

OFFICE OF CONTRACTING AND PROCUREMENT  
STATEMENT OF WORK FOR DC ONE CARD STOCK BLANKS

## **C.1 BACKGROUND**

As part of a Mayoral mandate, the District has initiated the DC One Card program to put a single card into the hands of District government workers and customers for all their DC government needs. Several District agencies are direct DC One Card program stakeholders and have expressed various requirements for the interoperable DC One Cards. Current stakeholder agencies include, but are not limited to:

- I. Executive Office of the Mayor (EOM)
- II. Office of the City Administrator (OCA)
- III. Office of the Chief Technology Officer (OCTO)
- IV. District of Columbia Public Libraries (DPL)
- V. Department of Parks & Recreation (DPR)
- VI. District of Columbia Public Schools (DCPS)
- VII. Office of Public Education Facilities Modernization (OPEFM)

**For additional information visit: [dconecard.dc.gov](http://dconecard.dc.gov)**

## **C.2 SCOPE**

The Office of Contracting and Procurement, on behalf of the Office of the Chief Technology Officer (OCTO), seeks a contractor to provide blank card stock with specific technological features, capabilities and integrated microchips to support The District of Columbia's DC One Card Program. The goal of this procurement is to obtain and contractually bind a source or sources for blank card stock for use in the DC One Card Program against an Indefinite Delivery, Indefinite Quantity (IDIQ) contract. In responding to this IDIQ, respondents will demonstrate their experience and approach to manufacturing and delivering high-quality DC One Card stock of varying technical specifications.

Three tiers of identification card stock have been initially identified. First Tier cards will be lightweight, inexpensive plastic / polyvinylchloride (PVC) card stock without any integrated technologies or microchips. The Second Tier cards will include the functionality of the Washington Metropolitan Area Transit Authority (WMATA) SmarTrip® chip as well as a magnetic strip, and it will be of similar weight and durability to the current WMATA SmarTrip® cards available for purchase at WMATA. The Third Tier card will include WMATA SmarTrip® functionality, HID RFID functionality to access District government buildings, a magnetic strip, and a Certified PIV Smart Card chip. The Third Tier card must be certifiable according to the FIPS-201 Approved Products List (APL) and must be suitable for the HSPD-12 Program.

The quantity and types of cards the District intends to purchase will vary as additional populations for DC One Card deployment are identified and included in the program. However, the District intends eventually to roll-out the DC One Card to all workers and customers of the District government.

The District will issue individual written requests for quotations to the winning respondents of this IDIQ solicitation specifying the type, technical specifications, quantity, and expected delivery timeframes against the IDIQ. The successful contractor(s) must demonstrate the experience and capabilities to develop and deliver various tiers of card stock – including the tiers of stock specified in this IDIQ. Prior to placing an order in response to a written request for quotations, the District shall be entitled to inspect and approve samples of the card stock to be ordered.

### **C.2.1 Applicable Documents**

- a. The following provisions of the D.C. Code: §§ 4-209.04; 4-754.11; 4-1302.03; 4-1303.06; 4-1405; 7-131(b); 7-1202; 7-1203; 7-1231.14; 7-1305.12; 16-2331(b); 16-2332(b); 16-2333(b); 39-108.
- b. OCTO Policy:  
<http://octo.dc.gov/octo/cwp/view,a,1302,q,579820,octoNav,%7C32782%7C.asp>

### **C.2.2 Definitions**

**FIPS 201 (or FIPS 201-1):** The Federal Information Processing Standard, which defines policies, methods and guidelines for processing, protecting and managing information.

**HSPD-12:** HSPD Directive 12, issued by President Bush in August 2004, presents certain guidelines and a definitive timeline for improving secure identification processes for federal employees and contractors. Some of the main control objectives of the Presidential Directive are that agencies should create credentialing processes such that official identification is:

- (a) Issued based on sound criteria for verifying an individual employee's identity;
- (b) Strongly resistant to identity fraud, tampering, counterfeiting, and terrorist exploitation;
- (c) Able to be rapidly authenticated electronically; and
- (d) Issued only by providers whose reliability has been established by an official accreditation process.

**Magnetic Strip:** High-quality electromagnetic strip typically found on credit cards or ATM cards from major banking institutions—three-track high-coercivity (HiCo) black magnetic strip. The magnetic strip must be blank and uninitialized but capable of being initialized and used at a later time with an application to be determined outside the scope of this solicitation.

**OCTO:** Office of the Chief Technology Officer (District of Columbia)

**One-Dimensional Bar Code:** Standard “zebra-strip” bar code, also called a “39” bar code, compatible with existing readers at DC public schools, DC public libraries, and DC parks and recreation facilities. One-dimensional bar codes will correspond to numerical codes specified by the Office of the Chief Technology Officer (OCTO).

**PKI:** Public Key Infrastructure) is based on certificates verified by certificate authorities such as VeriSign. Certificates are a method of encrypting sensitive information with a private “key” that can only be de-encrypted by an entity that has been given a public “key.” This technique has become the accepted standard for strong security.

**First Tier DC One Card:** Lightweight, inexpensive plastic / polyvinylchloride (PVC) card stock without any integrated technologies or microchips.

**Second Tier DC One Card:** Of similar weight and durability to current WMATA SmarTrip® cards, the Second Tier card includes WMATA SmarTrip® functionality and a 3-track HiCo black magnetic strip. Second Tier cards must meet the technical and durability requirements of WMATA for use as SmarTrip® cards and must be approved in writing by WMATA for use in the WMATA transit system.

