

Exhibit 3 – Service Contract Act Wage Determination

WD 95-0221 (Rev.-24) was first posted on www.wdol.gov on 10/13/2009

Emergency Incident/Fire Safety Services

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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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Shirley F. Ebbesen | Division of Wage | Wage Determination No: 1995-0221

Director | Determinations | Revision No: 24

| Date Of Revision: 10/08/2009

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NATIONWIDE: Applicable in the continental U.S., Hawaii, Alaska and American Samoa.

Alaska: Entire state.

American Samoa: Entire state

Hawaii: Entire state.

Midwestern Region: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota,

Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin

Northeast Region: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey,

New York, Pennsylvania, Rhode Island, Vermont

Southern Region: Alabama, Arkansas, Delaware, District of Columbia, Florida,

Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma,

South Carolina, Tennessee, Texas, Virginia, West Virginia

Western Region: Arizona, California, Colorado, Idaho, Montana, Nevada, New

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Mexico, Oregon, Utah, Washington, Wyoming

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

Employed on contracts for Emergency Incident and Fire Safety services.

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01613 - Word Processor III		
Alaska		17.92
Continental U.S.		17.92
Hawaii and American Samoa		17.68
05000 - Automotive Service Occupations		
05190 - Motor Vehicle Mechanic		
Alaska		25.28
Hawaii and American Samoa		16.80
Midwestern Region		19.96
Northeast Region		18.74
Southern Region		17.46
Western Region		20.19
05220 - Motor Vehicle Mechanic Helper		
Alaska		18.29
Hawaii and American Samoa		12.94
Midwestern Region		12.95
Northeast Region		14.59

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Southern Region	11.26
Western Region	13.67

#### 07000 - Food Preparation And Service Occupations

##### 07010 - Baker

Alaska	15.19
Hawaii and American Samoa	15.17
Midwestern Region	12.73
Northeast Region	14.45
Southern Region	10.40
Western Region	15.86

##### 07041 - Cook I

Alaska	13.08
Hawaii and American Samoa	12.77
Midwestern Region	9.36
Northeast Region	11.68
Southern Region	8.92
Western Region	10.67

##### 07042 - Cook II

Alaska	15.08
Hawaii and American Samoa	14.26
Midwestern Region	10.54
Northeast Region	13.16
Southern Region	10.05
Western Region	12.02

##### 07070 - Dishwasher

Alaska	11.21
Hawaii and American Samoa	12.29

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Midwestern Region	7.58
Northeast Region	8.12
Southern Region	7.87
Western Region	8.17
07130 - Food Service Worker	
Alaska	11.43
Hawaii and American Samoa	11.37
Midwestern Region	8.94
Northeast Region	10.72
Southern Region	8.45
Western Region	9.30
07210 - Meat Cutter	
Alaska	18.64
Hawaii and American Samoa	18.10
Midwestern Region	15.70
Northeast Region	18.29
Southern Region	13.10
Western Region	17.15
12000 - Health Occupations	
12040 - Emergency Medical Technician	
Alaska	21.86
Continental U.S.	15.93
Hawaii and American Samoa	17.91
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	
Alaska	21.00

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Hawaii and American Samoa	16.36
Midwestern Region	15.09
Northeast Region	14.75
Southern Region	12.48
Western Region	16.14
21150 - Stock Clerk	
Alaska	13.57
Hawaii and American Samoa	10.70
Midwestern Region	11.98
Northeast Region	11.83
Southern Region	11.48
Western Region	12.14
23000 - Mechanics And Maintenance And Repair Occupations	
23021 - Aircraft Mechanic I	
Alaska	26.63
Continental U.S.	27.39
Hawaii and American Samoa	27.53
23040 - Aircraft Mechanic Helper	
Alaska	20.88
Continental U.S.	20.59
Hawaii and American Samoa	19.87
23060 - Aircraft Servicer	
Alaska	23.33
Continental U.S.	23.50
Hawaii and American Samoa	23.06
23160 - Electrician, Maintenance	
Alaska	30.06

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Hawaii and American Samoa	25.90
Midwestern Region	22.57
Northeast Region	24.19
Southern Region	19.29
Western Region	23.04
23440 - Heavy Equipment Operator	
Alaska	24.59
Hawaii and American Samoa	17.50
Midwestern Region	19.96
Northeast Region	18.74
Southern Region	17.46
Western Region	20.19
23470 - Laborer	
Alaska	14.92
Hawaii and American Samoa	14.48
Midwestern Region	12.14
Northeast Region	12.25
Southern Region	9.88
Western Region	11.47
23530 - Machinery Maintenance Mechanic	
Alaska	28.05
Hawaii and American Samoa	27.67
Midwestern Region	17.30
Northeast Region	18.10
Southern Region	13.70
Western Region	17.16
23580 - Maintenance Trades Helper	
Alaska	20.51

