



H&S RESOURCES
CORPORATION
One Guardian. Many Resources



**GENERAL SERVICES ADMINISTRATION FEDERAL SUPPLY SERVICE
AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICE LIST**

Online access to contract ordering information, terms, and conditions, up-to-date pricing and the option to create an electronic delivery system are available through GSA Advantage!, a menu-driven database system. The Internet address for GSA Advantage! is: <http://www.gsaadvantage.gov>.

**General Services Administration Federal Supply Service
Facilities Maintenance and Management Contract**

**CONTRACT NUMBER:
GS-21F-128BA**

For more information on ordering from Federal Supply Schedules, click on the FSS Schedules button at <http://www.fss.gsa.gov>.

**CONTRACT PERIOD:
September 1, 2014 through August 31, 2019**

**H&S Resources Corporation
9520 Berger Rd Suite 302
Columbia, MD 21046
P (443) 319 5830
F (443) 319 5838
www.hsrcorporation.com**

DUNS: 607-604-183

BUSINESS SIZE: Small Disadvantaged Woman, Minority-Owned



H&S RESOURCES
CORPORATION
One Guardian. Many Resources



H&S Resources Corporation is a woman-owned, minority small business. The company was incorporated to perform facility operations and maintenance services such as planning, consulting, HVAC, plumbing, electrical, and preventive maintenance.

Headquartered in Columbia, Maryland, H&S was founded in 2006 and has experienced consistent growth over the last 6 years. H&S has increased from a team of 2 original company founders to a total staff of over 100 employees. We have developed a strong reputation for providing quality Facilities Operations and Maintenance Services to our federal government clients by focusing on the customer, exceeding requirements and expectations, while also building lasting partnerships. H&S Resources Corporation is committed as an organization to meeting and exceeding our customers' requirements; continuously improving our products and services; and delivering our products and services on time. Our Quality Management System (QMS) is ISO 9001:2008 compliant and CIMS-Green Building certified by I.S.S.A.

Our philosophy is to achieve higher quality through improved operations and maintenance services and by being committed to the highest level of quality assurance and quality control practices.

We at appreciate the opportunity to provide this GSA Catalog to Federal Customers seeking the very best in Facility Maintenance and Management Services, Schedule 03FAC.

Thank you, and I look forward to working with you.

Sincerely,

Sonja Hines, President
H&S Resources Corporation
shines@hsrcorporation.com



H&S RESOURCES
CORPORATION
One Guardian. Many Resources



II. Customer Information: H&S Resources Corporation

SCHEDULE TITLE: FACILITY MAINTENANCE AND MANAGEMENT SERVICES

FSC GROUP: 03FAC

CONTRACT NUMBER: **GS-21F-128BA**

CONTRACT PERIOD: **September 1, 2014 through August 31, 2019**

CONTACT INFORMATION: **H&S Resources Corporation**
P (443) 319-5830 / F (443) 319-5838
www.hsrcorporation.com

POINT OF CONTACT: **SONJA HINES, PRESIDENT**
shines@HSRcorporation.com

BUSINESS SIZE: **SMALL, DISADVANTAGED WOMAN, MINORITY OWNED**

1a. Table of awarded special item number(s) with appropriate cross-reference to item descriptions and awarded price(s).

SIN 003 97, Ancillary Repair and Alterations
SIN 003 100, Ancillary Supplies and/or Services
SIN 811 002, Complete Facilities Maintenance

SEE ATTACHMENT A FOR SERVICES LISTED PER SIN

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar value, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply:

NOT APPLICABLE



1c.If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles, experience, functional responsibilities, and education for those types of employees or subcontractors who will perform services shall be provided.

**SEE ATTACHEMENT B FOR LABOR CATEGORY DESCRIPTIONS SEE
ATTACHMENT C FOR A LIST OF HOURLY RATES**

2. Maximum order:

\$1,000,000.00

3. Minimum order:

\$100.00

4. Geographic coverage (delivery area):

DOMESTIC (48 contiguous states and Washington, DC)

5. Point(s) of production (city, county, and State or foreign country):

**H&S Resources Corporation
9520 Berger Rd Suite 302
Columbia, MD 21046-1540**

6. Discount from list prices or statement of net price:

5%

7. Quantity discounts:



5% (orders \$250,000 and more)

8. Prompt payment terms:

NET 30 DAYS

9. Notification that Government purchase cards are accepted at or below the micro-purchase threshold:

YES

9b. Notification that Government purchase cards are accepted or not accepted above the micro-purchase threshold:

NO

10. Foreign items (list items by country of origin):

NONE

11a. Time of delivery: (Contractor insert number of days.)

30 – 45 days ARO

11b. Expedited Delivery:

30 – 45 days ARO

11c. Overnight and 2nd Day Delivery:

CONTACT CONTRACTOR

11d. Urgent Requirements:

CONTACT CONTRACTOR

12. F.O.B. Points



DOMESTIC ONLY, WITH THE EXACT DELIVERY TIME TO BE SPECIFIED

13a. Ordering Address:

**H&S Resources Corporation
9520 Berger Rd Suite 302
Columbia, MD 21046**

13b. Ordering Procedures:

For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's), and a sample BPA can be found at the GSA/FSS Schedule homepage (fss.gsa.gov/schedules).

14. Payment Address:

**H&S Resources Corporation
9520 Berger Rd Suite 302
Columbia, MD 21046**

15. Warranty Provision: **N/A**

16. Export Packing Charges, if applicable:

NOT APPLICABLE

17. Terms and conditions of Government purchase card acceptance (any thresholds above the micro- purchase level.)

CONTACT CONTRACTOR

18. Terms and conditions of rental, maintenance, and repair (if applicable).

Net 30

19. Terms and conditions of installation (if applicable).

NOT APPLICABLE

20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from price lists (if applicable).



NOT APPLICABLE

20a. Terms and conditions for any other services (if applicable):

NOT APPLICABLE

21. List of services and distribution points (if applicable).

N/A

22. List of participating dealers (if applicable).

N/A

23. Preventative maintenance (if applicable).

NOT APPLICABLE

24a. Special attributes such as environmental attributes (e.g. recycled content, energy efficiency, and/or reduced pollutants).

NOT APPLICABLE

24b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information (EIT) supplies and services and show where full details can be found (e.g. contractor's website or other location.) The EIT standards can be found at www.Section508.gov/.

24. **NOT APPLICABLE**

25. Data Universal Number System (DUNS) Number:

607604183

26. Notification regarding registration in Central Contractor Registration (CCR) database.

ACTIVE IN (SAM) SYSTEM FOR AWARD MANAGEMENT - CAGE CODE #4DA50



III. Attachment A: Specific Services Offered Per SIN

H&S Resources Corporation can provide comprehensive Facility Maintenance and Management Services including (but not limited to) those listed below:

SIN 003 97, Ancillary Repair and Alterations

- Routine Painting or Carpeting
- Simple Hanging of Drywall
- Basic Electrical or Plumbing Work
- Landscaping
- Similar Noncomplex Services

SIN 003 100 Ancillary Supplies and/or Services

- Ancillary supplies and/or services are support supplies and/or services which are not within the scope of any other SIN on this schedule
- The work performed under this SIN shall be associated with existing SIN (s) that are a part of this Schedule

SIN 811 002, Complete Facilities Maintenance

- Pest Control Services
- Grounds Maintenance, Landscaping, Tree Trimming, and Snow Removal
- Elevator Inspection and Maintenance Services
- Fire Alarm System Preventive Maintenance and Repair Services and Fire Suppression System Preventive Maintenance and Repair Services
- Locksmith Services
- Janitorial/Custodial Services and Collection and Disposal of Refuse
- Roofing Repair (excluding complete roof replacement)



H&S RESOURCES
CORPORATION
One Guardian. Many Resources



-
- Plumbing and Pipefitting
 - Electrical (including high/low voltage systems and utility service, and maintenance and repair of exterior electrical distribution system)
 - Energy Management Control Services (EMCS), Energy Planning, Energy Analysis and Energy Audit Services
 - Paving (as it relates to maintenance and repair of surface areas)
 - Telephone Maintenance
 - Support Training and Consulting Services
 - Cemetery Maintenance
 - Operation and Maintenance of Water Distribution System and Maintenance of the Septic Field
 - All Mechanical, Operations, Maintenance and Repair of Building Systems, and Heating/Ventilation/Air Conditioning (HVAC) Maintenance
 - Maintenance of Facilities and Systems (including instruments, carpentry, masonry, and refrigeration services)



III. Attachment B: Labor Category Descriptions

POSITION DESCRIPTIONS

The following Exempt Position Descriptions are applicable to all of H&S’ proposed SINs. The Non-Exempt (SCA-Eligible) Position Descriptions are applicable to SINs 811-002 and 003-100. Finally, the Non-Exempt (General Decision) Position Descriptions are applicable to SIN 003-97. Every Position Description in this section lists the position title, responsibilities, years of experience, education requirements and training or certifications that are applicable. H&S’ Corporate Policy regarding substituting education for experience is as follows:

- For positions that require a High School Diploma or GED: an Associates Degree is equivalent to 1 year of experience, a Bachelor’s Degree is equivalent to 2 years of experience.
- For positions that require an Associates or Bachelors Degree: a Masters Degree is equivalent to 2 years of experience.

