REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Withdrawn

Wage Determination No.: 1994-2017
Revision No.: 27
Date of Last Revision: 05/28/2002

State: Alaska
Area: Alaska Statewide

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	**Administrative Support and Clerical Occupations**	
01011	Accounting Clerk I	12.25
01012	Accounting Clerk II	12.69
01013	Accounting Clerk III	16.97
01014	Accounting Clerk IV	19.02
01030	Court Reporter	17.07
01050	Dispatcher, Motor Vehicle	17.07
01060	Document Preparation Clerk	15.39
01070	Messenger (Courier)	12.33
01090	Duplicating Machine Operator	13.38
01110	Film/Tape Librarian	15.27
01115	General Clerk I	12.14
01116	General Clerk II	14.64
01117	General Clerk III	15.39
01118	General Clerk IV	17.32
01120	Housing Referral Assistant	18.57
01131	Key Entry Operator I	11.36
01132	Key Entry Operator II	17.14
01191	Order Clerk I	13.64
01192	Order Clerk II	15.39
01261	Personnel Assistant (Employment) I	15.35
01262	Personnel Assistant (Employment) II	17.25
01263	Personnel Assistant (Employment) III	19.28
01264	Personnel Assistant (Employment) IV	22.38
01270	Production Control Clerk	19.49
01290	Rental Clerk	15.27
01300	Scheduler, Maintenance	15.27
01311	Secretary I	16.01
01312	Secretary II	17.92
01313	Secretary III	18.57
01314	Secretary IV	20.88
01315	Secretary V	22.76
01320	Service Order Dispatcher	15.27
01341	Stenographer I	13.59

01342	Stenographer II	15.27
01400	Supply Technician	20.19
01420	Survey Worker (Interviewer)	17.07
01460	Switchboard Operator-Receptionist	12.54
01510	Test Examiner	17.07
01520	Test Proctor	17.07
01531	Travel Clerk I	12.59
01532	Travel Clerk II	13.89
01533	Travel Clerk III	15.34
01611	Word Processor I	13.66
01612	Word Processor II	15.44
01613	Word Processor III	16.71
03000	**Automatic Data Processing Occupations**	
03010	Computer Data Librarian	16.45
03041	Computer Operator I	16.09
03042	Computer Operator II	17.14
03043	Computer Operator III	24.42
03044	Computer Operator IV	25.98
03045	Computer Operator V	27.62
03071	Computer Programmer I (1)	19.44
03072	Computer Programmer II (1)	24.04
03073	Computer Programmer III (1)	27.00
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	27.62
03102	Computer Systems Analyst II (1)	27.62
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	15.14
05000	**Automotive Service Occupations**	
05005	Automotive Body Repairer, Fiberglass	22.47
05010	Automotive Glass Installer	20.51
05040	Automotive Worker	20.51
05070	Electrician, Automotive	22.17
05100	Mobile Equipment Servicer	18.40
05130	Motor Equipment Metal Mechanic	22.47
05160	Motor Equipment Metal Worker	20.51
05190	Motor Vehicle Mechanic	22.47
05220	Motor Vehicle Mechanic Helper	17.38
05250	Motor Vehicle Upholstery Worker	20.51
05280	Motor Vehicle Wrecker	20.51
05310	Painter, Automotive	21.44
05340	Radiator Repair Specialist	20.51
05370	Tire Repairer	17.78
05400	Transmission Repair Specialist	22.47
07000	**Food Preparation and Service Occupations**	
	Food Service Worker	9.80
07010	Baker	14.50

07041	Cook I	12.82
07042	Cook II	14.72
07070	Dishwasher	10.16
07130	Meat Cutter	14.50
07250	Waiter/Waitress	10.83
09000	**Furniture Maintenance and Repair Occupations**	
09010	Electrostatic Spray Painter	21.44
09040	Furniture Handler	15.78
09070	Furniture Refinisher	21.44
09100	Furniture Refinisher Helper	17.38
09110	Furniture Repairer, Minor	19.42
09130	Upholsterer	21.44
11030	**General Services and Support Occupations**	
11030	Cleaner, Vehicles	9.80
11060	Elevator Operator	11.07
11090	Gardener	15.93
11121	House Keeping Aid I	10.58
11122	House Keeping Aid II	11.87
11150	Janitor	11.07
11210	Laborer, Grounds Maintenance	13.26
11240	Maid or Houseman	10.19
11270	Pest Controller	15.39
11300	Refuse Collector	12.96
11330	Tractor Operator	15.03
11360	Window Cleaner	12.23
12000	**Health Occupations**	
12020	Dental Assistant	15.88
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	19.48
12071	Licensed Practical Nurse I	12.63
12072	Licensed Practical Nurse II	14.19
12073	Licensed Practical Nurse III	15.88
12100	Medical Assistant	14.19
12130	Medical Laboratory Technician	14.19
12160	Medical Record Clerk	14.19
12190	Medical Record Technician	14.87
12221	Nursing Assistant I	9.22
12222	Nursing Assistant II	10.37
12223	Nursing Assistant III	11.30
12224	Nursing Assistant IV	12.71
12250	Pharmacy Technician	13.37
12280	Phlebotomist	15.51
12311	Registered Nurse I	19.65
12312	Registered Nurse II	24.05
12313	Registered Nurse II, Specialist	24.05
12314	Registered Nurse III	29.10

12315	Registered Nurse III, Anesthetist	29.10
12316	Registered Nurse IV	34.88
13000	**Information and Arts Occupations**	
13002	Audiovisual Librarian	23.84
13011	Exhibits Specialist I	21.09
13012	Exhibits Specialist II	25.29
13013	Exhibits Specialist III	30.90
13041	Illustrator I	21.09
13042	Illustrator II	25.29
13043	Illustrator III	30.90
13047	Librarian	22.61
13050	Library Technician	19.63
13071	Photographer I	16.79
13072	Photographer II	21.09
13073	Photographer III	21.99
13074	Photographer IV	26.87
13075	Photographer V	28.25
15000	**Laundry, Dry Cleaning, Pressing and Related Occupations**	
15010	Assembler	8.89
15030	Counter Attendant	8.89
15040	Dry Cleaner	11.79
15070	Finisher, Flatwork, Machine	8.89
15090	Presser, Hand	8.89
15100	Presser, Machine, Drycleaning	8.89
15130	Presser, Machine, Shirts	8.89
15160	Presser, Machine, Wearing Apparel, Laundry	8.89
15190	Sewing Machine Operator	13.01
15220	Tailor	14.50
15250	Washer, Machine	9.81
19000	**Machine Tool Operation and Repair Occupations**	
19010	Machine-Tool Operator (Toolroom)	21.48
19040	Tool and Die Maker	25.55
21000	**Material Handling and Packing Occupations**	
21010	Fuel Distribution System Operator	21.98
21020	Material Coordinator	20.52
21030	Material Expediter	20.52
21040	Material Handling Laborer	16.29
21050	Order Filler	13.82
21071	Forklift Operator	17.80
21080	Production Line Worker (Food Processing)	17.67
21100	Shipping/Receiving Clerk	17.20
21130	Shipping Packer	15.90
21140	Store Worker I	13.66
21150	Stock Clerk (Shelf Stocker; Store Worker II)	17.05
21210	Tools and Parts Attendant	17.67

21400	Warehouse Specialist	17.67
23000	**Mechanics and Maintenance and Repair Occupations**	
23010	Aircraft Mechanic	22.18
23040	Aircraft Mechanic Helper	17.38
23050	Aircraft Quality Control Inspector	23.48
23060	Aircraft Servicer	19.42
23070	Aircraft Worker	20.43
23100	Appliance Mechanic	21.45
23120	Bicycle Repairer	17.78
23125	Cable Splicer	30.48
23130	Carpenter, Maintenance	21.45
23140	Carpet Layer	20.43
23160	Electrician, Maintenance	28.07
23181	Electronics Technician, Maintenance I	21.21
23182	Electronics Technician, Maintenance II	30.22
23183	Electronics Technician, Maintenance III	32.77
23260	Fabric Worker	19.42
23290	Fire Alarm System Mechanic	22.47
23310	Fire Extinguisher Repairer	19.16
23340	Fuel Distribution System Mechanic	25.84
23370	General Maintenance Worker	20.43
23400	Heating, Refrigeration and Air Conditioning Mechanic	22.47
23430	Heavy Equipment Mechanic	23.40
23440	Heavy Equipment Operator	25.83
23460	Instrument Mechanic	24.04
23470	Laborer	13.51
23500	Locksmith	21.45
23530	Machinery Maintenance Mechanic	23.78
23550	Machinist, Maintenance	23.08
23580	Maintenance Trades Helper	17.38
23640	Millwright	22.47
23700	Office Appliance Repairer	21.45
23740	Painter, Aircraft	21.45
23760	Painter, Maintenance	21.45
23790	Pipefitter, Maintenance	29.01
23800	Plumber, Maintenance	27.69
23820	Pneudraulic Systems Mechanic	22.47
23850	Rigger	22.47
23870	Scale Mechanic	20.43
23890	Sheet-Metal Worker, Maintenance	25.83
23910	Small Engine Mechanic	20.43
23930	Telecommunication Mechanic I	23.63
23931	Telecommunication Mechanic II	27.00
23950	Telephone Lineman	23.63
23960	Welder, Combination, Maintenance	22.47
23965	Well Driller	22.47
23970	Woodcraft Worker	22.47
23980	Woodworker	20.12

24000	**Personal Needs Occupations**	
24570	Child Care Attendant	12.47
24580	Child Care Center Clerk	15.54
24600	Chore Aid	11.26
24630	Homemaker	18.94
25000	**Plant and System Operation Occupations**	
25010	Boiler Tender	25.23
25040	Sewage Plant Operator	22.25
25070	Stationary Engineer	25.23
25190	Ventilation Equipment Tender	17.38
25210	Water Treatment Plant Operator	21.45
27000	**Protective Service Occupations**	
	Police Officer	29.17
27004	Alarm Monitor	14.83
27006	Corrections Officer	24.74
27010	Court Security Officer	23.89
27040	Detention Officer	24.74
27070	Firefighter	20.42
27101	Guard I	11.57
27102	Guard II	14.19
28000	**Stevedoring/Longshoremen Occupations**	
28010	Blocker and Bracer	20.84
28020	Hatch Tender	20.84
28030	Line Handler	20.84
28040	Stevedore I	22.75
28050	Stevedore II	25.19
29000	**Technical Occupations**	
21150	Graphic Artist	25.25
29010	Air Traffic Control Specialist, Center (2)	28.21
29011	Air Traffic Control Specialist, Station (2)	19.46
29012	Air Traffic Control Specialist, Terminal (2)	21.43
29023	Archeological Technician I	18.22
29024	Archeological Technician II	20.48
29025	Archeological Technician III	25.29
29030	Cartographic Technician	26.77
29035	Computer Based Training (CBT) Specialist/ Instructor	30.74
29040	Civil Engineering Technician	24.04
29061	Drafter I	17.72
29062	Drafter II	21.97
29063	Drafter III	27.28
29064	Drafter IV	28.75
29081	Engineering Technician I	20.52
29082	Engineering Technician II	25.40

29083	Engineering Technician III	28.07
29084	Engineering Technician IV	29.27
29085	Engineering Technician V	31.27
29086	Engineering Technician VI	37.59
29090	Environmental Technician	18.56
29100	Flight Simulator/Instructor (Pilot)	32.14
29160	Instructor	22.59
29210	Laboratory Technician	19.99
29240	Mathematical Technician	25.29
29361	Paralegal/Legal Assistant I	20.48
29362	Paralegal/Legal Assistant II	24.17
29363	Paralegal/Legal Assistant III	29.56
29364	Paralegal/Legal Assistant IV	36.24
29390	Photooptics Technician	21.99
29480	Technical Writer	27.13
29491	Unexploded Ordnance (UXO) Technician I	17.93
29492	Unexploded Ordnance (UXO) Technician II	22.42
29493	Unexploded Ordnance (UXO) Technician III	26.01
29494	Unexploded (UXO) Safety Escort	17.93
29495	Unexploded (UXO) Sweep Personnel	17.93
29620	Weather Observer, Senior (3)	24.29
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	17.35
29622	Weather Observer, Upper Air (3)	17.35
31000	**Transportation/ Mobile Equipment Operation Occupations**	
31030	Bus Driver	18.80
31260	Parking and Lot Attendant	13.19
31290	Shuttle Bus Driver	17.68
31300	Taxi Driver	15.74
31361	Truckdriver, Light Truck	16.94
31362	Truckdriver, Medium Truck	18.36
31363	Truckdriver, Heavy Truck	20.37
31364	Truckdriver, Tractor-Trailer	20.41
99000	**Miscellaneous Occupations**	
99020	Animal Caretaker	11.22
99030	Cashier	11.70
99041	Carnival Equipment Operator	13.71
99042	Carnival Equipment Repairer	14.54
99043	Carnival Worker	11.27
99050	Desk Clerk	14.09
99095	Embalmer	18.71
99300	Lifeguard	11.11
99310	Mortician	18.71
99350	Park Attendant (Aide)	13.94
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.11
99500	Recreation Specialist	22.53

99510	Recycling Worker	18.43
99610	Sales Clerk	12.18
99620	School Crossing Guard (Crosswalk Attendant)	11.62
99630	Sport Official	11.11
99658	Survey Party Chief (Chief of Party)	24.04
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	16.00
99660	Surveying Aide	21.85
99690	Swimming Pool Operator	14.95
99720	Vending Machine Attendant	12.77
99730	Vending Machine Repairer	14.95
99740	Vending Machine Repairer Helper	12.77

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $2.15 an hour or $86.00 a week or $372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
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By direction of the Secretary of Labor

William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Withdrawn

Wage Determination No.: 1994-2047
Revision No.: 22
Date of Last Revision: 09/10/2002

State: California

Area: California Counties of Los Angeles, Orange

OCCUPATION NOTES:

Heating, Air Conditioning and Refrigeration: Wage rates and fringe benefits can be found on Wage Determinations 1986-0879.

Laundry: Wage rates and fringe benefits can be found on Wage Determination 1977-1297.

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	**Administrative Support and Clerical Occupations**	
01011	Accounting Clerk I	10.25
01012	Accounting Clerk II	11.17
01013	Accounting Clerk III	14.39
01014	Accounting Clerk IV	15.84
01030	Court Reporter	16.38
01050	Dispatcher, Motor Vehicle	16.38
01060	Document Preparation Clerk	13.50
01070	Messenger (Courier)	9.28
01090	Duplicating Machine Operator	12.77
01110	Film/Tape Librarian	12.84
01115	General Clerk I	8.07
01116	General Clerk II	10.60
01117	General Clerk III	12.14
01118	General Clerk IV	14.04
01120	Housing Referral Assistant	18.29
01131	Key Entry Operator I	10.32
01132	Key Entry Operator II	12.98
01191	Order Clerk I	12.99
01192	Order Clerk II	14.09
01261	Personnel Assistant (Employment) I	13.70
01262	Personnel Assistant (Employment) II	13.97
01263	Personnel Assistant (Employment) III	18.48
01264	Personnel Assistant (Employment) IV	22.26
01270	Production Control Clerk	16.23
01290	Rental Clerk	13.90
01300	Scheduler, Maintenance	13.90

01311	Secretary I	13.90
01312	Secretary II	17.02
01313	Secretary III	18.29
01314	Secretary IV	21.37
01315	Secretary V	25.48
01320	Service Order Dispatcher	14.12
01341	Stenographer I	13.56
01342	Stenographer II	15.24
01400	Supply Technician	21.37
01420	Survey Worker (Interviewer)	16.13
01460	Switchboard Operator-Receptionist	11.40
01510	Test Examiner	17.02
01520	Test Proctor	17.02
01531	Travel Clerk I	11.20
01532	Travel Clerk II	12.19
01533	Travel Clerk III	13.01
01611	Word Processor I	14.10
01612	Word Processor II	15.08
01613	Word Processor III	17.33
03000	**Automatic Data Processing Occupations**	
03010	Computer Data Librarian	12.71
03041	Computer Operator I	13.98
03042	Computer Operator II	16.17
03043	Computer Operator III	19.53
03044	Computer Operator IV	23.05
03045	Computer Operator V	25.52
03071	Computer Programmer I (1)	17.45
03072	Computer Programmer II (1)	20.50
03073	Computer Programmer III (1)	25.70
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	26.84
03102	Computer Systems Analyst II (1)	27.62
03103	Computer Systems Analyst III (1)	27.63
03160	Peripheral Equipment Operator	15.04
05000	**Automotive Service Occupations**	
05005	Automotive Body Repairer, Fiberglass	19.28
05010	Automotive Glass Installer	17.94
05040	Automotive Worker	17.94
05070	Electrician, Automotive	18.69
05100	Mobile Equipment Servicer	16.15
05130	Motor Equipment Metal Mechanic	19.45
05160	Motor Equipment Metal Worker	17.94
05190	Motor Vehicle Mechanic	19.16
05220	Motor Vehicle Mechanic Helper	14.95
05250	Motor Vehicle Upholstery Worker	17.19
05280	Motor Vehicle Wrecker	17.94
05310	Painter, Automotive	18.69

05340	Radiator Repair Specialist	17.94
05370	Tire Repairer	15.47
05400	Transmission Repair Specialist	19.45
07000	**Food Preparation and Service Occupations**	
	Food Service Worker	8.35
07010	Baker	11.95
07041	Cook I	10.78
07042	Cook II	11.95
07070	Dishwasher	7.66
07130	Meat Cutter	11.95
07250	Waiter/Waitress	8.40
09000	**Furniture Maintenance and Repair Occupations**	
09010	Electrostatic Spray Painter	18.52
09040	Furniture Handler	12.42
09070	Furniture Refinisher	18.52
09100	Furniture Refinisher Helper	14.82
09110	Furniture Repairer, Minor	17.04
09130	Upholsterer	18.52
11030	**General Services and Support Occupations**	
11030	Cleaner, Vehicles	8.76
11060	Elevator Operator	9.29
11090	Gardener	12.40
11121	House Keeping Aid I	7.85
11122	House Keeping Aid II	8.86
11150	Janitor	8.72
11210	Laborer, Grounds Maintenance	9.66
11240	Maid or Houseman	7.85
11270	Pest Controller	13.16
11300	Refuse Collector	9.60
11330	Tractor Operator	11.51
11360	Window Cleaner	10.28
12000	**Health Occupations**	
12020	Dental Assistant	13.43
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.61
12071	Licensed Practical Nurse I	14.25
12072	Licensed Practical Nurse II	15.96
12073	Licensed Practical Nurse III	17.89
12100	Medical Assistant	12.71
12130	Medical Laboratory Technician	13.06
12160	Medical Record Clerk	12.01
12190	Medical Record Technician	14.48
12221	Nursing Assistant I	8.24
12222	Nursing Assistant II	9.27
12223	Nursing Assistant III	10.11

12224	Nursing Assistant IV	11.35
12250	Pharmacy Technician	14.19
12280	Phlebotomist	11.35
12311	Registered Nurse I	21.19
12312	Registered Nurse II	27.02
12313	Registered Nurse II, Specialist	27.04
12314	Registered Nurse III	32.97
12315	Registered Nurse III, Anesthetist	32.97
12316	Registered Nurse IV	40.88
13000	**Information and Arts Occupations**	
13002	Audiovisual Librarian	18.98
13011	Exhibits Specialist I	20.19
13012	Exhibits Specialist II	24.99
13013	Exhibits Specialist III	28.17
13041	Illustrator I	20.17
13042	Illustrator II	24.99
13043	Illustrator III	28.17
13047	Librarian	24.05
13050	Library Technician	16.27
13071	Photographer I	16.42
13072	Photographer II	19.86
13073	Photographer III	24.61
13074	Photographer IV	27.74
13075	Photographer V	33.56
19000	**Machine Tool Operation and Repair Occupations**	
19010	Machine-Tool Operator (Toolroom)	18.52
19040	Tool and Die Maker	23.95
21000	**Material Handling and Packing Occupations**	
21010	Fuel Distribution System Operator	16.01
21020	Material Coordinator	16.34
21030	Material Expediter	16.34
21040	Material Handling Laborer	11.47
21050	Order Filler	12.38
21071	Forklift Operator	12.95
21080	Production Line Worker (Food Processing)	14.22
21100	Shipping/Receiving Clerk	11.12
21130	Shipping Packer	11.93
21140	Store Worker I	9.38
21150	Stock Clerk (Shelf Stocker; Store Worker II)	12.62
21210	Tools and Parts Attendant	14.35
21400	Warehouse Specialist	14.22
23000	**Mechanics and Maintenance and Repair Occupations**	
23010	Aircraft Mechanic	21.21
23040	Aircraft Mechanic Helper	14.82
23050	Aircraft Quality Control Inspector	20.07

23060	Aircraft Servicer	17.04
23070	Aircraft Worker	17.78
23100	Appliance Mechanic	18.52
23120	Bicycle Repairer	15.47
23125	Cable Splicer	23.50
23130	Carpenter, Maintenance	20.36
23140	Carpet Layer	17.78
23160	Electrician, Maintenance	23.43
23181	Electronics Technician, Maintenance I	17.47
23182	Electronics Technician, Maintenance II	22.81
23183	Electronics Technician, Maintenance III	26.53
23260	Fabric Worker	17.04
23290	Fire Alarm System Mechanic	19.28
23310	Fire Extinguisher Repairer	16.01
23340	Fuel Distribution System Mechanic	19.42
23370	General Maintenance Worker	17.78
23430	Heavy Equipment Mechanic	19.90
23440	Heavy Equipment Operator	24.39
23460	Instrument Mechanic	20.16
23470	Laborer	9.61
23500	Locksmith	18.52
23530	Machinery Maintenance Mechanic	18.57
23550	Machinist, Maintenance	20.17
23580	Maintenance Trades Helper	14.82
23640	Millwright	21.56
23700	Office Appliance Repairer	18.52
23740	Painter, Aircraft	18.52
23760	Painter, Maintenance	18.52
23790	Pipefitter, Maintenance	19.82
23800	Plumber, Maintenance	19.04
23820	Pneudraulic Systems Mechanic	19.28
23850	Rigger	21.90
23870	Scale Mechanic	17.78
23890	Sheet-Metal Worker, Maintenance	19.28
23910	Small Engine Mechanic	17.78
23930	Telecommunication Mechanic I	19.28
23931	Telecommunication Mechanic II	20.91
23950	Telephone Lineman	19.28
23960	Welder, Combination, Maintenance	19.28
23965	Well Driller	20.63
23970	Woodcraft Worker	19.28
23980	Woodworker	16.01
24000	**Personal Needs Occupations**	
24570	Child Care Attendant	11.00
24580	Child Care Center Clerk	13.72
24600	Chore Aid	8.05
24630	Homemaker	16.44

25000	**Plant and System Operation Occupations**	
25010	Boiler Tender	21.03
25040	Sewage Plant Operator	23.26
25070	Stationary Engineer	21.30
25190	Ventilation Equipment Tender	17.08
25210	Water Treatment Plant Operator	21.30
27000	**Protective Service Occupations**	
	Police Officer	28.22
27004	Alarm Monitor	16.15
27006	Corrections Officer	22.05
27010	Court Security Officer	22.83
27040	Detention Officer	22.10
27070	Firefighter	24.37
27101	Guard I	7.74
27102	Guard II	16.15
28000	**Stevedoring/Longshoremen Occupations**	
28010	Blocker and Bracer	17.07
28020	Hatch Tender	17.07
28030	Line Handler	17.07
28040	Stevedore I	17.90
28050	Stevedore II	19.48
29000	**Technical Occupations**	
21150	Graphic Artist	21.22
29010	Air Traffic Control Specialist, Center (2)	30.15
29011	Air Traffic Control Specialist, Station (2)	20.79
29012	Air Traffic Control Specialist, Terminal (2)	22.89
29023	Archeological Technician I	18.03
29024	Archeological Technician II	20.17
29025	Archeological Technician III	24.99
29030	Cartographic Technician	26.13
29035	Computer Based Training (CBT) Specialist/ Instructor	23.34
29040	Civil Engineering Technician	24.31
29061	Drafter I	17.09
29062	Drafter II	19.17
29063	Drafter III	23.16
29064	Drafter IV	28.74
29081	Engineering Technician I	13.88
29082	Engineering Technician II	15.59
29083	Engineering Technician III	18.30
29084	Engineering Technician IV	22.28
29085	Engineering Technician V	25.55
29086	Engineering Technician VI	30.92
29090	Environmental Technician	21.05
29100	Flight Simulator/Instructor (Pilot)	27.62

29160	Instructor	22.14
29210	Laboratory Technician	16.15
29240	Mathematical Technician	24.77
29361	Paralegal/Legal Assistant I	15.91
29362	Paralegal/Legal Assistant II	18.73
29363	Paralegal/Legal Assistant III	22.85
29364	Paralegal/Legal Assistant IV	27.73
29390	Photooptics Technician	21.21
29480	Technical Writer	24.96
29491	Unexploded Ordnance (UXO) Technician I	19.16
29492	Unexploded Ordnance (UXO) Technician II	23.18
29493	Unexploded Ordnance (UXO) Technician III	27.78
29494	Unexploded (UXO) Safety Escort	19.16
29495	Unexploded (UXO) Sweep Personnel	19.16
29620	Weather Observer, Senior (3)	19.07
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	17.16
29622	Weather Observer, Upper Air (3)	17.16
31000	**Transportation/ Mobile Equipment Operation Occupations**	
31030	Bus Driver	15.41
31260	Parking and Lot Attendant	7.22
31290	Shuttle Bus Driver	11.12
31300	Taxi Driver	9.56
31361	Truckdriver, Light Truck	11.12
31362	Truckdriver, Medium Truck	16.95
31363	Truckdriver, Heavy Truck	18.12
31364	Truckdriver, Tractor-Trailer	18.12
99000	**Miscellaneous Occupations**	
99020	Animal Caretaker	9.21
99030	Cashier	10.70
99041	Carnival Equipment Operator	11.01
99042	Carnival Equipment Repairer	11.86
99043	Carnival Worker	8.35
99050	Desk Clerk	12.65
99095	Embalmer	19.16
99300	Lifeguard	10.07
99310	Mortician	19.39
99350	Park Attendant (Aide)	12.64
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	12.40
99500	Recreation Specialist	16.23
99510	Recycling Worker	12.66
99610	Sales Clerk	10.67
99620	School Crossing Guard (Crosswalk Attendant)	8.38
99630	Sport Official	10.07
99658	Survey Party Chief (Chief of Party)	28.47
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	21.43

99660	Surveying Aide	15.66
99690	Swimming Pool Operator	13.74
99720	Vending Machine Attendant	11.51
99730	Vending Machine Repairer	13.74
99740	Vending Machine Repairer Helper	11.51

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $2.15 an hour or $86.00 a week or $372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the

employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Withdrawn

Wage Determination No.: 1994-2051
Revision No.: 21
Date of Last Revision: 06/07/2002

State: California

Area: California Counties of Alameda, Contra Costa

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	**Administrative Support and Clerical Occupations**	
01011	Accounting Clerk I	11.74
01012	Accounting Clerk II	13.04
01013	Accounting Clerk III	15.55
01014	Accounting Clerk IV	17.86
01030	Court Reporter	19.34
01050	Dispatcher, Motor Vehicle	18.28
01060	Document Preparation Clerk	13.96
01070	Messenger (Courier)	11.71
01090	Duplicating Machine Operator	12.69
01110	Film/Tape Librarian	12.23
01115	General Clerk I	11.14
01116	General Clerk II	12.52
01117	General Clerk III	15.97
01118	General Clerk IV	19.02
01120	Housing Referral Assistant	21.12
01131	Key Entry Operator I	11.91
01132	Key Entry Operator II	13.81
01191	Order Clerk I	14.47
01192	Order Clerk II	16.09
01261	Personnel Assistant (Employment) I	14.44
01262	Personnel Assistant (Employment) II	16.96
01263	Personnel Assistant (Employment) III	18.82
01264	Personnel Assistant (Employment) IV	20.78
01270	Production Control Clerk	18.27
01290	Rental Clerk	16.79
01300	Scheduler, Maintenance	15.26
01311	Secretary I	15.26
01312	Secretary II	17.58
01313	Secretary III	21.12
01314	Secretary IV	23.43
01315	Secretary V	26.97
01320	Service Order Dispatcher	15.21

01341	Stenographer I	14.33
01342	Stenographer II	16.06
01400	Supply Technician	23.43
01420	Survey Worker (Interviewer)	15.26
01460	Switchboard Operator-Receptionist	12.09
01510	Test Examiner	17.58
01520	Test Proctor	17.58
01531	Travel Clerk I	11.43
01532	Travel Clerk II	12.44
01533	Travel Clerk III	13.43
01611	Word Processor I	13.50
01612	Word Processor II	14.92
01613	Word Processor III	17.74
03000	**Automatic Data Processing Occupations**	
03010	Computer Data Librarian	12.90
03041	Computer Operator I	13.39
03042	Computer Operator II	15.10
03043	Computer Operator III	18.39
03044	Computer Operator IV	19.65
03045	Computer Operator V	21.78
03071	Computer Programmer I (1)	17.26
03072	Computer Programmer II (1)	21.38
03073	Computer Programmer III (1)	27.62
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	27.50
03102	Computer Systems Analyst II (1)	27.62
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	13.79
05000	**Automotive Service Occupations**	
05005	Automotive Body Repairer, Fiberglass	21.51
05010	Automotive Glass Installer	19.68
05040	Automotive Worker	22.63
05070	Electrician, Automotive	23.69
05100	Mobile Equipment Servicer	20.61
05130	Motor Equipment Metal Mechanic	24.74
05160	Motor Equipment Metal Worker	22.63
05190	Motor Vehicle Mechanic	24.75
05220	Motor Vehicle Mechanic Helper	19.50
05250	Motor Vehicle Upholstery Worker	21.62
05280	Motor Vehicle Wrecker	22.63
05310	Painter, Automotive	23.69
05340	Radiator Repair Specialist	22.63
05370	Tire Repairer	17.31
05400	Transmission Repair Specialist	24.75
07000	**Food Preparation and Service Occupations**	
	Food Service Worker	10.79

07010	Baker	15.08
07041	Cook I	14.06
07042	Cook II	15.47
07070	Dishwasher	10.51
07130	Meat Cutter	16.29
07250	Waiter/Waitress	11.39
09000	**Furniture Maintenance and Repair Occupations**	
09010	Electrostatic Spray Painter	19.21
09040	Furniture Handler	13.87
09070	Furniture Refinisher	19.21
09100	Furniture Refinisher Helper	15.83
09110	Furniture Repairer, Minor	17.53
09130	Upholsterer	19.21
11030	**General Services and Support Occupations**	
11030	Cleaner, Vehicles	10.51
11060	Elevator Operator	12.62
11090	Gardener	17.04
11121	House Keeping Aid I	10.23
11122	House Keeping Aid II	12.08
11150	Janitor	12.62
11210	Laborer, Grounds Maintenance	14.41
11240	Maid or Houseman	11.26
11270	Pest Controller	16.45
11300	Refuse Collector	13.89
11330	Tractor Operator	14.93
11360	Window Cleaner	13.68
12000	**Health Occupations**	
12020	Dental Assistant	14.65
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	15.34
12071	Licensed Practical Nurse I	16.44
12072	Licensed Practical Nurse II	18.71
12073	Licensed Practical Nurse III	20.11
12100	Medical Assistant	13.98
12130	Medical Laboratory Technician	16.08
12160	Medical Record Clerk	12.71
12190	Medical Record Technician	15.11
12221	Nursing Assistant I	9.15
12222	Nursing Assistant II	10.28
12223	Nursing Assistant III	11.94
12224	Nursing Assistant IV	13.13
12250	Pharmacy Technician	15.47
12280	Phlebotomist	12.55
12311	Registered Nurse I	21.18
12312	Registered Nurse II	31.45
12313	Registered Nurse II, Specialist	31.45

