STANDARD FORM 98
Rev. Feb. 1973
U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION

NOTICE OF INTENTION TO MAKE A SERVICE CONTRACT AND RESPONSE TO NOTICE

(*See Instructions on Reverse*)

1. NOTICE NO. A2503343

MAIL TO:

Administrator
Wage and Hour Division
U.S. Department of Labor
Washington, D.C. 20210

2. Estimated solicitation date (use numerals)

Month	Day	Year
06	14	2002

3. Estimated date bids or proposals to be opened or negotiations begun (use numerals)

Month	Day	Year
08	14	2002

4. Date contract performance to begin (use numerals)

Month	Day	Year
10	01	2002

5. PLACE(S) OF PERFORMANCE
Arnold AFB Tn
(Coffee and Franklin Counties).
White Oaks, MD

6. SERVICES TO BE PERFORMED (describe)
Operation of Arnold Engineering
Development Center
Existing Contracts

7. INFORMATION ABOUT PERFORMANCE

A. ☒ Services now performed by a contractor B. ☐ Services now performed by Federal employees C. ☐ Services not presently being performed

8. IF BOX A IN ITEM 7 IS MARKED, COMPLETE ITEM 8 AS APPLICABLE

a. Name and address of incumbent contractor	b. Number(s) of any wage determination(s) in incumbent's contract
Sverdrup Technology, Inc. ACS	73-0549 MD 930056-94-2492
Arnold AFB TN 37389-5000	

c. Name(s) of union(s) if services are being performed under collective bargaining agreement(s). *Important:* Attach copies of current applicable collective bargaining agreements 1. Local No. 46 International Guards Union of America
2. Air Engineering Metal Trades Council & Affiliated Unions
3. Hotel Employees and Resturant Employees International Union Local 775

9. OFFICIAL SUBMITTING NOTICE

SIGNED:	DATE
Dowe L. Jones	02 June 17
TYPE OR PRINT NAME	TELEPHONE NO.
Dowe L. Jones	(931) 454-4473

10. TYPE OR PRINT NAME AND TITLE OF PERSON TO WHOM RESPONSE IS TO BE SENT AND NAME AND ADDRESS OF DEPARTMENT OR AGENCY, BUREAU, DIVISION, ETC.

Dowe L. Jones
USAF/AEDC (PKM)
100 Kindel Drive
Suite A337
Arnold AFB TN 37389-5900

RESPONSE TO NOTICE
(*by Department of Labor*)

A. ☒ The attached wage determination(s) listed below apply to procurement.
73-0549 (27) 94-2103 (28)
94-2491 (19) 94-2103 (24)

B. ☐ As of this date, no wage determination applicable to the specified locality and classes of employees is in effect.

C. ☐ From information supplied, the Service Contract Act does not apply (*see attached explanation*).

D. ☐ *Notice returned for additional information* (*see attached explanation*).

Signed: [signature]
(*U.S. Department of Labor*)

NOV 26 2002 (*Date*)

98-108

STANDARD FORM 98a
Feburary 1973
U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION

NOTICE OF INTENTION TO MAKE
A SERVICE CONTRACT AND RESPONSE TO NOTICE
(Attachment A)

11. NOTICE NO. A 2503343

12. CLASSES OF SERVICE EMPLOYEES TO BE EMPLOYED ON CONTRACT	13. NUMBER OF EMPLOYEES IN EACH CLASS	14. HOURLY WAGE RATE THAT WOULD BE PAID IF FEDERALLY EMPLOYED
ACS - NONEXEMPT EMPLOYEES		
ACCOUNTING CLERK III	4	12.04
ACCOUNTING CLERK IV	1	13.47
ADMINISTRATIVE ASSISTANT	2	12.04
COMPUTER OPERATOR I	1	12.04
COMPUTER OPERATOR II	5	13.47
COMPUTER OPERATOR III	2	15.01
COMPUTER OPERATOR IV	2	16.68
COMPUTER OPERATOR V	2	18.48
CONTRACT SUPPORT SPECIALIST	1	12.04
CUSTOMER SERVICE COORDINATOR	3	12.04
DISTRIBUTION TEAM ASSISTANT	6	13.47
FORESTRY TECHNICIAN	1	16.81
GENERAL CLERK I	1	8.74
GENERAL CLERK II	4	9.51
GENERAL CLERK III	3	10.72
GENERAL CLERK IV	6	12.04
HUMAN RESOURCES ASST I	1	10.72
HUMAN RESOURCES ASST II	3	12.04
ILLUSTRATOR II	3	16.68
ILLUSTRATOR III	1	20.41
LIBRARY TECHNICIAN	2	13.47
LIFEGUARD	4	10.72
LIFEGUARD, LEAD	1	11.72
MEDICAL LABORATORY TECHNICIAN	2	12.04

STANDARD FORM 98a
Feburary 1973
U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION

NOTICE OF INTENTION TO MAKE
A SERVICE CONTRACT AND RESPONSE TO NOTICE
(Attachment A)

11. NOTICE NO.
A 2503343

12. CLASSES OF SERVICE EMPLOYEES TO BE EMPLOYED ON CONTRACT	13. NUMBER OF EMPLOYEES IN EACH CLASS	14. HOURLY WAGE RATE THAT WOULD BE PAID IF FEDERALLY EMPLOYED
ACS - NONEXEMPT EMPLOYEES (continued)		
MEDICAL RECORD TECHNICIAN	2	16.68
PHOTOGRAPHER III	2	16.68
POSTAL ASSISTANT I	1	8.74
POSTAL ASSISTANT II	1	9.51
PURCHASING ASSISTANT III	1	12.04
REGISTERED NURSE II	1	20.41
SECRETARY I	1	12.04
SECRETARY II	9	13.47
SECRETARY III	6	15.01
SECRETARY IV	1	16.68
SECURITY FORCES INVESTIGATOR	1	12.04
SUPPLY TECHNICIAN	1	16.68
SWITCHBOARD OPERATOR	1	10.72
TECHNICAL SUPPORT ASSISTANT I	9	8.74
TECHNICAL SUPPORT ASSISTANT II	4	9.51
TECHNICAL SUPPORT ASSISTANT III	6	10.72
TECHNICAL SUPPORT ASSISTANT IV	4	12.04
TECHNICAL SUPPORT ASSISTANT V	4	13.47
TRAFFIC TECHNICIAN I	1	16.68

