

DRAFT

SP3100-09-R-0013  
Attachment J.3

WD 05-2394 (Rev.-7) was first posted on www.wdol.gov on 06/03/2008

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\*\*\*\*\*REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of LaborU.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210Shirley F. Ebbesen                      Division of  
Director                                      Wage DeterminationsWage Determination No.: 2005-2394  
Revision No.: 7  
Date Of Revision: 05/29/2008

States: North Carolina, South Carolina

Area: North Carolina Counties of Beaufort, Bladen, Brunswick, Carteret, Columbus,  
Craven, Cumberland, Dare, Duplin, Greene, Harnett, Hoke, Hyde, Johnston, Jones, Lee,  
Lenoir, Martin, Moore, New Hanover, Onslow, Pamlico, Pender, Pitt, Richmond,  
Robeson, Sampson, Scotland, Tyrrell, Washington, Wayne, Wilson  
South Carolina Counties of Dillon, Horry, Marion, Marlboro

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	11.87
01012 - Accounting Clerk II	14.00
01013 - Accounting Clerk III	15.65
01020 - Administrative Assistant	19.33
01040 - Court Reporter	14.47
01051 - Data Entry Operator I	10.41
01052 - Data Entry Operator II	11.35
01060 - Dispatcher, Motor Vehicle	14.90
01070 - Document Preparation Clerk	11.02
01090 - Duplicating Machine Operator	11.02
01111 - General Clerk I	10.40
01112 - General Clerk II	11.34
01113 - General Clerk III	12.73
01120 - Housing Referral Assistant	17.94
01141 - Messenger Courier	9.39
01191 - Order Clerk I	10.84
01192 - Order Clerk II	11.83
01261 - Personnel Assistant (Employment) I	12.91
01262 - Personnel Assistant (Employment) II	14.44
01263 - Personnel Assistant (Employment) III	17.87
01270 - Production Control Clerk	17.72
01280 - Receptionist	10.77
01290 - Rental Clerk	10.68
01300 - Scheduler, Maintenance	12.60
01311 - Secretary I	12.37
01312 - Secretary II	14.47
01313 - Secretary III	17.94
01320 - Service Order Dispatcher	10.53
01410 - Supply Technician	19.33
01420 - Survey Worker	13.16
01531 - Travel Clerk I	10.59
01532 - Travel Clerk II	11.27

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01533 - Travel Clerk III	11.97
01611 - Word Processor I	11.20
01612 - Word Processor II	12.57
01613 - Word Processor III	14.61
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.14
05010 - Automotive Electrician	17.79
05040 - Automotive Glass Installer	16.35
05070 - Automotive Worker	16.35
05110 - Mobile Equipment Servicer	14.56
05130 - Motor Equipment Metal Mechanic	18.14
05160 - Motor Equipment Metal Worker	16.35
05190 - Motor Vehicle Mechanic	18.14
05220 - Motor Vehicle Mechanic Helper	13.65
05250 - Motor Vehicle Upholstery Worker	14.88
05280 - Motor Vehicle Wrecker	16.35
05310 - Painter, Automotive	17.48
05340 - Radiator Repair Specialist	16.35
05370 - Tire Repairer	11.68
05400 - Transmission Repair Specialist	18.14
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.08
07041 - Cook I	11.58
07042 - Cook II	13.08
07070 - Dishwasher	8.48
07130 - Food Service Worker	8.48
07210 - Meat Cutter	13.62
07260 - Waiter/Waitress	9.32
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.05
09040 - Furniture Handler	11.47
09080 - Furniture Refinisher	17.05
09090 - Furniture Refinisher Helper	13.34
09110 - Furniture Repairer, Minor	15.17
09130 - Upholsterer	17.05
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.90
11060 - Elevator Operator	8.90
11090 - Gardener	11.74
11122 - Housekeeping Aide	8.90
11150 - Janitor	8.90
11210 - Laborer, Grounds Maintenance	9.79
11240 - Maid or Houseman	7.96
11260 - Pruner	8.90
11270 - Tractor Operator	11.38
11330 - Trail Maintenance Worker	9.79
11360 - Window Cleaner	9.79
12000 - Health Occupations	
12010 - Ambulance Driver	14.39
12011 - Breath Alcohol Technician	15.07
12012 - Certified Occupational Therapist Assistant	21.55
12015 - Certified Physical Therapist Assistant	21.55
12020 - Dental Assistant	14.22
12025 - Dental Hygienist	26.96
12030 - EKG Technician	19.97
12035 - Electroneurodiagnostic Technologist	19.97
12040 - Emergency Medical Technician	14.39
12071 - Licensed Practical Nurse I	13.41
12072 - Licensed Practical Nurse II	15.07
12073 - Licensed Practical Nurse III	16.84