**Third Tier DC One Card:** Similar in weight and durability to the Second Tier DC One Card, the Third Tier DC One Card includes WMATA SmarTrip® functionality, HID RFID functionality to access District buildings, a FIPS-201 Certified PIV Smart Chip, and a 3-track HiCo black magnetic strip. The Third Tier One Card must be certified according to the FIPS-201 APL. Cards also must meet the technical and durability requirements of WMATA for use as SmarTrip® cards and must be approved in writing by WMATA for use in the WMATA transit system.

**WMATA:** Washington Metropolitan Area Transit Authority (WMATA).

**WMATA SmarTrip®:** Fare cards deployed in the bus and rail system of the Washington Metropolitan Area Transit Authority (WMATA). The WMATA SmarTrip® fare card operates on the Cubic “Go Card” chip.

### **C.3 REQUIREMENTS:**

Respondents must describe their detailed project management, manufacturing, and quality management approach for designing, developing, and delivering high-quality DC One Card stock according to the tiers described below. Respondent should also provide card samples for Tier One, Tier Two, and Tier Three card stock. Respondents must also provide pricing according to the card volumes specified in Section C.6.

**C.3.1 Tier One DC One Card Stock:** Undetermined quantity of PVC blank card stock. Contractor(s) will provide card stock as required, according to pre-established delivery timeframes, according to the following specifications:

#### C.3.1.1 Specifications:

- a. Color: White
- b. Size: 85.60 x 53.98 mm (standard credit card size)
- c. Thickness: 0.76 mm (30 Mil)
- d. General Specification: Non-perforated, printable with barcodes, text and photographs, manufactured to be generally sturdy and of significant density to reduce risk of damage, and to increase durability.

**C.3.2 Tier Two DC One Card Stock:** Undetermined quantity of PVC or other composite blank card stock with WMATA SmarTrip® functionality and a 3-track HiCo black magnetic strip on the back of the card. Contractor will provide card stock as required, according to pre-established delivery timeframes, according to the following specifications:

#### C.3.2.1 Specifications:

- a. Color: White
- b. Size: 85.60 x 53.98 mm (standard credit card size)
- c. Thickness: 0.76 mm (30 Mil)
- d. General Specification: Non-perforated, printable with barcodes, text and photographs, manufactured to be generally sturdy and of significant density to reduce risk of damage, and to increase durability.
- e. WMATA SmarTrip® functionality: Contains functionality to work as a SmarTrip® card in the WMATA transit system. Current SmarTrip® cards use Cubic Transportation's GO CARD smart card chip. Cards must meet Cubic Transportation's technical specifications, be initialized by WMATA, pass WMATA's testing procedures, and must be approved in writing by WMATA for use in the WMATA transit system.
- f. HiCo black Magnetic Strip: 3-track HiCo magnetic strip placed on the back of the card in accordance with applicable standards.

**C.3.3 Tier Three DC One Card Stock:** Undetermined quantity of PVC or other composite blank card stock with the WMATA SmarTrip® chip, a 3-track HiCo black magnetic strip, integrated HID RFID chip, and FIPS-201 Certified PIV Smart Chip. Contractor(s) will provide card stock as required, according to pre-established delivery timeframes, according to the following specifications:

#### C.3.3.1 Specifications:

- a. Color: White
- b. Size and Thickness: As per FIPS-201 / Certified PIV standards
- d. General Specification: Non-perforated, printable with barcodes, text and photographs, manufactured to be generally sturdy and of significant density to reduce risk of damage, and to increase durability.
- e. WMATA SmarTrip® functionality: Contains functionality to work as a SmarTrip® card in the WMATA transit system. Current SmarTrip® cards use Cubic

Transportation's GO CARD smart card chip. Cards must meet Cubic Transportation's technical specifications, be initialized by WMATA, pass WMATA's testing procedures, and must be approved in writing by WMATA for use in the WMATA transit system.

- f. HiCo black Magnetic Strip: 3-track HiCo magnetic strip placed on the back of the card in accordance with applicable standards.
- g. HID (brand name or equal) RFID functionality: Functionality of 125 kHz HID Proximity smart chip that is compatible and tested and approved by District of Columbia Protective Services Division to work with the District legacy HID and new iCLASS access control readers.
- h. Certified PIV Smart Chip: PIV Smart Chip must be certified according to the GSA FIPS-201 Approved Products List (APL) and be suitable for the HSPD-12 Program. Card must have both FIPS-201 and FIPS-140-2 Certifications including any updates. The PIV chip must be of sufficient size and processing power to run applications to be determined.

**If at any time during the performance of this contract any service and/or product compliance requirements change or are modified by NIST or GSA, this contract will incorporate any modifications to ensure continuing compliance with such standards.**

- h.1 Card manufacturing will be in an ISO 9001:2000 secured facility within the United States with a backup manufacturing facility also in the United States
- h.2 The offeror must demonstrate they are on the GSA Approved Product List for HSPD-12 and meet all the qualifications for procurement.
- i. The card shall include Pre-Issuance Specifications for card applications which require them.

**C.3.4 Optional Tier DC One Card Stock:** It is understood that the District may require card stock that does not meet the exact specifications of any of the three card tiers described above. After selecting winning respondents to this IDIQ solicitation, the District may issue a written request for quotations to the winning respondents of this IDIQ solicitation specifying an undetermined quantity of optional card stock with a combination of technologies that may include, but not be limited to WMATA SmarTrip® chip, 3-track HiCo black magnetic strip, integrated HID RFID chip, FIPS-201 Certified PIV Smart Chip, and/or other features to be determined. The contract awarded to the winning respondents to this IDIQ solicitation may require modification to reflect the specifications identified in the responses to the written request for quotations.

#### **C.4 DELIVERY:**

**C.4.1 Controls:** All physical card stock will be tightly controlled and accounted for during all stages of productions. The District reserves the right to perform unannounced on-site inspections of the production facilities.