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Hawaii and American Samoa	15.82
Midwestern Region	16.29
Northeast Region	15.21
Southern Region	13.69
Western Region	14.13
27000 - Protective Service Occupations	
27070 - Firefighter	
Alaska	11.36
Hawaii and American Samoa	9.26
Midwestern Region	7.40
Northeast Region	7.81
Southern Region	7.40
Western Region	7.81
30000 - Technical Occupations	
30210 - Laboratory Technician	
Alaska	21.99
Hawaii and American Samoa	20.92
Mid Western Region	19.55
Northeast Region	18.09
Southern Region	19.88
Western Region	18.59
31000 - Transportation/Mobile Equipment Operation Occupations	
31030 - Bus Driver	
Alaska	20.63
Hawaii and American Samoa	13.40

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Midwestern Region: 1 1/2 to 4 tons	17.00
Midwestern Region: over 4 tons	17.77
Midwestern Region: under 1 1/2 tons	12.72
Northeast Region: 1 1/2 to 4 tons	17.43
Northeast Region: over 4 tons	18.19
Northeast Region: under 1 1/2 tons	13.52
Southern Region: 1 1/2 to 4 tons	15.53
Southern Region: over 4 tons	16.10
Southern Region: under 1 1/2 tons	8.65
Western Region: 1 1/2 to 4 tons	16.01
Western Region: over 4 tons	16.46
Western Region: under 1 1/2 tons	10.08
31361 - Truckdriver, Light	
Alaska	19.31
Hawaii and American Samoa	10.56
Midwestern Region	12.72
Northeast Region	13.52
Southern Region	8.65
Western Region	10.08
31362 - Truckdriver, Medium	
Alaska	20.91
Hawaii and American Samoa	13.39
Midwestern Region	17.00
Northeast Region	17.43
Southern Region	15.48
Western Region	16.01
31363 - Truckdriver, Heavy	
Alaska	22.10

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Hawaii and American Samoa	14.61
Midwestern Region	17.77
Northeast Region	18.19
Southern Region	16.10
Western Region	17.06
31364 - Truckdriver, Tractor-Trailer	
Alaska	23.27
Hawaii and American Samoa	14.80
Midwestern Region	21.14
Northeast Region	18.31
Southern Region	16.93
Western Region	17.41
47000 - Water Transportation Occupations	
47021 - Cook-Baker/Second Cook/Second Cook-Baker/Assistant Cook	
Alaska	15.02
Hawaii and American Samoa	14.26
Midwestern Region	10.54
Northeast Region	13.16
Southern Region	10.04
Western Region	12.02
92000 - Non Standard Occupations	
(not set) - Quality Assurance Representative I	
Alaska	18.67
Hawaii and American Samoa	19.18
Midwestern Region	16.81
Northeast Region	17.74

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Southern Region	18.40
Western Region	16.94
(not set) - Quality Assurance Representative II	
Alaska	24.42
Hawaii and American Samoa	22.80
Midwestern Region	20.73
Northeast Region	22.03
Southern Region	19.47
Western Region	20.53
(not set) - Quality Assurance Representative III	
Alaska	25.98
Hawaii and American Samoa	24.81
Midwestern Region	24.40
Northeast Region	25.93
Southern Region	23.02
Western Region	24.62
(not set) - Chief Cook	
Alaska	19.96
Hawaii and American Samoa	23.92
Midwestern Region	17.60
Northeast Region	21.29
Southern Region	16.12
Western Region	19.60
(not set) - Environmental Protection Specialist	
Alaska	31.46
Hawaii and American Samoa	29.11
Midwestern Region	26.47
Northeast Region	31.75

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Southern Region	26.96
Western Region	27.88
(not set) - Fire Safety Professional	
Alaska	31.46
Hawaii and American Samoa	29.11
Midwestern Region	26.47
Northeast Region	31.75
Southern Region	26.96
Western Region	27.88
(not set) - Aircraft Quality Control Inspector	
Alaska	27.85
Continental U.S.	28.64
Hawaii and American Samoa	28.79
99000 - Miscellaneous Occupations	
99730 - Refuse Collector	
Alaska	11.02
Hawaii and American Samoa	10.19
Midwestern Region	9.43
Northeast Region	10.76
Southern Region	7.40
Western Region	9.17

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or

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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 4.174)

**VACATION (Hawaii):** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 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)

**HEALTH & WELFARE (Hawaii):** \$1.40 per hour, or \$56.00 per week, or \$242.66 per month hour for all employees on whose behalf the contractor provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act, the new health and welfare benefit rate will be \$3.35 per hour.