EXEMPT POSITIONS

PROJECT MANAGER (EXEMPT)	
Responsibilities:	Responsible for overall management and performance of the project. Single point of contact with the Government for all contract issues. Full authority to act in the administration of the contract. Establishes policies consistent with tenant, customer, and corporate objectives. Establishes short- and long-range objectives for the project. Ensures good stewardship of all facilities, equipment, and environmental resources associated with the project.
Years of Experience:	20 years professional experience in a related industry
Education Requirements:	Bachelors Degree in Engineering, Business or related field
Training & Certifications:	None required; PMP Certification preferred

ASSISTANT PROJECT MANAGER (EXEMPT)	
Responsibilities:	Responsible for daily management and performance of the project. Alternate point of contact with the Government for all contract issues. Enforces policies consistent with tenant, customer, and corporate objectives. Meets short- and long-range objectives for the project. Ensures good stewardship of all



ASSISTANT PROJECT MANAGER (EXEMPT)	
	facilities, equipment, and environmental resources associated with the project
Years of Experience:	12 years professional experience in a related industry
Education Requirements:	Bachelors Degree in Engineering, Business or related field
Training & Certifications:	None required; PMP Certification preferred

QUALITY MANAGER (EXEMPT)	
Responsibilities:	Directs quality assurance program and ensures quality problems are identified and resolved. Evaluates systems, analyzes data, evaluates services and technology and establishes quality control procedures. Oversees inspections and audits. Investigates product quality problems and recommends changes or improvements. Maintains proper documentation and reports.
Years of Experience:	10 years of professional experience in Quality Management and Quality Control
Education Requirements:	Bachelors Degree
Training & Certifications:	None required

QUALITY CONTROL REPRESENTATIVE (EXEMPT)	
Responsibilities:	The Quality Control Representative (QCR) is responsible for successful implementation and performance monitoring of our Quality Control Plan. The QCR will perform independent surveillance and inspections, assessing H&S' performance in accordance with contract requirements. The QCR supports all Quality Control meetings, summarizing their inspection findings and providing inputs to deliverable reports. The QCR assists with responses to Contractor Deficiency Reports (CDRs), coordinates QC Plan modifications and develops corrective actions to improve our performance. The QCR provides recommendations to the QM and QCM for implementing corrective actions and revising the QC Plan.
Years of Experience:	3 years of relevant industry experience
Education Requirements:	High School Diploma required; Bachelor or Associates degree preferred
Training & Certifications:	None required



SAFETY & HEALTH MANAGER (EXEMPT)	
Responsibilities:	Directs organization's safety and health programs to protect employees and the company against harm, and maintain safe working conditions. Formulates and suggest work safety standards, and enforces procedures. Risk prevention areas include hazardous materials exposure, accidents, fires, or other unsafe conditions. Meets compliance and reporting requirements of federal or state regulations. Advises management on problem correction.
Years of Experience:	10 years of professional experience in Occupational Safety & Health
Education Requirements:	Bachelors Degree
Training & Certifications:	None required; OSHA Program Certifications preferred

ENVIRONMENTAL MANAGER (EXEMPT)	
Responsibilities:	Evaluates operations to determine compliance with federal, state, or local statutes as well as environmental regulations. Performs inspections, assesses hazards, and recommends necessary alterations to management. Promotes Environmental Stewardship and recommends improvements in our services that comply with Federal, State, Installation-specific and EPA regulations. Continuously searches for method of reducing or eliminating the use of hazardous materials while also minimizing the consumption of utilities such as electrical power and water.
Years of Experience:	10 years of professional experience in Environmental Management
Education Requirements:	Bachelors Degree
Training & Certifications:	None required

ADMINISTRATIVE SUPERVISOR (EXEMPT)	
Responsibilities:	Provides work direction and supervision for labor categories involved in administrative work. Reviews over work requests to decide problem and resolution, and delegates assignments. Monitors work completed by direct reports.
Years of Experience:	8 years of professional experience in a similar position
Education Requirements:	High School Diploma required; Associates or Bachelors degree is
Training & Certifications:	None required



FACILITY SUPERVISOR (EXEMPT)	
Responsibilities:	Provides work direction and supervision for labor categories involved in maintenance and repair work of facilities. Reviews over work requests to decide problem and resolution, and delegates assignments. Monitors work completed by outside contractors.
Years of Experience:	8 years of professional experience in a similar position
Education Requirements:	High School Diploma required; Associates or Bachelors degree is preferred
Training & Certifications:	None required, unless mandated by Federal, State or Customer regulation

CHIEF BUILDING ENGINEER (EXEMPT)	
Responsibilities:	Manages projects under supervision of the Project Manager. Duties include the following: serves as liaison between client and building operational staff; coordinates all operational and repair-related issues with project staff, maintains and supervises Equipment and Maintenance Inventory; ensures timely provision of proper tools and safety equipment for staff to perform routine and preventive maintenance jobs; supervises and directs building operations staff; delegate tasks; maintains current Building Operating Protocols; develops change order project proposals, verifies scope of work and develops price quotations; supervises work projects; performs inspections, and creates reports.
Years of Experience:	15 years of industry experience with demonstrated experience in and knowledge of the various Facility Support Services trades.
Education Requirements:	High School Diploma required; Associates or Bachelors degree is preferred
Training & Certifications:	None required, unless mandated by Federal, State or Customer regulation

BUILDING CONTROLS ENGINEER (EXEMPT)	
Responsibilities:	The Building Controls Engineer is responsible for the safe performance of all Controls activities; Responsible for the troubleshooting and programming of automation control systems including PLC's, HMIS', and analog control systems; Assures proper communication is maintained from shift to shift on



BUILDING CONTROLS ENGINEER (EXEMPT)	
	controls issues; Maintains a library of control programs and schematics; Assist Maintenance associates in troubleshooting electrical/mechanical system and building equipment problems.
Years of Experience:	5 years of industry experience in operation and / or commissioning of Building Automation and Computerized Maintenance Management Systems.
Education Requirements:	High School Diploma required, Associates or Bachelors degree is preferred
Training & Certifications:	None required; Manufacturer-specific certifications preferred

NON-EXEMPT (SERVICE CONTRACT ACT ELIGIBLE)

ACCOUNTING CLERK I (NON-EXEMPT, 01011)	
Responsibilities:	This position is responsible for performing one or more routine accounting clerical operations such as: examining, verifying, and correcting various accounting documents to ensure completeness and accuracy of data in accordance to accounting procedures. Specific tasks/duties are assigned under adequate supervision. Entry-level reconciliation and posting will be assigned under detailed guidance. In most instances, an employee in this position will rely on the supervisors’ instructions. Completed work will be reviewed for accuracy and compliance with procedures.
Years of Experience:	None
Education Requirements:	High School Diploma or GED
Training & Certifications:	None required; industry certifications preferred

ACCOUNTING CLERK II (NON-EXEMPT, 01012)	
Responsibilities:	This position uses knowledge of double entry bookkeeping in performing one or more of the following: posting actions to journals, identifying subsidiary accounts affected, making debit and credit entries, and assigning proper codes. The Accounting Clerk II may review computer printouts against manually maintained journals, detect and correct erroneous postings, and prepare documents to adjust accounting classifications and other data, or review lists of transactions rejected by an automated system. In this instance, the Accounting Clerk II will determine



ACCOUNTING CLERK II (NON-EXEMPT, 01012)	
	reasons for rejections, and prepare necessary correcting material. On routine assignments, an employee will select and apply established procedures and techniques. Detailed instructions are provided for difficult or unusual assignments. Completed work and methods used, are reviewed for technical accuracy.
Years of Experience:	3 years of experience in a similar, lower-grade-level position
Education Requirements:	High School Diploma or GED
Training & Certifications:	None required; industry certifications preferred

ACCOUNTING CLERK III (NON-EXEMPT, 01013)	
Responsibilities:	The Accounting Clerk III maintains journals or subsidiary ledgers of an accounting system and balances and reconciles accounts. Typical duties include one or both of the following: 1.) reviewing invoices and statements verifying information, ensuring sufficient funds have been obligated, and if questionable, resolving with the submitting unit determining accounts involved. The review will include coding transactions, and processing material through data processing for application in the accounting system; 2.) analysis and reconciliation of computer printouts with operating unit reports (contacting units, researching causes of discrepancies, and taking action to ensure that accounts balance). Supervisor provides suggestions for handling unusual or non-recurring transactions. Conformance with requirements and technical soundness of completed work are reviewed by the supervisor, or are controlled by mechanisms built into the accounting processes.
Years of Experience:	5 years of experience in a similar, lower-grade-level position
Education Requirements:	High School Diploma or GED
Training & Certifications:	None required; industry certifications preferred

ADMINISTRATIVE ASSISTANT (NON-EXEMPT, 01020)	
Responsibilities:	In addition to secretarial duties (filing, taking phone calls, scheduling appointments, making travel arrangements), this position will provide administrative support to executive staff with office management responsibilities to include budgeting, personnel records and payroll. The Administrative Assistant may be required to work independently on projects requiring research



ADMINISTRATIVE ASSISTANT (NON-EXEMPT, 01020)	
	and preparation of briefing charts and other presentation materials.
Years of Experience:	8 years of experience in a similar, lower-grade-level position
Education Requirements:	High School Diploma or GED
Training & Certifications:	None required; industry certifications preferred

GENERAL CLERK I (NON-EXEMPT, 01111)	
Responsibilities:	This position follows clearly detailed specific procedures in completing several repetitive clerical steps performed in a prescribed or slightly varied sequence, such as coding and filing documents in an extensive alphabetical file; could involve simple posting to individual accounts, opening mail, calculating and posting charges to departmental accounts, operating basic office equipment, e.g., photocopier, facsimile, multi-line phone/voicemail systems, mailing machines, and minimal computer programs. Little or no subject-matter knowledge is required, but the clerk uses his or her own judgment in choosing the proper procedure for each task.
Years of Experience:	None
Education Requirements:	High School Diploma or GED
Training & Certifications:	None required

GENERAL CLERK II (NON-EXEMPT, 01112)	
Responsibilities:	This position requires familiarity with the terminology of the office unit. The General Clerk selects appropriate methods from a wide variety of procedures or makes simple adaptations and interpretations of a limited number of substantive guides and manuals. The clerical steps often vary in type or sequence, depending on the task. Recognized problems are referred to others.
Years of Experience:	3 years of experience in a similar, lower-grade-level position
Education Requirements:	High School Diploma or GED
Training & Certifications:	None required