**C.4.2 Delivery:** All card stock shipments will be appropriately insured and shipped via FedEx.

**C.5 Technical Documentation.** Each response to this solicitation shall provide the following technical documentation:

- (i) Documentation that the offeror has obtained the Certified PIV II Smart Card for the HSPD-12 Program having both FIPS 201 and FIPS 140-2 Certifications (including any updates). The offeror must demonstrate they are on the GSA Approved Product List for HSPD-12 and meet all the qualifications for procurement.
- (ii) Documentation that the offeror has a card manufacturing facility that is an ISO 9001:2000 secured facility within the United States with a backup production facility also in the United States.
- (iii) Demonstrate the offeror's capability to deliver the various products in accordance with SOW requirements. In addition, the offeror shall specify production times (from order) required to deliver the card types specified in the SOW.
- (iv) Demonstrate that the offeror's cards contain all specifications as detailed in the SOW.

**C.6 Pricing comparison.** To enable comparison of pricing proposals, respondents shall provide pricing per card for each tier of card if ordered in the following quantities:

5,000 cards  
10,000 cards  
50,000 cards  
100,000 cards  
200,000 cards  
500,000 cards

**C.7 Purchase Amounts.**

(a) Base Year.

- (1) Minimum Purchase per winning respondent: \$1,000
- (2) Estimated Maximum Purchase per winning respondent: \$975,000

(b) Option Year 1

- (1) Minimum Purchase per winning respondent: \$1,000
- (2) Estimated Maximum Purchase per winning respondent: \$975,000

(c) Option Year 2

- (1) Minimum Purchase per winning respondent: \$1,000
- (2) Estimated Maximum Purchase per winning respondent: \$975,000

(d) Option Year 3

- (1) Minimum Purchase per winning respondent: \$1,000
- (2) Estimated Maximum Purchase per winning respondent: \$975,000

(e) Option Year 4

- (1) Minimum Purchase per winning respondent: \$1,000
- (2) Estimated Maximum Purchase per winning respondent: \$975,000

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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

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| Wage Determination No.: 2005-2103

Shirley F. Ebbesen Division of | Revision No.: 6

Director Wage Determinations | Date Of Revision: 05/29/2008

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States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide

Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince George's, St  
Mary's

Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, King  
George, Loudoun, Prince William, Stafford

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

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
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01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I	14.05
01012 - Accounting Clerk II	15.78
01013 - Accounting Clerk III	20.27
01020 - Administrative Assistant	25.95
01040 - Court Reporter	19.46
01051 - Data Entry Operator I	13.07
01052 - Data Entry Operator II	14.26
01060 - Dispatcher, Motor Vehicle	16.79
01070 - Document Preparation Clerk	13.64
01090 - Duplicating Machine Operator	13.64
01111 - General Clerk I	13.92
01112 - General Clerk II	15.32
01113 - General Clerk III	18.74
01120 - Housing Referral Assistant	23.83
01141 - Messenger Courier	11.25
01191 - Order Clerk I	14.74
01192 - Order Clerk II	16.29
01261 - Personnel Assistant (Employment) I	16.90
01262 - Personnel Assistant (Employment) II	18.90
01263 - Personnel Assistant (Employment) III	21.66
01270 - Production Control Clerk	21.29



01280 - Receptionist	13.18
01290 - Rental Clerk	16.16
01300 - Scheduler, Maintenance	16.16
01311 - Secretary I	17.26
01312 - Secretary II	19.41
01313 - Secretary III	23.83
01320 - Service Order Dispatcher	16.10
01410 - Supply Technician	25.95
01420 - Survey Worker	19.46
01531 - Travel Clerk I	12.59
01532 - Travel Clerk II	13.54
01533 - Travel Clerk III	14.54
01611 - Word Processor I	13.76
01612 - Word Processor II	16.16
01613 - Word Processor III	19.46
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.26
05010 - Automotive Electrician	21.37
05040 - Automotive Glass Installer	20.14
05070 - Automotive Worker	20.14
05110 - Mobile Equipment Servicer	17.31
05130 - Motor Equipment Metal Mechanic	22.53
05160 - Motor Equipment Metal Worker	20.14
05190 - Motor Vehicle Mechanic	22.53
05220 - Motor Vehicle Mechanic Helper	16.81
05250 - Motor Vehicle Upholstery Worker	19.66
05280 - Motor Vehicle Wrecker	20.14
05310 - Painter, Automotive	21.37
05340 - Radiator Repair Specialist	20.14
05370 - Tire Repairer	14.43
05400 - Transmission Repair Specialist	22.53
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.18
07041 - Cook I	11.97
07042 - Cook II	13.28
07070 - Dishwasher	9.82
07130 - Food Service Worker	10.66
07210 - Meat Cutter	16.07
07260 - Waiter/Waitress	8.82
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.05
09040 - Furniture Handler	12.78
09080 - Furniture Refinisher	18.39
09090 - Furniture Refinisher Helper	14.11
09110 - Furniture Repairer, Minor	16.31
09130 - Upholsterer	18.05
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.85
11060 - Elevator Operator	9.85
11090 - Gardener	15.70

