox"/> 17 b. CHECK IF REMITTANCE IS DIFFERENT AND PUT SUCH ADDRESS IN OFFER				18 b. SUBMIT INVOICES TO ADDRESS SHOWN IN BLOCK 18 a. UNLESS BLOCK BELOW IS CHECKED <input type="checkbox"/> SEE ADDENDUM			
19. ITEM NO.		20. SCHEDULE OF SUPPLIES/ SERVICES		21 QUANTITY		22. UNIT	
		SEE SCHEDULE				23. UNIT PRICE	
						24. AMOUNT	
25. ACCOUNTING AND APPROPRIATION DATA						26. TOTAL AWARD AMOUNT	
<input type="checkbox"/> 27 a. SOLICITATION INCORPORATES BY REFERENCE FAR 52.212-1, 52.212-4, FAR 52.212-3 AND 52.212-5 ARE ATTACHED.						ADDENDA <input type="checkbox"/> ARE <input type="checkbox"/> ARE NOT ATTACHED	
<input type="checkbox"/> 27 b. CONTRACT/PURCHASE ORDER INCORPORATES BY REFERENCE FAR 52.212-4, FAR 52.212-5 IS ATTACHED.						ADDENDA <input type="checkbox"/> ARE <input type="checkbox"/> ARE NOT ATTACHED	
28. CONTRACTOR IS REQUIRED TO SIGN THIS DOCUMENT AND RETURN <u>2</u> COPIES TO ISSUING OFFICE. CONTRACTOR AGREES TO FURNISH AND DELIVER ALL ITEMS SET FORTH OR OTHERWISE IDENTIFIED ABOVE AND ON ANY ADDITIONAL SHEETS SUBJECT TO THE TERMS AND CONDITIONS SPECIFIED HEREIN.				29. AWARD OF CONTRACT: REFERENCE <input type="checkbox"/> OFFER DATED . YOUR OFFER ON SOLICITATION (BLOCK 5), INCLUDING ANY ADDITIONS OR CHANGES WHICH ARE SET FORTH HEREIN, IS ACCEPTED AS TO ITEMS:			
30 a. SIGNATURE OF OFFEROR/CONTRACTOR				31 a. UNITED STATES OF AMERICA (SIGNATURE OF CONTRACTING OFFICER)			
30 b. NAME AND TITLE OF SIGNER (TYPE OR PRINT)		30 c. DATE SIGNED		31 b. NAME OF CONTRACTING OFFICER (TYPE OR PRINT)		31 c. DATE SIGNED	
32 a. QUANTITY IN COLUMN 21 HAS BEEN <input type="checkbox"/> RECEIVED <input type="checkbox"/> INSPECTED <input type="checkbox"/> ACCEPTED, AND CONFORMS TO THE CONTRACT, EXCEPT AS NOTED				33. SHIP NUMBER <input type="checkbox"/> PARTIAL <input type="checkbox"/> FINAL		34. VOUCHER NUMBER	
						35. AMOUNT VERIFIED CORRECT FOR	
32 b. SIGNATURE OF AUTHORIZED GOVT. REPRESENTATIVE		32 c. DATE		36. PAYMENT <input type="checkbox"/> COMPLETE <input type="checkbox"/> PARTIAL <input type="checkbox"/> FINAL		37. CHECK NUMBER	
41 a. I CERTIFY THIS ACCOUNT IS CORRECT AND PROPER FOR PAYMENT				38. S/R ACCOUNT NUMBER		39. S/R VOUCHER NUMBER	
41 b. SIGNATURE AND TITLE OF CERTIFYING OFFICER		41 c. DATE		42a. RECEIVED BY (Print)		40. PAID BY	
				42b. RECEIVED AT (Location)			
				42c. DATE REC'D (YY/MM/DD)		42d. TOTAL CONTAINERS	

SECTION SF 1449 CONTINUATION SHEET

THE GOVERNMENT POINT OF CONTACT FOR TECHNICAL QUESTIONS IS GREGORY PEACOCK, AT (213) 452-3536.

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001	FFP - METEOROLOGICAL MONITORING AND FORECASTING SERVICES FOR THE WATER CONTROL MANAGEMENT FUNCTION OF THE CORPS OF ENGINEERS, LOS ANGELES DISTRICT . ALL WORK TO BE DONE IN ACCORDANCE WITH THE SCOPE OF WORK, CLAUSES,WAGE RATES, AND ATTACHMENTS 1 - 10. SERVICES ARE FOR THE PERIOD OF: 17 DEC 2001 THRU 16 DEC 2002 WITH AN OPTION PERIOD OF 9 MONTHS. PURCHASE REQUEST NUMBER W81EYN12472276				
				NET AMT	

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001AA	METEOROLOGICAL SERVICES FFP - (LACDA) LOS ANGELES COUNTY DRAINAGE AREA	12.00	Months		
				NET AMT	

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001AB	METEOROLOGICAL SERVICES FFP - SANTA ANA RIVER	12.00	Months		
				NET AMT	

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001AC	METEOROLOGICAL SERVICES FFP - ALAMO DAM	12.00	Months		

NET AMT

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001AD	METEOROLOGICAL SERVICES FFP - PAINTED ROCK DAM	12.00	Months		

NET AMT

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0002	9 MONTH OPTION FFP - FOR THE PERIOD OF: 17 DEC 2002 THRU 17 SEP 2003 FOR THE FOLLOWING LOCATIONS:				

NET AMT

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0002AA	METEOROLOGICAL SERVICES FFP - (LACDA) LOS ANGELES COUNTY DRAINAGE AREA	9.00	Months		

NET AMT

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0002AB	METEOROLOGICAL SERVICES FFP - SANTA ANA RIVER	9.00	Months		
					NET AMT

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0002AC	METEOROLOGICAL SERVICES FFP - ALAMO DAM	9.00	Months		
					NET AMT

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0002AD	METEOROLOGICAL SERVICES FFP - PAINTED ROCK DAM	9.00	Months		
					NET AMT

VERY IMPORTANT NOTICE TO ALL BIDDERS

All companies and agencies wanting to do business with the DoD **must** be registered in **CCR prior to award** of any contract, basic agreement, basic order agreement, or purchase order. A major benefit for your company to be registered with **CCR** is to increase your worldwide visibility to DoD for your specific goods and services.

Please take a few moments to visit the **CCR** database website at: <http://www.ccr.gov> to register your company or call the help line at: (888)227-2423.

SCOPE OF WORK
METEOROLOGICAL SERVICES: MONITORING AND FORECASTING

1. AREA OF APPLICATION: Los Angeles District (boundaries shown on enclosure 1) including all watersheds, streams, and reservoirs.
2. ITEM: Meteorological services for Los Angeles District: Monitoring and Forecasting.
3. AUTHORIZATION:
 - 3.a. Flood Control Acts of 22 June 1936 and 28 June 1938.
 - 3.b. EM 1110-2-3600 (Sections 6-3 and 8-5), "Management of Water Control Systems," dated 30 November 1987.
 - 3.c. ER 500-1-1 (Chapter 7), "Natural Disaster Procedures," dated 21 December 1984.
4. DESCRIPTION OF WORK AND SERVICES REQUIRED: The Contractor shall provide all meteorological monitoring and forecasting services necessary for the Water Control Management function of the Corps of Engineers, Los Angeles District.
5. SERVICES REQUIRED: The Contractor shall perform the work and services as follows:
 - 5.a. Daily Weather Briefing. By 0800 of every day, the Contractor shall provide a weather briefing to the District. The weather briefing shall be as described in Section 5.c
 - 5.b. Monitoring Weather Conditions and Weather Updates. The Contractor shall monitor weather conditions on a continuous basis that may require the operation of flood control projects within the Los Angeles District. When precipitation rates are expected to exceed 0.1 inch/hour within the Southern California portion of the Los Angeles District, the Contractor shall provide, as a minimum, updated weather briefings by 1300 and 2100 each day. If the 0800 briefing contains precipitation forecasts exceeding 0.1 inch per hour and the forecast has fallen below that amount, the contractor shall provide an updated briefing. The Contractor shall also provide any additional weather briefings required to keep the District informed of changing weather conditions occurring within the entire District. The lack of weather briefing updates by the Contractor will be construed by the District to mean that the Contractor confirms that the previous weather briefing is still valid, and that precipitation rates greater than 0.1 inches per hour are not expected at any of the project areas within Southern California for the next 24 hours. The weather briefings shall be as described in Section 5.c.
 - 5.c. Briefing of the District.

5.c.i. Oral and written briefings are required. The contractor shall be available for oral briefings whenever there is an active forecast in which the precipitation rate is expected to equal or exceed 0.1 inches per hour. Therefore oral briefings at late night or early morning hours may be required to update Reservoir Regulation Section staff. The oral briefing can be either face-to-face or by telephone. At the request and discretion of the Reservoir Regulation Section, the written briefing shall be made available to Reservoir Regulation Section in any, all, or any combination of the following methods: (1) posting to a publicly accessible web site supporting Hypertext Transfer Protocol (HTTP) standards allowing automatic retrieval utilizing standard Java URL class methods, (2) transfer to a specified Los Angeles District-operated FTP server utilizing File Transfer Protocol (FTP) standards, and (3) transfer via telephone facsimile to the facsimile device specified by the Reservoir Regulation Section.

5.c.ii. The written briefing will be in the form of a Significant Weather & Quantitative Precipitation Forecast (SW/QPF). The SW/QPF shall consist of three sections: 1) a quantitative precipitation forecast (QPF), 2) a weather satellite map, and 3) text describing weather conditions, contributing factors, watershed runoff conditions, extended forecast (one-week outlook) and additional remarks.

5.c.ii.(1) In the QPF section (example shown as enclosure 10):

5.c.ii.(1)(a) Forecast and outlook precipitation amounts shall be entered for each drainage basin or area of the Los Angeles District, which is significant to reservoir regulation and emergency management. Normally, entries for the eight (8) Los Angeles County Drainage Area (LACDA) and the nine (9) Santa Ana River sub-basins shall be made. A map showing the eight (8) LACDA sub-basins is included as Enclosure 2. A map of the nine (9) Santa Ana sub-basins is included as Enclosure 3. Other basins for which entries shall be made, when pertinent, include drainages in Santa Barbara, Ventura, and San Diego Counties; Las Vegas and vicinity; the drainage above Alamo Dam; and as many of the eight (8) Salt, Verde, and Gila River drainages above Painted Rock Dam as are necessary to accurately define the Gila River basin precipitation. Drainage boundaries are shown on enclosures 4 through 9.

5.c.ii.(1)(b) The smallest required time increment of forecast periods is 1 hour. As determined by the government, the time interval may vary from 1 to 12 hour intervals. The time interval of the outlook columns shall be 5 days. SW/QPFs shall be updated as necessary to ensure an accurate forecast based on currently known meteorologic conditions during significant storm and flood events, generally between three and four SW/QPFs are needed during a 24- hour period.

5.c.ii.(1)(c) A qualitative description of the reliability and potential variability of the forecast will be included as part of each SW/QPF.

5.c.ii.(1)(d) Precipitation amounts in the forecast and outlook columns shall be entered in tenths of an inch. Any forecast or outlook amount of zero precipitation (when rounded to the nearest tenth of an inch) shall be left blank.

5.c.ii.(1)(e) Snow levels, in thousands of feet above sea level

(rounded to the nearest one thousand (1,000) feet), shall be entered for the existing snow line conditions, as well as for any forecast or outlook precipitation. The number 0 shall be used if snow is forecast to fall below 500 feet. If no precipitation is expected to fall during a particular time interval throughout the region listed, then the snow level entry shall be left blank.

5.c.ii.(1)(f) When the SW/QPF has been prepared for reasons other than the 8:00 am report or forecast of quantitative precipitation (e.g., for locally heavy thunderstorm precipitation, with no significant basin-wide average precipitation) then the tabulated listings in the QPF section shall be omitted.

5.c.ii.(2) A weather satellite map pertinent to the current or forecast weather conditions shall be part of each SW/QPF. The cities of Los Angeles, Las Vegas, Phoenix, plus the District boundaries, shall be indicated on each map. An example of such a satellite map is included in Enclosure 11. The map shall be annotated to show significant weather systems, air masses, fronts, etc., and their intensities and movement (speed and direction).

5.c.iii. The oral briefing will be a description of the written briefing.

5.c.iv. Each SW/QPF shall be transmitted or made available to the Reservoir Regulation Section as described in Paragraph 5.c.i. in the following forms:

5.c.iv.(1) The descriptive text and precipitation amounts shall be transmitted or made available to the Water Control Data System computer as an ASCII text file. The text file shall be in a fixed format approved by Reservoir Regulation Section. This precipitation forecast may be used directly as input for real-time runoff forecasting models. This shall be required each time a new SW/QPF is issued, and

5.c.iv.(2) the forecasted precipitation amounts and date/time of rainfall excluding descriptive text shall be transmitted or made available to the Water Control Data System as a second, separate ASCII text file in a simplified fixed format approved by Reservoir Regulation Section. This precipitation forecast may be used directly as input for real-time runoff forecasting models. This shall be required each time a new SW/QPF is issued, and

5.c.iv.(3) the weather satellite map shall be transmitted or made available to the Water Control data System in a standard graphic file format (e.g. jpeg) approved by Reservoir Regulation Section. If the Reservoir Regulation Section requests it, the weather satellite map shall be transmitted by FAX even if it has been made transmitted or made available by other electronic means.

5.c.iv.(4) If there is a failure in the power lines or a malfunction in the equipment, it is up to the Contractor to ensure the delivery of the product as deemed suitable by the Reservoir Regulation Section. The text and weather satellite map shall be hand delivered directly to the Reservoir Regulation Section. The SW/QPF shall still be entered onto the Water Control Data System Computer as soon as the equipment is operational again.

5.d. Long-Range Outlooks. Prior to the beginning of each calendar month, the

Contractor shall provide a thirty (30) day outlook of precipitation for all portions of the Los Angeles District. Prior to 15 November of each year, the Contractor shall provide a narrative describing the Contractor's best estimate of precipitation conditions throughout the Los Angeles District for the upcoming winter.

6. PERIOD OF SERVICE: The Contractor shall perform the work and services beginning at the award date if this Contract, and continue for one year with an option period of 9 months.

7. REVIEWS AND SUBMITTALS: The project shall have one (1) review each year:

7.a. Review Conference: The review conference shall be held at the Los Angeles District within ninety (90) days of the beginning of service; the exact date and time shall be mutually agreed upon by the Contracting Officer and the Contractor. At this time, all work to date by the Contractor shall be reviewed and discussed. Requirements of the Contractor shall be discussed.

8. ITEMS AND DATA TO BE FURNISHED BY THE CORPS OF ENGINEERS:

8.a. The Corps of Engineers shall make available to the Contractor:

8.a.i. Access to an Internet accessible FTP server. The use of this FTP server shall be limited to transferring weather forecasts to the Corps of Engineers. The methods by which the Contractor can access this FTP server shall be through the Internet from a terminal or personal computer supplied by the Contractor, with all telephone line and network access charges assumed by the Contractor.

8.a.ii. Information from related studies, design memoranda, and other pertinent available data in the Corps of Engineers, Los Angeles District files which may contribute to the accomplishment of tasks outlined in this Scope are to be reviewed, as necessary by the Contractor in the Los Angeles District office. Individual items may be checked out, if needed, with the approval of the Contracting Officer; and all such items are to be returned to the Los Angeles District office as soon as possible, and in no case later than termination of services by the Contractor. The materials include, but are not limited to:

8.a.ii.(1) Corps of Engineers publications:

8.a.ii.(1)(a) Water Control Handbook, Los Angeles District reservoirs, Los Angeles District, latest edition.

8.a.ii.(1)(b) Water Control Manuals for Los Angeles District reservoirs, as available.

8.a.ii.(1)(c) Storm Studies of historical Los Angeles District precipitation events.

8.a.ii.(2) Publications by the United States Geological Survey, the State of California, county flood control districts, and other publications on file in the Los

Angeles District office:

- 8.a.ii.(2)(a) NOAA Atlas 2 and related oversize precipitation frequency charts.
- 8.a.ii.(2)(b) Mean annual precipitation charts.
- 8.a.ii.(2)(c) Climatological Data, Hourly Precipitation Data, and related publications.
- 8.a.ii.(2)(d) U.S. Geological Survey Water Resources Data publications.
- 8.a.ii.(2)(e) State of California precipitation frequency publications.
- 8.a.ii.(2)(f) County flood control district annual/biennial data.
- 8.a.ii.(2)(g) Publications on probable maximum precipitation.

9. DEVIATION FROM THE SCOPE:

9.a. The Contractor shall not incorporate into this project any instructions received (in writing or orally) directly from personnel at any of the dam facilities, at the Corps of Engineers Base Yard, or other Corps of Engineers offices, without written approval from the Contracting Officer. The coordination with others of the forecast and other services provided by the Contractor is the responsibility of the Chief, Reservoir Regulation Section, Los Angeles District, Corps of Engineers. All contacts made by the Contractor to the Corps of Engineers shall be with the Contracting Officer or staff of the Reservoir Regulation Section, Los Angeles District.

9.b. The Contractor shall not depart from, or perform beyond, the Scope and criteria on which this Scope is based without the written direction of the Contracting Officer.

10. PROJECT MANAGEMENT:

10.a. The Contractor shall name and assign a responsible meteorologist as Project Manager. The Project Manager shall maintain a project file to contain all correspondence and criteria pertinent to this project and this Scope.

10.b. Representatives of the Reservoir Regulation Section, Los Angeles District, may visit the Contractor's office at any time during the contract for the specific purpose of examining the progress of the work and to resolve any questions the Contractor may have concerning the forecasts provided.

11. OTHER REQUIREMENTS:

11.a. Subcontractors: The Contractor shall not enter into any subcontracts without prior written approval of the Contracting Officer.

11.b. Responsibility for Field Work: The Contractor shall be responsible for all damages to persons and property that occur as a result of the Contractor's fault or negligence in connection with field work, and shall save and hold the Corps of Engineers free from all claims and suits arising from such damages.

11.c. Release of Data: All data, reports, and materials relative to this Scope are the property of the Corps of Engineers and will not be released by the Contractor, subcontractors, or employees on temporary duty, without written approval of the Contracting Officer.

12. PAYMENTS The Contractor shall be paid monthly.

EVALUATION FACTORS

CATEGORY 1 - TECHNICAL EVALUATION ELEMENTS

FACTOR 1: TECHNICAL CAPABILITY. The offeror shall provide information-describing staff education, significant weather and quantitative precipitation forecast (SW/QPF) experience, experience forecasting in Los Angeles District geographic area, and other qualifications such as teaching and research.

FACTOR 2: CAPABILITY TO PERFORM. The offeror shall provide information describing the company's computer, hydrometeorologic data, and communication resources; size and availability of staff; and ability to prepare accurate and timely SW/QPFs for the Los Angeles District area of responsibility. To assist the government in evaluating this Factor, the offeror shall address the following three (3) subfactors. All subfactors are of equal importance.

(1) RESOURCES. Describe methods used to collect and process meteorologic and hydrologic data including descriptions of computer facilities and data sources. Describe communication facilities and capabilities and plan to transmit information to LAD. Include description of contingency plans for transmitting weather products to LAD in the event of Internet, telephone, or power outages.

(2) STAFFING. Provide information on number of fulltime staff, reliance or lack of reliance on subcontractors, and description of plan to provide 7-day/24-hr service when required.

(3) ABILITY TO PREPARE SWS/QPFs. Describe plans and processes for preparing timely and accurate SWS/QPFs in support of LAD water management responsibilities. Include description of proposed weather briefing materials and presentation of weather forecast products to LAD. Describe plans to provide long range outlooks of precipitation in LAD.

CATEGORY 2 - PAST PERFORMANCE

The offeror shall submit a list of completed and in-progress contracts in the past three (3) years that are similar in nature to this solicitation's work requirements. The Government will not evaluate information on work listed that was done longer than three years ago. The Government will contact selected references submitted by the offeror; the Government may also check past performance information obtained from sources other than those identified by the offeror. An offeror with no past performance relevant to specific major features of this solicitation must so state. The offeror will, in this case, neither be scored favorably or unfavorably for this Factor. All relevant facts and circumstances gathered from the offeror's listed references and other sources of the information available to the

Government will be used to evaluate the offeror's overall past performance and quality of performance. Confidential customers/clients will not be accepted as references. At no time will the names of the individuals providing reference information on the offeror's past performance be revealed to the offeror or to any other party.

To assist the Government in properly evaluating this Category, the offeror shall address the following two (2) factors, using the above general criteria. The two factors are of equal importance.

FACTOR 1: METEOROLOGICAL MONITORING AND FORECASTING EXPERIENCE. List completed or in-progress contracts using the above criteria. Under each, the offeror will indicate the firm's role in each contract (and percentage of work for which the firm was responsible), whether the offeror was the prime, in a joint venture or subcontractor. All projects submitted should contain the name and address of the customer and names and current telephone and fax numbers and e-mail addresses of persons in the customer's office who are familiar with the contract and its execution.

FACTOR 2: QUALITY OF SERVICE AND CUSTOMER SATISFACTION. For the listed contracts, provide documentation that attests to the offeror's quality of performance. Include copies of formal past performance appraisals or letters from the customers or contracting agencies. Provide written support as to the level of satisfaction obtained from the offeror's customers for similar work performed within the past three (3) years. Provide copies of letters of recommendation/appreciation or certificates of appreciation/recommendation from the offeror's customers or contracting agencies for contracts addressed in this Factor. Government personnel may contact the references listed in this Section to obtain or verify the information.

BASIS FOR AWARD:

The Government intends make award to one responsible offeror whose proposal is determined to be the most advantageous to the Government in accordance with the following relationship among performance risk, technical merit, proposal risk and price/cost:

Demonstrated past performance on relevant projects, technical merit, and price/cost are of equal importance. The Government is interested in obtaining the services of a concern that has demonstrated successful past performance in the provision of meteorological forecasting services, understands and offers a good approach to performing the technical requirements of this solicitation, and proposes a fair and reasonable price/cost.

The Contractor shall address the evaluation criteria in categories listed above. Award will be made to the offeror whose proposal contains a combination of those criteria offering the best overall value to the Government. This will be determined by comparing the differences in the evaluation of non-cost technical, past-performance, with differences in cost to the Government. **In accordance with FAR 15.304 (e), all technical evaluation elements are approximately equal to price.**

In making this comparison all evaluation factors other than cost/price when combined are approximately equal to cost/price.

The degree of importance of cost/price could become greater depending upon the quality of the proposals for the other non-cost/price evaluation factors. When competing proposal are determined to be substantially equal, cost factors will become the controlling factor.

It is the intent of the Government to make a selection based on initial offers without conducting further discussion or requesting additional information. Therefore, proposals should be submitted initially on the most favorable terms.

