200525736

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Shirley F. Ebbesen Director — Division of Wage Determinations	Wage Determination No.: 2005-2573 Revision No.: 6 Date Of Last Revision: 07/18/2008

States: Kentucky, Ohio, West Virginia

Area: Kentucky Counties of Boyd, Carter, Elliott, Floyd, Greenup, Johnson, Lawrence, Lewis, Magoffin, Martin, Pike
Ohio Counties of Monroe, Morgan, Noble, Washington
West Virginia - All Counties except : Berkeley, Jefferson
Note: West Virginia include all counties except Berkeley and Jefferson counties.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	12.43
01012 - Accounting Clerk II	18.04
01013 - Accounting Clerk III	20.19
01020 - Administrative Assistant	16.51
01040 - Court Reporter	18.99

01051 - Data Entry Operator I	11.12
01052 - Data Entry Operator II	12.18
01060 - Dispatcher, Motor Vehicle	14.02
01070 - Document Preparation Clerk	11.19
01090 - Duplicating Machine Operator	11.19
01111 - General Clerk I	10.56
01112 - General Clerk II	12.02
01113 - General Clerk III	13.50
01120 - Housing Referral Assistant	14.85
01141 - Messenger Courier	9.11
01191 - Order Clerk I	11.17
01192 - Order Clerk II	13.28
01261 - Personnel Assistant (Employment) I	14.65
01262 - Personnel Assistant (Employment) II	16.97
01263 - Personnel Assistant (Employment) III	19.07
01270 - Production Control Clerk	17.47
01280 - Receptionist	9.45
01290 - Rental Clerk	11.99
01300 - Scheduler, Maintenance	11.99
01311 - Secretary I	11.99
01312 - Secretary II	13.41
01313 - Secretary III	14.63
01320 - Service Order Dispatcher	13.19
01410 - Supply Technician	16.51
01420 - Survey Worker	13.41
01531 - Travel Clerk I	11.87
01532 - Travel Clerk II	12.67
01533 - Travel Clerk III	13.51
01611 - Word Processor I	12.30
01612 - Word Processor II	13.82
01613 - Word Processor III	15.44

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass	15.24
05010 - Automotive Electrician	14.72
05040 - Automotive Glass Installer	14.22
05070 - Automotive Worker	14.22
05110 - Mobile Equipment Servicer	13.17
05130 - Motor Equipment Metal Mechanic	15.24
05160 - Motor Equipment Metal Worker	14.22
05190 - Motor Vehicle Mechanic	15.24
05220 - Motor Vehicle Mechanic Helper	12.61
05250 - Motor Vehicle Upholstery Worker	13.72
05280 - Motor Vehicle Wrecker	14.22
05310 - Painter, Automotive	14.72
05340 - Radiator Repair Specialist	14.22
05370 - Tire Repairer	12.55
05400 - Transmission Repair Specialist	15.25

07000 - Food Preparation And Service Occupations

07010 - Baker	9.39
07041 - Cook I	8.97
07042 - Cook II	9.70
07070 - Dishwasher	7.16
07130 - Food Service Worker	7.79
07210 - Meat Cutter	10.92
07260 - Waiter/Waitress	8.03

09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter	14.72
09040 - Furniture Handler	11.58
09080 - Furniture Refinisher	14.72
09090 - Furniture Refinisher Helper	12.62
09110 - Furniture Repairer, Minor	13.71
09130 - Upholsterer	14.72

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles	7.89
11060 - Elevator Operator	7.99
11090 - Gardener	10.47
11122 - Housekeeping Aide	8.43
11150 - Janitor	9.38
11210 - Laborer, Grounds Maintenance	8.46
11240 - Maid or Houseman	7.66
11260 - Pruner	8.73
11270 - Tractor Operator	9.68
11330 - Trail Maintenance Worker	8.46
11360 - Window Cleaner	9.43
12000 - Health Occupations	
12010 - Ambulance Driver	10.93
12011 - Breath Alcohol Technician	14.43
12012 - Certified Occupational Therapist Assistant	19.37
12015 - Certified Physical Therapist Assistant	16.91
12020 - Dental Assistant	12.57
12025 - Dental Hygienist	21.28
12030 - EKG Technician	17.00
12035 - Electroneurodiagnostic Technologist	17.00
12040 - Emergency Medical Technician	12.02
12071 - Licensed Practical Nurse I	12.86
12072 - Licensed Practical Nurse II	14.43
12073 - Licensed Practical Nurse III	16.09
12100 - Medical Assistant	10.26
12130 - Medical Laboratory Technician	15.09
12160 - Medical Record Clerk	10.77
12190 - Medical Record Technician	13.54
12195 - Medical Transcriptionist	11.66
12210 - Nuclear Medicine Technologist	27.32
12221 - Nursing Assistant I	8.99