GENERAL CLERK III (NON-EXEMPT, 01113)	
Responsibilities:	<p>This position uses some subject-matter knowledge and judgment to complete assignments consisting of numerous steps varying in nature and sequence. The General Clerk III selects from alternative methods and refers problems not solvable by adapting or interpreting substantive guides, manuals, or procedures. Typical duties include: assisting in a variety of administrative matters; maintaining a wide variety of financial or other records (stored both manually and electronically); verifying statistical reports for accuracy and completeness; compiling information; and handling and adjusting complaints.</p> <p>The General Clerk III may also direct lower level clerks. Positions above level IV are excluded. Such positions (which may include supervisory responsibility over lower level clerks) require workers to use a thorough knowledge of an office's work and routine to: 1) choose among widely varying methods and procedures to process complex transactions; and 2) select or devise steps necessary to complete assignments. Typical jobs covered by this exclusion include administrative assistants, clerical supervisors, and office managers.</p>
Years of Experience:	5 years of experience in a similar, lower-grade-level position
Education Requirements:	High School Diploma or GED
Training & Certifications:	None required

RECEPTIONIST (NON-EXEMPT, 01280)	
Responsibilities:	<p>This position greets visitors, determining nature of visits and directing visitors to appropriate persons. The Receptionist may also have other duties such as recording and transmitting messages; keeping records of calls placed; providing information to callers and visitors; making appointments; keeping a log of visitors; and issuing visitor passes. In this position, one may also work on a computer and perform other routine clerical work that may occupy the major portion of the worker's time.</p>
Years of Experience:	None
Education Requirements:	High School Diploma or GED
Training & Certifications:	None required



MAINTENANCE SCHEDULER (NON-EXEMPT, 01300)	
Responsibilities:	This position schedules facility repairs; maintaining daily department Preventive Maintenance and Service Call schedules. The Maintenance Scheduler contacts team leads to verify availability of resources and coordinates with the customer building representative to schedule service. Develops advance notice communications notifies parking garage workers to deliver specified vehicles, and maintains a file of requests for services.
Years of Experience:	None required; Previous CMMS experience preferred
Education Requirements:	High School Diploma or GED
Training & Certifications:	None required

SERVICE ORDER DISPATCHER (NON-EXEMPT, 01320)	
Responsibilities:	This position receives, records, and distributes work orders to service crews upon customers' requests for service on articles or utilities purchased from wholesale or retail establishment or utility company, records information, such as name, address, article to be repaired, or service to be rendered, prepares work order and distributes to service crew, schedules service calls and dispatches service crew. The Service Order Dispatcher calls or writes the customer to ensure satisfactory performance of service, keeps record of service calls and work orders, may dispatch orders and relay messages and special instructions to mobile crews and other departments using radio or cellular telephone equipment.
Years of Experience:	None required; Previous CMMS experience preferred
Education Requirements:	High School Diploma or GED
Training & Certifications:	None required

SUPPLY TECHNICIAN (NON-EXEMPT, 01410)	
Responsibilities:	This position performs limited aspects of technical supply management work (e.g., inventory management, storage management, cataloging, and property utilization) related to depot, local, or other supply activities. Work usually is segregated by commodity area or function, and controlled in terms of difficulty, complexity, or responsibility. Assignments usually relate



SUPPLY TECHNICIAN (NON-EXEMPT, 01410)	
	to stable or standardized segments of technical supply management operations; or to functions or subjects that are narrow in scope or limited in difficulty. The work generally involves individual case problems or supply actions. This work may require consideration of program requirements together with specific variations in or from standardized guidelines. Assignments require: (a) a good working knowledge of the governing supply systems, programs, policies, nomenclature, work methods, manuals, or other established guidelines; (b) an understanding of the needs of the organization serviced; and (c) analytical ability to define or recognize the dimension of the problems involved, to collect the necessary data to establish the facts, and take or recommend action based upon application or interpretation of established guidelines.
Years of Experience:	3 years of relevant industry experience
Education Requirements:	High School Diploma or GED
Training & Certifications:	None required

HOUSEKEEPING AIDE (NON-EXEMPT, 11122)	
Responsibilities:	The Housekeeping Aide performs special cleaning projects as well as daily cleaning duties in accordance with standard procedures of the housekeeping department and with hospital objectives. An employee uses cleaning equipment, including automatic floor machines, commercial vacuums, wet mops, large wringers and other necessary equipment, tools, chemicals and supplies. The Housekeeping Aide will dry and wet mop floors, scrub and buff floors with rotor and other machines, vacuum carpets to clean and control bacteria, transport trash from utility rooms and other collection points to incinerator, compactor, or pick-up area, perform special cleaning of induction units, walls, lighting fixtures, and windows, both inside and outside, move furniture and set up meeting rooms. This Aide collects soiled linen, assists in cleaning emergency spills that are observed or as requested, maintains assigned equipment for cleanliness and requests repairs when needed, reports need for repairs to hospital equipment, furniture, building and fixtures, assists in moving patients in case of fire, disaster or emergency evacuation, and assists security personnel in restraining disturbed patients in psychiatric wards.



HOUSEKEEPING AIDE (NON-EXEMPT, 11122)	
Years of Experience:	5 years of relevant industry experience
Education Requirements:	High School Diploma or GED
Training & Certifications:	None required; Organization-based industry certifications preferred (i.e. Registered Housekeeper)

JANITOR (NON-EXEMPT, 11150)	
Responsibilities:	The Janitor cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve a combination of the following: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms.
Years of Experience:	None required
Education Requirements:	High School Diploma or GED
Training & Certifications:	None required

GROUNDS MAINTENANCE LABORER (NON-EXEMPT, 11210)	
Responsibilities:	The Laborer, Grounds Maintenance maintains grounds of industrial, commercial or public property such as buildings, camp and picnic grounds, parks, playgrounds, greenhouses, and athletic fields, and repairs structures and equipment, performing one or more of the following tasks: cut grass, using walking-type or riding mowers (less than 2000 lbs.), trim hedges and edges around walks, flowerbeds, and wells, using hedge trimmers, clippers and edging tools, prunes shrubs and trees to shape and improve growth, using shears and other hand tools, sprays lawn, shrubs, and trees with fertilizer or insecticide. Job duties also include the following: planting grass, flowers, trees, and shrubs, watering lawn and shrubs during dry periods, using hose or activating sprinkler system, picks up and burns or carts away leaves, paper or other litter; removing snow from walks, driveways, roads, or parking lots, using shovel and snow blower, spreads salt on walkways and other areas, repairing and painting fences, gates, benches, tables, guardrails, and outbuildings. This Worker assists in repair of roads, walks, buildings, and mechanical equipment,



GROUNDS MAINTENANCE LABORER (NON-EXEMPT, 11210)	
	and may clean comfort stations, offices workshop areas, and parking lots by sweeping, washing, mopping and polishing.
Years of Experience:	None required
Education Requirements:	High School Diploma or GED
Training & Certifications:	None required

WINDOW CLEANER (NON-EXEMPT, 11360)	
Responsibilities:	The Window Cleaner cleans windows, glass partitions, mirrors, and other glass surfaces of building interior or exterior, using pail of soapy water or other cleaner, sponge, and squeegee, crawls through windows from inside and hooks safety belt to brackets for support; sets and climbs ladder to reach second or third story; uses basin chair, swings stage or other scaffolding lowered from roof to reach outside windows; or stands to reach first floor or inside windows.
Years of Experience:	None required
Education Requirements:	High School Diploma or GED
Training & Certifications:	None required unless specifically performing raised window cleaning services which require Fall Prevention–related training

FORKLIFT OPERATOR (NON-EXEMPT, 21020)	
Responsibilities:	The Forklift Operator operates a manually controlled gasoline, electric or liquid propane gas powered forklift to transport goods and materials of all kinds within a warehouse, manufacturing plant, or other establishment.
Years of Experience:	3 years of relevant industry experience
Education Requirements:	High School Diploma or GED
Training & Certifications:	OSHA Forklift Operator training (29 CFR 1910)

MATERIAL COORDINATOR (NON-EXEMPT, 21030)	
Responsibilities:	The Material Coordinator coordinates and expedites flow of material, parts, and assemblies within or between departments in accordance with production and shipping schedules or department supervisors' priorities. In this job, the Material Coordinator reviews production schedules and confers with



MATERIAL COORDINATOR (NON-EXEMPT, 21030)

	<p>department supervisors to determine material required or overdue and to locate material, requisitions material and establishes delivery sequences to departments according to job order priorities and anticipated availability of material; arranges for in-plant transfer of materials to meet production schedules, and with department supervisors for repair and assembly of material and its transportation to various departments, and examines material delivered to production departments to verify if type specified.</p> <p>This Worker may monitor and control movement of material and parts along conveyor system, using remote-control panel board, compute amount of material needed for specific job orders, applying knowledge of product and manufacturing processes and using adding machine; compile report of quantity and type of material on hand, move or transport material from one department to another, using hand or industrial truck; may compile perpetual production records in order to locate material in process of production, using manual or computerized system, and maintain employee records.</p>
--	--

Years of Experience:	2 years of relevant industry experience
----------------------	---

Education Requirements:	High School Diploma or GED
-------------------------	----------------------------

Training & Certifications:	None required
----------------------------	---------------

MATERIAL EXPEDITER (NON-EXEMPT, 21040)

Responsibilities:	<p>The Material Expediter executes the following: locates and moves materials and parts between work areas of plant to expedite processing of goods, according to pre-determined schedules and priorities, and keeps related record, reviews production schedules inventory reports, and work orders to determine types, quantities, and availability of required material and priorities of customer orders, confers with department supervisors to determine materials overdue and to inform them of location, availability, and condition of materials, locates and moves materials to specified production areas, using cart or hand truck, and records quantity and type of materials distributed and on hand. Work may include the following tasks: directing Power-Truck Operator or Material Handling Laborer to expedite movement of materials between storage and production areas,</p>
-------------------	---



MATERIAL EXPEDITER (NON-EXEMPT, 21040)	
	compare work ticket specifications with material at work stations to verify appropriateness of material in use, prepare worker production records and timecards, and may update and maintain inventory records, using computer terminal.
Years of Experience:	2 years of relevant industry experience
Education Requirements:	High School Diploma or GED
Training & Certifications:	None required