INSTRUCTIONS FOR SUBMITTING NON-PRICE/COST PROPOSALS

a. General. Each offeror is required to submit a written non-price/cost proposal. The proposal will demonstrate the capabilities of the offeror to perform and the offeror's understanding of the work described in the solicitation. The price proposal shall be submitted under separate cover and in the format outlined in pricing schedule. The proposal should be prepared simply and economically, providing straightforward, concise delineation of capabilities to perform satisfactorily the contract being sought.

b. Page limitation. Submittal of non-price proposals are limited to a maximum total of 20 single one-sided 8 1/2" x 11" pages. Sheets larger than 8 1/2" x 11" may not be used for narrative information. Character font and size should be selected for clarity and ease of reading. (10 to 12 point font is preferred).

c. Number of copies. The non-price/cost proposal shall be submitted in hard copy and marked as one original and four copies.

d. Delivery and due date for non-price/cost proposal. Proposals shall be clearly marked with the solicitation number on the cover of the package and submitted to the following address by the close of business (4:30 p.m.) on **11 Dec 2001**:

U.S. Army Corps of Engineers
 ATTN: Olga Jimenez
 911 Wilshire Blvd., Suite 1040
 Los Angeles, CA 90017

e. Points of Contact. The points of contact for this solicitation are:

Technical – Gregory Peacock (213) 452-3536
 Contractual – Olga Jimenez (213) 452-3238

CLAUSES INCORPORATED BY REFERENCE:

52.212-1	Instructions to Offerors--Commercial Items	OCT 2000
52.212-4	Contract Terms and Conditions--Commercial Items	MAY 2001

CLAUSES INCORPORATED BY FULL TEXT

52.212-2 EVALUATION--COMMERCIAL ITEMS (JAN 1999)

(a) The Government will award a contract resulting from this solicitation to the responsible offeror whose offer conforming to the solicitation will be most advantageous to the Government, price and other factors considered. The following factors shall be used to evaluate offers:

(PLEASE REFER TO EVALUATION FACTORS ABOVE)

Technical and past performance, when combined, are . (Contracting Officer state, in accordance with FAR 15.304, the relative importance of all other evaluation factors, when combined, when compared to price.)

(b) Options. The Government will evaluate offers for award purposes by adding the total price for all options to the total price for the basic requirement. The Government may determine that an offer is unacceptable if the option prices are significantly unbalanced. Evaluation of options shall not obligate the Government to exercise the option(s).

(c) A written notice of award or acceptance of an offer, mailed or otherwise furnished to the successful offeror within the time for acceptance specified in the offer, shall result in a binding contract without further action by either party. Before the offer's specified expiration time, the Government may accept an offer (or part of an offer), whether or not there are negotiations after its receipt, unless a written notice of withdrawal is received before award.

(End of clause)

52.217-9 OPTION TO EXTEND THE TERM OF THE CONTRACT (MAR 2000)

(a) The Government may extend the term of this contract by written notice to the Contractor within (insert the period of time within which the Contracting Officer may exercise the option); provided that the Government gives the Contractor a preliminary written notice of its intent to extend at least days (60 days unless a different number of days is inserted) before the contract expires. The preliminary notice does not commit the Government to an extension.

(b) If the Government exercises this option, the extended contract shall be considered to include this option clause.

(c) The total duration of this contract, including the exercise of any options under this clause, shall not exceed 21 months.

(End of clause)

52.212-3 OFFEROR REPRESENTATIONS AND CERTIFICATIONS--COMMERCIAL ITEMS (MAY 2001)

(a) Definitions. As used in this provision:

"Emerging small business" means a small business concern whose size is no greater than 50 percent of the numerical size standard for the NAICS code designated.

"Forced or indentured child labor" means all work or service-

(1) Exacted from any person under the age of 18 under the menace of any penalty for its nonperformance and for which the worker does not offer himself voluntarily; or

(2) Performed by any person under the age of 18 pursuant to a contract the enforcement of which can be accomplished by process of penalties.

Service-disabled veteran-owned small business concern--

(1) Means a small business concern--

(i) Not less than 51 percent of which is owned by one or more service--disabled veterans or, in the case of any publicly owned business, not less than 51 percent of the stock of which is owned by one or more service-disabled veterans; and

(ii) The management and daily business operations of which are controlled by one or more service-disabled veterans or, in the case of a veteran with permanent and severe disability, the spouse or permanent caregiver of such veteran.

(2) Service-disabled veteran means a veteran, as defined in 38 U.S.C. 101(2), with a disability that is service-connected, as defined in 38 U.S.C. 101(16).

"Small business concern" means a concern, including its affiliates, that is independently owned and operated, not dominant in the field of operation in which it is bidding on Government contracts, and qualified as a small business under the criteria in 13 CFR Part 121 and size standards in this solicitation.

Veteran-owned small business concern means a small business concern--

(1) Not less than 51 percent of which is owned by one or more veterans (as defined at 38 U.S.C. 101(2)) or, in the case of any publicly owned business, not less than 51 percent of the stock of which is owned by one or more veterans; and

(2) The management and daily business operations of which are controlled by one or more veterans.

"Women-owned small business concern" means a small business concern--

(1) That is at least 51 percent owned by one or more women or, in the case of any publicly owned business, at least 51 percent of its stock is owned by one or more women; and

(2) Whose management and daily business operations are controlled by one or more women.

"Women-owned business concern" means a concern which is at least 51 percent owned by one or more women; or in the case of any publicly owned business, at least 51 percent of the stock of which is owned by one or more women; and whose management and daily business operations are controlled by one or more women.

(b) Taxpayer Identification Number (TIN) (26 U.S.C. 6109, 31 U.S.C. 7701). (Not applicable if the offeror is required to provide this information to a central contractor registration database to be eligible for award.)

(1) All offerors must submit the information required in paragraphs (b)(3) through (b)(5) of this provision to comply with debt collection requirements of 31 U.S.C. 7701(c) and 3325(d), reporting requirements of 26 U.S.C. 6041, 6041A, and 6050M, and implementing regulations issued by the Internal Revenue Service (IRS).

(2) The TIN may be used by the Government to collect and report on any delinquent amounts arising out of the offeror's relationship with the Government (31 U.S.C. 7701(c)(3)). If the resulting contract is subject to the payment reporting requirements described in FAR 4.904, the TIN provided hereunder may be matched with IRS records to verify the accuracy of the offeror's TIN.

(3) Taxpayer Identification Number (TIN).

___ TIN:-----

___ TIN has been applied for.

TIN is not required because:

Offeror is a nonresident alien, foreign corporation, or foreign partnership that does not have income effectively connected with the conduct of a trade or business in the United States and does not have an office or place of business or a fiscal paying agent in the United States;

Offeror is an agency or instrumentality of a foreign government;

Offeror is an agency or instrumentality of the Federal Government.

(4) Type of organization.

Sole proprietorship;

Partnership;

Corporate entity (not tax-exempt);

Corporate entity (tax-exempt);

Government entity (Federal, State, or local);

Foreign government;

International organization per 26 CFR 1.6049-4;

Other-----

(5) Common parent.

Offeror is not owned or controlled by a common parent;

Name and TIN of common parent:

Name-----

TIN-----

(c) Offerors must complete the following representations when the resulting contract is to be performed inside the United States, its territories or possessions, Puerto Rico, the Trust Territory of the Pacific Islands, or the District of Columbia. Check all that apply.

(1) Small business concern. The offeror represents as part of its offer that it () is, () is not a small business concern.

(2) Veteran-owned small business concern. (Complete only if the offeror represented itself as a small business concern in paragraph (c)(1) of this provision.) The offeror represents as part of its offer that it () is, () is not a veteran-owned small business concern.

(3) Service-disabled veteran-owned small business concern. (Complete only if the offeror represented itself as a veteran-owned small business concern in paragraph (c)(2) of this provision.) The offeror represents as part of its offer that it () is, () is not a service-disabled veteran-owned small business concern.

(4) Small disadvantaged business concern. (Complete only if the offeror represented itself as a small business concern in paragraph (c)(1) of this provision.) The offeror represents, for general statistical purposes, that it () is, () is not a small disadvantaged business concern as defined in 13 CFR 124.1002.

(5) Women-owned small business concern. (Complete only if the offeror represented itself as a small business concern in paragraph (c)(1) of this provision.) The offeror represents that it () is, () is not a women-owned small business concern.

Note: Complete paragraphs (c)(6) and (c)(7) only if this solicitation is expected to exceed the simplified acquisition threshold.

(6) Women-owned business concern (other than small business concern). (Complete only if the offeror is a women-owned business concern and did not represent itself as a small business concern in paragraph (c)(1) of this provision.) The offeror represents that it () is, a women-owned business concern.

(7) Tie bid priority for labor surplus area concerns. If this is an invitation for bid, small business offerors may identify the labor surplus areas in which costs to be incurred on account of manufacturing or production (by offeror or first-tier subcontractors) amount to more than 50 percent of the contract price:

(8) Small Business Size for the Small Business Competitiveness Demonstration Program and for the Targeted Industry Categories under the Small Business Competitiveness Demonstration Program. (Complete only if the offeror has represented itself to be a small business concern under the size standards for this solicitation.)

(i) (Complete only for solicitations indicated in an addendum as being set-aside for emerging small businesses in one of the four designated industry groups (DIGs).) The offeror represents as part of its offer that it * is, * is not an emerging small business.

(ii) (Complete only for solicitations indicated in an addendum as being for one of the targeted industry categories (TICs) or four designated industry groups (DIGs).) Offeror represents as follows:

(A) Offeror's number of employees for the past 12 months (check the Employees column if size standard stated in the solicitation is expressed in terms of number of employees); or

(B) Offeror's average annual gross revenue for the last 3 fiscal years (check the Average Annual Gross Number of Revenues column if size standard stated in the solicitation is expressed in terms of annual receipts).

(Check one of the following):

Average Annual

Number of Employees Gross Revenues

___ 50 or fewer ___ \$1 million or less

___ 51 - 100 ___ \$1,000,001 - \$2 million

___ 101 - 250 ___ \$2,000,001 - \$3.5 million

___ 251 - 500 ___ \$3,500,001 - \$5 million

___ 501 - 750 ___ \$5,000,001 - \$10 million

___ 751 - 1,000 ___ \$10,000,001 - \$17 million

___ Over 1,000 ___ Over \$17 million

(9) (Complete only if the solicitation contains the clause at FAR 52.219-23, Notice of Price Evaluation Adjustment for Small Disadvantaged Business Concerns or FAR 52.219-25, Small Disadvantaged Business Participation Program-Disadvantaged Status and Reporting, and the offeror desires a benefit based on its disadvantaged status.)

(i) General. The offeror represents that either--

(A) It () is, () is not certified by the Small Business Administration as a small disadvantaged business concern and identified, on the date of this representation, as a certified small disadvantaged business concern in the database maintained by the Small Business Administration (PRO-Net), and that no material change in disadvantaged ownership and control has occurred since its certification, and, where the concern is owned by one or more individuals claiming disadvantaged status, the net worth of each individual upon whom the certification is based does not exceed \$750,000 after taking into account the applicable exclusions set forth at 13 CFR 124.104(c)(2); or

(B) It () has, () has not submitted a completed application to the Small Business Administration or a Private Certifier to be certified as a small disadvantaged business concern in accordance with 13 CFR 124, Subpart B, and a decision on that application is pending, and that no material change in disadvantaged ownership and control has occurred since its application was submitted.

(ii) Joint Ventures under the Price Evaluation Adjustment for Small Disadvantaged Business Concerns. The offeror represents, as part of its offer, that it is a joint venture that complies with the requirements in 13 CFR 124.1002(f) and that the representation in paragraph (c)(7)(i) of this provision is accurate for the small disadvantaged business concern that is participating in the joint venture. (The offeror shall enter the name of the small disadvantaged business concern that is participating in the joint venture: _____.)

(d) Certifications and representations required to implement provisions of Executive Order 11246--

(1) Previous Contracts and Compliance. The offeror represents that--

(i) It () has, () has not, participated in a previous contract or subcontract subject either to the Equal Opportunity clause of this solicitation, the and

(ii) It () has, () has not, filed all required compliance reports.

(2) Affirmative Action Compliance. The offeror represents that--

(i) It () has developed and has on file, () has not developed and does not have on file, at each establishment, affirmative action programs required by rules and regulations of the Secretary of Labor (41 CFR Subparts 60-1 and 60-2), or

(ii) It () has not previously had contracts subject to the written affirmative action programs requirement of the rules and regulations of the Secretary of Labor.

(e) Certification Regarding Payments to Influence Federal Transactions (31 U.S.C. 1352). (Applies only if the contract is expected to exceed \$100,000.) By submission of its offer, the offeror certifies to the best of its knowledge and belief that no Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress or an employee of a Member of Congress on his or her behalf in connection with the award of any resultant contract.

(f) Buy American Act--Balance of Payments Program Certificate. (Applies only if the clause at Federal Acquisition Regulation (FAR) 52.225-1, Buy American Act--Balance of Payments Program--Supplies, is included in this solicitation.)

(1) The offeror certifies that each end product, except those listed in paragraph (f)(2) of this provision, is a domestic end product as defined in the clause of this solicitation entitled ``Buy American Act--Balance of Payments Program--Supplies" and that the offeror has considered components of unknown origin to have been mined, produced, or manufactured outside the United States. The offeror shall list as foreign end products those end products manufactured in the United States that do not qualify as domestic end products.

(2) Foreign End Products:

Line Item No.:-----
Country of Origin:-----

(List as necessary)

(3) The Government will evaluate offers in accordance with the policies and procedures of FAR Part 25.

(g)(1) Buy American Act--North American Free Trade Agreement--Israeli Trade Act--Balance of Payments Program Certificate. (Applies only if the clause at FAR 52.225-3, Buy American Act--North American Free Trade Agreement--Israeli Trade Act--Balance of Payments Program, is included in this solicitation.)

(i) The offeror certifies that each end product, except those listed in paragraph (g)(1)(ii) or (g)(1)(iii) of this provision, is a domestic end product as defined in the clause of this solicitation entitled ``Buy American Act--North American Free Trade Agreement--Israeli Trade Act--Balance of Payments Program" and that the offeror has considered components of unknown origin to have been mined, produced, or manufactured outside the United States.

(ii) The offeror certifies that the following supplies are NAFTA country end products or Israeli end products as defined in the clause of this solicitation entitled ``Buy American Act--North American Free Trade Agreement--Israeli Trade Act--Balance of Payments Program":

NAFTA Country or Israeli End Products

Line Item No.:-----
Country of Origin:-----

(List as necessary)

(iii) The offeror shall list those supplies that are foreign end products (other than those listed in paragraph (g)(1)(ii) of this provision) as defined in the clause of this solicitation entitled ``Buy American Act--North American Free Trade Agreement--Israeli Trade Act--Balance of Payments Program." The offeror shall list as other foreign end products those end products manufactured in the United States that do not qualify as domestic end products.

Other Foreign End Products

Line Item No.:-----
Country of Origin:-----

(List as necessary)

(iv) The Government will evaluate offers in accordance with the policies and procedures of FAR Part 25.

(2) Buy American Act--North American Free Trade Agreements--Israeli Trade Act--Balance of Payments Program Certificate, Alternate I (Feb 2000). If Alternate I to the clause at FAR 52.225-3 is included in this solicitation, substitute the following paragraph (g)(1)(ii) for paragraph (g)(1)(ii) of the basic provision:

(g)(1)(ii) The offeror certifies that the following supplies are Canadian end products as defined in the clause of this solicitation entitled ``Buy American Act--North American Free Trade Agreement--Israeli Trade Act--Balance of Payments Program":

Canadian End Products

Line Item No.:-----

(List as necessary)

(3) Buy American Act--North American Free Trade Agreements--Israeli Trade Act--Balance of Payments Program Certificate, Alternate II (Feb 2000). If Alternate II to the clause at FAR 52.225-3 is included in this solicitation, substitute the following paragraph (g)(1)(ii) for paragraph (g)(1)(ii) of the basic provision:

(g)(1)(ii) The offeror certifies that the following supplies are Canadian end products or Israeli end products as defined in the clause of this solicitation entitled ``Buy American Act--North American Free Trade Agreement--Israeli Trade Act--Balance of Payments Program":

Canadian or Israeli End Products

Line Item No.:-----

Country of Origin:-----

(List as necessary)

(4) Trade Agreements Certificate. (Applies only if the clause at FAR 52.225-5, Trade Agreements, is included in this solicitation.)

(i) The offeror certifies that each end product, except those listed in paragraph (g)(4)(ii) of this provision, is a U.S.-made, designated country, Caribbean Basin country, or NAFTA country end product, as defined in the clause of this solicitation entitled ``Trade Agreements."

(ii) The offeror shall list as other end products those end products that are not U.S.-made, designated country, Caribbean Basin country, or NAFTA country end products.

Other End Products

Line Item No.:-----

Country of Origin:-----

(List as necessary)

(iii) The Government will evaluate offers in accordance with the policies and procedures of FAR Part 25. For line items subject to the Trade Agreements Act, the Government will evaluate offers of U.S.-made, designated country, Caribbean Basin country, or NAFTA country end products without regard to the restrictions of the Buy American Act or the Balance of Payments Program. The Government will consider for award only offers of U.S.-made, designated country, Caribbean Basin country, or NAFTA country end products unless the Contracting Officer determines that there are no offers for such products or that the offers for such products are insufficient to fulfill the requirements of the solicitation.

(h) Certification Regarding Debarment, Suspension or Ineligibility for Award (Executive Order 12549). The offeror certifies, to the best of its knowledge and belief, that --

(1) The offeror and/or any of its principals () are, () are not presently debarred, suspended, proposed for debarment, or declared ineligible for the award of contracts by any Federal agency, and

(2) () Have, () have not, within a three-year period preceding this offer, been convicted of or had a civil judgment rendered against them for: commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a Federal, state or local government contract or subcontract; violation of Federal or state antitrust statutes relating to the submission of offers; or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, tax evasion, or receiving stolen property; and () are, () are not presently indicted for, or otherwise criminally or civilly charged by a Government entity with, commission of any of these offenses.

(i) Certification Regarding Knowledge of Child Labor for Listed End Products (Executive Order 13126). [The Contracting Officer must list in paragraph (i)(1) any end products being acquired under this solicitation that are included in the List of Products Requiring Contractor Certification as to Forced or Indentured Child Labor, unless excluded at 22.1503(b).]

(1) Listed end products.

Listed End Product

Listed Countries of Origin

(2) Certification. (If the Contracting Officer has identified end products and countries of origin in paragraph (i)(1) of this provision, then the offeror must certify to either (i)(2)(i) or (i)(2)(ii) by checking the appropriate block.)

() (i) The offeror will not supply any end product listed in paragraph (i)(1) of this provision that was mined, produced, or manufactured in the corresponding country as listed for that product.

() (ii) The offeror may supply an end product listed in paragraph (i)(1) of this provision that was mined, produced, or manufactured in the corresponding country as listed for that product. The offeror certifies that it has made a good faith effort to determine whether forced or indentured child labor was used to mine, produce, or manufacture any such end product furnished under this contract. On the basis of those efforts, the offeror certifies that it is not aware of any such use of child labor.

(j) Certification Regarding Debarment, Suspension or Ineligibility for Award (Executive Order 12549). The offeror certifies, to the best of its knowledge and belief, that--

(1) The offeror and/or any of its principals () are, () are not presently debarred, suspended, proposed for debarment, or declared ineligible for the award of contracts by any Federal agency; and

(2) () Have, () have not, within a three-year period preceding this offer, been convicted of or had a civil judgment rendered against them for: commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a Federal, state or local government contract or subcontract; violation of Federal or state antitrust statutes relating to the submission of offers; or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, tax evasion, or receiving stolen property; and () are, () are not presently indicted for, or otherwise criminally or civilly charged by a Government entity with, commission of any of these offenses.

(End of provision)

52.212-5 CONTRACT TERMS AND CONDITIONS REQUIRED TO IMPLEMENT STATUTES OR EXECUTIVE ORDERS--COMMERCIAL ITEMS (MAY 2001)

(a) The Contractor shall comply with the following FAR clauses, which are incorporated in this contract by reference, to implement provisions of law or executive orders applicable to acquisitions of commercial items:

(1) 52.222-3, Convict Labor (E.O. 11755).

(2) 52.233-3, Protest after Award (31 U.S.C. 3553).

(b) The Contractor shall comply with the FAR clauses in this paragraph (b) that the Contracting Officer has indicated as being incorporated in this contract by reference to implement provisions of law or Executive orders applicable to acquisitions of commercial items or components:

(Contracting Officer shall check as appropriate.)

 N/A(1) 52.203-6, Restrictions on Subcontractor Sales to the Government, with Alternate I (41 U.S.C. 253g and 10 U.S.C. 2402).

 N/A(2) 52.219-3, Notice of HUBZone Small Business Set-Aside (Jan 1999).

 N/A(3) 52.219-4, Notice of Price Evaluation Preference for HUBZone Small Business Concerns (Jan 1999) (if the offeror elects to waive the preference, it shall so indicate in its offer).

 N/A(4) (i) 52.219-5, Very Small Business Set-Aside (Pub. L. 103-403, section 304, Small Business Reauthorization and Amendments Act of 1994).

 N/A(ii) Alternate I to 52.219-5.

 N/A(iii) Alternate II to 52.219-5.

 N/A(5) 52.219-8, Utilization of Small Business Concerns (15 U.S.C. 637 (d)(2) and (3)).

 N/A(6) 52.219-9, Small Business Subcontracting Plan (15 U.S.C. 637 (d)(4)).

 N/A(7) 52.219-14, Limitations on Subcontracting (15 U.S.C. 637(a)(14)).

 XX(8)(i) 52.219-23, Notice of Price Evaluation Adjustment for Small Disadvantaged Concerns (Pub. L. 103-355, section 7102, and 10 U.S.C. 2323) (if the offeror elects to waive the adjustment, it shall so indicate in its offer).

 XX(ii) Alternate I of 52.219-23.

 N/A(9) 52.219-25, Small Disadvantaged Business Participation Program--Disadvantaged Status and Reporting (Pub. L. 103-355, section 7102, and 10 U.S.C. 2323).

 N/A(10) 52.219-26, Small Disadvantaged Business Participation Program--Incentive Subcontracting (Pub. L. 103-355, section 7102, and 10 U.S.C. 2323).

 N/A(11) 52.222-21, Prohibition of Segregated Facilities (Feb 1999).

 XX (12) 52.222-26, Equal Opportunity (E.O. 11246).

_XX (13) 52.222-35, Affirmative Action for Disabled Veterans and Veterans of the Vietnam Era (38 U.S.C. 4212).

_XX (14) 52.222-36, Affirmative Action for Workers with Disabilities (29 U.S.C. 793).

_XX (15) 52.222-37, Employment Reports on Disabled Veterans and Veterans of the Vietnam Era (38 U.S.C. 4212).

_N/A(16) 52.222-19, Child Labor--Cooperation with Authorities and Remedies (E.O. 13126).

_N/A(17)(i) 52.223-9, Estimate of Percentage of Recovered Material Content for EPA-Designated Products (42 U.S.C. 6962(c)(3)(A)(ii)).

_N/A(ii) Alternate I of 52.223-9 (42 U.S.C. 6962(i)(2)(C)).

_N/A(18) 52.225-1, Buy American Act--Balance of Payments Program--Supplies (41 U.S.C. 10a-10d).

_N/A(19)(i) 52.225-3, Buy American Act--North American Free Trade Agreement--Israeli Trade Act--Balance of Payments Program (41 U.S.C. 10a-10d, 19 U.S.C. 3301 note, 19 U.S.C. 2112 note).

_N/A(ii) Alternate I of 52.225-3.

_N/A(iii) Alternate II of 52.225-3.

_N/A(20) 52.225-5, Trade Agreements (19 U.S.C. 2501, et seq., 19 U.S.C. 3301 note).

_N/A(21) 52.225-13, Restriction on Certain Foreign Purchases (E.O. 12722, 12724, 13059, 13067, 13121, and 13129).

N/A(22) 52.225-15, Sanctioned European Union Country End Products (E.O. 12849).

_N/A(23) 52.225-16, Sanctioned European Union Country Services (E.O.12849).

_N/A(24) 52.232-33, Payment by Electronic Funds Transfer--Central Contractor Registration (31 U.S.C. 3332).

_N/A(25) 52.232-34, Payment by Electronic Funds Transfer--Other than Central Contractor Registration (31 U.S.C. 3332).

_N/A(26) 52.232-36, Payment by Third Party (31 U.S.C. 3332).