11122 - Housekeeping Aide	10.89
11150 - Janitor	10.89
11210 - Laborer, Grounds Maintenance	12.07
11240 - Maid or Houseman	10.84
11260 - Pruner	11.37
11270 - Tractor Operator	14.19
11330 - Trail Maintenance Worker	12.07
11360 - Window Cleaner	11.31
12000 - Health Occupations	
12010 - Ambulance Driver	17.69
12011 - Breath Alcohol Technician	18.55
12012 - Certified Occupational Therapist Assistant	21.01
12015 - Certified Physical Therapist Assistant	21.01
12020 - Dental Assistant	16.90
12025 - Dental Hygienist	40.68
12030 - EKG Technician	24.77
12035 - Electroneurodiagnostic Technologist	24.77
12040 - Emergency Medical Technician	18.55
12071 - Licensed Practical Nurse I	18.60
12072 - Licensed Practical Nurse II	20.82
12073 - Licensed Practical Nurse III	22.85
12100 - Medical Assistant	14.23
12130 - Medical Laboratory Technician	18.04
12160 - Medical Record Clerk	16.06
12190 - Medical Record Technician	17.96
12195 - Medical Transcriptionist	17.93
12210 - Nuclear Medicine Technologist	31.82
12221 - Nursing Assistant I	9.75
12222 - Nursing Assistant II	10.96
12223 - Nursing Assistant III	13.02
12224 - Nursing Assistant IV	14.62
12235 - Optical Dispenser	18.34
12236 - Optical Technician	14.41
12250 - Pharmacy Technician	16.31
12280 - Phlebotomist	14.62
12305 - Radiologic Technologist	28.28
12311 - Registered Nurse I	26.73
12312 - Registered Nurse II	31.24
12313 - Registered Nurse II, Specialist	31.24
12314 - Registered Nurse III	37.77
12315 - Registered Nurse III, Anesthetist	37.77
12316 - Registered Nurse IV	45.28
12317 - Scheduler (Drug and Alcohol Testing)	18.85
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.55
13012 - Exhibits Specialist II	23.33
13013 - Exhibits Specialist III	28.11
13041 - Illustrator I	20.40
13042 - Illustrator II	25.28
13043 - Illustrator III	30.91

13047 - Librarian	28.00	
13050 - Library Aide/Clerk	13.77	
13054 - Library Information Technology Systems Administrator		25.29
13058 - Library Technician	19.05	
13061 - Media Specialist I	17.03	
13062 - Media Specialist II	19.05	
13063 - Media Specialist III	21.24	
13071 - Photographer I	14.67	
13072 - Photographer II	17.18	
13073 - Photographer III	21.52	
13074 - Photographer IV	26.05	
13075 - Photographer V	29.15	
13110 - Video Teleconference Technician		17.59
14000 - Information Technology Occupations		
14041 - Computer Operator I	17.78	
14042 - Computer Operator II	19.88	
14043 - Computer Operator III	22.17	
14044 - Computer Operator IV	24.64	
14045 - Computer Operator V	27.28	
14071 - Computer Programmer I (1)	23.12	
14072 - Computer Programmer II (1)		
14073 - Computer Programmer III (1)		
14074 - Computer Programmer IV (1)		
14101 - Computer Systems Analyst I (1)		
14102 - Computer Systems Analyst II (1)		
14103 - Computer Systems Analyst III (1)		
14150 - Peripheral Equipment Operator	17.78	
14160 - Personal Computer Support Technician	24.64	
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.77
15020 - Aircrew Training Devices Instructor (Rated)	42.72	
15030 - Air Crew Training Devices Instructor (Pilot)	50.81	
15050 - Computer Based Training Specialist / Instructor	31.26	
15060 - Educational Technologist	30.88	
15070 - Flight Instructor (Pilot)	50.81	
15080 - Graphic Artist	26.80	
15090 - Technical Instructor	23.87	
15095 - Technical Instructor/Course Developer		29.19
15110 - Test Proctor	19.22	
15120 - Tutor	19.22	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	9.29	
16030 - Counter Attendant	9.29	
16040 - Dry Cleaner	12.21	
16070 - Finisher, Flatwork, Machine	9.29	
16090 - Presser, Hand	9.29	
16110 - Presser, Machine, Drycleaning	9.29	
16130 - Presser, Machine, Shirts	9.29	
16160 - Presser, Machine, Wearing Apparel, Laundry		9.29
16190 - Sewing Machine Operator	12.79	

16220 - Tailor	13.57	
16250 - Washer, Machine	10.16	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.95
19040 - Tool And Die Maker	23.05	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	17.90	
21030 - Material Coordinator	21.29	
21040 - Material Expediter	21.29	
21050 - Material Handling Laborer	12.65	
21071 - Order Filler	13.87	
21080 - Production Line Worker (Food Processing)		17.90
21110 - Shipping Packer	14.46	
21130 - Shipping/Receiving Clerk	14.46	
21140 - Store Worker I	10.91	
21150 - Stock Clerk	15.70	
21210 - Tools And Parts Attendant	17.90	
21410 - Warehouse Specialist	17.90	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	25.68	
23021 - Aircraft Mechanic I	24.46	
23022 - Aircraft Mechanic II	25.68	
23023 - Aircraft Mechanic III	26.97	
23040 - Aircraft Mechanic Helper	16.61	
23050 - Aircraft, Painter	23.42	
23060 - Aircraft Servicer	18.71	
23080 - Aircraft Worker	19.90	
23110 - Appliance Mechanic	20.60	
23120 - Bicycle Repairer	14.43	
23125 - Cable Splicer	24.98	
23130 - Carpenter, Maintenance	20.88	
23140 - Carpet Layer	19.33	
23160 - Electrician, Maintenance	26.56	
23181 - Electronics Technician Maintenance I		22.73
23182 - Electronics Technician Maintenance II		24.13
23183 - Electronics Technician Maintenance III		25.42
23260 - Fabric Worker	18.04	
23290 - Fire Alarm System Mechanic	21.46	
23310 - Fire Extinguisher Repairer	16.50	
23311 - Fuel Distribution System Mechanic	22.81	
23312 - Fuel Distribution System Operator	19.38	
23370 - General Maintenance Worker	21.17	
23380 - Ground Support Equipment Mechanic	24.46	
23381 - Ground Support Equipment Servicer	18.71	
23382 - Ground Support Equipment Worker	19.90	
23391 - Gunsmith I	16.63	
23392 - Gunsmith II	19.33	
23393 - Gunsmith III	21.62	
23410 - Heating, Ventilation And Air-Conditioning Mechanic		22.21
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)		