STANDARD FORM 98a
Feburary 1973
U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION

NOTICE OF INTENTION TO MAKE
A SERVICE CONTRACT AND RESPONSE TO NOTICE
(Attachment A)

11. NOTICE NO.
A 2503343

12. CLASSES OF SERVICE EMPLOYEES TO BE EMPLOYED ON CONTRACT	13. NUMBER OF EMPLOYEES IN EACH CLASS	14. HOURLY WAGE RATE THAT WOULD BE PAID IF FEDERALLY EMPLOYED
ACS-Air Engineering Metal Trades Council		
Auto Mechanic	2	18.37
Body & Fender Mechanic	1	18.37
Cable Splicer	2	18.37
Carpenter	8	17.60
Carpenter, Lead	1	20.24
Carpenter/Locksmith, Master	2	17.60
Chauffeur	2	14.44
Chauffeur - 88%	1	14.44
Computer Network Tech III	5	18.37
Computer Network Tech IV	4	19.18
Computer Network Technician V	3	19.97
Crane Operator	1	19.18
Driver/Operator	12	------
Electrical Testing Technician	2	18.37
Electrician	15	18.37
Electrician, Lead	3	20.24
Electrician-84	1	15.78
EMT/Firefighter	2	------
EMT/Firefighter-88	1	------
Equipment Dispatcher, Lead	1	------
Fire Communication Operator	4	------
Fire Communications Operator-80	1	------
Fire Prevention Inspector, Lead	1	------
Firefighter Crew Chief	12	------

STANDARD FORM 98a
February 1973
U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION

NOTICE OF INTENTION TO MAKE
A SERVICE CONTRACT AND RESPONSE TO NOTICE
(Attachment A)

NOTICE NO.
A 2503343

12. CLASSES OF SERVICE EMPLOYEES TO BE EMPLOYED ON CONTRACT	13. NUMBER OF EMPLOYEES IN EACH CLASS	14. HOURLY WAGE RATE THAT WOULD BE PAID IF FEDERALLY EMPLOYED
ACS-Air Engineering Metal Trades Council (Continued)		
Firefighter-80	1	------
Firefighter-88	7	------
Firefighter-96	7	------
Fuel Farm Machinist	5	18.37
Fuel Farm Machinist, Lead	1	20.24
Fuel Farm Machinist-80	1	15.78
General Maintenance Worker	2	16.61
Heavy Equipment Mechanic	3	20.24
Heavy Equipment Mechanic, Lead	1	20.24
Instrument Technician III - 80	4	15.78
Instrument Technician III - 84	1	16.43
Instrument Technician IV - 80	1	16.45
Instrument Technician IV - 88	1	17.80
Instrument Technician V	24	19.97
Instrument Technician V (LP)	1	19.97
Instrument Technician V - 88	1	18.57
Ironworker	4	18.37
Ironworker - 80	1	15.78
Laborer	3	12.38
Laborer, Lead	1	14.92
Laborer - 84	2	11.05
Laborer - 92	4	11.93
Light Equipment Operator	6	------
Light Equipment Operator, Assoc.	2	------

STANDARD FORM 98a
Feburary 1973
U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION

NOTICE OF INTENTION TO MAKE
A SERVICE CONTRACT AND RESPONSE TO NOTICE
(Attachment A)

11. NOTICE NO. A 250334-3

12. CLASSES OF SERVICE EMPLOYEES TO BE EMPLOYED ON CONTRACT	13. NUMBER OF EMPLOYEES IN EACH CLASS	14. HOURLY WAGE RATE THAT WOULD BE PAID IF FEDERALLY EMPLOYED
ACS-Air Engineering Metal Trades Council (Continued)		
Lineman	2	18.37
Maintenance Machinist	5	18.37
Maintenance Machinist, Lead	1	20.24
Maintenance Machinist -80	1	15.78
Maintenance Mason	1	18.37
Painter, Sign Painter - 92	2	16.97
Painter/Sign Painter	5	17.60
Painter/Sign Painter - 84	2	15.71
Painter/Sign Painter, Lead	2	20.24
Paramedic Crew Chief	3	------
Paramedic/Firefighter	3	------
Pipefitter	14	18.37
Pipefitter, Lead	2	20.24
Power Equipment Operator 88	1	17.06
Power Equipment Operator	6	18.37
Power Equipment Operator, Lead	2	20.24
Power Equipment Serviceman	2	18.37
Power Swithboard Operator	6	20.74
Power System Dispatcher	5	21.58
Precision Inspector III - 80	1	17.60
Precision Inspector V	2	21.58
Refrigeration/AC Mechanic	14	18.37
Refrigeration/AC Mechanic, Lead	2	20.24
Sheet Metal Worker	4	18.37

STANDARD FORM 98a
February 1973
U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION

NOTICE OF INTENTION TO MAKE
A SERVICE CONTRACT AND RESPONSE TO NOTICE
(Attachment A)

11. NOTICE NO. A 2503343

12. CLASSES OF SERVICE EMPLOYEES TO BE EMPLOYED ON CONTRACT	13. NUMBER OF EMPLOYEES IN EACH CLASS	14. HOURLY WAGE RATE THAT WOULD BE PAID IF FEDERALLY EMPLOYED
ACS-Air Engineering Metal Trades Council (Continued)		
Sheet Metal Worker, Lead	1	20.24
Storekeeper	15	13.56
Storekeeper M/H	5	------
Storekeeper M/H, Lead	1	------
Storekeeper, Lead	4	14.44
Storekeeper - 84	1	12.11
Storekeeper - 88	2	12.59
Storekeeper - 96	8	14.44
Telecom. Tech Assoc - 80	1	15.78
Telecommunication Technician	1	17.60
Telecommunication Tech., Lead	1	20.24
Truck Driver	7	16.03
Truck Driver, Lead	1	18.52
Truck Driver - 96	3	16.03
Utility Oper, Lead/Ops Spec	9	20.24
Utility Operator I	27	17.60
Utility Operator II	1	18.37
Utility Operator, Associate	1	------
Utility Operator - 84	1	15.71
Vehicle/Equipment Attdt - 84%	1	------

