

CONTRACT DE-AC96-03PO92207

MODIFICATION 102

SECTION J

APPENDIX E

WAGE DETERMINATIONS

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REGISTER OF WAGE DETERMINATIONS UNDER	U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT	EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210

Shirley F. Ebbesen	Division of	Wage Determination No.: 2005-2231
Director	Wage Determinations	Revision No.: 9
		Date Of Revision: 08/31/2009

State: Louisiana

Area: Louisiana Parishes of Ascension, Assumption, East Baton Rouge, East Feliciana, Iberia, Iberville, Livingston, Pointe Coupee, Saint James, St Helena, St Landry, St Martin, St Mary, Tangipahoa, West Baton Rouge, West Feliciana

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		11.96
01012 - Accounting Clerk II		14.83
01013 - Accounting Clerk III		16.50
01020 - Administrative Assistant		19.45
01040 - Court Reporter		20.01
01051 - Data Entry Operator I		10.95
01052 - Data Entry Operator II		12.45
01060 - Dispatcher, Motor Vehicle		15.28
01070 - Document Preparation Clerk		12.62
01090 - Duplicating Machine Operator		12.62
01111 - General Clerk I		10.42
01112 - General Clerk II		11.38
01113 - General Clerk III		12.76
01120 - Housing Referral Assistant		17.11
01141 - Messenger Courier		9.06
01191 - Order Clerk I		10.74
01192 - Order Clerk II		12.38
01261 - Personnel Assistant (Employment) I		13.39
01262 - Personnel Assistant (Employment) II		16.80
01263 - Personnel Assistant (Employment) III		17.38
01270 - Production Control Clerk		22.14
01280 - Receptionist		10.16
01290 - Rental Clerk		11.17
01300 - Scheduler, Maintenance		12.21
01311 - Secretary I		12.21
01312 - Secretary II		16.54
01313 - Secretary III		17.11
01320 - Service Order Dispatcher		10.62
01410 - Supply Technician		19.84
01420 - Survey Worker		13.28
01531 - Travel Clerk I		12.35
01532 - Travel Clerk II		13.10
01533 - Travel Clerk III		13.82
01611 - Word Processor I		11.20
01612 - Word Processor II		13.08
01613 - Word Processor III		15.30
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.41
05010 - Automotive Electrician		17.41
05040 - Automotive Glass Installer		16.45
05070 - Automotive Worker		16.45
05110 - Mobile Equipment Servicer		14.50

05130 - Motor Equipment Metal Mechanic	18.41
05160 - Motor Equipment Metal Worker	16.45
05190 - Motor Vehicle Mechanic	18.41
05220 - Motor Vehicle Mechanic Helper	14.50
05250 - Motor Vehicle Upholstery Worker	15.33
05280 - Motor Vehicle Wrecker	16.45
05310 - Painter, Automotive	17.41
05340 - Radiator Repair Specialist	16.45
05370 - Tire Repairer	13.67
05400 - Transmission Repair Specialist	18.41
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.65
07041 - Cook I	7.51
07042 - Cook II	8.92
07070 - Dishwasher	7.25
07130 - Food Service Worker	7.25
07210 - Meat Cutter	11.37
07260 - Waiter/Waitress	7.47
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.99
09040 - Furniture Handler	10.49
09080 - Furniture Refinisher	16.99
09090 - Furniture Refinisher Helper	12.73
09110 - Furniture Repairer, Minor	14.96
09130 - Upholsterer	16.99
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.61
11060 - Elevator Operator	8.35
11090 - Gardener	10.80
11122 - Housekeeping Aide	8.35
11150 - Janitor	8.35
11210 - Laborer, Grounds Maintenance	9.76
11240 - Maid or Houseman	7.57
11260 - Pruner	8.57
11270 - Tractor Operator	12.00
11330 - Trail Maintenance Worker	9.76
11360 - Window Cleaner	8.78
12000 - Health Occupations	
12010 - Ambulance Driver	15.26
12011 - Breath Alcohol Technician	15.55
12012 - Certified Occupational Therapist Assistant	22.93
12015 - Certified Physical Therapist Assistant	22.83
12020 - Dental Assistant	12.39
12025 - Dental Hygienist	23.33
12030 - EKG Technician	23.56
12035 - Electroneurodiagnostic Technologist	23.56
12040 - Emergency Medical Technician	15.26
12071 - Licensed Practical Nurse I	13.86
12072 - Licensed Practical Nurse II	15.55
12073 - Licensed Practical Nurse III	17.40
12100 - Medical Assistant	11.05
12130 - Medical Laboratory Technician	14.67
12160 - Medical Record Clerk	12.04
12190 - Medical Record Technician	13.54
12195 - Medical Transcriptionist	14.09
12210 - Nuclear Medicine Technologist	33.06
12221 - Nursing Assistant I	8.66
12222 - Nursing Assistant II	9.74
12223 - Nursing Assistant III	10.62
12224 - Nursing Assistant IV	11.93
12235 - Optical Dispenser	15.04
12236 - Optical Technician	13.86
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	12.13
12305 - Radiologic Technologist	22.03

12311 - Registered Nurse I	20.88
12312 - Registered Nurse II	25.55
12313 - Registered Nurse II, Specialist	25.55
12314 - Registered Nurse III	30.91
12315 - Registered Nurse III, Anesthetist	30.91
12316 - Registered Nurse IV	37.03
12317 - Scheduler (Drug and Alcohol Testing)	19.26
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	15.60
13012 - Exhibits Specialist II	19.32
13013 - Exhibits Specialist III	23.64
13041 - Illustrator I	15.60
13042 - Illustrator II	19.32
13043 - Illustrator III	23.64
13047 - Librarian	21.41
13050 - Library Aide/Clerk	11.96
13054 - Library Information Technology Systems Administrator	19.32
13058 - Library Technician	15.02
13061 - Media Specialist I	13.95
13062 - Media Specialist II	15.60
13063 - Media Specialist III	17.40
13071 - Photographer I	12.58
13072 - Photographer II	17.69
13073 - Photographer III	18.31
13074 - Photographer IV	21.64
13075 - Photographer V	26.19
13110 - Video Teleconference Technician	13.51
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.86
14042 - Computer Operator II	15.50
14043 - Computer Operator III	19.12
14044 - Computer Operator IV	21.27
14045 - Computer Operator V	23.54
14071 - Computer Programmer I	(see 1) 20.17
14072 - Computer Programmer II	(see 1) 23.51
14073 - Computer Programmer III	(see 1) 26.14
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	13.86
14160 - Personal Computer Support Technician	21.27
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.64
15020 - Aircrew Training Devices Instructor (Rated)	33.44
15030 - Air Crew Training Devices Instructor (Pilot)	38.26
15050 - Computer Based Training Specialist / Instructor	26.22
15060 - Educational Technologist	21.42
15070 - Flight Instructor (Pilot)	38.26
15080 - Graphic Artist	16.81
15090 - Technical Instructor	16.89
15095 - Technical Instructor/Course Developer	20.66
15110 - Test Proctor	16.71
15120 - Tutor	16.71
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.11
16030 - Counter Attendant	9.11
16040 - Dry Cleaner	11.39
16070 - Finisher, Flatwork, Machine	9.11
16090 - Presser, Hand	9.11
16110 - Presser, Machine, Drycleaning	9.11
16130 - Presser, Machine, Shirts	9.11
16160 - Presser, Machine, Wearing Apparel, Laundry	9.11
16190 - Sewing Machine Operator	12.16

16220 - Tailor	12.92
16250 - Washer, Machine	9.87
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.12
19040 - Tool And Die Maker	23.20
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.94
21030 - Material Coordinator	22.14
21040 - Material Expediter	22.14
21050 - Material Handling Laborer	10.79
21071 - Order Filler	11.55
21080 - Production Line Worker (Food Processing)	12.94
21110 - Shipping Packer	13.12
21130 - Shipping/Receiving Clerk	13.12
21140 - Store Worker I	8.77
21150 - Stock Clerk	12.98
21210 - Tools And Parts Attendant	12.94
21410 - Warehouse Specialist	12.94
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	20.75
23021 - Aircraft Mechanic I	19.76
23022 - Aircraft Mechanic II	20.75
23023 - Aircraft Mechanic III	21.79
23040 - Aircraft Mechanic Helper	14.00
23050 - Aircraft, Painter	18.69
23060 - Aircraft Servicer	16.46
23080 - Aircraft Worker	17.66
23110 - Appliance Mechanic	16.99
23120 - Bicycle Repairer	13.67
23125 - Cable Splicer	21.89
23130 - Carpenter, Maintenance	18.18
23140 - Carpet Layer	16.05
23160 - Electrician, Maintenance	19.88
23181 - Electronics Technician Maintenance I	19.64
23182 - Electronics Technician Maintenance II	23.42
23183 - Electronics Technician Maintenance III	24.73
23260 - Fabric Worker	15.59
23290 - Fire Alarm System Mechanic	18.31
23310 - Fire Extinguisher Repairer	14.32
23311 - Fuel Distribution System Mechanic	20.62
23312 - Fuel Distribution System Operator	15.96
23370 - General Maintenance Worker	16.05
23380 - Ground Support Equipment Mechanic	19.76
23381 - Ground Support Equipment Servicer	16.46
23382 - Ground Support Equipment Worker	17.66
23391 - Gunsmith I	14.32
23392 - Gunsmith II	16.85
23393 - Gunsmith III	19.41
23410 - Heating, Ventilation And Air-Conditioning Mechanic	17.96
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	18.86
23430 - Heavy Equipment Mechanic	19.88
23440 - Heavy Equipment Operator	17.96
23460 - Instrument Mechanic	19.65
23465 - Laboratory/Shelter Mechanic	18.12
23470 - Laborer	10.05
23510 - Locksmith	18.12
23530 - Machinery Maintenance Mechanic	21.65
23550 - Machinist, Maintenance	20.09
23580 - Maintenance Trades Helper	12.73
23591 - Metrology Technician I	19.65
23592 - Metrology Technician II	20.67
23593 - Metrology Technician III	21.94
23640 - Millwright	19.47