12314	Registered Nurse III	37.37
12315	Registered Nurse III, Anesthetist	37.37
12316	Registered Nurse IV	38.22
13000	**Information and Arts Occupations**	
13002	Audiovisual Librarian	19.23
13011	Exhibits Specialist I	19.13
13012	Exhibits Specialist II	22.96
13013	Exhibits Specialist III	28.23
13041	Illustrator I	19.13
13042	Illustrator II	22.96
13043	Illustrator III	28.23
13047	Librarian	27.44
13050	Library Technician	13.65
13071	Photographer I	17.78
13072	Photographer II	19.13
13073	Photographer III	22.96
13074	Photographer IV	28.23
13075	Photographer V	29.36
15000	**Laundry, Dry Cleaning, Pressing and Related Occupations**	
15010	Assembler	8.34
15030	Counter Attendant	8.34
15040	Dry Cleaner	11.34
15070	Finisher, Flatwork, Machine	8.34
15090	Presser, Hand	8.34
15100	Presser, Machine, Drycleaning	8.34
15130	Presser, Machine, Shirts	8.34
15160	Presser, Machine, Wearing Apparel, Laundry	8.34
15190	Sewing Machine Operator	12.34
15220	Tailor	13.34
15250	Washer, Machine	9.34
19000	**Machine Tool Operation and Repair Occupations**	
19010	Machine-Tool Operator (Toolroom)	20.52
19040	Tool and Die Maker	26.29
21000	**Material Handling and Packing Occupations**	
21010	Fuel Distribution System Operator	18.60
21020	Material Coordinator	18.51
21030	Material Expediter	18.51
21040	Material Handling Laborer	15.75
21050	Order Filler	11.71
21071	Forklift Operator	17.25
21080	Production Line Worker (Food Processing)	16.36
21100	Shipping/Receiving Clerk	15.92
21130	Shipping Packer	15.92
21140	Store Worker I	11.42
21150	Stock Clerk (Shelf Stocker; Store Worker II)	15.05

21210	Tools and Parts Attendant	15.72
21400	Warehouse Specialist	16.92
23000	**Mechanics and Maintenance and Repair Occupations**	
23010	Aircraft Mechanic	20.06
23040	Aircraft Mechanic Helper	16.92
23050	Aircraft Quality Control Inspector	23.94
23060	Aircraft Servicer	19.26
23070	Aircraft Worker	20.20
23100	Appliance Mechanic	24.30
23120	Bicycle Repairer	16.15
23125	Cable Splicer	20.30
23130	Carpenter, Maintenance	21.81
23140	Carpet Layer	20.20
23160	Electrician, Maintenance	29.18
23181	Electronics Technician, Maintenance I	18.11
23182	Electronics Technician, Maintenance II	27.92
23183	Electronics Technician, Maintenance III	31.21
23260	Fabric Worker	17.53
23290	Fire Alarm System Mechanic	22.07
23310	Fire Extinguisher Repairer	18.09
23340	Fuel Distribution System Mechanic	21.90
23370	General Maintenance Worker	18.36
23400	Heating, Refrigeration and Air Conditioning Mechanic	22.23
23430	Heavy Equipment Mechanic	23.33
23440	Heavy Equipment Operator	26.53
23460	Instrument Mechanic	22.77
23470	Laborer	13.29
23500	Locksmith	21.33
23530	Machinery Maintenance Mechanic	22.96
23550	Machinist, Maintenance	20.06
23580	Maintenance Trades Helper	15.83
23640	Millwright	22.07
23700	Office Appliance Repairer	22.09
23740	Painter, Aircraft	19.32
23760	Painter, Maintenance	19.21
23790	Pipefitter, Maintenance	26.12
23800	Plumber, Maintenance	25.04
23820	Pneudraulic Systems Mechanic	22.07
23850	Rigger	25.82
23870	Scale Mechanic	19.16
23890	Sheet-Metal Worker, Maintenance	21.86
23910	Small Engine Mechanic	18.36
23930	Telecommunication Mechanic I	21.85
23931	Telecommunication Mechanic II	22.77
23950	Telephone Lineman	22.07
23960	Welder, Combination, Maintenance	20.06
23965	Well Driller	25.37
23970	Woodcraft Worker	22.77

23980	Woodworker	16.72
24000	**Personal Needs Occupations**	
24570	Child Care Attendant	9.70
24580	Child Care Center Clerk	11.90
24600	Chore Aid	10.08
24630	Homemaker	11.23
25000	**Plant and System Operation Occupations**	
25010	Boiler Tender	25.36
25040	Sewage Plant Operator	25.40
25070	Stationary Engineer	27.67
25190	Ventilation Equipment Tender	16.92
25210	Water Treatment Plant Operator	26.55
27000	**Protective Service Occupations**	
	Police Officer	31.75
27004	Alarm Monitor	19.44
27006	Corrections Officer	24.27
27010	Court Security Officer	24.27
27040	Detention Officer	24.27
27070	Firefighter	24.81
27101	Guard I	10.21
27102	Guard II	20.42
28000	**Stevedoring/Longshoremen Occupations**	
28010	Blocker and Bracer	20.46
28020	Hatch Tender	19.16
28030	Line Handler	19.16
28040	Stevedore I	17.49
28050	Stevedore II	19.14
29000	**Technical Occupations**	
21150	Graphic Artist	22.02
29010	Air Traffic Control Specialist, Center (2)	30.92
29011	Air Traffic Control Specialist, Station (2)	21.33
29012	Air Traffic Control Specialist, Terminal (2)	23.48
29023	Archeological Technician I	19.57
29024	Archeological Technician II	21.90
29025	Archeological Technician III	27.12
29030	Cartographic Technician	26.40
29035	Computer Based Training (CBT) Specialist/ Instructor	25.52
29040	Civil Engineering Technician	22.96
29061	Drafter I	19.25
29062	Drafter II	21.61
29063	Drafter III	23.86
29064	Drafter IV	28.64
29081	Engineering Technician I	12.71

29082	Engineering Technician II	16.19
29083	Engineering Technician III	19.44
29084	Engineering Technician IV	24.02
29085	Engineering Technician V	27.06
29086	Engineering Technician VI	32.01
29090	Environmental Technician	26.40
29100	Flight Simulator/Instructor (Pilot)	27.62
29160	Instructor	22.01
29210	Laboratory Technician	18.42
29240	Mathematical Technician	25.26
29361	Paralegal/Legal Assistant I	15.77
29362	Paralegal/Legal Assistant II	19.39
29363	Paralegal/Legal Assistant III	23.65
29364	Paralegal/Legal Assistant IV	28.69
29390	Photooptics Technician	22.96
29480	Technical Writer	28.04
29491	Unexploded Ordnance (UXO) Technician I	19.65
29492	Unexploded Ordnance (UXO) Technician II	23.78
29493	Unexploded Ordnance (UXO) Technician III	28.50
29494	Unexploded (UXO) Safety Escort	19.65
29495	Unexploded (UXO) Sweep Personnel	19.65
29620	Weather Observer, Senior (3)	20.34
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	16.80
29622	Weather Observer, Upper Air (3)	16.80
31000	**Transportation/ Mobile Equipment Operation Occupations**	
31030	Bus Driver	16.26
31260	Parking and Lot Attendant	9.59
31290	Shuttle Bus Driver	14.07
31300	Taxi Driver	11.31
31361	Truckdriver, Light Truck	13.60
31362	Truckdriver, Medium Truck	17.29
31363	Truckdriver, Heavy Truck	18.33
31364	Truckdriver, Tractor-Trailer	18.33
99000	**Miscellaneous Occupations**	
99020	Animal Caretaker	12.08
99030	Cashier	8.25
99041	Carnival Equipment Operator	13.57
99042	Carnival Equipment Repairer	15.77
99043	Carnival Worker	10.51
99050	Desk Clerk	8.60
99095	Embalmer	19.42
99300	Lifeguard	10.33
99310	Mortician	21.36
99350	Park Attendant (Aide)	10.34
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.01

99500	Recreation Specialist	10.56
99510	Recycling Worker	17.18
99610	Sales Clerk	9.01
99620	School Crossing Guard (Crosswalk Attendant)	10.51
99630	Sport Official	10.33
99658	Survey Party Chief (Chief of Party)	28.09
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	24.90
99660	Surveying Aide	17.10
99690	Swimming Pool Operator	17.06
99720	Vending Machine Attendant	15.77
99730	Vending Machine Repairer	18.30
99740	Vending Machine Repairer Helper	15.77

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $2.15 an hour or $86.00 a week or $372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

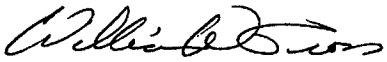
5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Withdrawn

Wage Determination No.: 1994-2055
Revision No.: 19
Date of Last Revision: 07/30/2002

State: California

Area: California Counties of Alpine, Amador, Butte, Colusa, Del Norte, El Dorado, Glenn, Humboldt, Lake, Mendocino, Modoc, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Siskiyou, Sutter, Tehama, Trinity, Yolo, Yuba

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	**Administrative Support and Clerical Occupations**	
01011	Accounting Clerk I	11.14
01012	Accounting Clerk II	12.04
01013	Accounting Clerk III	14.68
01014	Accounting Clerk IV	15.01
01030	Court Reporter	14.48
01050	Dispatcher, Motor Vehicle	14.48
01060	Document Preparation Clerk	12.83
01070	Messenger (Courier)	9.35
01090	Duplicating Machine Operator	12.83
01110	Film/Tape Librarian	12.79
01115	General Clerk I	9.35
01116	General Clerk II	10.59
01117	General Clerk III	13.24
01118	General Clerk IV	15.54
01120	Housing Referral Assistant	16.31
01131	Key Entry Operator I	12.01
01132	Key Entry Operator II	13.83
01191	Order Clerk I	12.51
01192	Order Clerk II	13.67
01261	Personnel Assistant (Employment) I	11.70
01262	Personnel Assistant (Employment) II	16.40
01263	Personnel Assistant (Employment) III	18.58
01264	Personnel Assistant (Employment) IV	19.64
01270	Production Control Clerk	17.14
01290	Rental Clerk	13.35
01300	Scheduler, Maintenance	13.35
01311	Secretary I	12.68
01312	Secretary II	15.51
01313	Secretary III	16.31
01314	Secretary IV	18.45
01315	Secretary V	20.12

01320	Service Order Dispatcher	12.79
01341	Stenographer I	11.40
01342	Stenographer II	12.79
01400	Supply Technician	18.45
01420	Survey Worker (Interviewer)	14.48
01460	Switchboard Operator-Receptionist	10.71
01510	Test Examiner	15.51
01520	Test Proctor	15.51
01531	Travel Clerk I	10.12
01532	Travel Clerk II	10.91
01533	Travel Clerk III	11.74
01611	Word Processor I	11.53
01612	Word Processor II	14.22
01613	Word Processor III	15.93
03000	**Automatic Data Processing Occupations**	
03010	Computer Data Librarian	10.85
03041	Computer Operator I	12.95
03042	Computer Operator II	14.68
03043	Computer Operator III	16.91
03044	Computer Operator IV	19.55
03045	Computer Operator V	20.18
03071	Computer Programmer I (1)	16.05
03072	Computer Programmer II (1)	19.56
03073	Computer Programmer III (1)	23.24
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	26.44
03102	Computer Systems Analyst II (1)	27.62
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	12.95
05000	**Automotive Service Occupations**	
05005	Automotive Body Repairer, Fiberglass	22.29
05010	Automotive Glass Installer	17.62
05040	Automotive Worker	17.62
05070	Electrician, Automotive	18.59
05100	Mobile Equipment Servicer	15.66
05130	Motor Equipment Metal Mechanic	19.58
05160	Motor Equipment Metal Worker	17.62
05190	Motor Vehicle Mechanic	18.27
05220	Motor Vehicle Mechanic Helper	14.68
05250	Motor Vehicle Upholstery Worker	16.64
05280	Motor Vehicle Wrecker	17.62
05310	Painter, Automotive	18.59
05340	Radiator Repair Specialist	17.62
05370	Tire Repairer	14.98
05400	Transmission Repair Specialist	19.58
07000	**Food Preparation and Service Occupations**	

	Food Service Worker	10.27
07010	Baker	15.15
07041	Cook I	13.53
07042	Cook II	15.15
07070	Dishwasher	10.27
07130	Meat Cutter	17.98
07250	Waiter/Waitress	11.07
09000	**Furniture Maintenance and Repair Occupations**	
09010	Electrostatic Spray Painter	18.40
09040	Furniture Handler	12.60
09070	Furniture Refinisher	18.40
09100	Furniture Refinisher Helper	14.53
09110	Furniture Repairer, Minor	16.47
09130	Upholsterer	18.40
11030	**General Services and Support Occupations**	
11030	Cleaner, Vehicles	11.11
11060	Elevator Operator	11.37
11090	Gardener	13.53
11121	House Keeping Aid I	9.46
11122	House Keeping Aid II	11.37
11150	Janitor	11.37
11210	Laborer, Grounds Maintenance	12.18
11240	Maid or Houseman	9.46
11270	Pest Controller	16.38
11300	Refuse Collector	11.43
11330	Tractor Operator	12.70
11360	Window Cleaner	12.26
12000	**Health Occupations**	
12020	Dental Assistant	14.18
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.18
12071	Licensed Practical Nurse I	13.50
12072	Licensed Practical Nurse II	15.16
12073	Licensed Practical Nurse III	16.98
12100	Medical Assistant	12.67
12130	Medical Laboratory Technician	12.67
12160	Medical Record Clerk	11.56
12190	Medical Record Technician	13.94
12221	Nursing Assistant I	7.56
12222	Nursing Assistant II	8.49
12223	Nursing Assistant III	10.85
12224	Nursing Assistant IV	12.91
12250	Pharmacy Technician	14.64
12280	Phlebotomist	10.16
12311	Registered Nurse I	20.50
12312	Registered Nurse II	25.09

12313	Registered Nurse II, Specialist	25.09
12314	Registered Nurse III	30.33
12315	Registered Nurse III, Anesthetist	30.33
12316	Registered Nurse IV	36.33
13000	**Information and Arts Occupations**	
13002	Audiovisual Librarian	18.61
13011	Exhibits Specialist I	19.71
13012	Exhibits Specialist II	23.54
13013	Exhibits Specialist III	28.78
13041	Illustrator I	21.68
13042	Illustrator II	25.89
13043	Illustrator III	31.66
13047	Librarian	20.31
13050	Library Technician	15.13
13071	Photographer I	15.40
13072	Photographer II	19.44
13073	Photographer III	23.22
13074	Photographer IV	28.39
13075	Photographer V	34.33
15000	**Laundry, Dry Cleaning, Pressing and Related Occupations**	
15010	Assembler	7.79
15030	Counter Attendant	7.79
15040	Dry Cleaner	10.11
15070	Finisher, Flatwork, Machine	7.79
15090	Presser, Hand	7.79
15100	Presser, Machine, Drycleaning	7.79
15130	Presser, Machine, Shirts	7.79
15160	Presser, Machine, Wearing Apparel, Laundry	7.79
15190	Sewing Machine Operator	10.97
15220	Tailor	11.83
15250	Washer, Machine	8.95
19000	**Machine Tool Operation and Repair Occupations**	
19010	Machine-Tool Operator (Toolroom)	18.40
19040	Tool and Die Maker	21.89
21000	**Material Handling and Packing Occupations**	
21010	Fuel Distribution System Operator	15.50
21020	Material Coordinator	15.85
21030	Material Expediter	15.85
21040	Material Handling Laborer	9.78
21050	Order Filler	14.68
21071	Forklift Operator	14.72
21080	Production Line Worker (Food Processing)	13.51
21100	Shipping/Receiving Clerk	11.96
21130	Shipping Packer	11.96
21140	Store Worker I	10.51

21150	Stock Clerk (Shelf Stocker; Store Worker II)	13.19
21210	Tools and Parts Attendant	13.51
21400	Warehouse Specialist	13.51
23000	**Mechanics and Maintenance and Repair Occupations**	
23010	Aircraft Mechanic	19.38
23040	Aircraft Mechanic Helper	14.53
23050	Aircraft Quality Control Inspector	20.35
23060	Aircraft Servicer	16.47
23070	Aircraft Worker	17.44
23100	Appliance Mechanic	18.40
23120	Bicycle Repairer	14.98
23125	Cable Splicer	22.29
23130	Carpenter, Maintenance	18.40
23140	Carpet Layer	17.44
23160	Electrician, Maintenance	23.29
23181	Electronics Technician, Maintenance I	18.37
23182	Electronics Technician, Maintenance II	19.36
23183	Electronics Technician, Maintenance III	23.27
23260	Fabric Worker	16.47
23290	Fire Alarm System Mechanic	19.38
23310	Fire Extinguisher Repairer	15.50
23340	Fuel Distribution System Mechanic	19.38
23370	General Maintenance Worker	16.51
23400	Heating, Refrigeration and Air Conditioning Mechanic	19.38
23430	Heavy Equipment Mechanic	19.38
23440	Heavy Equipment Operator	23.75
23460	Instrument Mechanic	22.06
23470	Laborer	11.36
23500	Locksmith	18.40
23530	Machinery Maintenance Mechanic	21.08
23550	Machinist, Maintenance	19.38
23580	Maintenance Trades Helper	14.53
23640	Millwright	19.38
23700	Office Appliance Repairer	18.40
23740	Painter, Aircraft	20.24
23760	Painter, Maintenance	18.40
23790	Pipefitter, Maintenance	19.38
23800	Plumber, Maintenance	18.40
23820	Pneudraulic Systems Mechanic	19.38
23850	Rigger	19.38
23870	Scale Mechanic	17.44
23890	Sheet-Metal Worker, Maintenance	19.41
23910	Small Engine Mechanic	17.44
23930	Telecommunication Mechanic I	19.77
23931	Telecommunication Mechanic II	20.76
23950	Telephone Lineman	19.38
23960	Welder, Combination, Maintenance	19.38
23965	Well Driller	19.38

23970	Woodcraft Worker	19.38
23980	Woodworker	15.50
24000	**Personal Needs Occupations**	
24570	Child Care Attendant	9.62
24580	Child Care Center Clerk	11.99
24600	Chore Aid	9.46
24630	Homemaker	13.30
25000	**Plant and System Operation Occupations**	
25010	Boiler Tender	21.32
25040	Sewage Plant Operator	20.78
25070	Stationary Engineer	21.32
25190	Ventilation Equipment Tender	14.53
25210	Water Treatment Plant Operator	20.78
27000	**Protective Service Occupations**	
	Police Officer	27.50
27004	Alarm Monitor	18.60
27006	Corrections Officer	21.89
27010	Court Security Officer	22.00
27040	Detention Officer	21.89
27070	Firefighter	18.02
27101	Guard I	8.80
27102	Guard II	19.29
28000	**Stevedoring/Longshoremen Occupations**	
28010	Blocker and Bracer	16.76
28020	Hatch Tender	16.76
28030	Line Handler	16.76
28040	Stevedore I	15.68
28050	Stevedore II	17.85
29000	**Technical Occupations**	
21150	Graphic Artist	20.90
29010	Air Traffic Control Specialist, Center (2)	29.09
29011	Air Traffic Control Specialist, Station (2)	20.06
29012	Air Traffic Control Specialist, Terminal (2)	22.09
29023	Archeological Technician I	18.70
29024	Archeological Technician II	20.91
29025	Archeological Technician III	25.89
29030	Cartographic Technician	26.70
29035	Computer Based Training (CBT) Specialist/ Instructor	26.44
29040	Civil Engineering Technician	23.22
29061	Drafter I	16.07
29062	Drafter II	17.17
29063	Drafter III	21.68
29064	Drafter IV	25.89

29081	Engineering Technician I	13.26
29082	Engineering Technician II	14.87
29083	Engineering Technician III	16.67
29084	Engineering Technician IV	20.92
29085	Engineering Technician V	25.23
29086	Engineering Technician VI	30.52
29090	Environmental Technician	18.47
29100	Flight Simulator/Instructor (Pilot)	27.62
29160	Instructor	22.99
29210	Laboratory Technician	17.74
29240	Mathematical Technician	24.81
29361	Paralegal/Legal Assistant I	17.20
29362	Paralegal/Legal Assistant II	19.24
29363	Paralegal/Legal Assistant III	23.22
29364	Paralegal/Legal Assistant IV	28.44
29390	Photooptics Technician	21.57
29480	Technical Writer	26.24
29491	Unexploded Ordnance (UXO) Technician I	18.49
29492	Unexploded Ordnance (UXO) Technician II	22.37
29493	Unexploded Ordnance (UXO) Technician III	26.81
29494	Unexploded (UXO) Safety Escort	18.49
29495	Unexploded (UXO) Sweep Personnel	18.49
29620	Weather Observer, Senior (3)	19.01
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	17.99
29622	Weather Observer, Upper Air (3)	17.99
31000	**Transportation/ Mobile Equipment Operation Occupations**	
31030	Bus Driver	16.36
31260	Parking and Lot Attendant	7.61
31290	Shuttle Bus Driver	10.36
31300	Taxi Driver	8.81
31361	Truckdriver, Light Truck	10.68
31362	Truckdriver, Medium Truck	14.69
31363	Truckdriver, Heavy Truck	16.81
31364	Truckdriver, Tractor-Trailer	16.81
99000	**Miscellaneous Occupations**	
99020	Animal Caretaker	11.89
99030	Cashier	9.40
99041	Carnival Equipment Operator	12.70
99042	Carnival Equipment Repairer	13.53
99043	Carnival Worker	10.27
99050	Desk Clerk	9.62
99095	Embalmer	18.49
99300	Lifeguard	9.71
99310	Mortician	16.99
99350	Park Attendant (Aide)	12.20
99400	Photofinishing Worker (Photo Lab Tech., Darkroom	10.89

	Tech)	
99500	Recreation Specialist	13.30
99510	Recycling Worker	13.18
99610	Sales Clerk	10.17
99620	School Crossing Guard (Crosswalk Attendant)	10.27
99630	Sport Official	9.71
99658	Survey Party Chief (Chief of Party)	19.68
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.34
99660	Surveying Aide	9.72
99690	Swimming Pool Operator	15.15
99720	Vending Machine Attendant	12.70
99730	Vending Machine Repairer	15.15
99740	Vending Machine Repairer Helper	12.70

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $2.15 an hour or $86.00 a week or $372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a

proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Withdrawn

Wage Determination No.: 1994-2057
Revision No.: 29
Date of Last Revision: 09/05/2002

State: California

Area: California Counties of Imperial, San Diego

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	**Administrative Support and Clerical Occupations**	
01011	Accounting Clerk I	10.92
01012	Accounting Clerk II	11.91
01013	Accounting Clerk III	13.91
01014	Accounting Clerk IV	17.29
01030	Court Reporter	15.05
01050	Dispatcher, Motor Vehicle	14.63
01060	Document Preparation Clerk	11.29
01070	Messenger (Courier)	9.87
01090	Duplicating Machine Operator	11.29
01110	Film/Tape Librarian	13.39
01115	General Clerk I	7.56
01116	General Clerk II	8.49
01117	General Clerk III	11.15
01118	General Clerk IV	13.40
01120	Housing Referral Assistant	18.99
01131	Key Entry Operator I	10.96
01132	Key Entry Operator II	12.43
01191	Order Clerk I	11.38
01192	Order Clerk II	14.19
01261	Personnel Assistant (Employment) I	13.30
01262	Personnel Assistant (Employment) II	15.50
01263	Personnel Assistant (Employment) III	17.08
01264	Personnel Assistant (Employment) IV	19.98
01270	Production Control Clerk	16.45
01290	Rental Clerk	13.10
01300	Scheduler, Maintenance	13.10
01311	Secretary I	13.10
01312	Secretary II	14.50
01313	Secretary III	18.99
01314	Secretary IV	21.47
01315	Secretary V	25.37
01320	Service Order Dispatcher	13.43

01341	Stenographer I	11.52
01342	Stenographer II	12.95
01400	Supply Technician	21.47
01420	Survey Worker (Interviewer)	14.36
01460	Switchboard Operator-Receptionist	11.13
01510	Test Examiner	14.50
01520	Test Proctor	14.50
01531	Travel Clerk I	10.26
01532	Travel Clerk II	11.22
01533	Travel Clerk III	12.32
01611	Word Processor I	12.67
01612	Word Processor II	15.57
01613	Word Processor III	18.97
03000	**Automatic Data Processing Occupations**	
03010	Computer Data Librarian	11.06
03041	Computer Operator I	12.61
03042	Computer Operator II	14.11
03043	Computer Operator III	16.93
03044	Computer Operator IV	20.39
03045	Computer Operator V	22.57
03071	Computer Programmer I (1)	17.89
03072	Computer Programmer II (1)	22.17
03073	Computer Programmer III (1)	27.62
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	27.31
03102	Computer Systems Analyst II (1)	27.62
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	13.78
05000	**Automotive Service Occupations**	
05005	Automotive Body Repairer, Fiberglass	20.03
05010	Automotive Glass Installer	17.45
05040	Automotive Worker	17.45
05070	Electrician, Automotive	18.13
05100	Mobile Equipment Servicer	16.06
05130	Motor Equipment Metal Mechanic	18.76
05160	Motor Equipment Metal Worker	17.45
05190	Motor Vehicle Mechanic	18.43
05220	Motor Vehicle Mechanic Helper	15.06
05250	Motor Vehicle Upholstery Worker	16.81
05280	Motor Vehicle Wrecker	17.45
05310	Painter, Automotive	18.46
05340	Radiator Repair Specialist	17.45
05370	Tire Repairer	15.52
05400	Transmission Repair Specialist	18.76
07000	**Food Preparation and Service Occupations**	
	Food Service Worker	8.28

07010	Baker	12.00
07041	Cook I	11.04
07042	Cook II	12.00
07070	Dishwasher	8.28
07130	Meat Cutter	13.85
07250	Waiter/Waitress	8.96
09000	**Furniture Maintenance and Repair Occupations**	
09010	Electrostatic Spray Painter	18.13
09040	Furniture Handler	13.02
09070	Furniture Refinisher	18.13
09100	Furniture Refinisher Helper	15.06
09110	Furniture Repairer, Minor	16.81
09130	Upholsterer	18.13
11030	**General Services and Support Occupations**	
11030	Cleaner, Vehicles	9.52
11060	Elevator Operator	8.28
11090	Gardener	11.04
11121	House Keeping Aid I	8.01
11122	House Keeping Aid II	8.84
11150	Janitor	8.38
11210	Laborer, Grounds Maintenance	9.86
11240	Maid or Houseman	8.34
11270	Pest Controller	11.56
11300	Refuse Collector	9.52
11330	Tractor Operator	10.36
11360	Window Cleaner	9.72
12000	**Health Occupations**	
12020	Dental Assistant	14.61
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.27
12071	Licensed Practical Nurse I	12.34
12072	Licensed Practical Nurse II	13.84
12073	Licensed Practical Nurse III	15.52
12100	Medical Assistant	10.73
12130	Medical Laboratory Technician	13.67
12160	Medical Record Clerk	13.89
12190	Medical Record Technician	14.58
12221	Nursing Assistant I	7.83
12222	Nursing Assistant II	8.86
12223	Nursing Assistant III	9.60
12224	Nursing Assistant IV	10.80
12250	Pharmacy Technician	13.21
12280	Phlebotomist	13.04
12311	Registered Nurse I	23.10
12312	Registered Nurse II	27.21
12313	Registered Nurse II, Specialist	27.21

12314	Registered Nurse III	32.33
12315	Registered Nurse III, Anesthetist	32.33
12316	Registered Nurse IV	38.74
13000	**Information and Arts Occupations**	
13002	Audiovisual Librarian	19.52
13011	Exhibits Specialist I	16.76
13012	Exhibits Specialist II	19.53
13013	Exhibits Specialist III	23.89
13041	Illustrator I	17.97
13042	Illustrator II	20.93
13043	Illustrator III	25.61
13047	Librarian	23.60
13050	Library Technician	13.58
13071	Photographer I	13.02
13072	Photographer II	16.76
13073	Photographer III	19.53
13074	Photographer IV	23.89
13075	Photographer V	28.91
15000	**Laundry, Dry Cleaning, Pressing and Related Occupations**	
15010	Assembler	7.38
15030	Counter Attendant	7.38
15040	Dry Cleaner	9.03
15070	Finisher, Flatwork, Machine	7.38
15090	Presser, Hand	7.38
15100	Presser, Machine, Drycleaning	7.38
15130	Presser, Machine, Shirts	7.38
15160	Presser, Machine, Wearing Apparel, Laundry	7.38
15190	Sewing Machine Operator	9.61
15220	Tailor	10.18
15250	Washer, Machine	7.88
19000	**Machine Tool Operation and Repair Occupations**	
19010	Machine-Tool Operator (Toolroom)	18.13
19040	Tool and Die Maker	22.25
21000	**Material Handling and Packing Occupations**	
21010	Fuel Distribution System Operator	17.67
21020	Material Coordinator	14.10
21030	Material Expediter	14.10
21040	Material Handling Laborer	9.82
21050	Order Filler	10.36
21071	Forklift Operator	13.28
21080	Production Line Worker (Food Processing)	12.65
21100	Shipping/Receiving Clerk	11.26
21130	Shipping Packer	11.86
21140	Store Worker I	9.64
21150	Stock Clerk (Shelf Stocker; Store Worker II)	12.58

21210	Tools and Parts Attendant	11.77
21400	Warehouse Specialist	12.95
23000	**Mechanics and Maintenance and Repair Occupations**	
23010	Aircraft Mechanic	20.38
23040	Aircraft Mechanic Helper	15.06
23050	Aircraft Quality Control Inspector	21.25
23060	Aircraft Servicer	16.81
23070	Aircraft Worker	17.45
23100	Appliance Mechanic	18.13
23120	Bicycle Repairer	15.52
23125	Cable Splicer	21.57
23130	Carpenter, Maintenance	18.13
23140	Carpet Layer	17.45
23160	Electrician, Maintenance	19.95
23181	Electronics Technician, Maintenance I	12.94
23182	Electronics Technician, Maintenance II	20.68
23183	Electronics Technician, Maintenance III	24.77
23260	Fabric Worker	16.81
23290	Fire Alarm System Mechanic	18.76
23310	Fire Extinguisher Repairer	16.06
23340	Fuel Distribution System Mechanic	20.64
23370	General Maintenance Worker	17.45
23400	Heating, Refrigeration and Air Conditioning Mechanic	18.76
23430	Heavy Equipment Mechanic	20.37
23440	Heavy Equipment Operator	24.28
23460	Instrument Mechanic	19.30
23470	Laborer	10.95
23500	Locksmith	18.13
23530	Machinery Maintenance Mechanic	22.42
23550	Machinist, Maintenance	18.96
23580	Maintenance Trades Helper	15.06
23640	Millwright	21.42
23700	Office Appliance Repairer	18.13
23740	Painter, Aircraft	18.46
23760	Painter, Maintenance	18.13
23790	Pipefitter, Maintenance	18.76
23800	Plumber, Maintenance	18.13
23820	Pneudraulic Systems Mechanic	18.76
23850	Rigger	18.76
23870	Scale Mechanic	17.45
23890	Sheet-Metal Worker, Maintenance	18.76
23910	Small Engine Mechanic	17.45
23930	Telecommunication Mechanic I	18.76
23931	Telecommunication Mechanic II	21.75
23950	Telephone Lineman	18.76
23960	Welder, Combination, Maintenance	18.76
23965	Well Driller	19.74
23970	Woodcraft Worker	18.76

