

## 22.1016 Statement of equivalent rates for Federal hires.

(a) The statement required under the clause at [52.222-42](#), Statement of Equivalent Rates for Federal Hires, (see [22.1006\(b\)](#)) *shall* set forth those wage rates and fringe benefits that would be paid by the *contracting activity* to the various classes of *service employees* expected to be utilized under the contract if [5 U.S.C.5332](#) (General Schedule-white collar) and/or [5 U.S.C.5341](#) (Wage Board-blue collar) were applicable.

(b) Procedures for computation of these rates are as follows:

(1) Wages paid blue collar employees *shall* be the basic hourly rate for each class. The rate *shall* be Wage Board pay schedule step two for nonsupervisory *service employees* and step three for supervisory *service employees*.

(2) Wages paid white collar employees *shall* be an hourly rate for each class. The rate *shall* be obtained by dividing the general pay schedule step one biweekly rate by 80.

(3) Local civilian personnel offices can assist in determining and providing grade and salary data.

**Parent topic:** [Subpart 22.10 - Service Contract Labor Standards](#)