STANDARD FORM 98a
February 1973
U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION

NOTICE OF INTENTION TO MAKE
A SERVICE CONTRACT AND RESPONSE TO NOTICE
(Attachment A)

11. NOTICE NO. A 2503043

12. CLASSES OF SERVICE EMPLOYEES TO BE EMPLOYED ON CONTRACT	13. NUMBER OF EMPLOYEES IN EACH CLASS	14. HOURLY WAGE RATE THAT WOULD BE PAID IF FEDERALLY EMPLOYED
ACS - INTERNATIONAL GUARDS UNION OF AMERICA		
Security Force Officer	10	15.01
Security Force Officer, Lead	9	16.68
Security Force Officer - 80	27	15.01
Security Force Officer - 92	5	15.01
Security Force Officer - 96	3	15.01
Security System Admin/Armorer	1	13.47

STANDARD FORM 98a
Feburary 1970
U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION

NOTICE OF INTENTION TO MAKE
A SERVICE CONTRACT AND RESPONSE TO NOTICE

(Attachment A)

11. NOTICE NO. A 2503343

12. CLASSES OF SERVICE EMPLOYEES TO BE EMPLOYED ON CONTRACT	13. NUMBER OF EMPLOYEES IN EACH CLASS	14. HOURLY WAGE RATE THAT WOULD BE PAID IF FEDERALLY EMPLOYED
USAI Air Engineering Metal Trades Council		
Janitor - Cleaner	37	11.19
Janitor - Cleaner, Lead	2	------
Laborer	1	12.38
Power Equipment Operator	1	18.37
Truck Driver	1	16.81

STANDARD FORM 98a
February 1973
U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION

NOTICE OF INTENTION TO MAKE
A SERVICE CONTRACT AND RESPONSE TO NOTICE
(Attachment A)

11. NOTICE NO. A 2503343

12. CLASSES OF SERVICE EMPLOYEES TO BE EMPLOYED ON CONTRACT	13. NUMBER OF EMPLOYEES IN EACH CLASS	14. HOURLY WAGE RATE THAT WOULD BE PAID IF FEDERALLY EMPLOYED
Canteen Corp - AFL-CIO Local Union 775		
Cook, Lead	2	16.81
Fry Cook/Baker	4	16.81
Truck Driver/Utility	1	15.23
Food Service Worker/Cashier	8	11.19

STANDARD FORM 98a
February 1973
U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION

NOTICE OF INTENTION TO MAKE A SERVICE CONTRACT AND RESPONSE TO NOTICE

(Attachment A)

11. NOTICE NO. A 2503343

12. CLASSES OF SERVICE EMPLOYEES TO BE EMPLOYED ON CONTRACT	13. NUMBER OF EMPLOYEES IN EACH CLASS	14. HOURLY WAGE RATE THAT WOULD BE PAID IF FEDERALLY EMPLOYED
TF BOILERMAKER LEADERMAN	3	$21.78
TF BOILERMAKER	22	$20.73
TFC ELECTRICAL TECHNICIAN LEADERMAN	27	$22.08
TFC ELECTRICAL TECHNICIAN	75	$21.03
TF IRONWORKER LEADERMAN	1	$21.78
TF IRONWORKER	13	$20.73
TFC OUTSIDE MACHINIST LEADERMAN	33	$21.78
TFC OUTSIDE MACHINIST	70	$20.73
TFC OPERATING ENGINEER LEADERMAN	14	$21.78
TFC OPERATING ENGINEER	36	$20.73
INSTRUMENT TECHNICIAN SPECIALIST	20	$21.78
INSTRUMENT TECHNICIAN LEADERMAN	19	$21.78
INSTRUMENT TECHNICIAN	51	$20.73
LABORER LEADERMAN	3	$15.97
LABORER	9	$14.93
TF PIPEFITTER LEADERMAN	12	$21.78
TF PIPEFITTER	43	$20.73
TF INSIDE MACHINIST LEADERMAN	9	$21.78
TF INSIDE MACHINIST	15	$20.73
CHIEF CRAFTSMAN	8	$21.78
INTERN - ELECTRICAL TECHNICIAN	0	$10.67
INTERNS - INSTRUMENT TECHNICIAN, OPERATING ENGINEERS	0	$10.37
INTERNS - OUTSIDE, INSIDE MACHINIST	0	$10.37
INTERNS - PIPEFITTER, BOILERMAKER, IRONWORKER	0	$10.37

STANDARD FORM 98a
February 1973
U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION

NOTICE OF INTENTION TO MAKE
A SERVICE CONTRACT AND RESPONSE TO NOTICE
(Attachment A)

NOTICE NO
A 2503343

12. CLASSES OF SERVICE EMPLOYEES TO BE EMPLOYED ON CONTRACT	13. NUMBER OF EMPLOYEES IN EACH CLASS	14. HOURLY WAGE RATE THAT WOULD BE PAID IF FEDERALLY EMPLOYED
ACCOUNTING CLERK III	1	$12.06
ACCOUNTING CLERK IV	2	$12.54
LOGISTICS ASSOCIATE	5	$11.77
ADMINISTRATIVE ASSISTANT	25	$14.20
SR ADMINISTRATIVE ASSISTANT	15	$14.78
ENGINEERING ASSOCIATE III	3	$10.53
ENGINEERING ASSOCIATE IV	7	$13.04
ENGINEERING ASSOCIATE V	19	$15.95
ENGINEERING AID	1	$8.35
SR ENGINEERING ASSOCIATE I	23	$19.29
DRAFTER I	1	$8.35
DRAFTER II	2	$10.82
DRAFTER III	0	$13.11
DESIGNER I	1	$13.04
DESIGNER II	6	$15.95
DESIGNER III	10	$19.29
TECHNICAL INFORMATION SPECIALIST I	0	$10.52
TECHNICAL INFORMATION SPECIALIST II	1	$13.04
TECHNICAL INFORMATION SPECIALIST III	1	$15.94
PHOTOGRAPHER III	0	$13.04
PHOTOGRAPHER IV	1	$15.94
COMPUTER PROGRAMMER III (CNC)	2	$19.87
ENGINEERING TECHNICIAN V *	4	$22.50
ENGINEERING TECHNICIAN VI *	3	$27.35
ELECTRONICS TECHNICIAN I *	1	$15.51