APPLIANCE MECHANIC (NON-EXEMPT, 23110)	
Responsibilities:	The Appliance Mechanic installs, services and repairs stoves, refrigerators, dishwashing machines, and other electrical household or commercial appliances, using hand tools, test equipment and following wiring diagrams and manufacturer's specifications. This person connects appliance to power source and test meters, such as wattmeter, ammeter, or voltmeter, observes readings on meters and graphic recorders, examines appliance during operating cycle to detect excess vibration, overheating, fluid leaks and loose parts, and disassembles appliances and examines mechanical and electrical parts. The worker traces electrical circuits, following diagram and locates shorts and grounds, using ohmmeter, calibrates timers, thermostats and adjusts contact points, and cleans and washes parts, using wire brush, buffer, and solvent to remove carbon, grease and dust. This person replaces worn or defective parts, such as switches, pumps, bearings, transmissions, belts, gears, blowers and defective wiring, repairs and adjusts appliance motors, reassembles appliance, adjusts pulleys and lubricates moving parts, using hand tools and lubricating equipment.
Years of Experience:	3 years of relevant industry experience in a lower-level Facility Support Services position
Education Requirements:	High School Diploma or GED
Training & Certifications:	None

MAINTENANCE CARPENTER (NON-EXEMPT, 23130)	
Responsibilities:	The Carpenter, Maintenance performs the carpentry duties necessary to maintain in good repair building woodwork and equipment such as bins, cribs, counters, benches, partitions,



MAINTENANCE CARPENTER (NON-EXEMPT, 23130)	
	doors. Work involves most of the following: planning and laying out of work from blueprints, drawings, models, or verbal instructions, using a variety of carpenter's hand tools, portable power tools and standard measuring instruments, and making standard shop computations relating to dimensions of work; and selecting materials necessary for the work. In general, the work of the maintenance carpenter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.
Years of Experience:	2 years of relevant industry experience
Education Requirements:	High School Diploma or GED
Training & Certifications:	None required

CARPET LAYER (NON-EXEMPT, 23140)	
Responsibilities:	The Carpet Layer prepares floor by removing old carpet or other covering, stripping, patching, or cleaning floor, measures and cuts carpeting to size, using carpet knife; lays padding and places carpeting on top of padding, cuts, trims, and stretches carpeting to fit along wall edges, openings, and projections, installs metal edging and metal door strips; may lay carpet tiles, applying adhesive to floor, and transport carpeting to installation site.
Years of Experience:	2 years of relevant industry experience
Education Requirements:	High School Diploma or GED
Training & Certifications:	None required

MAINTENANCE ELECTRICIAN (NON-EXEMPT, 23160)	
Responsibilities:	An Electrician performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy. Work involves most of the following: installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications, locating and diagnosing trouble in the electrical system or equipment, working standard computations relating to load requirements of wiring or



MAINTENANCE ELECTRICIAN (NON-EXEMPT, 23160)	
	electrical equipment, and using a variety of electrician's hand tools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.
Years of Experience:	2 years of industry experience
Education Requirements:	High School Diploma or GED; Trade School preferred
Training & Certifications:	As required by position and local regulations; industry recognized certifications preferred

FUEL DISTRIBUTION SYSTEM MECHANIC (NON-EXEMPT, 23311)	
Responsibilities:	<p>The Fuel Distribution System Mechanic maintains and repairs fuel storage and distribution systems, using hand and power tools and testing instruments, inspects fuel receiving, storage, and distribution facilities to detect and correct leakage, corrosion, faulty fittings, and malfunction of mechanical units, meters, and gauges, (such as distribution lines, float gauges, piping valves, pumps, and roof sumps); inspects electrical wiring, switches, and controls for safe-operating condition, grounding, and adjustment, lubricates and repacks valves; lubricates pumps, replaces gaskets, seals and corrects pumping equipment misalignment, and cleans strainers and filters.</p> <p>This mechanic services water separators, checks meters for correct delivery and calibration, overhauls system components such as pressure regulating valves and excess valves, disassembles, adjusts, aligns, and calibrates gauges and meters or replaces them, removes and installs equipment such as filters and piping to modify system or repair and replace system component. Duties include: cleaning fuel tanks and distribution lines, removing corrosion and repainting surfaces, overhauling vacuum</p>



FUEL DISTRIBUTION SYSTEM MECHANIC (NON-EXEMPT, 23311)	
	and pressure vents, floating roof seals, hangers, and roof sumps, and maintaining record of inspections and repairs.
Years of Experience:	5 years of fuels industry-specific experience
Education Requirements:	High School Diploma or GED
Training & Certifications:	As required by position and local regulations; industry recognized certifications preferred

FUEL DISTRIBUTION SYSTEM OPERATOR (NON-EXEMPT, 23312)	
Responsibilities:	The Fuel Distribution System Operator receives, stores, transfers, and issues fuel through pipelines at main line or terminal stations, receives fuel by tanker, ships fuel by pipeline, tank car, tank truck, and barge, prepares and checks receiving or ship's documents, connects lines, grounding wires, and loading and off loading arms or hoses to pipelines; and visually inspects samples of fuel, and checks gravity and flashpoint. This operator gauges tanks for water, temperature, and fuel levels, checks pumping systems for correct operating pressure or unusual noises, performs preventive maintenance and repairs on terminal systems, assists in maintenance of government-owned railroad loading and switch area, performs general housekeeping and grounds maintenance for terminal, pipeline and dock areas.
Years of Experience:	2 years of related industry experience
Education Requirements:	High School Diploma or GED
Training & Certifications:	As required by position and local regulations; industry recognized certifications preferred

GENERAL MAINTENANCE WORKER (NON-EXEMPT, 23370)	
Responsibilities:	The General Maintenance Worker performs general maintenance and repair of equipment and buildings requiring practical skill and knowledge (but not proficiency) in such trades as painting, carpentry, plumbing, masonry, and electrical work. Work involves a variety of the following duties: replacing electrical receptacles, wires, switches, fixtures, and motors, using plaster or compound to patch minor holes and cracks in walls and ceilings, repairing or replacing sinks, water coolers, and toilets painting structures and equipment; repairing or replacing concrete floors, steps, and sidewalks, replacing damaged paneling and floor tiles, hanging



GENERAL MAINTENANCE WORKER (NON-EXEMPT, 23370)	
	doors and installing door locks, replacing broken window panes, and performing general maintenance on equipment and machinery.
Years of Experience:	None required
Education Requirements:	High School Diploma or GED
Training & Certifications:	None required

HVAC MECHANIC (NON-EXEMPT, 23410)	
Responsibilities:	<p>The Heating, Ventilation, and Air-Conditioning Mechanic installs, services and repairs environmental-control systems in residences, department stores, office buildings, and other commercial establishments, utilizing knowledge of refrigeration theory, pipefitting and structural layout, mounts compressor and condenser units on platform or floor, using hand tools, following blueprints or engineering specifications, fabricates, assembles and installs ductwork and chassis parts, using portable metalworking tools and welding equipment, and installs evaporator unit in chassis or in air-duct system, using hand tools. This mechanic also cuts and bends tubing to correct length and shape, using cutting and bending equipment and tools, cuts and threads pipe, using machine-threading or hand-threading equipment, joins tubing or pipes to various refrigerating units by means of sleeves, couplings or unions, and solders joints, using torch, forming complete circuit for refrigerant, installs expansion and discharge valves in circuit.</p> <p>This worker connects motors, compressors, temperature controls, humidity controls, and circulating ventilation fans to control panels and connects control panels to power source; installs air and water filters in completed installation, injects small amount of refrigerant into compressor to test systems and adds Freon gas to build up prescribed operating pressure. This mechanic observes pressure and vacuum gauges and adjusts controls to insure proper operation, tests joints and connections for gas leaks, using gauges or soap-and-water solution, wraps pipes in insulation batting and secures them in place with cement or wire bands, replaces defective breaker controls, thermostats, switches, fuses and electrical wiring to repair installed units, may install,</p>



HVAC MECHANIC (NON-EXEMPT, 23410)	
	repair and service air conditioners, ranging from fifteen to twenty tons cooling capacity in warehouses and small factory buildings.
Years of Experience:	2 years of related industry experience
Education Requirements:	High School Diploma or GED; Trade School preferred
Training & Certifications:	As required by position and local regulations; industry recognized certifications preferred such as a Universal CFC license or NATE certification

HVAC MECHANIC RESEARCH & DEVELOPMENT (NON-EXEMPT, 23411)	
Responsibilities:	<p>The Heating, Ventilation, and Air Conditioning Mechanic (Research Facility) installs, modifies and repairs refrigeration – hermetic, semi-hermetic, mechanical, screw, scroll and centrifugal units to 1100 tons; air conditioning, ventilation; reverse osmosis systems, computer rooms; process coolers; ice machines; evaporative cooling; air compressing and related control systems, including pneumatic, DDC, and building control systems equipment. This person performs difficult installation tasks involving assembly, testing, calibrating, and adjusting of temperature control and environmental control systems such as air conditioning plants, air environmental control systems, air distribution systems and complex dual equipment cooling installations, specialized refrigerated warehouses and facilities, and evaporative mechanical ventilation, and dehumidification systems.</p> <p>The Heating, Ventilation, and Air Conditioning Mechanic (Research Facility) installs new or repaired component and performs complex modifications of systems and components in accordance with applicable electrical publications and directives, and will maintain and repair specialized laboratory equipment such as fume hoods, de-ionized water systems, bio-clean systems, vacuum systems, cascade refrigeration systems, and laboratory sinks. This mechanic may perform complex repair of systems component such as compressors, condensers, heat pumps regulators, fluid and refrigerant gas lines valves, meters, gages, thermostats, pumps, mechanical linkage, and electrical sensing, switching and controlling devices including pneumatic controls, variable speed drives, digital controlled devices, electronic, hydraulic heating and cooling and economizer systems.</p>



HVAC MECHANIC RESEARCH & DEVELOPMENT (NON-EXEMPT, 23411)	
Years of Experience:	5 years of related industry experience
Education Requirements:	High School Diploma or GED
Training & Certifications:	As required by position and local regulations; industry recognized certifications preferred such as a Universal CFC license or NATE certification