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12100 - Medical Assistant	11.30
12130 - Medical Laboratory Technician	15.68
12160 - Medical Record Clerk	11.37
12190 - Medical Record Technician	14.22
12195 - Medical Transcriptionist	13.32
12210 - Nuclear Medicine Technologist	33.19
12221 - Nursing Assistant I	8.89
12222 - Nursing Assistant II	9.99
12223 - Nursing Assistant III	10.90
12224 - Nursing Assistant IV	12.26
12235 - Optical Dispenser	13.22
12236 - Optical Technician	13.41
12250 - Pharmacy Technician	14.07
12280 - Phlebotomist	12.26
12305 - Radiologic Technologist	20.79
12311 - Registered Nurse I	20.23
12312 - Registered Nurse II	24.76
12313 - Registered Nurse II, Specialist	24.76
12314 - Registered Nurse III	29.95
12315 - Registered Nurse III, Anesthetist	29.95
12316 - Registered Nurse IV	35.90
12317 - Scheduler (Drug and Alcohol Testing)	18.70
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	15.19
13012 - Exhibits Specialist II	18.72
13013 - Exhibits Specialist III	22.90
13041 - Illustrator I	15.19
13042 - Illustrator II	18.72
13043 - Illustrator III	22.90
13047 - Librarian	20.74
13050 - Library Aide/Clerk	10.13
13054 - Library Information Technology Systems Administrator	18.72
13058 - Library Technician	13.84
13061 - Media Specialist I	13.51
13062 - Media Specialist II	15.11
13063 - Media Specialist III	16.85
13071 - Photographer I	14.21
13072 - Photographer II	15.85
13073 - Photographer III	19.62
13074 - Photographer IV	23.41
13075 - Photographer V	28.34
13110 - Video Teleconference Technician	13.51
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.77
14042 - Computer Operator II	15.45
14043 - Computer Operator III	18.75
14044 - Computer Operator IV	19.34
14045 - Computer Operator V	21.43
14071 - Computer Programmer I	18.80
14072 - Computer Programmer II	23.16
14073 - Computer Programmer III	
14074 - Computer Programmer IV	
14101 - Computer Systems Analyst I	27.37
14102 - Computer Systems Analyst II	
14103 - Computer Systems Analyst III	
14150 - Peripheral Equipment Operator	13.77
14160 - Personal Computer Support Technician	19.34
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.77
15020 - Aircrew Training Devices Instructor (Rated)	33.42