23710 - Office Appliance Repairer	17.34
23760 - Painter, Maintenance	16.99
23790 - Pipefitter, Maintenance	21.31
23810 - Plumber, Maintenance	20.15
23820 - Pneudraulic Systems Mechanic	19.41
23850 - Rigger	22.15
23870 - Scale Mechanic	16.85
23890 - Sheet-Metal Worker, Maintenance	18.75
23910 - Small Engine Mechanic	16.85
23931 - Telecommunications Mechanic I	22.26
23932 - Telecommunications Mechanic II	23.42
23950 - Telephone Lineman	18.67
23960 - Welder, Combination, Maintenance	19.56
23965 - Well Driller	19.41
23970 - Woodcraft Worker	19.41
23980 - Woodworker	15.53
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.56
24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	7.90
24620 - Family Readiness And Support Services Coordinator	14.10
24630 - Homemaker	17.40
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.17
25040 - Sewage Plant Operator	16.99
25070 - Stationary Engineer	21.17
25190 - Ventilation Equipment Tender	13.64
25210 - Water Treatment Plant Operator	16.99
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.92
27007 - Baggage Inspector	11.47
27008 - Corrections Officer	13.54
27010 - Court Security Officer	14.60
27030 - Detection Dog Handler	13.12
27040 - Detention Officer	13.54
27070 - Firefighter	14.04
27101 - Guard I	11.47
27102 - Guard II	13.12
27131 - Police Officer I	16.27
27132 - Police Officer II	18.07
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.62
28042 - Carnival Equipment Repairer	10.48
28043 - Carnival Equipment Worker	7.25
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.39
28515 - Recreation Specialist	15.09
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	13.33
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.09
29020 - Hatch Tender	17.09
29030 - Line Handler	17.09
29041 - Stevedore I	15.92
29042 - Stevedore II	18.08
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.15
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.24
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	26.70
30021 - Archeological Technician I	13.31
30022 - Archeological Technician II	15.51
30023 - Archeological Technician III	19.20

30030 - Cartographic Technician	19.58
30040 - Civil Engineering Technician	19.20
30061 - Drafter/CAD Operator I	14.40
30062 - Drafter/CAD Operator II	16.11
30063 - Drafter/CAD Operator III	18.12
30064 - Drafter/CAD Operator IV	22.11
30081 - Engineering Technician I	12.93
30082 - Engineering Technician II	14.51
30083 - Engineering Technician III	16.23
30084 - Engineering Technician IV	20.11
30085 - Engineering Technician V	24.60
30086 - Engineering Technician VI	29.76
30090 - Environmental Technician	17.30
30210 - Laboratory Technician	24.73
30240 - Mathematical Technician	19.96
30361 - Paralegal/Legal Assistant I	16.53
30362 - Paralegal/Legal Assistant II	19.43
30363 - Paralegal/Legal Assistant III	23.78
30364 - Paralegal/Legal Assistant IV	28.76
30390 - Photo-Optics Technician	19.96
30461 - Technical Writer I	20.24
30462 - Technical Writer II	24.75
30463 - Technical Writer III	29.94
30491 - Unexploded Ordnance (UXO) Technician I	22.34
30492 - Unexploded Ordnance (UXO) Technician II	27.03
30493 - Unexploded Ordnance (UXO) Technician III	32.40
30494 - Unexploded (UXO) Safety Escort	22.34
30495 - Unexploded (UXO) Sweep Personnel	22.34
30620 - Weather Observer, Combined Upper Air Or	(see 2) 18.12
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 20.14
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	11.54
31030 - Bus Driver	17.28
31043 - Driver Courier	13.23
31260 - Parking and Lot Attendant	7.97
31290 - Shuttle Bus Driver	13.23
31310 - Taxi Driver	8.80
31361 - Truckdriver, Light	13.23
31362 - Truckdriver, Medium	14.74
31363 - Truckdriver, Heavy	15.84
31364 - Truckdriver, Tractor-Trailer	15.84
99000 - Miscellaneous Occupations	
99030 - Cashier	7.85
99050 - Desk Clerk	9.60
99095 - Embalmer	22.34
99251 - Laboratory Animal Caretaker I	9.99
99252 - Laboratory Animal Caretaker II	10.75
99310 - Mortician	22.34
99410 - Pest Controller	11.86
99510 - Photofinishing Worker	12.82
99710 - Recycling Laborer	12.39
99711 - Recycling Specialist	13.22
99730 - Refuse Collector	11.79
99810 - Sales Clerk	10.62
99820 - School Crossing Guard	15.67
99830 - Survey Party Chief	19.50
99831 - Surveying Aide	12.22
99832 - Surveying Technician	16.74
99840 - Vending Machine Attendant	10.15
99841 - Vending Machine Repairer	12.77
99842 - Vending Machine Repairer Helper	10.15

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.35 per hour or \$134.00 per week or \$580.66 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

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

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such

conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(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.

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

By direction of the Secretary of Labor

Shirley F. Ebbesen Division of
Director Wage Determinations

Wage Determination No.: 2005-2233
Revision No.: 11
Date Of Revision: 01/07/2010

State: Louisiana

Area: Louisiana Parishes of Jefferson, Lafourche, Orleans, Plaquemines, Saint John The Baptist, St Bernard, St Charles, St Tammany, Terrebonne, Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.86
01012 - Accounting Clerk II		14.44
01013 - Accounting Clerk III		16.15
01020 - Administrative Assistant		21.77
01040 - Court Reporter		19.08
01051 - Data Entry Operator I		10.88
01052 - Data Entry Operator II		12.64
01060 - Dispatcher, Motor Vehicle		17.93
01070 - Document Preparation Clerk		13.09
01090 - Duplicating Machine Operator		13.09
01111 - General Clerk I		11.35
01112 - General Clerk II		12.39
01113 - General Clerk III		14.07
01120 - Housing Referral Assistant		19.89
01141 - Messenger Courier		12.11
01191 - Order Clerk I		10.91
01192 - Order Clerk II		12.99
01261 - Personnel Assistant (Employment) I		13.81
01262 - Personnel Assistant (Employment) II		16.91
01263 - Personnel Assistant (Employment) III		19.75
01270 - Production Control Clerk		20.40
01280 - Receptionist		9.89
01290 - Rental Clerk		13.64
01300 - Scheduler, Maintenance		15.96
01311 - Secretary I		15.96
01312 - Secretary II		17.72
01313 - Secretary III		19.89
01320 - Service Order Dispatcher		15.85
01410 - Supply Technician		21.77
01420 - Survey Worker		14.38
01531 - Travel Clerk I		12.16
01532 - Travel Clerk II		12.91
01533 - Travel Clerk III		13.62
01611 - Word Processor I		12.70
01612 - Word Processor II		15.07
01613 - Word Processor III		17.13
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.97
05010 - Automotive Electrician		18.40
05040 - Automotive Glass Installer		17.20
05070 - Automotive Worker		17.20
05110 - Mobile Equipment Servicer		14.80
05130 - Motor Equipment Metal Mechanic		19.45
05160 - Motor Equipment Metal Worker		17.20

05190 - Motor Vehicle Mechanic	19.45
05220 - Motor Vehicle Mechanic Helper	13.61
05250 - Motor Vehicle Upholstery Worker	16.02
05280 - Motor Vehicle Wrecker	17.20
05310 - Painter, Automotive	18.40
05340 - Radiator Repair Specialist	17.20
05370 - Tire Repairer	11.51
05400 - Transmission Repair Specialist	19.45
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.70
07041 - Cook I	9.87
07042 - Cook II	11.48
07070 - Dishwasher	7.55
07130 - Food Service Worker	7.53
07210 - Meat Cutter	11.54
07260 - Waiter/Waitress	8.00
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.29
09040 - Furniture Handler	11.88
09080 - Furniture Refinisher	16.29
09090 - Furniture Refinisher Helper	12.05
09110 - Furniture Repairer, Minor	14.18
09130 - Upholsterer	16.29
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.14
11060 - Elevator Operator	8.91
11090 - Gardener	12.27
11122 - Housekeeping Aide	9.63
11150 - Janitor	8.91
11210 - Laborer, Grounds Maintenance	10.59
11240 - Maid or Houseman	8.67
11260 - Pruner	9.35
11270 - Tractor Operator	11.81
11330 - Trail Maintenance Worker	10.59
11360 - Window Cleaner	9.99
12000 - Health Occupations	
12010 - Ambulance Driver	15.93
12011 - Breath Alcohol Technician	17.48
12012 - Certified Occupational Therapist Assistant	23.64
12015 - Certified Physical Therapist Assistant	21.80
12020 - Dental Assistant	12.76
12025 - Dental Hygienist	29.85
12030 - EKG Technician	20.58
12035 - Electroneurodiagnostic Technologist	20.58
12040 - Emergency Medical Technician	15.04
12071 - Licensed Practical Nurse I	15.63
12072 - Licensed Practical Nurse II	17.48
12073 - Licensed Practical Nurse III	19.50
12100 - Medical Assistant	11.03
12130 - Medical Laboratory Technician	17.46
12160 - Medical Record Clerk	13.28
12190 - Medical Record Technician	16.38
12195 - Medical Transcriptionist	14.04
12210 - Nuclear Medicine Technologist	30.22
12221 - Nursing Assistant I	9.83
12222 - Nursing Assistant II	11.05
12223 - Nursing Assistant III	12.06
12224 - Nursing Assistant IV	13.54
12235 - Optical Dispenser	14.76
12236 - Optical Technician	12.46
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	13.54
12305 - Radiologic Technologist	22.28
12311 - Registered Nurse I	23.79
12312 - Registered Nurse II	30.54