12222 - Nursing Assistant II	10.12
12223 - Nursing Assistant III	11.03
12224 - Nursing Assistant IV	12.38
12235 - Optical Dispenser	14.94
12236 - Optical Technician	11.02
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	12.38
12305 - Radiologic Technologist	20.10
12311 - Registered Nurse I	19.44
12312 - Registered Nurse II	23.78
12313 - Registered Nurse II, Specialist	23.78
12314 - Registered Nurse III	28.77
12315 - Registered Nurse III, Anesthetist	28.77
12316 - Registered Nurse IV	34.49
12317 - Scheduler (Drug and Alcohol Testing)	17.86
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	14.52
13012 - Exhibits Specialist II	17.99
13013 - Exhibits Specialist III	22.00
13041 - Illustrator I	14.52
13042 - Illustrator II	17.99
13043 - Illustrator III	22.00
13047 - Librarian	19.94
13050 - Library Aide/Clerk	8.42
13054 - Library Information Technology Systems Administrator	18.16
13058 - Library Technician	13.41
13061 - Media Specialist I	12.98
13062 - Media Specialist II	14.51
13063 - Media Specialist III	16.19
13071 - Photographer I	13.62
13072 - Photographer II	15.23
13073 - Photographer III	18.87

13074 - Photographer IV	23.08
13075 - Photographer V	27.93
13110 - Video Teleconference Technician	12.63
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.53
14042 - Computer Operator II	15.13
14043 - Computer Operator III	16.86
14044 - Computer Operator IV	18.74
14045 - Computer Operator V	21.11
14071 - Computer Programmer I (1)	15.53
14072 - Computer Programmer II (1)	19.23
14073 - Computer Programmer III (1)	23.54
14074 - Computer Programmer IV (1)	
14101 - Computer Systems Analyst I (1)	26.43
14102 - Computer Systems Analyst II (1)	
14103 - Computer Systems Analyst III (1)	
14150 - Peripheral Equipment Operator	13.53
14160 - Personal Computer Support Technician	18.74
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	24.08
15020 - Aircrew Training Devices Instructor (Rated)	29.14
15030 - Air Crew Training Devices Instructor (Pilot)	34.54
15050 - Computer Based Training Specialist / Instructor	23.23
15060 - Educational Technologist	22.62
15070 - Flight Instructor (Pilot)	34.54
15080 - Graphic Artist	18.11
15090 - Technical Instructor	17.34
15095 - Technical Instructor/Course Developer	21.22
15110 - Test Proctor	13.98
15120 - Tutor	13.98
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	

16010 - Assembler	8.62
16030 - Counter Attendant	8.62
16040 - Dry Cleaner	10.92
16070 - Finisher, Flatwork, Machine	8.62
16090 - Presser, Hand	8.62
16110 - Presser, Machine, Drycleaning	8.62
16130 - Presser, Machine, Shirts	8.62
16160 - Presser, Machine, Wearing Apparel, Laundry	8.62
16190 - Sewing Machine Operator	11.67
16220 - Tailor	12.40
16250 - Washer, Machine	9.33
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	15.25
19040 - Tool And Die Maker	17.40
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.30
21030 - Material Coordinator	17.47
21040 - Material Expediter	17.47
21050 - Material Handling Laborer	9.75
21071 - Order Filler	10.71
21080 - Production Line Worker (Food Processing)	15.30
21110 - Shipping Packer	13.73
21130 - Shipping/Receiving Clerk	13.73
21140 - Store Worker I	11.34
21150 - Stock Clerk	15.24
21210 - Tools And Parts Attendant	15.30
21410 - Warehouse Specialist	15.30
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.20
23021 - Aircraft Mechanic I	22.05
23022 - Aircraft Mechanic II	23.20
23023 - Aircraft Mechanic III	24.21