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15030 - Air Crew Training Devices Instructor (Pilot)	34.52
15050 - Computer Based Training Specialist / Instructor	24.88
15060 - Educational Technologist	23.48
15070 - Flight Instructor (Pilot)	34.52
15080 - Graphic Artist	19.95
15090 - Technical Instructor	16.97
15095 - Technical Instructor/Course Developer	20.77
15110 - Test Proctor	13.84
15120 - Tutor	13.84
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	7.88
16030 - Counter Attendant	7.88
16040 - Dry Cleaner	9.71
16070 - Finisher, Flatwork, Machine	7.88
16090 - Presser, Hand	7.88
16110 - Presser, Machine, Drycleaning	7.88
16130 - Presser, Machine, Shirts	7.88
16160 - Presser, Machine, Wearing Apparel, Laundry	7.88
16190 - Sewing Machine Operator	10.31
16220 - Tailor	10.90
16250 - Washer, Machine	8.47
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.60
19040 - Tool And Die Maker	21.50
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.21
21030 - Material Coordinator	17.72
21040 - Material Expediter	17.72
21050 - Material Handling Laborer	9.88
21071 - Order Filler	9.66
21080 - Production Line Worker (Food Processing)	12.21
21110 - Shipping Packer	11.97
21130 - Shipping/Receiving Clerk	11.97
21140 - Store Worker I	10.64
21150 - Stock Clerk	13.20
21210 - Tools And Parts Attendant	12.21
21410 - Warehouse Specialist	12.21
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.33
23021 - Aircraft Mechanic I	20.32
23022 - Aircraft Mechanic II	21.33
23023 - Aircraft Mechanic III	22.90
23040 - Aircraft Mechanic Helper	15.09
23050 - Aircraft, Painter	19.29
23060 - Aircraft Servicer	17.18
23080 - Aircraft Worker	18.22
23110 - Appliance Mechanic	17.05
23120 - Bicycle Repairer	13.11
23125 - Cable Splicer	21.27
23130 - Carpenter, Maintenance	17.05
23140 - Carpet Layer	16.11
23160 - Electrician, Maintenance	20.76
23181 - Electronics Technician Maintenance I	19.08
23182 - Electronics Technician Maintenance II	21.20
23183 - Electronics Technician Maintenance III	22.14
23260 - Fabric Worker	15.18
23290 - Fire Alarm System Mechanic	17.96
23310 - Fire Extinguisher Repairer	14.25
23311 - Fuel Distribution System Mechanic	17.96
23312 - Fuel Distribution System Operator	13.21

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23370 - General Maintenance Worker	15.46
23380 - Ground Support Equipment Mechanic	20.32
23381 - Ground Support Equipment Servicer	17.18
23382 - Ground Support Equipment Worker	18.22
23391 - Gunsmith I	13.21
23392 - Gunsmith II	15.23
23393 - Gunsmith III	17.19
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.96
23411 - Heating, Ventilation And Air Condtioning Mechanic (Research Facility)	
18.92	
23430 - Heavy Equipment Mechanic	18.81
23440 - Heavy Equipment Operator	15.74
23460 - Instrument Mechanic	17.96
23465 - Laboratory/Shelter Mechanic	16.27
23470 - Laborer	9.88
23510 - Locksmith	17.05
23530 - Machinery Maintenance Mechanic	20.16
23550 - Machinist, Maintenance	17.18
23580 - Maintenance Trades Helper	13.34
23591 - Metrology Technician I	17.96
23592 - Metrology Technician II	18.92
23593 - Metrology Technician III	19.87
23640 - Millwright	17.96
23710 - Office Appliance Repairer	17.05
23760 - Painter, Maintenance	17.05
23790 - Pipefitter, Maintenance	17.90
23810 - Plumber, Maintenance	17.00
23820 - Pneudraulic Systems Mechanic	17.96
23850 - Rigger	17.96
23870 - Scale Mechanic	16.11
23890 - Sheet-Metal Worker, Maintenance	17.96
23910 - Small Engine Mechanic	16.11
23931 - Telecommunications Mechanic I	21.84
23932 - Telecommunications Mechanic II	22.98
23950 - Telephone Lineman	19.85
23960 - Welder, Combination, Maintenance	17.96
23965 - Well Driller	17.96
23970 - Woodcraft Worker	17.96
23980 - Woodworker	14.25
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.83
24580 - Child Care Center Clerk	12.72
24610 - Chore Aide	9.07
24620 - Family Readiness And Support Services Coordinator	13.63
24630 - Homemaker	15.38
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.87
25040 - Sewage Plant Operator	17.86
25070 - Stationary Engineer	20.69
25190 - Ventilation Equipment Tender	14.40
25210 - Water Treatment Plant Operator	17.63
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.33
27007 - Baggage Inspector	10.09
27008 - Corrections Officer	13.72
27010 - Court Security Officer	15.25
27030 - Detection Dog Handler	13.33
27040 - Detention Officer	13.72
27070 - Firefighter	15.64
27101 - Guard I	10.09