12313	- Registered Nurse II, Specialist	30.54
12314	- Registered Nurse III	36.95
12315	- Registered Nurse III, Anesthetist	36.95
12316	- Registered Nurse IV	44.29
12317	- Scheduler (Drug and Alcohol Testing)	19.86
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	18.40
13012	- Exhibits Specialist II	22.61
13013	- Exhibits Specialist III	27.58
13041	- Illustrator I	18.40
13042	- Illustrator II	22.61
13043	- Illustrator III	27.58
13047	- Librarian	23.47
13050	- Library Aide/Clerk	13.00
13054	- Library Information Technology Systems Administrator	21.18
13058	- Library Technician	14.21
13061	- Media Specialist I	15.29
13062	- Media Specialist II	17.10
13063	- Media Specialist III	19.07
13071	- Photographer I	14.95
13072	- Photographer II	17.10
13073	- Photographer III	21.18
13074	- Photographer IV	25.92
13075	- Photographer V	31.36
13110	- Video Teleconference Technician	17.74
14000	- Information Technology Occupations	
14041	- Computer Operator I	15.02
14042	- Computer Operator II	16.80
14043	- Computer Operator III	18.74
14044	- Computer Operator IV	20.81
14045	- Computer Operator V	23.06
14071	- Computer Programmer I	(see 1) 21.09
14072	- Computer Programmer II	(see 1) 23.21
14073	- Computer Programmer III	(see 1)
14074	- Computer Programmer IV	(see 1)
14101	- Computer Systems Analyst I	(see 1)
14102	- Computer Systems Analyst II	(see 1)
14103	- Computer Systems Analyst III	(see 1)
14150	- Peripheral Equipment Operator	15.02
14160	- Personal Computer Support Technician	20.81
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	25.55
15020	- Aircrew Training Devices Instructor (Rated)	33.42
15030	- Air Crew Training Devices Instructor (Pilot)	37.06
15050	- Computer Based Training Specialist / Instructor	25.56
15060	- Educational Technologist	21.49
15070	- Flight Instructor (Pilot)	37.06
15080	- Graphic Artist	19.58
15090	- Technical Instructor	18.81
15095	- Technical Instructor/Course Developer	23.02
15110	- Test Proctor	15.17
15120	- Tutor	15.17
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	8.70
16030	- Counter Attendant	8.70
16040	- Dry Cleaner	11.11
16070	- Finisher, Flatwork, Machine	8.70
16090	- Presser, Hand	8.70
16110	- Presser, Machine, Drycleaning	8.70
16130	- Presser, Machine, Shirts	8.70
16160	- Presser, Machine, Wearing Apparel, Laundry	8.70
16190	- Sewing Machine Operator	11.92
16220	- Tailor	12.73
16250	- Washer, Machine	9.50

19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.00
19040 - Tool And Die Maker	23.18
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.56
21030 - Material Coordinator	20.63
21040 - Material Expediter	20.63
21050 - Material Handling Laborer	14.29
21071 - Order Filler	10.32
21080 - Production Line Worker (Food Processing)	13.56
21110 - Shipping Packer	12.77
21130 - Shipping/Receiving Clerk	12.77
21140 - Store Worker I	8.77
21150 - Stock Clerk	12.98
21210 - Tools And Parts Attendant	13.56
21410 - Warehouse Specialist	13.56
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.40
23021 - Aircraft Mechanic I	22.35
23022 - Aircraft Mechanic II	23.40
23023 - Aircraft Mechanic III	24.45
23040 - Aircraft Mechanic Helper	15.63
23050 - Aircraft, Painter	17.35
23060 - Aircraft Servicer	18.39
23080 - Aircraft Worker	19.78
23110 - Appliance Mechanic	17.08
23120 - Bicycle Repairer	11.51
23125 - Cable Splicer	21.12
23130 - Carpenter, Maintenance	17.28
23140 - Carpet Layer	16.47
23160 - Electrician, Maintenance	20.53
23181 - Electronics Technician Maintenance I	23.27
23182 - Electronics Technician Maintenance II	24.50
23183 - Electronics Technician Maintenance III	25.94
23260 - Fabric Worker	13.84
23290 - Fire Alarm System Mechanic	18.17
23310 - Fire Extinguisher Repairer	14.30
23311 - Fuel Distribution System Mechanic	21.01
23312 - Fuel Distribution System Operator	15.50
23370 - General Maintenance Worker	15.18
23380 - Ground Support Equipment Mechanic	22.35
23381 - Ground Support Equipment Servicer	18.39
23382 - Ground Support Equipment Worker	19.78
23391 - Gunsmith I	14.30
23392 - Gunsmith II	16.83
23393 - Gunsmith III	19.39
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.50
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.70
23430 - Heavy Equipment Mechanic	18.40
23440 - Heavy Equipment Operator	17.76
23460 - Instrument Mechanic	20.70
23465 - Laboratory/Shelter Mechanic	18.10
23470 - Laborer	10.44
23510 - Locksmith	19.01
23530 - Machinery Maintenance Mechanic	20.93
23550 - Machinist, Maintenance	20.88
23580 - Maintenance Trades Helper	12.05
23591 - Metrology Technician I	20.70
23592 - Metrology Technician II	21.74
23593 - Metrology Technician III	22.83
23640 - Millwright	23.61
23710 - Office Appliance Repairer	17.50
23760 - Painter, Maintenance	17.28

23790 - Pipefitter, Maintenance	19.59
23810 - Plumber, Maintenance	18.53
23820 - Pneudraulic Systems Mechanic	19.39
23850 - Rigger	18.57
23870 - Scale Mechanic	16.83
23890 - Sheet-Metal Worker, Maintenance	18.57
23910 - Small Engine Mechanic	15.93
23931 - Telecommunications Mechanic I	20.95
23932 - Telecommunications Mechanic II	22.04
23950 - Telephone Lineman	20.06
23960 - Welder, Combination, Maintenance	17.56
23965 - Well Driller	19.39
23970 - Woodcraft Worker	19.39
23980 - Woodworker	15.39
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.82
24580 - Child Care Center Clerk	12.73
24610 - Chore Aide	7.62
24620 - Family Readiness And Support Services Coordinator	11.85
24630 - Homemaker	14.78
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.40
25040 - Sewage Plant Operator	16.29
25070 - Stationary Engineer	18.50
25190 - Ventilation Equipment Tender	13.02
25210 - Water Treatment Plant Operator	16.29
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.71
27007 - Baggage Inspector	9.55
27008 - Corrections Officer	13.16
27010 - Court Security Officer	14.64
27030 - Detection Dog Handler	13.71
27040 - Detention Officer	13.16
27070 - Firefighter	13.75
27101 - Guard I	9.55
27102 - Guard II	13.71
27131 - Police Officer I	16.67
27132 - Police Officer II	18.52
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.28
28042 - Carnival Equipment Repairer	11.19
28043 - Carnival Equipment Worker	7.56
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.20
28515 - Recreation Specialist	13.42
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	14.73
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.42
29020 - Hatch Tender	18.68
29030 - Line Handler	18.68
29041 - Stevedore I	16.32
29042 - Stevedore II	18.74
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.15
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.24
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	26.69
30021 - Archeological Technician I	16.32
30022 - Archeological Technician II	18.20
30023 - Archeological Technician III	24.63
30030 - Cartographic Technician	26.20
30040 - CivilEngineering Technician	21.48