_N/A(27) 52.239-1, Privacy or Security Safeguards (5 U.S.C. 552a).

_N/A (28) 52.247-64, Preference for Privately Owned U.S.-Flag Commercial Vessels (46 U.S.C. 1241).

(c) The Contractor shall comply with the FAR clauses in this paragraph (c), applicable to commercial services, which the Contracting Officer has indicated as being incorporated in this contract by reference to implement provisions of law or executive orders applicable to acquisitions of commercial items or components:

(Contracting Officer check as appropriate.)

_XX (1) 52.222-41, Service Contract Act of 1965, As amended (41 U.S.C. 351, et. seq.).

_XX(2) 52.222-42, Statement of Equivalent Rates for Federal Hires (29 U.S.C. 206 and 41 U.S.C. 351, et. seq.).

_XX(3) 52.222-43, Fair Labor Standards Act and Service Contract Act -- Price Adjustment (Multiple Year and Option Contracts) (29 U.S.C.206 and 41 U.S.C. 351, et seq.).

XX (4) 52.222-44, Fair Labor Standards Act and Service Contract Act - Price Adjustment (29 U.S.C. 206 and 41 U.S.C. 351, et seq.).

_XX (5) 52.222-47, SCA Minimum Wages and Fringe Benefits Applicable to Successor Contract Pursuant to Predecessor Contractor Collective Bargaining Agreement (CBA) (41 U.S.C. 351, et seq.).

(d) Comptroller General Examination of Record. The Contractor shall comply with the provisions of this paragraph (d) if this contract was awarded using other than sealed bid, is in excess of the simplified acquisition threshold, and does not contain the clause at 52.215-2, Audit and Records--Negotiation.

(1) The Comptroller General of the United States, or an authorized representative of the Comptroller General, shall have access to and right to examine any of the Contractor's directly pertinent records involving transactions related to this contract.

(2) The Contractor shall make available at its offices at all reasonable times the records, materials, and other evidence for examination, audit, or reproduction, until 3 years after final payment under this contract or for any shorter period specified in FAR Subpart 4.7, Contractor Records Retention, of the other clauses of this contract. If this contract is completely or partially terminated, the records relating to the work terminated shall be made available for 3 years after any resulting final termination settlement. Records relating to appeals under the disputes clause or to litigation or the settlement of claims arising under or relating to this contract shall be made available until such appeals, litigation, or claims are finally resolved.

(3) As used in this clause, records include books, documents, accounting procedures and practices, and other data, regardless of type and regardless of form. This does not require the Contractor to create or maintain any record that the Contractor does not maintain in the ordinary course of business or pursuant to a provision of law.

(e) Notwithstanding the requirements of the clauses in paragraphs (a), (b), (c) or (d) of this clause, the Contractor is not required to include any FAR clause, other than those listed below (and as may be required by an addenda to this paragraph to establish the reasonableness of prices under Part 15), in a subcontract for commercial items or commercial components--

(1) 52.222-26, Equal Opportunity (E.O. 11246);

(2) 52.222-35, Affirmative Action for Disabled Veterans and Veterans of the Vietnam Era (38 U.S.C. 2012(a));

(3) 52.222-36, Affirmative Action for Workers with Disabilities (29 U.S.C. 793);

(4) 52.247-64, Preference for Privately-Owned U.S.- Flag Commercial Vessels (46 U.S.C. 1241)(flow down not required for subcontracts awarded beginning May 1, 1996)., and

(5) 52.222-41, Service Contract Act of 1965, As Amended (41 U.S.C. 351, et seq.).

(End of clause)

52.252-1 SOLICITATION PROVISIONS INCORPORATED BY REFERENCE (FEB 1998)

This solicitation incorporates one or more solicitation provisions by reference, with the same force and effect as if they were given in full text. Upon request, the Contracting Officer will make their full text available. The offeror is cautioned that the listed provisions may include blocks that must be completed by the offeror and submitted with its

quotation or offer. In lieu of submitting the full text of those provisions, the offeror may identify the provision by paragraph identifier and provide the appropriate information with its quotation or offer. Also, the full text of a solicitation provision may be accessed electronically at this/these address(es):

[<http://www.arnet.gov/far>
<http://farsite.hill.af.mil>]

WAGE DETERMINATION NO: 94-2024 REV (20) AREA: AZ,PHOENIX

WAGE DETERMINATION NO: 94-2024 REV (20) AREA: AZ,PHOENIX
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
| WASHINGTON D.C. 20210
|
|
|
| Wage Determination No.: 1994-2024
William W.Gross | Division of | Revision No.: 20
Director | Wage Determinations | Date Of Last Revision: 10/10/2001

State: [h0h2Arizona](#)
Area: [h1h3Arizona](#) Counties of Apache, Coconino, Gila, Maricopa, Navajo, Pinal, Yavapai

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE RATE	MINIMUM WAGE
Administrative Support and Clerical Occupations	
Accounting Clerk I	8.56
Accounting Clerk II	9.44
Accounting Clerk III	10.75
Accounting Clerk IV	12.94
Court Reporter	12.54

Dispatcher, Motor Vehicle	12.54
Document Preparation Clerk	9.66
Duplicating Machine Operator	9.69
Film/Tape Librarian	11.47
General Clerk I	7.54
General Clerk II	8.81
General Clerk III	9.61
General Clerk IV	11.43
Housing Referral Assistant	13.87
Key Entry Operator I	8.96
Key Entry Operator II	10.08
Messenger (Courier)	7.66
Order Clerk I	8.75
Order Clerk II	12.19
Personnel Assistant (Employment) I	9.32
Personnel Assistant (Employment) II	11.54
Personnel Assistant (Employment) III	12.97
Personnel Assistant (Employment) IV	14.40
Production Control Clerk	13.87
Rental Clerk	11.47
Scheduler, Maintenance	11.47
Secretary I	10.85
Secretary II	12.54
Secretary III	13.87
Secretary IV	16.04
Secretary V	19.70
Service Order Dispatcher	10.67
Stenographer I	9.69
Stenographer II	10.89
Supply Technician	15.96
Survey Worker (Interviewer)	12.54
Switchboard Operator-Receptionist	9.69
Test Examiner	12.54
Test Proctor	12.54
Travel Clerk I	9.42
Travel Clerk II	10.17
Travel Clerk III	10.93
Word Processor I	10.54
Word Processor II	12.03
Word Processor III	13.37
Automatic Data Processing Occupations	
Computer Data Librarian	12.16
Computer Operator I	9.42
Computer Operator II	11.92
Computer Operator III	14.12
Computer Operator IV	17.04
Computer Operator V	18.58
Computer Programmer I (1)	15.69
Computer Programmer II (1)	18.69
Computer Programmer III (1)	21.72
Computer Programmer IV (1)	26.28
Computer Systems Analyst I (1)	22.13
Computer Systems Analyst II (1)	26.05
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	10.88
Automotive Service Occupations	

Automotive Body Repairer, Fiberglass	17.37
Automotive Glass Installer	15.63
Automotive Worker	15.63
Electrician, Automotive	16.50
Mobile Equipment Servicer	13.37
Motor Equipment Metal Mechanic	17.37
Motor Equipment Metal Worker	15.63
Motor Vehicle Mechanic	17.37
Motor Vehicle Mechanic Helper	12.16
Motor Vehicle Upholstery Worker	14.59
Motor Vehicle Wrecker	15.63
Painter, Automotive	16.50
Radiator Repair Specialist	15.63
Tire Repairer	12.92
Transmission Repair Specialist	17.37
Food Preparation and Service Occupations	
Baker	11.30
Cook I	9.77
Cook II	11.30
Dishwasher	7.33
Food Service Worker	6.57
Meat Cutter	13.00
Waiter/Waitress	7.22
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	16.50
Furniture Handler	9.89
Furniture Refinisher	16.50
Furniture Refinisher Helper	12.16
Furniture Repairer, Minor	14.59
Upholsterer	16.50
General Services and Support Occupations	
Cleaner, Vehicles	7.02
Elevator Operator	7.33
Gardener	10.47
House Keeping Aid I	6.35
House Keeping Aid II	7.33
Janitor	7.33
Laborer, Grounds Maintenance	7.74
Maid or Houseman	6.35
Pest Controller	10.70
Refuse Collector	7.33
Tractor Operator	9.56
Window Cleaner	8.30
Health Occupations	
Dental Assistant	11.21
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	12.33
Licensed Practical Nurse II	13.72
Licensed Practical Nurse III	15.35
Medical Assistant	9.92
Medical Laboratory Technician	11.24
Medical Record Clerk	11.24
Medical Record Technician	15.57
Nursing Assistant I	7.35
Nursing Assistant II	8.26
Nursing Assistant III	8.71

Nursing Assistant IV	9.79
Pharmacy Technician	12.19
Phlebotomist	10.09
Registered Nurse I	15.57
Registered Nurse II	19.06
Registered Nurse II, Specialist	19.06
Registered Nurse III	23.06
Registered Nurse III, Anesthetist	23.06
Registered Nurse IV	27.62
Information and Arts Occupations	
Audiovisual Librarian	16.04
Exhibits Specialist I	15.53
Exhibits Specialist II	19.16
Exhibits Specialist III	23.37
Illustrator I	15.53
Illustrator II	19.16
Illustrator III	23.37
Librarian	19.75
Library Technician	12.08
Photographer I	13.47
Photographer II	15.53
Photographer III	19.16
Photographer IV	23.37
Photographer V	28.35
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.09
Counter Attendant	7.09
Dry Cleaner	7.91
Finisher, Flatwork, Machine	7.09
Presser, Hand	7.09
Presser, Machine, Drycleaning	7.09
Presser, Machine, Shirts	7.09
Presser, Machine, Wearing Apparel, Laundry	7.09
Sewing Machine Operator	8.42
Tailor	8.97
Washer, Machine	7.75
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	16.74
Tool and Die Maker	22.78
Material Handling and Packing Occupations	
Forklift Operator	12.27
Fuel Distribution System Operator	13.37
Material Coordinator	14.72
Material Expediter	14.72
Material Handling Laborer	9.65
Order Filler	10.28
Production Line Worker (Food Processing)	10.78
Shipping Packer	11.12
Shipping/Receiving Clerk	11.12
Stock Clerk (Shelf Stocker; Store Worker II)	10.66
Store Worker I	8.00
Tools and Parts Attendant	11.57
Warehouse Specialist	11.57
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	19.02
Aircraft Mechanic Helper	13.32

Aircraft Quality Control Inspector	22.75
Aircraft Servicer	15.98
Aircraft Worker	17.11
Appliance Mechanic	16.50
Bicycle Repairer	12.92
Cable Splicer	19.98
Carpenter, Maintenance	16.50
Carpet Layer	15.63
Electrician, Maintenance	19.99
Electronics Technician, Maintenance I	11.53
Electronics Technician, Maintenance II	19.51
Electronics Technician, Maintenance III	21.46
Fabric Worker	14.59
Fire Alarm System Mechanic	17.37
Fire Extinguisher Repairer	13.37
Fuel Distribution System Mechanic	17.37
General Maintenance Worker	15.63
Heating, Refrigeration and Air Conditioning Mechanic	17.37
Heavy Equipment Mechanic	17.37
Heavy Equipment Operator	17.34
Instrument Mechanic	19.98
Laborer	7.33
Locksmith	16.50
Machinery Maintenance Mechanic	17.37
Machinist, Maintenance	17.37
Maintenance Trades Helper	12.16
Millwright	17.37
Office Appliance Repairer	16.50
Painter, Aircraft	18.09
Painter, Maintenance	16.50
Pipefitter, Maintenance	17.58
Plumber, Maintenance	16.70
Pneudraulic Systems Mechanic	17.37
Rigger	17.37
Scale Mechanic	15.63
Sheet-Metal Worker, Maintenance	17.37
Small Engine Mechanic	15.63
Telecommunication Mechanic I	17.37
Telecommunication Mechanic II	21.02
Telephone Lineman	17.37
Welder, Combination, Maintenance	17.37
Well Driller	17.37
Woodcraft Worker	17.37
Woodworker	13.37
Miscellaneous Occupations	
Animal Caretaker	8.07
Carnival Equipment Operator	10.26
Carnival Equipment Repairer	11.24
Carnival Worker	7.33
Cashier	7.95
Desk Clerk	9.75
Embalmer	16.57
Lifeguard	9.02
Mortician	16.57
Park Attendant (Aide)	11.32
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.98

Recreation Specialist	13.51
Recycling Worker	10.26
Sales Clerk	9.98
School Crossing Guard (Crosswalk Attendant)	7.28
Sport Official	9.02
Survey Party Chief (Chief of Party)	18.60
Surveying Aide	11.21
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.79
Swimming Pool Operator	11.35
Vending Machine Attendant	8.96
Vending Machine Repairer	11.35
Vending Machine Repairer Helper	8.96
Personal Needs Occupations	
Child Care Attendant	9.75
Child Care Center Clerk	13.87
Chore Aid	6.35
Homemaker	15.19
Plant and System Operation Occupations	
Boiler Tender	17.37
Sewage Plant Operator	17.48
Stationary Engineer	18.62
Ventilation Equipment Tender	12.16
Water Treatment Plant Operator	17.48
Protective Service Occupations	
Alarm Monitor	10.65
Corrections Officer	17.99
Court Security Officer	19.14
Detention Officer	18.00
Firefighter	18.02
Guard I	7.74
Guard II	11.64
Police Officer	21.39
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	13.79
Hatch Tender	13.79
Line Handler	13.79
Stevedore I	12.85
Stevedore II	14.60
Technical Occupations	
Air Traffic Control Specialist, Center (2)	27.00
Air Traffic Control Specialist, Station (2)	18.62
Air Traffic Control Specialist, Terminal (2)	20.50
Archeological Technician I	13.83
Archeological Technician II	15.47
Archeological Technician III	19.16
Cartographic Technician	19.48
Civil Engineering Technician	19.16
Computer Based Training (CBT) Specialist/ Instructor	20.44
Drafter I	12.87
Drafter II	14.45
Drafter III	16.66
Drafter IV	20.55
Engineering Technician I	14.19
Engineering Technician II	15.46
Engineering Technician III	19.52
Engineering Technician IV	23.03

Engineering Technician V	25.02
Engineering Technician VI	28.63
Environmental Technician	16.90
Flight Simulator/Instructor (Pilot)	24.06
Graphic Artist	20.44
Instructor	20.44
Laboratory Technician	14.00
Mathematical Technician	20.13
Paralegal/Legal Assistant I	13.55
Paralegal/Legal Assistant II	16.04
Paralegal/Legal Assistant III	19.58
Paralegal/Legal Assistant IV	23.75
Photooptics Technician	20.13
Technical Writer	19.58
Unexploded (UXO) Safety Escort	17.16
Unexploded (UXO) Sweep Personnel	17.16
Unexploded Ordnance (UXO) Technician I	17.16
Unexploded Ordnance (UXO) Technician II	20.76
Unexploded Ordnance (UXO) Technician III	24.88
Weather Observer, Combined Upper Air and Surface Programs (3)	14.00
Weather Observer, Senior (3)	16.90
Weather Observer, Upper Air (3)	14.00
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	13.93
Parking and Lot Attendant	6.37
Shuttle Bus Driver	10.82
Taxi Driver	8.91
Truckdriver, Heavy Truck	14.87
Truckdriver, Light Truck	10.82
Truckdriver, Medium Truck	15.46
Truckdriver, Tractor-Trailer	14.87

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 \$2.56 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 4.174)

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) 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) 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 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

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.

WAGE DETERMINATION NO: 94-2063 REV (15) AREA: CA,SANTA BARBARA

WAGE DETERMINATION NO: 94-2063 REV (15) AREA: CA,SANTA [h0h2](#)**BARBARA**REGISTER OF
 WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
 WASHINGTON D.C. 20210

William W.Gross	Division of	Wage Determination No.: 1994-2063
Director	Wage Determinations	Revision No.: 15
		Date Of Last Revision: 05/31/2001

State: [h1h3](#)**California**
 Area: [h2h4](#)**California** Counties of San Luis Obispo, [h3h5](#)**Santa Barbara**

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE RATE	MINIMUM WAGE
Administrative Support and Clerical Occupations	
Accounting Clerk I	
9.53	
Accounting Clerk II	
10.87	
Accounting Clerk III	
12.78	
Accounting Clerk IV	
14.28	
Court Reporter	
14.31	
Dispatcher, Motor Vehicle	
14.12	
Document Preparation Clerk	
11.67	
Duplicating Machine Operator	
11.67	
Film/Tape Librarian	
13.38	
General Clerk I	
8.83	
General Clerk II	
10.29	
General Clerk III	
12.96	
General Clerk IV	
14.76	
Housing Referral Assistant	
17.16	

Key Entry Operator I
10.20
Key Entry Operator II
11.51
Messenger (Courier)
9.15
Order Clerk I
9.77
Order Clerk II
11.17
Personnel Assistant (Employment) I
11.14
Personnel Assistant (Employment) II
12.54
Personnel Assistant (Employment) III
13.68
Personnel Assistant (Employment) IV
15.34
Production Control Clerk
15.54
Rental Clerk
11.42
Scheduler, Maintenance
12.09
Secretary I
12.09
Secretary II
13.12
Secretary III
17.16
Secretary IV
18.36
Secretary V
18.70
Service Order Dispatcher
13.48
Stenographer I
12.80
Stenographer II
14.80
Supply Technician
15.25
Survey Worker (Interviewer)
14.32
Switchboard Operator-Receptionist
9.85
Test Examiner
13.12
Test Proctor
13.12
Travel Clerk I
9.49
Travel Clerk II
9.99
Travel Clerk III
10.61

Word Processor I
12.56
Word Processor II
15.11
Word Processor III
15.86
Automatic Data Processing Occupations
Computer Data Librarian
14.14
Computer Operator I
10.48
Computer Operator II
14.37
Computer Operator III
16.05
Computer Operator IV
17.84
Computer Operator V
19.75
Computer Programmer I (1)
15.81
Computer Programmer II (1)
19.60
Computer Programmer III (1)
22.84
Computer Programmer IV (1)
27.62
Computer Systems Analyst I (1)
25.94
Computer Systems Analyst II (1)
27.62
Computer Systems Analyst III (1)
27.62
Peripheral Equipment Operator
11.43
Automotive Service Occupations
Automotive Body Repairer, Fiberglass
17.48
Automotive Glass Installer
16.09
Automotive Worker
16.09
Electrician, Automotive
16.80
Mobile Equipment Servicer
14.65
Motor Equipment Metal Mechanic
17.48
Motor Equipment Metal Worker
16.09
Motor Vehicle Mechanic
17.48
Motor Vehicle Mechanic Helper
13.96
Motor Vehicle Upholstery Worker
15.30

Motor Vehicle Wrecker
16.09
Painter, Automotive
16.80
Radiator Repair Specialist
16.09
Tire Repairer
14.15
Transmission Repair Specialist
17.48
Food Preparation and Service Occupations
Baker
13.21
Cook I
12.02
Cook II
13.21
Dishwasher
9.00
Food Service Worker
9.00
Meat Cutter
15.49
Waiter/Waitress
9.95
Furniture Maintenance and Repair Occupations
Electrostatic Spray Painter
16.80
Furniture Handler
12.13
Furniture Refinisher
16.80
Furniture Refinisher Helper
13.96
Furniture Repairer, Minor
15.30
Upholsterer
16.80
General Services and Support Occupations
Cleaner, Vehicles
9.00
Elevator Operator
10.56
Gardener
12.02
House Keeping Aid I
8.07
House Keeping Aid II
9.17
Janitor
9.17
Laborer, Grounds Maintenance
9.96
Maid or Houseman
8.07

Pest Controller
13.58
Refuse Collector
11.90
Tractor Operator
11.45
Window Cleaner
10.14
Health Occupations
Dental Assistant
12.55
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver
14.10
Licensed Practical Nurse I
13.94
Licensed Practical Nurse II
15.64
Licensed Practical Nurse III
17.50
Medical Assistant
12.90
Medical Laboratory Technician
12.90
Medical Record Clerk
12.90
Medical Record Technician
13.53
Nursing Assistant I
7.91
Nursing Assistant II
8.89
Nursing Assistant III
9.70
Nursing Assistant IV
10.88
Pharmacy Technician
12.94
Phlebotomist
11.58
Registered Nurse I
16.05
Registered Nurse II
19.63
Registered Nurse II, Specialist
19.63
Registered Nurse III
23.74
Registered Nurse III, Anesthetist
23.74
Registered Nurse IV
28.45
Information and Arts Occupations
Audiovisual Librarian
20.03
Exhibits Specialist I
17.22

Exhibits Specialist II
22.68
Exhibits Specialist III
24.75
Illustrator I
16.02
Illustrator II
20.42
Illustrator III
23.04
Librarian
20.40
Library Technician
13.35
Photographer I
15.22
Photographer II
17.01
Photographer III
21.69
Photographer IV
24.47
Photographer V
29.01
Laundry, Dry Cleaning, Pressing and Related Occupations
Assembler
7.87
Counter Attendant
7.87
Dry Cleaner
8.92
Finisher, Flatwork, Machine
7.87
Presser, Hand
7.87
Presser, Machine, Drycleaning
7.87
Presser, Machine, Shirts
7.87
Presser, Machine, Wearing Apparel, Laundry
7.87
Sewing Machine Operator
8.98
Tailor
10.93
Washer, Machine
8.36
Machine Tool Operation and Repair Occupations
Machine-Tool Operator (Toolroom)
16.80
Tool and Die Maker
19.85
Material Handling and Packing Occupations
Forklift Operator
13.49

Fuel Distribution System Operator
15.36
Material Coordinator
14.50
Material Expediter
15.67
Material Handling Laborer
11.90
Order Filler
13.74
Production Line Worker (Food Processing)
14.47
Shipping Packer
11.66
Shipping/Receiving Clerk
11.66
Stock Clerk (Shelf Stocker; Store Worker II)
12.51
Store Worker I
9.50
Tools and Parts Attendant
13.49
Warehouse Specialist
13.20
Mechanics and Maintenance and Repair Occupations
Aircraft Mechanic
17.48
Aircraft Mechanic Helper
13.96
Aircraft Quality Control Inspector
18.23
Aircraft Servicer
15.30
Aircraft Worker
16.09
Appliance Mechanic
16.80
Bicycle Repairer
14.15
Cable Splicer
20.10
Carpenter, Maintenance
19.50
Carpet Layer
16.09
Electrician, Maintenance
22.70
Electronics Technician, Maintenance I
18.94
Electronics Technician, Maintenance II
20.65
Electronics Technician, Maintenance III
23.12
Fabric Worker
15.30

Fire Alarm System Mechanic
20.10
Fire Extinguisher Repairer
16.84
Fuel Distribution System Mechanic
20.14
General Maintenance Worker
16.09
Heating, Refrigeration and Air Conditioning Mechanic
17.71
Heavy Equipment Mechanic
18.90
Heavy Equipment Operator
18.02
Instrument Mechanic
20.10
Laborer
10.36
Locksmith
16.80
Machinery Maintenance Mechanic
19.05
Machinist, Maintenance
18.84
Maintenance Trades Helper
13.96
Millwright
20.10
Office Appliance Repairer
16.80
Painter, Aircraft
16.80
Painter, Maintenance
16.80
Pipefitter, Maintenance
22.41
Plumber, Maintenance
21.53
Pneudraulic Systems Mechanic
20.10
Rigger
20.10
Scale Mechanic
18.51
Sheet-Metal Worker, Maintenance
17.48
Small Engine Mechanic
16.09
Telecommunication Mechanic I
20.10
Telecommunication Mechanic II
20.69
Telephone Lineman
20.10
Welder, Combination, Maintenance
17.48

