

ATTACHMENT 4

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WD 05-2401 (Rev.-12) was first posted on www.wdol.gov on 06/19/2012

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

Diane C. Koplewski	Division of		Wage Determination No.: 2005-2401
Director	Wage Determinations		Revision No.: 12
			Date Of Revision: 06/13/2012

State: North Carolina

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.04
01012 - Accounting Clerk II		15.77
01013 - Accounting Clerk III		17.93
01020 - Administrative Assistant		21.44
01040 - Court Reporter		17.12
01051 - Data Entry Operator I		12.97
01052 - Data Entry Operator II		14.15
01060 - Dispatcher, Motor Vehicle		17.90
01070 - Document Preparation Clerk		13.78
01090 - Duplicating Machine Operator		13.78
01111 - General Clerk I		12.29
01112 - General Clerk II		13.41
01113 - General Clerk III		15.06
01120 - Housing Referral Assistant		18.82
01141 - Messenger Courier		12.67
01191 - Order Clerk I		13.17
01192 - Order Clerk II		14.37
01261 - Personnel Assistant (Employment) I		16.52
01262 - Personnel Assistant (Employment) II		18.48
01263 - Personnel Assistant (Employment) III		20.43
01270 - Production Control Clerk		19.52
01280 - Receptionist		12.34
01290 - Rental Clerk		14.98
01300 - Scheduler, Maintenance		15.56
01311 - Secretary I		15.56
01312 - Secretary II		17.12
01313 - Secretary III		18.82
01320 - Service Order Dispatcher		16.49
01410 - Supply Technician		20.87
01420 - Survey Worker		15.07
01531 - Travel Clerk I		11.60
01532 - Travel Clerk II		12.35
01533 - Travel Clerk III		13.17
01611 - Word Processor I		12.75
01612 - Word Processor II		15.49
01613 - Word Processor III		18.22
05000 - Automotive Service Occupations		

05005 - Automobile Body Repairer, Fiberglass	21.57
05010 - Automotive Electrician	16.13
05040 - Automotive Glass Installer	18.02
05070 - Automotive Worker	18.23
05110 - Mobile Equipment Servicer	16.60
05130 - Motor Equipment Metal Mechanic	19.89
05160 - Motor Equipment Metal Worker	18.23
05190 - Motor Vehicle Mechanic	20.65
05220 - Motor Vehicle Mechanic Helper	15.03
05250 - Motor Vehicle Upholstery Worker	17.24
05280 - Motor Vehicle Wrecker	18.23
05310 - Painter, Automotive	18.91
05340 - Radiator Repair Specialist	18.23
05370 - Tire Repairer	12.85
05400 - Transmission Repair Specialist	20.24
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.49
07041 - Cook I	11.76
07042 - Cook II	13.24
07070 - Dishwasher	8.71
07130 - Food Service Worker	8.86
07210 - Meat Cutter	13.71
07260 - Waiter/Waitress	9.23
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.62
09040 - Furniture Handler	11.26
09080 - Furniture Refinisher	16.62
09090 - Furniture Refinisher Helper	13.06
09110 - Furniture Repairer, Minor	15.13
09130 - Upholsterer	17.41
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.18
11060 - Elevator Operator	10.18
11090 - Gardener	13.67
11122 - Housekeeping Aide	10.18
11150 - Janitor	10.18
11210 - Laborer, Grounds Maintenance	10.85
11240 - Maid or Houseman	9.23
11260 - Pruner	9.99
11270 - Tractor Operator	12.70
11330 - Trail Maintenance Worker	10.85
11360 - Window Cleaner	11.06
12000 - Health Occupations	
12010 - Ambulance Driver	14.83
12011 - Breath Alcohol Technician	16.51
12012 - Certified Occupational Therapist Assistant	23.22
12015 - Certified Physical Therapist Assistant	23.73
12020 - Dental Assistant	18.13
12025 - Dental Hygienist	30.86
12030 - EKG Technician	25.98
12035 - Electroneurodiagnostic Technologist	25.98
12040 - Emergency Medical Technician	14.83
12071 - Licensed Practical Nurse I	15.41
12072 - Licensed Practical Nurse II	17.24
12073 - Licensed Practical Nurse III	19.22
12100 - Medical Assistant	14.29
12130 - Medical Laboratory Technician	17.59
12160 - Medical Record Clerk	15.41
12190 - Medical Record Technician	16.96
12195 - Medical Transcriptionist	16.21
12210 - Nuclear Medicine Technologist	30.76
12221 - Nursing Assistant I	11.62