23040 - Aircraft Mechanic Helper	17.81
23050 - Aircraft, Painter	20.59
23060 - Aircraft Servicer	19.35
23080 - Aircraft Worker	20.06
23110 - Appliance Mechanic	16.19
23120 - Bicycle Repairer	12.72
23125 - Cable Splicer	23.22
23130 - Carpenter, Maintenance	16.42
23140 - Carpet Layer	15.63
23160 - Electrician, Maintenance	20.01
23181 - Electronics Technician Maintenance I	12.84
23182 - Electronics Technician Maintenance II	20.44
23183 - Electronics Technician Maintenance III	21.44
23260 - Fabric Worker	15.42
23290 - Fire Alarm System Mechanic	17.53
23310 - Fire Extinguisher Repairer	15.15
23311 - Fuel Distribution System Mechanic	19.94
23312 - Fuel Distribution System Operator	15.50
23370 - General Maintenance Worker	15.63
23380 - Ground Support Equipment Mechanic	22.05
23381 - Ground Support Equipment Servicer	19.35
23382 - Ground Support Equipment Worker	20.06
23391 - Gunsmith I	14.34
23392 - Gunsmith II	16.45
23393 - Gunsmith III	18.38
23410 - Heating, Ventilation And Air-Conditioning Mechanic	16.98
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	17.75
23430 - Heavy Equipment Mechanic	17.61
23440 - Heavy Equipment Operator	17.05
23460 - Instrument Mechanic	19.65
23465 - Laboratory/Shelter Mechanic	17.52

23470 - Laborer	9.75
23510 - Locksmith	16.19
23530 - Machinery Maintenance Mechanic	19.62
23550 - Machinist, Maintenance	17.52
23580 - Maintenance Trades Helper	12.94
23591 - Metrology Technician I	19.65
23592 - Metrology Technician II	20.54
23593 - Metrology Technician III	21.23
23640 - Millwright	19.65
23710 - Office Appliance Repairer	17.02
23760 - Painter, Maintenance	17.17
23790 - Pipefitter, Maintenance	20.20
23810 - Plumber, Maintenance	19.50
23820 - Pneudraulic Systems Mechanic	18.38
23850 - Rigger	19.65
23870 - Scale Mechanic	16.45
23890 - Sheet-Metal Worker, Maintenance	18.81
23910 - Small Engine Mechanic	15.62
23931 - Telecommunications Mechanic I	22.31
23932 - Telecommunications Mechanic II	23.10
23950 - Telephone Lineman	22.31
23960 - Welder, Combination, Maintenance	17.70
23965 - Well Driller	17.53
23970 - Woodcraft Worker	18.38
23980 - Woodworker	14.72
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	7.14
24580 - Child Care Center Clerk	8.91
24610 - Chore Aide	7.00
24620 - Family Readiness And Support Services Coordinator	8.74
24630 - Homemaker	9.48

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.69
25040 - Sewage Plant Operator	16.85
25070 - Stationary Engineer	19.69
25190 - Ventilation Equipment Tender	14.03
25210 - Water Treatment Plant Operator	16.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	10.25
27007 - Baggage Inspector	9.08
27008 - Corrections Officer	13.74
27010 - Court Security Officer	15.06
27030 - Detection Dog Handler	10.28
27040 - Detention Officer	13.74
27070 - Firefighter	16.40
27101 - Guard I	9.08
27102 - Guard II	10.28
27131 - Police Officer I	16.15
27132 - Police Officer II	17.97
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.41
28042 - Carnival Equipment Repairer	9.85
28043 - Carnival Equpment Worker	7.70
28210 - Gate Attendant/Gate Tender	12.36
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	13.66
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	12.14
28630 - Sports Official	10.41
28690 - Swimming Pool Operator	13.18
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	15.21
29020 - Hatch Tender	15.21