23980	Woodworker	16.06
24000	**Personal Needs Occupations**	
24570	Child Care Attendant	8.88
24580	Child Care Center Clerk	12.39
24600	Chore Aid	9.19
24630	Homemaker	15.53
25000	**Plant and System Operation Occupations**	
25010	Boiler Tender	20.64
25040	Sewage Plant Operator	21.59
25070	Stationary Engineer	22.34
25190	Ventilation Equipment Tender	15.06
25210	Water Treatment Plant Operator	21.59
27000	**Protective Service Occupations**	
	Police Officer	23.40
27004	Alarm Monitor	18.05
27006	Corrections Officer	19.87
27010	Court Security Officer	21.07
27040	Detention Officer	21.07
27070	Firefighter	18.83
27101	Guard I	8.43
27102	Guard II	16.10
28000	**Stevedoring/Longshoremen Occupations**	
28010	Blocker and Bracer	16.80
28020	Hatch Tender	14.66
28030	Line Handler	14.66
28040	Stevedore I	14.76
28050	Stevedore II	16.52
29000	**Technical Occupations**	
21150	Graphic Artist	20.28
29010	Air Traffic Control Specialist, Center (2)	29.27
29011	Air Traffic Control Specialist, Station (2)	20.18
29012	Air Traffic Control Specialist, Terminal (2)	22.23
29023	Archeological Technician I	17.17
29024	Archeological Technician II	19.21
29025	Archeological Technician III	23.80
29030	Cartographic Technician	22.77
29035	Computer Based Training (CBT) Specialist/ Instructor	23.75
29040	Civil Engineering Technician	22.87
29061	Drafter I	13.34
29062	Drafter II	14.98
29063	Drafter III	19.27
29064	Drafter IV	22.46
29081	Engineering Technician I	14.99

29082	Engineering Technician II	16.83
29083	Engineering Technician III	20.26
29084	Engineering Technician IV	24.68
29085	Engineering Technician V	30.06
29086	Engineering Technician VI	36.39
29090	Environmental Technician	18.18
29100	Flight Simulator/Instructor (Pilot)	27.62
29160	Instructor	23.75
29210	Laboratory Technician	16.61
29240	Mathematical Technician	21.38
29361	Paralegal/Legal Assistant I	17.86
29362	Paralegal/Legal Assistant II	22.39
29363	Paralegal/Legal Assistant III	27.39
29364	Paralegal/Legal Assistant IV	33.13
29390	Photooptics Technician	19.93
29480	Technical Writer	25.34
29491	Unexploded Ordnance (UXO) Technician I	18.60
29492	Unexploded Ordnance (UXO) Technician II	22.51
29493	Unexploded Ordnance (UXO) Technician III	26.98
29494	Unexploded (UXO) Safety Escort	18.60
29495	Unexploded (UXO) Sweep Personnel	18.60
29620	Weather Observer, Senior (3)	19.32
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	17.40
29622	Weather Observer, Upper Air (3)	17.40
31000	**Transportation/ Mobile Equipment Operation Occupations**	
31030	Bus Driver	13.05
31260	Parking and Lot Attendant	7.60
31290	Shuttle Bus Driver	10.57
31300	Taxi Driver	8.64
31361	Truckdriver, Light Truck	10.30
31362	Truckdriver, Medium Truck	14.37
31363	Truckdriver, Heavy Truck	15.36
31364	Truckdriver, Tractor-Trailer	15.36
99000	**Miscellaneous Occupations**	
99020	Animal Caretaker	9.66
99030	Cashier	10.45
99041	Carnival Equipment Operator	11.56
99042	Carnival Equipment Repairer	12.32
99043	Carnival Worker	8.28
99050	Desk Clerk	10.06
99095	Embalmer	19.62
99300	Lifeguard	9.78
99310	Mortician	19.62
99350	Park Attendant (Aide)	12.28
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.63

99500	Recreation Specialist	13.95
99510	Recycling Worker	13.15
99610	Sales Clerk	10.40
99620	School Crossing Guard (Crosswalk Attendant)	8.28
99630	Sport Official	9.78
99658	Survey Party Chief (Chief of Party)	21.91
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	19.92
99660	Surveying Aide	14.31
99690	Swimming Pool Operator	12.34
99720	Vending Machine Attendant	11.63
99730	Vending Machine Repairer	13.46
99740	Vending Machine Repairer Helper	11.23

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

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The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

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The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

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3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Withdrawn

Wage Determination No.: 1994-2081
Revision No.: 20
Date of Last Revision: 05/29/2002

State: Colorado

Area: Colorado Counties of Adams, Arapahoe, Boulder, Clear Creek, Denver, Douglas, Elbert, Gilpin, Grand, Jackson, Jefferson, Logan, Morgan, Park, Phillips, Sedgwick, Summit, Washington, Weld, Yuma

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	**Administrative Support and Clerical Occupations**	
01011	Accounting Clerk I	10.53
01012	Accounting Clerk II	10.89
01013	Accounting Clerk III	13.08
01014	Accounting Clerk IV	14.80
01030	Court Reporter	14.45
01050	Dispatcher, Motor Vehicle	14.45
01060	Document Preparation Clerk	11.33
01070	Messenger (Courier)	8.89
01090	Duplicating Machine Operator	10.81
01110	Film/Tape Librarian	11.99
01115	General Clerk I	8.79
01116	General Clerk II	9.87
01117	General Clerk III	10.08
01118	General Clerk IV	12.82
01120	Housing Referral Assistant	16.58
01131	Key Entry Operator I	11.22
01132	Key Entry Operator II	13.41
01191	Order Clerk I	12.16
01192	Order Clerk II	12.83
01261	Personnel Assistant (Employment) I	11.93
01262	Personnel Assistant (Employment) II	13.77
01263	Personnel Assistant (Employment) III	16.16
01264	Personnel Assistant (Employment) IV	17.55
01270	Production Control Clerk	16.58
01290	Rental Clerk	12.54
01300	Scheduler, Maintenance	12.54
01311	Secretary I	12.83
01312	Secretary II	13.48
01313	Secretary III	15.20
01314	Secretary IV	18.09
01315	Secretary V	20.09
01320	Service Order Dispatcher	12.54

01341	Stenographer I	11.68
01342	Stenographer II	14.30
01400	Supply Technician	17.74
01420	Survey Worker (Interviewer)	13.48
01460	Switchboard Operator-Receptionist	11.42
01510	Test Examiner	14.45
01520	Test Proctor	14.45
01531	Travel Clerk I	12.50
01532	Travel Clerk II	13.11
01533	Travel Clerk III	14.03
01611	Word Processor I	11.11
01612	Word Processor II	12.82
01613	Word Processor III	15.05
03000	**Automatic Data Processing Occupations**	
03010	Computer Data Librarian	11.91
03041	Computer Operator I	13.19
03042	Computer Operator II	14.81
03043	Computer Operator III	19.09
03044	Computer Operator IV	21.18
03045	Computer Operator V	23.47
03071	Computer Programmer I (1)	16.60
03072	Computer Programmer II (1)	20.03
03073	Computer Programmer III (1)	24.53
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	24.70
03102	Computer Systems Analyst II (1)	27.62
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	13.70
05000	**Automotive Service Occupations**	
05005	Automotive Body Repairer, Fiberglass	20.69
05010	Automotive Glass Installer	17.05
05040	Automotive Worker	17.05
05070	Electrician, Automotive	17.99
05100	Mobile Equipment Servicer	15.50
05130	Motor Equipment Metal Mechanic	18.33
05160	Motor Equipment Metal Worker	17.05
05190	Motor Vehicle Mechanic	18.33
05220	Motor Vehicle Mechanic Helper	14.45
05250	Motor Vehicle Upholstery Worker	17.05
05280	Motor Vehicle Wrecker	17.05
05310	Painter, Automotive	17.33
05340	Radiator Repair Specialist	17.05
05370	Tire Repairer	14.98
05400	Transmission Repair Specialist	18.33
07000	**Food Preparation and Service Occupations**	
	Food Service Worker	8.44

07010	Baker	13.29
07041	Cook I	10.50
07042	Cook II	11.56
07070	Dishwasher	8.28
07130	Meat Cutter	12.14
07250	Waiter/Waitress	9.09
09000	**Furniture Maintenance and Repair Occupations**	
09010	Electrostatic Spray Painter	17.33
09040	Furniture Handler	14.45
09070	Furniture Refinisher	17.33
09100	Furniture Refinisher Helper	14.45
09110	Furniture Repairer, Minor	16.45
09130	Upholsterer	17.33
11030	**General Services and Support Occupations**	
11030	Cleaner, Vehicles	9.59
11060	Elevator Operator	9.59
11090	Gardener	12.96
11121	House Keeping Aid I	7.93
11122	House Keeping Aid II	9.00
11150	Janitor	9.57
11210	Laborer, Grounds Maintenance	10.45
11240	Maid or Houseman	7.84
11270	Pest Controller	12.14
11300	Refuse Collector	9.59
11330	Tractor Operator	12.26
11360	Window Cleaner	10.43
12000	**Health Occupations**	
12020	Dental Assistant	13.36
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.48
12071	Licensed Practical Nurse I	12.30
12072	Licensed Practical Nurse II	13.80
12073	Licensed Practical Nurse III	15.45
12100	Medical Assistant	10.38
12130	Medical Laboratory Technician	11.94
12160	Medical Record Clerk	10.38
12190	Medical Record Technician	13.81
12221	Nursing Assistant I	8.32
12222	Nursing Assistant II	9.62
12223	Nursing Assistant III	12.03
12224	Nursing Assistant IV	13.50
12250	Pharmacy Technician	12.74
12280	Phlebotomist	10.51
12311	Registered Nurse I	19.04
12312	Registered Nurse II	22.41
12313	Registered Nurse II, Specialist	22.41

12314	Registered Nurse III	28.28
12315	Registered Nurse III, Anesthetist	28.28
12316	Registered Nurse IV	33.90
13000	**Information and Arts Occupations**	
13002	Audiovisual Librarian	16.82
13011	Exhibits Specialist I	16.92
13012	Exhibits Specialist II	20.96
13013	Exhibits Specialist III	25.57
13041	Illustrator I	16.95
13042	Illustrator II	21.00
13043	Illustrator III	25.61
13047	Librarian	20.24
13050	Library Technician	15.69
13071	Photographer I	13.28
13072	Photographer II	15.75
13073	Photographer III	19.51
13074	Photographer IV	23.79
13075	Photographer V	28.87
15000	**Laundry, Dry Cleaning, Pressing and Related Occupations**	
15010	Assembler	8.83
15030	Counter Attendant	8.83
15040	Dry Cleaner	9.08
15070	Finisher, Flatwork, Machine	8.83
15090	Presser, Hand	8.83
15100	Presser, Machine, Drycleaning	8.83
15130	Presser, Machine, Shirts	8.83
15160	Presser, Machine, Wearing Apparel, Laundry	8.83
15190	Sewing Machine Operator	9.76
15220	Tailor	13.90
15250	Washer, Machine	10.17
19000	**Machine Tool Operation and Repair Occupations**	
19010	Machine-Tool Operator (Toolroom)	17.33
19040	Tool and Die Maker	20.40
21000	**Material Handling and Packing Occupations**	
21010	Fuel Distribution System Operator	15.66
21020	Material Coordinator	17.03
21030	Material Expediter	17.03
21040	Material Handling Laborer	11.86
21050	Order Filler	11.18
21071	Forklift Operator	14.70
21080	Production Line Worker (Food Processing)	12.87
21100	Shipping/Receiving Clerk	11.68
21130	Shipping Packer	11.44
21140	Store Worker I	11.44
21150	Stock Clerk (Shelf Stocker; Store Worker II)	12.06

21210	Tools and Parts Attendant	14.80
21400	Warehouse Specialist	12.87
23000	**Mechanics and Maintenance and Repair Occupations**	
23010	Aircraft Mechanic	17.99
23040	Aircraft Mechanic Helper	14.45
23050	Aircraft Quality Control Inspector	17.52
23060	Aircraft Servicer	16.45
23070	Aircraft Worker	16.73
23100	Appliance Mechanic	17.33
23120	Bicycle Repairer	14.98
23125	Cable Splicer	17.99
23130	Carpenter, Maintenance	17.33
23140	Carpet Layer	16.73
23160	Electrician, Maintenance	21.64
23181	Electronics Technician, Maintenance I	17.16
23182	Electronics Technician, Maintenance II	18.72
23183	Electronics Technician, Maintenance III	19.86
23260	Fabric Worker	16.45
23290	Fire Alarm System Mechanic	17.99
23310	Fire Extinguisher Repairer	16.45
23340	Fuel Distribution System Mechanic	18.17
23370	General Maintenance Worker	16.19
23400	Heating, Refrigeration and Air Conditioning Mechanic	17.99
23430	Heavy Equipment Mechanic	17.99
23440	Heavy Equipment Operator	18.30
23460	Instrument Mechanic	17.99
23470	Laborer	9.55
23500	Locksmith	17.33
23530	Machinery Maintenance Mechanic	17.99
23550	Machinist, Maintenance	18.11
23580	Maintenance Trades Helper	14.45
23640	Millwright	17.99
23700	Office Appliance Repairer	17.33
23740	Painter, Aircraft	17.33
23760	Painter, Maintenance	17.55
23790	Pipefitter, Maintenance	18.25
23800	Plumber, Maintenance	17.33
23820	Pneudraulic Systems Mechanic	17.99
23850	Rigger	17.99
23870	Scale Mechanic	16.73
23890	Sheet-Metal Worker, Maintenance	17.99
23910	Small Engine Mechanic	16.73
23930	Telecommunication Mechanic I	17.99
23931	Telecommunication Mechanic II	18.54
23950	Telephone Lineman	17.99
23960	Welder, Combination, Maintenance	17.99
23965	Well Driller	18.18
23970	Woodcraft Worker	17.99

23980	Woodworker	16.73
24000	**Personal Needs Occupations**	
24570	Child Care Attendant	8.03
24580	Child Care Center Clerk	9.13
24600	Chore Aid	7.77
24630	Homemaker	11.52
25000	**Plant and System Operation Occupations**	
25010	Boiler Tender	19.34
25040	Sewage Plant Operator	17.33
25070	Stationary Engineer	19.34
25190	Ventilation Equipment Tender	14.45
25210	Water Treatment Plant Operator	17.33
27000	**Protective Service Occupations**	
	Police Officer	24.96
27004	Alarm Monitor	14.78
27006	Corrections Officer	19.00
27010	Court Security Officer	18.53
27040	Detention Officer	19.00
27070	Firefighter	17.56
27101	Guard I	6.83
27102	Guard II	11.35
28000	**Stevedoring/Longshoremen Occupations**	
28010	Blocker and Bracer	15.24
28020	Hatch Tender	15.24
28030	Line Handler	15.24
28040	Stevedore I	14.61
28050	Stevedore II	18.23
29000	**Technical Occupations**	
21150	Graphic Artist	20.00
29010	Air Traffic Control Specialist, Center (2)	29.44
29011	Air Traffic Control Specialist, Station (2)	20.30
29012	Air Traffic Control Specialist, Terminal (2)	22.35
29023	Archeological Technician I	16.57
29024	Archeological Technician II	18.52
29025	Archeological Technician III	22.96
29030	Cartographic Technician	21.18
29035	Computer Based Training (CBT) Specialist/ Instructor	24.70
29040	Civil Engineering Technician	19.24
29061	Drafter I	13.93
29062	Drafter II	15.62
29063	Drafter III	18.53
29064	Drafter IV	22.94
29081	Engineering Technician I	13.88

29082	Engineering Technician II	16.27
29083	Engineering Technician III	19.42
29084	Engineering Technician IV	22.75
29085	Engineering Technician V	26.14
29086	Engineering Technician VI	31.64
29090	Environmental Technician	20.93
29100	Flight Simulator/Instructor (Pilot)	27.62
29160	Instructor	20.96
29210	Laboratory Technician	16.42
29240	Mathematical Technician	22.38
29361	Paralegal/Legal Assistant I	15.54
29362	Paralegal/Legal Assistant II	18.61
29363	Paralegal/Legal Assistant III	22.70
29364	Paralegal/Legal Assistant IV	27.49
29390	Photooptics Technician	20.79
29480	Technical Writer	25.88
29491	Unexploded Ordnance (UXO) Technician I	18.71
29492	Unexploded Ordnance (UXO) Technician II	22.64
29493	Unexploded Ordnance (UXO) Technician III	27.13
29494	Unexploded (UXO) Safety Escort	18.71
29495	Unexploded (UXO) Sweep Personnel	18.71
29620	Weather Observer, Senior (3)	20.79
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	18.34
29622	Weather Observer, Upper Air (3)	18.34
31000	**Transportation/ Mobile Equipment Operation Occupations**	
31030	Bus Driver	14.30
31260	Parking and Lot Attendant	7.94
31290	Shuttle Bus Driver	12.73
31300	Taxi Driver	11.72
31361	Truckdriver, Light Truck	11.93
31362	Truckdriver, Medium Truck	16.57
31363	Truckdriver, Heavy Truck	17.26
31364	Truckdriver, Tractor-Trailer	17.26
99000	**Miscellaneous Occupations**	
99020	Animal Caretaker	9.88
99030	Cashier	7.69
99041	Carnival Equipment Operator	9.99
99042	Carnival Equipment Repairer	10.77
99043	Carnival Worker	7.81
99050	Desk Clerk	9.18
99095	Embalmer	20.60
99300	Lifeguard	9.83
99310	Mortician	20.60
99350	Park Attendant (Aide)	10.32
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.21

99500	Recreation Specialist	9.68
99510	Recycling Worker	12.26
99610	Sales Clerk	8.21
99620	School Crossing Guard (Crosswalk Attendant)	9.59
99630	Sport Official	7.14
99658	Survey Party Chief (Chief of Party)	12.70
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.55
99660	Surveying Aide	7.05
99690	Swimming Pool Operator	12.65
99720	Vending Machine Attendant	10.66
99730	Vending Machine Repairer	12.65
99740	Vending Machine Repairer Helper	10.66

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $2.15 an hour or $86.00 a week or $372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

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4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Withdrawn

Wage Determination No.: 1994-2115
Revision No.: 29
Date of Last Revision: 05/29/2002

States: Florida, Georgia

Area: Florida Counties of Baker, Clay, Columbia, Duval, Hamilton, Lafayette, Madison, Nassau, Putnam, Saint Johns, Suwannee, Taylor
Georgia Counties of Brantley, Camden, Charlton, Glynn, Pierce

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	**Administrative Support and Clerical Occupations**	
01011	Accounting Clerk I	9.85
01012	Accounting Clerk II	11.70
01013	Accounting Clerk III	12.45
01014	Accounting Clerk IV	15.56
01030	Court Reporter	13.04
01050	Dispatcher, Motor Vehicle	13.23
01060	Document Preparation Clerk	10.25
01070	Messenger (Courier)	8.42
01090	Duplicating Machine Operator	10.25
01110	Film/Tape Librarian	11.23
01115	General Clerk I	8.34
01116	General Clerk II	9.64
01117	General Clerk III	11.58
01118	General Clerk IV	17.76
01120	Housing Referral Assistant	14.11
01131	Key Entry Operator I	10.06
01132	Key Entry Operator II	12.80
01191	Order Clerk I	10.99
01192	Order Clerk II	12.48
01261	Personnel Assistant (Employment) I	11.52
01262	Personnel Assistant (Employment) II	12.10
01263	Personnel Assistant (Employment) III	12.87
01264	Personnel Assistant (Employment) IV	14.77
01270	Production Control Clerk	14.60
01290	Rental Clerk	10.35
01300	Scheduler, Maintenance	11.23
01311	Secretary I	11.23
01312	Secretary II	12.86
01313	Secretary III	14.11
01314	Secretary IV	16.36
01315	Secretary V	16.60

01320	Service Order Dispatcher	11.56
01341	Stenographer I	13.28
01342	Stenographer II	14.08
01400	Supply Technician	16.69
01420	Survey Worker (Interviewer)	11.85
01460	Switchboard Operator-Receptionist	8.55
01510	Test Examiner	12.86
01520	Test Proctor	12.86
01531	Travel Clerk I	8.88
01532	Travel Clerk II	9.68
01533	Travel Clerk III	10.43
01611	Word Processor I	10.97
01612	Word Processor II	14.62
01613	Word Processor III	16.37
03000	**Automatic Data Processing Occupations**	
03010	Computer Data Librarian	11.58
03041	Computer Operator I	12.18
03042	Computer Operator II	13.12
03043	Computer Operator III	15.41
03044	Computer Operator IV	18.91
03045	Computer Operator V	21.00
03071	Computer Programmer I (1)	16.52
03072	Computer Programmer II (1)	21.25
03073	Computer Programmer III (1)	22.97
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	19.20
03102	Computer Systems Analyst II (1)	22.63
03103	Computer Systems Analyst III (1)	26.84
03160	Peripheral Equipment Operator	15.41
05000	**Automotive Service Occupations**	
05005	Automotive Body Repairer, Fiberglass	18.38
05010	Automotive Glass Installer	14.06
05040	Automotive Worker	14.06
05070	Electrician, Automotive	15.98
05100	Mobile Equipment Servicer	12.11
05130	Motor Equipment Metal Mechanic	16.41
05160	Motor Equipment Metal Worker	14.06
05190	Motor Vehicle Mechanic	16.41
05220	Motor Vehicle Mechanic Helper	11.47
05250	Motor Vehicle Upholstery Worker	13.09
05280	Motor Vehicle Wrecker	14.06
05310	Painter, Automotive	15.02
05340	Radiator Repair Specialist	14.06
05370	Tire Repairer	11.70
05400	Transmission Repair Specialist	16.41
07000	**Food Preparation and Service Occupations**	

	Food Service Worker	6.89
07010	Baker	10.15
07041	Cook I	8.70
07042	Cook II	10.15
07070	Dishwasher	6.46
07130	Meat Cutter	10.74
07250	Waiter/Waitress	7.09
09000	**Furniture Maintenance and Repair Occupations**	
09010	Electrostatic Spray Painter	15.02
09040	Furniture Handler	9.62
09070	Furniture Refinisher	15.02
09100	Furniture Refinisher Helper	11.17
09110	Furniture Repairer, Minor	13.09
09130	Upholsterer	15.02
11030	**General Services and Support Occupations**	
11030	Cleaner, Vehicles	7.76
11060	Elevator Operator	7.76
11090	Gardener	9.69
11121	House Keeping Aid I	6.78
11122	House Keeping Aid II	7.76
11150	Janitor	7.76
11210	Laborer, Grounds Maintenance	8.53
11240	Maid or Houseman	7.08
11270	Pest Controller	10.99
11300	Refuse Collector	7.76
11330	Tractor Operator	9.25
11360	Window Cleaner	8.53
12000	**Health Occupations**	
12020	Dental Assistant	12.01
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.29
12071	Licensed Practical Nurse I	11.02
12072	Licensed Practical Nurse II	12.36
12073	Licensed Practical Nurse III	13.83
12100	Medical Assistant	10.58
12130	Medical Laboratory Technician	11.24
12160	Medical Record Clerk	11.24
12190	Medical Record Technician	13.54
12221	Nursing Assistant I	7.90
12222	Nursing Assistant II	8.88
12223	Nursing Assistant III	9.69
12224	Nursing Assistant IV	10.87
12250	Pharmacy Technician	12.19
12280	Phlebotomist	11.24
12311	Registered Nurse I	16.92
12312	Registered Nurse II	20.71

12313	Registered Nurse II, Specialist	20.71
12314	Registered Nurse III	25.06
12315	Registered Nurse III, Anesthetist	25.06
12316	Registered Nurse IV	30.01
13000	**Information and Arts Occupations**	
13002	Audiovisual Librarian	19.06
13011	Exhibits Specialist I	13.49
13012	Exhibits Specialist II	16.70
13013	Exhibits Specialist III	20.50
13041	Illustrator I	13.49
13042	Illustrator II	16.70
13043	Illustrator III	19.61
13047	Librarian	18.93
13050	Library Technician	12.87
13071	Photographer I	12.26
13072	Photographer II	15.18
13073	Photographer III	17.83
13074	Photographer IV	21.81
13075	Photographer V	26.39
15000	**Laundry, Dry Cleaning, Pressing and Related Occupations**	
15010	Assembler	6.69
15030	Counter Attendant	6.69
15040	Dry Cleaner	8.47
15070	Finisher, Flatwork, Machine	6.69
15090	Presser, Hand	6.69
15100	Presser, Machine, Drycleaning	6.69
15130	Presser, Machine, Shirts	6.69
15160	Presser, Machine, Wearing Apparel, Laundry	6.69
15190	Sewing Machine Operator	9.15
15220	Tailor	9.55
15250	Washer, Machine	7.29
19000	**Machine Tool Operation and Repair Occupations**	
19010	Machine-Tool Operator (Toolroom)	15.02
19040	Tool and Die Maker	18.89
21000	**Material Handling and Packing Occupations**	
21010	Fuel Distribution System Operator	14.94
21020	Material Coordinator	15.29
21030	Material Expediter	15.29
21040	Material Handling Laborer	10.24
21050	Order Filler	9.88
21071	Forklift Operator	12.76
21080	Production Line Worker (Food Processing)	11.62
21100	Shipping/Receiving Clerk	10.87
21130	Shipping Packer	9.88
21140	Store Worker I	8.64

21150	Stock Clerk (Shelf Stocker; Store Worker II)	10.58
21210	Tools and Parts Attendant	11.62
21400	Warehouse Specialist	10.35
23000	**Mechanics and Maintenance and Repair Occupations**	
23010	Aircraft Mechanic	17.58
23040	Aircraft Mechanic Helper	11.17
23050	Aircraft Quality Control Inspector	16.95
23060	Aircraft Servicer	13.09
23070	Aircraft Worker	14.06
23100	Appliance Mechanic	15.02
23120	Bicycle Repairer	11.70
23125	Cable Splicer	15.98
23130	Carpenter, Maintenance	15.02
23140	Carpet Layer	15.02
23160	Electrician, Maintenance	18.39
23181	Electronics Technician, Maintenance I	17.47
23182	Electronics Technician, Maintenance II	19.24
23183	Electronics Technician, Maintenance III	20.37
23260	Fabric Worker	12.71
23290	Fire Alarm System Mechanic	15.98
23310	Fire Extinguisher Repairer	12.22
23340	Fuel Distribution System Mechanic	17.58
23370	General Maintenance Worker	14.06
23400	Heating, Refrigeration and Air Conditioning Mechanic	15.98
23430	Heavy Equipment Mechanic	15.98
23440	Heavy Equipment Operator	18.30
23460	Instrument Mechanic	15.98
23470	Laborer	10.07
23500	Locksmith	15.02
23530	Machinery Maintenance Mechanic	15.98
23550	Machinist, Maintenance	15.98
23580	Maintenance Trades Helper	11.17
23640	Millwright	15.98
23700	Office Appliance Repairer	15.02
23740	Painter, Aircraft	15.02
23760	Painter, Maintenance	15.02
23790	Pipefitter, Maintenance	15.98
23800	Plumber, Maintenance	15.02
23820	Pneudraulic Systems Mechanic	15.98
23850	Rigger	15.98
23870	Scale Mechanic	14.06
23890	Sheet-Metal Worker, Maintenance	15.98
23910	Small Engine Mechanic	14.06
23930	Telecommunication Mechanic I	15.98
23931	Telecommunication Mechanic II	16.95
23950	Telephone Lineman	15.98
23960	Welder, Combination, Maintenance	15.98
23965	Well Driller	15.98

23970	Woodcraft Worker	15.98
23980	Woodworker	12.11
24000	**Personal Needs Occupations**	
24570	Child Care Attendant	7.24
24580	Child Care Center Clerk	10.60
24600	Chore Aid	6.78
24630	Homemaker	16.83
25000	**Plant and System Operation Occupations**	
25010	Boiler Tender	16.19
25040	Sewage Plant Operator	15.02
25070	Stationary Engineer	16.19
25190	Ventilation Equipment Tender	11.17
25210	Water Treatment Plant Operator	15.02
27000	**Protective Service Occupations**	
	Police Officer	18.34
27004	Alarm Monitor	11.13
27006	Corrections Officer	13.12
27010	Court Security Officer	13.12
27040	Detention Officer	13.12
27070	Firefighter	12.05
27101	Guard I	7.83
27102	Guard II	11.13
28000	**Stevedoring/Longshoremen Occupations**	
28010	Blocker and Bracer	14.65
28020	Hatch Tender	14.65
28030	Line Handler	14.65
28040	Stevedore I	13.60
28050	Stevedore II	15.58
29000	**Technical Occupations**	
21150	Graphic Artist	19.08
29010	Air Traffic Control Specialist, Center (2)	28.21
29011	Air Traffic Control Specialist, Station (2)	19.46
29012	Air Traffic Control Specialist, Terminal (2)	21.43
29023	Archeological Technician I	14.12
29024	Archeological Technician II	15.80
29025	Archeological Technician III	18.72
29030	Cartographic Technician	19.56
29035	Computer Based Training (CBT) Specialist/ Instructor	20.05
29040	Civil Engineering Technician	17.83
29061	Drafter I	11.26
29062	Drafter II	12.76
29063	Drafter III	15.80
29064	Drafter IV	18.56

29081	Engineering Technician I	11.79
29082	Engineering Technician II	15.06
29083	Engineering Technician III	18.49
29084	Engineering Technician IV	21.71
29085	Engineering Technician V	26.51
29086	Engineering Technician VI	32.13
29090	Environmental Technician	17.40
29100	Flight Simulator/Instructor (Pilot)	22.63
29160	Instructor	18.95
29210	Laboratory Technician	14.66
29240	Mathematical Technician	19.56
29361	Paralegal/Legal Assistant I	14.34
29362	Paralegal/Legal Assistant II	17.99
29363	Paralegal/Legal Assistant III	22.00
29364	Paralegal/Legal Assistant IV	26.63
29390	Photooptics Technician	19.56
29480	Technical Writer	20.50
29491	Unexploded Ordnance (UXO) Technician I	17.93
29492	Unexploded Ordnance (UXO) Technician II	21.70
29493	Unexploded Ordnance (UXO) Technician III	26.01
29494	Unexploded (UXO) Safety Escort	17.93
29495	Unexploded (UXO) Sweep Personnel	17.93
29620	Weather Observer, Senior (3)	16.28
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	14.66
29622	Weather Observer, Upper Air (3)	14.66
31000	**Transportation/ Mobile Equipment Operation Occupations**	
31030	Bus Driver	14.00
31260	Parking and Lot Attendant	7.52
31290	Shuttle Bus Driver	10.02
31300	Taxi Driver	8.03
31361	Truckdriver, Light Truck	11.02
31362	Truckdriver, Medium Truck	15.71
31363	Truckdriver, Heavy Truck	17.42
31364	Truckdriver, Tractor-Trailer	17.42
99000	**Miscellaneous Occupations**	
99020	Animal Caretaker	7.88
99030	Cashier	7.83
99041	Carnival Equipment Operator	8.92
99042	Carnival Equipment Repairer	8.42
99043	Carnival Worker	6.74
99050	Desk Clerk	9.58
99095	Embalmer	17.93
99300	Lifeguard	9.42
99310	Mortician	18.23
99350	Park Attendant (Aide)	11.84
99400	Photofinishing Worker (Photo Lab Tech., Darkroom	8.77