Well Driller
17.48
Woodcraft Worker
17.48
Woodworker
14.65
Miscellaneous Occupations
Animal Caretaker
10.89
Carnival Equipment Operator
15.15
Carnival Equipment Repairer
15.89
Carnival Worker
10.35
Cashier
8.83
Desk Clerk
10.52
Embalmer
15.49
Lifeguard
9.37
Mortician
17.49
Park Attendant (Aide)
11.76
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)
10.77
Recreation Specialist
14.57
Recycling Worker
15.15
Sales Clerk
9.37
School Crossing Guard (Crosswalk Attendant)
9.00
Sport Official
9.37
Survey Party Chief (Chief of Party)
19.87
Surveying Aide
13.09
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)
17.95
Swimming Pool Operator
13.21
Vending Machine Attendant
12.01
Vending Machine Repairer
13.86
Vending Machine Repairer Helper
12.01
Personal Needs Occupations
Child Care Attendant
10.52

Child Care Center Clerk
13.83
Chore Aid
9.28
Homemaker
15.36
Plant and System Operation Occupations
Boiler Tender
17.48
Sewage Plant Operator
19.31
Stationary Engineer
20.10
Ventilation Equipment Tender
13.96
Water Treatment Plant Operator
19.31
Protective Service Occupations
Alarm Monitor
11.97
Corrections Officer
21.09
Court Security Officer
21.09
Detention Officer
21.09
Firefighter
19.16
Guard I
9.79
Guard II
10.41
Police Officer
23.01
Stevedoring/Longshoremen Occupations
Blocker and Bracer
17.16
Hatch Tender
14.91
Line Handler
14.91
Stevedore I
16.14
Stevedore II
17.64
Technical Occupations
Air Traffic Control Specialist, Center (2)
27.53
Air Traffic Control Specialist, Station (2)
18.98
Air Traffic Control Specialist, Terminal (2)
20.91
Archeological Technician I
15.59
Archeological Technician II
17.43

Archeological Technician III
21.60
Cartographic Technician
23.79
Civil Engineering Technician
21.20
Computer Based Training (CBT) Specialist/ Instructor
20.50
Drafter I
14.08
Drafter II
15.79
Drafter III
17.69
Drafter IV
21.60
Engineering Technician I
13.97
Engineering Technician II
16.27
Engineering Technician III
17.84
Engineering Technician IV
22.87
Engineering Technician V
28.07
Engineering Technician VI
33.97
Environmental Technician
15.47
Flight Simulator/Instructor (Pilot)
23.39
Graphic Artist
19.62
Instructor
19.62
Laboratory Technician
14.90
Mathematical Technician
15.76
Paralegal/Legal Assistant I
14.46
Paralegal/Legal Assistant II
18.47
Paralegal/Legal Assistant III
22.57
Paralegal/Legal Assistant IV
27.30
Photooptics Technician
18.89
Technical Writer
22.71
Unexploded (UXO) Safety Escort
17.49
Unexploded (UXO) Sweep Personnel
17.49

Unexploded Ordnance (UXO) Technician I
 17.49
 Unexploded Ordnance (UXO) Technician II
 21.71
 Unexploded Ordnance (UXO) Technician III
 25.37
 Weather Observer, Combined Upper Air and Surface Programs (3)
 15.51
 Weather Observer, Senior (3)
 17.24
 Weather Observer, Upper Air (3)
 15.51
 Transportation/ Mobile Equipment Operation Occupations
 Bus Driver
 13.73
 Parking and Lot Attendant
 6.96
 Shuttle Bus Driver
 10.00
 Taxi Driver
 9.88
 Truckdriver, Heavy Truck
 15.39
 Truckdriver, Light Truck
 10.01
 Truckdriver, Medium Truck
 15.15
 Truckdriver, Tractor-Trailer
 15.39

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.02 an hour or \$80.80 a week or \$350.13 a month.

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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 4.174)

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) 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) 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 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

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.

&&&&&&&&&&

WAGE DETERMINATION NO: 94-2047 REV (18) AREA: CA,LOS ANGELES/SANTA ANA

WAGE DETERMINATION NO: 94-2047 REV (18) AREA: CA,LOS ANGELES/SANTA ANA
 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
 | WASHINGTON D.C. 20210
 |
 |
 |
 | Wage Determination No.: 1994-2047
 William W.Gross | Division of | Revision No.: 18
 Director | Wage Determinations | Date Of Last Revision: 05/31/2001

State: [h0h2California](#)
 Area: [h1h3California](#) Counties of Los Angeles, [h2h4Orange](#)

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE RATE	MINIMUM WAGE
Administrative Support and Clerical Occupations	
Accounting Clerk I	
10.25	
Accounting Clerk II	
11.17	
Accounting Clerk III	
13.08	
Accounting Clerk IV	
14.97	
Court Reporter	
14.89	
Dispatcher, Motor Vehicle	
14.89	
Document Preparation Clerk	
12.27	
Duplicating Machine Operator	
12.27	
Film/Tape Librarian	
12.84	
General Clerk I	
8.07	

General Clerk II
9.87
General Clerk III
12.14
General Clerk IV
13.86
Housing Referral Assistant
16.63
Key Entry Operator I
9.38
Key Entry Operator II
11.80
Messenger (Courier)
9.28
Order Clerk I
11.81
Order Clerk II
12.81
Personnel Assistant (Employment) I
12.45
Personnel Assistant (Employment) II
13.97
Personnel Assistant (Employment) III
18.12
Personnel Assistant (Employment) IV
21.77
Production Control Clerk
16.13
Rental Clerk
12.64
Scheduler, Maintenance
12.64
Secretary I
12.64
Secretary II
15.47
Secretary III
16.63
Secretary IV
19.43
Secretary V
23.16
Service Order Dispatcher
12.84
Stenographer I
12.33
Stenographer II
13.85
Supply Technician
19.44
Survey Worker (Interviewer)
14.66
Switchboard Operator-Receptionist
10.68
Test Examiner
15.47

Test Proctor
15.47
Travel Clerk I
10.18
Travel Clerk II
11.08
Travel Clerk III
11.83
Word Processor I
12.94
Word Processor II
13.79
Word Processor III
15.90
Automatic Data Processing Occupations
Computer Data Librarian
12.71
Computer Operator I
12.71
Computer Operator II
14.68
Computer Operator III
17.75
Computer Operator IV
20.95
Computer Operator V
23.20
Computer Programmer I (1)
15.86
Computer Programmer II (1)
18.64
Computer Programmer III (1)
23.36
Computer Programmer IV (1)
27.44
Computer Systems Analyst I (1)
24.40
Computer Systems Analyst II (1)
27.62
Computer Systems Analyst III (1)
27.63
Peripheral Equipment Operator
13.67
Automotive Service Occupations
Automotive Body Repairer, Fiberglass
19.28
Automotive Glass Installer
17.94
Automotive Worker
17.94
Electrician, Automotive
18.69
Mobile Equipment Servicer
16.15
Motor Equipment Metal Mechanic
19.45

Motor Equipment Metal Worker
17.94
Motor Vehicle Mechanic
19.16
Motor Vehicle Mechanic Helper
14.95
Motor Vehicle Upholstery Worker
17.19
Motor Vehicle Wrecker
17.94
Painter, Automotive
18.69
Radiator Repair Specialist
17.94
Tire Repairer
15.47
Transmission Repair Specialist
19.45
Food Preparation and Service Occupations
Baker
11.95
Cook I
10.78
Cook II
11.95
Dishwasher
7.66
Food Service Worker
7.59
Meat Cutter
11.95
Waiter/Waitress
8.40
Furniture Maintenance and Repair Occupations
Electrostatic Spray Painter
18.52
Furniture Handler
12.42
Furniture Refinisher
18.52
Furniture Refinisher Helper
14.82
Furniture Repairer, Minor
17.04
Upholsterer
18.52
General Services and Support Occupations
Cleaner, Vehicles
7.96
Elevator Operator
8.60
Gardener
12.40
House Keeping Aid I
7.59

House Keeping Aid II
8.60
Janitor
8.60
Laborer, Grounds Maintenance
9.66
Maid or Houseman
7.59
Pest Controller
13.16
Refuse Collector
8.73
Tractor Operator
11.51
Window Cleaner
9.52
Health Occupations
Dental Assistant
12.21
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver
13.28
Licensed Practical Nurse I
12.95
Licensed Practical Nurse II
14.54
Licensed Practical Nurse III
16.26
Medical Assistant
11.55
Medical Laboratory Technician
11.87
Medical Record Clerk
11.87
Medical Record Technician
14.30
Nursing Assistant I
7.49
Nursing Assistant II
8.43
Nursing Assistant III
9.19
Nursing Assistant IV
10.32
Pharmacy Technician
12.87
Phlebotomist
10.32
Registered Nurse I
19.26
Registered Nurse II
24.58
Registered Nurse II, Specialist
24.58
Registered Nurse III
29.97

Registered Nurse III, Anesthetist
29.97
Registered Nurse IV
37.16
Information and Arts Occupations
Audiovisual Librarian
18.98
Exhibits Specialist I
18.34
Exhibits Specialist II
22.72
Exhibits Specialist III
25.61
Illustrator I
18.34
Illustrator II
22.72
Illustrator III
25.61
Librarian
22.96
Library Technician
16.27
Photographer I
16.42
Photographer II
19.86
Photographer III
24.61
Photographer IV
27.74
Photographer V
33.56
Machine Tool Operation and Repair Occupations
Machine-Tool Operator (Toolroom)
18.52
Tool and Die Maker
23.95
Material Handling and Packing Occupations
Forklift Operator
12.95
Fuel Distribution System Operator
16.01
Material Coordinator
16.34
Material Expediter
16.34
Material Handling Laborer
11.47
Order Filler
12.38
Production Line Worker (Food Processing)
14.22
Shipping Packer
11.12

Shipping/Receiving Clerk
11.12
Stock Clerk (Shelf Stocker; Store Worker II)
12.20
Store Worker I
9.38
Tools and Parts Attendant
14.35
Warehouse Specialist
14.22
Mechanics and Maintenance and Repair Occupations
Aircraft Mechanic
19.28
Aircraft Mechanic Helper
14.82
Aircraft Quality Control Inspector
20.07
Aircraft Servicer
17.04
Aircraft Worker
17.78
Appliance Mechanic
18.52
Bicycle Repairer
15.47
Cable Splicer
21.36
Carpenter, Maintenance
19.36
Carpet Layer
17.78
Electrician, Maintenance
23.43
Electronics Technician, Maintenance I
16.80
Electronics Technician, Maintenance II
21.87
Electronics Technician, Maintenance III
25.51
Fabric Worker
17.04
Fire Alarm System Mechanic
19.28
Fire Extinguisher Repairer
16.01
Fuel Distribution System Mechanic
19.28
General Maintenance Worker
17.78
Heavy Equipment Mechanic
19.86
Heavy Equipment Operator
22.17
Instrument Mechanic
20.16

Laborer
8.73
Locksmith
18.52
Machinery Maintenance Mechanic
18.57
Machinist, Maintenance
20.17
Maintenance Trades Helper
14.82
Millwright
21.56
Office Appliance Repairer
18.52
Painter, Aircraft
18.52
Painter, Maintenance
18.52
Pipefitter, Maintenance
19.82
Plumber, Maintenance
19.04
Pneudraulic Systems Mechanic
19.28
Rigger
21.90
Scale Mechanic
17.78
Sheet-Metal Worker, Maintenance
19.28
Small Engine Mechanic
17.78
Telecommunication Mechanic I
19.28
Telecommunication Mechanic II
20.91
Telephone Lineman
19.28
Welder, Combination, Maintenance
19.28
Well Driller
19.28
Woodcraft Worker
19.28
Woodworker
16.01
Miscellaneous Occupations
Animal Caretaker
9.21
Carnival Equipment Operator
10.01
Carnival Equipment Repairer
10.78
Carnival Worker
7.59

Cashier
9.73
Desk Clerk
12.65
Embalmer
17.49
Lifeguard
9.80
Mortician
17.63
Park Attendant (Aide)
12.32
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)
11.27
Recreation Specialist
15.25
Recycling Worker
11.51
Sales Clerk
10.67
School Crossing Guard (Crosswalk Attendant)
7.59
Sport Official
9.80
Survey Party Chief (Chief of Party)
25.88
Surveying Aide
14.24
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)
19.50
Swimming Pool Operator
13.74
Vending Machine Attendant
11.51
Vending Machine Repairer
13.74
Vending Machine Repairer Helper
11.51
Personal Needs Occupations
Child Care Attendant
11.00
Child Care Center Clerk
13.72
Chore Aid
8.05
Homemaker
16.44
Plant and System Operation Occupations
Boiler Tender
19.28
Sewage Plant Operator
21.30
Stationary Engineer
21.30
Ventilation Equipment Tender
17.08

Water Treatment Plant Operator
21.30
Protective Service Occupations
Alarm Monitor
14.68
Corrections Officer
22.05
Court Security Officer
22.10
Detention Officer
22.10
Firefighter
22.15
Guard I
7.04
Guard II
14.68
Police Officer
27.07
Stevedoring/Longshoremen Occupations
Blocker and Bracer
17.07
Hatch Tender
17.07
Line Handler
17.07
Stevedore I
17.90
Stevedore II
19.48
Technical Occupations
Air Traffic Control Specialist, Center (2)
28.68
Air Traffic Control Specialist, Station (2)
19.77
Air Traffic Control Specialist, Terminal (2)
21.78
Archeological Technician I
16.39
Archeological Technician II
18.34
Archeological Technician III
22.72
Cartographic Technician
26.13
Civil Engineering Technician
23.72
Computer Based Training (CBT) Specialist/ Instructor
21.22
Drafter I
15.54
Drafter II
17.43
Drafter III
21.09

Drafter IV
26.13
Engineering Technician I
12.62
Engineering Technician II
14.17
Engineering Technician III
16.64
Engineering Technician IV
20.24
Engineering Technician V
23.23
Engineering Technician VI
28.11
Environmental Technician
21.05
Flight Simulator/Instructor (Pilot)
25.81
Graphic Artist
21.22
Instructor
20.13
Laboratory Technician
15.60
Mathematical Technician
22.52
Paralegal/Legal Assistant I
15.06
Paralegal/Legal Assistant II
18.36
Paralegal/Legal Assistant III
22.46
Paralegal/Legal Assistant IV
27.20
Photooptics Technician
21.21
Technical Writer
23.15
Unexploded (UXO) Safety Escort
18.22
Unexploded (UXO) Sweep Personnel
18.22
Unexploded Ordnance (UXO) Technician I
18.22
Unexploded Ordnance (UXO) Technician II
22.05
Unexploded Ordnance (UXO) Technician III
26.43
Weather Observer, Combined Upper Air and Surface Programs (3)
15.60
Weather Observer, Senior (3)
17.34
Weather Observer, Upper Air (3)
15.60
Transportation/ Mobile Equipment Operation Occupations

Bus Driver
 15.41
 Parking and Lot Attendant
 6.56
 Shuttle Bus Driver
 10.11
 Taxi Driver
 8.69
 Truckdriver, Heavy Truck
 16.47
 Truckdriver, Light Truck
 10.11
 Truckdriver, Medium Truck
 15.41
 Truckdriver, Tractor-Trailer
 16.47

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.02 an hour or \$80.80 a week or \$350.13 a month.

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 4.174)

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) 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) 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the

Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

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.

&&&&&&&&&&

WAGE DETERMINATION NO: 94-2332 REV (16) AREA: NV,LAS VEGAS

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

			WASHINGTON D.C. 20210
			Wage Determination No.: 1994-2332
William W.Gross	Division of		Revision No.: 16
Director	Wage Determinations		Date Of Last Revision: 06/19/2001

State: [h0h2](#)**Nevada**

Area: [hlh3](#)**Nevada** Counties of Clark, Esmeralda, Lincoln, Nye

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE
RATE	
Administrative Support and Clerical Occupations	
Accounting Clerk I	
9.03	
Accounting Clerk II	
10.14	
Accounting Clerk III	
12.12	
Accounting Clerk IV	
13.94	
Court Reporter	
12.62	
Dispatcher, Motor Vehicle	
12.78	
Document Preparation Clerk	
10.92	
Duplicating Machine Operator	
10.92	
Film/Tape Librarian	
10.92	
General Clerk I	
7.85	
General Clerk II	
9.26	
General Clerk III	
11.65	
General Clerk IV	
11.98	
Housing Referral Assistant	
15.24	
Key Entry Operator I	
9.37	
Key Entry Operator II	
13.04	
Messenger (Courier)	
8.46	

Order Clerk I
9.25
Order Clerk II
10.22
Personnel Assistant (Employment) I
10.99
Personnel Assistant (Employment) II
12.36
Personnel Assistant (Employment) III
12.86
Personnel Assistant (Employment) IV
15.55
Production Control Clerk
13.43
Rental Clerk
12.09
Scheduler, Maintenance
12.09
Secretary I
12.09
Secretary II
12.60
Secretary III
15.24
Secretary IV
18.24
Secretary V
22.08
Service Order Dispatcher
12.26
Stenographer I
10.78
Stenographer II
12.11
Supply Technician
16.56
Survey Worker (Interviewer)
11.11
Switchboard Operator-Receptionist
11.18
Test Examiner
10.52
Test Proctor
12.60
Travel Clerk I
10.62
Travel Clerk II
11.28
Travel Clerk III
12.10
Word Processor I
10.37
Word Processor II
12.43
Word Processor III
13.89

Automatic Data Processing Occupations

Computer Data Librarian
14.39
Computer Operator I
12.76
Computer Operator II
14.57
Computer Operator III
15.28
Computer Operator IV
16.92
Computer Operator V
18.74
Computer Programmer I (1)
16.48
Computer Programmer II (1)
20.49
Computer Programmer III (1)
24.18
Computer Programmer IV (1)
29.14
Computer Systems Analyst I (1)
21.96
Computer Systems Analyst II (1)
24.10
Computer Systems Analyst III (1)
26.04
Peripheral Equipment Operator
14.39

Automotive Service Occupations
Automotive Body Repairer, Fiberglass
19.22
Automotive Glass Installer
17.87
Automotive Worker
17.87
Electrician, Automotive
18.45
Mobile Equipment Servicer
16.33
Motor Equipment Metal Mechanic
19.22
Motor Equipment Metal Worker
17.87
Motor Vehicle Mechanic
18.74
Motor Vehicle Mechanic Helper
15.57
Motor Vehicle Upholstery Worker
17.11
Motor Vehicle Wrecker
17.87
Painter, Automotive
18.45
Radiator Repair Specialist
17.87

Tire Repairer
15.78
Transmission Repair Specialist
19.22
Food Preparation and Service Occupations
Baker
13.61
Cook I
12.49
Cook II
13.61
Dishwasher
10.24
Food Service Worker
10.24
Meat Cutter
14.29
Waiter/Waitress
10.74
Furniture Maintenance and Repair Occupations
Electrostatic Spray Painter
18.45
Furniture Handler
14.79
Furniture Refinisher
16.46
Furniture Refinisher Helper
15.57
Furniture Repairer, Minor
17.11
Upholsterer
15.48
General Services and Support Occupations
Cleaner, Vehicles
10.24
Elevator Operator
10.24
Gardener
12.49
House Keeping Aid I
9.73
House Keeping Aid II
10.24
Janitor
10.24
Laborer, Grounds Maintenance
10.74
Maid or Houseman
9.73
Pest Controller
13.00
Refuse Collector
11.27
Tractor Operator
11.87

Window Cleaner
10.74
Health Occupations
Dental Assistant
11.88
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver
15.05
Licensed Practical Nurse I
10.61
Licensed Practical Nurse II
11.93
Licensed Practical Nurse III
13.34
Medical Assistant
11.59
Medical Laboratory Technician
11.93
Medical Record Clerk
10.57
Medical Record Technician
13.54
Nursing Assistant I
7.60
Nursing Assistant II
8.54
Nursing Assistant III
9.32
Nursing Assistant IV
10.45
Pharmacy Technician
11.24
Phlebotomist
11.93
Registered Nurse I
15.51
Registered Nurse II
18.98
Registered Nurse II, Specialist
18.98
Registered Nurse III
22.96
Registered Nurse III, Anesthetist
22.96
Registered Nurse IV
27.52
Information and Arts Occupations
Audiovisual Librarian
15.98
Exhibits Specialist I
14.69
Exhibits Specialist II
17.93
Exhibits Specialist III
18.81
Illustrator I
15.70

Illustrator II
19.19
Illustrator III
20.13
Librarian
21.84
Library Technician
12.78
Photographer I
12.99
Photographer II
14.69
Photographer III
17.93
Photographer IV
21.87
Photographer V
26.53
Laundry, Dry Cleaning, Pressing and Related Occupations
Assembler
8.54
Counter Attendant
8.54
Dry Cleaner
11.11
Finisher, Flatwork, Machine
8.54
Presser, Hand
8.54
Presser, Machine, Drycleaning
8.54
Presser, Machine, Shirts
8.54
Presser, Machine, Wearing Apparel, Laundry
8.54
Sewing Machine Operator
11.96
Tailor
12.82
Washer, Machine
9.40
Machine Tool Operation and Repair Occupations
Machine-Tool Operator (Toolroom)
18.45
Tool and Die Maker
21.33
Material Handling and Packing Occupations
Forklift Operator
13.43
Fuel Distribution System Operator
16.33
Material Coordinator
14.79
Material Expediter
13.11

Material Handling Laborer
11.29
Order Filler
13.11
Production Line Worker (Food Processing)
13.14
Shipping Packer
13.32
Shipping/Receiving Clerk
13.32
Stock Clerk (Shelf Stocker; Store Worker II)
14.60
Store Worker I
12.16
Tools and Parts Attendant
15.14
Warehouse Specialist
15.14
Mechanics and Maintenance and Repair Occupations
Aircraft Mechanic
19.22
Aircraft Mechanic Helper
15.57
Aircraft Quality Control Inspector
19.99
Aircraft Servicer
17.11
Aircraft Worker
17.87
Appliance Mechanic
18.45
Bicycle Repairer
15.78
Cable Splicer
22.10
Carpenter, Maintenance
19.19
Carpet Layer
18.11
Electrician, Maintenance
21.90
Electronics Technician, Maintenance I
14.28
Electronics Technician, Maintenance II
21.09
Electronics Technician, Maintenance III
23.23
Fabric Worker
17.11
Fire Alarm System Mechanic
19.22
Fire Extinguisher Repairer
16.33
Fuel Distribution System Mechanic
19.22

General Maintenance Worker
17.87
Heating, Refrigeration and Air Conditioning Mechanic
19.22
Heavy Equipment Mechanic
19.70
Heavy Equipment Operator
23.58
Instrument Mechanic
21.14
Laborer
10.24
Locksmith
18.45
Machinery Maintenance Mechanic
20.94
Machinist, Maintenance
19.22
Maintenance Trades Helper
15.57
Millwright
19.22
Office Appliance Repairer
18.45
Painter, Aircraft
18.45
Painter, Maintenance
18.45
Pipefitter, Maintenance
22.10
Plumber, Maintenance
21.22
Pneudraulic Systems Mechanic
19.22
Rigger
19.22
Scale Mechanic
17.87
Sheet-Metal Worker, Maintenance
19.48
Small Engine Mechanic
17.87
Telecommunication Mechanic I
20.63
Telecommunication Mechanic II
24.33
Telephone Lineman
19.22
Welder, Combination, Maintenance
19.22
Well Driller
20.63
Woodcraft Worker
19.22
Woodworker
16.81