24.37		
23430 - Heavy Equipment Mechanic	21.46	
23440 - Heavy Equipment Operator	21.46	
23460 - Instrument Mechanic	21.62	
23465 - Laboratory/Shelter Mechanic	20.52	
23470 - Laborer	14.27	
23510 - Locksmith	19.76	
23530 - Machinery Maintenance Mechanic	21.77	
23550 - Machinist, Maintenance	21.62	
23580 - Maintenance Trades Helper	15.10	
23591 - Metrology Technician I	21.62	
23592 - Metrology Technician II	22.78	
23593 - Metrology Technician III	23.89	
23640 - Millwright	25.63	
23710 - Office Appliance Repairer	21.63	
23760 - Painter, Maintenance	20.52	
23790 - Pipefitter, Maintenance	23.19	
23810 - Plumber, Maintenance	20.99	
23820 - Pneudraulic Systems Mechanic	21.62	
23850 - Rigger	21.62	
23870 - Scale Mechanic	19.33	
23890 - Sheet-Metal Worker, Maintenance	21.62	
23910 - Small Engine Mechanic	20.05	
23931 - Telecommunications Mechanic I	27.74	
23932 - Telecommunications Mechanic II	29.24	
23950 - Telephone Lineman	26.38	
23960 - Welder, Combination, Maintenance	21.62	
23965 - Well Driller	21.62	
23970 - Woodcraft Worker	21.62	
23980 - Woodworker	16.63	
24000 - Personal Needs Occupations		
24570 - Child Care Attendant	11.63	
24580 - Child Care Center Clerk	16.15	
24610 - Chore Aide	10.00	
24620 - Family Readiness And Support Services Coordinator		14.25
24630 - Homemaker	16.75	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	26.10	
25040 - Sewage Plant Operator	20.23	
25070 - Stationary Engineer	26.10	
25190 - Ventilation Equipment Tender	18.37	
25210 - Water Treatment Plant Operator	20.23	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	19.43	
27007 - Baggage Inspector	12.66	
27008 - Corrections Officer	21.30	
27010 - Court Security Officer	23.26	
27030 - Detection Dog Handler	19.43	
27040 - Detention Officer	21.30	
27070 - Firefighter	22.39	

27101 - Guard I	12.66	
27102 - Guard II	19.43	
27131 - Police Officer I	24.58	
27132 - Police Officer II	28.24	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	13.59	
28042 - Carnival Equipment Repairer	14.63	
28043 - Carnival Equipment Worker	9.24	
28210 - Gate Attendant/Gate Tender	13.01	
28310 - Lifeguard	11.59	
28350 - Park Attendant (Aide)	14.56	
28510 - Recreation Aide/Health Facility Attendant	10.62	
28515 - Recreation Specialist	18.04	
28630 - Sports Official	11.59	
28690 - Swimming Pool Operator	18.21	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	22.60	
29020 - Hatch Tender	22.60	
29030 - Line Handler	22.60	
29041 - Stevedore I	20.82	
29042 - Stevedore II	23.68	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (2)	36.27	
30011 - Air Traffic Control Specialist, Station (HFO) (2)	25.01	
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	27.54	
30021 - Archeological Technician I	17.82	
30022 - Archeological Technician II	19.87	
30023 - Archeological Technician III	25.95	
30030 - Cartographic Technician	25.95	
30040 - Civil Engineering Technician	23.78	
30061 - Drafter/CAD Operator I	18.72	
30062 - Drafter/CAD Operator II	20.94	
30063 - Drafter/CAD Operator III	24.60	
30064 - Drafter/CAD Operator IV	30.26	
30081 - Engineering Technician I	20.95	
30082 - Engineering Technician II	23.53	
30083 - Engineering Technician III	26.31	
30084 - Engineering Technician IV	32.61	
30085 - Engineering Technician V	39.88	
30086 - Engineering Technician VI	48.25	
30090 - Environmental Technician	23.50	
30210 - Laboratory Technician	22.36	
30240 - Mathematical Technician	28.94	
30361 - Paralegal/Legal Assistant I	20.71	
30362 - Paralegal/Legal Assistant II	25.69	
30363 - Paralegal/Legal Assistant III	31.38	
30364 - Paralegal/Legal Assistant IV	37.97	
30390 - Photo-Optics Technician	27.33	
30461 - Technical Writer I	21.27	
30462 - Technical Writer II	25.98	

30463 - Technical Writer III	31.44	
30491 - Unexploded Ordnance (UXO) Technician I		23.05
30492 - Unexploded Ordnance (UXO) Technician II		27.89
30493 - Unexploded Ordnance (UXO) Technician III		33.43
30494 - Unexploded (UXO) Safety Escort	23.05	
30495 - Unexploded (UXO) Sweep Personnel	23.05	
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)	24.35	
30621 - Weather Observer, Senior (2)	26.38	
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide	12.50	
31030 - Bus Driver	18.19	
31043 - Driver Courier	12.71	
31260 - Parking and Lot Attendant	9.53	
31290 - Shuttle Bus Driver	14.69	
31310 - Taxi Driver	13.98	
31361 - Truckdriver, Light	14.69	
31362 - Truckdriver, Medium	17.18	
31363 - Truckdriver, Heavy	18.42	
31364 - Truckdriver, Tractor-Trailer	18.42	
99000 - Miscellaneous Occupations		
99030 - Cashier	10.03	
99050 - Desk Clerk	11.11	
99095 - Embalmer	23.05	
99251 - Laboratory Animal Caretaker I	10.47	
99252 - Laboratory Animal Caretaker II	11.73	
99310 - Mortician	29.98	
99410 - Pest Controller	15.13	
99510 - Photofinishing Worker	11.59	
99710 - Recycling Laborer	16.51	
99711 - Recycling Specialist	20.27	
99730 - Refuse Collector	14.64	
99810 - Sales Clerk	11.87	
99820 - School Crossing Guard	12.51	
99830 - Survey Party Chief	21.61	
99831 - Surveying Aide	13.43	
99832 - Surveying Technician	20.54	
99840 - Vending Machine Attendant	13.68	
99841 - Vending Machine Repairer	17.76	
99842 - Vending Machine Repairer Helper	13.68	