30061 - Drafter/CAD Operator I	18.91
30062 - Drafter/CAD Operator II	21.36
30063 - Drafter/CAD Operator III	23.61
30064 - Drafter/CAD Operator IV	28.34
30081 - Engineering Technician I	15.91
30082 - Engineering Technician II	17.85
30083 - Engineering Technician III	19.97
30084 - Engineering Technician IV	24.74
30085 - Engineering Technician V	30.27
30086 - Engineering Technician VI	35.83
30090 - Environmental Technician	22.92
30210 - Laboratory Technician	21.81
30240 - Mathematical Technician	26.46
30361 - Paralegal/Legal Assistant I	18.76
30362 - Paralegal/Legal Assistant II	24.50
30363 - Paralegal/Legal Assistant III	29.98
30364 - Paralegal/Legal Assistant IV	36.27
30390 - Photo-Optics Technician	26.46
30461 - Technical Writer I	20.56
30462 - Technical Writer II	25.15
30463 - Technical Writer III	32.00
30491 - Unexploded Ordnance (UXO) Technician I	22.34
30492 - Unexploded Ordnance (UXO) Technician II	27.03
30493 - Unexploded Ordnance (UXO) Technician III	32.40
30494 - Unexploded (UXO) Safety Escort	22.34
30495 - Unexploded (UXO) Sweep Personnel	22.34
30620 - Weather Observer, Combined Upper Air Or	(see 2) 21.55
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 23.96
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	9.00
31030 - Bus Driver	13.80
31043 - Driver Courier	12.64
31260 - Parking and Lot Attendant	8.01
31290 - Shuttle Bus Driver	13.79
31310 - Taxi Driver	9.85
31361 - Truckdriver, Light	13.79
31362 - Truckdriver, Medium	15.10
31363 - Truckdriver, Heavy	16.36
31364 - Truckdriver, Tractor-Trailer	16.36
99000 - Miscellaneous Occupations	
99030 - Cashier	8.53
99050 - Desk Clerk	9.70
99095 - Embalmer	19.16
99251 - Laboratory Animal Caretaker I	9.26
99252 - Laboratory Animal Caretaker II	10.18
99310 - Mortician	27.18
99410 - Pest Controller	12.89
99510 - Photofinishing Worker	12.47
99710 - Recycling Laborer	12.69
99711 - Recycling Specialist	16.24
99730 - Refuse Collector	11.57
99810 - Sales Clerk	11.60
99820 - School Crossing Guard	9.76
99830 - Survey Party Chief	21.27
99831 - Surveying Aide	15.72
99832 - Surveying Technician	19.33
99840 - Vending Machine Attendant	12.18
99841 - Vending Machine Repairer	15.39
99842 - Vending Machine Repairer Helper	12.18

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.35 per hour or \$134.00 per week or \$580.66 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 NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

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

** UNIFORM ALLOWANCE **

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

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(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.

WD 05-2505 (Rev.-10) was first posted on www.wdol.gov on 11/03/2009

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
		Wage Determination No.: 2005-2505
Shirley F. Ebbesen Division of		Revision No.: 10
Director Wage Determinations		Date Of Revision: 10/29/2009

States: Louisiana, Texas

Area: Louisiana Parishes of Calcasieu, Cameron, Jefferson Davis, Lafayette, Vermilion
Texas Counties of Angelina, Hardin, Jasper, Jefferson, Nacogdoches, Newton, Orange, Polk, Sabine, San Augustine, Shelby, Tyler

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.34
01012 - Accounting Clerk II		16.60
01013 - Accounting Clerk III		24.22
01020 - Administrative Assistant		19.66
01040 - Court Reporter		23.26
01051 - Data Entry Operator I		12.23
01052 - Data Entry Operator II		14.86
01060 - Dispatcher, Motor Vehicle		17.32
01070 - Document Preparation Clerk		12.12
01090 - Duplicating Machine Operator		12.12
01111 - General Clerk I		10.93
01112 - General Clerk II		14.23
01113 - General Clerk III		14.98
01120 - Housing Referral Assistant		18.72
01141 - Messenger Courier		9.04
01191 - Order Clerk I		10.09
01192 - Order Clerk II		11.01
01261 - Personnel Assistant (Employment) I		14.69
01262 - Personnel Assistant (Employment) II		17.18
01263 - Personnel Assistant (Employment) III		20.01
01270 - Production Control Clerk		20.78
01280 - Receptionist		9.77
01290 - Rental Clerk		10.66
01300 - Scheduler, Maintenance		12.10
01311 - Secretary I		12.10
01312 - Secretary II		16.07
01313 - Secretary III		15.09
01320 - Service Order Dispatcher		12.53
01410 - Supply Technician		19.66
01420 - Survey Worker		14.73
01531 - Travel Clerk I		10.69
01532 - Travel Clerk II		11.62
01533 - Travel Clerk III		12.50
01611 - Word Processor I		12.02
01612 - Word Processor II		14.58
01613 - Word Processor III		18.63
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.83
05010 - Automotive Electrician		21.80
05040 - Automotive Glass Installer		20.84
05070 - Automotive Worker		20.84
05110 - Mobile Equipment Servicer		17.59

05130 - Motor Equipment Metal Mechanic	22.83
05160 - Motor Equipment Metal Worker	20.84
05190 - Motor Vehicle Mechanic	21.16
05220 - Motor Vehicle Mechanic Helper	16.86
05250 - Motor Vehicle Upholstery Worker	20.51
05280 - Motor Vehicle Wrecker	20.84
05310 - Painter, Automotive	20.20
05340 - Radiator Repair Specialist	20.84
05370 - Tire Repairer	16.09
05400 - Transmission Repair Specialist	22.83
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.24
07041 - Cook I	8.89
07042 - Cook II	10.18
07070 - Dishwasher	7.25
07130 - Food Service Worker	7.60
07210 - Meat Cutter	12.37
07260 - Waiter/Waitress	7.25
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.25
09040 - Furniture Handler	13.33
09080 - Furniture Refinisher	19.25
09090 - Furniture Refinisher Helper	15.67
09110 - Furniture Repairer, Minor	17.48
09130 - Upholsterer	19.25
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.72
11060 - Elevator Operator	8.72
11090 - Gardener	12.36
11122 - Housekeeping Aide	8.72
11150 - Janitor	8.72
11210 - Laborer, Grounds Maintenance	9.10
11240 - Maid or Houseman	7.25
11260 - Pruner	7.70
11270 - Tractor Operator	10.45
11330 - Trail Maintenance Worker	9.10
11360 - Window Cleaner	9.74
12000 - Health Occupations	
12010 - Ambulance Driver	14.74
12011 - Breath Alcohol Technician	15.80
12012 - Certified Occupational Therapist Assistant	21.53
12015 - Certified Physical Therapist Assistant	19.66
12020 - Dental Assistant	12.92
12025 - Dental Hygienist	27.64
12030 - EKG Technician	23.52
12035 - Electroneurodiagnostic Technologist	23.52
12040 - Emergency Medical Technician	14.74
12071 - Licensed Practical Nurse I	14.13
12072 - Licensed Practical Nurse II	15.80
12073 - Licensed Practical Nurse III	17.67
12100 - Medical Assistant	11.56
12130 - Medical Laboratory Technician	14.04
12160 - Medical Record Clerk	11.71
12190 - Medical Record Technician	14.56
12195 - Medical Transcriptionist	13.90
12210 - Nuclear Medicine Technologist	34.73
12221 - Nursing Assistant I	9.43
12222 - Nursing Assistant II	10.60
12223 - Nursing Assistant III	11.57
12224 - Nursing Assistant IV	12.99
12235 - Optical Dispenser	11.60
12236 - Optical Technician	10.20
12250 - Pharmacy Technician	13.10
12280 - Phlebotomist	12.99
12305 - Radiologic Technologist	19.43

12311 - Registered Nurse I	21.66
12312 - Registered Nurse II	26.50
12313 - Registered Nurse II, Specialist	26.50
12314 - Registered Nurse III	32.06
12315 - Registered Nurse III, Anesthetist	32.06
12316 - Registered Nurse IV	38.43
12317 - Scheduler (Drug and Alcohol Testing)	19.57
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.15
13012 - Exhibits Specialist II	22.57
13013 - Exhibits Specialist III	23.86
13041 - Illustrator I	19.15
13042 - Illustrator II	22.57
13043 - Illustrator III	23.86
13047 - Librarian	21.16
13050 - Library Aide/Clerk	10.69
13054 - Library Information Technology Systems Administrator	20.94
13058 - Library Technician	11.80
13061 - Media Specialist I	14.19
13062 - Media Specialist II	15.71
13063 - Media Specialist III	17.50
13071 - Photographer I	13.80
13072 - Photographer II	18.46
13073 - Photographer III	21.75
13074 - Photographer IV	23.39
13075 - Photographer V	26.90
13110 - Video Teleconference Technician	15.65
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.48
14042 - Computer Operator II	18.07
14043 - Computer Operator III	22.78
14044 - Computer Operator IV	25.50
14045 - Computer Operator V	28.31
14071 - Computer Programmer I	(see 1) 22.16
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	15.48
14160 - Personal Computer Support Technician	25.50
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.73
15020 - Aircrew Training Devices Instructor (Rated)	35.98
15030 - Air Crew Training Devices Instructor (Pilot)	40.44
15050 - Computer Based Training Specialist / Instructor	29.73
15060 - Educational Technologist	29.34
15070 - Flight Instructor (Pilot)	40.44
15080 - Graphic Artist	19.41
15090 - Technical Instructor	20.42
15095 - Technical Instructor/Course Developer	24.98
15110 - Test Proctor	16.48
15120 - Tutor	16.48
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	7.55
16030 - Counter Attendant	7.55
16040 - Dry Cleaner	9.51
16070 - Finisher, Flatwork, Machine	7.55
16090 - Presser, Hand	7.55
16110 - Presser, Machine, Drycleaning	7.55
16130 - Presser, Machine, Shirts	7.55
16160 - Presser, Machine, Wearing Apparel, Laundry	7.55
16190 - Sewing Machine Operator	10.64