Miscellaneous Occupations

- Animal Caretaker
- 11.36
- Carnival Equipment Operator
- 11.87
- Carnival Equipment Repairer
- 12.49
- Carnival Worker
- 10.24
- Cashier
- 10.29
- Desk Clerk
- 12.74
- Embalmer
- 16.57
- Lifeguard
- 11.17
- Mortician
- 16.57
- Park Attendant (Aide)
- 14.09
- Photofinishing Worker (Photo Lab Tech., Darkroom Tech)
- 11.17
- Recreation Specialist
- 13.62
- Recycling Worker
- 13.06
- Sales Clerk
- 11.17
- School Crossing Guard (Crosswalk Attendant)
- 10.24
- Sport Official
- 11.17
- Survey Party Chief (Chief of Party)
- 24.06
- Surveying Aide
- 13.69
- Surveying Technician (Instr. Person/Surveyor Asst./Instr.)
- 18.77
- Swimming Pool Operator
- 13.75
- Vending Machine Attendant
- 10.43
- Vending Machine Repairer
- 15.16
- Vending Machine Repairer Helper
- 13.19

Personal Needs Occupations

- Child Care Attendant
- 12.74
- Child Care Center Clerk
- 17.75
- Chore Aid
- 9.73
- Homemaker
- 19.78

Plant and System Operation Occupations
Boiler Tender
19.22
Sewage Plant Operator
20.88
Stationary Engineer
19.22
Ventilation Equipment Tender
15.55
Water Treatment Plant Operator
20.92
Protective Service Occupations
Alarm Monitor
15.20
Corrections Officer
20.45
Court Security Officer
19.14
Detention Officer
19.14
Firefighter
18.05
Guard I
9.55
Guard II
16.03
Police Officer
22.48
Stevedoring/Longshoremen Occupations
Blocker and Bracer
15.00
Hatch Tender
15.00
Line Handler
15.00
Stevedore I
14.37
Stevedore II
15.58
Technical Occupations
Air Traffic Control Specialist, Center (2)
27.43
Air Traffic Control Specialist, Station (2)
18.62
Air Traffic Control Specialist, Terminal (2)
20.50
Archeological Technician I
13.33
Archeological Technician II
14.90
Archeological Technician III
18.51
Cartographic Technician
21.03
Civil Engineering Technician
20.89

Computer Based Training (CBT) Specialist/ Instructor
21.96
 Drafter I
14.23
 Drafter II
16.43
 Drafter III
18.51
 Drafter IV
22.68
 Engineering Technician I
13.30
 Engineering Technician II
15.34
 Engineering Technician III
21.21
 Engineering Technician IV
21.82
 Engineering Technician V
25.83
 Engineering Technician VI
31.33
 Environmental Technician
18.37
 Flight Simulator/Instructor (Pilot)
27.17
 Graphic Artist
21.53
 Instructor
15.66
 Laboratory Technician
15.08
 Mathematical Technician
16.39
 Paralegal/Legal Assistant I
14.57
 Paralegal/Legal Assistant II
15.61
 Paralegal/Legal Assistant III
19.48
 Paralegal/Legal Assistant IV
23.53
 Photooptics Technician
18.58
 Technical Writer
15.66
 Unexploded (UXO) Safety Escort
17.16
 Unexploded (UXO) Sweep Personnel
17.16
 Unexploded Ordnance (UXO) Technician I
17.16
 Unexploded Ordnance (UXO) Technician II
21.68
 Unexploded Ordnance (UXO) Technician III
24.98

Weather Observer, Combined Upper Air and Surface Programs (3)
 15.43
 Weather Observer, Senior (3)
 17.12
 Weather Observer, Upper Air (3)
 15.43
 Transportation/ Mobile Equipment Operation Occupations
 Bus Driver
 15.32
 Parking and Lot Attendant
 11.11
 Shuttle Bus Driver
 14.26
 Taxi Driver
 12.92
 Truckdriver, Heavy Truck
 17.20
 Truckdriver, Light Truck
 13.55
 Truckdriver, Medium Truck
 15.32
 Truckdriver, Tractor-Trailer
 17.20

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 \$2.56 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 4.174)

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) 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) 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 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

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

General Clerk I
8.07
General Clerk II
9.87
General Clerk III
12.14
General Clerk IV
13.86
Housing Referral Assistant
16.63
Key Entry Operator I
9.38
Key Entry Operator II
11.80
Messenger (Courier)
9.28
Order Clerk I
11.81
Order Clerk II
12.81
Personnel Assistant (Employment) I
12.45
Personnel Assistant (Employment) II
13.97
Personnel Assistant (Employment) III
18.12
Personnel Assistant (Employment) IV
21.77
Production Control Clerk
16.13
Rental Clerk
12.64
Scheduler, Maintenance
12.64
Secretary I
12.64
Secretary II
15.47
Secretary III
16.63
Secretary IV
19.43
Secretary V
23.16
Service Order Dispatcher
12.84
Stenographer I
12.33
Stenographer II
13.85
Supply Technician
19.44
Survey Worker (Interviewer)
14.66
Switchboard Operator-Receptionist
10.68

Test Examiner
15.47
Test Proctor
15.47
Travel Clerk I
10.18
Travel Clerk II
11.08
Travel Clerk III
11.83
Word Processor I
12.94
Word Processor II
13.79
Word Processor III
15.90
Automatic Data Processing Occupations
Computer Data Librarian
12.71
Computer Operator I
12.71
Computer Operator II
14.68
Computer Operator III
17.75
Computer Operator IV
20.95
Computer Operator V
23.20
Computer Programmer I (1)
15.86
Computer Programmer II (1)
18.64
Computer Programmer III (1)
23.36
Computer Programmer IV (1)
27.44
Computer Systems Analyst I (1)
24.40
Computer Systems Analyst II (1)
27.62
Computer Systems Analyst III (1)
27.63
Peripheral Equipment Operator
13.67
Automotive Service Occupations
Automotive Body Repairer, Fiberglass
19.28
Automotive Glass Installer
17.94
Automotive Worker
17.94
Electrician, Automotive
18.69
Mobile Equipment Servicer
16.15

Motor Equipment Metal Mechanic
19.45
Motor Equipment Metal Worker
17.94
Motor Vehicle Mechanic
19.16
Motor Vehicle Mechanic Helper
14.95
Motor Vehicle Upholstery Worker
17.19
Motor Vehicle Wrecker
17.94
Painter, Automotive
18.69
Radiator Repair Specialist
17.94
Tire Repairer
15.47
Transmission Repair Specialist
19.45
Food Preparation and Service Occupations
Baker
11.95
Cook I
10.78
Cook II
11.95
Dishwasher
7.66
Food Service Worker
7.59
Meat Cutter
11.95
Waiter/Waitress
8.40
Furniture Maintenance and Repair Occupations
Electrostatic Spray Painter
18.52
Furniture Handler
12.42
Furniture Refinisher
18.52
Furniture Refinisher Helper
14.82
Furniture Repairer, Minor
17.04
Upholsterer
18.52
General Services and Support Occupations
Cleaner, Vehicles
7.96
Elevator Operator
8.60
Gardener
12.40

House Keeping Aid I
7.59
House Keeping Aid II
8.60
Janitor
8.60
Laborer, Grounds Maintenance
9.66
Maid or Houseman
7.59
Pest Controller
13.16
Refuse Collector
8.73
Tractor Operator
11.51
Window Cleaner
9.52
Health Occupations
Dental Assistant
12.21
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver
13.28
Licensed Practical Nurse I
12.95
Licensed Practical Nurse II
14.54
Licensed Practical Nurse III
16.26
Medical Assistant
11.55
Medical Laboratory Technician
11.87
Medical Record Clerk
11.87
Medical Record Technician
14.30
Nursing Assistant I
7.49
Nursing Assistant II
8.43
Nursing Assistant III
9.19
Nursing Assistant IV
10.32
Pharmacy Technician
12.87
Phlebotomist
10.32
Registered Nurse I
19.26
Registered Nurse II
24.58
Registered Nurse II, Specialist
24.58

Registered Nurse III
29.97
Registered Nurse III, Anesthetist
29.97
Registered Nurse IV
37.16
Information and Arts Occupations
Audiovisual Librarian
18.98
Exhibits Specialist I
18.34
Exhibits Specialist II
22.72
Exhibits Specialist III
25.61
Illustrator I
18.34
Illustrator II
22.72
Illustrator III
25.61
Librarian
22.96
Library Technician
16.27
Photographer I
16.42
Photographer II
19.86
Photographer III
24.61
Photographer IV
27.74
Photographer V
33.56
Machine Tool Operation and Repair Occupations
Machine-Tool Operator (Toolroom)
18.52
Tool and Die Maker
23.95
Material Handling and Packing Occupations
Forklift Operator
12.95
Fuel Distribution System Operator
16.01
Material Coordinator
16.34
Material Expediter
16.34
Material Handling Laborer
11.47
Order Filler
12.38
Production Line Worker (Food Processing)
14.22

Shipping Packer
11.12
Shipping/Receiving Clerk
11.12
Stock Clerk (Shelf Stocker; Store Worker II)
12.20
Store Worker I
9.38
Tools and Parts Attendant
14.35
Warehouse Specialist
14.22
Mechanics and Maintenance and Repair Occupations
Aircraft Mechanic
19.28
Aircraft Mechanic Helper
14.82
Aircraft Quality Control Inspector
20.07
Aircraft Servicer
17.04
Aircraft Worker
17.78
Appliance Mechanic
18.52
Bicycle Repairer
15.47
Cable Splicer
21.36
Carpenter, Maintenance
19.36
Carpet Layer
17.78
Electrician, Maintenance
23.43
Electronics Technician, Maintenance I
16.80
Electronics Technician, Maintenance II
21.87
Electronics Technician, Maintenance III
25.51
Fabric Worker
17.04
Fire Alarm System Mechanic
19.28
Fire Extinguisher Repairer
16.01
Fuel Distribution System Mechanic
19.28
General Maintenance Worker
17.78
Heavy Equipment Mechanic
19.86
Heavy Equipment Operator
22.17

Instrument Mechanic
20.16
Laborer
8.73
Locksmith
18.52
Machinery Maintenance Mechanic
18.57
Machinist, Maintenance
20.17
Maintenance Trades Helper
14.82
Millwright
21.56
Office Appliance Repairer
18.52
Painter, Aircraft
18.52
Painter, Maintenance
18.52
Pipefitter, Maintenance
19.82
Plumber, Maintenance
19.04
Pneudraulic Systems Mechanic
19.28
Rigger
21.90
Scale Mechanic
17.78
Sheet-Metal Worker, Maintenance
19.28
Small Engine Mechanic
17.78
Telecommunication Mechanic I
19.28
Telecommunication Mechanic II
20.91
Telephone Lineman
19.28
Welder, Combination, Maintenance
19.28
Well Driller
19.28
Woodcraft Worker
19.28
Woodworker
16.01
Miscellaneous Occupations
Animal Caretaker
9.21
Carnival Equipment Operator
10.01
Carnival Equipment Repairer
10.78

Carnival Worker
7.59
Cashier
9.73
Desk Clerk
12.65
Embalmer
17.49
Lifeguard
9.80
Mortician
17.63
Park Attendant (Aide)
12.32
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)
11.27
Recreation Specialist
15.25
Recycling Worker
11.51
Sales Clerk
10.67
School Crossing Guard (Crosswalk Attendant)
7.59
Sport Official
9.80
Survey Party Chief (Chief of Party)
25.88
Surveying Aide
14.24
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)
19.50
Swimming Pool Operator
13.74
Vending Machine Attendant
11.51
Vending Machine Repairer
13.74
Vending Machine Repairer Helper
11.51
Personal Needs Occupations
Child Care Attendant
11.00
Child Care Center Clerk
13.72
Chore Aid
8.05
Homemaker
16.44
Plant and System Operation Occupations
Boiler Tender
19.28
Sewage Plant Operator
21.30
Stationary Engineer
21.30

Ventilation Equipment Tender
17.08
Water Treatment Plant Operator
21.30
Protective Service Occupations
Alarm Monitor
14.68
Corrections Officer
22.05
Court Security Officer
22.10
Detention Officer
22.10
Firefighter
22.15
Guard I
7.04
Guard II
14.68
Police Officer
27.07
Stevedoring/Longshoremen Occupations
Blocker and Bracer
17.07
Hatch Tender
17.07
Line Handler
17.07
Stevedore I
17.90
Stevedore II
19.48
Technical Occupations
Air Traffic Control Specialist, Center (2)
28.68
Air Traffic Control Specialist, Station (2)
19.77
Air Traffic Control Specialist, Terminal (2)
21.78
Archeological Technician I
16.39
Archeological Technician II
18.34
Archeological Technician III
22.72
Cartographic Technician
26.13
Civil Engineering Technician
23.72
Computer Based Training (CBT) Specialist/ Instructor
21.22
Drafter I
15.54
Drafter II
17.43

Drafter III
21.09
Drafter IV
26.13
Engineering Technician I
12.62
Engineering Technician II
14.17
Engineering Technician III
16.64
Engineering Technician IV
20.24
Engineering Technician V
23.23
Engineering Technician VI
28.11
Environmental Technician
21.05
Flight Simulator/Instructor (Pilot)
25.81
Graphic Artist
21.22
Instructor
20.13
Laboratory Technician
15.60
Mathematical Technician
22.52
Paralegal/Legal Assistant I
15.06
Paralegal/Legal Assistant II
18.36
Paralegal/Legal Assistant III
22.46
Paralegal/Legal Assistant IV
27.20
Photooptics Technician
21.21
Technical Writer
23.15
Unexploded (UXO) Safety Escort
18.22
Unexploded (UXO) Sweep Personnel
18.22
Unexploded Ordnance (UXO) Technician I
18.22
Unexploded Ordnance (UXO) Technician II
22.05
Unexploded Ordnance (UXO) Technician III
26.43
Weather Observer, Combined Upper Air and Surface Programs (3)
15.60
Weather Observer, Senior (3)
17.34
Weather Observer, Upper Air (3)
15.60

Transportation/ Mobile Equipment Operation Occupations

Bus Driver
 15.41
 Parking and Lot Attendant
 6.56
 Shuttle Bus Driver
 10.11
 Taxi Driver
 8.69
 Truckdriver, Heavy Truck
 16.47
 Truckdriver, Light Truck
 10.11
 Truckdriver, Medium Truck
 15.41
 Truckdriver, Tractor-Trailer
 16.47

 ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.02 an hour or \$80.80 a week or \$350.13 a month.

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 4.174)

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) 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) 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the

Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

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

WAGE DETERMINATION NO: 94-2057 REV (25) AREA: CA,SAN DIEGO

WAGE DETERMINATION NO: 94-2057 REV (25) AREA: CA, SAN [h0h2DIEGO](#) REGISTER OF
 WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
 WASHINGTON D.C. 20210

William W.Gross	Division of		Wage Determination No.: 1994-2057
Director	Wage Determinations		Revision No.: 25
			Date Of Last Revision: 05/31/2001

State: [h1h3California](#)
 Area: [h2h4California](#) Counties of Imperial, [h3h5San Diego](#)

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE RATE	MINIMUM WAGE
Administrative Support and Clerical Occupations	
Accounting Clerk I	
10.27	
Accounting Clerk II	
11.20	
Accounting Clerk III	
13.08	
Accounting Clerk IV	
16.26	
Court Reporter	
15.05	
Dispatcher, Motor Vehicle	
13.88	
Document Preparation Clerk	
10.59	
Duplicating Machine Operator	
10.59	
Film/Tape Librarian	
12.74	
General Clerk I	
7.56	
General Clerk II	
8.49	
General Clerk III	
11.15	
General Clerk IV	
13.40	
Housing Referral Assistant	
17.26	

Key Entry Operator I
9.96
Key Entry Operator II
11.30
Messenger (Courier)
8.97
Order Clerk I
10.93
Order Clerk II
13.63
Personnel Assistant (Employment) I
12.09
Personnel Assistant (Employment) II
14.09
Personnel Assistant (Employment) III
15.53
Personnel Assistant (Employment) IV
18.16
Production Control Clerk
15.36
Rental Clerk
11.91
Scheduler, Maintenance
11.91
Secretary I
11.91
Secretary II
13.18
Secretary III
17.26
Secretary IV
19.52
Secretary V
23.06
Service Order Dispatcher
12.74
Stenographer I
11.52
Stenographer II
12.95
Supply Technician
19.52
Survey Worker (Interviewer)
13.05
Switchboard Operator-Receptionist
10.57
Test Examiner
13.18
Test Proctor
13.18
Travel Clerk I
9.33
Travel Clerk II
10.20
Travel Clerk III
11.20

Word Processor I
11.71
Word Processor II
14.40
Word Processor III
17.55
Automatic Data Processing Occupations
Computer Data Librarian
10.70
Computer Operator I
11.46
Computer Operator II
12.83
Computer Operator III
15.39
Computer Operator IV
18.54
Computer Operator V
20.52
Computer Programmer I (1)
16.26
Computer Programmer II (1)
20.15
Computer Programmer III (1)
26.33
Computer Programmer IV (1)
27.62
Computer Systems Analyst I (1)
24.83
Computer Systems Analyst II (1)
27.62
Computer Systems Analyst III (1)
27.62
Peripheral Equipment Operator
12.53
Automotive Service Occupations
Automotive Body Repairer, Fiberglass
18.76
Automotive Glass Installer
17.45
Automotive Worker
17.45
Electrician, Automotive
18.13
Mobile Equipment Servicer
16.06
Motor Equipment Metal Mechanic
18.76
Motor Equipment Metal Worker
17.45
Motor Vehicle Mechanic
18.43
Motor Vehicle Mechanic Helper
15.06
Motor Vehicle Upholstery Worker
16.81

Motor Vehicle Wrecker
17.45
Painter, Automotive
18.13
Radiator Repair Specialist
17.45
Tire Repairer
15.52
Transmission Repair Specialist
18.76
Food Preparation and Service Occupations
Baker
12.00
Cook I
11.04
Cook II
12.00
Dishwasher
8.28
Food Service Worker
8.28
Meat Cutter
12.97
Waiter/Waitress
8.96
Furniture Maintenance and Repair Occupations
Electrostatic Spray Painter
18.13
Furniture Handler
13.02
Furniture Refinisher
18.13
Furniture Refinisher Helper
15.06
Furniture Repairer, Minor
16.81
Upholsterer
18.13
General Services and Support Occupations
Cleaner, Vehicles
9.52
Elevator Operator
8.28
Gardener
11.04
House Keeping Aid I
7.59
House Keeping Aid II
8.38
Janitor
8.38
Laborer, Grounds Maintenance
8.96
Maid or Houseman
7.58

Pest Controller
11.56
Refuse Collector
9.52
Tractor Operator
10.36
Window Cleaner
9.08
Health Occupations
Dental Assistant
13.28
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver
11.15
Licensed Practical Nurse I
11.25
Licensed Practical Nurse II
12.63
Licensed Practical Nurse III
14.15
Medical Assistant
9.75
Medical Laboratory Technician
12.54
Medical Record Clerk
12.63
Medical Record Technician
13.25
Nursing Assistant I
7.65
Nursing Assistant II
8.66
Nursing Assistant III
9.38
Nursing Assistant IV
10.55
Pharmacy Technician
12.01
Phlebotomist
11.89
Registered Nurse I
21.00
Registered Nurse II
24.74
Registered Nurse II, Specialist
24.74
Registered Nurse III
29.39
Registered Nurse III, Anesthetist
29.39
Registered Nurse IV
35.22
Information and Arts Occupations
Audiovisual Librarian
19.52
Exhibits Specialist I
16.76

Exhibits Specialist II
19.53
Exhibits Specialist III
23.89
Illustrator I
16.83
Illustrator II
19.60
Illustrator III
23.99
Librarian
23.06
Library Technician
13.14
Photographer I
13.02
Photographer II
16.76
Photographer III
19.53
Photographer IV
23.89
Photographer V
28.91
Laundry, Dry Cleaning, Pressing and Related Occupations
Assembler
6.88
Counter Attendant
6.88
Dry Cleaner
8.51
Finisher, Flatwork, Machine
6.88
Presser, Hand
6.88
Presser, Machine, Drycleaning
6.88
Presser, Machine, Shirts
6.88
Presser, Machine, Wearing Apparel, Laundry
6.88
Sewing Machine Operator
9.06
Tailor
10.10
Washer, Machine
7.30
Machine Tool Operation and Repair Occupations
Machine-Tool Operator (Toolroom)
18.13
Tool and Die Maker
22.25
Material Handling and Packing Occupations
Forklift Operator
13.28

Fuel Distribution System Operator
16.06
Material Coordinator
12.82
Material Expediter
12.82
Material Handling Laborer
9.82
Order Filler
10.08
Production Line Worker (Food Processing)
11.50
Shipping Packer
10.78
Shipping/Receiving Clerk
10.78
Stock Clerk (Shelf Stocker; Store Worker II)
11.90
Store Worker I
9.45
Tools and Parts Attendant
11.77
Warehouse Specialist
11.77
Mechanics and Maintenance and Repair Occupations
Aircraft Mechanic
18.76
Aircraft Mechanic Helper
15.06
Aircraft Quality Control Inspector
21.25
Aircraft Servicer
16.81
Aircraft Worker
17.45
Appliance Mechanic
18.13
Bicycle Repairer
15.52
Cable Splicer
21.57
Carpenter, Maintenance
18.13
Carpet Layer
17.45
Electrician, Maintenance
19.95
Electronics Technician, Maintenance I
11.76
Electronics Technician, Maintenance II
18.80
Electronics Technician, Maintenance III
22.52
Fabric Worker
16.81

Fire Alarm System Mechanic
18.76
Fire Extinguisher Repairer
16.06
Fuel Distribution System Mechanic
18.76
General Maintenance Worker
17.45
Heating, Refrigeration and Air Conditioning Mechanic
18.76
Heavy Equipment Mechanic
20.37
Heavy Equipment Operator
22.87
Instrument Mechanic
19.30
Laborer
10.95
Locksmith
18.13
Machinery Maintenance Mechanic
22.42
Machinist, Maintenance
18.96
Maintenance Trades Helper
15.06
Millwright
20.04
Office Appliance Repairer
18.13
Painter, Aircraft
18.13
Painter, Maintenance
18.13
Pipefitter, Maintenance
18.76
Plumber, Maintenance
18.13
Pneudraulic Systems Mechanic
18.76
Rigger
18.76
Scale Mechanic
17.45
Sheet-Metal Worker, Maintenance
18.76
Small Engine Mechanic
17.45
Telecommunication Mechanic I
18.76
Telecommunication Mechanic II
21.75
Telephone Lineman
18.76
Welder, Combination, Maintenance
18.76

Well Driller
19.74
Woodcraft Worker
18.76
Woodworker
16.06
Miscellaneous Occupations
Animal Caretaker
9.66
Carnival Equipment Operator
11.56
Carnival Equipment Repairer
12.32
Carnival Worker
8.28
Cashier
9.99
Desk Clerk
10.06
Embalmer
19.62
Lifeguard
9.32
Mortician
19.62
Park Attendant (Aide)
11.71
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)
11.63
Recreation Specialist
13.95
Recycling Worker
11.95
Sales Clerk
9.58
School Crossing Guard (Crosswalk Attendant)
8.28
Sport Official
9.20
Survey Party Chief (Chief of Party)
21.91
Surveying Aide
14.31
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)
19.92
Swimming Pool Operator
12.00
Vending Machine Attendant
11.31
Vending Machine Repairer
13.09
Vending Machine Repairer Helper
10.92
Personal Needs Occupations
Child Care Attendant
8.07

Child Care Center Clerk
11.26
Chore Aid
9.19
Homemaker
14.12
Plant and System Operation Occupations
Boiler Tender
18.76
Sewage Plant Operator
19.63
Stationary Engineer
20.31
Ventilation Equipment Tender
15.06
Water Treatment Plant Operator
19.63
Protective Service Occupations
Alarm Monitor
16.41
Corrections Officer
19.09
Court Security Officer
21.07
Detention Officer
21.07
Firefighter
18.83
Guard I
8.43
Guard II
16.10
Police Officer
23.30
Stevedoring/Longshoremen Occupations
Blocker and Bracer
15.33
Hatch Tender
13.33
Line Handler
13.33
Stevedore I
14.76
Stevedore II
16.52
Technical Occupations
Air Traffic Control Specialist, Center (2)
27.91
Air Traffic Control Specialist, Station (2)
19.25
Air Traffic Control Specialist, Terminal (2)
21.19
Archeological Technician I
15.61
Archeological Technician II
17.46

Archeological Technician III
21.64
Cartographic Technician
22.77
Civil Engineering Technician
22.87
Computer Based Training (CBT) Specialist/ Instructor
21.59
Drafter I
12.13
Drafter II
13.62
Drafter III
17.52
Drafter IV
20.42
Engineering Technician I
13.88
Engineering Technician II
15.58
Engineering Technician III
18.76
Engineering Technician IV
22.85
Engineering Technician V
27.83
Engineering Technician VI
33.69
Environmental Technician
18.18
Flight Simulator/Instructor (Pilot)
26.51
Graphic Artist
20.28
Instructor
21.59
Laboratory Technician
15.10
Mathematical Technician
19.44
Paralegal/Legal Assistant I
17.86
Paralegal/Legal Assistant II
22.39
Paralegal/Legal Assistant III
27.39
Paralegal/Legal Assistant IV
33.13
Photooptics Technician
19.93
Technical Writer
25.34
Unexploded (UXO) Safety Escort
18.33
Unexploded (UXO) Sweep Personnel
18.33

Unexploded Ordnance (UXO) Technician I
 18.33
 Unexploded Ordnance (UXO) Technician II
 22.17
 Unexploded Ordnance (UXO) Technician III
 26.58
 Weather Observer, Combined Upper Air and Surface Programs (3)
 15.82
 Weather Observer, Senior (3)
 17.56
 Weather Observer, Upper Air (3)
 15.82
 Transportation/ Mobile Equipment Operation Occupations
 Bus Driver
 13.05
 Parking and Lot Attendant
 6.91
 Shuttle Bus Driver
 9.61
 Taxi Driver
 7.85
 Truckdriver, Heavy Truck
 14.33
 Truckdriver, Light Truck
 9.61
 Truckdriver, Medium Truck
 13.41
 Truckdriver, Tractor-Trailer
 14.33

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.02 an hour or \$80.80 a week or \$350.13 a month.