HEAVY EQUIPMENT MECHANIC (NON-EXEMPT, 23430)	
Responsibilities:	The Heavy Equipment Mechanic analyzes malfunctions and repairs, rebuilds and maintains power equipment, such as cranes, power shovels, scrapers, paving machines, motor graders, trench-digging machines, conveyors, bulldozers, dredges, pumps, compressors and pneumatic tools. This worker operates and inspects machines or equipment to diagnose defects, dismantles and reassembles equipment, using hoists and hand tools, examines parts for damage or excessive wear, using micrometers and gauges, replaces defective engines and subassemblies, such as transmissions, and tests overhauled equipment to insure operating efficiency. The mechanic welds broken parts and structural members, may direct workers engaged in cleaning parts and assisting with assembly and disassembly of equipment, and may repair, adjust and maintain mining machinery, such as stripping and loading shovels, drilling and cutting machines, and continuous mining machines.
Years of Experience:	3 years of related industry and heavy equipment-specific experience
Education Requirements:	High School Diploma or GED
Training & Certifications:	As required by position and local regulations; industry recognized certifications preferred

HEAVY EQUIPMENT OPERATOR (NON-EXEMPT, 23440)	
Responsibilities:	The Heavy Equipment Operator operates heavy equipment such as cranes, clamshells, power shovels, motor graders, heavy loaders, carryalls, bulldozers, rollers, scrapers, and large industrial tractors with pan or scrapper attachments. Equipment is used to excavate, load, or move dirt, gravel, or other materials. Operator may read and interpret grade and slope stakes and simple plans,



HEAVY EQUIPMENT OPERATOR (NON-EXEMPT, 23440)	
	and may grease, adjust and make emergency repairs to equipment.
Years of Experience:	2 years of related industry experience
Education Requirements:	High School Diploma or GED
Training & Certifications:	As required by position and local regulations; industry recognized certifications preferred

LABORER (NON-EXEMPT, 23470)	
Responsibilities:	The Laborer performs tasks that require mainly physical abilities and effort involving little or no specialized skill or prior work experience. The following tasks are typical of this occupation: The Laborer loads and unloads trucks, and other conveyances, moves supplies and materials to proper location by wheelbarrow or hand truck; stacks materials for storage or binning, collects refuse and salvageable materials, and digs, fills, and tamps earth excavations, The Laborer levels ground using pick, shovel, tamper and rake, shovels concrete and snow; cleans culverts and ditches, cuts tree and brush; operates power lawnmowers, moves and arranges heavy pieces of office and household furniture, equipment, and appliance, moves heavy pieces of automotive, medical engineering, and other types of machinery and equipment, spreads sand and salt on icy roads and walkways, and picks up leaves and trash.
Years of Experience:	None required
Education Requirements:	High School Diploma or GED
Training & Certifications:	None required

LOCKSMITH (NON-EXEMPT, 23510)	
Responsibilities:	The Locksmith installs, repairs, modifies, and opens a variety of locking mechanisms found on doors, desks, compartments, mobile equipment, safes, and vaults. This worker examines locking mechanism and installs new unit or disassembles unit and replaces worn tumblers, springs, and other parts or repairs them by filing, drilling, chiseling and grinding, opens door locks by moving lock pick in cylinder or opens safe locks by listening to lock sounds or drilling. This worker makes new or duplicate keys, using key cutting machine, changes combination by inserting new



LOCKSMITH (NON-EXEMPT, 23510)	
	or repaired tumblers into lock, and establishes keying systems for buildings.
Years of Experience:	2 years of related industry experience
Education Requirements:	High School Diploma or GED
Training & Certifications:	As required by position and local regulations; industry recognized certifications preferred

MAINTENANCE MACHINIST (NON-EXEMPT, 23550)	
Responsibilities:	The Machinist, Maintenance produces replacement parts and new parts in making repairs of metal parts of mechanical equipment. Work involves most of the following: interpreting written instructions and specifications, planning and laying out of work, using a variety of machinist's hand tools and precision measuring instruments, setting up and operating standard machine tools. This incumbent is responsible for the shaping of metal parts to close tolerances, making standard shop computations relating to dimensions of work, tooling, feeds, and speeds of machining; knowledge of the working properties of the common metals, selecting standard materials, parts, and equipment required for this work; and fitting and assembling parts into mechanical equipment. In general, the machinist's work normally requires a rounded training in machine-shop practice, usually acquired through a formal apprenticeship or equivalent training and experience.
Years of Experience:	1 Years of experience as an apprentice
Education Requirements:	High School Diploma or GED; Trade School preferred
Training & Certifications:	As required by position and local regulations; industry recognized certifications preferred

MAINTENANCE TRADES HELPER (NON-EXEMPT, 23580)	
Responsibilities:	The Maintenance Trades Helper assists one or more workers in the skilled maintenance trades by performing specific or general duties of lesser skill such as: keeping a worker supplied with materials and tools, cleaning working area, machine, and equipment; assisting journeyman by holding materials or tools; and performing other unskilled tasks as directed by journeyman. The kind of work the helper is permitted to perform varies from



MAINTENANCE TRADES HELPER (NON-EXEMPT, 23580)

	trade to trade. In some trades the helper is confined to supplying, lifting, and holding materials and tools, and cleaning working areas and in others, the worker is permitted to perform specialized machine operations, or parts of a trade that are also performed by workers on a full-time basis.
Years of Experience:	None required
Education Requirements:	High School Diploma or GED
Training & Certifications:	None required

MAINTENANCE PAINTER (NON-EXEMPT, 23760)

Responsibilities:	The Painter, Maintenance paints and redecorates walls, woodwork and fixtures. Work involves the following: knowledge of surface peculiarities and types of paint required for different applications, preparing surface for painting by removing old finish or by placing putty or filler in nail holes and interstices, and applying paint with spray gun or brush. This person may mix colors, oils, white lead and other paint ingredients to obtain proper color or consistency. In general, the work of the maintenance painter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.
Years of Experience:	None required
Education Requirements:	High School Diploma or GED
Training & Certifications:	None required

MAINTENANCE PIPEFITTER (NON-EXEMPT, 23790)

Responsibilities:	The Pipefitter, Maintenance installs or repairs water, steam, gas or other types of pipe and pipefitting. Work involves most of the following: laying out work and measuring to locate position of pipe from drawings or other written specifications, cutting various sizes of pipe to correct lengths with chisel and hammer, oxyacetylene torch or pipe-cutting machines, threading pipe with stocks and dies. This person is responsible for bending pipe by hand-driven or power-driven machines, assembling pipe with couplings and fastening pipe to hangers, making standard shop computations relating to pressures, flow and size of pipe
-------------------	---



MAINTENANCE PIPEFITTER (NON-EXEMPT, 23790)	
	required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the Maintenance Pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.
Years of Experience:	2 years of related industry experience
Education Requirements:	High School Diploma or GED; Trade School preferred
Training & Certifications:	As required by position and local regulations; industry recognized certifications preferred

MAINTENANCE PLUMBER (NON-EXEMPT, 23810)	
Responsibilities:	<p>The Plumber, Maintenance assembles, installs and repairs pipes, fittings and fixtures of heating, water, and drainage systems, according to specifications and plumbing codes, studies building plans and working drawings to determine work aids required, and sequence of installations. This worker inspects structure to ascertain obstructions to be avoided to prevent weakening of structure resulting from installation of pipe, and locates and marks position of pipe and pipe connections and passage holes for pipes in walls and floors. This worker cuts openings in walls and floors to accommodate pipe and pipe fittings, using hand tools and power tools, cuts and threads pipe, using pipe cutters, cutting torch, and pipe-threading machine, bends pipe to required angle by use of pipe-bending machine, or by placing pipe over block and bending it by hand.</p> <p>The Plumber, Maintenance assembles and installs valves, pipefittings, and pipes composed of metals, such as iron, steel, brass and lead, and nonmetals, such as glass, vitrified clay, and plastic. This person joins pipe by use of screws, bolts, fittings, solder, plastic solvent, and caulks joints, fills pipe system with water or air and reads pressure gauges to determine whether system is leaking, installs and repairs plumbing fixtures, such as sinks, commodes, bathtubs, water heaters, hot water tanks, garbage disposal units, dishwashers, and water softeners. This person repairs and maintains plumbing by replacing washers in leaky faucets, mending burst pipes, and opening clogged drains, and may weld holding fixtures to steel structural members.</p>
Years of Experience:	2 years of related industry experience



MAINTENANCE PLUMBER (NON-EXEMPT, 23810)	
Education Requirements:	High School Diploma or GED; Trade School preferred
Training & Certifications:	As required by position and local regulations; industry recognized certifications preferred

MAINTENANCE SHEET METAL WORKER (NON-EXEMPT, 23890)	
Responsibilities:	The Sheet-Metal Worker, Maintenance fabricates, installs and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, metal roofing) of an establishment. Work involves most of the following: planning and laying out all types of sheet-metal maintenance work from blueprints, models, or other specifications, setting up and operating all available types of sheet-metal working machines, using a variety of hand tools in cutting, bending, forming, shaping, fitting and assembling, and installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.
Years of Experience:	2 years of related industry experience
Education Requirements:	High School Diploma or GED; Trade School preferred
Training & Certifications:	As required by position and local regulations; industry recognized certifications preferred

BOILER TENDER (NON-EXEMPT, 25010)	
Responsibilities:	The Boiler Tender tends one or more boilers to produce steam or high-temperature water for use in an establishment, fires boiler, observes and interprets readings on gauges, meters, and charts which register various aspects of boiler operation, adjusts controls to insure safe and efficient boiler operation and to meet demands for steam or high-temperature water. This incumbent may also do one or more of the following: maintain a log in which various aspects of boiler operation are recorded; clean, oil, make minor repairs or assist in repair to boiler room equipment; and following prescribed methods, treat boiler water with chemicals and analyze boiler water for such things as acidity, causticity, and alkalinity.
Years of Experience:	2 years of related industry experience



BOILER TENDER (NON-EXEMPT, 25010)	
Education Requirements:	High School Diploma or GED; Trade School preferred
Training & Certifications:	As required by position and local regulations; industry recognized certifications preferred