16220 - Tailor	11.34
16250 - Washer, Machine	8.45
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.18
19040 - Tool And Die Maker	25.10
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.40
21030 - Material Coordinator	19.40
21040 - Material Expediter	19.40
21050 - Material Handling Laborer	10.34
21071 - Order Filler	10.02
21080 - Production Line Worker (Food Processing)	15.40
21110 - Shipping Packer	13.88
21130 - Shipping/Receiving Clerk	13.88
21140 - Store Worker I	10.25
21150 - Stock Clerk	15.11
21210 - Tools And Parts Attendant	15.40
21410 - Warehouse Specialist	15.40
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.68
23021 - Aircraft Mechanic I	20.16
23022 - Aircraft Mechanic II	21.68
23023 - Aircraft Mechanic III	22.22
23040 - Aircraft Mechanic Helper	15.67
23050 - Aircraft, Painter	19.25
23060 - Aircraft Servicer	17.48
23080 - Aircraft Worker	18.40
23110 - Appliance Mechanic	19.25
23120 - Bicycle Repairer	16.09
23125 - Cable Splicer	20.16
23130 - Carpenter, Maintenance	19.25
23140 - Carpet Layer	18.40
23160 - Electrician, Maintenance	21.02
23181 - Electronics Technician Maintenance I	18.99
23182 - Electronics Technician Maintenance II	25.95
23183 - Electronics Technician Maintenance III	27.57
23260 - Fabric Worker	17.48
23290 - Fire Alarm System Mechanic	20.16
23310 - Fire Extinguisher Repairer	16.65
23311 - Fuel Distribution System Mechanic	20.16
23312 - Fuel Distribution System Operator	16.24
23370 - General Maintenance Worker	18.40
23380 - Ground Support Equipment Mechanic	20.16
23381 - Ground Support Equipment Servicer	17.48
23382 - Ground Support Equipment Worker	18.40
23391 - Gunsmith I	14.36
23392 - Gunsmith II	17.03
23393 - Gunsmith III	19.41
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.16
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.33
23430 - Heavy Equipment Mechanic	22.18
23440 - Heavy Equipment Operator	20.16
23460 - Instrument Mechanic	20.16
23465 - Laboratory/Shelter Mechanic	19.10
23470 - Laborer	10.34
23510 - Locksmith	19.25
23530 - Machinery Maintenance Mechanic	23.85
23550 - Machinist, Maintenance	21.67
23580 - Maintenance Trades Helper	15.06
23591 - Metrology Technician I	20.16
23592 - Metrology Technician II	21.19
23593 - Metrology Technician III	22.23
23640 - Millwright	20.58

23710	- Office Appliance Repairer	19.25
23760	- Painter, Maintenance	19.25
23790	- Pipefitter, Maintenance	23.57
23810	- Plumber, Maintenance	20.89
23820	- Pneudraulic Systems Mechanic	20.16
23850	- Rigger	20.16
23870	- Scale Mechanic	18.40
23890	- Sheet-Metal Worker, Maintenance	20.16
23910	- Small Engine Mechanic	18.40
23931	- Telecommunications Mechanic I	21.31
23932	- Telecommunications Mechanic II	22.23
23950	- Telephone Lineman	23.02
23960	- Welder, Combination, Maintenance	20.16
23965	- Well Driller	20.16
23970	- Woodcraft Worker	20.16
23980	- Woodworker	17.16
24000	- Personal Needs Occupations	
24570	- Child Care Attendant	10.35
24580	- Child Care Center Clerk	12.93
24610	- Chore Aide	7.25
24620	- Family Readiness And Support Services Coordinator	11.65
24630	- Homemaker	15.33
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	22.43
25040	- Sewage Plant Operator	19.38
25070	- Stationary Engineer	22.43
25190	- Ventilation Equipment Tender	15.67
25210	- Water Treatment Plant Operator	19.25
27000	- Protective Service Occupations	
27004	- Alarm Monitor	14.17
27007	- Baggage Inspector	10.25
27008	- Corrections Officer	15.82
27010	- Court Security Officer	21.58
27030	- Detection Dog Handler	13.25
27040	- Detention Officer	15.82
27070	- Firefighter	22.28
27101	- Guard I	10.25
27102	- Guard II	12.69
27131	- Police Officer I	22.30
27132	- Police Officer II	24.77
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	9.93
28042	- Carnival Equipment Repairer	11.75
28043	- Carnival Equipment Worker	7.79
28210	- Gate Attendant/Gate Tender	14.00
28310	- Lifeguard	11.75
28350	- Park Attendant (Aide)	16.23
28510	- Recreation Aide/Health Facility Attendant	12.21
28515	- Recreation Specialist	15.78
28630	- Sports Official	15.00
28690	- Swimming Pool Operator	16.40
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	16.59
29020	- Hatch Tender	16.59
29030	- Line Handler	16.59
29041	- Stevedore I	15.35
29042	- Stevedore II	16.90
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	35.18
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	24.26
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	26.71
30021	- Archeological Technician I	16.60
30022	- Archeological Technician II	19.15
30023	- Archeological Technician III	22.57

30030 - Cartographic Technician	25.96
30040 - Civil Engineering Technician	24.06
30061 - Drafter/CAD Operator I	16.26
30062 - Drafter/CAD Operator II	19.15
30063 - Drafter/CAD Operator III	20.70
30064 - Drafter/CAD Operator IV	24.95
30081 - Engineering Technician I	14.76
30082 - Engineering Technician II	16.74
30083 - Engineering Technician III	20.60
30084 - Engineering Technician IV	25.52
30085 - Engineering Technician V	30.94
30086 - Engineering Technician VI	33.95
30090 - Environmental Technician	20.75
30210 - Laboratory Technician	26.75
30240 - Mathematical Technician	25.52
30361 - Paralegal/Legal Assistant I	18.50
30362 - Paralegal/Legal Assistant II	22.92
30363 - Paralegal/Legal Assistant III	28.04
30364 - Paralegal/Legal Assistant IV	33.93
30390 - Photo-Optics Technician	24.22
30461 - Technical Writer I	22.38
30462 - Technical Writer II	27.39
30463 - Technical Writer III	29.27
30491 - Unexploded Ordnance (UXO) Technician I	22.35
30492 - Unexploded Ordnance (UXO) Technician II	27.05
30493 - Unexploded Ordnance (UXO) Technician III	32.42
30494 - Unexploded (UXO) Safety Escort	24.12
30495 - Unexploded (UXO) Sweep Personnel	24.12
30620 - Weather Observer, Combined Upper Air Or (see 2)	18.66
Surface Programs	
30621 - Weather Observer, Senior (see 2)	22.52
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	7.97
31030 - Bus Driver	11.77
31043 - Driver Courier	10.98
31260 - Parking and Lot Attendant	7.48
31290 - Shuttle Bus Driver	11.93
31310 - Taxi Driver	8.44
31361 - Truckdriver, Light	11.93
31362 - Truckdriver, Medium	12.82
31363 - Truckdriver, Heavy	14.96
31364 - Truckdriver, Tractor-Trailer	14.96
99000 - Miscellaneous Occupations	
99030 - Cashier	7.69
99050 - Desk Clerk	9.41
99095 - Embalmer	26.74
99251 - Laboratory Animal Caretaker I	10.09
99252 - Laboratory Animal Caretaker II	11.20
99310 - Mortician	26.74
99410 - Pest Controller	15.00
99510 - Photofinishing Worker	11.74
99710 - Recycling Laborer	15.00
99711 - Recycling Specialist	16.44
99730 - Refuse Collector	13.04
99810 - Sales Clerk	11.01
99820 - School Crossing Guard	9.92
99830 - Survey Party Chief	21.26
99831 - Surveying Aide	12.10
99832 - Surveying Technician	15.87
99840 - Vending Machine Attendant	11.83
99841 - Vending Machine Repairer	14.91
99842 - Vending Machine Repairer Helper	11.83

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.35 per hour or \$134.00 per week or \$580.66 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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

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

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

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

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

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such

conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(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.

WD 05-2515 (Rev.-10) was first posted on www.wdol.gov on 07/28/2009

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

Shirley F. Ebbesen	Division of		Wage Determination No.: 2005-2515
Director	Wage Determinations		Revision No.: 10
			Date Of Revision: 07/22/2009

State: Texas

Area: Texas Counties of Austin, Brazoria, Chambers, Colorado, Fort Bend, Galveston, Grimes, Harris, Houston, Jackson, Lavaca, Liberty, Madison, Matagorda, Montgomery, San Jacinto, Trinity, Walker, Waller, Washington, Wharton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.89
01012 - Accounting Clerk II		16.71
01013 - Accounting Clerk III		18.78
01020 - Administrative Assistant		23.55
01040 - Court Reporter		21.79
01051 - Data Entry Operator I		12.09
01052 - Data Entry Operator II		14.32
01060 - Dispatcher, Motor Vehicle		15.96
01070 - Document Preparation Clerk		13.41
01090 - Duplicating Machine Operator		13.41
01111 - General Clerk I		10.80
01112 - General Clerk II		12.97
01113 - General Clerk III		14.88
01120 - Housing Referral Assistant		20.55
01141 - Messenger Courier		11.95
01191 - Order Clerk I		13.52
01192 - Order Clerk II		15.24
01261 - Personnel Assistant (Employment) I		15.13
01262 - Personnel Assistant (Employment) II		16.92
01263 - Personnel Assistant (Employment) III		18.86
01270 - Production Control Clerk		19.10
01280 - Receptionist		12.02
01290 - Rental Clerk		14.75
01300 - Scheduler, Maintenance		15.92
01311 - Secretary I		15.92
01312 - Secretary II		17.90
01313 - Secretary III		20.55
01320 - Service Order Dispatcher		15.16
01410 - Supply Technician		23.55
01420 - Survey Worker		16.59
01531 - Travel Clerk I		13.63
01532 - Travel Clerk II		14.69
01533 - Travel Clerk III		15.71
01611 - Word Processor I		13.50
01612 - Word Processor II		15.59
01613 - Word Processor III		17.44
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.80
05010 - Automotive Electrician		22.66
05040 - Automotive Glass Installer		21.68
05070 - Automotive Worker		20.91
05110 - Mobile Equipment Servicer		19.27

