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Contract Field Teams

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

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

Diane C. Koplewski Division of Wage
Director Determinations

Wage Determination No: 1999-0316
Revision No: 31
Date Of Revision: 06/13/2011

NATIONWIDE

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

Employed on contract for maintenance and modification of weapons system aircraft, and support systems at Government Installations for Contractor Field Teams (CFT) only.

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01020 - Administrative Assistant		22.20
01111 - General Clerk I		11.43
01112 - General Clerk II		12.48
01113 - General Clerk III		14.01
01270 - Production Control Clerk		19.35
01300 - Scheduler, Maintenance		15.77
01311 - Secretary I		15.77
01312 - Secretary II		17.64
01313 - Secretary III		19.67
01410 - Supply Technician		22.20
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.57
05070 - Automotive Worker		16.35
05110 - Mobile Equipment Servicer		16.05
05190 - Motor Vehicle Mechanic		19.57
05220 - Motor Vehicle Mechanic Helper		15.07
05310 - Painter, Automotive		16.62
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.83
14042 - Computer Operator II		16.53
14043 - Computer Operator III		18.43
14044 - Computer Operator IV		21.10
14045 - Computer Operator V		22.85
14071 - Computer Programmer I	(see 1)	21.09
14072 - Computer Programmer II	(see 1)	26.13
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)	
19000 - Machine Tool Operation And Repair Occupations		
19040 - Tool And Die Maker		23.89

21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.25
21030 - Material Coordinator	18.92
21130 - Shipping/Receiving Clerk	13.90
21150 - Stock Clerk	12.88
21210 - Tools And Parts Attendant	14.28
21410 - Warehouse Specialist	14.28
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.20
23021 - Aircraft Mechanic I	26.85
23022 - Aircraft Mechanic II	28.20
23023 - Aircraft Mechanic III	29.60
23040 - Aircraft Mechanic Helper	18.24
23050 - Aircraft, Painter	21.19
23060 - Aircraft Servicer	19.28
23080 - Aircraft Worker	20.18
23160 - Electrician, Maintenance	25.81
23181 - Electronics Technician Maintenance I	17.37
23182 - Electronics Technician Maintenance II	21.99
23183 - Electronics Technician Maintenance III	24.91
23380 - Ground Support Equipment Mechanic	26.85
23381 - Ground Support Equipment Servicer	19.28
23382 - Ground Support Equipment Worker	20.18
23391 - Gunsmith I	16.92
23392 - Gunsmith II	19.06
23393 - Gunsmith III	21.01
23430 - Heavy Equipment Mechanic	20.32
23440 - Heavy Equipment Operator	20.97
23530 - Machinery Maintenance Mechanic	22.12
23550 - Machinist, Maintenance	20.23
23580 - Maintenance Trades Helper	14.43
23820 - Pneudraulic Systems Mechanic	21.01
23850 - Rigger	20.32
23890 - Sheet-Metal Worker, Maintenance	19.72
23960 - Welder, Combination, Maintenance	21.01
23980 - Woodworker	17.34
30000 - Technical Occupations	
30081 - Engineering Technician I	13.79
30082 - Engineering Technician II	15.75
30083 - Engineering Technician III	19.30
30084 - Engineering Technician IV	23.91
30085 - Engineering Technician V	29.24
30086 - Engineering Technician VI	37.22
30461 - Technical Writer I	24.59
30462 - Technical Writer II	30.08
30463 - Technical Writer III	36.39
31000 - Transportation/Mobile Equipment Operation Occupations	
31361 - Truckdriver, Light	14.29
31362 - Truckdriver, Medium	15.00
31363 - Truckdriver, Heavy	17.05
31364 - Truckdriver, Tractor-Trailer	17.05

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift

plans. Minimum employer contributions costing an average of \$3.59 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE 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).

** 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.