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) 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) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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

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

6) The contractor informs the affected employees.

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

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

## ATTACHMENT J.2

WD 05-2103 (Rev.-4) was first posted on [www.wdol.gov](http://www.wdol.gov) on 07/10/2007

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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

| Wage Determination No.: 2005-2103  
William W. Gross Division of | Revision No.: 4  
Director Wage Determinations | Date Of Revision: 07/05/2007

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States: District of Columbia, Maryland, Virginia

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

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

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
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01000 - Administrative Support And Clerical Occupations	
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01011 - Accounting Clerk I	13.79
01012 - Accounting Clerk II	15.49
01013 - Accounting Clerk III	18.43
01020 - Administrative Assistant	23.59
01040 - Court Reporter	18.43
01051 - Data Entry Operator I	12.67
01052 - Data Entry Operator II	13.82
01060 - Dispatcher, Motor Vehicle	16.50
01070 - Document Preparation Clerk	13.29
01090 - Duplicating Machine Operator	13.29
01111 - General Clerk I	13.72
01112 - General Clerk II	15.32
01113 - General Clerk III	18.74
01120 - Housing Referral Assistant	21.66
01141 - Messenger Courier	10.23
01191 - Order Clerk I	14.74
01192 - Order Clerk II	16.29
01261 - Personnel Assistant (Employment) I	15.60
01262 - Personnel Assistant (Employment) II	18.43
01263 - Personnel Assistant (Employment) III	21.66
01270 - Production Control Clerk	21.29
01280 - Receptionist	12.72
01290 - Rental Clerk	15.60
01300 - Scheduler, Maintenance	15.60
01311 - Secretary I	17.03
01312 - Secretary II	18.39
01313 - Secretary III	21.66
01320 - Service Order Dispatcher	15.82
01410 - Supply Technician	23.59
01420 - Survey Worker	18.43
01531 - Travel Clerk I	12.07
01532 - Travel Clerk II	13.01
01533 - Travel Clerk III	13.99
01611 - Word Processor I	13.76
01612 - Word Processor II	15.60
01613 - Word Processor III	18.43
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.26
05010 - Automotive Electrician	21.37
05040 - Automotive Glass Installer	20.14
05070 - Automotive Worker	20.14
05110 - Mobile Equipment Servicer	17.31
05130 - Motor Equipment Metal Mechanic	22.53
05160 - Motor Equipment Metal Worker	20.14
05190 - Motor Vehicle Mechanic	22.53
05220 - Motor Vehicle Mechanic Helper	16.81
05250 - Motor Vehicle Upholstery Worker	19.66
05280 - Motor Vehicle Wrecker	20.14
05310 - Painter, Automotive	21.37
05340 - Radiator Repair Specialist	20.14

05370 - Tire Repairer	14.43
05400 - Transmission Repair Specialist	22.53
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.18
07041 - Cook I	11.97
07042 - Cook II	13.28
07070 - Dishwasher	9.76
07130 - Food Service Worker	10.25
07210 - Meat Cutter	16.07
07260 - Waiter/Waitress	8.59
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.05
09040 - Furniture Handler	12.78
09080 - Furniture Refinisher	18.39
09090 - Furniture Refinisher Helper	14.11
09110 - Furniture Repairer, Minor	16.31
09130 - Upholsterer	18.05
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.67
11060 - Elevator Operator	9.79
11090 - Gardener	15.70
11122 - Housekeeping Aide	10.89
11150 - Janitor	10.89
11210 - Laborer, Grounds Maintenance	12.07
11240 - Maid or Houseman	10.84
11260 - Pruner	11.37
11270 - Tractor Operator	14.19
11330 - Trail Maintenance Worker	12.07
11360 - Window Cleaner	11.31
12000 - Health Occupations	
12010 - Ambulance Driver	16.06
12011 - Breath Alcohol Technician	17.67
12012 - Certified Occupational Therapist Assistant	20.31
12015 - Certified Physical Therapist Assistant	19.99
12020 - Dental Assistant	16.90
12025 - Dental Hygienist	40.68
12030 - EKG Technician	24.34
12035 - Electroneurodiagnostic Technologist	24.34
12040 - Emergency Medical Technician	17.67
12071 - Licensed Practical Nurse I	18.60
12072 - Licensed Practical Nurse II	20.82
12073 - Licensed Practical Nurse III	21.79
12100 - Medical Assistant	14.23
12130 - Medical Laboratory Technician	18.04
12160 - Medical Record Clerk	14.96
12190 - Medical Record Technician	16.67
12195 - Medical Transcriptionist	16.46
12210 - Nuclear Medicine Technologist	28.93
12221 - Nursing Assistant I	9.75
12222 - Nursing Assistant II	10.96