**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

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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

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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)}

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#### 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

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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

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determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

### \*\* OCCUPATIONS NOT INCLUDED IN THE SCA DIRECTORY OF OCCUPATIONS \*\*

#### Aircraft Quality Control Inspector

Develops and implements quality control and ground safety programs to ensure compliance with contract specifications. Inspects and verifies proper completion and documentation of safety and flight discrepancies. Briefs and debriefs pilots and crew members assigned to functional check flights. Evaluates personnel, including verification of skills, training and experience. Performs audits and inspections of work centers and ongoing maintenance actions, procedures, equipment and facilities. Monitors timeliness and applicability of aircraft maintenance technical data and technical library. Reviews maintenance source documents, aircraft inspection records, notes recurring discrepancies or trends and initiates appropriate action. Manages the material deficiency and technical order improvement program. Reviews engineering investigation requests. Initiates and reviews quality deficiency reports, technical deficiency reports and hazardous material reports, ensuring that they are accurate, clear, concise and comprehensive. Receives aircraft and explosive mishap reports and studies them for applicability. Oversees aircraft weight and balance program. Conducts safety inspections, training and drills.

#### Chief Cook

Directs and participates in the preparation and serving of meals; determines timing and sequence of operations required to meet serving times; inspects galley/kitchen unit and equipment for cleanliness and proper storage and preparation of food. Many plan or assist in planning meals and taking inventory of stores and equipment.

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### Environmental Protection Specialist

Environmental protection specialist positions require specialized knowledge of the principles, practices, and methods of program or administrative work relating to environmental protection programs. This entails (1) an understanding of the philosophy underlying environmental regulation; (2) knowledge of environmental laws and regulations; (3) knowledge of the planning, funding, organization, administration, and evaluation of environmental programs; (4) practical knowledge of environmental sciences and related disciplines, the effects of actions and technology on the environment, the means of preventing or reducing pollution, and the relationship between environmental factors and human health and well-being; and (5) practical knowledge of important historic, cultural, and natural resources (including land, vegetation, fish, wildlife, endangered species, forests) and the relationship between the preservation and management of these resources and environmental protection. Environmental protection specialists apply specialized knowledge of one or more program or functional areas of environmental protection work, but do not require full professional competence in environmental engineering or science.

### Fire Safety Professional

The Fire Safety Professional works to control and extinguish fires, rescue persons endangered by fire, and reduce or eliminate potential fire hazards. It also controls hazardous materials incidents, provides emergency medical services, trains personnel in fire protection and prevention, operates fire communications equipment, develops and implements fire protection and prevention plans, procedures, and standards and, advises on improvements to structures for better fire prevention.

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### Quality Assurance Representative I

A Quality Assurance Representative I independently inspects a few standardized procedures, items or operations of limited difficulty. A Quality Assurance Representative I's assignments involve independent record keeping and preparation of reports, inspection and testing, interpretation of plans and specifications and observation of construction activities to check adherence to safety practices and requirements. Quality Assurance Representative I's maintain work relationships with contractor supervisory personnel. Contacts involve obtaining information on sequence of operations and work methods, explaining standard requirements of plans and specifications, and informing the contractor of inspection results.

### Quality Assurance Representative II

A Quality Assurance Representative II independently inspects a wide variety of standardized items or operations requiring a substantial knowledge of the method and techniques of construction inspection and of construction methods, equipment, materials, practices and the ability to interpret varied requirements in drawings and specifications. Quality Assurance Representative II's obtain information on schedules and work methods and explain requirements of plans and specifications. They make suggestions to the contractor concerning well-established acceptable methods and practices to assist the contractor in meeting standard requirements. Quality Assurance Representative II's are typically not authorized to approve deviations in construction plans, methods and practices even of a minor nature.

### Quality Assurance Representative III

A Quality Assurance Representative III is expected to interpret plans and specifications relating to construction problems of normal difficulty, that is,

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those for which there are precedents and those without unusual complications.

Quality Assurance Representative III's resolve differences between plans and specifications when such differences do not involve questions of cost or engineering design. Engineering and supervisory assistance is readily available and is provided as needed to assist in interpreting plans and specifications and in resolving differences involving complex problems. Technical assistance is also available on unusual specialized trade, crafts or materials problems.

Inspection reports are reviewed for accuracy, completeness and adequacy.

Unusually difficult and novel problems are discussed with the supervisor.

Quality Assurance Representative III's are typically authorized to approve minor deviations in construction methods and practices which conform to established precedents, do not involve added costs, and are consistent with contract plans and specifications. Decisions by Quality Assurance Representative III's on the acceptability of construction methods and practices, workmanship, materials, and the finished product are considered to be final.