05130 - Motor Equipment Metal Mechanic	24.53
05160 - Motor Equipment Metal Worker	20.91
05190 - Motor Vehicle Mechanic	24.53
05220 - Motor Vehicle Mechanic Helper	18.48
05250 - Motor Vehicle Upholstery Worker	19.84
05280 - Motor Vehicle Wrecker	20.91
05310 - Painter, Automotive	22.66
05340 - Radiator Repair Specialist	22.88
05370 - Tire Repairer	14.40
05400 - Transmission Repair Specialist	25.17
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.04
07041 - Cook I	9.52
07042 - Cook II	10.88
07070 - Dishwasher	8.11
07130 - Food Service Worker	9.12
07210 - Meat Cutter	12.53
07260 - Waiter/Waitress	7.97
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.65
09040 - Furniture Handler	11.74
09080 - Furniture Refinisher	16.09
09090 - Furniture Refinisher Helper	13.74
09110 - Furniture Repairer, Minor	15.29
09130 - Upholsterer	16.65
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.90
11060 - Elevator Operator	8.17
11090 - Gardener	14.52
11122 - Housekeeping Aide	8.17
11150 - Janitor	8.17
11210 - Laborer, Grounds Maintenance	10.93
11240 - Maid or Houseman	7.73
11260 - Pruner	8.99
11270 - Tractor Operator	12.82
11330 - Trail Maintenance Worker	10.93
11360 - Window Cleaner	8.92
12000 - Health Occupations	
12010 - Ambulance Driver	14.48
12011 - Breath Alcohol Technician	15.64
12012 - Certified Occupational Therapist Assistant	21.54
12015 - Certified Physical Therapist Assistant	22.53
12020 - Dental Assistant	15.64
12025 - Dental Hygienist	32.49
12030 - EKG Technician	23.56
12035 - Electroneurodiagnostic Technologist	23.56
12040 - Emergency Medical Technician	14.48
12071 - Licensed Practical Nurse I	18.94
12072 - Licensed Practical Nurse II	21.19
12073 - Licensed Practical Nurse III	23.62
12100 - Medical Assistant	12.40
12130 - Medical Laboratory Technician	15.90
12160 - Medical Record Clerk	14.53
12190 - Medical Record Technician	16.57
12195 - Medical Transcriptionist	16.81
12210 - Nuclear Medicine Technologist	35.13
12221 - Nursing Assistant I	7.79
12222 - Nursing Assistant II	10.02
12223 - Nursing Assistant III	10.94
12224 - Nursing Assistant IV	12.40
12235 - Optical Dispenser	15.26
12236 - Optical Technician	13.90
12250 - Pharmacy Technician	17.44
12280 - Phlebotomist	13.30
12305 - Radiologic Technologist	24.27

12311 - Registered Nurse I	29.05
12312 - Registered Nurse II	35.53
12313 - Registered Nurse II, Specialist	35.53
12314 - Registered Nurse III	42.98
12315 - Registered Nurse III, Anesthetist	42.98
12316 - Registered Nurse IV	51.52
12317 - Scheduler (Drug and Alcohol Testing)	21.85
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.30
13012 - Exhibits Specialist II	24.74
13013 - Exhibits Specialist III	28.94
13041 - Illustrator I	18.07
13042 - Illustrator II	22.56
13043 - Illustrator III	27.38
13047 - Librarian	26.69
13050 - Library Aide/Clerk	10.26
13054 - Library Information Technology Systems Administrator	24.09
13058 - Library Technician	14.58
13061 - Media Specialist I	17.39
13062 - Media Specialist II	19.46
13063 - Media Specialist III	21.68
13071 - Photographer I	13.93
13072 - Photographer II	17.60
13073 - Photographer III	22.56
13074 - Photographer IV	26.40
13075 - Photographer V	30.06
13110 - Video Teleconference Technician	16.73
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.41
14042 - Computer Operator II	18.35
14043 - Computer Operator III	20.46
14044 - Computer Operator IV	22.74
14045 - Computer Operator V	25.18
14071 - Computer Programmer I	(see 1) 25.36
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	16.41
14160 - Personal Computer Support Technician	22.74
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	32.64
15020 - Aircrew Training Devices Instructor (Rated)	39.49
15030 - Air Crew Training Devices Instructor (Pilot)	47.34
15050 - Computer Based Training Specialist / Instructor	31.10
15060 - Educational Technologist	29.02
15070 - Flight Instructor (Pilot)	47.34
15080 - Graphic Artist	25.42
15090 - Technical Instructor	22.43
15095 - Technical Instructor/Course Developer	27.43
15110 - Test Proctor	18.43
15120 - Tutor	18.43
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.40
16030 - Counter Attendant	9.40
16040 - Dry Cleaner	12.06
16070 - Finisher, Flatwork, Machine	9.40
16090 - Presser, Hand	9.40
16110 - Presser, Machine, Drycleaning	9.40
16130 - Presser, Machine, Shirts	9.40
16160 - Presser, Machine, Wearing Apparel, Laundry	9.40
16190 - Sewing Machine Operator	12.79

16220 - Tailor	13.75
16250 - Washer, Machine	10.32
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.32
19040 - Tool And Die Maker	21.12
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.84
21030 - Material Coordinator	18.58
21040 - Material Expediter	18.58
21050 - Material Handling Laborer	12.26
21071 - Order Filler	11.47
21080 - Production Line Worker (Food Processing)	12.84
21110 - Shipping Packer	14.60
21130 - Shipping/Receiving Clerk	14.60
21140 - Store Worker I	10.67
21150 - Stock Clerk	15.13
21210 - Tools And Parts Attendant	13.58
21410 - Warehouse Specialist	12.84
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.07
23021 - Aircraft Mechanic I	26.73
23022 - Aircraft Mechanic II	28.07
23023 - Aircraft Mechanic III	29.47
23040 - Aircraft Mechanic Helper	20.93
23050 - Aircraft, Painter	24.39
23060 - Aircraft Servicer	23.28
23080 - Aircraft Worker	24.53
23110 - Appliance Mechanic	17.26
23120 - Bicycle Repairer	13.91
23125 - Cable Splicer	25.34
23130 - Carpenter, Maintenance	18.58
23140 - Carpet Layer	17.83
23160 - Electrician, Maintenance	26.51
23181 - Electronics Technician Maintenance I	21.28
23182 - Electronics Technician Maintenance II	23.89
23183 - Electronics Technician Maintenance III	25.10
23260 - Fabric Worker	15.97
23290 - Fire Alarm System Mechanic	19.95
23310 - Fire Extinguisher Repairer	15.46
23311 - Fuel Distribution System Mechanic	19.28
23312 - Fuel Distribution System Operator	16.33
23370 - General Maintenance Worker	18.08
23380 - Ground Support Equipment Mechanic	26.73
23381 - Ground Support Equipment Servicer	23.28
23382 - Ground Support Equipment Worker	24.53
23391 - Gunsmith I	15.46
23392 - Gunsmith II	18.08
23393 - Gunsmith III	20.27
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.04
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.95
23430 - Heavy Equipment Mechanic	19.45
23440 - Heavy Equipment Operator	19.26
23460 - Instrument Mechanic	23.52
23465 - Laboratory/Shelter Mechanic	19.29
23470 - Laborer	10.97
23510 - Locksmith	18.99
23530 - Machinery Maintenance Mechanic	22.76
23550 - Machinist, Maintenance	20.16
23580 - Maintenance Trades Helper	13.58
23591 - Metrology Technician I	23.52
23592 - Metrology Technician II	24.54
23593 - Metrology Technician III	25.58
23640 - Millwright	21.53

23710	- Office Appliance Repairer	18.99
23760	- Painter, Maintenance	18.99
23790	- Pipefitter, Maintenance	19.44
23810	- Plumber, Maintenance	18.98
23820	- Pneudraulic Systems Mechanic	20.27
23850	- Rigger	19.47
23870	- Scale Mechanic	18.08
23890	- Sheet-Metal Worker, Maintenance	19.95
23910	- Small Engine Mechanic	18.08
23931	- Telecommunications Mechanic I	23.89
23932	- Telecommunications Mechanic II	24.95
23950	- Telephone Lineman	23.20
23960	- Welder, Combination, Maintenance	20.27
23965	- Well Driller	20.27
23970	- Woodcraft Worker	20.27
23980	- Woodworker	15.04
24000	- Personal Needs Occupations	
24570	- Child Care Attendant	10.65
24580	- Child Care Center Clerk	13.27
24610	- Chore Aide	7.25
24620	- Family Readiness And Support Services Coordinator	12.57
24630	- Homemaker	16.84
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	21.14
25040	- Sewage Plant Operator	18.70
25070	- Stationary Engineer	21.14
25190	- Ventilation Equipment Tender	14.33
25210	- Water Treatment Plant Operator	18.32
27000	- Protective Service Occupations	
27004	- Alarm Monitor	16.14
27007	- Baggage Inspector	11.15
27008	- Corrections Officer	18.04
27010	- Court Security Officer	19.25
27030	- Detection Dog Handler	17.90
27040	- Detention Officer	18.04
27070	- Firefighter	19.10
27101	- Guard I	11.15
27102	- Guard II	17.90
27131	- Police Officer I	23.52
27132	- Police Officer II	26.14
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	11.63
28042	- Carnival Equipment Repairer	12.36
28043	- Carnival Equipment Worker	8.51
28210	- Gate Attendant/Gate Tender	13.90
28310	- Lifeguard	12.38
28350	- Park Attendant (Aide)	15.55
28510	- Recreation Aide/Health Facility Attendant	11.35
28515	- Recreation Specialist	17.83
28630	- Sports Official	12.38
28690	- Swimming Pool Operator	17.44
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	19.36
29020	- Hatch Tender	19.36
29030	- Line Handler	19.36
29041	- Stevedore I	17.98
29042	- Stevedore II	20.65
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	39.61
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	27.31
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.07
30021	- Archeological Technician I	21.10
30022	- Archeological Technician II	25.47
30023	- Archeological Technician III	30.62