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 4.174)

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) 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) 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 including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, dying, mixing, and pressing of sensitive explosives pyrotechnic compositions such

as lead azide, black powder and photoflash power. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, 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 explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard.)

** 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

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,

Film/Tape Librarian
12.29
General Clerk I
7.87
General Clerk II
9.87
General Clerk III
12.10
General Clerk IV
12.24
Housing Referral Assistant
16.63
Key Entry Operator I
9.55
Key Entry Operator II
11.06
Messenger (Courier)
8.22
Order Clerk I
10.10
Order Clerk II
12.61
Personnel Assistant (Employment) I
12.45
Personnel Assistant (Employment) II
13.98
Personnel Assistant (Employment) III
14.34
Personnel Assistant (Employment) IV
16.11
Production Control Clerk
14.59
Rental Clerk
12.27
Scheduler, Maintenance
12.27
Secretary I
12.27
Secretary II
14.84
Secretary III
16.63
Secretary IV
18.99
Secretary V
22.38
Service Order Dispatcher
12.27
Stenographer I
10.94
Stenographer II
12.27
Supply Technician
18.99
Survey Worker (Interviewer)
12.90

Switchboard Operator-Receptionist
10.02
Test Examiner
14.78
Test Proctor
14.78
Travel Clerk I
9.28
Travel Clerk II
9.85
Travel Clerk III
10.44
Word Processor I
11.27
Word Processor II
14.24
Word Processor III
14.34
Automatic Data Processing Occupations
Computer Data Librarian
12.83
Computer Operator I
12.83
Computer Operator II
14.95
Computer Operator III
17.95
Computer Operator IV
19.94
Computer Operator V
20.79
Computer Programmer I (1)
12.84
Computer Programmer II (1)
15.90
Computer Programmer III (1)
20.18
Computer Programmer IV (1)
24.43
Computer Systems Analyst I (1)
23.58
Computer Systems Analyst II (1)
27.62
Computer Systems Analyst III (1)
27.62
Peripheral Equipment Operator
12.83
Automotive Service Occupations
Automotive Body Repairer, Fiberglass
17.20
Automotive Glass Installer
17.53
Automotive Worker
17.53
Electrician, Automotive
18.64

Mobile Equipment Servicer
15.99
Motor Equipment Metal Mechanic
19.01
Motor Equipment Metal Worker
17.53
Motor Vehicle Mechanic
19.16
Motor Vehicle Mechanic Helper
14.84
Motor Vehicle Upholstery Worker
16.80
Motor Vehicle Wrecker
17.53
Painter, Automotive
18.28
Radiator Repair Specialist
17.53
Tire Repairer
13.98
Transmission Repair Specialist
19.01
Food Preparation and Service Occupations
Baker
14.36
Cook I
13.10
Cook II
14.36
Dishwasher
9.22
Food Service Worker
9.22
Meat Cutter
14.36
Waiter/Waitress
10.26
Furniture Maintenance and Repair Occupations
Electrostatic Spray Painter
16.51
Furniture Handler
11.33
Furniture Refinisher
16.51
Furniture Refinisher Helper
13.43
Furniture Repairer, Minor
15.20
Upholsterer
16.51
General Services and Support Occupations
Cleaner, Vehicles
9.22
Elevator Operator
9.22

Gardener
15.07
House Keeping Aid I
8.18
House Keeping Aid II
9.22
Janitor
9.22
Laborer, Grounds Maintenance
11.80
Maid or Houseman
8.18
Pest Controller
13.78
Refuse Collector
10.60
Tractor Operator
13.98
Window Cleaner
10.26
Health Occupations
Dental Assistant
10.92
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver
12.54
Licensed Practical Nurse I
12.74
Licensed Practical Nurse II
14.31
Licensed Practical Nurse III
14.85
Medical Assistant
9.76
Medical Laboratory Technician
11.22
Medical Record Clerk
11.22
Medical Record Technician
13.53
Nursing Assistant I
7.04
Nursing Assistant II
7.91
Nursing Assistant III
8.63
Nursing Assistant IV
9.37
Pharmacy Technician
12.17
Phlebotomist
10.77
Registered Nurse I
20.03
Registered Nurse II
22.99

Registered Nurse II, Specialist
24.58
Registered Nurse III
28.18
Registered Nurse III, Anesthetist
28.18
Registered Nurse IV
33.78
Information and Arts Occupations
Audiovisual Librarian
18.48
Exhibits Specialist I
17.01
Exhibits Specialist II
21.94
Exhibits Specialist III
27.20
Illustrator I
17.01
Illustrator II
21.20
Illustrator III
27.20
Librarian
21.77
Library Technician
12.90
Photographer I
13.19
Photographer II
17.01
Photographer III
21.94
Photographer IV
27.20
Photographer V
32.89
Laundry, Dry Cleaning, Pressing and Related Occupations
Assembler
7.29
Counter Attendant
7.29
Dry Cleaner
8.76
Finisher, Flatwork, Machine
7.29
Presser, Hand
7.29
Presser, Machine, Drycleaning
7.29
Presser, Machine, Shirts
7.29
Presser, Machine, Wearing Apparel, Laundry
7.29
Sewing Machine Operator
9.46

Tailor
10.16
Washer, Machine
8.03
Machine Tool Operation and Repair Occupations
Machine-Tool Operator (Toolroom)
16.51
Tool and Die Maker
19.03
Material Handling and Packing Occupations
Forklift Operator
14.58
Fuel Distribution System Operator
14.47
Material Coordinator
15.63
Material Expediter
15.63
Material Handling Laborer
16.24
Order Filler
14.17
Production Line Worker (Food Processing)
13.81
Shipping Packer
9.99
Shipping/Receiving Clerk
9.99
Stock Clerk (Shelf Stocker; Store Worker II)
12.74
Store Worker I
9.38
Tools and Parts Attendant
13.81
Warehouse Specialist
13.81
Mechanics and Maintenance and Repair Occupations
Aircraft Mechanic
17.20
Aircraft Mechanic Helper
13.43
Aircraft Quality Control Inspector
17.87
Aircraft Servicer
15.20
Aircraft Worker
15.86
Appliance Mechanic
16.51
Bicycle Repairer
13.98
Cable Splicer
19.78
Carpenter, Maintenance
18.99

Carpet Layer
18.24
Electrician, Maintenance
20.30
Electronics Technician, Maintenance I
19.35
Electronics Technician, Maintenance II
20.16
Electronics Technician, Maintenance III
20.87
Fabric Worker
15.20
Fire Alarm System Mechanic
17.20
Fire Extinguisher Repairer
14.47
Fuel Distribution System Mechanic
17.20
General Maintenance Worker
13.81
Heating, Refrigeration and Air Conditioning Mechanic
17.20
Heavy Equipment Mechanic
18.36
Heavy Equipment Operator
19.78
Instrument Mechanic
19.55
Laborer
10.60
Locksmith
16.51
Machinery Maintenance Mechanic
17.20
Machinist, Maintenance
18.99
Maintenance Trades Helper
13.43
Millwright
18.22
Office Appliance Repairer
16.54
Painter, Aircraft
16.54
Painter, Maintenance
16.54
Pipefitter, Maintenance
17.20
Plumber, Maintenance
16.54
Pneudraulic Systems Mechanic
17.20
Rigger
17.20
Scale Mechanic
17.44

Sheet-Metal Worker, Maintenance
17.20
Small Engine Mechanic
15.86
Telecommunication Mechanic I
18.66
Telecommunication Mechanic II
20.55
Telephone Lineman
18.66
Welder, Combination, Maintenance
17.20
Well Driller
19.78
Woodcraft Worker
17.20
Woodworker
14.47
Miscellaneous Occupations
Animal Caretaker
11.23
Carnival Equipment Operator
12.16
Carnival Equipment Repairer
13.10
Carnival Worker
9.22
Cashier
9.19
Desk Clerk
11.25
Embalmer
16.55
Lifeguard
9.58
Mortician
17.29
Park Attendant (Aide)
11.68
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)
8.71
Recreation Specialist
13.56
Recycling Worker
13.98
Sales Clerk
10.02
School Crossing Guard (Crosswalk Attendant)
9.22
Sport Official
9.58
Survey Party Chief (Chief of Party)
16.79
Surveying Aide
8.86

Surveying Technician (Instr. Person/Surveyor Asst./Instr.)
12.16
Swimming Pool Operator
14.36
Vending Machine Attendant
12.16
Vending Machine Repairer
14.36
Vending Machine Repairer Helper
12.16
Personal Needs Occupations
Child Care Attendant
10.03
Child Care Center Clerk
12.52
Chore Aid
8.18
Homemaker
13.56
Plant and System Operation Occupations
Boiler Tender
17.20
Sewage Plant Operator
18.99
Stationary Engineer
19.78
Ventilation Equipment Tender
15.45
Water Treatment Plant Operator
18.99
Protective Service Occupations
Alarm Monitor
8.18
Corrections Officer
21.82
Court Security Officer
21.82
Detention Officer
21.82
Firefighter
18.02
Guard I
7.33
Guard II
8.18
Police Officer
23.39
Stevedoring/Longshoremen Occupations
Blocker and Bracer
16.29
Hatch Tender
16.29
Line Handler
16.29
Stevedore I
15.63

Stevedore II
16.91
Technical Occupations
 Air Traffic Control Specialist, Center (2)
28.68
 Air Traffic Control Specialist, Station (2)
19.77
 Air Traffic Control Specialist, Terminal (2)
21.78
 Archeological Technician I
15.84
 Archeological Technician II
16.44
 Archeological Technician III
21.94
 Cartographic Technician
25.23
 Civil Engineering Technician
21.94
 Computer Based Training (CBT) Specialist/ Instructor
20.54
 Drafter I
14.20
 Drafter II
15.93
 Drafter III
19.05
 Drafter IV
24.57
 Engineering Technician I
12.19
 Engineering Technician II
13.69
 Engineering Technician III
15.32
 Engineering Technician IV
18.97
 Engineering Technician V
23.20
 Engineering Technician VI
28.07
 Environmental Technician
19.94
 Flight Simulator/Instructor (Pilot)
24.68
 Graphic Artist
20.54
 Instructor
20.54
 Laboratory Technician
15.61
 Mathematical Technician
21.82
 Paralegal/Legal Assistant I
15.66

Paralegal/Legal Assistant II
 18.26
 Paralegal/Legal Assistant III
 22.33
 Paralegal/Legal Assistant IV
 27.03
 Photooptics Technician
 18.97
 Technical Writer
 24.43
 Unexploded (UXO) Safety Escort
 18.22
 Unexploded (UXO) Sweep Personnel
 18.22
 Unexploded Ordnance (UXO) Technician I
 18.22
 Unexploded Ordnance (UXO) Technician II
 22.05
 Unexploded Ordnance (UXO) Technician III
 26.43
 Weather Observer, Combined Upper Air and Surface Programs (3)
 15.61
 Weather Observer, Senior (3)
 17.33
 Weather Observer, Upper Air (3)
 15.61
 Transportation/ Mobile Equipment Operation Occupations
 Bus Driver
 15.50
 Parking and Lot Attendant
 6.56
 Shuttle Bus Driver
 9.93
 Taxi Driver
 8.02
 Truckdriver, Heavy Truck
 17.48
 Truckdriver, Light Truck
 10.44
 Truckdriver, Medium Truck
 16.43
 Truckdriver, Tractor-Trailer
 17.48

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.02 an hour or \$80.80 a week or \$350.13 a month.

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 4.174)

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) 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) 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 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

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.

Dispatcher, Motor Vehicle
14.12
Document Preparation Clerk
11.67
Duplicating Machine Operator
11.67
Film/Tape Librarian
13.38
General Clerk I
8.83
General Clerk II
10.29
General Clerk III
12.96
General Clerk IV
14.76
Housing Referral Assistant
17.16
Key Entry Operator I
10.20
Key Entry Operator II
11.51
Messenger (Courier)
9.15
Order Clerk I
9.77
Order Clerk II
11.17
Personnel Assistant (Employment) I
11.14
Personnel Assistant (Employment) II
12.54
Personnel Assistant (Employment) III
13.68
Personnel Assistant (Employment) IV
15.34
Production Control Clerk
15.54
Rental Clerk
11.42
Scheduler, Maintenance
12.09
Secretary I
12.09
Secretary II
13.12
Secretary III
17.16
Secretary IV
18.36
Secretary V
18.70
Service Order Dispatcher
13.48
Stenographer I
12.80

Stenographer II
14.80
Supply Technician
15.25
Survey Worker (Interviewer)
14.32
Switchboard Operator-Receptionist
9.85
Test Examiner
13.12
Test Proctor
13.12
Travel Clerk I
9.49
Travel Clerk II
9.99
Travel Clerk III
10.61
Word Processor I
12.56
Word Processor II
15.11
Word Processor III
15.86
Automatic Data Processing Occupations
Computer Data Librarian
14.14
Computer Operator I
10.48
Computer Operator II
14.37
Computer Operator III
16.05
Computer Operator IV
17.84
Computer Operator V
19.75
Computer Programmer I (1)
15.81
Computer Programmer II (1)
19.60
Computer Programmer III (1)
22.84
Computer Programmer IV (1)
27.62
Computer Systems Analyst I (1)
25.94
Computer Systems Analyst II (1)
27.62
Computer Systems Analyst III (1)
27.62
Peripheral Equipment Operator
11.43
Automotive Service Occupations
Automotive Body Repairer, Fiberglass
17.48

Automotive Glass Installer
16.09
Automotive Worker
16.09
Electrician, Automotive
16.80
Mobile Equipment Servicer
14.65
Motor Equipment Metal Mechanic
17.48
Motor Equipment Metal Worker
16.09
Motor Vehicle Mechanic
17.48
Motor Vehicle Mechanic Helper
13.96
Motor Vehicle Upholstery Worker
15.30
Motor Vehicle Wrecker
16.09
Painter, Automotive
16.80
Radiator Repair Specialist
16.09
Tire Repairer
14.15
Transmission Repair Specialist
17.48
Food Preparation and Service Occupations
Baker
13.21
Cook I
12.02
Cook II
13.21
Dishwasher
9.00
Food Service Worker
9.00
Meat Cutter
15.49
Waiter/Waitress
9.95
Furniture Maintenance and Repair Occupations
Electrostatic Spray Painter
16.80
Furniture Handler
12.13
Furniture Refinisher
16.80
Furniture Refinisher Helper
13.96
Furniture Repairer, Minor
15.30
Upholsterer
16.80

General Services and Support Occupations

Cleaner, Vehicles
9.00
Elevator Operator
10.56
Gardener
12.02
House Keeping Aid I
8.07
House Keeping Aid II
9.17
Janitor
9.17
Laborer, Grounds Maintenance
9.96
Maid or Houseman
8.07
Pest Controller
13.58
Refuse Collector
11.90
Tractor Operator
11.45
Window Cleaner
10.14
Health Occupations
Dental Assistant
12.55
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver
14.10
Licensed Practical Nurse I
13.94
Licensed Practical Nurse II
15.64
Licensed Practical Nurse III
17.50
Medical Assistant
12.90
Medical Laboratory Technician
12.90
Medical Record Clerk
12.90
Medical Record Technician
13.53
Nursing Assistant I
7.91
Nursing Assistant II
8.89
Nursing Assistant III
9.70
Nursing Assistant IV
10.88
Pharmacy Technician
12.94
Phlebotomist
11.58

Registered Nurse I
16.05
Registered Nurse II
19.63
Registered Nurse II, Specialist
19.63
Registered Nurse III
23.74
Registered Nurse III, Anesthetist
23.74
Registered Nurse IV
28.45
Information and Arts Occupations
Audiovisual Librarian
20.03
Exhibits Specialist I
17.22
Exhibits Specialist II
22.68
Exhibits Specialist III
24.75
Illustrator I
16.02
Illustrator II
20.42
Illustrator III
23.04
Librarian
20.40
Library Technician
13.35
Photographer I
15.22
Photographer II
17.01
Photographer III
21.69
Photographer IV
24.47
Photographer V
29.01
Laundry, Dry Cleaning, Pressing and Related Occupations
Assembler
7.87
Counter Attendant
7.87
Dry Cleaner
8.92
Finisher, Flatwork, Machine
7.87
Presser, Hand
7.87
Presser, Machine, Drycleaning
7.87
Presser, Machine, Shirts
7.87

Presser, Machine, Wearing Apparel, Laundry
7.87
Sewing Machine Operator
8.98
Tailor
10.93
Washer, Machine
8.36
Machine Tool Operation and Repair Occupations
Machine-Tool Operator (Toolroom)
16.80
Tool and Die Maker
19.85
Material Handling and Packing Occupations
Forklift Operator
13.49
Fuel Distribution System Operator
15.36
Material Coordinator
14.50
Material Expediter
15.67
Material Handling Laborer
11.90
Order Filler
13.74
Production Line Worker (Food Processing)
14.47
Shipping Packer
11.66
Shipping/Receiving Clerk
11.66
Stock Clerk (Shelf Stocker; Store Worker II)
12.51
Store Worker I
9.50
Tools and Parts Attendant
13.49
Warehouse Specialist
13.20
Mechanics and Maintenance and Repair Occupations
Aircraft Mechanic
17.48
Aircraft Mechanic Helper
13.96
Aircraft Quality Control Inspector
18.23
Aircraft Servicer
15.30
Aircraft Worker
16.09
Appliance Mechanic
16.80
Bicycle Repairer
14.15

Cable Splicer
20.10
Carpenter, Maintenance
19.50
Carpet Layer
16.09
Electrician, Maintenance
22.70
Electronics Technician, Maintenance I
18.94
Electronics Technician, Maintenance II
20.65
Electronics Technician, Maintenance III
23.12
Fabric Worker
15.30
Fire Alarm System Mechanic
20.10
Fire Extinguisher Repairer
16.84
Fuel Distribution System Mechanic
20.14
General Maintenance Worker
16.09
Heating, Refrigeration and Air Conditioning Mechanic
17.71
Heavy Equipment Mechanic
18.90
Heavy Equipment Operator
18.02
Instrument Mechanic
20.10
Laborer
10.36
Locksmith
16.80
Machinery Maintenance Mechanic
19.05
Machinist, Maintenance
18.84
Maintenance Trades Helper
13.96
Millwright
20.10
Office Appliance Repairer
16.80
Painter, Aircraft
16.80
Painter, Maintenance
16.80
Pipefitter, Maintenance
22.41
Plumber, Maintenance
21.53
Pneudraulic Systems Mechanic
20.10

Rigger
20.10
Scale Mechanic
18.51
Sheet-Metal Worker, Maintenance
17.48
Small Engine Mechanic
16.09
Telecommunication Mechanic I
20.10
Telecommunication Mechanic II
20.69
Telephone Lineman
20.10
Welder, Combination, Maintenance
17.48
Well Driller
17.48
Woodcraft Worker
17.48
Woodworker
14.65
Miscellaneous Occupations
Animal Caretaker
10.89
Carnival Equipment Operator
15.15
Carnival Equipment Repairer
15.89
Carnival Worker
10.35
Cashier
8.83
Desk Clerk
10.52
Embalmer
15.49
Lifeguard
9.37
Mortician
17.49
Park Attendant (Aide)
11.76
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)
10.77
Recreation Specialist
14.57
Recycling Worker
15.15
Sales Clerk
9.37
School Crossing Guard (Crosswalk Attendant)
9.00
Sport Official
9.37

Survey Party Chief (Chief of Party)
19.87
 Surveying Aide
13.09
 Surveying Technician (Instr. Person/Surveyor Asst./Instr.)
17.95
 Swimming Pool Operator
13.21
 Vending Machine Attendant
12.01
 Vending Machine Repairer
13.86
 Vending Machine Repairer Helper
12.01
Personal Needs Occupations
 Child Care Attendant
10.52
 Child Care Center Clerk
13.83
 Chore Aid
9.28
 Homemaker
15.36
Plant and System Operation Occupations
 Boiler Tender
17.48
 Sewage Plant Operator
19.31
 Stationary Engineer
20.10
 Ventilation Equipment Tender
13.96
 Water Treatment Plant Operator
19.31
Protective Service Occupations
 Alarm Monitor
11.97
 Corrections Officer
21.09
 Court Security Officer
21.09
 Detention Officer
21.09
 Firefighter
19.16
 Guard I
9.79
 Guard II
10.41
 Police Officer
23.01
Stevedoring/Longshoremen Occupations
 Blocker and Bracer
17.16
 Hatch Tender
14.91

Line Handler
14.91
Stevedore I
16.14
Stevedore II
17.64
Technical Occupations
Air Traffic Control Specialist, Center (2)
27.53
Air Traffic Control Specialist, Station (2)
18.98
Air Traffic Control Specialist, Terminal (2)
20.91
Archeological Technician I
15.59
Archeological Technician II
17.43
Archeological Technician III
21.60
Cartographic Technician
23.79
Civil Engineering Technician
21.20
Computer Based Training (CBT) Specialist/ Instructor
20.50
Drafter I
14.08
Drafter II
15.79
Drafter III
17.69
Drafter IV
21.60
Engineering Technician I
13.97
Engineering Technician II
16.27
Engineering Technician III
17.84
Engineering Technician IV
22.87
Engineering Technician V
28.07
Engineering Technician VI
33.97
Environmental Technician
15.47
Flight Simulator/Instructor (Pilot)
23.39
Graphic Artist
19.62
Instructor
19.62
Laboratory Technician
14.90

Mathematical Technician
 15.76
 Paralegal/Legal Assistant I
 14.46
 Paralegal/Legal Assistant II
 18.47
 Paralegal/Legal Assistant III
 22.57
 Paralegal/Legal Assistant IV
 27.30
 Photooptics Technician
 18.89
 Technical Writer
 22.71
 Unexploded (UXO) Safety Escort
 17.49
 Unexploded (UXO) Sweep Personnel
 17.49
 Unexploded Ordnance (UXO) Technician I
 17.49
 Unexploded Ordnance (UXO) Technician II
 21.71
 Unexploded Ordnance (UXO) Technician III
 25.37
 Weather Observer, Combined Upper Air and Surface Programs (3)
 15.51
 Weather Observer, Senior (3)
 17.24
 Weather Observer, Upper Air (3)
 15.51
 Transportation/ Mobile Equipment Operation Occupations
 Bus Driver
 13.73
 Parking and Lot Attendant
 6.96
 Shuttle Bus Driver
 10.00
 Taxi Driver
 9.88
 Truckdriver, Heavy Truck
 15.39
 Truckdriver, Light Truck
 10.01
 Truckdriver, Medium Truck
 15.15
 Truckdriver, Tractor-Trailer
 15.39

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.02 an hour or \$80.80 a week or \$350.13 a month.