12223 - Nursing Assistant III	12.99	
12224 - Nursing Assistant IV	14.58	
12235 - Optical Dispenser	16.67	
12236 - Optical Technician	14.41	
12250 - Pharmacy Technician	15.75	
12280 - Phlebotomist	14.58	
12305 - Radiologic Technologist	27.61	
12311 - Registered Nurse I	24.92	
12312 - Registered Nurse II	31.22	
12313 - Registered Nurse II, Specialist	31.22	
12314 - Registered Nurse III	37.77	
12315 - Registered Nurse III, Anesthetist	37.77	
12316 - Registered Nurse IV	45.28	
12317 - Scheduler (Drug and Alcohol Testing)	18.04	
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	18.55	
13012 - Exhibits Specialist II	23.33	
13013 - Exhibits Specialist III	28.11	
13041 - Illustrator I	18.73	
13042 - Illustrator II	23.42	
13043 - Illustrator III	28.82	
13047 - Librarian	25.45	
13050 - Library Aide/Clerk	12.52	
13054 - Library Information Technology Systems Administrator	22.99	
13058 - Library Technician	17.88	
13061 - Media Specialist I	16.58	
13062 - Media Specialist II	18.55	
13063 - Media Specialist III	20.68	
13071 - Photographer I	14.67	
13072 - Photographer II	17.18	
13073 - Photographer III	21.52	
13074 - Photographer IV	26.05	
13075 - Photographer V	29.15	
13110 - Video Teleconference Technician	16.58	
14000 - Information Technology Occupations		
14041 - Computer Operator I	16.72	
14042 - Computer Operator II	18.71	
14043 - Computer Operator III	20.86	
14044 - Computer Operator IV	23.18	
14045 - Computer Operator V	25.66	
14071 - Computer Programmer I (1)	21.60	
14072 - Computer Programmer II (1)	26.37	
14073 - Computer Programmer III (1)	27.62	
14074 - Computer Programmer IV (1)	27.62	
14101 - Computer Systems Analyst I (1)	27.62	
14102 - Computer Systems Analyst II (1)	27.62	
14103 - Computer Systems Analyst III (1)	27.62	
14150 - Peripheral Equipment Operator	16.72	
14160 - Personal Computer Support Technician	23.18	
15000 - Instructional Occupations		

15010 - Aircrew Training Devices Instructor (Non-Rated)	34.39
15020 - Aircrew Training Devices Instructor (Rated)	42.72
15030 - Air Crew Training Devices Instructor (Pilot)	50.66
15050 - Computer Based Training Specialist / Instructor	31.26
15060 - Educational Technologist	29.09
15070 - Flight Instructor (Pilot)	50.66
15080 - Graphic Artist	24.95
15090 - Technical Instructor	23.87
15095 - Technical Instructor/Course Developer	29.19
15110 - Test Proctor	19.04
15120 - Tutor	19.04
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.95
16030 - Counter Attendant	8.95
16040 - Dry Cleaner	12.21
16070 - Finisher, Flatwork, Machine	8.95
16090 - Presser, Hand	8.95
16110 - Presser, Machine, Drycleaning	8.95
16130 - Presser, Machine, Shirts	8.95
16160 - Presser, Machine, Wearing Apparel, Laundry	8.95
16190 - Sewing Machine Operator	12.30
16220 - Tailor	13.01
16250 - Washer, Machine	9.81
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.95
19040 - Tool And Die Maker	23.05
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.26
21030 - Material Coordinator	21.29
21040 - Material Expediter	21.29
21050 - Material Handling Laborer	12.65
21071 - Order Filler	13.21
21080 - Production Line Worker (Food Processing)	17.28
21110 - Shipping Packer	14.46
21130 - Shipping/Receiving Clerk	14.46
21140 - Store Worker I	10.44
21150 - Stock Clerk	14.35
21210 - Tools And Parts Attendant	17.26
21410 - Warehouse Specialist	17.26
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.68
23021 - Aircraft Mechanic I	24.46
23022 - Aircraft Mechanic II	25.68
23023 - Aircraft Mechanic III	26.97
23040 - Aircraft Mechanic Helper	16.61
23050 - Aircraft, Painter	23.42
23060 - Aircraft Servicer	18.71
23080 - Aircraft Worker	19.90
23110 - Appliance Mechanic	20.60
23120 - Bicycle Repairer	14.43

23125 - Cable Splicer	24.98	
23130 - Carpenter, Maintenance	20.36	
23140 - Carpet Layer	18.70	
23160 - Electrician, Maintenance	25.37	
23181 - Electronics Technician Maintenance I	22.08	
23182 - Electronics Technician Maintenance II	23.44	
23183 - Electronics Technician Maintenance III	24.70	
23260 - Fabric Worker	17.90	
23290 - Fire Alarm System Mechanic	21.46	
23310 - Fire Extinguisher Repairer	16.50	
23311 - Fuel Distribution System Mechanic	22.81	
23312 - Fuel Distribution System Operator	19.38	
23370 - General Maintenance Worker	20.91	
23380 - Ground Support Equipment Mechanic	24.46	
23381 - Ground Support Equipment Servicer	18.71	
23382 - Ground Support Equipment Worker	19.90	
23391 - Gunsmith I	16.50	
23392 - Gunsmith II	19.18	
23393 - Gunsmith III	21.46	
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.96	
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)		
23.13		
23430 - Heavy Equipment Mechanic	21.46	
23440 - Heavy Equipment Operator	21.46	
23460 - Instrument Mechanic	21.46	
23465 - Laboratory/Shelter Mechanic	20.36	
23470 - Laborer	14.27	
23510 - Locksmith	19.76	
23530 - Machinery Maintenance Mechanic	21.77	
23550 - Machinist, Maintenance	21.52	
23580 - Maintenance Trades Helper	15.10	
23591 - Metrology Technician I	21.46	
23592 - Metrology Technician II	22.61	
23593 - Metrology Technician III	23.72	
23640 - Millwright	23.30	
23710 - Office Appliance Repairer	21.00	
23760 - Painter, Maintenance	20.36	
23790 - Pipefitter, Maintenance	22.76	
23810 - Plumber, Maintenance	20.99	
23820 - Pneudraulic Systems Mechanic	21.46	
23850 - Rigger	21.46	
23870 - Scale Mechanic	19.18	
23890 - Sheet-Metal Worker, Maintenance	21.46	
23910 - Small Engine Mechanic	20.05	
23931 - Telecommunications Mechanic I	25.22	
23932 - Telecommunications Mechanic II	26.58	
23950 - Telephone Lineman	24.43	
23960 - Welder, Combination, Maintenance	21.46	
23965 - Well Driller	21.46	
23970 - Woodcraft Worker	21.46	



