

STATEMENT OF EQUIVALENT RATES FOR FEDERAL HIRES
FOR

"NNSA PANTEX/Y-12 NATIONAL SECURITY COMPLEX AND DOE OAK RIDGE OFFICE CONSOLIDATED PROTECTIVE
FORCE SERVICES" ACQUISITION

NON-UNION REPRESENTED EMPLOYEES

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

LABOR CATEGORY	WAGE	LABOR CATEGORY	WAGE
Administrative Assistant I	\$ 16.50	Performance Testing Specialist	\$ 30.26
Administrative Assistant III	\$ 20.45	Physical Fitness Specialist/Coordinator	\$ 20.45
Armorer	\$ 19.34	ProForce Manager	\$ 36.27
Armorer, Lead	\$ 21.54	Range Instructor*	\$ 25.01
CAS/SAS Supervisor	\$ 36.27	Range Master Team Leader	\$ 30.26
Curriculum Developer I	\$ 27.54	Range Safety Officer	\$ 30.26
Curriculum Developer II	\$ 30.26	Safety Officer	\$ 36.27
Data & Reports Coordinator I	\$ 14.75	Scheduler	\$ 25.01
Data & Reports Coordinator III	\$ 16.50	Security Planner IV	\$ 30.26
ESS Technician	\$ 21.54	Shift Supervisor	\$ 36.27
ETTP ProForce Mgr.	\$ 36.27	SPO Supervisor	\$ 30.26
FBC ProForce Mgr.	\$ 36.27	SRT Supervisor	\$ 30.26
Lieutenant	\$ 36.27	Supervisor Training (Captain)	\$ 43.13
Logistics Specialist	\$ 20.45	Supervisor Training (Lieutenant)	\$ 36.27
Manager, Physical Fitness	\$ 25.01	Supervisor Training (Major)	\$ 50.96
Manager, Training Administration	\$ 36.27	Supervisor, Tactics Instructor	\$ 36.27
Mobile Tactical Team (SRT Supervisor)	\$ 30.26	Tactics Instructor*	\$ 30.26
Operations Support Coordinator	\$ 30.26	Time & Attendance Clerk	\$ 14.75

*The Range and Tactics Instructor positions are covered by the CBA at DOE-OR and Y-12 but not at the Pantex Plant.

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

UNION REPRESENTED EMPLOYEES

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

LABOR CATEGORY	WAGE
CAS Operator	CBA
CAS Operator Training	CBA
Corporal	CBA
Security Officer (SO)	CBA
Security Police Officer (SPO)	CBA
Special Response Team (SRT)	CBA
Training Relief Element (SPO)	CBA
Training Relief Element (SRT)	CBA
Union Officer (SPO)	CBA

NOTE: CBA - Collective Bargaining Agreement

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

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.