29030 - Line Handler	15.21
29041 - Stevedore I	14.41
29042 - Stevedore II	15.56
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	33.96
30011 - Air Traffic Control Specialist, Station (HFO) (2)	23.42
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.79
30021 - Archeological Technician I	16.95
30022 - Archeological Technician II	18.94
30023 - Archeological Technician III	23.48
30030 - Cartographic Technician	23.90
30040 - Civil Engineering Technician	17.60
30061 - Drafter/CAD Operator I	16.78
30062 - Drafter/CAD Operator II	20.47
30063 - Drafter/CAD Operator III	21.49
30064 - Drafter/CAD Operator IV	22.56
30081 - Engineering Technician I	14.25
30082 - Engineering Technician II	15.99
30083 - Engineering Technician III	19.55
30084 - Engineering Technician IV	23.78
30085 - Engineering Technician V	29.63
30086 - Engineering Technician VI	35.53
30090 - Environmental Technician	17.30
30210 - Laboratory Technician	19.62
30240 - Mathematical Technician	24.49
30361 - Paralegal/Legal Assistant I	16.61
30362 - Paralegal/Legal Assistant II	19.41
30363 - Paralegal/Legal Assistant III	23.76
30364 - Paralegal/Legal Assistant IV	28.75
30390 - Photo-Optics Technician	24.54
30461 - Technical Writer I	18.24

30462 - Technical Writer II	23.31
30463 - Technical Writer III	26.98
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 (3)	19.59
30621 - Weather Observer, Senior (3)	21.78
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	8.45
31030 - Bus Driver	11.58
31043 - Driver Courier	9.72
31260 - Parking and Lot Attendant	8.02
31290 - Shuttle Bus Driver	10.51
31310 - Taxi Driver	8.48
31361 - Truckdriver, Light	10.49
31362 - Truckdriver, Medium	12.69
31363 - Truckdriver, Heavy	14.43
31364 - Truckdriver, Tractor-Trailer	14.43
99000 - Miscellaneous Occupations	
99030 - Cashier	7.02
99050 - Desk Clerk	7.53
99095 - Embalmer	20.91
99251 - Laboratory Animal Caretaker I	8.25
99252 - Laboratory Animal Caretaker II	8.90
99310 - Mortician	28.15
99410 - Pest Controller	12.69
99510 - Photofinishing Worker	10.09
99710 - Recycling Laborer	11.68
99711 - Recycling Specialist	13.46
99730 - Refuse Collector	10.58

99810 - Sales Clerk	9.93
99820 - School Crossing Guard	10.14
99830 - Survey Party Chief	15.89
99831 - Surveying Aide	9.83
99832 - Surveying Technician	13.49
99840 - Vending Machine Attendant	11.40
99841 - Vending Machine Repairer	12.83
99842 - Vending Machine Repairer Helper	11.40

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $3.24 per hour or $129.60 per week or $561.60 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

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

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

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

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

** UNIFORM ALLOWANCE **

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

following standards as compliance:

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

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

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

200524016

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Shirley F. Ebbesen Division of Director Wage Determinations	Wage Determination No.: 2005-2401 Revision No.: 6 Date Of Last Revision: 05/29/2008

State: North Carolina

Area: North Carolina Counties of Bertie, Durham, Edgecombe, Franklin, Granville, Halifax, Hertford, Nash, Northampton, Orange, Person, Vance, Wake, Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	13.55
01012 - Accounting Clerk II	15.21
01013 - Accounting Clerk III	17.93
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01040 - Court Reporter	17.12
01051 - Data Entry Operator I	12.43
01052 - Data Entry Operator II	13.90
01060 - Dispatcher, Motor Vehicle	17.34
01070 - Document Preparation Clerk	12.29
01090 - Duplicating Machine Operator	12.29

01111 - General Clerk I	11.65
01112 - General Clerk II	12.72
01113 - General Clerk III	14.29
01120 - Housing Referral Assistant	18.82
01141 - Messenger Courier	11.30
01191 - Order Clerk I	12.74
01192 - Order Clerk II	14.04
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01262 - Personnel Assistant (Employment) II	17.57
01263 - Personnel Assistant (Employment) III	18.57
01270 - Production Control Clerk	19.33
01280 - Receptionist	11.79
01290 - Rental Clerk	13.62
01300 - Scheduler, Maintenance	15.56
01311 - Secretary I	15.56
01312 - Secretary II	17.12
01313 - Secretary III	18.82
01320 - Service Order Dispatcher	15.97
01410 - Supply Technician	20.71
01420 - Survey Worker	13.70
01531 - Travel Clerk I	10.52
01532 - Travel Clerk II	11.20
01533 - Travel Clerk III	11.95
01611 - Word Processor I	12.44
01612 - Word Processor II	13.98
01613 - Word Processor III	16.91
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.57
05010 - Automotive Electrician	14.66
05040 - Automotive Glass Installer	17.16
05070 - Automotive Worker	17.36
05110 - Mobile Equipment Servicer	15.81