*These classifications are used at our Maryland jobsite.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2491
Revision No.: 19
Date of Last Revision: 05/28/2002

States: Georgia, Tennessee

Area: Georgia Counties of Catoosa, Dade, Walker
Tennessee Counties of Bledsoe, Bradley, Coffee, Franklin, Grundy, Hamilton, Marion, McMinn, Meigs, Polk, Rhea, Sequatchie, Van Buren

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	**Administrative Support and Clerical Occupations**	
01011	Accounting Clerk I	9.75
01012	Accounting Clerk II	12.23
01013	Accounting Clerk III	15.10
01014	Accounting Clerk IV	15.70
01030	Court Reporter	11.52
01050	Dispatcher, Motor Vehicle	14.25
01060	Document Preparation Clerk	10.61
01070	Messenger (Courier)	8.77
01090	Duplicating Machine Operator	10.61
01110	Film/Tape Librarian	11.48
01115	General Clerk I	7.95
01116	General Clerk II	9.59
01117	General Clerk III	11.61
01118	General Clerk IV	11.75
01120	Housing Referral Assistant	13.79
01131	Key Entry Operator I	9.10
01132	Key Entry Operator II	11.35
01191	Order Clerk I	10.87
01192	Order Clerk II	11.17
01261	Personnel Assistant (Employment) I	10.99
01262	Personnel Assistant (Employment) II	11.04
01263	Personnel Assistant (Employment) III	12.76
01264	Personnel Assistant (Employment) IV	15.28
01270	Production Control Clerk	14.37
01290	Rental Clerk	9.97
01300	Scheduler, Maintenance	10.60
01311	Secretary I	11.13
01312	Secretary II	11.52
01313	Secretary III	13.79
01314	Secretary IV	14.20
01315	Secretary V	14.78

WAGE DETERMINATION NO.: 1994-2491 (Rev. 19) ISSUE DATE: 05/28/2002

01320	Service Order Dispatcher	11.21
01341	Stenographer I	9.92
01342	Stenographer II	10.97
01400	Supply Technician	14.20
01420	Survey Worker (Interviewer)	11.52
01460	Switchboard Operator-Receptionist	9.25
01510	Test Examiner	11.52
01520	Test Proctor	11.52
01531	Travel Clerk I	8.52
01532	Travel Clerk II	9.03
01533	Travel Clerk III	9.63
01611	Word Processor I	10.95
01612	Word Processor II	12.29
01613	Word Processor III	13.74
03000	**Automatic Data Processing Occupations**	
03010	Computer Data Librarian	10.05
03041	Computer Operator I	9.05
03042	Computer Operator II	12.29
03043	Computer Operator III	13.68
03044	Computer Operator IV	14.68
03045	Computer Operator V	15.63
03071	Computer Programmer I (1)	12.98
03072	Computer Programmer II (1)	16.72
03073	Computer Programmer III (1)	22.63
03074	Computer Programmer IV (1)	25.33
03101	Computer Systems Analyst I (1)	20.15
03102	Computer Systems Analyst II (1)	23.66
03103	Computer Systems Analyst III (1)	27.27
03160	Peripheral Equipment Operator	11.14
05000	**Automotive Service Occupations**	
05005	Automotive Body Repairer, Fiberglass	16.30
05010	Automotive Glass Installer	14.30
05040	Automotive Worker	14.30
05070	Electrician, Automotive	15.04
05100	Mobile Equipment Servicer	12.83
05130	Motor Equipment Metal Mechanic	15.74
05160	Motor Equipment Metal Worker	14.30
05190	Motor Vehicle Mechanic	14.54
05220	Motor Vehicle Mechanic Helper	12.05
05250	Motor Vehicle Upholstery Worker	13.56
05280	Motor Vehicle Wrecker	14.30
05310	Painter, Automotive	15.04
05340	Radiator Repair Specialist	14.30
05370	Tire Repairer	11.38
05400	Transmission Repair Specialist	15.74
07000	**Food Preparation and Service Occupations**	

WAGE DETERMINATION NO.: 1994-2491 (Rev. 19) ISSUE DATE: 05/28/2002

	Food Service Worker	7.24
07010	Baker	10.42
07041	Cook I	8.49
07042	Cook II	9.47
07070	Dishwasher	7.26
07130	Meat Cutter	11.00
07250	Waiter/Waitress	7.47
09000	**Furniture Maintenance and Repair Occupations**	
09010	Electrostatic Spray Painter	13.81
09040	Furniture Handler	10.29
09070	Furniture Refinisher	14.86
09100	Furniture Refinisher Helper	12.04
09110	Furniture Repairer, Minor	13.46
09130	Upholsterer	14.86
11030	**General Services and Support Occupations**	
11030	Cleaner, Vehicles	7.59
11060	Elevator Operator	7.59
11090	Gardener	9.26
11121	House Keeping Aid I	6.78
11122	House Keeping Aid II	7.59
11150	Janitor	7.59
11210	Laborer, Grounds Maintenance	8.38
11240	Maid or Houseman	7.08
11270	Pest Controller	9.36
11300	Refuse Collector	7.59
11330	Tractor Operator	8.72
11360	Window Cleaner	8.38
12000	**Health Occupations**	
12020	Dental Assistant	12.69
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.06
12071	Licensed Practical Nurse I	10.49
12072	Licensed Practical Nurse II	11.76
12073	Licensed Practical Nurse III	13.16
12100	Medical Assistant	10.16
12130	Medical Laboratory Technician	11.24
12160	Medical Record Clerk	10.58
12190	Medical Record Technician	13.54
12221	Nursing Assistant I	7.61
12222	Nursing Assistant II	8.56
12223	Nursing Assistant III	9.35
12224	Nursing Assistant IV	10.48
12250	Pharmacy Technician	12.19
12280	Phlebotomist	11.08
12311	Registered Nurse I	16.56
12312	Registered Nurse II	20.26