12222 - Nursing Assistant II	13.07
12223 - Nursing Assistant III	14.26
12224 - Nursing Assistant IV	16.01
12235 - Optical Dispenser	19.73
12236 - Optical Technician	16.18
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	16.01
12305 - Radiologic Technologist	25.44
12311 - Registered Nurse I	23.03
12312 - Registered Nurse II	28.16
12313 - Registered Nurse II, Specialist	28.16
12314 - Registered Nurse III	34.08
12315 - Registered Nurse III, Anesthetist	34.08
12316 - Registered Nurse IV	40.85
12317 - Scheduler (Drug and Alcohol Testing)	19.40
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.44
13012 - Exhibits Specialist II	26.54
13013 - Exhibits Specialist III	32.52
13041 - Illustrator I	19.49
13042 - Illustrator II	24.14
13043 - Illustrator III	29.54
13047 - Librarian	25.56
13050 - Library Aide/Clerk	12.41
13054 - Library Information Technology Systems Administrator	22.23
13058 - Library Technician	18.13
13061 - Media Specialist I	16.65
13062 - Media Specialist II	18.63
13063 - Media Specialist III	20.78
13071 - Photographer I	16.04
13072 - Photographer II	17.95
13073 - Photographer III	22.23
13074 - Photographer IV	27.19
13075 - Photographer V	32.91
13110 - Video Teleconference Technician	18.81
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.52
14042 - Computer Operator II	19.85
14043 - Computer Operator III	21.86
14044 - Computer Operator IV	24.28
14045 - Computer Operator V	26.89
14071 - Computer Programmer I	(see 1) 21.98
14072 - Computer Programmer II	(see 1) 25.63
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	17.52
14160 - Personal Computer Support Technician	27.14
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.15
15020 - Aircrew Training Devices Instructor (Rated)	37.70
15030 - Air Crew Training Devices Instructor (Pilot)	45.18
15050 - Computer Based Training Specialist / Instructor	31.15
15060 - Educational Technologist	27.92
15070 - Flight Instructor (Pilot)	45.18
15080 - Graphic Artist	23.80
15090 - Technical Instructor	22.97
15095 - Technical Instructor/Course Developer	28.10
15110 - Test Proctor	18.54

15120 - Tutor	18.54
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.04
16030 - Counter Attendant	9.04
16040 - Dry Cleaner	11.12
16070 - Finisher, Flatwork, Machine	9.04
16090 - Presser, Hand	9.04
16110 - Presser, Machine, Drycleaning	9.04
16130 - Presser, Machine, Shirts	9.04
16160 - Presser, Machine, Wearing Apparel, Laundry	9.04
16190 - Sewing Machine Operator	11.80
16220 - Tailor	12.45
16250 - Washer, Machine	9.67
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	15.53
19040 - Tool And Die Maker	20.38
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	13.24
21030 - Material Coordinator	19.52
21040 - Material Expediter	19.52
21050 - Material Handling Laborer	11.80
21071 - Order Filler	11.78
21080 - Production Line Worker (Food Processing)	13.24
21110 - Shipping Packer	13.08
21130 - Shipping/Receiving Clerk	13.08
21140 - Store Worker I	11.19
21150 - Stock Clerk	14.73
21210 - Tools And Parts Attendant	13.24
21410 - Warehouse Specialist	13.24
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.61
23021 - Aircraft Mechanic I	23.41
23022 - Aircraft Mechanic II	24.61
23023 - Aircraft Mechanic III	25.76
23040 - Aircraft Mechanic Helper	16.89
23050 - Aircraft, Painter	22.53
23060 - Aircraft Servicer	19.80
23080 - Aircraft Worker	20.97
23110 - Appliance Mechanic	17.60
23120 - Bicycle Repairer	12.85
23125 - Cable Splicer	23.49
23130 - Carpenter, Maintenance	17.41
23140 - Carpet Layer	18.01
23160 - Electrician, Maintenance	18.58
23181 - Electronics Technician Maintenance I	22.63
23182 - Electronics Technician Maintenance II	23.90
23183 - Electronics Technician Maintenance III	25.31
23260 - Fabric Worker	16.91
23290 - Fire Alarm System Mechanic	19.65
23310 - Fire Extinguisher Repairer	15.80
23311 - Fuel Distribution System Mechanic	20.14
23312 - Fuel Distribution System Operator	18.51
23370 - General Maintenance Worker	17.49
23380 - Ground Support Equipment Mechanic	23.41
23381 - Ground Support Equipment Servicer	19.80
23382 - Ground Support Equipment Worker	20.97
23391 - Gunsmith I	15.80
23392 - Gunsmith II	18.01
23393 - Gunsmith III	20.14
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.69
23411 - Heating, Ventilation And Air Contditioning	20.70

Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	18.37
23440 - Heavy Equipment Operator	18.58
23460 - Instrument Mechanic	23.85
23465 - Laboratory/Shelter Mechanic	19.01
23470 - Laborer	10.88
23510 - Locksmith	18.08
23530 - Machinery Maintenance Mechanic	20.72
23550 - Machinist, Maintenance	18.19
23580 - Maintenance Trades Helper	15.22
23591 - Metrology Technician I	23.85
23592 - Metrology Technician II	25.05
23593 - Metrology Technician III	25.31
23640 - Millwright	18.94
23710 - Office Appliance Repairer	20.93
23760 - Painter, Maintenance	17.41
23790 - Pipefitter, Maintenance	19.25
23810 - Plumber, Maintenance	18.42
23820 - Pneudraulic Systems Mechanic	20.14
23850 - Rigger	20.14
23870 - Scale Mechanic	18.01
23890 - Sheet-Metal Worker, Maintenance	18.94
23910 - Small Engine Mechanic	16.52
23931 - Telecommunications Mechanic I	24.71
23932 - Telecommunications Mechanic II	26.02
23950 - Telephone Lineman	20.55
23960 - Welder, Combination, Maintenance	18.26
23965 - Well Driller	20.22
23970 - Woodcraft Worker	20.14
23980 - Woodworker	14.39
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.22
24580 - Child Care Center Clerk	14.40
24610 - Chore Aide	10.50
24620 - Family Readiness And Support Services Coordinator	14.21
24630 - Homemaker	16.01
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.44
25040 - Sewage Plant Operator	18.01
25070 - Stationary Engineer	21.44
25190 - Ventilation Equipment Tender	15.62
25210 - Water Treatment Plant Operator	18.01
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.86
27007 - Baggage Inspector	12.36
27008 - Corrections Officer	15.61
27010 - Court Security Officer	18.01
27030 - Detection Dog Handler	13.87
27040 - Detention Officer	18.01
27070 - Firefighter	18.32
27101 - Guard I	12.36
27102 - Guard II	13.87
27131 - Police Officer I	20.79
27132 - Police Officer II	23.09
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.41
28042 - Carnival Equipment Repairer	10.09
28043 - Carnival Equipment Worker	8.61
28210 - Gate Attendant/Gate Tender	14.59
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	16.32

28510 - Recreation Aide/Health Facility Attendant	11.91
28515 - Recreation Specialist	15.41
28630 - Sports Official	13.00
28690 - Swimming Pool Operator	15.90
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.37
29020 - Hatch Tender	22.37
29030 - Line Handler	22.37
29041 - Stevedore I	21.00
29042 - Stevedore II	23.62
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	36.87
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.42
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.99
30021 - Archeological Technician I	18.63
30022 - Archeological Technician II	21.97
30023 - Archeological Technician III	25.82
30030 - Cartographic Technician	26.02
30040 - Civil Engineering Technician	22.21
30061 - Drafter/CAD Operator I	18.63
30062 - Drafter/CAD Operator II	20.84
30063 - Drafter/CAD Operator III	23.22
30064 - Drafter/CAD Operator IV	28.59
30081 - Engineering Technician I	16.81
30082 - Engineering Technician II	18.88
30083 - Engineering Technician III	20.03
30084 - Engineering Technician IV	25.94
30085 - Engineering Technician V	30.68
30086 - Engineering Technician VI	37.11
30090 - Environmental Technician	20.50
30210 - Laboratory Technician	18.35
30240 - Mathematical Technician	26.02
30361 - Paralegal/Legal Assistant I	19.85
30362 - Paralegal/Legal Assistant II	25.13
30363 - Paralegal/Legal Assistant III	30.71
30364 - Paralegal/Legal Assistant IV	37.15
30390 - Photo-Optics Technician	26.02
30461 - Technical Writer I	24.59
30462 - Technical Writer II	30.08
30463 - Technical Writer III	36.40
30491 - Unexploded Ordnance (UXO) Technician I	23.43
30492 - Unexploded Ordnance (UXO) Technician II	28.35
30493 - Unexploded Ordnance (UXO) Technician III	33.98
30494 - Unexploded (UXO) Safety Escort	23.43
30495 - Unexploded (UXO) Sweep Personnel	23.43
30620 - Weather Observer, Combined Upper Air Or (see 3)	23.22
Surface Programs	
30621 - Weather Observer, Senior (see 3)	25.82
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	11.33
31030 - Bus Driver	15.28
31043 - Driver Courier	13.26
31260 - Parking and Lot Attendant	10.36
31290 - Shuttle Bus Driver	14.28
31310 - Taxi Driver	11.40
31361 - Truckdriver, Light	14.28
31362 - Truckdriver, Medium	17.89
31363 - Truckdriver, Heavy	18.39
31364 - Truckdriver, Tractor-Trailer	18.39
99000 - Miscellaneous Occupations	
99030 - Cashier	8.65
99050 - Desk Clerk	10.24

99095 - Embalmer	36.45
99251 - Laboratory Animal Caretaker I	10.84
99252 - Laboratory Animal Caretaker II	11.67
99310 - Mortician	36.45
99410 - Pest Controller	15.82
99510 - Photofinishing Worker	10.59
99710 - Recycling Laborer	14.19
99711 - Recycling Specialist	16.60
99730 - Refuse Collector	13.06
99810 - Sales Clerk	12.18
99820 - School Crossing Guard	12.78
99830 - Survey Party Chief	17.47
99831 - Surveying Aide	8.69
99832 - Surveying Technician	17.23
99840 - Vending Machine Attendant	14.93
99841 - Vending Machine Repairer	18.24
99842 - Vending Machine Repairer Helper	14.93

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.71 per hour or \$148.40 per week or \$643.07 per month

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

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

THE OCCUPATIONS WHICH HAVE 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) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees

employed in a position that represents a high degree of hazard when working with or in close proximity to 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.