SEWAGE PLANT OPERATOR (NON-EXEMPT, 25040)	
Responsibilities:	This incumbent operates sewage treatment, sludge processing, and disposal equipment in wastewater (sewage) treatment plant to control flow and processing of sewage, monitors control panels and adjusts valves and gates manually or by remote control to regulate flow of sewage, observes variations in operating conditions and interprets meter and gauge readings, and tests results to determine load requirements. This worker starts and stops pumps, engines, and generators to control flow of raw sewage through filtering, settling, aeration, and sludge digestion processes, maintains log of operations and records meter and gas readings, gives directions to wastewater treatment-plant attendants and sewage-disposal workers in performing routine operations and maintenance, and may collect sewage sample, using dipper or bottle and conduct laboratory tests, using testing equipment, such as colorimeter. This person may operate and maintain power-generating equipment to provide steam and electricity for plant.
Years of Experience:	2 years of related industry experience
Education Requirements:	High School Diploma or GED; Trade School preferred
Training & Certifications:	As required by position and local regulations; industry recognized certifications preferred

STATIONARY ENGINEER (NON-EXEMPT, 25070)	
Responsibilities:	The Stationary Engineer operates and maintains one or more systems that provide an establishment with such services as heat, air-conditioning (cool, humidify, dehumidify, filter, and circulate air), refrigeration, steam or high-temperature water or electricity. Duties involve: observing and interpreting readings on gauges, meters and charts which register various aspects of the system's operation, adjusting controls to insure safe and efficient operation of the system and to meet demands for the service provided, recording in logs various aspects of the system's



STATIONARY ENGINEER (NON-EXEMPT, 25070)	
	operation, keeping the engines, machinery and equipment of the system in good working order. This engineer may direct and coordinate activities of other workers (not stationary engineers) in performing tasks directly related to operating and maintaining the system or systems. The classification excludes head or chief engineers in establishments employing more than one engineer. Workers are required to be skilled in the repair of electronic control equipment; workers in establishments producing electricity, steam, or heated or cooled air primarily for sale, and Boiler Tenders.
Years of Experience:	2 years of related industry experience
Education Requirements:	High School Diploma or GED; Trade School preferred
Training & Certifications:	As required by position and local regulations; industry recognized certifications preferred

WATER TREATMENT PLANT OPERATOR (NON-EXEMPT, 25210)	
Responsibilities:	<p>This position controls treatment plant machines and equipment to purify and clarify water for human consumption and for industrial use. This person operates and controls electric motors, pumps, and valves to regulate flow of raw water into treating plant and dumps specified amounts of chemicals such as chlorine, ammonia, and lime into water, or adjusts automatic devices that admit specified amounts of chemicals into tanks to disinfect, deodorize, and clarify water. This person starts agitators to mix chemicals and allows impurities to settle to bottom of tank, turns valves to regulate water through filter beds to remove impurities, pumps purified water into water mains, monitors panel board and adjusts controls to regulator flow rates, loss of head pressure and water elevation and distribution of water.</p> <p>This operator cleans tanks and filter beds, using backwashing (reverse flow of water), repairs and lubricates machines and equipment, using hand- and power tools, tests water samples to determine acidity, color, and impurities, using colorimeter, turbidimeter, and conductivity meter. Work includes dumping chemicals such as alum into tanks to coagulate impurities and reduce acidity, recording data, such as residual content of chemicals, water turbidity, and water pressure. This operator may operate portable water-purification plant to supply drinking</p>



WATER TREATMENT PLANT OPERATOR (NON-EXEMPT, 25210)	
	water, and purify wastewater from plant preparatory to pumping water into rivers and streams or city mains.
Years of Experience:	2 years of related industry experience
Education Requirements:	High School Diploma or GED; Trade School preferred
Training & Certifications:	As required by position and local regulations; industry recognized certifications preferred

RECYCLING LABORER (NON-EXEMPT, 99710)	
Responsibilities:	The Recycling Laborer sorts through collected trash and debris for recyclable materials and separates items into established categories such as aluminum, ferrous metals, glass, high-grade white paper, and corrugated paper. This worker discards contaminants and other items that cannot be recycled.
Years of Experience:	None required
Education Requirements:	High School Diploma or GED
Training & Certifications:	None required

REFUSE COLLECTOR (NON-EXEMPT, 99730)	
Responsibilities:	The Refuse Collector picks up garbage, trash, or refuse from homes, businesses and other locations and deposits it in a truck.
Years of Experience:	None required
Education Requirements:	High School Diploma or GED
Training & Certifications:	None required

NON-EXEMPT (GENERAL DECISION / DBA ELIGIBLE)

BRICKLAYER (NON-EXEMPT, BRCD0001-002)	
Responsibilities:	Breaks or cuts bricks, tiles, or blocks to size, using trowel edge, hammer, or power saw. Removes excess mortar with trowels and hand tools, and finish mortar joints with jointing tools, for a sealed, uniform appearance. Measures distance from reference points and mark guidelines to lay out work, using plumb bobs and levels. Fastens or fuses brick or other building material to structure with wire clamps, anchor holes, torch, or cement.
Years of Experience:	5 years of industry-related experience
Education Requirements:	High School Diploma or GED



BRICKLAYER (NON-EXEMPT, BRCD0001-002)

Training & Certifications:	None required
----------------------------	---------------

CARPENTER (NON-EXEMPT, CARP0132-008)

Responsibilities:	Performs a variety of construction and repair related services including rough carpentry, finish carpentry, drywall installation and repair, concrete form work, soft floor covering layout and other related construction duties pertaining to building structures (i.e. rough framing, hanging doors, hanging windows. Installing trim).
Years of Experience:	2 years of industry-related experience
Education Requirements:	High School Diploma or GED
Training & Certifications:	None required

PILE DRIVER (NON-EXEMPT, CARP1032-008)

Responsibilities:	Lays out, cuts, splices and drives wood, metal or concrete piling including sheet piling, I-beams, H-beams and all welding to piling that is embedded into the ground to support a load. Constructs cofferdams and drives steel, wood and concrete piles into soil. Sets, drives, braces and anchors steel, concrete and wood sheet piling while performing related construction tasks. The Pile Driver may also place reinforcing and concrete as required to complete a piling.
Years of Experience:	2 years of industry-related experience
Education Requirements:	High School Diploma or GED
Training & Certifications:	None required

MILLWRIGHT (NON-EXEMPT, CARP1831-002)

Responsibilities:	Installs, assembles, dismantles or moves machinery and heavy equipment according to layout plans, blueprints, or other drawings.
Years of Experience:	2 years of industry-related experience
Education Requirements:	High School Diploma or GED
Training & Certifications:	None required



HVAC ELECTRICIAN (NON-EXEMPT, ELEC0026-016)	
Responsibilities:	Installs or repairs HVAC Electrical Controls for building temperature and humidity systems.
Years of Experience:	3 years of related industry experience
Education Requirements:	High School Diploma or GED; Trade School preferred
Training & Certifications:	As required by position and local regulations; industry recognized certifications preferred

ELECTRICAL INSTALLER (NON-EXEMPT, ELEC0026-017)	
Responsibilities:	Low voltage system installation or repair including voice, sound, data, telephonic and video communication systems.
Years of Experience:	3 years of related industry experience
Education Requirements:	High School Diploma or GED; Trade School preferred
Training & Certifications:	As required by position and local regulations; industry recognized certifications preferred

ELEVATOR MECHANIC (NON-EXEMPT, ELEV0010-001)	
Responsibilities:	Installs and repairs different types of elevators. Follows blueprints for installation of components; greases and oils parts, replaces components, adjusts the elevator for optimal performance and testing the elevator performance with special meters and gauges.
Years of Experience:	4 years of related position-specific apprenticeship experience
Education Requirements:	High School Diploma or GED with completion of apprenticeship program
Training & Certifications:	As required by position and local regulations; industry recognized certifications preferred

IRONWORKER – ORNAMENTAL & STRUCTURAL (NON-EXEMPT, IRON0005-005)	
Responsibilities:	Fabricates and/or installs ornamental ironwork, other than structural ironwork, such as metal window and door frames, motor-driven and automatic power doors, metal trim and paneling, and aluminum curtain-wall frames. Measures and marks layout for installation according to blueprints using hand tools and electric or gas-electric welding machines (Stick/Arc, MIG or TIG).
Years of Experience:	3 years of related industry experience or completed
Education Requirements:	High School Diploma or GED; Trade School preferred



IRONWORKER – ORNAMENTAL & STRUCTURAL (NON-EXEMPT, IRON0005-005)	
Training & Certifications:	As required by position and local regulations; industry recognized certifications preferred

IRONWORKER - REINFORCING (NON-EXEMPT, IRON0201-006)	
Responsibilities:	Assemble and install steel bars (rebar) or cables used to support the concrete in large structures. Place the rebar inside forms that will be filled with concrete, tying the bars together with wire according to the building's blueprint. Lay steel mesh, spreading it over a surface to be covered with concrete. Move the bars and the mesh into position with long, hooked poles. If using post-tensioning cables, tighten the cables using special equipment.
Years of Experience:	3 years of related industry experience or completed
Education Requirements:	High School Diploma or GED; Trade School preferred
Training & Certifications:	As required by position and local regulations; industry recognized certifications preferred

LABORER – SKILLED (NON-EXEMPT, LABO0657-015)	
Responsibilities:	Performs tasks involving physical labor at construction sites. May operate hand and power tools of all types: air hammers, earth tampers, cement mixers, small mechanical hoists, surveying and measuring equipment, and a variety of other equipment and instruments. May clean and prepare sites, dig trenches, set braces to support the sides of excavations, erect scaffolding, and clean up rubble, debris and other waste materials. May assist other craft workers under apprenticeship or to learn a specific trade.
Years of Experience:	2 years of industry-related experience
Education Requirements:	High School Diploma or GED
Training & Certifications:	None required