30030 - Cartographic Technician	30.62
30040 - Civil Engineering Technician	30.03
30061 - Drafter/CAD Operator I	21.10
30062 - Drafter/CAD Operator II	24.71
30063 - Drafter/CAD Operator III	27.56
30064 - Drafter/CAD Operator IV	32.42
30081 - Engineering Technician I	18.25
30082 - Engineering Technician II	22.45
30083 - Engineering Technician III	25.11
30084 - Engineering Technician IV	31.09
30085 - Engineering Technician V	38.65
30086 - Engineering Technician VI	46.04
30090 - Environmental Technician	29.96
30210 - Laboratory Technician	23.56
30240 - Mathematical Technician	30.62
30361 - Paralegal/Legal Assistant I	20.47
30362 - Paralegal/Legal Assistant II	25.36
30363 - Paralegal/Legal Assistant III	31.02
30364 - Paralegal/Legal Assistant IV	37.52
30390 - Photo-Optics Technician	30.62
30461 - Technical Writer I	21.46
30462 - Technical Writer II	26.25
30463 - Technical Writer III	31.75
30491 - Unexploded Ordnance (UXO) Technician I	25.17
30492 - Unexploded Ordnance (UXO) Technician II	30.45
30493 - Unexploded Ordnance (UXO) Technician III	36.50
30494 - Unexploded (UXO) Safety Escort	25.17
30495 - Unexploded (UXO) Sweep Personnel	25.17
30620 - Weather Observer, Combined Upper Air Or (see 2)	26.35
Surface Programs	
30621 - Weather Observer, Senior (see 2)	30.48
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	11.25
31030 - Bus Driver	16.38
31043 - Driver Courier	12.75
31260 - Parking and Lot Attendant	8.34
31290 - Shuttle Bus Driver	13.89
31310 - Taxi Driver	11.54
31361 - Truckdriver, Light	13.89
31362 - Truckdriver, Medium	17.25
31363 - Truckdriver, Heavy	19.46
31364 - Truckdriver, Tractor-Trailer	19.46
99000 - Miscellaneous Occupations	
99030 - Cashier	9.10
99050 - Desk Clerk	10.65
99095 - Embalmer	21.55
99251 - Laboratory Animal Caretaker I	9.74
99252 - Laboratory Animal Caretaker II	10.71
99310 - Mortician	24.04
99410 - Pest Controller	14.36
99510 - Photofinishing Worker	11.47
99710 - Recycling Laborer	14.96
99711 - Recycling Specialist	18.24
99730 - Refuse Collector	13.34
99810 - Sales Clerk	11.51
99820 - School Crossing Guard	9.96
99830 - Survey Party Chief	20.96
99831 - Surveying Aide	14.35
99832 - Surveying Technician	18.13
99840 - Vending Machine Attendant	12.00
99841 - Vending Machine Repairer	14.41
99842 - Vending Machine Repairer Helper	12.31

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.35 per hour or \$134.00 per week or \$580.66 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

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

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A link 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.

Request For Wage Determination And Response To Request

(Davis Bacon Act as Amended and Related Statutes)

U.S. Department of Labor

Employment Standards Administration Wage and Hour Division



<p>FOR DEPARTMENT OF LABOR USE</p> <p>Response To Request</p> <p><input type="checkbox"/> Use area determination issued for this area</p> <p><input checked="" type="checkbox"/> The attached decision noted below is applicable to this project</p> <p>Decision Number 10LA00001</p> <p>Date of Decision 3-24-10</p> <p>Expires 9-23-10</p> <p>Supersedes Decision Number</p> <p>Approved APPROVED <i>Shirley Ebbesen</i> Shirley Ebbesen Chief, Branch of Construction Wage Determinations</p>	<p>Mail Your Request To:</p> <p>U.S. Department of Labor Employment Standards Administration Wage and Hour Division Branch of Construction Contract Wage Determinations Washington, D.C. 20210</p>		<p>CHECK OR LIST CRAFTS NEEDED (Attach continuation sheet if needed)</p> <p><input type="checkbox"/> Asbestos workers</p> <p><input type="checkbox"/> Boilermakers</p> <p><input type="checkbox"/> Bricklayers</p> <p><input type="checkbox"/> Carpenters</p> <p><input type="checkbox"/> Cement masons</p> <p><input type="checkbox"/> Electricians</p> <p><input type="checkbox"/> Glaziers</p> <p><input type="checkbox"/> Ironworkers</p> <p><input type="checkbox"/> Laborers (Specify classes)</p> <p><input type="checkbox"/> Lathers</p> <p><input checked="" type="checkbox"/> Marble & tile setters, terrazzo workers</p> <p><input type="checkbox"/> Painters</p> <p><input type="checkbox"/> Pile-drivers</p> <p><input type="checkbox"/> Plasterers</p> <p><input type="checkbox"/> Plumbers</p> <p><input type="checkbox"/> Roofers</p> <p><input type="checkbox"/> Sheet metal workers</p> <p><input type="checkbox"/> Soft floor layers</p> <p><input type="checkbox"/> Steamfitters</p> <p><input type="checkbox"/> Welders-rate for craft</p> <p><input type="checkbox"/> Truck drivers</p> <p><input type="checkbox"/> Power equipment operators (Specify types)</p> <p>Other Crafts</p>	
	<p>Requesting Officer (Typed name and signature) Kelly Gale</p>			
	<p>Department, Agency, or Bureau U. S. Department of Energy</p>	<p>Phone Number 504-734-4343</p>		
	<p>Date of Request 01/28/2010</p>	<p>Estimated Advertising Date 02/01/2010</p>		<p>Estimated Bid Opening Date 02/22/2010</p>
	<p>Prior Decision Number (if any) 07 LA 00009 2-16-07</p>	<p>Estimated \$ Value of Contract</p> <p><input type="checkbox"/> Under 1/2 Mil <input checked="" type="checkbox"/> 1 to 5 Mil</p> <p><input type="checkbox"/> 1/2 to 1 Mil <input type="checkbox"/> Over 5 Mil</p>		<p>Type of Work</p> <p><input type="checkbox"/> Bldg. <input type="checkbox"/> Highway</p> <p><input type="checkbox"/> Resid. <input checked="" type="checkbox"/> Heavy</p>
	<p>Address to which wage determination should be mailed. (Print or type)</p> <p style="text-align: center;"> <input type="checkbox"/> Department of Energy Strategic Petroleum Reserve 900 East Commerce Road New Orleans, LA 70123 </p>			
	<p>Location of Project (City, County, State, Zip Code)</p> <p>Hackberry, Cameron, Louisiana, 70645</p>			
	<p>Description of Work (Be specific) (Print or type)</p> <p>Painters (Temporary Labor)</p>			

DE 409803 1000001
1100 100

County
CAMERON ~~PARISH~~, LOUISIANA

10LADD001

	Basic Hourly Rates	Fringe Benefits
PAINTER	\$14.75	

Request For Wage Determination And Response To Request

(Davis Bacon Act as Amended and Related Statutes)

U.S. Department of Labor
Employment Standards Administration
Wage and Hour Division



FOR DEPARTMENT OF LABOR USE Response To Request: <input type="checkbox"/> Use area determination issued for this area <input checked="" type="checkbox"/> The attached decision noted below is applicable to this project	Mail Your Request To: U.S. Department of Labor Employment Standards Administration Wage and Hour Division Branch of Construction Contract Wage Determinations Washington, D.C. 20210		CHECK OR LIST CRAFTS NEEDED (Attach continuation sheet if needed) <input type="checkbox"/> Asbestos workers <input type="checkbox"/> Boilermakers <input type="checkbox"/> Bricklayers <input type="checkbox"/> Carpenters <input type="checkbox"/> Cement masons <input type="checkbox"/> Electricians <input type="checkbox"/> Glaziers <input type="checkbox"/> Ironworkers <input type="checkbox"/> Laborers (Specify classes) <input type="checkbox"/> Lathers <input type="checkbox"/> Marble & tile setters, terrazzo workers <input checked="" type="checkbox"/> Painters <input type="checkbox"/> Pile drivers <input type="checkbox"/> Plasterers <input type="checkbox"/> Plumbers <input type="checkbox"/> Roofers <input type="checkbox"/> Sheet metal workers <input type="checkbox"/> Scaffolding layers <input type="checkbox"/> Steamfitters <input type="checkbox"/> Welders-rate for craft <input type="checkbox"/> Truck drivers <input type="checkbox"/> Power equipment operators (Specify types) Other Crafts: _____ _____ _____ _____
	Requesting Officer (Typed name and signature) Kelly Gele		
	Department, Agency, or Bureau U. S. Department of Energy	Phone Number 504-734-4343	
	Date of Request 01/28/2010	Estimated Advertising Date 02/01/2010	Estimated Bid Opening Date 02/22/2010
	Prior Decision Number (if any) 07LA00009 2-16-07	Estimated \$ Value of Contract <input type="checkbox"/> Under 1/2 Mil <input checked="" type="checkbox"/> 1 to 5 Mil <input type="checkbox"/> 1/2 to 1 Mil <input type="checkbox"/> Over 5 Mil	Type of Work <input type="checkbox"/> Big <input type="checkbox"/> Highway <input type="checkbox"/> Resid. <input checked="" type="checkbox"/> Heavy
Decision Number 10LA000002	Address to which wage determination should be mailed. (Print or type) <div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 0 auto;"> Department of Energy Strategic Petroleum Reserve 900 East Commerce Road New Orleans, LA 70123 </div>		
Date of Decision 3-24-10			
Expires 9-23-10			
Supersedes Decision Number 			
Approved <div style="text-align: center;"> APPROVED Shirley Ebbeson Chief, Branch of Construction Wage Determinations </div>	Location of Project (City, County, State, Zip Code) Plaquemine, Iberville, Louisiana, 70764		
	Description of Work (Be specific) (Print or type) Painters (Temporary Labor)		