	Tech)	
99500	Recreation Specialist	12.79
99510	Recycling Worker	10.26
99610	Sales Clerk	9.42
99620	School Crossing Guard (Crosswalk Attendant)	6.56
99630	Sport Official	9.41
99658	Survey Party Chief (Chief of Party)	17.46
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.56
99660	Surveying Aide	9.89
99690	Swimming Pool Operator	11.17
99720	Vending Machine Attendant	8.87
99730	Vending Machine Repairer	11.17
99740	Vending Machine Repairer Helper	8.87

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $2.15 an hour or $86.00 a week or $372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a

proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Withdrawn

Wage Determination No.: 1994-2119
Revision No.: 20
Date of Last Revision: 08/02/2002

State: Florida

Area: Florida Counties of Collier, Dade, Monroe

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	**Administrative Support and Clerical Occupations**	
01011	Accounting Clerk I	8.29
01012	Accounting Clerk II	10.18
01013	Accounting Clerk III	12.82
01014	Accounting Clerk IV	14.89
01030	Court Reporter	14.94
01050	Dispatcher, Motor Vehicle	12.99
01060	Document Preparation Clerk	11.24
01070	Messenger (Courier)	8.98
01090	Duplicating Machine Operator	10.22
01110	Film/Tape Librarian	11.33
01115	General Clerk I	7.66
01116	General Clerk II	8.81
01117	General Clerk III	10.30
01118	General Clerk IV	12.01
01120	Housing Referral Assistant	17.33
01131	Key Entry Operator I	9.40
01132	Key Entry Operator II	11.67
01191	Order Clerk I	10.53
01192	Order Clerk II	11.56
01261	Personnel Assistant (Employment) I	10.27
01262	Personnel Assistant (Employment) II	11.83
01263	Personnel Assistant (Employment) III	16.43
01264	Personnel Assistant (Employment) IV	18.19
01270	Production Control Clerk	14.38
01290	Rental Clerk	12.68
01300	Scheduler, Maintenance	13.59
01311	Secretary I	13.59
01312	Secretary II	15.12
01313	Secretary III	17.33
01314	Secretary IV	19.60
01315	Secretary V	23.77
01320	Service Order Dispatcher	11.33

01341	Stenographer I	14.36
01342	Stenographer II	15.10
01400	Supply Technician	18.80
01420	Survey Worker (Interviewer)	12.89
01460	Switchboard Operator-Receptionist	10.13
01510	Test Examiner	15.12
01520	Test Proctor	15.12
01531	Travel Clerk I	9.78
01532	Travel Clerk II	10.62
01533	Travel Clerk III	11.39
01611	Word Processor I	11.14
01612	Word Processor II	12.50
01613	Word Processor III	16.29
03000	**Automatic Data Processing Occupations**	
03010	Computer Data Librarian	10.04
03041	Computer Operator I	11.97
03042	Computer Operator II	13.60
03043	Computer Operator III	16.12
03044	Computer Operator IV	18.86
03045	Computer Operator V	19.68
03071	Computer Programmer I (1)	19.07
03072	Computer Programmer II (1)	21.28
03073	Computer Programmer III (1)	25.37
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	24.79
03102	Computer Systems Analyst II (1)	26.90
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	11.97
05000	**Automotive Service Occupations**	
05005	Automotive Body Repairer, Fiberglass	15.69
05010	Automotive Glass Installer	13.74
05040	Automotive Worker	13.74
05070	Electrician, Automotive	14.72
05100	Mobile Equipment Servicer	11.81
05130	Motor Equipment Metal Mechanic	15.70
05160	Motor Equipment Metal Worker	13.74
05190	Motor Vehicle Mechanic	15.36
05220	Motor Vehicle Mechanic Helper	10.84
05250	Motor Vehicle Upholstery Worker	12.77
05280	Motor Vehicle Wrecker	13.74
05310	Painter, Automotive	14.72
05340	Radiator Repair Specialist	13.74
05370	Tire Repairer	11.41
05400	Transmission Repair Specialist	15.69
07000	**Food Preparation and Service Occupations**	
	Food Service Worker	7.91

07010	Baker	12.22
07041	Cook I	10.49
07042	Cook II	12.22
07070	Dishwasher	8.03
07130	Meat Cutter	12.22
07250	Waiter/Waitress	7.92
09000	**Furniture Maintenance and Repair Occupations**	
09010	Electrostatic Spray Painter	14.72
09040	Furniture Handler	6.83
09070	Furniture Refinisher	14.72
09100	Furniture Refinisher Helper	10.84
09110	Furniture Repairer, Minor	12.77
09130	Upholsterer	14.72
11030	**General Services and Support Occupations**	
11030	Cleaner, Vehicles	7.62
11060	Elevator Operator	7.88
11090	Gardener	12.06
11121	House Keeping Aid I	6.81
11122	House Keeping Aid II	7.35
11150	Janitor	8.09
11210	Laborer, Grounds Maintenance	9.97
11240	Maid or Houseman	6.81
11270	Pest Controller	12.44
11300	Refuse Collector	9.23
11330	Tractor Operator	10.85
11360	Window Cleaner	9.16
12000	**Health Occupations**	
12020	Dental Assistant	11.82
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.87
12071	Licensed Practical Nurse I	12.67
12072	Licensed Practical Nurse II	14.22
12073	Licensed Practical Nurse III	15.92
12100	Medical Assistant	10.97
12130	Medical Laboratory Technician	12.17
12160	Medical Record Clerk	12.53
12190	Medical Record Technician	13.23
12221	Nursing Assistant I	6.93
12222	Nursing Assistant II	7.79
12223	Nursing Assistant III	8.51
12224	Nursing Assistant IV	9.54
12250	Pharmacy Technician	11.90
12280	Phlebotomist	12.07
12311	Registered Nurse I	19.20
12312	Registered Nurse II	22.76
12313	Registered Nurse II, Specialist	22.76

12314	Registered Nurse III	31.24
12315	Registered Nurse III, Anesthetist	31.24
12316	Registered Nurse IV	31.77
13000	**Information and Arts Occupations**	
13002	Audiovisual Librarian	16.34
13011	Exhibits Specialist I	16.61
13012	Exhibits Specialist II	19.87
13013	Exhibits Specialist III	24.31
13041	Illustrator I	18.27
13042	Illustrator II	21.86
13043	Illustrator III	26.74
13047	Librarian	21.79
13050	Library Technician	12.87
13071	Photographer I	15.54
13072	Photographer II	17.83
13073	Photographer III	21.32
13074	Photographer IV	27.00
13075	Photographer V	32.66
15000	**Laundry, Dry Cleaning, Pressing and Related Occupations**	
15010	Assembler	7.80
15030	Counter Attendant	7.80
15040	Dry Cleaner	9.21
15070	Finisher, Flatwork, Machine	7.80
15090	Presser, Hand	7.80
15100	Presser, Machine, Drycleaning	7.80
15130	Presser, Machine, Shirts	7.80
15160	Presser, Machine, Wearing Apparel, Laundry	7.80
15190	Sewing Machine Operator	9.73
15220	Tailor	10.33
15250	Washer, Machine	8.42
19000	**Machine Tool Operation and Repair Occupations**	
19010	Machine-Tool Operator (Toolroom)	14.72
19040	Tool and Die Maker	18.61
21000	**Material Handling and Packing Occupations**	
21010	Fuel Distribution System Operator	11.81
21020	Material Coordinator	14.47
21030	Material Expediter	14.47
21040	Material Handling Laborer	10.05
21050	Order Filler	10.07
21071	Forklift Operator	10.56
21080	Production Line Worker (Food Processing)	13.28
21100	Shipping/Receiving Clerk	11.60
21130	Shipping Packer	10.81
21140	Store Worker I	7.44
21150	Stock Clerk (Shelf Stocker; Store Worker II)	11.26

21210	Tools and Parts Attendant	14.76
21400	Warehouse Specialist	14.76
23000	**Mechanics and Maintenance and Repair Occupations**	
23010	Aircraft Mechanic	16.45
23040	Aircraft Mechanic Helper	11.35
23050	Aircraft Quality Control Inspector	17.46
23060	Aircraft Servicer	13.38
23070	Aircraft Worker	14.41
23100	Appliance Mechanic	14.87
23120	Bicycle Repairer	11.41
23125	Cable Splicer	15.69
23130	Carpenter, Maintenance	14.72
23140	Carpet Layer	13.99
23160	Electrician, Maintenance	17.31
23181	Electronics Technician, Maintenance I	17.19
23182	Electronics Technician, Maintenance II	20.54
23183	Electronics Technician, Maintenance III	23.78
23260	Fabric Worker	12.77
23290	Fire Alarm System Mechanic	15.69
23310	Fire Extinguisher Repairer	11.81
23340	Fuel Distribution System Mechanic	15.69
23370	General Maintenance Worker	13.74
23400	Heating, Refrigeration and Air Conditioning Mechanic	15.69
23430	Heavy Equipment Mechanic	16.31
23440	Heavy Equipment Operator	18.20
23460	Instrument Mechanic	15.69
23470	Laborer	9.31
23500	Locksmith	14.72
23530	Machinery Maintenance Mechanic	15.38
23550	Machinist, Maintenance	15.73
23580	Maintenance Trades Helper	10.84
23640	Millwright	17.26
23700	Office Appliance Repairer	15.73
23740	Painter, Aircraft	14.72
23760	Painter, Maintenance	14.72
23790	Pipefitter, Maintenance	15.36
23800	Plumber, Maintenance	14.72
23820	Pneudraulic Systems Mechanic	15.69
23850	Rigger	15.69
23870	Scale Mechanic	13.74
23890	Sheet-Metal Worker, Maintenance	15.69
23910	Small Engine Mechanic	13.74
23930	Telecommunication Mechanic I	16.47
23931	Telecommunication Mechanic II	17.48
23950	Telephone Lineman	16.45
23960	Welder, Combination, Maintenance	15.69
23965	Well Driller	15.69
23970	Woodcraft Worker	15.69

23980	Woodworker	11.81
24000	**Personal Needs Occupations**	
24570	Child Care Attendant	8.03
24580	Child Care Center Clerk	11.52
24600	Chore Aid	8.40
24630	Homemaker	12.81
25000	**Plant and System Operation Occupations**	
25010	Boiler Tender	15.69
25040	Sewage Plant Operator	14.72
25070	Stationary Engineer	18.04
25190	Ventilation Equipment Tender	10.84
25210	Water Treatment Plant Operator	15.58
27000	**Protective Service Occupations**	
	Police Officer	22.52
27004	Alarm Monitor	13.21
27006	Corrections Officer	17.68
27010	Court Security Officer	19.81
27040	Detention Officer	19.81
27070	Firefighter	19.92
27101	Guard I	8.37
27102	Guard II	12.33
28000	**Stevedoring/Longshoremen Occupations**	
28010	Blocker and Bracer	20.94
28020	Hatch Tender	18.21
28030	Line Handler	18.21
28040	Stevedore I	15.34
28050	Stevedore II	22.43
29000	**Technical Occupations**	
21150	Graphic Artist	23.60
29010	Air Traffic Control Specialist, Center (2)	28.27
29011	Air Traffic Control Specialist, Station (2)	19.49
29012	Air Traffic Control Specialist, Terminal (2)	21.46
29023	Archeological Technician I	12.57
29024	Archeological Technician II	14.16
29025	Archeological Technician III	17.47
29030	Cartographic Technician	19.81
29035	Computer Based Training (CBT) Specialist/ Instructor	22.26
29040	Civil Engineering Technician	24.14
29061	Drafter I	13.87
29062	Drafter II	16.23
29063	Drafter III	18.27
29064	Drafter IV	21.86
29081	Engineering Technician I	13.59

29082	Engineering Technician II	17.53
29083	Engineering Technician III	19.78
29084	Engineering Technician IV	21.14
29085	Engineering Technician V	25.87
29086	Engineering Technician VI	31.28
29090	Environmental Technician	16.67
29100	Flight Simulator/Instructor (Pilot)	29.45
29160	Instructor	22.83
29210	Laboratory Technician	15.12
29240	Mathematical Technician	19.22
29361	Paralegal/Legal Assistant I	15.16
29362	Paralegal/Legal Assistant II	18.14
29363	Paralegal/Legal Assistant III	22.18
29364	Paralegal/Legal Assistant IV	26.82
29390	Photooptics Technician	17.47
29480	Technical Writer	21.61
29491	Unexploded Ordnance (UXO) Technician I	18.56
29492	Unexploded Ordnance (UXO) Technician II	22.46
29493	Unexploded Ordnance (UXO) Technician III	26.92
29494	Unexploded (UXO) Safety Escort	18.56
29495	Unexploded (UXO) Sweep Personnel	18.56
29620	Weather Observer, Senior (3)	18.28
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	16.63
29622	Weather Observer, Upper Air (3)	16.63
31000	**Transportation/ Mobile Equipment Operation Occupations**	
31030	Bus Driver	13.74
31260	Parking and Lot Attendant	8.60
31290	Shuttle Bus Driver	10.93
31300	Taxi Driver	9.33
31361	Truckdriver, Light Truck	11.29
31362	Truckdriver, Medium Truck	16.46
31363	Truckdriver, Heavy Truck	15.87
31364	Truckdriver, Tractor-Trailer	15.87
99000	**Miscellaneous Occupations**	
99020	Animal Caretaker	9.41
99030	Cashier	7.65
99041	Carnival Equipment Operator	10.67
99042	Carnival Equipment Repairer	11.64
99043	Carnival Worker	7.12
99050	Desk Clerk	9.01
99095	Embalmer	18.58
99300	Lifeguard	9.75
99310	Mortician	19.22
99350	Park Attendant (Aide)	12.25
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.85

99500	Recreation Specialist	15.47
99510	Recycling Worker	12.89
99610	Sales Clerk	8.23
99620	School Crossing Guard (Crosswalk Attendant)	7.59
99630	Sport Official	9.75
99658	Survey Party Chief (Chief of Party)	15.38
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.99
99660	Surveying Aide	6.93
99690	Swimming Pool Operator	16.01
99720	Vending Machine Attendant	12.33
99730	Vending Machine Repairer	16.01
99740	Vending Machine Repairer Helper	12.33

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $2.15 an hour or $86.00 a week or $372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of nine paid holidays per year: New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

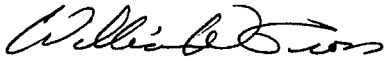
5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Withdrawn

Wage Determination No.: 1994-2133
Revision No.: 22
Date of Last Revision: 06/28/2002

State: Georgia

Area: Georgia Counties of Banks, Barrow, Bartow, Butts, Carroll, Chattooga, Cherokee, Clarke, Clayton, Cobb, Coweta, Dawson, De Kalb, Douglas, Fannin, Fayette, Floyd, Forsyth, Franklin, Fulton, Gilmer, Gordon, Greene, Gwinnett, Habersham, Hall, Haralson, Henry, Jackson, Lumpkin, Madison, Morgan, Murray, Newton, Oconee, Oglethorpe, Paulding, Pickens, Polk, Rabun, Rockdale, Spalding, Stephens, Towns, Union, Walton, White, Whitfield

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	**Administrative Support and Clerical Occupations**	
01011	Accounting Clerk I	10.53
01012	Accounting Clerk II	12.16
01013	Accounting Clerk III	13.30
01014	Accounting Clerk IV	15.85
01030	Court Reporter	15.21
01050	Dispatcher, Motor Vehicle	15.17
01060	Document Preparation Clerk	11.40
01070	Messenger (Courier)	9.33
01090	Duplicating Machine Operator	11.40
01110	Film/Tape Librarian	10.55
01115	General Clerk I	8.11
01116	General Clerk II	9.79
01117	General Clerk III	13.93
01118	General Clerk IV	14.61
01120	Housing Referral Assistant	17.57
01131	Key Entry Operator I	11.20
01132	Key Entry Operator II	12.71
01191	Order Clerk I	10.32
01192	Order Clerk II	11.74
01261	Personnel Assistant (Employment) I	12.14
01262	Personnel Assistant (Employment) II	13.69
01263	Personnel Assistant (Employment) III	16.60
01264	Personnel Assistant (Employment) IV	18.79
01270	Production Control Clerk	15.07
01290	Rental Clerk	11.85
01300	Scheduler, Maintenance	13.04
01311	Secretary I	12.76
01312	Secretary II	15.21
01313	Secretary III	17.57

01314	Secretary IV	20.25
01315	Secretary V	24.90
01320	Service Order Dispatcher	12.58
01341	Stenographer I	13.60
01342	Stenographer II	15.85
01400	Supply Technician	18.04
01420	Survey Worker (Interviewer)	13.83
01460	Switchboard Operator-Receptionist	10.48
01510	Test Examiner	15.21
01520	Test Proctor	15.21
01531	Travel Clerk I	10.18
01532	Travel Clerk II	11.10
01533	Travel Clerk III	11.96
01611	Word Processor I	12.47
01612	Word Processor II	14.41
01613	Word Processor III	16.11
03000	**Automatic Data Processing Occupations**	
03010	Computer Data Librarian	11.14
03041	Computer Operator I	12.99
03042	Computer Operator II	14.48
03043	Computer Operator III	18.25
03044	Computer Operator IV	20.15
03045	Computer Operator V	24.77
03071	Computer Programmer I (1)	19.46
03072	Computer Programmer II (1)	20.01
03073	Computer Programmer III (1)	23.98
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	25.42
03102	Computer Systems Analyst II (1)	27.62
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	12.67
05000	**Automotive Service Occupations**	
05005	Automotive Body Repairer, Fiberglass	17.92
05010	Automotive Glass Installer	15.95
05040	Automotive Worker	15.95
05070	Electrician, Automotive	17.02
05100	Mobile Equipment Servicer	13.80
05130	Motor Equipment Metal Mechanic	17.92
05160	Motor Equipment Metal Worker	15.95
05190	Motor Vehicle Mechanic	17.92
05220	Motor Vehicle Mechanic Helper	13.87
05250	Motor Vehicle Upholstery Worker	15.05
05280	Motor Vehicle Wrecker	15.95
05310	Painter, Automotive	17.02
05340	Radiator Repair Specialist	15.95
05370	Tire Repairer	13.80
05400	Transmission Repair Specialist	17.92

07000	**Food Preparation and Service Occupations**	
	Food Service Worker	7.45
07010	Baker	11.09
07041	Cook I	9.21
07042	Cook II	10.46
07070	Dishwasher	7.54
07130	Meat Cutter	11.46
07250	Waiter/Waitress	7.22
09000	**Furniture Maintenance and Repair Occupations**	
09010	Electrostatic Spray Painter	16.64
09040	Furniture Handler	12.05
09070	Furniture Refinisher	15.46
09100	Furniture Refinisher Helper	11.95
09110	Furniture Repairer, Minor	14.06
09130	Upholsterer	15.46
11030	**General Services and Support Occupations**	
11030	Cleaner, Vehicles	7.57
11060	Elevator Operator	8.13
11090	Gardener	10.59
11121	House Keeping Aid I	7.49
11122	House Keeping Aid II	8.17
11150	Janitor	8.13
11210	Laborer, Grounds Maintenance	8.60
11240	Maid or Houseman	7.63
11270	Pest Controller	12.43
11300	Refuse Collector	8.13
11330	Tractor Operator	10.22
11360	Window Cleaner	10.23
12000	**Health Occupations**	
12020	Dental Assistant	12.25
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.12
12071	Licensed Practical Nurse I	10.95
12072	Licensed Practical Nurse II	12.29
12073	Licensed Practical Nurse III	13.74
12100	Medical Assistant	11.15
12130	Medical Laboratory Technician	11.56
12160	Medical Record Clerk	12.46
12190	Medical Record Technician	13.66
12221	Nursing Assistant I	8.77
12222	Nursing Assistant II	9.86
12223	Nursing Assistant III	10.77
12224	Nursing Assistant IV	12.08
12250	Pharmacy Technician	12.29
12280	Phlebotomist	11.43

12311	Registered Nurse I	17.28
12312	Registered Nurse II	21.15
12313	Registered Nurse II, Specialist	21.15
12314	Registered Nurse III	25.56
12315	Registered Nurse III, Anesthetist	25.56
12316	Registered Nurse IV	30.64
13000	**Information and Arts Occupations**	
13002	Audiovisual Librarian	18.32
13011	Exhibits Specialist I	15.01
13012	Exhibits Specialist II	18.59
13013	Exhibits Specialist III	22.40
13041	Illustrator I	18.99
13042	Illustrator II	23.52
13043	Illustrator III	28.34
13047	Librarian	23.60
13050	Library Technician	14.50
13071	Photographer I	14.44
13072	Photographer II	15.01
13073	Photographer III	18.59
13074	Photographer IV	22.40
13075	Photographer V	23.86
15000	**Laundry, Dry Cleaning, Pressing and Related Occupations**	
15010	Assembler	8.55
15030	Counter Attendant	8.55
15040	Dry Cleaner	9.06
15070	Finisher, Flatwork, Machine	8.55
15090	Presser, Hand	8.55
15100	Presser, Machine, Drycleaning	8.55
15130	Presser, Machine, Shirts	8.55
15160	Presser, Machine, Wearing Apparel, Laundry	8.55
15190	Sewing Machine Operator	9.79
15220	Tailor	11.12
15250	Washer, Machine	9.68
19000	**Machine Tool Operation and Repair Occupations**	
19010	Machine-Tool Operator (Toolroom)	15.46
19040	Tool and Die Maker	22.45
21000	**Material Handling and Packing Occupations**	
21010	Fuel Distribution System Operator	14.88
21020	Material Coordinator	14.58
21030	Material Expediter	14.58
21040	Material Handling Laborer	9.92
21050	Order Filler	11.87
21071	Forklift Operator	12.24
21080	Production Line Worker (Food Processing)	11.95
21100	Shipping/Receiving Clerk	12.00

21130	Shipping Packer	11.78
21140	Store Worker I	10.71
21150	Stock Clerk (Shelf Stocker; Store Worker II)	12.82
21210	Tools and Parts Attendant	12.24
21400	Warehouse Specialist	13.07
23000	**Mechanics and Maintenance and Repair Occupations**	
23010	Aircraft Mechanic	20.66
23040	Aircraft Mechanic Helper	15.11
23050	Aircraft Quality Control Inspector	21.75
23060	Aircraft Servicer	17.34
23070	Aircraft Worker	18.45
23100	Appliance Mechanic	17.53
23120	Bicycle Repairer	12.83
23125	Cable Splicer	18.37
23130	Carpenter, Maintenance	15.46
23140	Carpet Layer	14.74
23160	Electrician, Maintenance	19.72
23181	Electronics Technician, Maintenance I	17.35
23182	Electronics Technician, Maintenance II	23.51
23183	Electronics Technician, Maintenance III	25.98
23260	Fabric Worker	13.70
23290	Fire Alarm System Mechanic	17.12
23310	Fire Extinguisher Repairer	12.96
23340	Fuel Distribution System Mechanic	17.56
23370	General Maintenance Worker	14.02
23400	Heating, Refrigeration and Air Conditioning Mechanic	17.53
23430	Heavy Equipment Mechanic	16.33
23440	Heavy Equipment Operator	15.62
23460	Instrument Mechanic	16.33
23470	Laborer	9.92
23500	Locksmith	15.46
23530	Machinery Maintenance Mechanic	16.04
23550	Machinist, Maintenance	18.32
23580	Maintenance Trades Helper	11.95
23640	Millwright	18.40
23700	Office Appliance Repairer	16.20
23740	Painter, Aircraft	17.57
23760	Painter, Maintenance	15.66
23790	Pipefitter, Maintenance	18.68
23800	Plumber, Maintenance	17.78
23820	Pneudraulic Systems Mechanic	17.12
23850	Rigger	16.33
23870	Scale Mechanic	15.02
23890	Sheet-Metal Worker, Maintenance	18.95
23910	Small Engine Mechanic	14.58
23930	Telecommunication Mechanic I	16.33
23931	Telecommunication Mechanic II	18.03
23950	Telephone Lineman	17.12

23960	Welder, Combination, Maintenance	16.33
23965	Well Driller	16.33
23970	Woodcraft Worker	16.33
23980	Woodworker	13.76
24000	**Personal Needs Occupations**	
24570	Child Care Attendant	7.12
24580	Child Care Center Clerk	11.81
24600	Chore Aid	17.96
24630	Homemaker	17.01
25000	**Plant and System Operation Occupations**	
25010	Boiler Tender	17.96
25040	Sewage Plant Operator	17.01
25070	Stationary Engineer	17.96
25190	Ventilation Equipment Tender	11.95
25210	Water Treatment Plant Operator	15.46
27000	**Protective Service Occupations**	
	Police Officer	16.60
27004	Alarm Monitor	11.86
27006	Corrections Officer	12.92
27010	Court Security Officer	15.24
27040	Detention Officer	15.24
27070	Firefighter	16.29
27101	Guard I	8.38
27102	Guard II	13.22
28000	**Stevedoring/Longshoremen Occupations**	
28010	Blocker and Bracer	15.58
28020	Hatch Tender	15.58
28030	Line Handler	15.58
28040	Stevedore I	14.63
28050	Stevedore II	16.71
29000	**Technical Occupations**	
21150	Graphic Artist	22.10
29010	Air Traffic Control Specialist, Center (2)	27.58
29011	Air Traffic Control Specialist, Station (2)	18.79
29012	Air Traffic Control Specialist, Terminal (2)	20.69
29023	Archeological Technician I	16.97
29024	Archeological Technician II	18.99
29025	Archeological Technician III	23.52
29030	Cartographic Technician	22.10
29035	Computer Based Training (CBT) Specialist/ Instructor	26.28
29040	Civil Engineering Technician	18.59
29061	Drafter I	14.41
29062	Drafter II	18.27

29063	Drafter III	18.99
29064	Drafter IV	23.52
29081	Engineering Technician I	15.28
29082	Engineering Technician II	19.31
29083	Engineering Technician III	20.68
29084	Engineering Technician IV	24.19
29085	Engineering Technician V	28.22
29086	Engineering Technician VI	30.59
29090	Environmental Technician	20.68
29100	Flight Simulator/Instructor (Pilot)	27.28
29160	Instructor	20.88
29210	Laboratory Technician	15.74
29240	Mathematical Technician	18.80
29361	Paralegal/Legal Assistant I	16.69
29362	Paralegal/Legal Assistant II	20.25
29363	Paralegal/Legal Assistant III	24.71
29364	Paralegal/Legal Assistant IV	27.67
29390	Photooptics Technician	18.80
29480	Technical Writer	25.50
29491	Unexploded Ordnance (UXO) Technician I	18.12
29492	Unexploded Ordnance (UXO) Technician II	21.92
29493	Unexploded Ordnance (UXO) Technician III	26.27
29494	Unexploded (UXO) Safety Escort	18.12
29495	Unexploded (UXO) Sweep Personnel	18.12
29620	Weather Observer, Senior (3)	26.41
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	20.09
29622	Weather Observer, Upper Air (3)	20.09
31000	**Transportation/ Mobile Equipment Operation Occupations**	
31030	Bus Driver	12.20
31260	Parking and Lot Attendant	6.74
31290	Shuttle Bus Driver	10.54
31300	Taxi Driver	9.23
31361	Truckdriver, Light Truck	11.90
31362	Truckdriver, Medium Truck	13.32
31363	Truckdriver, Heavy Truck	15.34
31364	Truckdriver, Tractor-Trailer	15.34
99000	**Miscellaneous Occupations**	
99020	Animal Caretaker	9.12
99030	Cashier	7.85
99041	Carnival Equipment Operator	9.43
99042	Carnival Equipment Repairer	10.96
99043	Carnival Worker	7.07
99050	Desk Clerk	8.84
99095	Embalmer	16.70
99300	Lifeguard	8.44
99310	Mortician	16.70

99350	Park Attendant (Aide)	9.53
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.44
99500	Recreation Specialist	9.94
99510	Recycling Worker	10.80
99610	Sales Clerk	8.01
99620	School Crossing Guard (Crosswalk Attendant)	8.13
99630	Sport Official	7.34
99658	Survey Party Chief (Chief of Party)	12.98
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.73
99660	Surveying Aide	7.73
99690	Swimming Pool Operator	12.35
99720	Vending Machine Attendant	10.22
99730	Vending Machine Repairer	7.52
99740	Vending Machine Repairer Helper	9.36

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $2.15 an hour or $86.00 a week or $372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder

and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

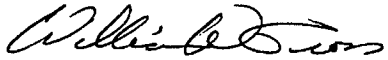
5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Withdrawn

Wage Determination No.: 1994-2141
Revision No.: 26
Date of Last Revision: 05/29/2002

States: Georgia, South Carolina

Area: Georgia Counties of Appling, Bacon, Bryan, Bulloch, Candler, Chatham, Effingham, Evans, Jeff Davis, Liberty, Long, McIntosh, Screven, Tattnall, Toombs, Wayne
South Carolina Counties of Hampton, Jasper

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	**Administrative Support and Clerical Occupations**	
01011	Accounting Clerk I	7.79
01012	Accounting Clerk II	9.46
01013	Accounting Clerk III	10.81
01014	Accounting Clerk IV	13.97
01030	Court Reporter	10.35
01050	Dispatcher, Motor Vehicle	10.35
01060	Document Preparation Clerk	10.16
01070	Messenger (Courier)	7.75
01090	Duplicating Machine Operator	10.16
01110	Film/Tape Librarian	10.65
01115	General Clerk I	8.49
01116	General Clerk II	9.55
01117	General Clerk III	10.94
01118	General Clerk IV	11.71
01120	Housing Referral Assistant	12.82
01131	Key Entry Operator I	8.70
01132	Key Entry Operator II	11.18
01191	Order Clerk I	8.66
01192	Order Clerk II	11.78
01261	Personnel Assistant (Employment) I	14.25
01262	Personnel Assistant (Employment) II	17.24
01263	Personnel Assistant (Employment) III	20.67
01264	Personnel Assistant (Employment) IV	24.58
01270	Production Control Clerk	13.29
01290	Rental Clerk	9.26
01300	Scheduler, Maintenance	9.61
01311	Secretary I	9.61
01312	Secretary II	10.74
01313	Secretary III	12.82
01314	Secretary IV	12.92
01315	Secretary V	15.56