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27102 - Guard II	13.33
27131 - Police Officer I	16.28
27132 - Police Officer II	18.08
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.38
28042 - Carnival Equipment Repairer	12.16
28043 - Carnival Equipment Worker	8.90
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	14.99
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	18.94
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	15.63
29020 - Hatch Tender	15.63
29030 - Line Handler	15.63
29041 - Stevedore I	14.72
29042 - Stevedore II	16.65
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (1)	33.96
30011 - Air Traffic Control Specialist, Station (HFO) (1)	23.42
30012 - Air Traffic Control Specialist, Terminal (HFO) (1)	25.79
30021 - Archeological Technician I	15.11
30022 - Archeological Technician II	18.98
30023 - Archeological Technician III	22.25
30030 - Cartographic Technician	22.36
30040 - Civil Engineering Technician	17.74
30061 - Drafter/CAD Operator I	15.11
30062 - Drafter/CAD Operator II	16.96
30063 - Drafter/CAD Operator III	18.98
30064 - Drafter/CAD Operator IV	22.25
30081 - Engineering Technician I	13.86
30082 - Engineering Technician II	15.67
30083 - Engineering Technician III	17.61
30084 - Engineering Technician IV	20.36
30085 - Engineering Technician V	24.28
30086 - Engineering Technician VI	29.37
30090 - Environmental Technician	19.53
30210 - Laboratory Technician	22.43
30240 - Mathematical Technician	22.25
30361 - Paralegal/Legal Assistant I	15.09
30362 - Paralegal/Legal Assistant II	18.73
30363 - Paralegal/Legal Assistant III	22.91
30364 - Paralegal/Legal Assistant IV	28.99
30390 - Photo-Optics Technician	21.48
30461 - Technical Writer I	20.69
30462 - Technical Writer II	25.31
30463 - Technical Writer III	30.62
30491 - Unexploded Ordnance (UXO) Technician I	21.58
30492 - Unexploded Ordnance (UXO) Technician II	26.11
30493 - Unexploded Ordnance (UXO) Technician III	31.30
30494 - Unexploded (UXO) Safety Escort	21.58
30495 - Unexploded (UXO) Sweep Personnel	21.58
30620 - Weather Observer, Combined Upper Air Or Surface Programs (1)	18.62
30621 - Weather Observer, Senior (1)	20.69
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	9.43
31030 - Bus Driver	13.62

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31043 - Driver Courier	11.73
31260 - Parking and Lot Attendant	8.42
31290 - Shuttle Bus Driver	12.85
31310 - Taxi Driver	8.74
31361 - Truckdriver, Light	12.85
31362 - Truckdriver, Medium	13.45
31363 - Truckdriver, Heavy	15.28
31364 - Truckdriver, Tractor-Trailer	15.28
99000 - Miscellaneous Occupations	
99030 - Cashier	7.38
99050 - Desk Clerk	9.83
99095 - Embalmer	19.48
99251 - Laboratory Animal Caretaker I	10.07
99252 - Laboratory Animal Caretaker II	11.07
99310 - Mortician	19.48
99410 - Pest Controller	13.46
99510 - Photofinishing Worker	11.17
99710 - Recycling Laborer	10.79
99711 - Recycling Specialist	12.99
99730 - Refuse Collector	9.67
99810 - Sales Clerk	10.69
99820 - School Crossing Guard	12.05
99830 - Survey Party Chief	17.71
99831 - Surveying Aide	10.46
99832 - Surveying Technician	14.33
99840 - Vending Machine Attendant	13.63
99841 - Vending Machine Repairer	16.43
99842 - Vending Machine Repairer Helper	13.63

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$3.24 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 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

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

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

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

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

**\*\* UNIFORM ALLOWANCE \*\***

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

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

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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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.