WAGE DETERMINATION NO.: 1994-2491 (Rev. 19) ISSUE DATE: 05/28/2002

12313	Registered Nurse II, Specialist	20.26
12314	Registered Nurse III	24.52
12315	Registered Nurse III, Anesthetist	24.52
12316	Registered Nurse IV	29.37
13000	**Information and Arts Occupations**	
13002	Audiovisual Librarian	14.32
13011	Exhibits Specialist I	12.11
13012	Exhibits Specialist II	14.32
13013	Exhibits Specialist III	17.51
13041	Illustrator I	12.11
13042	Illustrator II	14.32
13043	Illustrator III	17.51
13047	Librarian	16.92
13050	Library Technician	11.95
13071	Photographer I	10.84
13072	Photographer II	12.20
13073	Photographer III	13.15
13074	Photographer IV	16.07
13075	Photographer V	19.45
15000	**Laundry, Dry Cleaning, Pressing and Related Occupations**	
15010	Assembler	6.90
15030	Counter Attendant	6.90
15040	Dry Cleaner	7.41
15070	Finisher, Flatwork, Machine	6.90
15090	Presser, Hand	6.90
15100	Presser, Machine, Drycleaning	6.90
15130	Presser, Machine, Shirts	6.90
15160	Presser, Machine, Wearing Apparel, Laundry	6.90
15190	Sewing Machine Operator	7.84
15220	Tailor	9.61
15250	Washer, Machine	7.10
19000	**Machine Tool Operation and Repair Occupations**	
19010	Machine-Tool Operator (Toolroom)	14.01
19040	Tool and Die Maker	16.71
21000	**Material Handling and Packing Occupations**	
21010	Fuel Distribution System Operator	12.95
21020	Material Coordinator	13.12
21030	Material Expediter	13.12
21040	Material Handling Laborer	10.48
21050	Order Filler	11.03
21071	Forklift Operator	12.22
21080	Production Line Worker (Food Processing)	12.04
21100	Shipping/Receiving Clerk	10.67
21130	Shipping Packer	11.29
21140	Store Worker I	8.89

WAGE DETERMINATION NO.: 1994-2491 (Rev. 19) ISSUE DATE: 05/28/2002

21150	Stock Clerk (Shelf Stocker; Store Worker II)	12.12
21210	Tools and Parts Attendant	11.98
21400	Warehouse Specialist	11.98
23000	**Mechanics and Maintenance and Repair Occupations**	
23010	Aircraft Mechanic	16.62
23040	Aircraft Mechanic Helper	12.72
23050	Aircraft Quality Control Inspector	17.39
23060	Aircraft Servicer	14.32
23070	Aircraft Worker	15.10
23100	Appliance Mechanic	13.81
23120	Bicycle Repairer	11.38
23125	Cable Splicer	15.90
23130	Carpenter, Maintenance	14.04
23140	Carpet Layer	14.15
23160	Electrician, Maintenance	17.97
23181	Electronics Technician, Maintenance I	13.80
23182	Electronics Technician, Maintenance II	16.63
23183	Electronics Technician, Maintenance III	18.73
23260	Fabric Worker	13.46
23290	Fire Alarm System Mechanic	15.15
23310	Fire Extinguisher Repairer	12.75
23340	Fuel Distribution System Mechanic	15.90
23370	General Maintenance Worker	13.91
23400	Heating, Refrigeration and Air Conditioning Mechanic	15.10
23430	Heavy Equipment Mechanic	14.45
23440	Heavy Equipment Operator	14.45
23460	Instrument Mechanic	15.55
23470	Laborer	9.90
23500	Locksmith	14.86
23530	Machinery Maintenance Mechanic	15.32
23550	Machinist, Maintenance	15.04
23580	Maintenance Trades Helper	11.06
23640	Millwright	16.50
23700	Office Appliance Repairer	14.86
23740	Painter, Aircraft	14.69
23760	Painter, Maintenance	13.81
23790	Pipefitter, Maintenance	16.47
23800	Plumber, Maintenance	15.74
23820	Pneudraulic Systems Mechanic	15.15
23850	Rigger	15.15
23870	Scale Mechanic	14.15
23890	Sheet-Metal Worker, Maintenance	14.45
23910	Small Engine Mechanic	13.13
23930	Telecommunication Mechanic I	15.15
23931	Telecommunication Mechanic II	15.86
23950	Telephone Lineman	15.55
23960	Welder, Combination, Maintenance	14.45
23965	Well Driller	15.55

WAGE DETERMINATION NO.: 1994-2491 (Rev. 19) ISSUE DATE: 05/28/2002

23970	Woodcraft Worker	15.55
23980	Woodworker	12.75
24000	**Personal Needs Occupations**	
24570	Child Care Attendant	9.60
24580	Child Care Center Clerk	11.99
24600	Chore Aid	6.78
24630	Homemaker	15.32
25000	**Plant and System Operation Occupations**	
25010	Boiler Tender	16.62
25040	Sewage Plant Operator	14.03
25070	Stationary Engineer	16.62
25190	Ventilation Equipment Tender	12.04
25210	Water Treatment Plant Operator	14.60
27000	**Protective Service Occupations**	
	Police Officer	15.50
27004	Alarm Monitor	9.84
27006	Corrections Officer	10.37
27010	Court Security Officer	15.45
27040	Detention Officer	12.06
27070	Firefighter	15.39
27101	Guard I	7.27
27102	Guard II	9.20
28000	**Stevedoring/Longshoremen Occupations**	
28010	Blocker and Bracer	13.21
28020	Hatch Tender	13.21
28030	Line Handler	13.21
28040	Stevedore I	11.46
28050	Stevedore II	12.70
29000	**Technical Occupations**	
21150	Graphic Artist	20.15
29010	Air Traffic Control Specialist, Center (2)	28.21
29011	Air Traffic Control Specialist, Station (2)	19.46
29012	Air Traffic Control Specialist, Terminal (2)	21.43
29023	Archeological Technician I	10.36
29024	Archeological Technician II	11.59
29025	Archeological Technician III	14.32
29030	Cartographic Technician	14.42
29035	Computer Based Training (CBT) Specialist/ Instructor	22.29
29040	Civil Engineering Technician	16.26
29061	Drafter I	9.20
29062	Drafter II	11.88
29063	Drafter III	13.30
29064	Drafter IV	14.32