01320	Service Order Dispatcher	9.26
01341	Stenographer I	8.25
01342	Stenographer II	9.26
01400	Supply Technician	12.92
01420	Survey Worker (Interviewer)	10.66
01460	Switchboard Operator-Receptionist	7.88
01510	Test Examiner	10.74
01520	Test Proctor	10.74
01531	Travel Clerk I	9.44
01532	Travel Clerk II	10.07
01533	Travel Clerk III	10.87
01611	Word Processor I	9.42
01612	Word Processor II	10.58
01613	Word Processor III	11.83
03000	**Automatic Data Processing Occupations**	
03010	Computer Data Librarian	10.94
03041	Computer Operator I	10.49
03042	Computer Operator II	11.68
03043	Computer Operator III	14.38
03044	Computer Operator IV	15.99
03045	Computer Operator V	17.70
03071	Computer Programmer I (1)	13.90
03072	Computer Programmer II (1)	18.96
03073	Computer Programmer III (1)	20.71
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	20.11
03102	Computer Systems Analyst II (1)	22.96
03103	Computer Systems Analyst III (1)	26.66
03160	Peripheral Equipment Operator	10.94
05000	**Automotive Service Occupations**	
05005	Automotive Body Repairer, Fiberglass	14.73
05010	Automotive Glass Installer	11.50
05040	Automotive Worker	11.73
05070	Electrician, Automotive	12.14
05100	Mobile Equipment Servicer	10.22
05130	Motor Equipment Metal Mechanic	12.81
05160	Motor Equipment Metal Worker	11.50
05190	Motor Vehicle Mechanic	12.81
05220	Motor Vehicle Mechanic Helper	9.59
05250	Motor Vehicle Upholstery Worker	10.87
05280	Motor Vehicle Wrecker	11.50
05310	Painter, Automotive	12.14
05340	Radiator Repair Specialist	11.50
05370	Tire Repairer	9.87
05400	Transmission Repair Specialist	12.81
07000	**Food Preparation and Service Occupations**	

	Food Service Worker	6.61
07010	Baker	9.64
07041	Cook I	8.57
07042	Cook II	9.64
07070	Dishwasher	6.61
07130	Meat Cutter	9.87
07250	Waiter/Waitress	6.28
09000	**Furniture Maintenance and Repair Occupations**	
09010	Electrostatic Spray Painter	15.29
09040	Furniture Handler	10.49
09070	Furniture Refinisher	15.29
09100	Furniture Refinisher Helper	12.07
09110	Furniture Repairer, Minor	13.68
09130	Upholsterer	15.29
11030	**General Services and Support Occupations**	
11030	Cleaner, Vehicles	6.66
11060	Elevator Operator	6.66
11090	Gardener	8.84
11121	House Keeping Aid I	6.13
11122	House Keeping Aid II	6.66
11150	Janitor	6.66
11210	Laborer, Grounds Maintenance	7.22
11240	Maid or Houseman	6.13
11270	Pest Controller	9.42
11300	Refuse Collector	6.66
11330	Tractor Operator	8.30
11360	Window Cleaner	7.22
12000	**Health Occupations**	
12020	Dental Assistant	10.93
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.24
12071	Licensed Practical Nurse I	9.62
12072	Licensed Practical Nurse II	10.79
12073	Licensed Practical Nurse III	12.07
12100	Medical Assistant	10.05
12130	Medical Laboratory Technician	10.05
12160	Medical Record Clerk	10.05
12190	Medical Record Technician	13.54
12221	Nursing Assistant I	7.10
12222	Nursing Assistant II	7.98
12223	Nursing Assistant III	8.71
12224	Nursing Assistant IV	9.77
12250	Pharmacy Technician	12.53
12280	Phlebotomist	11.10
12311	Registered Nurse I	16.02
12312	Registered Nurse II	19.58

12313	Registered Nurse II, Specialist	19.58
12314	Registered Nurse III	23.69
12315	Registered Nurse III, Anesthetist	23.69
12316	Registered Nurse IV	27.62
13000	**Information and Arts Occupations**	
13002	Audiovisual Librarian	12.45
13011	Exhibits Specialist I	15.56
13012	Exhibits Specialist II	19.13
13013	Exhibits Specialist III	23.39
13041	Illustrator I	15.56
13042	Illustrator II	19.13
13043	Illustrator III	23.39
13047	Librarian	17.24
13050	Library Technician	11.90
13071	Photographer I	13.85
13072	Photographer II	15.56
13073	Photographer III	19.13
13074	Photographer IV	23.39
13075	Photographer V	28.30
15000	**Laundry, Dry Cleaning, Pressing and Related Occupations**	
15010	Assembler	6.85
15030	Counter Attendant	6.85
15040	Dry Cleaner	7.20
15070	Finisher, Flatwork, Machine	6.85
15090	Presser, Hand	6.85
15100	Presser, Machine, Drycleaning	6.85
15130	Presser, Machine, Shirts	6.85
15160	Presser, Machine, Wearing Apparel, Laundry	6.85
15190	Sewing Machine Operator	8.09
15220	Tailor	9.20
15250	Washer, Machine	6.58
19000	**Machine Tool Operation and Repair Occupations**	
19010	Machine-Tool Operator (Toolroom)	15.29
19040	Tool and Die Maker	18.46
21000	**Material Handling and Packing Occupations**	
21010	Fuel Distribution System Operator	12.85
21020	Material Coordinator	13.42
21030	Material Expediter	13.42
21040	Material Handling Laborer	8.49
21050	Order Filler	10.45
21071	Forklift Operator	11.00
21080	Production Line Worker (Food Processing)	11.00
21100	Shipping/Receiving Clerk	10.64
21130	Shipping Packer	10.64
21140	Store Worker I	9.02

21150	Stock Clerk (Shelf Stocker; Store Worker II)	11.86
21210	Tools and Parts Attendant	11.00
21400	Warehouse Specialist	11.00
23000	**Mechanics and Maintenance and Repair Occupations**	
23010	Aircraft Mechanic	16.13
23040	Aircraft Mechanic Helper	12.07
23050	Aircraft Quality Control Inspector	16.91
23060	Aircraft Servicer	13.68
23070	Aircraft Worker	14.46
23100	Appliance Mechanic	15.29
23120	Bicycle Repairer	12.42
23125	Cable Splicer	16.13
23130	Carpenter, Maintenance	15.29
23140	Carpet Layer	14.46
23160	Electrician, Maintenance	16.13
23181	Electronics Technician, Maintenance I	17.82
23182	Electronics Technician, Maintenance II	18.85
23183	Electronics Technician, Maintenance III	19.88
23260	Fabric Worker	13.68
23290	Fire Alarm System Mechanic	16.13
23310	Fire Extinguisher Repairer	12.85
23340	Fuel Distribution System Mechanic	16.13
23370	General Maintenance Worker	9.21
23400	Heating, Refrigeration and Air Conditioning Mechanic	16.13
23430	Heavy Equipment Mechanic	18.55
23440	Heavy Equipment Operator	18.55
23460	Instrument Mechanic	18.55
23470	Laborer	6.66
23500	Locksmith	15.29
23530	Machinery Maintenance Mechanic	18.55
23550	Machinist, Maintenance	16.13
23580	Maintenance Trades Helper	12.07
23640	Millwright	18.55
23700	Office Appliance Repairer	15.29
23740	Painter, Aircraft	15.29
23760	Painter, Maintenance	17.27
23790	Pipefitter, Maintenance	16.51
23800	Plumber, Maintenance	15.65
23820	Pneudraulic Systems Mechanic	16.13
23850	Rigger	16.13
23870	Scale Mechanic	14.46
23890	Sheet-Metal Worker, Maintenance	16.13
23910	Small Engine Mechanic	14.46
23930	Telecommunication Mechanic I	16.13
23931	Telecommunication Mechanic II	16.91
23950	Telephone Lineman	16.13
23960	Welder, Combination, Maintenance	16.13
23965	Well Driller	16.13

23970	Woodcraft Worker	16.13
23980	Woodworker	12.85
24000	**Personal Needs Occupations**	
24570	Child Care Attendant	7.69
24580	Child Care Center Clerk	9.58
24600	Chore Aid	5.33
24630	Homemaker	10.66
25000	**Plant and System Operation Occupations**	
25010	Boiler Tender	16.13
25040	Sewage Plant Operator	15.29
25070	Stationary Engineer	16.13
25190	Ventilation Equipment Tender	12.07
25210	Water Treatment Plant Operator	15.29
27000	**Protective Service Occupations**	
	Police Officer	15.22
27004	Alarm Monitor	7.70
27006	Corrections Officer	15.20
27010	Court Security Officer	15.20
27040	Detention Officer	15.20
27070	Firefighter	15.17
27101	Guard I	5.96
27102	Guard II	8.61
28000	**Stevedoring/Longshoremen Occupations**	
28010	Blocker and Bracer	13.21
28020	Hatch Tender	13.21
28030	Line Handler	13.21
28040	Stevedore I	12.43
28050	Stevedore II	13.97
29000	**Technical Occupations**	
21150	Graphic Artist	18.66
29010	Air Traffic Control Specialist, Center (2)	27.00
29011	Air Traffic Control Specialist, Station (2)	18.62
29012	Air Traffic Control Specialist, Terminal (2)	20.50
29023	Archeological Technician I	13.78
29024	Archeological Technician II	15.49
29025	Archeological Technician III	19.13
29030	Cartographic Technician	21.10
29035	Computer Based Training (CBT) Specialist/ Instructor	20.58
29040	Civil Engineering Technician	19.13
29061	Drafter I	12.30
29062	Drafter II	13.85
29063	Drafter III	15.56
29064	Drafter IV	19.13

29081	Engineering Technician I	13.75
29082	Engineering Technician II	15.48
29083	Engineering Technician III	17.39
29084	Engineering Technician IV	21.38
29085	Engineering Technician V	26.13
29086	Engineering Technician VI	31.63
29090	Environmental Technician	14.50
29100	Flight Simulator/Instructor (Pilot)	21.30
29160	Instructor	18.66
29210	Laboratory Technician	13.04
29240	Mathematical Technician	19.13
29361	Paralegal/Legal Assistant I	11.90
29362	Paralegal/Legal Assistant II	14.32
29363	Paralegal/Legal Assistant III	17.50
29364	Paralegal/Legal Assistant IV	21.18
29390	Photooptics Technician	19.13
29480	Technical Writer	17.24
29491	Unexploded Ordnance (UXO) Technician I	17.16
29492	Unexploded Ordnance (UXO) Technician II	20.76
29493	Unexploded Ordnance (UXO) Technician III	24.88
29494	Unexploded (UXO) Safety Escort	17.16
29495	Unexploded (UXO) Sweep Personnel	17.16
29620	Weather Observer, Senior (3)	14.50
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	13.04
29622	Weather Observer, Upper Air (3)	13.04
31000	**Transportation/ Mobile Equipment Operation Occupations**	
31030	Bus Driver	11.19
31260	Parking and Lot Attendant	7.91
31290	Shuttle Bus Driver	10.52
31300	Taxi Driver	9.87
31361	Truckdriver, Light Truck	10.52
31362	Truckdriver, Medium Truck	11.19
31363	Truckdriver, Heavy Truck	11.83
31364	Truckdriver, Tractor-Trailer	11.83
99000	**Miscellaneous Occupations**	
99020	Animal Caretaker	6.93
99030	Cashier	6.60
99041	Carnival Equipment Operator	7.58
99042	Carnival Equipment Repairer	8.08
99043	Carnival Worker	6.08
99050	Desk Clerk	8.29
99095	Embalmer	16.57
99300	Lifeguard	7.88
99310	Mortician	16.57
99350	Park Attendant (Aide)	9.89
99400	Photofinishing Worker (Photo Lab Tech., Darkroom	6.85

	Tech)	
99500	Recreation Specialist	10.66
99510	Recycling Worker	8.30
99610	Sales Clerk	7.88
99620	School Crossing Guard (Crosswalk Attendant)	6.34
99630	Sport Official	6.85
99658	Survey Party Chief (Chief of Party)	18.50
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.85
99660	Surveying Aide	11.56
99690	Swimming Pool Operator	8.65
99720	Vending Machine Attendant	7.22
99730	Vending Machine Repairer	8.65
99740	Vending Machine Repairer Helper	7.22

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HEALTH & WELFARE: $2.15 an hour or $86.00 a week or $372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a

proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

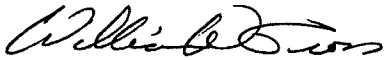
5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Withdrawn

Wage Determination No.: 1994-2153
Revision No.: 30
Date of Last Revision: 05/28/2002

State: Hawaii
Area: Hawaii Statewide

OCCUPATION NOTE:

STEVEDORING AND LONGSHOREMEN: Wage rates and fringe benefits can be found on Wage Determination 2000-0085

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	**Administrative Support and Clerical Occupations**	
01011	Accounting Clerk I	10.29
01012	Accounting Clerk II	11.35
01013	Accounting Clerk III	12.87
01014	Accounting Clerk IV	15.68
01030	Court Reporter	15.36
01050	Dispatcher, Motor Vehicle	13.88
01060	Document Preparation Clerk	11.95
01070	Messenger (Courier)	9.35
01090	Duplicating Machine Operator	11.95
01110	Film/Tape Librarian	11.23
01115	General Clerk I	7.83
01116	General Clerk II	9.11
01117	General Clerk III	10.69
01118	General Clerk IV	13.22
01120	Housing Referral Assistant	19.80
01131	Key Entry Operator I	10.66
01132	Key Entry Operator II	12.85
01191	Order Clerk I	11.84
01192	Order Clerk II	12.90
01261	Personnel Assistant (Employment) I	12.83
01262	Personnel Assistant (Employment) II	13.80
01263	Personnel Assistant (Employment) III	16.25
01264	Personnel Assistant (Employment) IV	17.89
01270	Production Control Clerk	16.51
01290	Rental Clerk	13.51
01300	Scheduler, Maintenance	15.00
01311	Secretary I	15.66
01312	Secretary II	19.31
01313	Secretary III	21.72

01314	Secretary IV	26.40
01315	Secretary V	30.87
01320	Service Order Dispatcher	10.41
01341	Stenographer I	12.21
01342	Stenographer II	13.72
01400	Supply Technician	17.64
01420	Survey Worker (Interviewer)	11.66
01460	Switchboard Operator-Receptionist	11.75
01510	Test Examiner	17.73
01520	Test Proctor	17.73
01531	Travel Clerk I	11.33
01532	Travel Clerk II	12.19
01533	Travel Clerk III	13.07
01611	Word Processor I	11.35
01612	Word Processor II	12.50
01613	Word Processor III	13.99
03000	**Automatic Data Processing Occupations**	
03010	Computer Data Librarian	10.71
03041	Computer Operator I	14.18
03042	Computer Operator II	15.52
03043	Computer Operator III	18.45
03044	Computer Operator IV	20.07
03045	Computer Operator V	22.21
03071	Computer Programmer I (1)	16.53
03072	Computer Programmer II (1)	17.97
03073	Computer Programmer III (1)	20.59
03074	Computer Programmer IV (1)	25.01
03101	Computer Systems Analyst I (1)	20.47
03102	Computer Systems Analyst II (1)	22.98
03103	Computer Systems Analyst III (1)	25.85
03160	Peripheral Equipment Operator	14.17
05000	**Automotive Service Occupations**	
05005	Automotive Body Repairer, Fiberglass	18.34
05010	Automotive Glass Installer	16.53
05040	Automotive Worker	16.53
05070	Electrician, Automotive	16.85
05100	Mobile Equipment Servicer	14.26
05130	Motor Equipment Metal Mechanic	18.34
05160	Motor Equipment Metal Worker	16.53
05190	Motor Vehicle Mechanic	19.27
05220	Motor Vehicle Mechanic Helper	13.06
05250	Motor Vehicle Upholstery Worker	15.63
05280	Motor Vehicle Wrecker	16.53
05310	Painter, Automotive	19.16
05340	Radiator Repair Specialist	16.53
05370	Tire Repairer	13.78
05400	Transmission Repair Specialist	18.31

07000	**Food Preparation and Service Occupations**	
	Food Service Worker	9.79
07010	Baker	13.52
07041	Cook I	12.10
07042	Cook II	13.52
07070	Dishwasher	10.22
07130	Meat Cutter	15.55
07250	Waiter/Waitress	9.84
09000	**Furniture Maintenance and Repair Occupations**	
09010	Electrostatic Spray Painter	17.41
09040	Furniture Handler	11.71
09070	Furniture Refinisher	17.41
09100	Furniture Refinisher Helper	13.41
09110	Furniture Repairer, Minor	15.12
09130	Upholsterer	17.41
11030	**General Services and Support Occupations**	
11030	Cleaner, Vehicles	9.68
11060	Elevator Operator	10.56
11090	Gardener	13.51
11121	House Keeping Aid I	11.48
11122	House Keeping Aid II	12.11
11150	Janitor	10.56
11210	Laborer, Grounds Maintenance	10.99
11240	Maid or Houseman	11.28
11270	Pest Controller	14.70
11300	Refuse Collector	11.94
11330	Tractor Operator	12.70
11360	Window Cleaner	11.50
12000	**Health Occupations**	
12020	Dental Assistant	13.66
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.57
12071	Licensed Practical Nurse I	11.52
12072	Licensed Practical Nurse II	13.72
12073	Licensed Practical Nurse III	15.34
12100	Medical Assistant	12.30
12130	Medical Laboratory Technician	13.72
12160	Medical Record Clerk	11.93
12190	Medical Record Technician	13.54
12221	Nursing Assistant I	8.66
12222	Nursing Assistant II	9.73
12223	Nursing Assistant III	10.61
12224	Nursing Assistant IV	11.93
12250	Pharmacy Technician	12.19
12280	Phlebotomist	13.72

12311	Registered Nurse I	20.02
12312	Registered Nurse II	24.50
12313	Registered Nurse II, Specialist	24.50
12314	Registered Nurse III	29.38
12315	Registered Nurse III, Anesthetist	29.38
12316	Registered Nurse IV	35.24
13000	**Information and Arts Occupations**	
13002	Audiovisual Librarian	18.05
13011	Exhibits Specialist I	16.15
13012	Exhibits Specialist II	19.18
13013	Exhibits Specialist III	23.46
13041	Illustrator I	18.79
13042	Illustrator II	22.28
13043	Illustrator III	27.23
13047	Librarian	25.35
13050	Library Technician	14.96
13071	Photographer I	11.79
13072	Photographer II	14.21
13073	Photographer III	16.84
13074	Photographer IV	20.60
13075	Photographer V	24.90
15000	**Laundry, Dry Cleaning, Pressing and Related Occupations**	
15010	Assembler	8.88
15030	Counter Attendant	8.88
15040	Dry Cleaner	10.01
15070	Finisher, Flatwork, Machine	8.88
15090	Presser, Hand	8.88
15100	Presser, Machine, Drycleaning	8.88
15130	Presser, Machine, Shirts	8.88
15160	Presser, Machine, Wearing Apparel, Laundry	8.88
15190	Sewing Machine Operator	10.75
15220	Tailor	11.50
15250	Washer, Machine	8.88
19000	**Machine Tool Operation and Repair Occupations**	
19010	Machine-Tool Operator (Toolroom)	19.38
19040	Tool and Die Maker	23.30
21000	**Material Handling and Packing Occupations**	
21010	Fuel Distribution System Operator	16.90
21020	Material Coordinator	18.78
21030	Material Expediter	18.78
21040	Material Handling Laborer	16.89
21050	Order Filler	12.27
21071	Forklift Operator	15.94
21080	Production Line Worker (Food Processing)	12.12
21100	Shipping/Receiving Clerk	12.99

21130	Shipping Packer	15.22
21140	Store Worker I	10.96
21150	Stock Clerk (Shelf Stocker; Store Worker II)	14.80
21210	Tools and Parts Attendant	15.65
21400	Warehouse Specialist	15.65
23000	**Mechanics and Maintenance and Repair Occupations**	
23010	Aircraft Mechanic	21.49
23040	Aircraft Mechanic Helper	15.65
23050	Aircraft Quality Control Inspector	24.55
23060	Aircraft Servicer	18.15
23070	Aircraft Worker	19.39
23100	Appliance Mechanic	19.38
23120	Bicycle Repairer	13.78
23125	Cable Splicer	23.46
23130	Carpenter, Maintenance	22.29
23140	Carpet Layer	21.15
23160	Electrician, Maintenance	25.24
23181	Electronics Technician, Maintenance I	22.95
23182	Electronics Technician, Maintenance II	24.17
23183	Electronics Technician, Maintenance III	25.45
23260	Fabric Worker	17.39
23290	Fire Alarm System Mechanic	23.46
23310	Fire Extinguisher Repairer	16.90
23340	Fuel Distribution System Mechanic	20.40
23370	General Maintenance Worker	18.39
23400	Heating, Refrigeration and Air Conditioning Mechanic	21.73
23430	Heavy Equipment Mechanic	26.98
23440	Heavy Equipment Operator	26.17
23460	Instrument Mechanic	26.98
23470	Laborer	12.27
23500	Locksmith	19.38
23530	Machinery Maintenance Mechanic	23.46
23550	Machinist, Maintenance	21.86
23580	Maintenance Trades Helper	13.41
23640	Millwright	23.46
23700	Office Appliance Repairer	20.64
23740	Painter, Aircraft	19.38
23760	Painter, Maintenance	20.99
23790	Pipefitter, Maintenance	23.46
23800	Plumber, Maintenance	22.29
23820	Pneudraulic Systems Mechanic	23.46
23850	Rigger	23.46
23870	Scale Mechanic	19.39
23890	Sheet-Metal Worker, Maintenance	25.55
23910	Small Engine Mechanic	18.39
23930	Telecommunication Mechanic I	24.18
23931	Telecommunication Mechanic II	24.65
23950	Telephone Lineman	24.18

23960	Welder, Combination, Maintenance	21.98
23965	Well Driller	22.15
23970	Woodcraft Worker	23.46
23980	Woodworker	16.40
24000	**Personal Needs Occupations**	
24570	Child Care Attendant	10.42
24580	Child Care Center Clerk	14.94
24600	Chore Aid	9.44
24630	Homemaker	18.52
25000	**Plant and System Operation Occupations**	
25010	Boiler Tender	17.74
25040	Sewage Plant Operator	16.85
25070	Stationary Engineer	20.40
25190	Ventilation Equipment Tender	15.65
25210	Water Treatment Plant Operator	16.85
27000	**Protective Service Occupations**	
	Police Officer	17.73
27004	Alarm Monitor	14.68
27006	Corrections Officer	17.18
27010	Court Security Officer	17.18
27040	Detention Officer	17.18
27070	Firefighter	16.62
27101	Guard I	9.69
27102	Guard II	11.57
29000	**Technical Occupations**	
21150	Graphic Artist	18.31
29010	Air Traffic Control Specialist, Center (2)	28.21
29011	Air Traffic Control Specialist, Station (2)	19.46
29012	Air Traffic Control Specialist, Terminal (2)	21.43
29023	Archeological Technician I	14.93
29024	Archeological Technician II	16.72
29025	Archeological Technician III	20.70
29030	Cartographic Technician	23.96
29035	Computer Based Training (CBT) Specialist/ Instructor	20.37
29040	Civil Engineering Technician	19.37
29061	Drafter I	12.25
29062	Drafter II	15.76
29063	Drafter III	19.03
29064	Drafter IV	22.66
29081	Engineering Technician I	14.46
29082	Engineering Technician II	18.64
29083	Engineering Technician III	22.50
29084	Engineering Technician IV	29.74
29085	Engineering Technician V	32.60

29086	Engineering Technician VI	39.41
29090	Environmental Technician	17.36
29100	Flight Simulator/Instructor (Pilot)	25.08
29160	Instructor	21.41
29210	Laboratory Technician	16.07
29240	Mathematical Technician	22.28
29361	Paralegal/Legal Assistant I	15.96
29362	Paralegal/Legal Assistant II	18.69
29363	Paralegal/Legal Assistant III	22.87
29364	Paralegal/Legal Assistant IV	27.63
29390	Photooptics Technician	19.37
29480	Technical Writer	18.16
29491	Unexploded Ordnance (UXO) Technician I	17.93
29492	Unexploded Ordnance (UXO) Technician II	21.70
29493	Unexploded Ordnance (UXO) Technician III	26.01
29494	Unexploded (UXO) Safety Escort	17.93
29495	Unexploded (UXO) Sweep Personnel	17.93
29620	Weather Observer, Senior (3)	18.39
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	17.35
29622	Weather Observer, Upper Air (3)	17.35
31000	**Transportation/ Mobile Equipment Operation Occupations**	
31030	Bus Driver	14.35
31260	Parking and Lot Attendant	7.15
31290	Shuttle Bus Driver	12.28
31300	Taxi Driver	10.78
31361	Truckdriver, Light Truck	12.28
31362	Truckdriver, Medium Truck	15.57
31363	Truckdriver, Heavy Truck	17.46
31364	Truckdriver, Tractor-Trailer	17.46
99000	**Miscellaneous Occupations**	
99020	Animal Caretaker	11.45
99030	Cashier	10.35
99041	Carnival Equipment Operator	11.72
99042	Carnival Equipment Repairer	12.46
99043	Carnival Worker	9.33
99050	Desk Clerk	13.02
99095	Embalmer	17.93
99300	Lifeguard	10.35
99310	Mortician	17.93
99350	Park Attendant (Aide)	13.01
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.90
99500	Recreation Specialist	16.11
99510	Recycling Worker	15.00
99610	Sales Clerk	9.92
99620	School Crossing Guard (Crosswalk Attendant)	9.03

99630	Sport Official	10.35
99658	Survey Party Chief (Chief of Party)	20.82
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.59
99660	Surveying Aide	11.38
99690	Swimming Pool Operator	12.87
99720	Vending Machine Attendant	11.34
99730	Vending Machine Repairer	13.52
99740	Vending Machine Repairer Helper	11.34

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: (Hawaii): $0.99 an hour for all employees on whose behalf the contractor provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act, the new health and welfare benefit rate will be $2.15. For information regarding the Hawaii prepaid Health Care Act, please contact the Hawaii Employers Council.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of

hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

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If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

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1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Withdrawn

Wage Determination No.: 1994-2167
Revision No.: 23
Date of Last Revision: 06/07/2002

State: Illinois

Area: Illinois Counties of Cook, De Kalb, Du Page, Kane, Lake, Lee, McHenry

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	**Administrative Support and Clerical Occupations**	
01011	Accounting Clerk I	10.70
01012	Accounting Clerk II	12.94
01013	Accounting Clerk III	14.22
01014	Accounting Clerk IV	16.09
01030	Court Reporter	13.40
01050	Dispatcher, Motor Vehicle	15.40
01060	Document Preparation Clerk	13.25
01070	Messenger (Courier)	9.18
01090	Duplicating Machine Operator	12.47
01110	Film/Tape Librarian	12.41
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01120	Housing Referral Assistant	16.98
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01263	Personnel Assistant (Employment) III	17.71
01264	Personnel Assistant (Employment) IV	19.48
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01290	Rental Clerk	14.13
01300	Scheduler, Maintenance	14.13
01311	Secretary I	13.70
01312	Secretary II	15.79
01313	Secretary III	16.98
01314	Secretary IV	21.81
01315	Secretary V	27.65
01320	Service Order Dispatcher	14.13

01341	Stenographer I	11.75
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01400	Supply Technician	21.81
01420	Survey Worker (Interviewer)	13.40
01460	Switchboard Operator-Receptionist	10.44
01510	Test Examiner	15.79
01520	Test Proctor	15.79
01531	Travel Clerk I	10.34
01532	Travel Clerk II	11.19
01533	Travel Clerk III	12.09
01611	Word Processor I	11.88
01612	Word Processor II	15.53
01613	Word Processor III	18.90
03000	**Automatic Data Processing Occupations**	
03010	Computer Data Librarian	11.98
03041	Computer Operator I	12.52
03042	Computer Operator II	13.99
03043	Computer Operator III	17.12
03044	Computer Operator IV	19.46
03045	Computer Operator V	21.55
03071	Computer Programmer I (1)	20.34
03072	Computer Programmer II (1)	21.49
03073	Computer Programmer III (1)	25.62
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	27.62
03102	Computer Systems Analyst II (1)	27.62
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	12.60
05000	**Automotive Service Occupations**	
05005	Automotive Body Repairer, Fiberglass	21.12
05010	Automotive Glass Installer	20.95
05040	Automotive Worker	20.95
05070	Electrician, Automotive	21.96
05100	Mobile Equipment Servicer	18.95
05130	Motor Equipment Metal Mechanic	22.96
05160	Motor Equipment Metal Worker	20.95
05190	Motor Vehicle Mechanic	22.96
05220	Motor Vehicle Mechanic Helper	17.93
05250	Motor Vehicle Upholstery Worker	19.96
05280	Motor Vehicle Wrecker	20.95
05310	Painter, Automotive	21.96
05340	Radiator Repair Specialist	20.95
05370	Tire Repairer	15.92
05400	Transmission Repair Specialist	22.96
07000	**Food Preparation and Service Occupations**	
	Food Service Worker	9.25

07010	Baker	13.06
07041	Cook I	11.95
07042	Cook II	13.06
07070	Dishwasher	9.25
07130	Meat Cutter	13.06
07250	Waiter/Waitress	9.96
09000	**Furniture Maintenance and Repair Occupations**	
09010	Electrostatic Spray Painter	19.10
09040	Furniture Handler	13.83
09070	Furniture Refinisher	19.10
09100	Furniture Refinisher Helper	15.59
09110	Furniture Repairer, Minor	17.36
09130	Upholsterer	19.10
11030	**General Services and Support Occupations**	
11030	Cleaner, Vehicles	10.18
11060	Elevator Operator	10.64
11090	Gardener	13.69
11121	House Keeping Aid I	8.69
11122	House Keeping Aid II	9.36
11150	Janitor	10.39
11210	Laborer, Grounds Maintenance	11.58
11240	Maid or Houseman	8.54
11270	Pest Controller	14.33
11300	Refuse Collector	10.64
11330	Tractor Operator	12.90
11360	Window Cleaner	11.08
12000	**Health Occupations**	
12020	Dental Assistant	12.56
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.96
12071	Licensed Practical Nurse I	12.14
12072	Licensed Practical Nurse II	13.64
12073	Licensed Practical Nurse III	15.25
12100	Medical Assistant	10.82
12130	Medical Laboratory Technician	12.35
12160	Medical Record Clerk	11.81
12190	Medical Record Technician	14.36
12221	Nursing Assistant I	7.98
12222	Nursing Assistant II	8.97
12223	Nursing Assistant III	9.62
12224	Nursing Assistant IV	10.76
12250	Pharmacy Technician	12.72
12280	Phlebotomist	10.20
12311	Registered Nurse I	16.77
12312	Registered Nurse II	22.84
12313	Registered Nurse II, Specialist	22.84

12314	Registered Nurse III	28.46
12315	Registered Nurse III, Anesthetist	28.46
12316	Registered Nurse IV	30.61
13000	**Information and Arts Occupations**	
13002	Audiovisual Librarian	19.78
13011	Exhibits Specialist I	16.47
13012	Exhibits Specialist II	20.40
13013	Exhibits Specialist III	24.95
13041	Illustrator I	16.80
13042	Illustrator II	20.81
13043	Illustrator III	25.45
13047	Librarian	21.52
13050	Library Technician	15.50
13071	Photographer I	16.13
13072	Photographer II	18.23
13073	Photographer III	22.44
13074	Photographer IV	27.45
13075	Photographer V	32.21
15000	**Laundry, Dry Cleaning, Pressing and Related Occupations**	
15010	Assembler	7.65
15030	Counter Attendant	7.65
15040	Dry Cleaner	9.43
15070	Finisher, Flatwork, Machine	7.65
15090	Presser, Hand	7.65
15100	Presser, Machine, Drycleaning	7.65
15130	Presser, Machine, Shirts	7.65
15160	Presser, Machine, Wearing Apparel, Laundry	7.65
15190	Sewing Machine Operator	10.14
15220	Tailor	10.86
15250	Washer, Machine	8.49
19000	**Machine Tool Operation and Repair Occupations**	
19010	Machine-Tool Operator (Toolroom)	20.27
19040	Tool and Die Maker	25.93
21000	**Material Handling and Packing Occupations**	
21010	Fuel Distribution System Operator	18.94
21020	Material Coordinator	19.74
21030	Material Expediter	19.74
21040	Material Handling Laborer	16.43
21050	Order Filler	10.96
21071	Forklift Operator	14.31
21080	Production Line Worker (Food Processing)	14.29
21100	Shipping/Receiving Clerk	14.43
21130	Shipping Packer	14.43
21140	Store Worker I	10.88
21150	Stock Clerk (Shelf Stocker; Store Worker II)	13.87