05130 - Motor Equipment Metal Mechanic	18.08
05160 - Motor Equipment Metal Worker	17.36
05190 - Motor Vehicle Mechanic	19.67
05220 - Motor Vehicle Mechanic Helper	14.31
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05310 - Painter, Automotive	18.01
05340 - Radiator Repair Specialist	17.36
05370 - Tire Repairer	12.85
05400 - Transmission Repair Specialist	19.28
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.39
07041 - Cook I	9.95
07042 - Cook II	11.21
07070 - Dishwasher	8.09
07130 - Food Service Worker	8.67
07210 - Meat Cutter	13.10
07260 - Waiter/Waitress	9.23
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.83
09040 - Furniture Handler	10.72
09080 - Furniture Refinisher	15.83
09090 - Furniture Refinisher Helper	12.44
09110 - Furniture Repairer, Minor	14.14
09130 - Upholsterer	17.41
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.56
11060 - Elevator Operator	9.19
11090 - Gardener	13.11
11122 - Housekeeping Aide	8.86
11150 - Janitor	9.19

11210 - Laborer, Grounds Maintenance	10.55
11240 - Maid or Houseman	8.50
11260 - Pruner	9.76
11270 - Tractor Operator	12.25
11330 - Trail Maintenance Worker	10.55
11360 - Window Cleaner	9.94
12000 - Health Occupations	
12010 - Ambulance Driver	14.22
12011 - Breath Alcohol Technician	16.51
12012 - Certified Occupational Therapist Assistant	21.55
12015 - Certified Physical Therapist Assistant	22.49
12020 - Dental Assistant	16.86
12025 - Dental Hygienist	28.85
12030 - EKG Technician	22.00
12035 - Electroneurodiagnostic Technologist	22.00
12040 - Emergency Medical Technician	14.22
12071 - Licensed Practical Nurse I	14.71
12072 - Licensed Practical Nurse II	16.51
12073 - Licensed Practical Nurse III	18.46
12100 - Medical Assistant	13.74
12130 - Medical Laboratory Technician	16.36
12160 - Medical Record Clerk	14.10
12190 - Medical Record Technician	15.33
12195 - Medical Transcriptionist	15.86
12210 - Nuclear Medicine Technologist	30.76
12221 - Nursing Assistant I	10.12
12222 - Nursing Assistant II	11.37
12223 - Nursing Assistant III	12.41
12224 - Nursing Assistant IV	13.92
12235 - Optical Dispenser	18.28
12236 - Optical Technician	14.71
12250 - Pharmacy Technician	12.19

12280 - Phlebotomist	13.92
12305 - Radiologic Technologist	23.16
12311 - Registered Nurse I	21.65
12312 - Registered Nurse II	26.51
12313 - Registered Nurse II, Specialist	26.51
12314 - Registered Nurse III	32.07
12315 - Registered Nurse III, Anesthetist	32.07
12316 - Registered Nurse IV	38.41
12317 - Scheduler (Drug and Alcohol Testing)	17.64
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.49
13012 - Exhibits Specialist II	24.13
13013 - Exhibits Specialist III	29.56
13041 - Illustrator I	19.49
13042 - Illustrator II	24.14
13043 - Illustrator III	29.54
13047 - Librarian	24.40
13050 - Library Aide/Clerk	11.00
13054 - Library Information Technology Systems Administrator	22.03
13058 - Library Technician	18.13
13061 - Media Specialist I	15.90
13062 - Media Specialist II	17.65
13063 - Media Specialist III	19.59
13071 - Photographer I	15.90
13072 - Photographer II	17.79
13073 - Photographer III	22.03
13074 - Photographer IV	26.95
13075 - Photographer V	32.14
13110 - Video Teleconference Technician	16.53
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.06