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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 4.174)

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) 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) 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

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.

Accounting Clerk III
13.24
Accounting Clerk IV
16.76
Court Reporter
15.45
Dispatcher, Motor Vehicle
14.89
Document Preparation Clerk
12.27
Duplicating Machine Operator
12.27
Film/Tape Librarian
12.84
General Clerk I
9.67
General Clerk II
10.86
General Clerk III
13.33
General Clerk IV
16.07
Housing Referral Assistant
16.63
Key Entry Operator I
11.11
Key Entry Operator II
12.12
Messenger (Courier)
8.40
Order Clerk I
11.31
Order Clerk II
12.34
Personnel Assistant (Employment) I
11.85
Personnel Assistant (Employment) II
13.29
Personnel Assistant (Employment) III
15.97
Personnel Assistant (Employment) IV
17.95
Production Control Clerk
16.14
Rental Clerk
13.13
Scheduler, Maintenance
13.13
Secretary I
13.13
Secretary II
15.48
Secretary III
16.63
Secretary IV
19.43

Secretary V
22.48
Service Order Dispatcher
12.84
Stenographer I
12.29
Stenographer II
13.80
Supply Technician
19.44
Survey Worker (Interviewer)
13.43
Switchboard Operator-Receptionist
10.68
Test Examiner
15.48
Test Proctor
15.48
Travel Clerk I
9.34
Travel Clerk II
9.99
Travel Clerk III
10.53
Word Processor I
12.20
Word Processor II
13.71
Word Processor III
15.33
Automatic Data Processing Occupations
Computer Data Librarian
12.53
Computer Operator I
13.23
Computer Operator II
14.80
Computer Operator III
17.29
Computer Operator IV
18.33
Computer Operator V
20.31
Computer Programmer I (1)
14.51
Computer Programmer II (1)
17.96
Computer Programmer III (1)
22.85
Computer Programmer IV (1)
27.62
Computer Systems Analyst I (1)
24.75
Computer Systems Analyst II (1)
27.62

Computer Systems Analyst III (1)
27.63
Peripheral Equipment Operator
13.01
Automotive Service Occupations
Automotive Body Repairer, Fiberglass
18.13
Automotive Glass Installer
18.42
Automotive Worker
18.42
Electrician, Automotive
19.16
Mobile Equipment Servicer
16.63
Motor Equipment Metal Mechanic
19.97
Motor Equipment Metal Worker
18.42
Motor Vehicle Mechanic
19.16
Motor Vehicle Mechanic Helper
15.43
Motor Vehicle Upholstery Worker
17.64
Motor Vehicle Wrecker
18.42
Painter, Automotive
19.16
Radiator Repair Specialist
18.09
Tire Repairer
14.54
Transmission Repair Specialist
19.97
Food Preparation and Service Occupations
Baker
15.40
Cook I
14.48
Cook II
9.99
Dishwasher
9.78
Food Service Worker
9.78
Meat Cutter
14.14
Waiter/Waitress
10.83
Furniture Maintenance and Repair Occupations
Electrostatic Spray Painter
17.35
Furniture Handler
11.72

Furniture Refinisher
17.35
Furniture Refinisher Helper
13.96
Furniture Repairer, Minor
15.96
Upholsterer
17.35
General Services and Support Occupations
Cleaner, Vehicles
9.78
Elevator Operator
11.25
Gardener
15.99
House Keeping Aid I
8.74
House Keeping Aid II
9.78
Janitor
9.78
Laborer, Grounds Maintenance
12.46
Maid or Houseman
8.74
Pest Controller
14.75
Refuse Collector
11.26
Tractor Operator
14.84
Window Cleaner
10.83
Health Occupations
Dental Assistant
14.43
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver
11.53
Licensed Practical Nurse I
11.50
Licensed Practical Nurse II
12.90
Licensed Practical Nurse III
14.43
Medical Assistant
10.78
Medical Laboratory Technician
12.90
Medical Record Clerk
12.90
Medical Record Technician
13.53
Nursing Assistant I
7.32
Nursing Assistant II
8.23

Nursing Assistant III
8.97
Nursing Assistant IV
10.27
Pharmacy Technician
12.17
Phlebotomist
12.90
Registered Nurse I
17.48
Registered Nurse II
21.40
Registered Nurse II, Specialist
21.40
Registered Nurse III
25.88
Registered Nurse III, Anesthetist
25.88
Registered Nurse IV
34.45
Information and Arts Occupations
Audiovisual Librarian
11.16
Exhibits Specialist I
17.23
Exhibits Specialist II
21.33
Exhibits Specialist III
26.10
Illustrator I
17.43
Illustrator II
21.57
Illustrator III
26.40
Librarian
22.50
Library Technician
13.38
Photographer I
16.73
Photographer II
20.70
Photographer III
25.33
Photographer IV
30.64
Photographer V
29.48
Laundry, Dry Cleaning, Pressing and Related Occupations
Assembler
7.51
Counter Attendant
7.51
Dry Cleaner
8.05

Finisher, Flatwork, Machine
7.51
Presser, Hand
7.51
Presser, Machine, Drycleaning
7.51
Presser, Machine, Shirts
7.51
Presser, Machine, Wearing Apparel, Laundry
7.51
Sewing Machine Operator
8.55
Tailor
10.42
Washer, Machine
8.09
Machine Tool Operation and Repair Occupations
Machine-Tool Operator (Toolroom)
17.35
Tool and Die Maker
20.27
Material Handling and Packing Occupations
Forklift Operator
11.33
Fuel Distribution System Operator
15.19
Material Coordinator
15.98
Material Expediter
15.98
Material Handling Laborer
11.37
Order Filler
11.47
Production Line Worker (Food Processing)
13.08
Shipping Packer
11.72
Shipping/Receiving Clerk
11.72
Stock Clerk (Shelf Stocker; Store Worker II)
12.20
Store Worker I
9.38
Tools and Parts Attendant
13.89
Warehouse Specialist
13.89
Mechanics and Maintenance and Repair Occupations
Aircraft Mechanic
18.07
Aircraft Mechanic Helper
13.96
Aircraft Quality Control Inspector
19.73

Aircraft Servicer
15.96
Aircraft Worker
16.67
Appliance Mechanic
17.35
Bicycle Repairer
14.54
Cable Splicer
20.78
Carpenter, Maintenance
19.36
Carpet Layer
16.67
Electrician, Maintenance
23.91
Electronics Technician, Maintenance I
16.03
Electronics Technician, Maintenance II
17.45
Electronics Technician, Maintenance III
21.38
Fabric Worker
15.96
Fire Alarm System Mechanic
18.07
Fire Extinguisher Repairer
15.05
Fuel Distribution System Mechanic
18.07
General Maintenance Worker
16.67
Heating, Refrigeration and Air Conditioning Mechanic
18.29
Heavy Equipment Mechanic
19.12
Heavy Equipment Operator
20.75
Instrument Mechanic
19.49
Laborer
11.07
Locksmith
17.35
Machinery Maintenance Mechanic
18.54
Machinist, Maintenance
18.99
Maintenance Trades Helper
13.96
Millwright
20.44
Office Appliance Repairer
17.28
Painter, Aircraft
17.35

Painter, Maintenance
17.35
Pipefitter, Maintenance
18.09
Plumber, Maintenance
17.36
Pneudraulic Systems Mechanic
18.07
Rigger
20.78
Scale Mechanic
17.44
Sheet-Metal Worker, Maintenance
18.07
Small Engine Mechanic
16.337
Telecommunication Mechanic I
18.12
Telecommunication Mechanic II
20.69
Telephone Lineman
18.12
Welder, Combination, Maintenance
18.07
Well Driller
18.07
Woodcraft Worker
18.07
Woodworker
15.05
Miscellaneous Occupations
Animal Caretaker
11.87
Carnival Equipment Operator
12.90
Carnival Equipment Repairer
13.90
Carnival Worker
9.78
Cashier
9.73
Desk Clerk
10.43
Embalmer
17.49
Lifeguard
9.58
Mortician
17.49
Park Attendant (Aide)
12.03
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)
9.29
Recreation Specialist
12.56

Recycling Worker
14.83
Sales Clerk
10.32
School Crossing Guard (Crosswalk Attendant)
9.78
Sport Official
9.58
Survey Party Chief (Chief of Party)
16.50
Surveying Aide
9.79
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)
13.43
Swimming Pool Operator
15.40
Vending Machine Attendant
12.90
Vending Machine Repairer
15.40
Vending Machine Repairer Helper
12.90
Personal Needs Occupations
Child Care Attendant
10.03
Child Care Center Clerk
14.40
Chore Aid
9.71
Homemaker
14.45
Plant and System Operation Occupations
Boiler Tender
18.07
Sewage Plant Operator
21.53
Stationary Engineer
20.06
Ventilation Equipment Tender
13.96
Water Treatment Plant Operator
21.53
Protective Service Occupations
Alarm Monitor
12.78
Corrections Officer
19.20
Court Security Officer
19.20
Detention Officer
19.20
Firefighter
20.72
Guard I
9.83

Guard II
12.78
Police Officer
24.19
Stevedoring/Longshoremen Occupations
Blocker and Bracer
17.96
Hatch Tender
15.62
Line Handler
15.62
Stevedore I
16.22
Stevedore II
17.64
Technical Occupations
Air Traffic Control Specialist, Center (2)
28.68
Air Traffic Control Specialist, Station (2)
19.77
Air Traffic Control Specialist, Terminal (2)
21.78
Archeological Technician I
15.39
Archeological Technician II
17.22
Archeological Technician III
21.32
Cartographic Technician
24.54
Civil Engineering Technician
23.19
Computer Based Training (CBT) Specialist/ Instructor
21.64
Drafter I
13.10
Drafter II
14.70
Drafter III
16.45
Drafter IV
20.38
Engineering Technician I
13.43
Engineering Technician II
15.06
Engineering Technician III
16.88
Engineering Technician IV
20.25
Engineering Technician V
24.07
Engineering Technician VI
29.12
Environmental Technician
18.02

Flight Simulator/Instructor (Pilot)
26.79
Graphic Artist
21.88
Instructor
21.64
Laboratory Technician
14.75
Mathematical Technician
20.71
Paralegal/Legal Assistant I
15.69
Paralegal/Legal Assistant II
18.05
Paralegal/Legal Assistant III
22.10
Paralegal/Legal Assistant IV
26.71
Photooptics Technician
20.71
Technical Writer
25.87
Unexploded (UXO) Safety Escort
18.22
Unexploded (UXO) Sweep Personnel
18.22
Unexploded Ordnance (UXO) Technician I
18.22
Unexploded Ordnance (UXO) Technician II
22.05
Unexploded Ordnance (UXO) Technician III
26.43
Weather Observer, Combined Upper Air and Surface Programs (3)
16.94
Weather Observer, Senior (3)
18.81
Weather Observer, Upper Air (3)
16.94
Transportation/ Mobile Equipment Operation Occupations
Bus Driver
14.03
Parking and Lot Attendant
8.93
Shuttle Bus Driver
11.53
Taxi Driver
10.70
Truckdriver, Heavy Truck
15.42
Truckdriver, Light Truck
11.53
Truckdriver, Medium Truck
12.20
Truckdriver, Tractor-Trailer
15.42

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.02 an hour or \$80.80 a week or \$350.13 a month.

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 4.174)

EDUCATIONAL FUND: All educational expenses at accredited schools will be paid for if courses are job related or required for a degree.

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) 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) 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

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

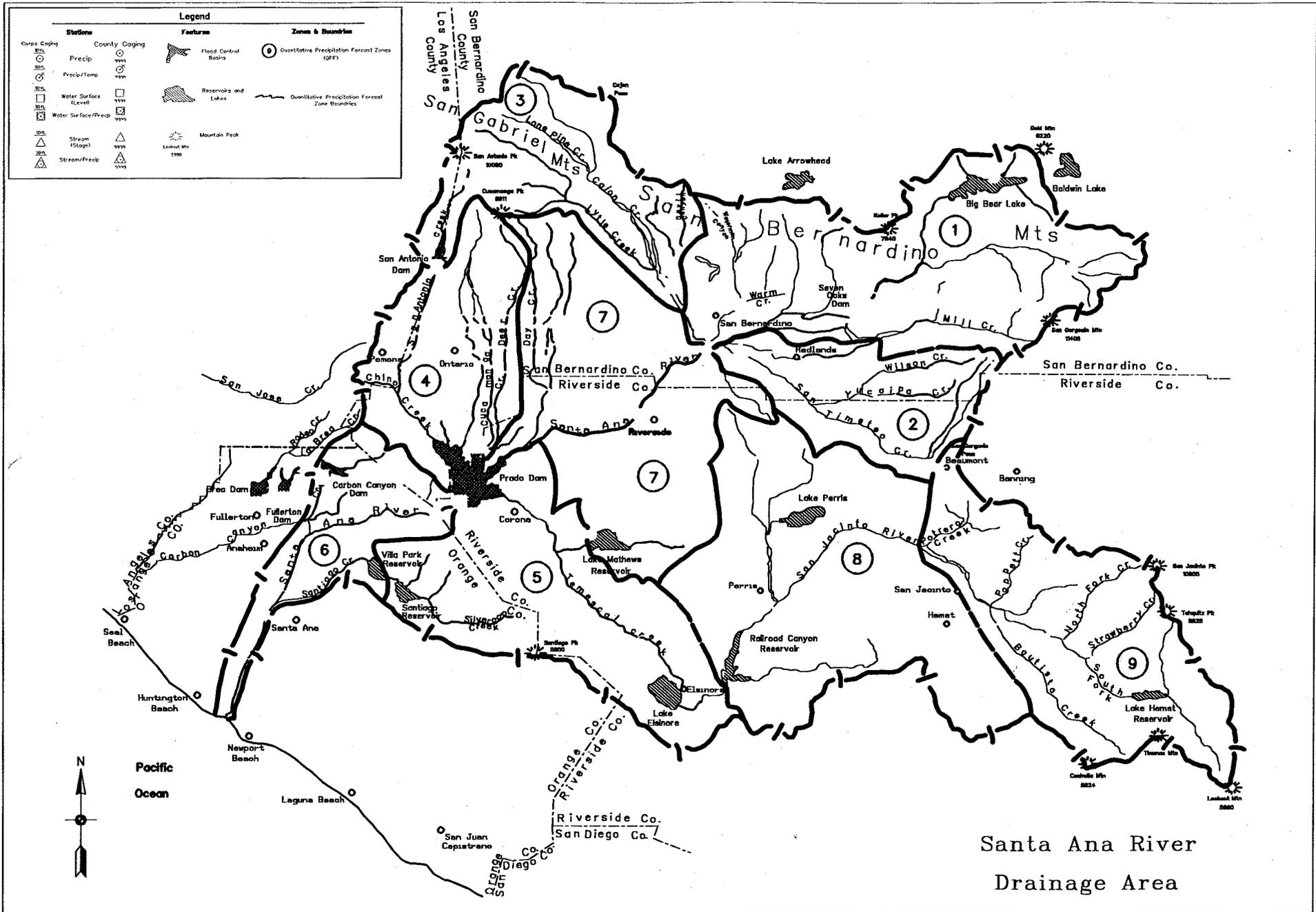
in an established wage determination. Conformances may not be used to artificially split,

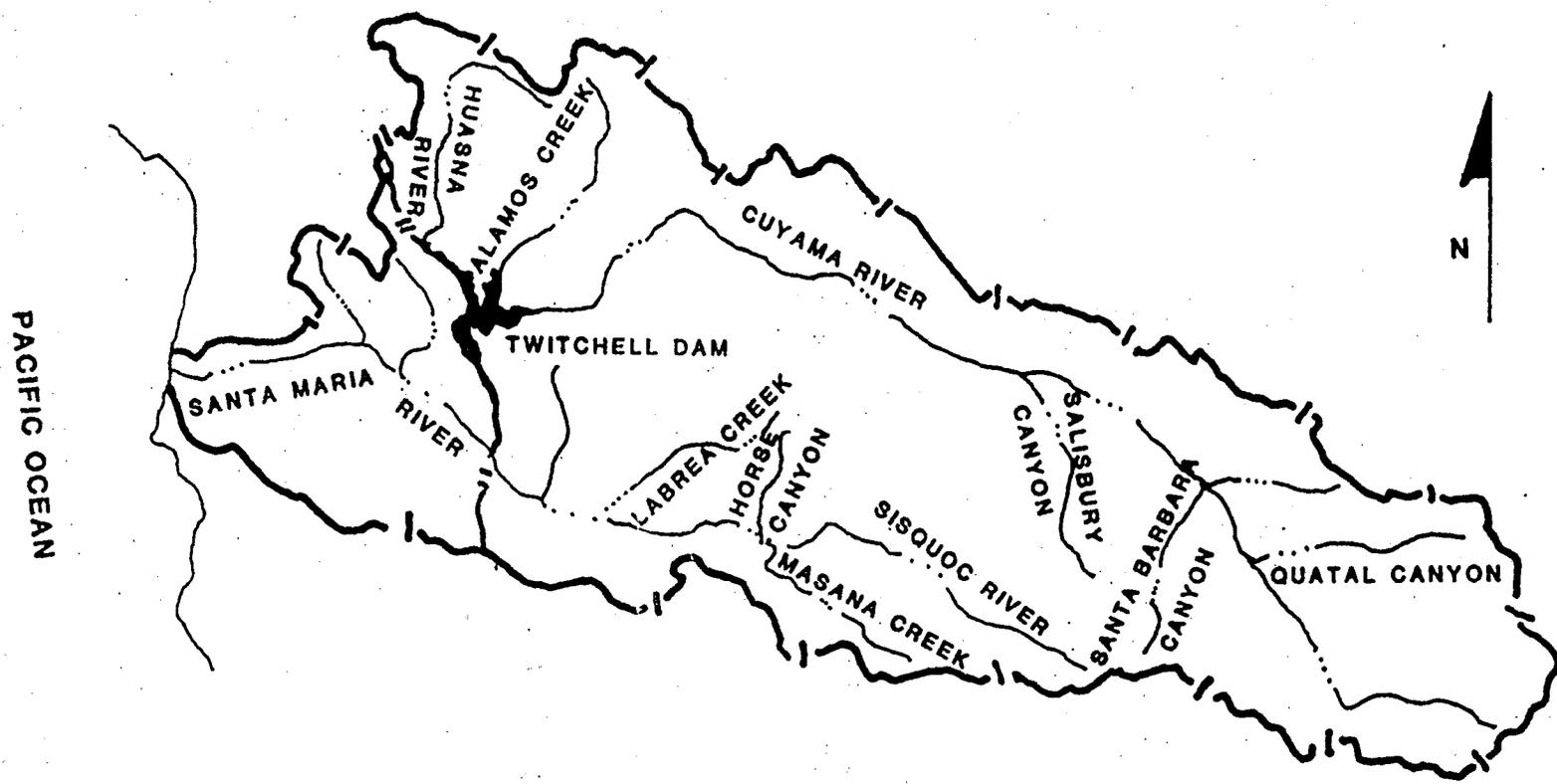
combine, or subdivide classifications listed in the wage determination.