21210	Tools and Parts Attendant	16.25
21400	Warehouse Specialist	15.73
23000	**Mechanics and Maintenance and Repair Occupations**	
23010	Aircraft Mechanic	21.23
23040	Aircraft Mechanic Helper	16.72
23050	Aircraft Quality Control Inspector	22.05
23060	Aircraft Servicer	18.45
23070	Aircraft Worker	19.37
23100	Appliance Mechanic	19.10
23120	Bicycle Repairer	15.92
23125	Cable Splicer	24.89
23130	Carpenter, Maintenance	21.96
23140	Carpet Layer	23.05
23160	Electrician, Maintenance	26.18
23181	Electronics Technician, Maintenance I	19.51
23182	Electronics Technician, Maintenance II	20.33
23183	Electronics Technician, Maintenance III	23.12
23260	Fabric Worker	17.36
23290	Fire Alarm System Mechanic	21.97
23310	Fire Extinguisher Repairer	16.78
23340	Fuel Distribution System Mechanic	21.97
23370	General Maintenance Worker	16.19
23400	Heating, Refrigeration and Air Conditioning Mechanic	21.98
23430	Heavy Equipment Mechanic	21.41
23440	Heavy Equipment Operator	24.46
23460	Instrument Mechanic	21.00
23470	Laborer	13.12
23500	Locksmith	19.10
23530	Machinery Maintenance Mechanic	19.97
23550	Machinist, Maintenance	23.59
23580	Maintenance Trades Helper	13.97
23640	Millwright	21.92
23700	Office Appliance Repairer	19.97
23740	Painter, Aircraft	19.97
23760	Painter, Maintenance	19.97
23790	Pipefitter, Maintenance	25.53
23800	Plumber, Maintenance	23.71
23820	Pneudraulic Systems Mechanic	21.00
23850	Rigger	23.16
23870	Scale Mechanic	18.97
23890	Sheet-Metal Worker, Maintenance	23.92
23910	Small Engine Mechanic	18.22
23930	Telecommunication Mechanic I	21.34
23931	Telecommunication Mechanic II	22.17
23950	Telephone Lineman	21.34
23960	Welder, Combination, Maintenance	19.97
23965	Well Driller	22.96
23970	Woodcraft Worker	19.97

23980	Woodworker	16.38
24000	**Personal Needs Occupations**	
24570	Child Care Attendant	9.41
24580	Child Care Center Clerk	12.36
24600	Chore Aid	8.72
24630	Homemaker	13.88
25000	**Plant and System Operation Occupations**	
25010	Boiler Tender	21.97
25040	Sewage Plant Operator	21.01
25070	Stationary Engineer	25.32
25190	Ventilation Equipment Tender	15.73
25210	Water Treatment Plant Operator	21.01
27000	**Protective Service Occupations**	
	Police Officer	23.34
27004	Alarm Monitor	16.02
27006	Corrections Officer	20.82
27010	Court Security Officer	22.58
27040	Detention Officer	20.82
27070	Firefighter	21.63
27101	Guard I	9.45
27102	Guard II	16.40
28000	**Stevedoring/Longshoremen Occupations**	
28010	Blocker and Bracer	17.05
28020	Hatch Tender	16.71
28030	Line Handler	16.71
28040	Stevedore I	15.86
28050	Stevedore II	17.44
29000	**Technical Occupations**	
21150	Graphic Artist	21.84
29010	Air Traffic Control Specialist, Center (2)	29.76
29011	Air Traffic Control Specialist, Station (2)	20.52
29012	Air Traffic Control Specialist, Terminal (2)	22.60
29023	Archeological Technician I	14.69
29024	Archeological Technician II	16.53
29025	Archeological Technician III	20.40
29030	Cartographic Technician	26.98
29035	Computer Based Training (CBT) Specialist/ Instructor	24.02
29040	Civil Engineering Technician	21.76
29061	Drafter I	11.80
29062	Drafter II	13.26
29063	Drafter III	16.80
29064	Drafter IV	20.81
29081	Engineering Technician I	12.41

29082	Engineering Technician II	13.95
29083	Engineering Technician III	17.75
29084	Engineering Technician IV	21.23
29085	Engineering Technician V	26.62
29086	Engineering Technician VI	32.21
29090	Environmental Technician	18.32
29100	Flight Simulator/Instructor (Pilot)	28.56
29160	Instructor	22.88
29210	Laboratory Technician	16.92
29240	Mathematical Technician	20.81
29361	Paralegal/Legal Assistant I	15.41
29362	Paralegal/Legal Assistant II	20.68
29363	Paralegal/Legal Assistant III	25.29
29364	Paralegal/Legal Assistant IV	30.60
29390	Photooptics Technician	21.23
29480	Technical Writer	23.69
29491	Unexploded Ordnance (UXO) Technician I	18.91
29492	Unexploded Ordnance (UXO) Technician II	22.89
29493	Unexploded Ordnance (UXO) Technician III	27.43
29494	Unexploded (UXO) Safety Escort	18.91
29495	Unexploded (UXO) Sweep Personnel	18.91
29620	Weather Observer, Senior (3)	18.18
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	16.37
29622	Weather Observer, Upper Air	16.37
31000	**Transportation/ Mobile Equipment Operation Occupations**	
31030	Bus Driver	17.04
31260	Parking and Lot Attendant	12.59
31290	Shuttle Bus Driver	16.78
31300	Taxi Driver	15.18
31361	Truckdriver, Light Truck	16.12
31362	Truckdriver, Medium Truck	17.12
31363	Truckdriver, Heavy Truck	18.14
31364	Truckdriver, Tractor-Trailer	18.14
99000	**Miscellaneous Occupations**	
99020	Animal Caretaker	11.17
99030	Cashier	8.20
99041	Carnival Equipment Operator	12.83
99042	Carnival Equipment Repairer	13.74
99043	Carnival Worker	9.25
99050	Desk Clerk	9.01
99095	Embalmer	19.23
99300	Lifeguard	9.94
99310	Mortician	23.02
99350	Park Attendant (Aide)	12.48
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.17

99500	Recreation Specialist	11.93
99510	Recycling Worker	13.65
99610	Sales Clerk	10.30
99620	School Crossing Guard (Crosswalk Attendant)	10.35
99630	Sport Official	9.94
99658	Survey Party Chief (Chief of Party)	15.95
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.68
99660	Surveying Aide	9.97
99690	Swimming Pool Operator	14.37
99720	Vending Machine Attendant	12.52
99730	Vending Machine Repairer	14.37
99740	Vending Machine Repairer Helper	12.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $2.15 an hour or $86.00 a week or $372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

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4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Withdrawn

Wage Determination No.: 1994-2193
Revision No.: 25
Date of Last Revision: 05/29/2002

State: Indiana

Area: Indiana Counties of Bartholomew, Boone, Clay, Decatur, Delaware, Fayette, Fountain, Hamilton, Hancock, Hendricks, Henry, Johnson, Madison, Marion, Montgomery, Morgan, Parke, Putnam, Rush, Shelby, Sullivan, Tippecanoe, Vermillion, Vigo, Warren

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	**Administrative Support and Clerical Occupations**	
01011	Accounting Clerk I	8.97
01012	Accounting Clerk II	11.48
01013	Accounting Clerk III	14.17
01014	Accounting Clerk IV	17.45
01030	Court Reporter	13.79
01050	Dispatcher, Motor Vehicle	14.52
01060	Document Preparation Clerk	11.58
01070	Messenger (Courier)	8.59
01090	Duplicating Machine Operator	10.53
01110	Film/Tape Librarian	10.40
01115	General Clerk I	8.81
01116	General Clerk II	9.44
01117	General Clerk III	10.98
01118	General Clerk IV	14.37
01120	Housing Referral Assistant	15.31
01131	Key Entry Operator I	10.23
01132	Key Entry Operator II	11.52
01191	Order Clerk I	8.40
01192	Order Clerk II	15.84
01261	Personnel Assistant (Employment) I	10.22
01262	Personnel Assistant (Employment) II	11.63
01263	Personnel Assistant (Employment) III	12.84
01264	Personnel Assistant (Employment) IV	14.45
01270	Production Control Clerk	16.36
01290	Rental Clerk	11.96
01300	Scheduler, Maintenance	12.32
01311	Secretary I	12.32
01312	Secretary II	13.60
01313	Secretary III	15.31
01314	Secretary IV	21.01
01315	Secretary V	24.34

01320	Service Order Dispatcher	13.75
01341	Stenographer I	11.63
01342	Stenographer II	14.88
01400	Supply Technician	21.01
01420	Survey Worker (Interviewer)	11.48
01460	Switchboard Operator-Receptionist	10.08
01510	Test Examiner	13.60
01520	Test Proctor	13.60
01531	Travel Clerk I	10.30
01532	Travel Clerk II	10.98
01533	Travel Clerk III	11.64
01611	Word Processor I	10.40
01612	Word Processor II	12.03
01613	Word Processor III	12.41
03000	**Automatic Data Processing Occupations**	
03010	Computer Data Librarian	12.90
03041	Computer Operator I	12.71
03042	Computer Operator II	14.34
03043	Computer Operator III	16.40
03044	Computer Operator IV	20.04
03045	Computer Operator V	23.59
03071	Computer Programmer I (1)	16.26
03072	Computer Programmer II (1)	20.17
03073	Computer Programmer III (1)	24.63
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	25.99
03102	Computer Systems Analyst II (1)	27.62
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	14.34
05000	**Automotive Service Occupations**	
05005	Automotive Body Repairer, Fiberglass	18.07
05010	Automotive Glass Installer	16.84
05040	Automotive Worker	16.81
05070	Electrician, Automotive	17.35
05100	Mobile Equipment Servicer	15.36
05130	Motor Equipment Metal Mechanic	18.07
05160	Motor Equipment Metal Worker	16.81
05190	Motor Vehicle Mechanic	18.07
05220	Motor Vehicle Mechanic Helper	14.82
05250	Motor Vehicle Upholstery Worker	16.15
05280	Motor Vehicle Wrecker	16.81
05310	Painter, Automotive	18.97
05340	Radiator Repair Specialist	16.81
05370	Tire Repairer	14.84
05400	Transmission Repair Specialist	18.07
07000	**Food Preparation and Service Occupations**	

	Food Service Worker	9.17
07010	Baker	10.71
07041	Cook I	9.88
07042	Cook II	10.71
07070	Dishwasher	8.34
07130	Meat Cutter	11.74
07250	Waiter/Waitress	7.62
09000	**Furniture Maintenance and Repair Occupations**	
09010	Electrostatic Spray Painter	18.65
09040	Furniture Handler	15.60
09070	Furniture Refinisher	18.65
09100	Furniture Refinisher Helper	15.93
09110	Furniture Repairer, Minor	17.29
09130	Upholsterer	18.65
11030	**General Services and Support Occupations**	
11030	Cleaner, Vehicles	8.34
11060	Elevator Operator	8.34
11090	Gardener	9.63
11121	House Keeping Aid I	7.36
11122	House Keeping Aid II	8.34
11150	Janitor	8.34
11210	Laborer, Grounds Maintenance	8.97
11240	Maid or Houseman	7.36
11270	Pest Controller	10.08
11300	Refuse Collector	8.34
11330	Tractor Operator	9.22
11360	Window Cleaner	8.76
12000	**Health Occupations**	
12020	Dental Assistant	13.15
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.61
12071	Licensed Practical Nurse I	13.65
12072	Licensed Practical Nurse II	15.34
12073	Licensed Practical Nurse III	17.17
12100	Medical Assistant	11.68
12130	Medical Laboratory Technician	12.39
12160	Medical Record Clerk	10.85
12190	Medical Record Technician	13.57
12221	Nursing Assistant I	8.65
12222	Nursing Assistant II	9.71
12223	Nursing Assistant III	10.60
12224	Nursing Assistant IV	11.90
12250	Pharmacy Technician	12.21
12280	Phlebotomist	12.08
12311	Registered Nurse I	15.52
12312	Registered Nurse II	18.76

12313	Registered Nurse II, Specialist	18.76
12314	Registered Nurse III	22.69
12315	Registered Nurse III, Anesthetist	22.69
12316	Registered Nurse IV	27.19
13000	**Information and Arts Occupations**	
13002	Audiovisual Librarian	25.49
13011	Exhibits Specialist I	16.56
13012	Exhibits Specialist II	20.53
13013	Exhibits Specialist III	25.05
13041	Illustrator I	18.22
13042	Illustrator II	22.58
13043	Illustrator III	27.56
13047	Librarian	21.07
13050	Library Technician	14.92
13071	Photographer I	12.42
13072	Photographer II	16.56
13073	Photographer III	20.53
13074	Photographer IV	25.05
13075	Photographer V	30.39
15000	**Laundry, Dry Cleaning, Pressing and Related Occupations**	
15010	Assembler	8.26
15030	Counter Attendant	8.26
15040	Dry Cleaner	8.58
15070	Finisher, Flatwork, Machine	8.26
15090	Presser, Hand	8.26
15100	Presser, Machine, Drycleaning	8.26
15130	Presser, Machine, Shirts	8.26
15160	Presser, Machine, Wearing Apparel, Laundry	8.26
15190	Sewing Machine Operator	10.09
15220	Tailor	10.77
15250	Washer, Machine	9.13
19000	**Machine Tool Operation and Repair Occupations**	
19010	Machine-Tool Operator (Toolroom)	21.24
19040	Tool and Die Maker	25.18
21000	**Material Handling and Packing Occupations**	
21010	Fuel Distribution System Operator	18.16
21020	Material Coordinator	19.44
21030	Material Expediter	19.44
21040	Material Handling Laborer	15.55
21050	Order Filler	11.73
21071	Forklift Operator	14.55
21080	Production Line Worker (Food Processing)	13.84
21100	Shipping/Receiving Clerk	12.21
21130	Shipping Packer	13.43
21140	Store Worker I	11.21

21150	Stock Clerk (Shelf Stocker; Store Worker II)	14.60
21210	Tools and Parts Attendant	15.78
21400	Warehouse Specialist	13.84
23000	**Mechanics and Maintenance and Repair Occupations**	
23010	Aircraft Mechanic	20.96
23040	Aircraft Mechanic Helper	17.18
23050	Aircraft Quality Control Inspector	21.79
23060	Aircraft Servicer	18.65
23070	Aircraft Worker	19.49
23100	Appliance Mechanic	18.65
23120	Bicycle Repairer	15.95
23125	Cable Splicer	19.43
23130	Carpenter, Maintenance	18.65
23140	Carpet Layer	18.07
23160	Electrician, Maintenance	22.99
23181	Electronics Technician, Maintenance I	19.79
23182	Electronics Technician, Maintenance II	25.43
23183	Electronics Technician, Maintenance III	26.47
23260	Fabric Worker	17.29
23290	Fire Alarm System Mechanic	19.43
23310	Fire Extinguisher Repairer	16.88
23340	Fuel Distribution System Mechanic	21.37
23370	General Maintenance Worker	16.81
23400	Heating, Refrigeration and Air Conditioning Mechanic	19.43
23430	Heavy Equipment Mechanic	19.43
23440	Heavy Equipment Operator	20.78
23460	Instrument Mechanic	19.43
23470	Laborer	9.17
23500	Locksmith	18.65
23530	Machinery Maintenance Mechanic	24.32
23550	Machinist, Maintenance	18.10
23580	Maintenance Trades Helper	15.90
23640	Millwright	24.57
23700	Office Appliance Repairer	18.65
23740	Painter, Aircraft	18.97
23760	Painter, Maintenance	18.65
23790	Pipefitter, Maintenance	19.48
23800	Plumber, Maintenance	18.70
23820	Pneudraulic Systems Mechanic	19.43
23850	Rigger	19.43
23870	Scale Mechanic	18.07
23890	Sheet-Metal Worker, Maintenance	19.43
23910	Small Engine Mechanic	18.07
23930	Telecommunication Mechanic I	19.43
23931	Telecommunication Mechanic II	20.20
23950	Telephone Lineman	19.43
23960	Welder, Combination, Maintenance	19.43
23965	Well Driller	19.43

23970	Woodcraft Worker	19.43
23980	Woodworker	17.48
24000	**Personal Needs Occupations**	
24570	Child Care Attendant	7.52
24580	Child Care Center Clerk	9.36
24600	Chore Aid	8.51
24630	Homemaker	11.57
25000	**Plant and System Operation Occupations**	
25010	Boiler Tender	20.50
25040	Sewage Plant Operator	19.68
25070	Stationary Engineer	20.50
25190	Ventilation Equipment Tender	15.93
25210	Water Treatment Plant Operator	18.65
27000	**Protective Service Occupations**	
	Police Officer	18.52
27004	Alarm Monitor	12.82
27006	Corrections Officer	16.49
27010	Court Security Officer	16.49
27040	Detention Officer	16.49
27070	Firefighter	15.91
27101	Guard I	8.58
27102	Guard II	15.46
28000	**Stevedoring/Longshoremen Occupations**	
28010	Blocker and Bracer	15.66
28020	Hatch Tender	15.66
28030	Line Handler	15.66
28040	Stevedore I	13.69
28050	Stevedore II	16.27
29000	**Technical Occupations**	
21150	Graphic Artist	20.80
29010	Air Traffic Control Specialist, Center (2)	28.22
29011	Air Traffic Control Specialist, Station (2)	19.46
29012	Air Traffic Control Specialist, Terminal (2)	21.43
29023	Archeological Technician I	17.17
29024	Archeological Technician II	19.99
29025	Archeological Technician III	25.49
29030	Cartographic Technician	24.45
29035	Computer Based Training (CBT) Specialist/ Instructor	24.77
29040	Civil Engineering Technician	20.53
29061	Drafter I	14.33
29062	Drafter II	15.42
29063	Drafter III	21.49
29064	Drafter IV	25.49

29081	Engineering Technician I	15.06
29082	Engineering Technician II	16.91
29083	Engineering Technician III	20.33
29084	Engineering Technician IV	25.78
29085	Engineering Technician V	29.19
29086	Engineering Technician VI	35.33
29090	Environmental Technician	17.21
29100	Flight Simulator/Instructor (Pilot)	26.50
29160	Instructor	19.46
29210	Laboratory Technician	15.62
29240	Mathematical Technician	23.94
29361	Paralegal/Legal Assistant I	15.06
29362	Paralegal/Legal Assistant II	20.60
29363	Paralegal/Legal Assistant III	25.14
29364	Paralegal/Legal Assistant IV	30.51
29390	Photooptics Technician	21.21
29480	Technical Writer	23.76
29491	Unexploded Ordnance (UXO) Technician I	17.93
29492	Unexploded Ordnance (UXO) Technician II	21.70
29493	Unexploded Ordnance (UXO) Technician III	26.01
29494	Unexploded (UXO) Safety Escort	17.93
29495	Unexploded (UXO) Sweep Personnel	17.93
29620	Weather Observer, Senior (3)	20.89
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	18.77
29622	Weather Observer, Upper Air (3)	18.77
31000	**Transportation/ Mobile Equipment Operation Occupations**	
31030	Bus Driver	17.32
31260	Parking and Lot Attendant	9.26
31290	Shuttle Bus Driver	14.14
31300	Taxi Driver	10.72
31361	Truckdriver, Light Truck	14.14
31362	Truckdriver, Medium Truck	21.91
31363	Truckdriver, Heavy Truck	22.50
31364	Truckdriver, Tractor-Trailer	22.50
99000	**Miscellaneous Occupations**	
99020	Animal Caretaker	8.02
99030	Cashier	7.17
99041	Carnival Equipment Operator	8.86
99042	Carnival Equipment Repairer	9.27
99043	Carnival Worker	7.65
99050	Desk Clerk	7.89
99095	Embalmer	17.93
99300	Lifeguard	7.44
99310	Mortician	17.93
99350	Park Attendant (Aide)	9.36
99400	Photofinishing Worker (Photo Lab Tech., Darkroom	7.44

	Tech)	
99500	Recreation Specialist	10.41
99510	Recycling Worker	10.63
99610	Sales Clerk	7.44
99620	School Crossing Guard (Crosswalk Attendant)	9.05
99630	Sport Official	6.47
99658	Survey Party Chief (Chief of Party)	12.75
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.23
99660	Surveying Aide	7.85
99690	Swimming Pool Operator	12.05
99720	Vending Machine Attendant	10.63
99730	Vending Machine Repairer	12.05
99740	Vending Machine Repairer Helper	10.63

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $2.15 an hour or $86.00 a week or $372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 30 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a

proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Withdrawn

Wage Determination No.: 1994-2307
Revision No.: 23
Date of Last Revision: 05/29/2002

States: Kansas, Missouri

Area: Kansas Counties of Anderson, Atchison, Doniphan, Douglas, Franklin, Johnson, Leavenworth, Linn, Miami, Wyandotte
Missouri Counties of Adair, Andrew, Atchison, Bates, Buchanan, Caldwell, Carroll, Cass, Chariton, Clay, Clinton, Cooper, Daviess, De Kalb, Gentry, Grundy, Harrison, Henry, Holt, Howard, Jackson, Johnson, Lafayette, Linn, Livingston, Macon, Mercer, Nodaway, Pettis, Platte, Putnam, Ray, Saline, Schuyler, Sullivan, Worth

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	**Administrative Support and Clerical Occupations**	
01011	Accounting Clerk I	9.46
01012	Accounting Clerk II	11.70
01013	Accounting Clerk III	13.47
01014	Accounting Clerk IV	16.15
01030	Court Reporter	12.84
01050	Dispatcher, Motor Vehicle	14.39
01060	Document Preparation Clerk	10.51
01070	Messenger (Courier)	8.63
01090	Duplicating Machine Operator	10.51
01110	Film/Tape Librarian	10.02
01115	General Clerk I	8.88
01116	General Clerk II	10.51
01117	General Clerk III	12.20
01118	General Clerk IV	14.42
01120	Housing Referral Assistant	17.00
01131	Key Entry Operator I	9.37
01132	Key Entry Operator II	11.74
01191	Order Clerk I	10.43
01192	Order Clerk II	13.33
01261	Personnel Assistant (Employment) I	12.45
01262	Personnel Assistant (Employment) II	14.19
01263	Personnel Assistant (Employment) III	15.77
01264	Personnel Assistant (Employment) IV	17.15
01270	Production Control Clerk	15.35
01290	Rental Clerk	11.91
01300	Scheduler, Maintenance	12.45
01311	Secretary I	12.45
01312	Secretary II	14.56

01313	Secretary III	17.00
01314	Secretary IV	20.18
01315	Secretary V	22.71
01320	Service Order Dispatcher	19.25
01341	Stenographer I	10.43
01342	Stenographer II	11.91
01400	Supply Technician	20.18
01420	Survey Worker (Interviewer)	12.84
01460	Switchboard Operator-Receptionist	10.23
01510	Test Examiner	14.56
01520	Test Proctor	14.56
01531	Travel Clerk I	9.87
01532	Travel Clerk II	10.67
01533	Travel Clerk III	11.45
01611	Word Processor I	11.06
01612	Word Processor II	13.52
01613	Word Processor III	14.08
03000	**Automatic Data Processing Occupations**	
03010	Computer Data Librarian	11.72
03041	Computer Operator I	12.63
03042	Computer Operator II	13.56
03043	Computer Operator III	16.95
03044	Computer Operator IV	20.82
03045	Computer Operator V	21.75
03071	Computer Programmer I (1)	18.58
03072	Computer Programmer II (1)	23.82
03073	Computer Programmer III (1)	27.62
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	23.34
03102	Computer Systems Analyst II (1)	27.62
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	13.56
05000	**Automotive Service Occupations**	
05005	Automotive Body Repairer, Fiberglass	20.03
05010	Automotive Glass Installer	18.59
05040	Automotive Worker	18.59
05070	Electrician, Automotive	19.32
05100	Mobile Equipment Servicer	16.51
05130	Motor Equipment Metal Mechanic	20.03
05160	Motor Equipment Metal Worker	18.59
05190	Motor Vehicle Mechanic	20.03
05220	Motor Vehicle Mechanic Helper	15.47
05250	Motor Vehicle Upholstery Worker	17.54
05280	Motor Vehicle Wrecker	18.59
05310	Painter, Automotive	19.32
05340	Radiator Repair Specialist	18.59
05370	Tire Repairer	15.18

05400	Transmission Repair Specialist	20.03
07000	**Food Preparation and Service Occupations**	
	Food Service Worker	8.16
07010	Baker	11.13
07041	Cook I	9.88
07042	Cook II	11.13
07070	Dishwasher	7.42
07130	Meat Cutter	12.72
07250	Waiter/Waitress	8.04
09000	**Furniture Maintenance and Repair Occupations**	
09010	Electrostatic Spray Painter	18.38
09040	Furniture Handler	13.64
09070	Furniture Refinisher	18.38
09100	Furniture Refinisher Helper	14.72
09110	Furniture Repairer, Minor	16.69
09130	Upholsterer	18.38
11030	**General Services and Support Occupations**	
11030	Cleaner, Vehicles	8.57
11060	Elevator Operator	10.79
11090	Gardener	12.14
11121	House Keeping Aid I	7.51
11122	House Keeping Aid II	9.42
11150	Janitor	9.83
11210	Laborer, Grounds Maintenance	10.12
11240	Maid or Houseman	7.70
11270	Pest Controller	12.18
11300	Refuse Collector	9.38
11330	Tractor Operator	11.65
11360	Window Cleaner	10.63
12000	**Health Occupations**	
12020	Dental Assistant	12.10
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.16
12071	Licensed Practical Nurse I	11.45
12072	Licensed Practical Nurse II	12.89
12073	Licensed Practical Nurse III	14.40
12100	Medical Assistant	11.31
12130	Medical Laboratory Technician	12.00
12160	Medical Record Clerk	12.44
12190	Medical Record Technician	13.62
12221	Nursing Assistant I	7.98
12222	Nursing Assistant II	8.98
12223	Nursing Assistant III	9.79
12224	Nursing Assistant IV	10.99
12250	Pharmacy Technician	12.26

12280	Phlebotomist	10.21
12311	Registered Nurse I	16.74
12312	Registered Nurse II	21.32
12313	Registered Nurse II, Specialist	21.32
12314	Registered Nurse III	27.03
12315	Registered Nurse III, Anesthetist	27.03
12316	Registered Nurse IV	31.01
13000	**Information and Arts Occupations**	
13002	Audiovisual Librarian	17.42
13011	Exhibits Specialist I	18.48
13012	Exhibits Specialist II	21.73
13013	Exhibits Specialist III	25.85
13041	Illustrator I	16.95
13042	Illustrator II	19.75
13043	Illustrator III	23.50
13047	Librarian	22.55
13050	Library Technician	11.72
13071	Photographer I	12.22
13072	Photographer II	15.71
13073	Photographer III	16.93
13074	Photographer IV	20.69
13075	Photographer V	25.05
15000	**Laundry, Dry Cleaning, Pressing and Related Occupations**	
15010	Assembler	7.19
15030	Counter Attendant	7.19
15040	Dry Cleaner	9.32
15070	Finisher, Flatwork, Machine	7.19
15090	Presser, Hand	7.19
15100	Presser, Machine, Drycleaning	7.19
15130	Presser, Machine, Shirts	7.19
15160	Presser, Machine, Wearing Apparel, Laundry	7.19
15190	Sewing Machine Operator	10.00
15220	Tailor	10.67
15250	Washer, Machine	7.97
19000	**Machine Tool Operation and Repair Occupations**	
19010	Machine-Tool Operator (Toolroom)	18.38
19040	Tool and Die Maker	24.88
21000	**Material Handling and Packing Occupations**	
21010	Fuel Distribution System Operator	15.71
21020	Material Coordinator	18.25
21030	Material Expediter	18.25
21040	Material Handling Laborer	14.72
21050	Order Filler	12.29
21071	Forklift Operator	13.47
21080	Production Line Worker (Food Processing)	15.32

21100	Shipping/Receiving Clerk	11.32
21130	Shipping Packer	11.32
21140	Store Worker I	10.73
21150	Stock Clerk (Shelf Stocker; Store Worker II)	14.43
21210	Tools and Parts Attendant	15.32
21400	Warehouse Specialist	15.32
23000	**Mechanics and Maintenance and Repair Occupations**	
23010	Aircraft Mechanic	19.06
23040	Aircraft Mechanic Helper	14.72
23050	Aircraft Quality Control Inspector	19.69
23060	Aircraft Servicer	16.69
23070	Aircraft Worker	17.69
23100	Appliance Mechanic	18.38
23120	Bicycle Repairer	15.18
23125	Cable Splicer	23.09
23130	Carpenter, Maintenance	19.33
23140	Carpet Layer	17.69
23160	Electrician, Maintenance	22.89
23181	Electronics Technician, Maintenance I	17.46
23182	Electronics Technician, Maintenance II	26.65
23183	Electronics Technician, Maintenance III	27.20
23260	Fabric Worker	16.69
23290	Fire Alarm System Mechanic	19.06
23310	Fire Extinguisher Repairer	15.71
23340	Fuel Distribution System Mechanic	19.06
23370	General Maintenance Worker	17.69
23400	Heating, Refrigeration and Air Conditioning Mechanic	19.06
23430	Heavy Equipment Mechanic	19.06
23440	Heavy Equipment Operator	19.20
23460	Instrument Mechanic	19.06
23470	Laborer	9.52
23500	Locksmith	18.38
23530	Machinery Maintenance Mechanic	19.06
23550	Machinist, Maintenance	19.06
23580	Maintenance Trades Helper	14.72
23640	Millwright	22.41
23700	Office Appliance Repairer	18.38
23740	Painter, Aircraft	20.22
23760	Painter, Maintenance	18.38
23790	Pipefitter, Maintenance	25.84
23800	Plumber, Maintenance	20.98
23820	Pneudraulic Systems Mechanic	19.06
23850	Rigger	19.06
23870	Scale Mechanic	17.69
23890	Sheet-Metal Worker, Maintenance	22.02
23910	Small Engine Mechanic	17.69
23930	Telecommunication Mechanic I	20.35
23931	Telecommunication Mechanic II	21.00

23950	Telephone Lineman	20.35
23960	Welder, Combination, Maintenance	19.06
23965	Well Driller	19.06
23970	Woodcraft Worker	19.06
23980	Woodworker	15.71
24000	**Personal Needs Occupations**	
24570	Child Care Attendant	8.12
24580	Child Care Center Clerk	11.46
24600	Chore Aid	7.97
24630	Homemaker	13.00
25000	**Plant and System Operation Occupations**	
25010	Boiler Tender	19.12
25040	Sewage Plant Operator	18.44
25070	Stationary Engineer	19.93
25190	Ventilation Equipment Tender	14.72
25210	Water Treatment Plant Operator	18.38
27000	**Protective Service Occupations**	
	Police Officer	18.65
27004	Alarm Monitor	12.88
27006	Corrections Officer	15.72
27010	Court Security Officer	17.49
27040	Detention Officer	15.72
27070	Firefighter	16.92
27101	Guard I	9.87
27102	Guard II	16.07
28000	**Stevedoring/Longshoremen Occupations**	
28010	Blocker and Bracer	21.17
28020	Hatch Tender	18.40
28030	Line Handler	18.40
28040	Stevedore I	17.38
28050	Stevedore II	19.13
29000	**Technical Occupations**	
21150	Graphic Artist	20.91
29010	Air Traffic Control Specialist, Center (2)	28.38
29011	Air Traffic Control Specialist, Station (2)	19.57
29012	Air Traffic Control Specialist, Terminal (2)	21.56
29023	Archeological Technician I	13.06
29024	Archeological Technician II	14.60
29025	Archeological Technician III	18.09
29030	Cartographic Technician	20.86
29035	Computer Based Training (CBT) Specialist/ Instructor	23.65
29040	Civil Engineering Technician	18.62
29061	Drafter I	14.52