23980 - Woodworker	16.50	
24000 - Personal Needs Occupations		
24570 - Child Care Attendant	11.58	
24580 - Child Care Center Clerk	16.15	
24610 - Chore Aide	9.58	
24620 - Family Readiness And Support Services Coordinator		12.95
24630 - Homemaker	16.75	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	24.98	
25040 - Sewage Plant Operator	20.23	
25070 - Stationary Engineer	24.98	
25190 - Ventilation Equipment Tender	17.56	
25210 - Water Treatment Plant Operator	20.23	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	17.66	
27007 - Baggage Inspector	11.51	
27008 - Corrections Officer	19.83	
27010 - Court Security Officer	23.26	
27030 - Detection Dog Handler	17.66	
27040 - Detention Officer	19.83	
27070 - Firefighter	22.39	
27101 - Guard I	11.51	
27102 - Guard II	17.66	
27131 - Police Officer I	23.94	
27132 - Police Officer II	26.60	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	12.35	
28042 - Carnival Equipment Repairer	13.30	
28043 - Carnival Equipment Worker	8.40	
28210 - Gate Attendant/Gate Tender	13.01	
28310 - Lifeguard	11.59	
28350 - Park Attendant (Aide)	14.56	
28510 - Recreation Aide/Health Facility Attendant		10.62
28515 - Recreation Specialist	18.04	
28630 - Sports Official	11.59	
28690 - Swimming Pool Operator	16.85	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	20.55	
29020 - Hatch Tender	20.55	
29030 - Line Handler	20.55	
29041 - Stevedore I	19.18	
29042 - Stevedore II	21.64	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (2)		34.71
30011 - Air Traffic Control Specialist, Station (HFO) (2)		23.94
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)		26.36
30021 - Archeological Technician I	17.06	
30022 - Archeological Technician II	19.03	
30023 - Archeological Technician III	23.76	
30030 - Cartographic Technician	24.85	

30040 - Civil Engineering Technician	22.19	
30061 - Drafter/CAD Operator I	17.92	
30062 - Drafter/CAD Operator II	20.06	
30063 - Drafter/CAD Operator III	22.36	
30064 - Drafter/CAD Operator IV	27.51	
30081 - Engineering Technician I	20.19	
30082 - Engineering Technician II	22.67	
30083 - Engineering Technician III	25.37	
30084 - Engineering Technician IV	31.43	
30085 - Engineering Technician V	38.44	
30086 - Engineering Technician VI	46.51	
30090 - Environmental Technician	21.36	
30210 - Laboratory Technician	22.36	
30240 - Mathematical Technician	26.31	
30361 - Paralegal/Legal Assistant I	20.03	
30362 - Paralegal/Legal Assistant II	24.82	
30363 - Paralegal/Legal Assistant III	30.35	
30364 - Paralegal/Legal Assistant IV	36.73	
30390 - Photo-Optics Technician	24.85	
30461 - Technical Writer I	20.69	
30462 - Technical Writer II	25.30	
30463 - Technical Writer III	30.61	
30491 - Unexploded Ordnance (UXO) Technician I	22.06	
30492 - Unexploded Ordnance (UXO) Technician II	26.69	
30493 - Unexploded Ordnance (UXO) Technician III	31.99	
30494 - Unexploded (UXO) Safety Escort	22.06	
30495 - Unexploded (UXO) Sweep Personnel	22.06	
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)	22.14	
30621 - Weather Observer, Senior (2)	23.98	
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide	11.99	
31030 - Bus Driver	17.54	
31043 - Driver Courier	12.71	
31260 - Parking and Lot Attendant	9.06	
31290 - Shuttle Bus Driver	13.89	
31310 - Taxi Driver	13.98	
31361 - Truckdriver, Light	13.89	
31362 - Truckdriver, Medium	17.09	
31363 - Truckdriver, Heavy	18.40	
31364 - Truckdriver, Tractor-Trailer	18.40	
99000 - Miscellaneous Occupations		
99030 - Cashier	10.03	
99050 - Desk Clerk	10.45	
99095 - Embalmer	21.77	
99251 - Laboratory Animal Caretaker I	10.47	
99252 - Laboratory Animal Caretaker II	10.85	
99310 - Mortician	27.25	
99410 - Pest Controller	14.54	
99510 - Photofinishing Worker	11.59	
99710 - Recycling Laborer	15.73	

99711 - Recycling Specialist	18.72
99730 - Refuse Collector	14.01
99810 - Sales Clerk	11.87
99820 - School Crossing Guard	11.37
99830 - Survey Party Chief	19.76
99831 - Surveying Aide	12.28
99832 - Surveying Technician	18.78
99840 - Vending Machine Attendant	12.61
99841 - Vending Machine Repairer	16.37
99842 - Vending Machine Repairer Helper	12.61

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**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$3.16 per hour or \$126.40 per week or \$547.73 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 PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

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

2) **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) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

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