14042 - Computer Operator II	19.85
14043 - Computer Operator III	21.71
14044 - Computer Operator IV	24.13
14045 - Computer Operator V	26.57
14071 - Computer Programmer I (1)	21.98
14072 - Computer Programmer II (1)	24.84
14073 - Computer Programmer III (1)	
14074 - Computer Programmer IV (1)	
14101 - Computer Systems Analyst I (1)	
14102 - Computer Systems Analyst II (1)	
14103 - Computer Systems Analyst III (1)	
14150 - Peripheral Equipment Operator	17.06
14160 - Personal Computer Support Technician	24.74
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.39
15020 - Aircrew Training Devices Instructor (Rated)	36.88
15030 - Air Crew Training Devices Instructor (Pilot)	42.67
15050 - Computer Based Training Specialist / Instructor	30.38
15060 - Educational Technologist	23.12
15070 - Flight Instructor (Pilot)	42.67
15080 - Graphic Artist	21.64
15090 - Technical Instructor	20.70
15095 - Technical Instructor/Course Developer	25.34
15110 - Test Proctor	17.12
15120 - Tutor	17.12
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.32
16030 - Counter Attendant	8.32
16040 - Dry Cleaner	10.23
16070 - Finisher, Flatwork, Machine	8.32
16090 - Presser, Hand	8.32
16110 - Presser, Machine, Drycleaning	8.32

16130 - Presser, Machine, Shirts	8.32
16160 - Presser, Machine, Wearing Apparel, Laundry	8.32
16190 - Sewing Machine Operator	10.81
16220 - Tailor	11.39
16250 - Washer, Machine	8.90
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	13.83
19040 - Tool And Die Maker	19.85
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.24
21030 - Material Coordinator	19.33
21040 - Material Expediter	19.33
21050 - Material Handling Laborer	11.80
21071 - Order Filler	10.50
21080 - Production Line Worker (Food Processing)	13.24
21110 - Shipping Packer	12.66
21130 - Shipping/Receiving Clerk	12.66
21140 - Store Worker I	10.30
21150 - Stock Clerk	13.56
21210 - Tools And Parts Attendant	13.24
21410 - Warehouse Specialist	13.24
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.88
23021 - Aircraft Mechanic I	21.79
23022 - Aircraft Mechanic II	22.88
23023 - Aircraft Mechanic III	24.03
23040 - Aircraft Mechanic Helper	15.73
23050 - Aircraft, Painter	20.97
23060 - Aircraft Servicer	18.43
23080 - Aircraft Worker	19.52
23110 - Appliance Mechanic	16.05

23120 - Bicycle Repairer	12.85
23125 - Cable Splicer	20.51
23130 - Carpenter, Maintenance	15.83
23140 - Carpet Layer	16.52
23160 - Electrician, Maintenance	18.58
23181 - Electronics Technician Maintenance I	22.00
23182 - Electronics Technician Maintenance II	23.22
23183 - Electronics Technician Maintenance III	24.58
23260 - Fabric Worker	15.68
23290 - Fire Alarm System Mechanic	17.86
23310 - Fire Extinguisher Repairer	14.89
23311 - Fuel Distribution System Mechanic	20.01
23312 - Fuel Distribution System Operator	18.51
23370 - General Maintenance Worker	16.50
23380 - Ground Support Equipment Mechanic	21.79
23381 - Ground Support Equipment Servicer	18.43
23382 - Ground Support Equipment Worker	19.52
23391 - Gunsmith I	14.89
23392 - Gunsmith II	16.52
23393 - Gunsmith III	18.13
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.30
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	20.15
23430 - Heavy Equipment Mechanic	18.30
23440 - Heavy Equipment Operator	15.35
23460 - Instrument Mechanic	19.71
23465 - Laboratory/Shelter Mechanic	17.33
23470 - Laborer	10.43
23510 - Locksmith	18.08
23530 - Machinery Maintenance Mechanic	20.51
23550 - Machinist, Maintenance	18.19
23580 - Maintenance Trades Helper	12.58