DE-H096-03P000001
MAR 1 2010

IBERVILLE ~~PARISH~~ ^{County} LOUISIANA

10LA00002

	Basic Hourly Rates	Fringe Benefits
PAINTER	\$14.75	-

Request For Wage Determination And Response To Request

U.S. Department of Labor Employment Standards Administration Wage and Hour Division

FOR DEPARTMENT OF LABOR USE

Response To Request Use area determination issued for this area

The attached decision noted below is responsive to this project

Decision Number

2010TX 0001

Date of Decision

2-12-10

Expires

8-12-10

Supersede Decision Number

Approved

APPROVED

Shirley Johnson
Shirley Ebbesen
Chief, Branch of Construction Wage Determinations

306-104
NSN 7540-00-105-0075

Mail Your Request To:
U.S. Department of Labor
Employment Standards Administration
Wage and Hour Division
Branch of Construction Contract Wage Determinations
Washington, D.C. 20470

Requesting Office (Type name and signature)
Kelly Cole

Department, Agency, or Bureau
U.S. Department of Energy

Date of Request
01/28/2010

Estimated Advertising Date
02/01/2010

Estimated Bid Opening Date
02/22/2010

Phone Number
504-734-4343

Estimated Bid Opening Date
02/22/2010

Type of Work
 Bus.
 Retail
 Highway
 Heavy

Prior Decision Number (if any)
2007TX 0002
4-9-07

Address to which wage determination should be mailed. (Print or type)
Department of Energy
Strategic Petroleum Reserve
900 East Commerce Road
New Orleans, LA 70123

Location of Project (City, County, State, Zip Code)
Freeport, Brazoria, Texas, 77541

Description of Work (Be specific) (Print or type)
Partners (Temporary Labor)

ANNE. QUERN@SPR.DOE.GOV
FAX-504-818-5228

CHECK OR LIST CRAFTS NEEDED
(Attach confirmation sheet if needed)

- Asbestos workers
- Boilerworkers
- Bricklayers
- Carpenters
- Cement masons
- Electricians
- Glaziers
- Ironworkers
- Laborers (Specify classes)
- Lathers
- Marble & tile setters, terrazzo workers
- Painters
- Plaster/mortar
- Plumbers
- Purifiers
- Roofers
- Sheet metal workers
- Sign door layers
- Scaffolding
- Welders--rate for craft
- Truck drivers
- Power equipment operators (Specify types)
- Other crafts

Standard Form 305 (Rev. May 1989)
U.S. Department of Labor - 29 CFR Part 1

DE-AC 96-0310 9207
A100/102

Brazoria County, Texas 2010 TX 0001

	Basic Hourly Rates	Fringe Benefits
Painter	\$11.14	-

Request For Wage Determination And Response to Request

(Davis Bacon Act as Amended and Related Statutes)

U.S. Department of Labor
Employment Standards Administration
Wage and Hour Division



FOR DEPARTMENT OF LABOR USE

Response To Request

Use area determination issued for this area

The attached decision noted below is applicable to this project

Decision Number
2010 TX-0002

Date of Decision
2-12-10

Expires
8-12-10

Supersedes Decision Number

Approved

APPROVED
Shirley Ebbeson
Shirley Ebbeson
Chief, Branch of Construction Wage Determinations

Mail Your Request To:
U.S. Department of Labor
Employment Standards Administration
Wage and Hour Division
Branch of Construction Contract Wage Determinations
Washington, D.C. 20210

Requesting Officer (Typed name and signature)
Kelly Gele *[Signature]*

Department, Agency, or Bureau
U.S. Department of Energy

Phone Number
504-734-4343

Date of Request
2/5/2010

Estimated Advertising Date
2/8/2010

Estimated Bid Opening Date
3/8/2010

Prior Decision Number (if any)

Estimated \$ Value of Contract
 Under 1/2 Mil 1 to 5 Mil
 1/2 to 1 Mil Over 5 Mil

Type of Work
 Bldg. Highway
 Resid. Heavy

Address to which wage determination should be mailed. (Print or type)

Department of Energy
Strategic Petroleum Reserve
900 East Commerce Road
New Orleans, LA 70123
fax 504-818-5228
email anne.guerni@spr.doe.gov

Location of Project (City, County, State, ZIP Code)
Freeport, Brazoria, Texas, 77541

Description of Work (Be specific) (Print or type)
Blast and Paint Heat Exchangers and Tank

CHECK OR LIST CRAFTS NEEDED
(Attach continuation sheet if needed)

Asbestos workers
 Boilermakers
 Bricklayers
 Carpenters
 Cement masons
 Electricians
 Glaziers
 Ironworkers
 Laborers (Specify classes)

Lathers
 Marble & tile setters, terrazzo
 Painters
 Piledrivers
 Plasterers
 Plumbers
 Roofers
 Sheet metal workers
 Soft floor layers
 Steamfitters
 Welders-rate for craft
 Truck drivers
 Power equipment operators (Specify types)

Other Crafts

FEB-09-2010 TUE 10:34 AM DOE ACG

FAX NO. 5047344946

P. 03

DE-AC96-030092207
M02102

Brazoria County, Texas 2010 TX 0002

	Basic Hourly Rates	Fringe Benefits
Painters	\$11.14	-

DE-AC96-03PO92207
MODIFICATION 102
SECTION K
MANAGERIAL PERSONNEL

APPENDIX K
DYNMCDERMOTT PETROLEUM OPERATIONS COMPANY
MANAGERIAL PERSONNEL

<u>Position</u>	<u>Employee</u>
<u>PROJECT MANAGER</u>	
	Robert McGough
<u>Direct Reports:</u>	
Director, Operations & Maintenance	Deborah Hojem
Director, Engineering & Data Systems	JP Martinez
Director, Environmental, Safety, & Health	William Bozzo
Director, Finance	Colleen Yates
Director, Human Resources & Development	Dione Heusel
Director, Property & Facilities	Melvin Labat
Director, Security & Emergency Preparedness	Duane Johnson
Director, Internal Audit	William Coggin
General Counsel	John Poindexter
Manager, Procurement	Mary Ellen Leingang
Contracts Manager	Randy J. Sutton
Manager, Office of Strategy Management	David Stoltz
Manager, Quality Assurance	Wade Sickinger
Manager, Project Management Office	Edwin Kapinus
<u>OPERATIONS AND MAINTENANCE</u>	
<u>Direct Reports:</u>	
Manager, Cavern Integrity	Mark Erskine
Manager, Maintenance & Material	Alan Mika
Manager, Operations	Darryl Rickner
<u>Site Directors:</u>	
Bayou Choctaw	Scott Landry
Big Hill	Tim Lewis
Bryan Mound	Richard McCalla
West Hackberry	Roger Marcantel
<u>ENGINEERING AND DATA SYSTEMS</u>	
<u>ENGINEERING</u>	
<u>Direct Report:</u>	
Manager, Engineering	Janet Robert
<u>Direct Reports to Manager, Engineering:</u>	
Manager, Subcontracts Project Manager	Otto (Steve) Phillips
Manager, Operational Systems	Patrick Mihalik
Manager, Project Control	Ken Ehrle
Manager, Technical Services	Brenda Daws

DATA SYSTEMS

Direct Report:

Manager, Data Systems

Leslie Williams

Direct Reports to Manager, Data Systems:

Manager, Customer and Information Systems

Manager, Control Systems

Manager, Cyber Security

Manager, Business Systems & Software

Bryan Roussel

Randal Bridges

Chris Shipp

John Baudouin

ENVIRONMENTAL SAFETY & HEALTH

Direct Reports:

Manager, Environmental Department

Manager, Occupational Safety & Health

David Folse

Suzanne Broussard

FINANCE

Direct Reports:

Manager, Cost Reporting

Manager, Financial Services

Germaine Gross

Michele King

HUMAN RESOURCES & DEVELOPMENT

Direct Reports:

Manager, Human Resources

Ginger Roques

PROPERTY & FACILITIES

Direct Reports:

Manager, Property

Rod Steib

SECURITY & EMERGENCY PREPAREDNESS

Direct Reports:

Manager, Emergency Preparedness

Manager, Personnel & Internal Security

Manager, Protection & Physical Security

Tommy Long

Jeff Dugar

Jordan Jones

INTERNAL AUDIT

Direct Reports:

No managerial direct reports

GENERAL COUNSEL

Direct Reports:

Senior Project Counsel

Senior Project Counsel

Randy Sutton

Sophia Ryan