

ATTACHMENT J-10
STATEMENT OF EQUIVALENT RATES FOR FEDERAL HIRES
FOR
SECURITY PROTECTIVE FORCE AND SYSTEMS SERVICES
FOR THE
NEVADA SITE OFFICE'S (NSO)
NEVADA NATIONAL SECURITY SITE (NNSS)

NON-UNION REPRESENTED EMPLOYEES

THIS DATA IS FOR INFORMATION ONLY: IT IS NOT A WAGE DETERMINATION

Deputy	\$55.60
Directors	\$44.43
Administrative Assistant III	\$21.07
Director, Human Resources	\$38.46
Manager, Plans and Operations	\$44.43
Managers	\$38.46
Plans and Operations Analysts	\$28.38
Engineer	\$35.00
Vulnerability Assessment (VA) Analysts	\$35.00
Security Specialists	\$26.52
Director, Training Division	\$38.46
Administrative Assistant III	\$21.07
Central Training Facility Manager	\$21.07
Range Master	\$18.96
Instructor	\$17.00
Tactics Instructor Supervisor	\$18.96
Manager, Training Administration	\$21.93
Armorer CTF	\$21.93
Curriculum Developer II	\$21.07
Manager, Physical Fitness	\$38.46
Physical Fitness Coordinator	\$25.50

NOTE: Direct rates above correspond to GS Steps 4 thru 7 on the Salary Table for the Locality Pay Area of Rest of United States.

UNION REPRESENTED EMPLOYEES

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Major	CBA
Captains	CBA
Lieutenants	CBA
Sergeants	CBA
CAS Operators	CBA
SPO III	CBA
SPO II	CBA
SPO I	CBA

NOTE: CBA – Collective Bargaining Agreement

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Fringes for Federal Hires are as follows (except CBA's, which would be in accordance with the respective Collective Bargaining Agreement):

1. Paid Holidays: New Year's Day, Martin Luther King's Birthday, President's Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving, and Christmas Day.
2. Annual Leave: Two hours of annual leave each week for an employee with less than three years service; three hours of annual leave each week for an employee with three but less than fifteen years of service; and four hours of annual leave each week for an employee with fifteen or more years of service.
3. Sick Leave: Two hours of sick leave each week.
4. Life, accident, and health insurance programs: Government pays 33.3% of cost for basic life insurance; workman's compensation covers 100% of accident; and depending on health plan chosen, Government pays up to 75% of health insurance.
5. Retirement: Employees covered under CSRS – 7% of annual rate; Employees covered under FERS -- .08 basic retirement plus 1% TSP contribution and up to 4% more matching TSP contribution.