23591 - Metrology Technician I	19.71
23592 - Metrology Technician II	20.70
23593 - Metrology Technician III	21.74
23640 - Millwright	18.94
23710 - Office Appliance Repairer	19.31
23760 - Painter, Maintenance	15.83
23790 - Pipefitter, Maintenance	18.13
23810 - Plumber, Maintenance	17.35
23820 - Pneudraulic Systems Mechanic	18.13
23850 - Rigger	18.58
23870 - Scale Mechanic	16.52
23890 - Sheet-Metal Worker, Maintenance	18.19
23910 - Small Engine Mechanic	16.52
23931 - Telecommunications Mechanic I	22.48
23932 - Telecommunications Mechanic II	26.02
23950 - Telephone Lineman	19.75
23960 - Welder, Combination, Maintenance	16.60
23965 - Well Driller	16.71
23970 - Woodcraft Worker	18.13
23980 - Woodworker	13.30
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.20
24580 - Child Care Center Clerk	13.40
24610 - Chore Aide	9.61
24620 - Family Readiness And Support Services Coordinator	11.99
24630 - Homemaker	14.88
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.94
25040 - Sewage Plant Operator	16.60
25070 - Stationary Engineer	20.94
25190 - Ventilation Equipment Tender	14.89
25210 - Water Treatment Plant Operator	16.60

27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.39
27007 - Baggage Inspector	11.19
27008 - Corrections Officer	14.13
27010 - Court Security Officer	18.01
27030 - Detection Dog Handler	12.55
27040 - Detention Officer	18.01
27070 - Firefighter	18.32
27101 - Guard I	11.19
27102 - Guard II	12.55
27131 - Police Officer I	19.78
27132 - Police Officer II	20.84
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	8.58
28042 - Carnival Equipment Repairer	9.20
28043 - Carnival Equpment Worker	7.85
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	12.74
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	15.90
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.25
29020 - Hatch Tender	19.25
29030 - Line Handler	19.25
29041 - Stevedore I	18.21
29042 - Stevedore II	20.32
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	33.96

30011 - Air Traffic Control Specialist, Station (HFO) (2)	23.42
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.79
30021 - Archeological Technician I	17.57
30022 - Archeological Technician II	21.97
30023 - Archeological Technician III	24.30
30030 - Cartographic Technician	26.02
30040 - Civil Engineering Technician	20.19
30061 - Drafter/CAD Operator I	17.15
30062 - Drafter/CAD Operator II	19.18
30063 - Drafter/CAD Operator III	21.74
30064 - Drafter/CAD Operator IV	26.02
30081 - Engineering Technician I	15.72
30082 - Engineering Technician II	17.85
30083 - Engineering Technician III	18.21
30084 - Engineering Technician IV	23.58
30085 - Engineering Technician V	27.89
30086 - Engineering Technician VI	33.74
30090 - Environmental Technician	18.64
30210 - Laboratory Technician	18.35
30240 - Mathematical Technician	26.02
30361 - Paralegal/Legal Assistant I	19.77
30362 - Paralegal/Legal Assistant II	25.13
30363 - Paralegal/Legal Assistant III	30.71
30364 - Paralegal/Legal Assistant IV	37.15
30390 - Photo-Optics Technician	26.02
30461 - Technical Writer I	23.23
30462 - Technical Writer II	28.40
30463 - Technical Writer III	33.25
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 (3)	21.74
30621 - Weather Observer, Senior (3)	23.75
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	11.04
31030 - Bus Driver	14.30
31043 - Driver Courier	12.50
31260 - Parking and Lot Attendant	10.36
31290 - Shuttle Bus Driver	14.20
31310 - Taxi Driver	11.40
31361 - Truckdriver, Light	14.20
31362 - Truckdriver, Medium	17.89
31363 - Truckdriver, Heavy	16.80
31364 - Truckdriver, Tractor-Trailer	16.80
99000 - Miscellaneous Occupations	
99030 - Cashier	8.26
99050 - Desk Clerk	10.04
99095 - Embalmer	30.13
99251 - Laboratory Animal Caretaker I	10.82
99252 - Laboratory Animal Caretaker II	11.57
99310 - Mortician	30.13
99410 - Pest Controller	14.59
99510 - Photofinishing Worker	10.59
99710 - Recycling Laborer	14.06
99711 - Recycling Specialist	16.46
99730 - Refuse Collector	12.95
99810 - Sales Clerk	10.78
99820 - School Crossing Guard	11.34
99830 - Survey Party Chief	16.44
99831 - Surveying Aide	8.18
99832 - Surveying Technician	16.22

99840 - Vending Machine Attendant	12.53
99841 - Vending Machine Repairer	15.07
99842 - Vending Machine Repairer Helper	12.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $3.24 per hour or $129.60 per week or $561.60 per month

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

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

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

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary

affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage

rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.