MARBLE / STONE MASON (NON-EXEMPT, MARB0002-004)	
Responsibilities:	Builds stone structures, such as piers, walls, and abutments. Lays walks, curbstones, or special types of masonry for vats, tanks, and floors. Points, caulks and cleans new construction.
Years of Experience:	2 years of industry-related experience
Education Requirements:	High School Diploma or GED



MARBLE / STONE MASON (NON-EXEMPT, MARB0002-004)	
Training & Certifications:	None required

TERRAZZO WORKER / SETTER (NON-EXEMPT, MARB0003-006)	
Responsibilities:	Installs / applies tiles or panels; sets materials in place using mixtures.
Years of Experience:	2 years of industry-related experience
Education Requirements:	High School Diploma or GED
Training & Certifications:	None required

TERRAZZO FINISHER (NON-EXEMPT, MARB0003-007)	
Responsibilities:	Applies a mixture of cement, sand, pigment, or marble chips to floors, stairways, and cabinet fixtures to fashion durable and decorative surfaces.
Years of Experience:	2 years of industry-related experience
Education Requirements:	High School Diploma or GED
Training & Certifications:	None required

TILE SETTER (NON-EXEMPT, MARB0003-008)	
Responsibilities:	Installs / applies tiles or panels; sets materials in place using mixtures.
Years of Experience:	2 years of industry-related experience
Education Requirements:	High School Diploma or GED
Training & Certifications:	None required

TILE FINISHER (NON-EXEMPT, MARB0003-009)	
Responsibilities:	Applies a mixture of cement, sand, pigment, or marble chips to floors, stairways, and cabinet fixtures to fashion durable and decorative surfaces.
Years of Experience:	2 years of industry-related experience
Education Requirements:	High School Diploma or GED
Training & Certifications:	None required



GLAZIER (NON-EXEMPT, PAIN0051-014)	
Responsibilities:	Install glass in windows, doors and skylights or on surfaces, such as building fronts, interior walls, ceilings, and tabletops.
Years of Experience:	2 years of industry-related experience
Education Requirements:	High School Diploma or GED
Training & Certifications:	None required

PAINTER (NON-EXEMPT, PAIN0051-015)	
Responsibilities:	Paint walls, equipment, buildings, bridges, and other structural surfaces using brushes, rollers, and spray guns. May remove old paint to prepare surface prior to painting. May mix colors or oils to obtain desired color or consistency.
Years of Experience:	2 years of industry-related experience
Education Requirements:	High School Diploma or GED
Training & Certifications:	None required

PLASTERER (NON-EXEMPT, PLAS0891-005)	
Responsibilities:	Apply interior or exterior plaster, cement, stucco, or similar materials. May also set ornamental plaster.
Years of Experience:	2 years of industry-related experience
Education Requirements:	High School Diploma or GED
Training & Certifications:	None required

CEMENT MASON (NON-EXEMPT, PLAS0891-006)s	
Responsibilities:	Smoothes and finishes surfaces of poured concrete, such as floors, walks, sidewalks, roads, or curbs using a variety of hand and power tools. Align forms for sidewalks, curbs, or gutters; patch voids; and use saws to cut expansion joints.
Years of Experience:	None required
Education Requirements:	High School Diploma or GED
Training & Certifications:	None required

PLUMBER (NON-EXEMPT, PLUM0005-008)	
Responsibilities:	The Plumber assembles, installs and repairs pipes, fittings and fixtures of heating, water, and drainage systems, according to



PLUMBER (NON-EXEMPT, PLUM0005-008)	
	<p>specifications and plumbing codes, studies building plans and working drawings to determine work aids required, and sequence of installations. This worker inspects structure to ascertain obstructions to be avoided to prevent weakening of structure resulting from installation of pipe, and locates and marks position of pipe and pipe connections and passage holes for pipes in walls and floors. This worker cuts openings in walls and floors to accommodate pipe and pipe fittings, using hand tools and power tools, cuts and threads pipe, using pipe cutters, cutting torch, and pipe-threading machine, bends pipe to required angle by use of pipe-bending machine, or by placing pipe over block and bending it by hand.</p> <p>The Plumber assembles and installs valves, pipefittings, and pipes composed of metals, such as iron, steel, brass and lead, and nonmetals, such as glass, vitrified clay, and plastic. This person joins pipe by use of screws, bolts, fittings, solder, plastic solvent, and caulks joints, fills pipe system with water or air and reads pressure gauges to determine whether system is leaking, installs and repairs plumbing fixtures, such as sinks, commodes, bathtubs, water heaters, hot water tanks, garbage disposal units, dishwashers, and water softeners. This person repairs and maintains plumbing by replacing washers in leaky faucets, mending burst pipes, and opening clogged drains, and may weld holding fixtures to steel structural members.</p>
Years of Experience:	2 years of related industry experience
Education Requirements:	High School Diploma or GED; Trade School preferred
Training & Certifications:	As required by position and local regulations; industry recognized certifications preferred

PIPEFITTER (NON-EXEMPT, PLUM0602-008)	
Responsibilities:	<p>The Pipefitter installs or repairs water, steam, gas or other types of pipe and pipefitting. Work involves most of the following: laying out work and measuring to locate position of pipe from drawings or other written specifications, cutting various sizes of pipe to correct lengths with chisel and hammer, oxyacetylene torch or pipe-cutting machines, threading pipe with stocks and dies. This person is responsible for bending pipe by hand-driven or power-driven machines, assembling pipe with couplings and</p>



PIPEFITTER (NON-EXEMPT, PLUM0602-008)	
	fastening pipe to hangers, making standard shop computations relating to pressures, flow and size of pipe required; and making standard tests to determine whether finished pipes meet specifications. In general, the work of the Maintenance Pipefitter requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.
Years of Experience:	2 years of related industry experience
Education Requirements:	High School Diploma or GED; Trade School preferred
Training & Certifications:	As required by position and local regulations; industry recognized certifications preferred

ROOFER (NON-EXEMPT, ROOF0030-016)	
Responsibilities:	Cover roofs of structures with shingles, slate, asphalt, aluminum, wood, or related materials. May spray roofs, sidings, and walls with material to bind, seal, insulate, or soundproof sections of structures.
Years of Experience:	2 years of related industry experience
Education Requirements:	High School Diploma or GED; Trade School preferred
Training & Certifications:	None required

SPRINKLER SETTER (NON-EXEMPT, SFDC0669-002)	
Responsibilities:	Lays out, assembles or installs pipe systems, pipe supports, or related hydraulic or pneumatic equipment for steam, hot water, heating, cooling, lubricating, sprinkling, or industrial production or processing systems.
Years of Experience:	2 years of related industry experience
Education Requirements:	High School Diploma or GED; Trade School preferred
Training & Certifications:	As required by position and local regulations; industry recognized certifications preferred

SHEET METAL WORKER (NON-EXEMPT, SHEE0100-015)	
Responsibilities:	The Sheet-Metal Worker fabricates and installs the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, metal roofing) of an establishment. Work involves most of the following:



SHEET METAL WORKER (NON-EXEMPT, SHEE0100-015)	
	planning and laying out all types of sheet-metal maintenance work from blueprints, models, or other specifications, setting up and operating all available types of sheet-metal working machines, using a variety of hand tools in cutting, bending, forming, shaping, fitting and assembling, and installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.
Years of Experience:	2 years of related industry experience
Education Requirements:	High School Diploma or GED; Trade School preferred
Training & Certifications:	As required by position and local regulations; industry recognized certifications preferred

LABORER / COMMON (NON-EXEMPT, SUDC2009-003)	
Responsibilities:	Performs tasks involving physical labor at construction sites. May operate hand and power tools of all types: air hammers, earth tampers, cement mixers, small mechanical hoists, surveying and measuring equipment, and a variety of other equipment and instruments. May clean and prepare sites, dig trenches, set braces to support the sides of excavations, erect scaffolding, and clean up rubble, debris and other waste materials. May assist other craft workers under apprenticeship or to learn a specific trade.
Years of Experience:	None required
Education Requirements:	High School Diploma or GED
Training & Certifications:	None required



AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICE LIST						
SIN(s) Proposed	Labor Category	Base Year 1 2014-2015	Option 1 Year 2 2015-2016	Option 2 Year 3 2016-2017	Option 3 Year 4 2017-2018	Option 4 Year 5 2018-2019
003-97	Project Manager	\$ 98.19	\$ 101.86	\$ 105.69	\$ 109.65	\$ 113.76
003-97	Asst Project Manager	\$ 75.23	\$ 78.06	\$ 80.99	\$ 84.02	\$ 87.17
003-97	Quality Manager	\$ 75.02	\$ 77.84	\$ 80.76	\$ 83.78	\$ 86.93
003-97	Quality Control Rep	\$ 42.92	\$ 44.53	\$ 46.20	\$ 47.94	\$ 49.73
003-97	Safety & Health Mgr	\$ 75.90	\$ 78.75	\$ 81.70	\$ 84.77	\$ 87.95
003-97	Environmental Mgr	\$ 75.90	\$ 78.75	\$ 81.70	\$ 84.77	\$ 87.95
003-97	Facility Supervisor	\$ 71.97	\$ 74.67	\$ 77.46	\$ 80.37	\$ 83.48
003-97	Janitorial Supervisor	\$ 36.55	\$ 37.93	\$ 39.35	\$ 40.82	\$ 42.36
003-97	Chief Building Engineer	\$ 84.67	\$ 87.84	\$ 91.13	\$ 94.55	\$ 98.10
003-97	Building Control Engineer	\$ 88.70	\$ 92.03	\$ 95.49	\$ 99.07	\$ 102.78
003-97	Administrative Supervisor	\$ 46.27	\$ 48.00	\$ 49.80	\$ 51.67	\$ 53.61
003-97	Bricklayer	\$ 55.98	\$ 58.07	\$ 60.24	\$ 62.51	\$ 64.85
003-97	Carpenter	\$ 58.69	\$ 60.90	\$ 63.18	\$ 65.56	\$ 68.01
003-97	Piledriver	\$ 52.97	\$ 54.95	\$ 57.02	\$ 59.15	\$ 61.37
003-97	Millwright	\$ 61.50	\$ 63.81	\$ 66.20	\$ 68.68	\$ 71.25
003-97	HVAC Electrician	\$ 84.98	\$ 88.17	\$ 91.48	\$ 94.90	\$ 98.46