29062	Drafter II	15.70
29063	Drafter III	19.48
29064	Drafter IV	22.71
29081	Engineering Technician I	15.54
29082	Engineering Technician II	19.08
29083	Engineering Technician III	21.95
29084	Engineering Technician IV	24.41
29085	Engineering Technician V	29.54
29086	Engineering Technician VI	32.73
29090	Environmental Technician	18.62
29100	Flight Simulator/Instructor (Pilot)	26.93
29160	Instructor	22.12
29210	Laboratory Technician	16.63
29240	Mathematical Technician	18.62
29361	Paralegal/Legal Assistant I	13.46
29362	Paralegal/Legal Assistant II	17.52
29363	Paralegal/Legal Assistant III	21.42
29364	Paralegal/Legal Assistant IV	25.92
29390	Photooptics Technician	16.93
29480	Technical Writer	21.41
29491	Unexploded Ordnance (UXO) Technician I	18.04
29492	Unexploded Ordnance (UXO) Technician II	21.83
29493	Unexploded Ordnance (UXO) Technician III	26.16
29494	Unexploded (UXO) Safety Escort	18.04
29495	Unexploded (UXO) Sweep Personnel	18.04
29620	Weather Observer, Senior (3)	19.15
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	15.72
29622	Weather Observer, Upper Air (3)	15.72
31000	**Transportation/ Mobile Equipment Operation Occupations**	
31030	Bus Driver	15.27
31260	Parking and Lot Attendant	8.67
31290	Shuttle Bus Driver	12.71
31300	Taxi Driver	10.65
31361	Truckdriver, Light Truck	12.71
31362	Truckdriver, Medium Truck	17.05
31363	Truckdriver, Heavy Truck	17.81
31364	Truckdriver, Tractor-Trailer	17.81
99000	**Miscellaneous Occupations**	
99020	Animal Caretaker	8.65
99030	Cashier	7.40
99041	Carnival Equipment Operator	10.65
99042	Carnival Equipment Repairer	11.36
99043	Carnival Worker	8.61
99050	Desk Clerk	8.17
99095	Embalmer	17.51
99300	Lifeguard	9.48

99310	Mortician	18.04
99350	Park Attendant (Aide)	11.91
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.65
99500	Recreation Specialist	13.26
99510	Recycling Worker	11.72
99610	Sales Clerk	9.03
99620	School Crossing Guard (Crosswalk Attendant)	8.61
99630	Sport Official	8.41
99658	Survey Party Chief (Chief of Party)	15.54
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.23
99660	Surveying Aide	9.66
99690	Swimming Pool Operator	13.26
99720	Vending Machine Attendant	11.03
99730	Vending Machine Repairer	13.26
99740	Vending Machine Repairer Helper	11.03

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $2.15 an hour or $86.00 a week or $372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and

pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Withdrawn

Wage Determination No.: 1994-2287
Revision No.: 23
Date of Last Revision: 08/23/2002

States: Minnesota, Wisconsin

Area: Minnesota Counties of Anoka, Carver, Chisago, Dakota, Hennepin, Isanti, Ramsey, Scott, Washington, Wright
Wisconsin Counties of Pierce, Polk, St Croix

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	**Administrative Support and Clerical Occupations**	
01011	Accounting Clerk I	10.83
01012	Accounting Clerk II	12.41
01013	Accounting Clerk III	14.20
01014	Accounting Clerk IV	16.66
01030	Court Reporter	16.67
01050	Dispatcher, Motor Vehicle	16.67
01060	Document Preparation Clerk	14.05
01070	Messenger (Courier)	10.60
01090	Duplicating Machine Operator	12.77
01110	Film/Tape Librarian	12.87
01115	General Clerk I	12.13
01116	General Clerk II	13.42
01117	General Clerk III	14.05
01118	General Clerk IV	16.59
01120	Housing Referral Assistant	16.91
01131	Key Entry Operator I	12.39
01132	Key Entry Operator II	13.81
01191	Order Clerk I	12.40
01192	Order Clerk II	14.39
01261	Personnel Assistant (Employment) I	12.57
01262	Personnel Assistant (Employment) II	14.99
01263	Personnel Assistant (Employment) III	17.19
01264	Personnel Assistant (Employment) IV	19.54
01270	Production Control Clerk	17.25
01290	Rental Clerk	13.41
01300	Scheduler, Maintenance	14.71
01311	Secretary I	14.71
01312	Secretary II	16.00
01313	Secretary III	17.96
01314	Secretary IV	19.47
01315	Secretary V	23.49

01320	Service Order Dispatcher	15.19
01341	Stenographer I	13.53
01342	Stenographer II	15.19
01400	Supply Technician	19.47
01420	Survey Worker (Interviewer)	15.15
01460	Switchboard Operator-Receptionist	12.81
01510	Test Examiner	16.00
01520	Test Proctor	16.02
01531	Travel Clerk I	10.15
01532	Travel Clerk II	10.94
01533	Travel Clerk III	11.74
01611	Word Processor I	13.20
01612	Word Processor II	15.64
01613	Word Processor III	16.60
03000	**Automatic Data Processing Occupations**	
03010	Computer Data Librarian	12.65
03041	Computer Operator I	14.62
03042	Computer Operator II	16.52
03043	Computer Operator III	18.79
03044	Computer Operator IV	21.03
03045	Computer Operator V	23.43
03071	Computer Programmer I (1)	20.10
03072	Computer Programmer II (1)	23.54
03073	Computer Programmer III (1)	26.49
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	27.62
03102	Computer Systems Analyst II (1)	27.62
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	14.62
05000	**Automotive Service Occupations**	
05005	Automotive Body Repairer, Fiberglass	23.66
05010	Automotive Glass Installer	18.20
05040	Automotive Worker	18.98
05070	Electrician, Automotive	19.80
05100	Mobile Equipment Servicer	16.68
05130	Motor Equipment Metal Mechanic	20.57
05160	Motor Equipment Metal Worker	18.98
05190	Motor Vehicle Mechanic	19.73
05220	Motor Vehicle Mechanic Helper	15.92
05250	Motor Vehicle Upholstery Worker	17.63
05280	Motor Vehicle Wrecker	18.98
05310	Painter, Automotive	18.99
05340	Radiator Repair Specialist	18.79
05370	Tire Repairer	16.12
05400	Transmission Repair Specialist	20.57
07000	**Food Preparation and Service Occupations**	

	Food Service Worker	9.93
07010	Baker	13.30
07041	Cook I	12.22
07042	Cook II	13.30
07070	Dishwasher	9.93
07130	Meat Cutter	15.30
07250	Waiter/Waitress	10.54
09000	**Furniture Maintenance and Repair Occupations**	
09010	Electrostatic Spray Painter	18.83
09040	Furniture Handler	15.26
09070	Furniture Refinisher	18.83
09100	Furniture Refinisher Helper	16.92
09110	Furniture Repairer, Minor	18.54
09130	Upholsterer	18.83
11030	**General Services and Support Occupations**	
11030	Cleaner, Vehicles	9.93
11060	Elevator Operator	11.42
11090	Gardener	12.77
11121	House Keeping Aid I	9.32
11122	House Keeping Aid II	11.42
11150	Janitor	11.42
11210	Laborer, Grounds Maintenance	11.23
11240	Maid or Houseman	9.32
11270	Pest Controller	12.69
11300	Refuse Collector	11.42
11330	Tractor Operator	12.25
11360	Window Cleaner	12.21
12000	**Health Occupations**	
12020	Dental Assistant	14.14
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.14
12071	Licensed Practical Nurse I	11.26
12072	Licensed Practical Nurse II	12.64
12073	Licensed Practical Nurse III	14.14
12100	Medical Assistant	12.55
12130	Medical Laboratory Technician	12.64
12160	Medical Record Clerk	11.49
12190	Medical Record Technician	13.84
12221	Nursing Assistant I	8.57
12222	Nursing Assistant II	9.74
12223	Nursing Assistant III	10.23
12224	Nursing Assistant IV	11.33
12250	Pharmacy Technician	13.55
12280	Phlebotomist	12.64
12311	Registered Nurse I	16.52
12312	Registered Nurse II	20.20

12313	Registered Nurse II, Specialist	20.20
12314	Registered Nurse III	24.45
12315	Registered Nurse III, Anesthetist	24.45
12316	Registered Nurse IV	29.19
13000	**Information and Arts Occupations**	
13002	Audiovisual Librarian	17.58
13011	Exhibits Specialist I	16.37
13012	Exhibits Specialist II	20.99
13013	Exhibits Specialist III	24.71
13041	Illustrator I	17.36
13042	Illustrator II	22.26
13043	Illustrator III	26.20
13047	Librarian	22.62
13050	Library Technician	15.54
13071	Photographer I	16.96
13072	Photographer II	18.28
13073	Photographer III	23.44
13074	Photographer IV	27.59
13075	Photographer V	30.45
15000	**Laundry, Dry Cleaning, Pressing and Related Occupations**	
15010	Assembler	8.79
15030	Counter Attendant	8.79
15040	Dry Cleaner	10.65
15070	Finisher, Flatwork, Machine	8.79
15090	Presser, Hand	8.79
15100	Presser, Machine, Drycleaning	8.79
15130	Presser, Machine, Shirts	8.79
15160	Presser, Machine, Wearing Apparel, Laundry	8.79
15190	Sewing Machine Operator	11.35
15220	Tailor	12.07
15250	Washer, Machine	9.78
19000	**Machine Tool Operation and Repair Occupations**	
19010	Machine-Tool Operator (Toolroom)	17.98
19040	Tool and Die Maker	22.81
21000	**Material Handling and Packing Occupations**	
21010	Fuel Distribution System Operator	18.69
21020	Material Coordinator	20.31
21030	Material Expediter	20.31
21040	Material Handling Laborer	16.04
21050	Order Filler	13.50
21071	Forklift Operator	16.12
21080	Production Line Worker (Food Processing)	16.40
21100	Shipping/Receiving Clerk	13.92
21130	Shipping Packer	15.31
21140	Store Worker I	11.42

21150	Stock Clerk (Shelf Stocker; Store Worker II)	14.37
21210	Tools and Parts Attendant	16.40
21400	Warehouse Specialist	18.67
23000	**Mechanics and Maintenance and Repair Occupations**	
23010	Aircraft Mechanic	20.97
23040	Aircraft Mechanic Helper	16.92
23050	Aircraft Quality Control Inspector	21.78
23060	Aircraft Servicer	18.54
23070	Aircraft Worker	19.34
23100	Appliance Mechanic	20.17
23120	Bicycle Repairer	17.12
23125	Cable Splicer	24.27
23130	Carpenter, Maintenance	20.76
23140	Carpet Layer	21.25
23160	Electrician, Maintenance	25.03
23181	Electronics Technician, Maintenance I	18.79
23182	Electronics Technician, Maintenance II	21.10
23183	Electronics Technician, Maintenance III	23.90
23260	Fabric Worker	18.54
23290	Fire Alarm System Mechanic	20.97
23310	Fire Extinguisher Repairer	17.72
23340	Fuel Distribution System Mechanic	20.97
23370	General Maintenance Worker	19.34
23400	Heating, Refrigeration and Air Conditioning Mechanic	20.97
23430	Heavy Equipment Mechanic	20.97
23440	Heavy Equipment Operator	22.18
23460	Instrument Mechanic	20.97
23470	Laborer	10.52
23500	Locksmith	20.17
23530	Machinery Maintenance Mechanic	20.87
23550	Machinist, Maintenance	19.98
23580	Maintenance Trades Helper	14.72
23640	Millwright	23.07
23700	Office Appliance Repairer	20.17
23740	Painter, Aircraft	20.17
23760	Painter, Maintenance	21.49
23790	Pipefitter, Maintenance	25.87
23800	Plumber, Maintenance	21.72
23820	Pneudraulic Systems Mechanic	20.97
23850	Rigger	23.07
23870	Scale Mechanic	19.34
23890	Sheet-Metal Worker, Maintenance	20.36
23910	Small Engine Mechanic	19.34
23930	Telecommunication Mechanic I	20.97
23931	Telecommunication Mechanic II	21.17
23950	Telephone Lineman	20.97
23960	Welder, Combination, Maintenance	18.70
23965	Well Driller	20.97

23970	Woodcraft Worker	20.97
23980	Woodworker	17.72
24000	**Personal Needs Occupations**	
24570	Child Care Attendant	9.55
24580	Child Care Center Clerk	13.55
24600	Chore Aid	9.32
24630	Homemaker	15.06
25000	**Plant and System Operation Occupations**	
25010	Boiler Tender	20.97
25040	Sewage Plant Operator	20.17
25070	Stationary Engineer	20.97
25190	Ventilation Equipment Tender	16.92
25210	Water Treatment Plant Operator	20.17
27000	**Protective Service Occupations**	
	Police Officer	24.14
27004	Alarm Monitor	13.92
27006	Corrections Officer	17.05
27010	Court Security Officer	20.60
27040	Detention Officer	19.08
27070	Firefighter	17.79
27101	Guard I	10.26
27102	Guard II	14.20
28000	**Stevedoring/Longshoremen Occupations**	
28010	Blocker and Bracer	21.30
28020	Hatch Tender	21.30
28030	Line Handler	21.30
28040	Stevedore I	20.54
28050	Stevedore II	22.22
29000	**Technical Occupations**	
21150	Graphic Artist	24.15
29010	Air Traffic Control Specialist, Center (2)	28.98
29011	Air Traffic Control Specialist, Station (2)	19.98
29012	Air Traffic Control Specialist, Terminal (2)	22.01
29023	Archeological Technician I	19.12
29024	Archeological Technician II	21.44
29025	Archeological Technician III	26.55
29030	Cartographic Technician	24.14
29035	Computer Based Training (CBT) Specialist/ Instructor	28.77
29040	Civil Engineering Technician	22.14
29061	Drafter I	13.89
29062	Drafter II	19.21
29063	Drafter III	20.69
29064	Drafter IV	26.55

29081	Engineering Technician I	16.04
29082	Engineering Technician II	18.94
29083	Engineering Technician III	21.16
29084	Engineering Technician IV	25.86
29085	Engineering Technician V	27.42
29086	Engineering Technician VI	34.43
29090	Environmental Technician	19.63
29100	Flight Simulator/Instructor (Pilot)	28.52
29160	Instructor	21.12
29210	Laboratory Technician	16.15
29240	Mathematical Technician	20.44
29361	Paralegal/Legal Assistant I	18.48
29362	Paralegal/Legal Assistant II	23.28
29363	Paralegal/Legal Assistant III	24.68
29364	Paralegal/Legal Assistant IV	29.93
29390	Photooptics Technician	24.89
29480	Technical Writer	25.48
29491	Unexploded Ordnance (UXO) Technician I	18.42
29492	Unexploded Ordnance (UXO) Technician II	22.28
29493	Unexploded Ordnance (UXO) Technician III	26.71
29494	Unexploded (UXO) Safety Escort	18.42
29495	Unexploded (UXO) Sweep Personnel	18.42
29620	Weather Observer, Senior (3)	21.24
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	19.37
29622	Weather Observer, Upper Air (3)	19.37
31000	**Transportation/ Mobile Equipment Operation Occupations**	
31030	Bus Driver	15.18
31260	Parking and Lot Attendant	8.76
31290	Shuttle Bus Driver	15.37
31300	Taxi Driver	12.91
31361	Truckdriver, Light Truck	14.29
31362	Truckdriver, Medium Truck	17.92
31363	Truckdriver, Heavy Truck	18.56
31364	Truckdriver, Tractor-Trailer	18.30
99000	**Miscellaneous Occupations**	
99020	Animal Caretaker	11.12
99030	Cashier	8.69
99041	Carnival Equipment Operator	12.15
99042	Carnival Equipment Repairer	12.21
99043	Carnival Worker	9.93
99050	Desk Clerk	10.62
99095	Embalmer	19.47
99300	Lifeguard	10.14
99310	Mortician	19.47
99350	Park Attendant (Aide)	12.15
99400	Photofinishing Worker (Photo Lab Tech., Darkroom	11.15

	Tech)	
99500	Recreation Specialist	14.71
99510	Recycling Worker	13.34
99610	Sales Clerk	10.14
99620	School Crossing Guard (Crosswalk Attendant)	9.93
99630	Sport Official	10.14
99658	Survey Party Chief (Chief of Party)	22.13
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	16.90
99660	Surveying Aide	14.69
99690	Swimming Pool Operator	14.63
99720	Vending Machine Attendant	12.76
99730	Vending Machine Repairer	14.63
99740	Vending Machine Repairer Helper	12.76

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $2.15 an hour or $86.00 a week or $372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a

proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Withdrawn

Wage Determination No.: 1994-2339
Revision No.: 20
Date of Last Revision: 08/27/2002

This wage determination applies to the entire state of NEW HAMPSHIRE Excluding the cities and towns in ROCKINGHAM county listed below:

ROCKINGHAM County: Atkinson, Brentwood, Danville, Derry, East Kingston, Hampstead, Kingston, Newton, Plaistow, Salem, Sandown, Seabrook, and Windham.

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	**Administrative Support and Clerical Occupations**	
01011	Accounting Clerk I	9.55
01012	Accounting Clerk II	10.43
01013	Accounting Clerk III	12.80
01014	Accounting Clerk IV	14.31
01030	Court Reporter	12.43
01050	Dispatcher, Motor Vehicle	13.98
01060	Document Preparation Clerk	11.22
01070	Messenger (Courier)	9.20
01090	Duplicating Machine Operator	10.68
01110	Film/Tape Librarian	10.83
01115	General Clerk I	8.08
01116	General Clerk II	9.14
01117	General Clerk III	10.78
01118	General Clerk IV	12.10
01120	Housing Referral Assistant	14.25
01131	Key Entry Operator I	10.32
01132	Key Entry Operator II	12.45
01191	Order Clerk I	12.01
01192	Order Clerk II	13.40
01261	Personnel Assistant (Employment) I	9.72
01262	Personnel Assistant (Employment) II	10.92
01263	Personnel Assistant (Employment) III	11.52
01264	Personnel Assistant (Employment) IV	13.44
01270	Production Control Clerk	14.97
01290	Rental Clerk	10.83
01300	Scheduler, Maintenance	11.31
01311	Secretary I	11.31
01312	Secretary II	12.43
01313	Secretary III	14.52
01314	Secretary IV	16.57
01315	Secretary V	18.35

01320	Service Order Dispatcher	12.72
01341	Stenographer I	10.12
01342	Stenographer II	11.31
01400	Supply Technician	16.57
01420	Survey Worker (Interviewer)	11.90
01460	Switchboard Operator-Receptionist	10.21
01510	Test Examiner	12.43
01520	Test Proctor	12.43
01531	Travel Clerk I	9.91
01532	Travel Clerk II	10.86
01533	Travel Clerk III	11.87
01611	Word Processor I	10.24
01612	Word Processor II	11.50
01613	Word Processor III	12.64
03000	**Automatic Data Processing Occupations**	
03010	Computer Data Librarian	10.00
03041	Computer Operator I	10.55
03042	Computer Operator II	12.29
03043	Computer Operator III	16.37
03044	Computer Operator IV	18.18
03045	Computer Operator V	20.14
03071	Computer Programmer I (1)	13.15
03072	Computer Programmer II (1)	16.30
03073	Computer Programmer III (1)	20.26
03074	Computer Programmer IV (1)	23.95
03101	Computer Systems Analyst I (1)	22.39
03102	Computer Systems Analyst II (1)	27.62
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	11.50
05000	**Automotive Service Occupations**	
05005	Automotive Body Repairer, Fiberglass	15.78
05010	Automotive Glass Installer	14.29
05040	Automotive Worker	14.22
05070	Electrician, Automotive	15.00
05100	Mobile Equipment Servicer	12.69
05130	Motor Equipment Metal Mechanic	15.78
05160	Motor Equipment Metal Worker	14.22
05190	Motor Vehicle Mechanic	15.50
05220	Motor Vehicle Mechanic Helper	11.96
05250	Motor Vehicle Upholstery Worker	13.46
05280	Motor Vehicle Wrecker	14.22
05310	Painter, Automotive	16.31
05340	Radiator Repair Specialist	14.22
05370	Tire Repairer	12.26
05400	Transmission Repair Specialist	15.78
07000	**Food Preparation and Service Occupations**	

	Food Service Worker	7.98
07010	Baker	10.70
07041	Cook I	8.88
07042	Cook II	10.32
07070	Dishwasher	7.03
07130	Meat Cutter	11.65
07250	Waiter/Waitress	7.11
09000	**Furniture Maintenance and Repair Occupations**	
09010	Electrostatic Spray Painter	15.00
09040	Furniture Handler	11.63
09070	Furniture Refinisher	16.50
09100	Furniture Refinisher Helper	13.15
09110	Furniture Repairer, Minor	14.81
09130	Upholsterer	15.00
11030	**General Services and Support Occupations**	
11030	Cleaner, Vehicles	9.07
11060	Elevator Operator	9.13
11090	Gardener	10.60
11121	House Keeping Aid I	8.20
11122	House Keeping Aid II	8.95
11150	Janitor	9.13
11210	Laborer, Grounds Maintenance	9.75
11240	Maid or Houseman	8.36
11270	Pest Controller	11.51
11300	Refuse Collector	9.13
11330	Tractor Operator	10.02
11360	Window Cleaner	9.75
12000	**Health Occupations**	
12020	Dental Assistant	12.43
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.42
12071	Licensed Practical Nurse I	11.42
12072	Licensed Practical Nurse II	12.82
12073	Licensed Practical Nurse III	14.34
12100	Medical Assistant	11.67
12130	Medical Laboratory Technician	12.82
12160	Medical Record Clerk	11.69
12190	Medical Record Technician	14.04
12221	Nursing Assistant I	8.59
12222	Nursing Assistant II	9.65
12223	Nursing Assistant III	10.54
12224	Nursing Assistant IV	11.83
12250	Pharmacy Technician	12.64
12280	Phlebotomist	12.82
12311	Registered Nurse I	16.54
12312	Registered Nurse II	20.24

12313	Registered Nurse II, Specialist	20.24
12314	Registered Nurse III	24.49
12315	Registered Nurse III, Anesthetist	24.49
12316	Registered Nurse IV	29.35
13000	**Information and Arts Occupations**	
13002	Audiovisual Librarian	17.84
13011	Exhibits Specialist I	16.49
13012	Exhibits Specialist II	19.62
13013	Exhibits Specialist III	24.01
13041	Illustrator I	12.93
13042	Illustrator II	18.06
13043	Illustrator III	21.79
13047	Librarian	17.57
13050	Library Technician	11.75
13071	Photographer I	11.00
13072	Photographer II	12.36
13073	Photographer III	17.28
13074	Photographer IV	20.84
13075	Photographer V	25.33
15000	**Laundry, Dry Cleaning, Pressing and Related Occupations**	
15010	Assembler	8.14
15030	Counter Attendant	8.14
15040	Dry Cleaner	9.71
15070	Finisher, Flatwork, Machine	8.14
15090	Presser, Hand	8.14
15100	Presser, Machine, Drycleaning	8.14
15130	Presser, Machine, Shirts	8.14
15160	Presser, Machine, Wearing Apparel, Laundry	8.14
15190	Sewing Machine Operator	10.22
15220	Tailor	10.74
15250	Washer, Machine	8.67
19000	**Machine Tool Operation and Repair Occupations**	
19010	Machine-Tool Operator (Toolroom)	16.49
19040	Tool and Die Maker	19.47
21000	**Material Handling and Packing Occupations**	
21010	Fuel Distribution System Operator	16.05
21020	Material Coordinator	15.05
21030	Material Expediter	15.05
21040	Material Handling Laborer	10.05
21050	Order Filler	9.85
21071	Forklift Operator	12.57
21080	Production Line Worker (Food Processing)	12.72
21100	Shipping/Receiving Clerk	11.35
21130	Shipping Packer	11.97
21140	Store Worker I	10.09

21150	Stock Clerk (Shelf Stocker; Store Worker II)	12.63
21210	Tools and Parts Attendant	12.72
21400	Warehouse Specialist	12.72
23000	**Mechanics and Maintenance and Repair Occupations**	
23010	Aircraft Mechanic	17.91
23040	Aircraft Mechanic Helper	12.84
23050	Aircraft Quality Control Inspector	17.81
23060	Aircraft Servicer	14.46
23070	Aircraft Worker	15.29
23100	Appliance Mechanic	17.83
23120	Bicycle Repairer	12.26
23125	Cable Splicer	19.21
23130	Carpenter, Maintenance	15.00
23140	Carpet Layer	16.86
23160	Electrician, Maintenance	17.30
23181	Electronics Technician, Maintenance I	14.37
23182	Electronics Technician, Maintenance II	16.89
23183	Electronics Technician, Maintenance III	20.09
23260	Fabric Worker	13.46
23290	Fire Alarm System Mechanic	17.36
23310	Fire Extinguisher Repairer	13.65
23340	Fuel Distribution System Mechanic	17.36
23370	General Maintenance Worker	14.22
23400	Heating, Refrigeration and Air Conditioning Mechanic	16.09
23430	Heavy Equipment Mechanic	16.53
23440	Heavy Equipment Operator	15.75
23460	Instrument Mechanic	16.73
23470	Laborer	10.05
23500	Locksmith	15.89
23530	Machinery Maintenance Mechanic	16.81
23550	Machinist, Maintenance	16.19
23580	Maintenance Trades Helper	11.96
23640	Millwright	17.39
23700	Office Appliance Repairer	16.21
23740	Painter, Aircraft	16.31
23760	Painter, Maintenance	15.00
23790	Pipefitter, Maintenance	17.64
23800	Plumber, Maintenance	16.16
23820	Pneudraulic Systems Mechanic	17.36
23850	Rigger	17.36
23870	Scale Mechanic	15.29
23890	Sheet-Metal Worker, Maintenance	15.78
23910	Small Engine Mechanic	14.32
23930	Telecommunication Mechanic I	17.45
23931	Telecommunication Mechanic II	18.91
23950	Telephone Lineman	17.77
23960	Welder, Combination, Maintenance	15.36
23965	Well Driller	17.04

23970	Woodcraft Worker	14.95
23980	Woodworker	12.69
24000	**Personal Needs Occupations**	
24570	Child Care Attendant	8.75
24580	Child Care Center Clerk	10.91
24600	Chore Aid	8.07
24630	Homemaker	12.85
25000	**Plant and System Operation Occupations**	
25010	Boiler Tender	16.33
25040	Sewage Plant Operator	15.52
25070	Stationary Engineer	16.33
25190	Ventilation Equipment Tender	12.37
25210	Water Treatment Plant Operator	15.41
27000	**Protective Service Occupations**	
	Police Officer	20.49
27004	Alarm Monitor	12.08
27006	Corrections Officer	17.69
27010	Court Security Officer	18.18
27040	Detention Officer	17.69
27070	Firefighter	17.26
27101	Guard I	9.53
27102	Guard II	13.89
28000	**Stevedoring/Longshoremen Occupations**	
28010	Blocker and Bracer	15.14
28020	Hatch Tender	15.14
28030	Line Handler	15.14
28040	Stevedore I	13.02
28050	Stevedore II	14.52
29000	**Technical Occupations**	
21150	Graphic Artist	18.26
29010	Air Traffic Control Specialist, Center (2)	28.21
29011	Air Traffic Control Specialist, Station (2)	19.46
29012	Air Traffic Control Specialist, Terminal (2)	21.43
29023	Archeological Technician I	16.95
29024	Archeological Technician II	18.96
29025	Archeological Technician III	23.50
29030	Cartographic Technician	20.29
29035	Computer Based Training (CBT) Specialist/ Instructor	22.39
29040	Civil Engineering Technician	18.57
29061	Drafter I	14.08
29062	Drafter II	15.82
29063	Drafter III	18.96
29064	Drafter IV	23.50

29081	Engineering Technician I	12.73
29082	Engineering Technician II	14.28
29083	Engineering Technician III	19.94
29084	Engineering Technician IV	21.61
29085	Engineering Technician V	24.72
29086	Engineering Technician VI	29.92
29090	Environmental Technician	17.32
29100	Flight Simulator/Instructor (Pilot)	27.62
29160	Instructor	20.09
29210	Laboratory Technician	17.23
29240	Mathematical Technician	16.42
29361	Paralegal/Legal Assistant I	14.60
29362	Paralegal/Legal Assistant II	18.00
29363	Paralegal/Legal Assistant III	21.08
29364	Paralegal/Legal Assistant IV	26.63
29390	Photooptics Technician	17.27
29480	Technical Writer	25.89
29491	Unexploded Ordnance (UXO) Technician I	17.93
29492	Unexploded Ordnance (UXO) Technician II	21.70
29493	Unexploded Ordnance (UXO) Technician III	26.01
29494	Unexploded (UXO) Safety Escort	17.93
29495	Unexploded (UXO) Sweep Personnel	17.93
29620	Weather Observer, Senior (3)	19.14
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	17.23
29622	Weather Observer, Upper Air (3)	17.23
31000	**Transportation/ Mobile Equipment Operation Occupations**	
31030	Bus Driver	12.43
31260	Parking and Lot Attendant	9.22
31290	Shuttle Bus Driver	13.00
31300	Taxi Driver	11.16
31361	Truckdriver, Light Truck	11.99
31362	Truckdriver, Medium Truck	12.43
31363	Truckdriver, Heavy Truck	14.15
31364	Truckdriver, Tractor-Trailer	14.15
99000	**Miscellaneous Occupations**	
99020	Animal Caretaker	8.48
99030	Cashier	7.46
99041	Carnival Equipment Operator	9.45
99042	Carnival Equipment Repairer	10.00
99043	Carnival Worker	7.83
99050	Desk Clerk	9.03
99095	Embalmer	20.95
99300	Lifeguard	9.42
99310	Mortician	23.05
99350	Park Attendant (Aide)	11.84
99400	Photofinishing Worker (Photo Lab Tech., Darkroom	9.33

	Tech)	
99500	Recreation Specialist	12.12
99510	Recycling Worker	10.93
99610	Sales Clerk	9.52
99620	School Crossing Guard (Crosswalk Attendant)	8.10
99630	Sport Official	7.94
99658	Survey Party Chief (Chief of Party)	13.72
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.47
99660	Surveying Aide	8.95
99690	Swimming Pool Operator	12.52
99720	Vending Machine Attendant	10.03
99730	Vending Machine Repairer	11.83
99740	Vending Machine Repairer Helper	10.09

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VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a

proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Withdrawn

Wage Determination No.: 1994-2361
Revision No.: 19
Date of Last Revision: 05/29/2002

State: New Mexico

Area: New Mexico Counties of Bernalillo, Catron, Cibola, Colfax, De Baca, Guadalupe, Harding, Los Alamos, McKinley, Mora, Rio Arriba, San Juan, San Miguel, Sandoval, Santa Fe, Socorro, Taos, Torrance, Valencia