29081	Engineering Technician I	9.55
29082	Engineering Technician II	11.72
29083	Engineering Technician III	12.05
29084	Engineering Technician IV	14.91
29085	Engineering Technician V	18.24
29086	Engineering Technician VI	22.06
29090	Environmental Technician	14.32
29100	Flight Simulator/Instructor (Pilot)	24.12
29160	Instructor	17.52
29210	Laboratory Technician	13.53
29240	Mathematical Technician	14.32
29361	Paralegal/Legal Assistant I	12.97
29362	Paralegal/Legal Assistant II	15.12
29363	Paralegal/Legal Assistant III	17.14
29364	Paralegal/Legal Assistant IV	22.39
29390	Photooptics Technician	14.32
29480	Technical Writer	21.51
29491	Unexploded Ordnance (UXO) Technician I	17.93
29492	Unexploded Ordnance (UXO) Technician II	21.70
29493	Unexploded Ordnance (UXO) Technician III	26.01
29494	Unexploded (UXO) Safety Escort	17.93
29495	Unexploded (UXO) Sweep Personnel	17.93
29620	Weather Observer, Senior (3)	14.32
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	12.88
29622	Weather Observer, Upper Air (3)	12.88
31000	**Transportation/ Mobile Equipment Operation Occupations**	
31030	Bus Driver	11.78
31260	Parking and Lot Attendant	7.77
31290	Shuttle Bus Driver	10.58
31300	Taxi Driver	9.12
31361	Truckdriver, Light Truck	10.58
31362	Truckdriver, Medium Truck	11.98
31363	Truckdriver, Heavy Truck	18.12
31364	Truckdriver, Tractor-Trailer	18.12
99000	**Miscellaneous Occupations**	
99020	Animal Caretaker	8.46
99030	Cashier	7.85
99041	Carnival Equipment Operator	9.45
99042	Carnival Equipment Repairer	10.19
99043	Carnival Worker	7.59
99050	Desk Clerk	9.60
99095	Embalmer	17.93
99300	Lifeguard	9.42
99310	Mortician	18.23
99350	Park Attendant (Aide)	11.84
99400	Photofinishing Worker (Photo Lab Tech., Darkroom	8.56

99500	Recreation Specialist	13.32
99510	Recycling Worker	9.59
99610	Sales Clerk	9.31
99620	School Crossing Guard (Crosswalk Attendant)	6.60
99630	Sport Official	9.42
99658	Survey Party Chief (Chief of Party)	11.74
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.53
99660	Surveying Aide	7.68
99690	Swimming Pool Operator	11.36
99720	Vending Machine Attendant	9.56
99730	Vending Machine Repairer	11.36
99740	Vending Machine Repairer Helper	9.58

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

Health & Welfare: 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 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 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 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.

** 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.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2103
Revision No.: 28
Date of Last Revision: 10/04/2002

States: District of Columbia, Maryland, Virginia

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

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	**Administrative Support and Clerical Occupations**	
01011	Accounting Clerk I	10.16
01012	Accounting Clerk II	11.68
01013	Accounting Clerk III	14.04
01014	Accounting Clerk IV	16.37
01030	Court Reporter	14.94
01050	Dispatcher, Motor Vehicle	14.63
01060	Document Preparation Clerk	11.29
01070	Messenger (Courier)	9.30
01090	Duplicating Machine Operator	11.29
01110	Film/Tape Librarian	14.65
01115	General Clerk I	11.68
01116	General Clerk II	13.72
01117	General Clerk III	15.32
01118	General Clerk IV	18.74
01120	Housing Referral Assistant	17.82
01131	Key Entry Operator I	10.40
01132	Key Entry Operator II	11.62
01191	Order Clerk I	14.74
01192	Order Clerk II	16.29
01261	Personnel Assistant (Employment) I	13.05
01262	Personnel Assistant (Employment) II	14.24
01263	Personnel Assistant (Employment) III	16.42
01264	Personnel Assistant (Employment) IV	19.60
01270	Production Control Clerk	17.28
01290	Rental Clerk	15.42
01300	Scheduler, Maintenance	14.06
01311	Secretary I	14.71
01312	Secretary II	15.35
01313	Secretary III	18.49
01314	Secretary IV	19.57

01315	Secretary V	22.79
01320	Service Order Dispatcher	14.04
01341	Stenographer I	14.68
01342	Stenographer II	16.47
01400	Supply Technician	19.57
01420	Survey Worker (Interviewer)	14.94
01460	Switchboard Operator-Receptionist	10.96
01510	Test Examiner	15.35
01520	Test Proctor	15.35
01531	Travel Clerk I	11.63
01532	Travel Clerk II	12.49
01533	Travel Clerk III	13.41
01611	Word Processor I	11.80
01612	Word Processor II	14.22
01613	Word Processor III	16.65
03000	**Automatic Data Processing Occupations**	
03010	Computer Data Librarian	11.69
03041	Computer Operator I	13.30
03042	Computer Operator II	15.67
03043	Computer Operator III	18.60
03044	Computer Operator IV	18.94
03045	Computer Operator V	22.94
03071	Computer Programmer I (1)	19.64
03072	Computer Programmer II (1)	23.05
03073	Computer Programmer III (1)	26.99
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	26.99
03102	Computer Systems Analyst II (1)	27.62
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	14.06
05000	**Automotive Service Occupations**	
05005	Automotive Body Repairer, Fiberglass	21.38
05010	Automotive Glass Installer	17.03
05040	Automotive Worker	17.03
05070	Electrician, Automotive	18.05
05100	Mobile Equipment Servicer	14.94
05130	Motor Equipment Metal Mechanic	19.03
05160	Motor Equipment Metal Worker	17.03
05190	Motor Vehicle Mechanic	19.11
05220	Motor Vehicle Mechanic Helper	16.01
05250	Motor Vehicle Upholstery Worker	17.03
05280	Motor Vehicle Wrecker	17.03
05310	Painter, Automotive	18.05
05340	Radiator Repair Specialist	17.03
05370	Tire Repairer	14.43
05400	Transmission Repair Specialist	19.03