&&&&&&&&&&

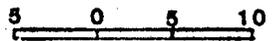








PACIFIC OCEAN



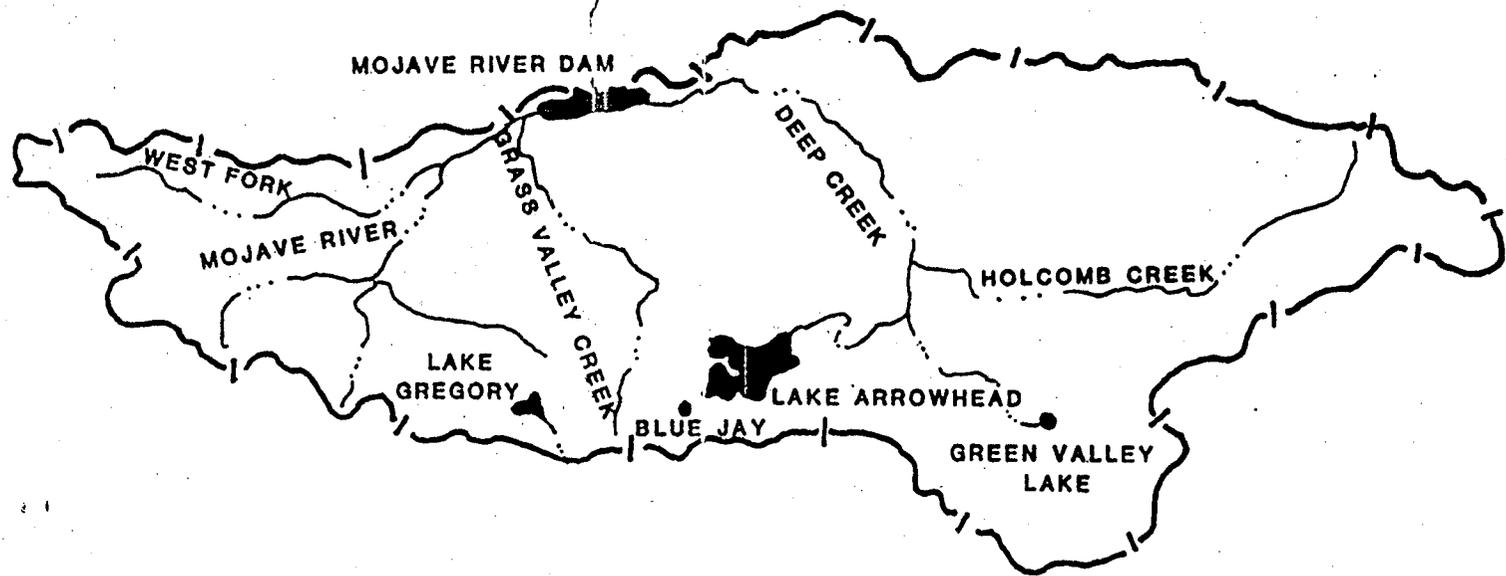
SCALE IN MILES

LEGEND

-  BOUNDARY OF DRAINAGE AREA
-  EXISTING RESERVOIR
-  BOUNDARY OF SUBDRAINAGE AREA

<p>TWITCHELL DAM</p> <p>DRAINAGE AREA</p>
<p>U.S. ARMY CORPS OF ENGINEERS LOS ANGELES DISTRICT</p>

Encl. 4



SCALE IN MILES

LEGEND

-  BOUNDARY OF DRAINAGE AREA
-  EXISTING RESERVOIR

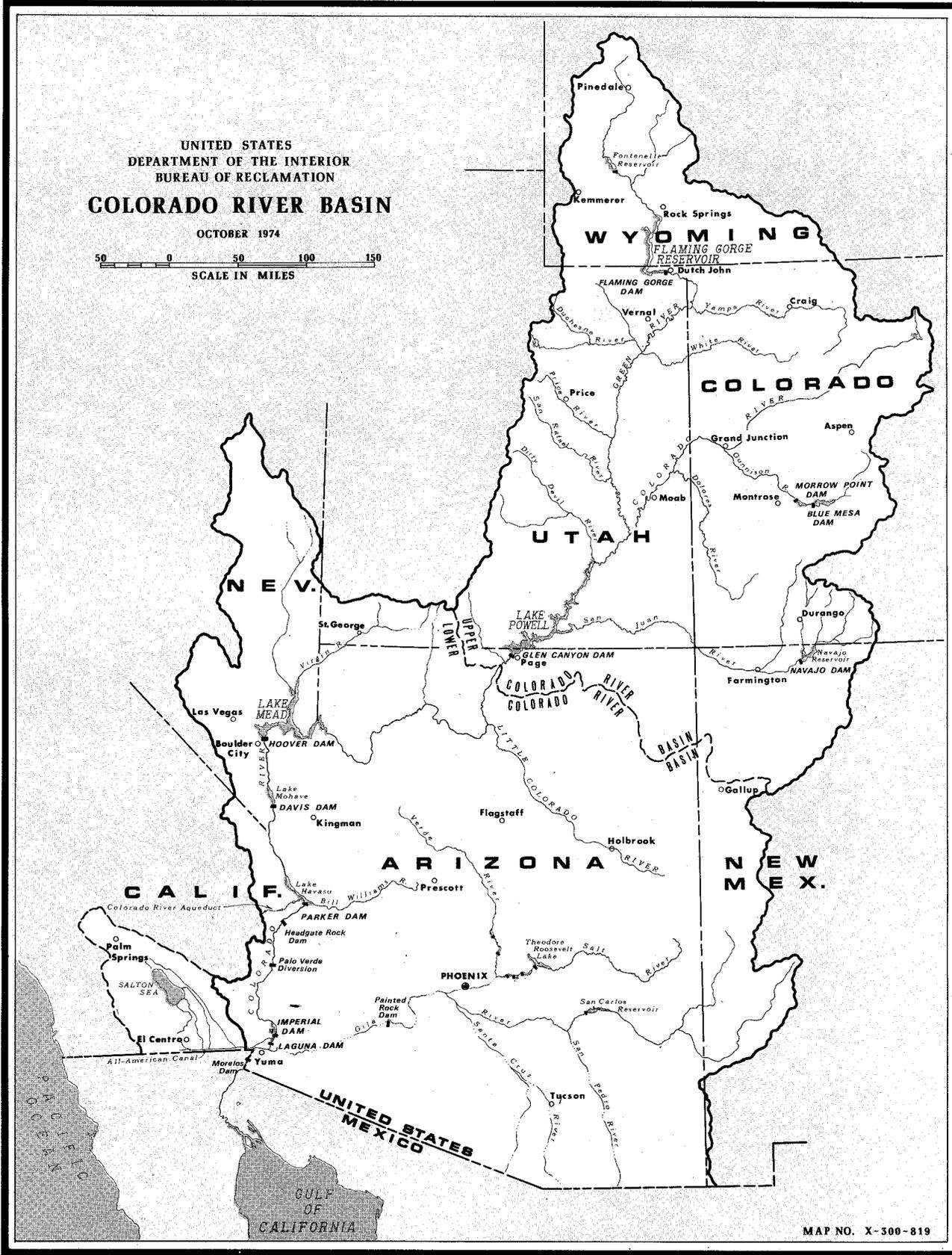
**MOJAVE RIVER DAM
DRAINAGE AREA**

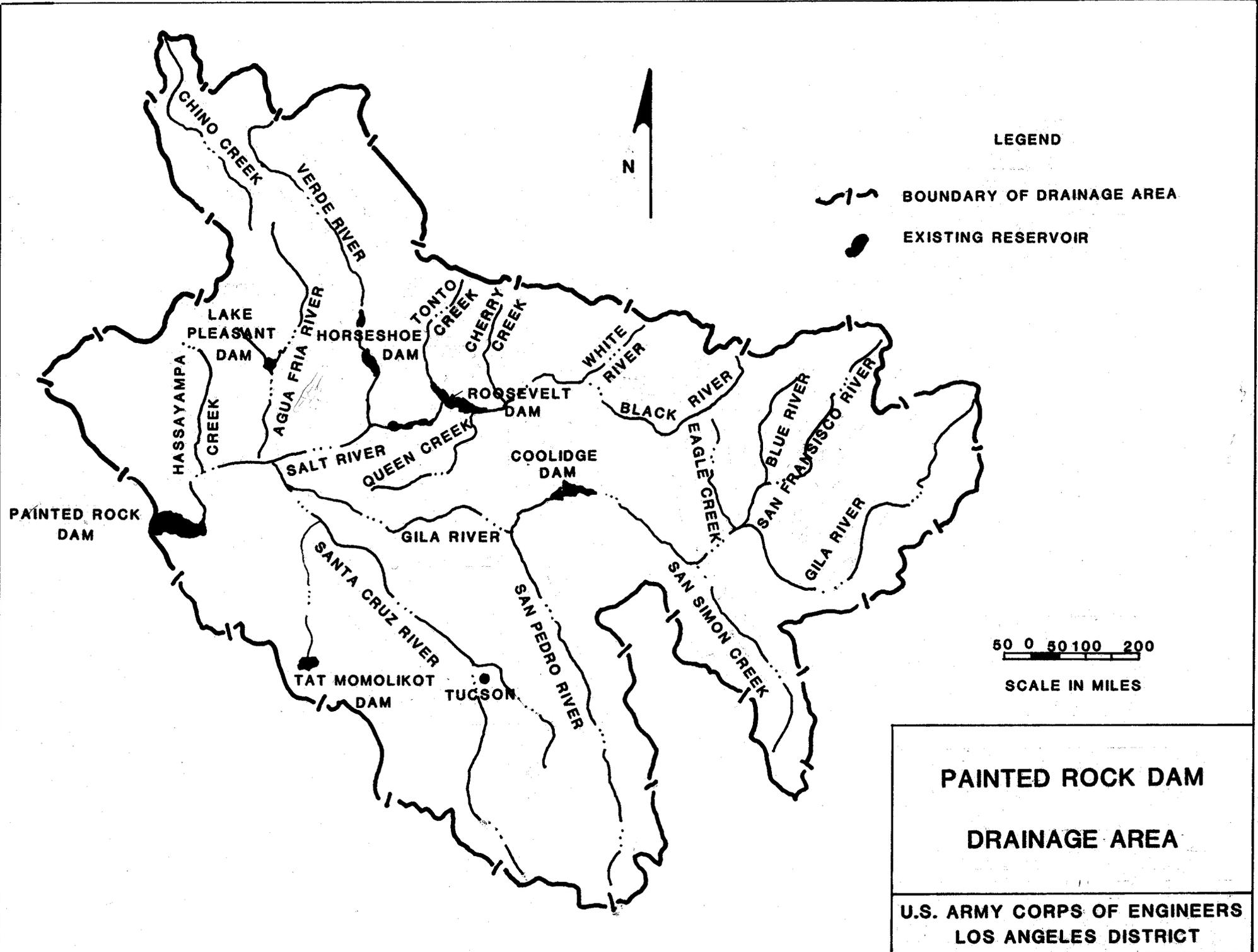
U.S. ARMY CORPS OF ENGINEERS
LOS ANGELES DISTRICT

Encl. 5

UNITED STATES
DEPARTMENT OF THE INTERIOR
BUREAU OF RECLAMATION
COLORADO RIVER BASIN

OCTOBER 1974





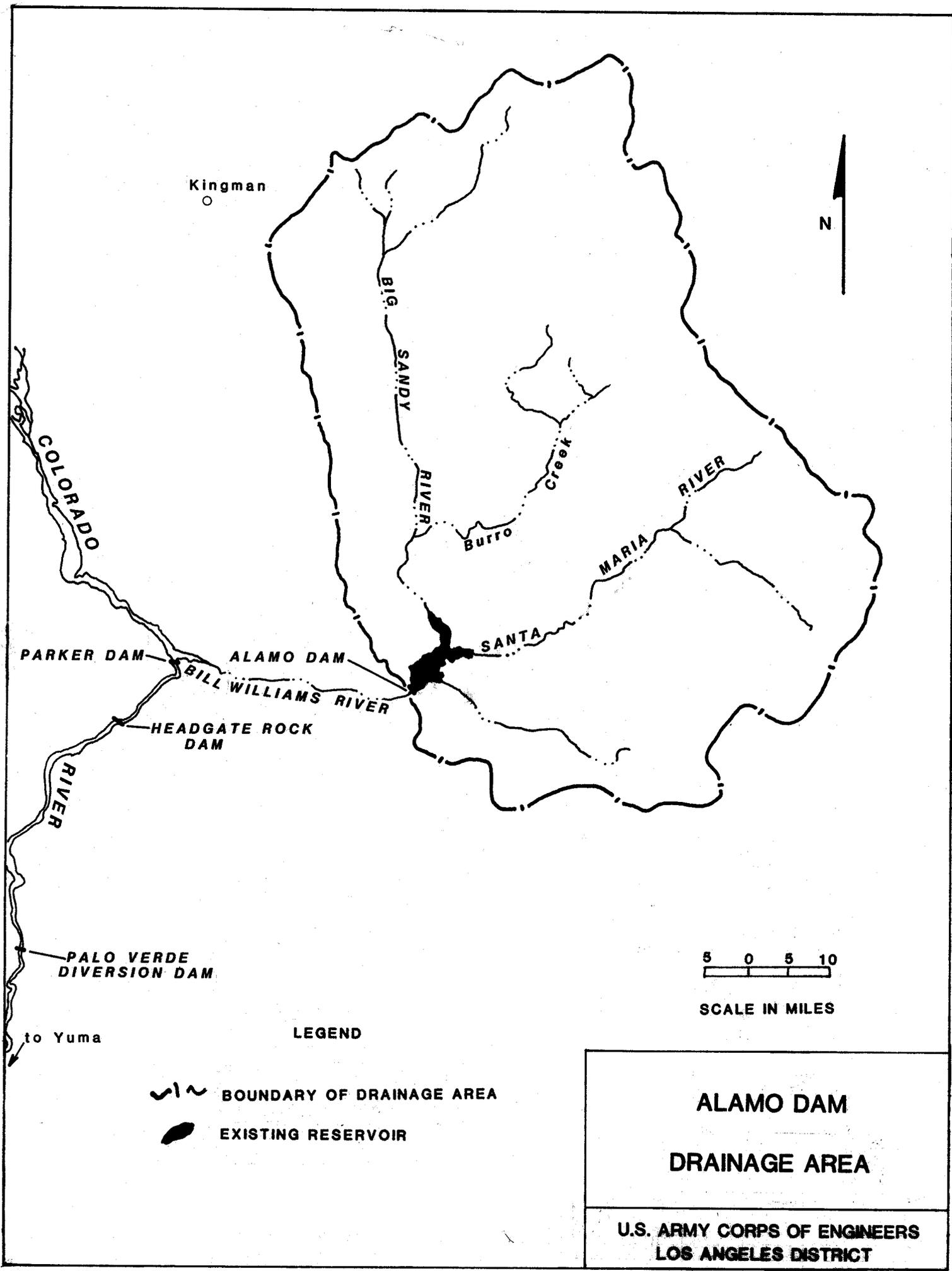
LEGEND

-  BOUNDARY OF DRAINAGE AREA
-  EXISTING RESERVOIR

50 0 50 100 200
 SCALE IN MILES

**PAINTED ROCK DAM
 DRAINAGE AREA**

**U.S. ARMY CORPS OF ENGINEERS
 LOS ANGELES DISTRICT**



Kingman



COLORADO RIVER

BIG SANDY RIVER

Burro Creek

SANTA MARIA RIVER

SANTA

PARKER DAM

ALAMO DAM

BILL WILLIAMS RIVER

HEADGATE ROCK DAM

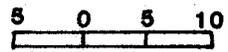
RIVER

PALO VERDE DIVERSION DAM

to Yuma

LEGEND

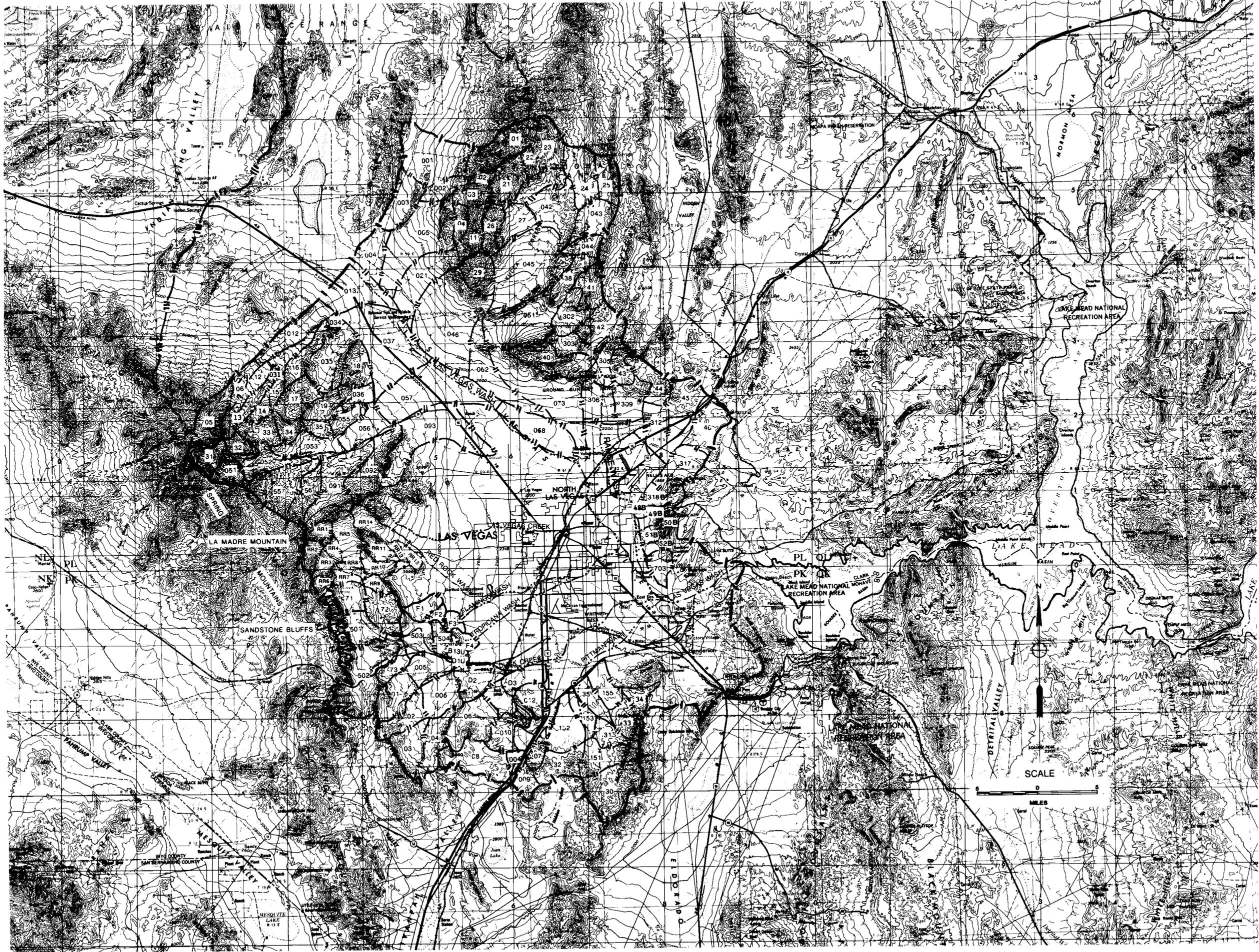
-  BOUNDARY OF DRAINAGE AREA
-  EXISTING RESERVOIR



SCALE IN MILES

ALAMO DAM
DRAINAGE AREA

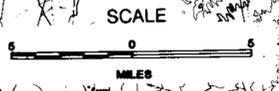
U.S. ARMY CORPS OF ENGINEERS
LOS ANGELES DISTRICT



LEGEND

-  BOUNDARY OF DRAINAGE AREA
-  BOUNDARY OF DRAINAGE SUBAREA
-  BOUNDARY OF NON-CONTRIBUTING AREA
-  B11B SUBAREA DESIGNATION
-  EXISTING RESERVOIR

NOTE
FOR A MORE DETAILED VIEW OF TROPICANA AND FLAMINGO WASHES SEE SHEETS 1-4 OF PLATE 2.



LAS VEGAS WASH AND TRIBUTARIES, NV
TROPICANA AND FLAMINGO WASHES

**DRAINAGE BOUNDARY
AND
SUBAREA MAP**

U.S. ARMY ENGINEER DISTRICT
LOS ANGELES, CORPS OF ENGINEERS

Quantitative Precipitation Forecast

Issued 0850 03 March 2001

Descriptive notes about the forecast go here. The 3-hour time intervals shown in this example are typically acceptable for most storms but the government may request a shorter time interval (minimum 1-hour) at any time. The contractor, at his discretion, can use smaller time intervals at any time to better define the forecasted rainfall.

Basin or Area	Forecasted Rainfall in Inches Beginning: 03 March 2001									Total Precip	Probability (%)				Next 24 hrs	2-5 Day Outlook
	6to 9	9to 12	12to 15	15to 18	18to 21	21to 24	0to 3	3to 6	6to 9		0	0-1"	1-2"	> 2"		
San Luis Obispo, Santa Barbara, and Ventura Counties																
SLUIS	.10	.20	.35	.65	.90	.40	.30	.10	.05	3.05	5	10	25	60		.90
SBARB	.02	.15	.30	.55	.65	.30	.20	.10		2.27	5	10	25	60		.80
TWTCL	.02	.15	.30	.50	.60	.25	.15			1.97	5	10	25	60		.75
SYNEZ	.01	.10	.27	.37	.43	.18	.10			1.46	5	10	25	60		.60
VENTR		.05	.22	.33	.40	.15	.10			1.25	5	15	30	50		.50
Los Angeles County Drainage Area (LACDA)																
LA01		.01	.20	.75	.80	1.10	.55	.15	.08	3.64	5	10	30	55		.50
LA02		.05	.20	.80	.90	1.25	.60	.20	.10	4.10	5	10	25	60		.60
LA03		.04	.15	.65	.75	1.00	.45	.15	.07	3.26	5	10	30	55		.50
LA04		.07	.18	.70	.80	1.08	.50	.18	.08	3.59	5	10	30	55		.50
LA05		.05	.25	.85	.95	1.30	.65	.25	.10	4.40	5	10	25	60		.60
LA06		.01	.11	.40	.50	.65	.35	.12	.02	2.16	5	10	35	50		.30
LA07		.07	.18	.70	.80	1.10	.55	.20	.09	3.69	5	10	30	55		.50
LA08		.01	.10	.40	.50	.65	.30	.10	.01	2.07	5	10	35	60		.30
Santa Ana River Basin																
SA01			.03	.10	.50	.55	.70	.40	.20	2.48	5	10	30	55		.20
SA02			.01	.10	.45	.50	.60	.30	.10	2.06	5	10	40	45		.15
SA03			.03	.10	.50	.55	.75	.40	.20	2.53	5	10	25	60		.20
SA04			.01	.10	.30	.40	.35	.20	.10	1.46	5	10	60	25		.10
SA05			.01	.05	.25	.30	.40	.20	.10	1.31	5	10	60	25		.10
SA06			.01	.05	.25	.30	.35	.20	.10	1.26	5	10	60	25		.10
SA07			.01	.10	.35	.40	.55	.30	.10	1.81	5	10	60	25		.15
SA08				.01	.05	.15	.30	.20	.05	0.76	1	80	5			.05
SA09				.01	.05	.10	.25	.15	.05	0.61	1	80	5			.05
San Diego County																
SDNOR			.01	.05	.10	.10	.20	.25	.1	0.81	2	70	5			
SDSOU			.01	.05	.10	.10	.20	.25	.1	0.81	2	70	5			
Arizona																
ALAMO																
ROOSV																
VERDE																
SALT																
AGUA																
COOL																
SCRUZ																
PTRK																
LGILA						.2	.2	.2		.60						
SNOW LEVELS (Thousands of feet above Sea Level)																
SOCAL	8	8	8	8	7	6	5	5	5							
AZ	8	8	8	8	8	8	8	8	8							

List of Basins/Areas Used in Quantitative Precipitation Estimates and Forecasts

1.	Southern California Region	
	SLUIS	San Luis Obispo County
	SBARB	Santa Barbara County Coastal drainages
	TWTCL	Twitchell Dam Basin
	SYNEZ	Santa Ynez River
	VENTR	Ventura County, Ventura River
	SP	Sespe/Santa Paula Creeks
	SCR	Santa Clara River
	CG	Callegaus Creek
	LA01	LACDA Zone 1: Los Angeles River above Sepulveda Dam
	LA02	LACDA Zone 2: Tujunga Wash above Hansen Dam; Pacoima above Pacoima Dam
	LA03	LACDA Zone 3: Los Angeles River below Sepulveda and Hansen Dams to Firestone.
	LA04	LACDA Zone 4: Rio Hondo above Whittier Narrows Dam
	LA05	LACDA Zone 5: San Gabriel River above Morris Dam
	LA06	LACDA Zone 6: Los Angeles River below Firestone; Rio Hondo below Whittier Narrows
	LA07	LACDA Zone 7: San Gabriel River between Santa Fe and Whittier Narrows Dams
	LA08	LACDA Zone 8: San Gabriel River below Whittier Narrows including Brea and Fullerton Dam drainages
	SA01	Santa Ana River Zone 1: San Bernardino Mountains
	SA02	Santa Ana River Zone 2: San Timeteo Watershed
	SA03	Santa Ana River Zone 3: San Gabriel Mountains
	SA04	Santa Ana River Zone 4: Northwestern Valleys above Prado Dam
	SA05	Santa Ana River Zone 5: Santa Ana Mountains: Temescal and Coastal Drainages
	SA06	Santa Ana River Zone 6: Santa Ana River below Prado dam and Carbon Canyon
	SA07	Santa Ana River Zone 7: Northeastern Valleys above Prado Dam
	SA08	Santa Ana River Zone 8: Lower San Jacinto River
	SA09	Santa Ana River Zone 9: Upper San Jacinto River
	SDNOR	San Diego County: Northern Drainages
	SDSOU	San Diego County: Southern Drainages
2.	Arizona Region	
	ALMO	Alamo Dam Basin
	ROOSV	Roosevelt Dam Basin
	VERDE	Verde River Basin
	SALT	Salt River Basin
	AGUA	Agua Fria Basin
	COOL	Upper Gila River above Coolidge Dam
	SCRUZ	Santa Cruz River Basin
	PTRK	Gila River above Painted Rock Dam
	LGILA	Lower Gila River below Painted Rock Dam
3.	Nevada Region	
	LV	Las Vegas & vicinity
	PM	Pine & Mathews Canyon Dams