003-97	Electrical Installer	\$ 54.46	\$ 56.50	\$ 58.62	\$ 60.82	\$ 63.10
003-97	Elevator Mechanic	\$ 100.48	\$ 104.26	\$ 108.16	\$ 112.22	\$ 116.43
003-97	Ironworker/Ornamental	\$ 68.10	\$ 70.66	\$ 73.31	\$ 76.06	\$ 78.91
003-97	Ironworker/Reinforcing	\$ 65.15	\$ 67.59	\$ 70.12	\$ 72.76	\$ 75.48
003-97	Laborer/Skilled	\$ 43.96	\$ 45.61	\$ 47.32	\$ 49.09	\$ 50.93
003-97	Marble-Stone Mason	\$ 72.81	\$ 75.54	\$ 78.37	\$ 81.31	\$ 84.36
003-97	Terrazo Worker-Setter	\$ 55.54	\$ 57.61	\$ 59.78	\$ 62.02	\$ 64.34
003-97	Terrazo Finisher	\$ 45.01	\$ 46.70	\$ 48.44	\$ 50.26	\$ 52.15
003-97	Tile Setter	\$ 54.30	\$ 56.34	\$ 58.45	\$ 60.65	\$ 62.92
003-97	Tile Finisher	\$ 45.01	\$ 46.70	\$ 48.44	\$ 50.26	\$ 52.15
003-97	Glazier I	\$51.82	\$ 53.76	\$ 55.77	\$ 57.87	\$ 60.04
003-97	Glazier II	\$ 56.69	\$ 58.82	\$ 61.02	\$ 63.31	\$ 65.68
003-97	Painter	\$ 54.47	\$ 56.51	\$ 58.64	\$ 60.84	\$ 63.12
003-97	Plasterer	\$ 53.23	\$ 55.23	\$ 57.30	\$ 59.45	\$ 61.68
003-97	Cement Mason/Concrete Finisher	\$ 56.97	\$ 59.12	\$ 61.33	\$ 63.63	\$ 66.02
003-97	Plumber	\$ 84.07	\$ 87.22	\$ 90.49	\$ 93.89	\$ 97.40
003-97	Pipefitter	\$ 86.89	\$ 90.16	\$ 93.54	\$ 97.04	\$ 100.69
003-97	Roofer	\$ 57.30	\$ 59.44	\$ 61.67	\$ 63.99	\$ 66.39
003-97	Sprinkler Setter	\$ 72.31	\$ 75.02	\$ 77.84	\$ 80.76	\$ 83.79



003-97	Sheet Metal Worker	\$ 82.28	\$ 85.37	\$ 88.57	\$ 91.89	\$ 95.34
003-97	Laborer/Common	\$ 29.90	\$ 31.02	\$ 32.18	\$ 33.39	\$ 34.64
003-100	Fuel Distribution System Mechanic	\$ 42.70	\$ 44.31	\$ 45.96	\$ 47.69	\$ 49.48
003-100	Fuel Distribution System Operator	\$ 37.07	\$ 38.47	\$ 39.90	\$ 41.41	\$ 42.96
811-002	Project Manager	\$ 98.19	\$ 101.86	\$ 105.69	\$ 109.65	\$ 113.76
811-002	Asst Project Manager	\$ 75.23	\$ 78.06	\$ 80.99	\$ 84.02	\$ 87.17
811-002	Quality Manager	\$ 75.02	\$ 77.84	\$ 80.76	\$ 83.78	\$ 86.93
811-002	Quality Control Rep	\$ 42.92	\$ 44.53	\$ 46.20	\$ 47.94	\$ 49.73
811-002	Safety & Health Mgr	\$ 75.90	\$ 78.75	\$ 81.70	\$ 84.77	\$ 87.95
811-002	Environmental Mgr	\$ 75.90	\$ 78.75	\$ 81.70	\$ 84.77	\$ 87.95
811-002	Facility Supervisor	\$ 71.97	\$ 74.67	\$ 77.46	\$ 80.37	\$ 83.48
811-002	Janitorial Supervisor	\$ 36.55	\$ 37.93	\$ 39.35	\$ 40.82	\$ 42.36
811-002	Chief Building Engineer	\$ 84.67	\$ 87.84	\$ 91.13	\$ 94.55	\$ 98.10
811-002	Building Control Engineer	\$ 88.70	\$ 92.03	\$ 95.49	\$ 99.07	\$ 102.78
811-002	Administrative Supervisor	\$ 46.27	\$ 48.00	\$ 49.80	\$ 51.67	\$ 53.61
811-002	Accounting Clerk I	\$ 30.02	\$ 31.15	\$ 32.31	\$ 33.53	\$ 34.78
811-002	Accounting Clerk II	\$ 33.04	\$ 34.28	\$ 35.56	\$ 36.90	\$ 38.28
811-002	Accounting Clerk III	\$ 41.87	\$ 43.44	\$ 45.06	\$ 46.76	\$ 48.51
811-002	Administrative Assistant	\$ 56.82	\$ 58.94	\$ 61.15	\$ 63.45	\$ 65.83
811-002	General Clerk I	\$ 30.39	\$ 31.53	\$ 32.72	\$ 33.94	\$ 35.21



811-002	General Clerk II	\$ 32.90	\$ 34.13	\$ 35.41	\$ 36.74	\$ 38.11
811-002	General Clerk III	\$ 37.27	\$ 38.67	\$ 40.12	\$ 41.63	\$ 43.19
811-002	Receptionist	\$ 28.95	\$ 30.04	\$ 31.17	\$ 32.33	\$ 33.55
811-002	Scheduler, Maintenance	\$ 37.27	\$ 38.67	\$ 40.12	\$ 41.63	\$ 43.19
811-002	Service Order Dispatcher	\$ 46.62	\$ 48.38	\$ 50.18	\$ 52.07	\$ 54.02
811-002	Supply Technician	\$ 54.50	\$ 56.54	\$ 58.67	\$ 60.87	\$ 63.15
811-002	Housekeeping Aide	\$ 31.74	\$ 32.94	\$ 34.17	\$ 35.45	\$ 36.78
811-002	Janitor	\$ 31.74	\$ 32.94	\$ 34.17	\$ 35.45	\$ 36.78
811-002	Laborer, Grounds Maintenance	\$ 34.13	\$ 35.41	\$ 36.74	\$ 38.11	\$ 39.54
811-002	Window Cleaner	\$ 26.36	\$ 27.35	\$ 28.37	\$ 29.44	\$ 30.54
811-002	Forklift Operator	\$ 41.36	\$ 42.91	\$ 44.52	\$ 46.18	\$ 47.92
811-002	Material Coordinator	\$ 50.15	\$ 52.03	\$ 53.98	\$ 56.00	\$ 58.10
811-002	Material Expediter	\$ 41.43	\$ 42.98	\$ 44.59	\$ 46.26	\$ 47.99
811-002	Appliance Mechanic	\$ 46.13	\$ 47.86	\$ 49.66	\$ 51.52	\$ 53.45
811-002	Carpenter, Maintenance	\$ 53.50	\$ 55.51	\$ 57.58	\$ 59.75	\$ 61.99
811-002	Carpet Layer	\$ 38.90	\$ 40.35	\$ 41.87	\$ 43.44	\$ 45.06
811-002	Electrician, Maintenance	\$ 72.09	\$ 74.78	\$ 77.59	\$ 80.50	\$ 83.51
811-002	General Maintenance Worker	\$ 45.46	\$ 47.16	\$ 48.93	\$ 50.77	\$ 52.67
811-002	HVAC Mechanic	\$ 54.63	\$ 56.67	\$ 58.80	\$ 61.01	\$ 63.30
811-002	HVAC Mechanic R&D	\$ 59.02	\$ 61.23	\$ 63.53	\$ 65.91	\$ 68.38
811-002	Heavy Equipment Mechanic	\$ 53.79	\$ 55.80	\$ 57.90	\$ 60.07	\$ 62.32



811-002	Heavy Equipment Operator	\$ 53.79	\$ 55.80	\$ 57.90	\$ 60.07	\$ 62.32
811-002	Laborer	\$ 31.00	\$ 32.17	\$ 33.38	\$ 34.63	\$ 35.92
811-002	Locksmith	\$ 41.21	\$ 42.76	\$ 44.36	\$ 46.02	\$ 47.74
811-002	Machinist, Mechanic	\$ 49.48	\$ 51.33	\$ 53.26	\$ 55.26	\$ 57.33
811-002	Maintenance Trades Helper	\$ 41.45	\$ 43.00	\$ 44.60	\$ 46.28	\$ 48.01
811-002	Painter, Maintenance	\$ 54.47	\$ 56.51	\$ 58.64	\$ 60.84	\$ 63.12
811-002	Pipefitter, Maintenance	\$ 68.81	\$ 71.40	\$ 74.08	\$ 76.85	\$ 79.73
811-002	Plumber, Maintenance	\$ 68.81	\$ 71.40	\$ 74.08	\$ 76.85	\$ 79.73
811-002	Sheetmetal Worker, Maintenance	\$ 69.09	\$ 71.68	\$ 74.36	\$ 77.16	\$ 80.05
811-002	Boiler, Tender	\$ 61.15	\$ 63.44	\$ 65.83	\$ 68.29	\$ 70.85
811-002	Sewage Plant Operator	\$ 50.40	\$ 52.29	\$ 54.25	\$ 56.28	\$ 58.40
811-002	Stationary Engineer	\$ 57.34	\$ 59.50	\$ 61.73	\$ 64.04	\$ 66.45
811-002	Water Treatment Plant Operator	\$ 53.37	\$ 55.37	\$ 57.45	\$ 59.60	\$ 61.84
811-002	Recycling Laborer	\$ 35.64	\$ 36.97	\$ 38.35	\$ 39.79	\$ 41.28
811-002	Refuse Collector	\$ 32.19	\$ 33.40	\$ 34.65	\$ 35.94	\$ 37.29