WAGE DETERMINATION NO.: 1994-2103 (Rev. 28) ISSUE DATE: 10/04/2002

07000	**Food Preparation and Service Occupations**	
	Food Service Worker	9.01
07010	Baker	11.87
07041	Cook I	10.41
07042	Cook II	11.87
07070	Dishwasher	8.76
07130	Meat Cutter	16.07
07250	Waiter/Waitress	8.17
09000	**Furniture Maintenance and Repair Occupations**	
09010	Electrostatic Spray Painter	18.05
09040	Furniture Handler	12.55
09070	Furniture Refinisher	18.05
09100	Furniture Refinisher Helper	13.85
09110	Furniture Repairer, Minor	16.01
09130	Upholsterer	18.05
11030	**General Services and Support Occupations**	
11030	Cleaner, Vehicles	9.67
11060	Elevator Operator	9.79
11090	Gardener	12.98
11121	House Keeping Aid I	9.02
11122	House Keeping Aid II	9.28
11150	Janitor	9.64
11210	Laborer, Grounds Maintenance	10.75
11240	Maid or Houseman	9.28
11270	Pest Controller	11.85
11300	Refuse Collector	10.88
11330	Tractor Operator	12.73
11360	Window Cleaner	10.51
12000	**Health Occupations**	
12020	Dental Assistant	14.36
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.95
12071	Licensed Practical Nurse I	14.43
12072	Licensed Practical Nurse II	16.20
12073	Licensed Practical Nurse III	18.13
12100	Medical Assistant	11.76
12130	Medical Laboratory Technician	13.93
12160	Medical Record Clerk	13.57
12190	Medical Record Technician	14.21
12221	Nursing Assistant I	8.46
12222	Nursing Assistant II	9.52
12223	Nursing Assistant III	11.94
12224	Nursing Assistant IV	13.40
12250	Pharmacy Technician	11.84
12280	Phlebotomist	11.21

12311	Registered Nurse I	22.54
12312	Registered Nurse II	25.08
12313	Registered Nurse II, Specialist	25.08
12314	Registered Nurse III	32.38
12315	Registered Nurse III, Anesthetist	32.38
12316	Registered Nurse IV	38.81
13000	**Information and Arts Occupations**	
13002	Audiovisual Librarian	18.95
13011	Exhibits Specialist I	16.79
13012	Exhibits Specialist II	20.99
13013	Exhibits Specialist III	25.84
13041	Illustrator I	17.03
13042	Illustrator II	21.29
13043	Illustrator III	26.20
13047	Librarian	22.33
13050	Library Technician	15.03
13071	Photographer I	13.93
13072	Photographer II	15.64
13073	Photographer III	19.56
13074	Photographer IV	24.08
13075	Photographer V	26.50
15000	**Laundry, Dry Cleaning, Pressing and Related Occupations**	
15010	Assembler	8.71
15030	Counter Attendant	8.71
15040	Dry Cleaner	9.83
15070	Finisher, Flatwork, Machine	8.71
15090	Presser, Hand	8.71
15100	Presser, Machine, Drycleaning	8.71
15130	Presser, Machine, Shirts	8.71
15160	Presser, Machine, Wearing Apparel, Laundry	8.71
15190	Sewing Machine Operator	10.63
15220	Tailor	12.43
15250	Washer, Machine	9.31
19000	**Machine Tool Operation and Repair Occupations**	
19010	Machine-Tool Operator (Toolroom)	18.05
19040	Tool and Die Maker	21.95
21000	**Material Handling and Packing Occupations**	
21010	Fuel Distribution System Operator	19.38
21020	Material Coordinator	16.97
21030	Material Expediter	16.97
21040	Material Handling Laborer	11.50
21050	Order Filler	13.21
21071	Forklift Operator	14.58
21080	Production Line Worker (Food Processing)	12.80
21100	Shipping/Receiving Clerk	13.09

21130	Shipping Packer	12.21
21140	Store Worker I	8.89
21150	Stock Clerk (Shelf Stocker; Store Worker II)	12.69
21210	Tools and Parts Attendant	16.99
21400	Warehouse Specialist	15.01
23000	**Mechanics and Maintenance and Repair Occupations**	
23010	Aircraft Mechanic	21.95
23040	Aircraft Mechanic Helper	14.51
23050	Aircraft Quality Control Inspector	23.11
23060	Aircraft Servicer	16.78
23070	Aircraft Worker	17.84
23100	Appliance Mechanic	18.05
23120	Bicycle Repairer	14.43
23125	Cable Splicer	20.93
23130	Carpenter, Maintenance	18.05
23140	Carpet Layer	17.61
23160	Electrician, Maintenance	22.59
23181	Electronics Technician, Maintenance I	16.08
23182	Electronics Technician, Maintenance II	20.88
23183	Electronics Technician, Maintenance III	22.73
23260	Fabric Worker	15.76
23290	Fire Alarm System Mechanic	19.03
23310	Fire Extinguisher Repairer	14.94
23340	Fuel Distribution System Mechanic	20.93
23370	General Maintenance Worker	16.46
23400	Heating, Refrigeration and Air Conditioning Mechanic	19.03
23430	Heavy Equipment Mechanic	19.03
23440	Heavy Equipment Operator	19.31
23460	Instrument Mechanic	19.03
23470	Laborer	10.70
23500	Locksmith	18.05
23530	Machinery Maintenance Mechanic	20.51
23550	Machinist, Maintenance	21.52
23580	Maintenance Trades Helper	13.85
23640	Millwright	19.24
23700	Office Appliance Repairer	18.05
23740	Painter, Aircraft	20.76
23760	Painter, Maintenance	18.05
23790	Pipefitter, Maintenance	19.04
23800	Plumber, Maintenance	18.05
23820	Pneudraulic Systems Mechanic	19.03
23850	Rigger	19.03
23870	Scale Mechanic	17.03
23890	Sheet-Metal Worker, Maintenance	19.03
23910	Small Engine Mechanic	20.05
23930	Telecommunication Mechanic I	19.41
23931	Telecommunication Mechanic II	20.45
23950	Telephone Lineman	20.93

23960	Welder, Combination, Maintenance	19.03
23965	Well Driller	19.03
23970	Woodcraft Worker	19.03
23980	Woodworker	15.32
24000	**Personal Needs Occupations**	
24570	Child Care Attendant	11.37
24580	Child Care Center Clerk	15.86
24600	Chore Aid	8.05
24630	Homemaker	16.45
25000	**Plant and System Operation Occupations**	
25010	Boiler Tender	20.85
25040	Sewage Plant Operator	19.15
25070	Stationary Engineer	20.85
25190	Ventilation Equipment Tender	13.85
25210	Water Treatment Plant Operator	19.72
27000	**Protective Service Occupations**	
	Police Officer	20.54
27004	Alarm Monitor	15.04
27006	Corrections Officer	17.69
27010	Court Security Officer	18.84
27040	Detention Officer	18.29
27070	Firefighter	19.72
27101	Guard I	9.51
27102	Guard II	12.53
28000	**Stevedoring/Longshoremen Occupations**	
28010	Blocker and Bracer	16.46
28020	Hatch Tender	15.74
28030	Line Handler	15.74
28040	Stevedore I	15.47
28050	Stevedore II	17.45
29000	**Technical Occupations**	
21150	Graphic Artist	20.36
29010	Air Traffic Control Specialist, Center (2)	28.96
29011	Air Traffic Control Specialist, Station (2)	19.97
29012	Air Traffic Control Specialist, Terminal (2)	21.99
29023	Archeological Technician I	14.57
29024	Archeological Technician II	16.29
29025	Archeological Technician III	20.20
29030	Cartographic Technician	22.73
29035	Computer Based Training (CBT) Specialist/ Instructor	23.94
29040	Civil Engineering Technician	19.56
29061	Drafter I	12.22
29062	Drafter II	15.30

29063	Drafter III	17.18
29064	Drafter IV	21.49
29081	Engineering Technician I	15.50
29082	Engineering Technician II	17.99
29083	Engineering Technician III	21.63
29084	Engineering Technician IV	24.82
29085	Engineering Technician V	30.35
29086	Engineering Technician VI	36.72
29090	Environmental Technician	19.29
29100	Flight Simulator/Instructor (Pilot)	27.76
29160	Instructor	23.34
29210	Laboratory Technician	15.98
29240	Mathematical Technician	23.39
29361	Paralegal/Legal Assistant I	16.71
29362	Paralegal/Legal Assistant II	21.31
29363	Paralegal/Legal Assistant III	26.07
29364	Paralegal/Legal Assistant IV	31.54
29390	Photooptics Technician	21.06
29480	Technical Writer	23.99
29491	Unexploded Ordnance (UXO) Technician I	18.40
29492	Unexploded Ordnance (UXO) Technician II	22.27
29493	Unexploded Ordnance (UXO) Technician III	26.69
29494	Unexploded (UXO) Safety Escort	18.40
29495	Unexploded (UXO) Sweep Personnel	18.40
29620	Weather Observer, Senior (3)	19.38
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	16.64
29622	Weather Observer, Upper Air (3)	16.64
31000	**Transportation/ Mobile Equipment Operation Occupations**	
31030	Bus Driver	15.09
31260	Parking and Lot Attendant	8.62
31290	Shuttle Bus Driver	12.94
31300	Taxi Driver	10.60
31361	Truckdriver, Light Truck	11.78
31362	Truckdriver, Medium Truck	14.97
31363	Truckdriver, Heavy Truck	17.52
31364	Truckdriver, Tractor-Trailer	17.52
99000	**Miscellaneous Occupations**	
99020	Animal Caretaker	8.97
99030	Cashier	8.53
99041	Carnival Equipment Operator	11.11
99042	Carnival Equipment Repairer	11.97
99043	Carnival Worker	7.48
99050	Desk Clerk	9.78
99095	Embalmer	19.04
99300	Lifeguard	9.67
99310	Mortician	21.63

WAGE DETERMINATION NO.: 1994-2103 (Rev. 28) ISSUE DATE: 10/04/2001

99350	Park Attendant (Aide)	12.15
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.03
99500	Recreation Specialist	15.94
99510	Recycling Worker	14.06
99610	Sales Clerk	10.04
99620	School Crossing Guard (Crosswalk Attendant)	10.34
99630	Sport Official	11.24
99658	Survey Party Chief (Chief of Party)	14.92
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.18
99660	Surveying Aide	9.27
99690	Swimming Pool Operator	13.21
99720	Vending Machine Attendant	10.20
99730	Vending Machine Repairer	13.24
99740	Vending Machine Repairer Helper	10.77

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:
Health & Welfare: 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 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.

** 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.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1973-0549
Revision No.: 28
Date of Last Revision: 12/18/2002

State: Tennessee

Area: Tennessee Counties of Coffee, Franklin

Employed on U.S. Air Force contracts for the operation of Arnold Engineering Development Center.

Collective Bargaining Agreement between Compass Group USA, Inc. and Hotel Employees and Restaurant Employees International Union Local 775 effective February 1, 1999 through January 31, 2004.

Collective Bargaining Agreement between USAI and Air Engineering Metal Trades Council and Affiliated Unions AFL-CIO effective October 1, 2002 through September 30, 2004.

Collective Bargaining Agreement between ACS. and Local No. 46, International Guards Union of America effective September 30, 2002 through March 31, 2005.

Collective Bargaining Agreement between ACS and Air Engineering Metal Trades Council and Affiliated Unions AFL-CIO effective October 1, 2002 through September 30, 2004.

Collective Bargaining Agreement between Sverdrup Technology, Inc. AEDC Group and Air Engineering Metal Trades Council and Affiliated Unions AFL-CIO effective October 1, 2000 through September 30, 2005.

In accordance with Sections 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).