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	**Administrative Support and Clerical Occupations**	
01011	Accounting Clerk I	8.48
01012	Accounting Clerk II	9.76
01013	Accounting Clerk III	12.23
01014	Accounting Clerk IV	15.51
01030	Court Reporter	11.55
01050	Dispatcher, Motor Vehicle	11.55
01060	Document Preparation Clerk	10.91
01070	Messenger (Courier)	8.08
01090	Duplicating Machine Operator	10.91
01110	Film/Tape Librarian	9.14
01115	General Clerk I	7.00
01116	General Clerk II	8.28
01117	General Clerk III	9.50
01118	General Clerk IV	11.02
01120	Housing Referral Assistant	14.84
01131	Key Entry Operator I	7.91
01132	Key Entry Operator II	9.88
01191	Order Clerk I	8.67
01192	Order Clerk II	10.35
01261	Personnel Assistant (Employment) I	10.60
01262	Personnel Assistant (Employment) II	11.91
01263	Personnel Assistant (Employment) III	13.16
01264	Personnel Assistant (Employment) IV	15.23
01270	Production Control Clerk	13.93
01290	Rental Clerk	9.09
01300	Scheduler, Maintenance	11.61
01311	Secretary I	11.61
01312	Secretary II	12.83
01313	Secretary III	14.84
01314	Secretary IV	16.85
01315	Secretary V	21.01
01320	Service Order Dispatcher	10.45

01341	Stenographer I	10.45
01342	Stenographer II	11.74
01400	Supply Technician	16.85
01420	Survey Worker (Interviewer)	10.04
01460	Switchboard Operator-Receptionist	9.57
01510	Test Examiner	12.83
01520	Test Proctor	12.83
01531	Travel Clerk I	10.38
01532	Travel Clerk II	11.19
01533	Travel Clerk III	11.90
01611	Word Processor I	9.80
01612	Word Processor II	11.02
01613	Word Processor III	12.32
03000	**Automatic Data Processing Occupations**	
03010	Computer Data Librarian	10.45
03041	Computer Operator I	12.57
03042	Computer Operator II	12.80
03043	Computer Operator III	16.91
03044	Computer Operator IV	18.80
03045	Computer Operator V	21.53
03071	Computer Programmer I (1)	15.21
03072	Computer Programmer II (1)	17.41
03073	Computer Programmer III (1)	21.93
03074	Computer Programmer IV (1)	26.52
03101	Computer Systems Analyst I (1)	17.50
03102	Computer Systems Analyst II (1)	22.59
03103	Computer Systems Analyst III (1)	26.60
03160	Peripheral Equipment Operator	12.67
05000	**Automotive Service Occupations**	
05005	Automotive Body Repairer, Fiberglass	15.27
05010	Automotive Glass Installer	13.99
05040	Automotive Worker	13.99
05070	Electrician, Automotive	16.03
05100	Mobile Equipment Servicer	11.94
05130	Motor Equipment Metal Mechanic	15.90
05160	Motor Equipment Metal Worker	13.99
05190	Motor Vehicle Mechanic	16.03
05220	Motor Vehicle Mechanic Helper	12.04
05250	Motor Vehicle Upholstery Worker	13.99
05280	Motor Vehicle Wrecker	13.99
05310	Painter, Automotive	15.20
05340	Radiator Repair Specialist	13.99
05370	Tire Repairer	10.94
05400	Transmission Repair Specialist	15.90
07000	**Food Preparation and Service Occupations**	
	Food Service Worker	6.97

07010	Baker	11.12
07041	Cook I	9.75
07042	Cook II	11.12
07070	Dishwasher	6.65
07130	Meat Cutter	13.77
07250	Waiter/Waitress	7.15
09000	**Furniture Maintenance and Repair Occupations**	
09010	Electrostatic Spray Painter	14.65
09040	Furniture Handler	11.32
09070	Furniture Refinisher	14.49
09100	Furniture Refinisher Helper	11.32
09110	Furniture Repairer, Minor	13.70
09130	Upholsterer	14.65
11030	**General Services and Support Occupations**	
11030	Cleaner, Vehicles	7.56
11060	Elevator Operator	7.60
11090	Gardener	11.82
11121	House Keeping Aid I	6.73
11122	House Keeping Aid II	7.76
11150	Janitor	7.60
11210	Laborer, Grounds Maintenance	8.60
11240	Maid or Houseman	6.73
11270	Pest Controller	12.02
11300	Refuse Collector	7.14
11330	Tractor Operator	10.83
11360	Window Cleaner	8.75
12000	**Health Occupations**	
12020	Dental Assistant	11.27
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.33
12071	Licensed Practical Nurse I	12.90
12072	Licensed Practical Nurse II	12.90
12073	Licensed Practical Nurse III	14.43
12100	Medical Assistant	10.21
12130	Medical Laboratory Technician	12.93
12160	Medical Record Clerk	11.24
12190	Medical Record Technician	13.54
12221	Nursing Assistant I	8.04
12222	Nursing Assistant II	9.04
12223	Nursing Assistant III	9.87
12224	Nursing Assistant IV	11.07
12250	Pharmacy Technician	12.19
12280	Phlebotomist	10.65
12311	Registered Nurse I	15.04
12312	Registered Nurse II	18.40
12313	Registered Nurse II, Specialist	18.40

12314	Registered Nurse III	22.27
12315	Registered Nurse III, Anesthetist	22.27
12316	Registered Nurse IV	26.68
13000	**Information and Arts Occupations**	
13002	Audiovisual Librarian	11.94
13011	Exhibits Specialist I	12.68
13012	Exhibits Specialist II	15.48
13013	Exhibits Specialist III	19.37
13041	Illustrator I	14.58
13042	Illustrator II	17.80
13043	Illustrator III	22.28
13047	Librarian	16.53
13050	Library Technician	10.09
13071	Photographer I	12.66
13072	Photographer II	14.06
13073	Photographer III	17.30
13074	Photographer IV	19.37
13075	Photographer V	23.43
15000	**Laundry, Dry Cleaning, Pressing and Related Occupations**	
15010	Assembler	6.70
15030	Counter Attendant	6.53
15040	Dry Cleaner	7.51
15070	Finisher, Flatwork, Machine	6.70
15090	Presser, Hand	6.70
15100	Presser, Machine, Drycleaning	6.70
15130	Presser, Machine, Shirts	6.70
15160	Presser, Machine, Wearing Apparel, Laundry	6.70
15190	Sewing Machine Operator	8.49
15220	Tailor	9.79
15250	Washer, Machine	7.00
19000	**Machine Tool Operation and Repair Occupations**	
19010	Machine-Tool Operator (Toolroom)	16.41
19040	Tool and Die Maker	19.81
21000	**Material Handling and Packing Occupations**	
21010	Fuel Distribution System Operator	12.80
21020	Material Coordinator	13.46
21030	Material Expediter	13.46
21040	Material Handling Laborer	9.92
21050	Order Filler	9.83
21071	Forklift Operator	11.24
21080	Production Line Worker (Food Processing)	10.49
21100	Shipping/Receiving Clerk	10.67
21130	Shipping Packer	10.67
21140	Store Worker I	8.08
21150	Stock Clerk (Shelf Stocker; Store Worker II)	10.71

21210	Tools and Parts Attendant	10.49
21400	Warehouse Specialist	10.49
23000	**Mechanics and Maintenance and Repair Occupations**	
23010	Aircraft Mechanic	15.54
23040	Aircraft Mechanic Helper	11.32
23050	Aircraft Quality Control Inspector	16.56
23060	Aircraft Servicer	12.80
23070	Aircraft Worker	13.70
23100	Appliance Mechanic	14.49
23120	Bicycle Repairer	10.94
23125	Cable Splicer	16.69
23130	Carpenter, Maintenance	14.49
23140	Carpet Layer	15.76
23160	Electrician, Maintenance	17.48
23181	Electronics Technician, Maintenance I	14.94
23182	Electronics Technician, Maintenance II	18.44
23183	Electronics Technician, Maintenance III	19.56
23260	Fabric Worker	10.60
23290	Fire Alarm System Mechanic	15.54
23310	Fire Extinguisher Repairer	12.80
23340	Fuel Distribution System Mechanic	15.54
23370	General Maintenance Worker	13.70
23400	Heating, Refrigeration and Air Conditioning Mechanic	15.91
23430	Heavy Equipment Mechanic	15.37
23440	Heavy Equipment Operator	13.88
23460	Instrument Mechanic	15.54
23470	Laborer	8.21
23500	Locksmith	14.65
23530	Machinery Maintenance Mechanic	16.75
23550	Machinist, Maintenance	15.95
23580	Maintenance Trades Helper	12.04
23640	Millwright	17.20
23700	Office Appliance Repairer	14.65
23740	Painter, Aircraft	14.49
23760	Painter, Maintenance	14.49
23790	Pipefitter, Maintenance	17.61
23800	Plumber, Maintenance	16.47
23820	Pneudraulic Systems Mechanic	15.54
23850	Rigger	15.54
23870	Scale Mechanic	15.20
23890	Sheet-Metal Worker, Maintenance	15.20
23910	Small Engine Mechanic	13.70
23930	Telecommunication Mechanic I	15.20
23931	Telecommunication Mechanic II	16.02
23950	Telephone Lineman	15.54
23960	Welder, Combination, Maintenance	15.20
23965	Well Driller	15.54
23970	Woodcraft Worker	15.54

23980	Woodworker	15.20
24000	**Personal Needs Occupations**	
24570	Child Care Attendant	8.52
24580	Child Care Center Clerk	12.21
24600	Chore Aid	7.05
24630	Homemaker	15.61
25000	**Plant and System Operation Occupations**	
25010	Boiler Tender	17.48
25040	Sewage Plant Operator	16.66
25070	Stationary Engineer	17.48
25190	Ventilation Equipment Tender	10.60
25210	Water Treatment Plant Operator	14.99
27000	**Protective Service Occupations**	
	Police Officer	14.96
27004	Alarm Monitor	7.99
27006	Corrections Officer	12.06
27010	Court Security Officer	12.06
27040	Detention Officer	12.06
27070	Firefighter	11.88
27101	Guard I	7.15
27102	Guard II	8.00
28000	**Stevedoring/Longshoremen Occupations**	
28010	Blocker and Bracer	13.67
28020	Hatch Tender	13.67
28030	Line Handler	13.67
28040	Stevedore I	13.28
28050	Stevedore II	13.86
29000	**Technical Occupations**	
21150	Graphic Artist	18.52
29010	Air Traffic Control Specialist, Center (2)	28.21
29011	Air Traffic Control Specialist, Station (2)	19.46
29012	Air Traffic Control Specialist, Terminal (2)	21.43
29023	Archeological Technician I	14.26
29024	Archeological Technician II	15.95
29025	Archeological Technician III	19.75
29030	Cartographic Technician	19.85
29035	Computer Based Training (CBT) Specialist/ Instructor	22.03
29040	Civil Engineering Technician	17.42
29061	Drafter I	12.80
29062	Drafter II	14.37
29063	Drafter III	17.24
29064	Drafter IV	19.63
29081	Engineering Technician I	13.47

29082	Engineering Technician II	15.12
29083	Engineering Technician III	16.91
29084	Engineering Technician IV	18.84
29085	Engineering Technician V	22.42
29086	Engineering Technician VI	27.08
29090	Environmental Technician	16.04
29100	Flight Simulator/Instructor (Pilot)	25.50
29160	Instructor	19.15
29210	Laboratory Technician	16.17
29240	Mathematical Technician	17.40
29361	Paralegal/Legal Assistant I	10.91
29362	Paralegal/Legal Assistant II	14.32
29363	Paralegal/Legal Assistant III	17.52
29364	Paralegal/Legal Assistant IV	21.18
29390	Photooptics Technician	15.13
29480	Technical Writer	19.69
29491	Unexploded Ordnance (UXO) Technician I	17.93
29492	Unexploded Ordnance (UXO) Technician II	21.70
29493	Unexploded Ordnance (UXO) Technician III	26.01
29494	Unexploded (UXO) Safety Escort	17.93
29495	Unexploded (UXO) Sweep Personnel	17.93
29620	Weather Observer, Senior (3)	17.97
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	16.17
29622	Weather Observer, Upper Air (3)	16.17
31000	**Transportation/ Mobile Equipment Operation Occupations**	
31030	Bus Driver	12.55
31260	Parking and Lot Attendant	7.58
31290	Shuttle Bus Driver	10.96
31300	Taxi Driver	9.07
31361	Truckdriver, Light Truck	10.21
31362	Truckdriver, Medium Truck	12.75
31363	Truckdriver, Heavy Truck	14.84
31364	Truckdriver, Tractor-Trailer	14.84
99000	**Miscellaneous Occupations**	
99020	Animal Caretaker	8.85
99030	Cashier	7.69
99041	Carnival Equipment Operator	10.36
99042	Carnival Equipment Repairer	11.29
99043	Carnival Worker	7.14
99050	Desk Clerk	8.52
99095	Embalmer	17.93
99300	Lifeguard	9.42
99310	Mortician	17.93
99350	Park Attendant (Aide)	11.84
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.04

99500	Recreation Specialist	13.57
99510	Recycling Worker	10.36
99610	Sales Clerk	9.34
99620	School Crossing Guard (Crosswalk Attendant)	6.61
99630	Sport Official	8.73
99658	Survey Party Chief (Chief of Party)	13.68
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.55
99660	Surveying Aide	12.44
99690	Swimming Pool Operator	11.46
99720	Vending Machine Attendant	9.21
99730	Vending Machine Repairer	11.46
99740	Vending Machine Repairer Helper	8.25

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $2.15 an hour or $86.00 a week or $372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

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The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

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3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Withdrawn

Wage Determination No.: 1994-2373
Revision No.: 20
Date of Last Revision: 05/29/2002

State: New York

Area: New York Counties of Nassau, Suffolk

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	**Administrative Support and Clerical Occupations**	
01011	Accounting Clerk I	12.41
01012	Accounting Clerk II	13.95
01013	Accounting Clerk III	16.77
01014	Accounting Clerk IV	18.67
01030	Court Reporter	17.00
01050	Dispatcher, Motor Vehicle	18.97
01060	Document Preparation Clerk	15.41
01070	Messenger (Courier)	11.53
01090	Duplicating Machine Operator	14.49
01110	Film/Tape Librarian	15.22
01115	General Clerk I	10.90
01116	General Clerk II	11.97
01117	General Clerk III	15.07
01118	General Clerk IV	16.26
01120	Housing Referral Assistant	19.03
01131	Key Entry Operator I	12.11
01132	Key Entry Operator II	13.28
01191	Order Clerk I	16.25
01192	Order Clerk II	16.90
01261	Personnel Assistant (Employment) I	14.45
01262	Personnel Assistant (Employment) II	15.05
01263	Personnel Assistant (Employment) III	17.00
01264	Personnel Assistant (Employment) IV	18.38
01270	Production Control Clerk	18.38
01290	Rental Clerk	15.92
01300	Scheduler, Maintenance	15.54
01311	Secretary I	16.14
01312	Secretary II	19.18
01313	Secretary III	19.92
01314	Secretary IV	22.47
01315	Secretary V	27.64
01320	Service Order Dispatcher	16.62

01341	Stenographer I	14.69
01342	Stenographer II	19.29
01400	Supply Technician	21.39
01420	Survey Worker (Interviewer)	15.36
01460	Switchboard Operator-Receptionist	13.26
01510	Test Examiner	17.53
01520	Test Proctor	17.53
01531	Travel Clerk I	14.09
01532	Travel Clerk II	15.27
01533	Travel Clerk III	16.58
01611	Word Processor I	13.63
01612	Word Processor II	19.22
01613	Word Processor III	20.36
03000	**Automatic Data Processing Occupations**	
03010	Computer Data Librarian	11.44
03041	Computer Operator I	12.63
03042	Computer Operator II	16.46
03043	Computer Operator III	21.44
03044	Computer Operator IV	25.67
03045	Computer Operator V	27.62
03071	Computer Programmer I (1)	18.71
03072	Computer Programmer II (1)	23.18
03073	Computer Programmer III (1)	27.62
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	27.62
03102	Computer Systems Analyst II (1)	27.62
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	12.75
05000	**Automotive Service Occupations**	
05005	Automotive Body Repairer, Fiberglass	20.39
05010	Automotive Glass Installer	22.50
05040	Automotive Worker	22.50
05070	Electrician, Automotive	23.55
05100	Mobile Equipment Servicer	13.53
05130	Motor Equipment Metal Mechanic	25.80
05160	Motor Equipment Metal Worker	22.50
05190	Motor Vehicle Mechanic	24.48
05220	Motor Vehicle Mechanic Helper	19.78
05250	Motor Vehicle Upholstery Worker	21.58
05280	Motor Vehicle Wrecker	22.50
05310	Painter, Automotive	23.55
05340	Radiator Repair Specialist	22.50
05370	Tire Repairer	16.69
05400	Transmission Repair Specialist	24.39
07000	**Food Preparation and Service Occupations**	
	Food Service Worker	13.67

07010	Baker	18.23
07041	Cook I	16.75
07042	Cook II	18.23
07070	Dishwasher	13.67
07130	Meat Cutter	21.28
07250	Waiter/Waitress	14.45
09000	**Furniture Maintenance and Repair Occupations**	
09010	Electrostatic Spray Painter	21.10
09040	Furniture Handler	16.03
09070	Furniture Refinisher	21.10
09100	Furniture Refinisher Helper	17.71
09110	Furniture Repairer, Minor	19.40
09130	Upholsterer	21.10
11030	**General Services and Support Occupations**	
11030	Cleaner, Vehicles	13.67
11060	Elevator Operator	13.67
11090	Gardener	16.75
11121	House Keeping Aid I	13.36
11122	House Keeping Aid II	13.67
11150	Janitor	13.67
11210	Laborer, Grounds Maintenance	14.45
11240	Maid or Houseman	13.36
11270	Pest Controller	17.49
11330	Tractor Operator	15.96
12000	**Health Occupations**	
12020	Dental Assistant	12.63
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	16.38
12071	Licensed Practical Nurse I	15.68
12072	Licensed Practical Nurse II	17.94
12073	Licensed Practical Nurse III	18.12
12100	Medical Assistant	14.00
12130	Medical Laboratory Technician	17.64
12160	Medical Record Clerk	14.49
12190	Medical Record Technician	17.64
12221	Nursing Assistant I	9.91
12222	Nursing Assistant II	11.14
12223	Nursing Assistant III	12.71
12224	Nursing Assistant IV	14.24
12250	Pharmacy Technician	15.87
12280	Phlebotomist	20.96
12311	Registered Nurse I	26.88
12312	Registered Nurse II	27.99
12313	Registered Nurse II, Specialist	27.99
12314	Registered Nurse III	31.44
12315	Registered Nurse III, Anesthetist	31.44

12316	Registered Nurse IV	37.73
13000	**Information and Arts Occupations**	
13002	Audiovisual Librarian	21.49
13011	Exhibits Specialist I	24.09
13012	Exhibits Specialist II	25.69
13013	Exhibits Specialist III	31.33
13041	Illustrator I	23.43
13042	Illustrator II	24.98
13043	Illustrator III	30.37
13047	Librarian	27.98
13050	Library Technician	15.85
13071	Photographer I	14.81
13072	Photographer II	20.46
13073	Photographer III	21.81
13074	Photographer IV	26.60
13075	Photographer V	32.37
15000	**Laundry, Dry Cleaning, Pressing and Related Occupations**	
15010	Assembler	8.41
15030	Counter Attendant	8.41
15040	Dry Cleaner	10.68
15070	Finisher, Flatwork, Machine	8.41
15090	Presser, Hand	8.41
15100	Presser, Machine, Drycleaning	8.41
15130	Presser, Machine, Shirts	8.41
15160	Presser, Machine, Wearing Apparel, Laundry	8.41
15190	Sewing Machine Operator	11.40
15220	Tailor	12.08
15250	Washer, Machine	9.29
19000	**Machine Tool Operation and Repair Occupations**	
19010	Machine-Tool Operator (Toolroom)	20.87
19040	Tool and Die Maker	24.46
21000	**Material Handling and Packing Occupations**	
21010	Fuel Distribution System Operator	15.74
21020	Material Coordinator	16.87
21030	Material Expediter	16.87
21040	Material Handling Laborer	13.29
21050	Order Filler	14.85
21071	Forklift Operator	16.38
21080	Production Line Worker (Food Processing)	15.09
21100	Shipping/Receiving Clerk	12.89
21130	Shipping Packer	13.34
21140	Store Worker I	11.47
21150	Stock Clerk (Shelf Stocker; Store Worker II)	14.24
21210	Tools and Parts Attendant	13.72
21400	Warehouse Specialist	14.25

23000	**Mechanics and Maintenance and Repair Occupations**	
23010	Aircraft Mechanic	21.92
23040	Aircraft Mechanic Helper	17.71
23050	Aircraft Quality Control Inspector	22.78
23060	Aircraft Servicer	19.40
23070	Aircraft Worker	20.21
23100	Appliance Mechanic	21.10
23120	Bicycle Repairer	17.94
23125	Cable Splicer	27.03
23130	Carpenter, Maintenance	26.29
23140	Carpet Layer	20.21
23160	Electrician, Maintenance	25.43
23181	Electronics Technician, Maintenance I	20.00
23182	Electronics Technician, Maintenance II	23.94
23183	Electronics Technician, Maintenance III	25.21
23260	Fabric Worker	19.40
23290	Fire Alarm System Mechanic	21.92
23310	Fire Extinguisher Repairer	18.57
23340	Fuel Distribution System Mechanic	22.21
23370	General Maintenance Worker	20.21
23400	Heating, Refrigeration and Air Conditioning Mechanic	21.92
23430	Heavy Equipment Mechanic	21.92
23440	Heavy Equipment Operator	24.11
23460	Instrument Mechanic	21.92
23470	Laborer	15.16
23500	Locksmith	21.10
23530	Machinery Maintenance Mechanic	21.92
23550	Machinist, Maintenance	21.92
23580	Maintenance Trades Helper	17.71
23640	Millwright	21.92
23700	Office Appliance Repairer	21.10
23740	Painter, Aircraft	21.10
23760	Painter, Maintenance	24.27
23790	Pipefitter, Maintenance	24.11
23800	Plumber, Maintenance	21.10
23820	Pneudraulic Systems Mechanic	21.92
23850	Rigger	21.92
23870	Scale Mechanic	20.21
23890	Sheet-Metal Worker, Maintenance	21.92
23910	Small Engine Mechanic	20.92
23930	Telecommunication Mechanic I	24.17
23931	Telecommunication Mechanic II	25.23
23950	Telephone Lineman	23.70
23960	Welder, Combination, Maintenance	21.92
23965	Well Driller	21.92
23970	Woodcraft Worker	21.92
23980	Woodworker	18.57

24000	**Personal Needs Occupations**	
24570	Child Care Attendant	11.48
24580	Child Care Center Clerk	14.36
24600	Chore Aid	12.79
24630	Homemaker	14.84
25000	**Plant and System Operation Occupations**	
25010	Boiler Tender	22.62
25040	Sewage Plant Operator	21.10
25070	Stationary Engineer	22.62
25190	Ventilation Equipment Tender	17.71
25210	Water Treatment Plant Operator	21.10
27000	**Protective Service Occupations**	
	Police Officer	27.70
27004	Alarm Monitor	17.03
27006	Corrections Officer	22.58
27010	Court Security Officer	23.99
27040	Detention Officer	23.64
27070	Firefighter	23.99
27101	Guard I	10.70
27102	Guard II	19.58
28000	**Stevedoring/Longshoremen Occupations**	
28010	Blocker and Bracer	18.70
28020	Hatch Tender	18.70
28030	Line Handler	18.70
28040	Stevedore I	17.95
28050	Stevedore II	19.63
29000	**Technical Occupations**	
21150	Graphic Artist	22.75
29010	Air Traffic Control Specialist, Center (2)	29.93
29011	Air Traffic Control Specialist, Station (2)	20.64
29012	Air Traffic Control Specialist, Terminal (2)	22.73
29023	Archeological Technician I	18.54
29024	Archeological Technician II	20.72
29025	Archeological Technician III	25.69
29030	Cartographic Technician	25.67
29035	Computer Based Training (CBT) Specialist/ Instructor	27.62
29040	Civil Engineering Technician	24.32
29061	Drafter I	13.94
29062	Drafter II	17.44
29063	Drafter III	24.09
29064	Drafter IV	25.69
29081	Engineering Technician I	13.57
29082	Engineering Technician II	16.20

29083	Engineering Technician III	19.83
29084	Engineering Technician IV	23.40
29085	Engineering Technician V	26.36
29086	Engineering Technician VI	31.90
29090	Environmental Technician	20.20
29100	Flight Simulator/Instructor (Pilot)	27.62
29160	Instructor	24.68
29210	Laboratory Technician	19.60
29240	Mathematical Technician	25.69
29361	Paralegal/Legal Assistant I	17.66
29362	Paralegal/Legal Assistant II	21.49
29363	Paralegal/Legal Assistant III	26.21
29364	Paralegal/Legal Assistant IV	31.81
29390	Photooptics Technician	23.23
29480	Technical Writer	28.13
29491	Unexploded Ordnance (UXO) Technician I	19.02
29492	Unexploded Ordnance (UXO) Technician II	23.01
29493	Unexploded Ordnance (UXO) Technician III	27.58
29494	Unexploded (UXO) Safety Escort	19.02
29495	Unexploded (UXO) Sweep Personnel	19.02
29620	Weather Observer, Senior (3)	22.35
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	20.13
29622	Weather Observer, Upper Air (3)	20.13
31000	**Transportation/ Mobile Equipment Operation Occupations**	
31030	Bus Driver	15.07
31260	Parking and Lot Attendant	9.05
31290	Shuttle Bus Driver	13.92
31300	Taxi Driver	12.05
31361	Truckdriver, Light Truck	13.95
31362	Truckdriver, Medium Truck	16.43
31363	Truckdriver, Heavy Truck	21.60
31364	Truckdriver, Tractor-Trailer	21.60
99000	**Miscellaneous Occupations**	
99020	Animal Caretaker	15.21
99030	Cashier	18.74
99041	Carnival Equipment Operator	15.96
99042	Carnival Equipment Repairer	16.75
99043	Carnival Worker	13.67
99050	Desk Clerk	11.44
99095	Embalmer	19.02
99300	Lifeguard	13.30
99310	Mortician	19.02
99350	Park Attendant (Aide)	12.07
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.77
99500	Recreation Specialist	15.47

99510	Recycling Worker	10.97
99610	Sales Clerk	10.23
99620	School Crossing Guard (Crosswalk Attendant)	13.67
99630	Sport Official	12.25
99658	Survey Party Chief (Chief of Party)	15.51
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.46
99660	Surveying Aide	8.36
99690	Swimming Pool Operator	20.96
99720	Vending Machine Attendant	20.27
99730	Vending Machine Repairer	20.96
99740	Vending Machine Repairer Helper	18.35

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $2.15 an hour or $86.00 a week or $372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

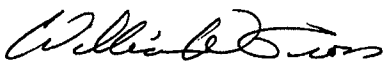
5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Withdrawn

Wage Determination No.: 1994-2415
Revision No.: 22
Date of Last Revision: 05/29/2002

State: Ohio

Area: Ohio Counties of Ashland, Ashtabula, Cuyahoga, Erie, Geauga, Huron, Lake, Lorain, Medina, Portage, Richland, Stark, Summit, Wayne

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	**Administrative Support and Clerical Occupations**	
01011	Accounting Clerk I	9.09
01012	Accounting Clerk II	11.57
01013	Accounting Clerk III	12.97
01014	Accounting Clerk IV	15.12
01030	Court Reporter	16.67
01050	Dispatcher, Motor Vehicle	13.17
01060	Document Preparation Clerk	11.84
01070	Messenger (Courier)	8.17
01090	Duplicating Machine Operator	11.84
01110	Film/Tape Librarian	11.52
01115	General Clerk I	8.26
01116	General Clerk II	9.39
01117	General Clerk III	11.01
01118	General Clerk IV	13.21
01120	Housing Referral Assistant	16.69
01131	Key Entry Operator I	9.08
01132	Key Entry Operator II	10.90
01191	Order Clerk I	10.88
01192	Order Clerk II	12.93
01261	Personnel Assistant (Employment) I	11.49
01262	Personnel Assistant (Employment) II	12.91
01263	Personnel Assistant (Employment) III	15.15
01264	Personnel Assistant (Employment) IV	17.04
01270	Production Control Clerk	15.16
01290	Rental Clerk	11.52
01300	Scheduler, Maintenance	12.97
01311	Secretary I	12.97
01312	Secretary II	14.93
01313	Secretary III	16.69
01314	Secretary IV	18.23
01315	Secretary V	21.29
01320	Service Order Dispatcher	11.52

01341	Stenographer I	11.80
01342	Stenographer II	12.97
01400	Supply Technician	18.23
01420	Survey Worker (Interviewer)	12.98
01460	Switchboard Operator-Receptionist	11.42
01510	Test Examiner	14.93
01520	Test Proctor	14.93
01531	Travel Clerk I	10.24
01532	Travel Clerk II	10.98
01533	Travel Clerk III	11.79
01611	Word Processor I	11.07
01612	Word Processor II	15.75
01613	Word Processor III	17.17
03000	**Automatic Data Processing Occupations**	
03010	Computer Data Librarian	10.31
03041	Computer Operator I	10.16
03042	Computer Operator II	13.36
03043	Computer Operator III	15.83
03044	Computer Operator IV	18.92
03045	Computer Operator V	20.96
03071	Computer Programmer I (1)	16.82
03072	Computer Programmer II (1)	18.80
03073	Computer Programmer III (1)	23.86
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	25.92
03102	Computer Systems Analyst II (1)	27.62
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	11.09
05000	**Automotive Service Occupations**	
05005	Automotive Body Repairer, Fiberglass	19.36
05010	Automotive Glass Installer	18.02
05040	Automotive Worker	18.02
05070	Electrician, Automotive	18.73
05100	Mobile Equipment Servicer	16.45
05130	Motor Equipment Metal Mechanic	19.36
05160	Motor Equipment Metal Worker	18.02
05190	Motor Vehicle Mechanic	19.36
05220	Motor Vehicle Mechanic Helper	15.71
05250	Motor Vehicle Upholstery Worker	17.21
05280	Motor Vehicle Wrecker	18.02
05310	Painter, Automotive	18.73
05340	Radiator Repair Specialist	18.02
05370	Tire Repairer	15.89
05400	Transmission Repair Specialist	19.36
07000	**Food Preparation and Service Occupations**	
	Food Service Worker	8.44

07010	Baker	11.47
07041	Cook I	10.46
07042	Cook II	11.47
07070	Dishwasher	8.58
07130	Meat Cutter	12.84
07250	Waiter/Waitress	9.04
09000	**Furniture Maintenance and Repair Occupations**	
09010	Electrostatic Spray Painter	18.73
09040	Furniture Handler	13.89
09070	Furniture Refinisher	18.73
09100	Furniture Refinisher Helper	15.71
09110	Furniture Repairer, Minor	17.22
09130	Upholsterer	18.73
11030	**General Services and Support Occupations**	
11030	Cleaner, Vehicles	9.08
11060	Elevator Operator	9.96
11090	Gardener	11.51
11121	House Keeping Aid I	8.25
11122	House Keeping Aid II	9.49
11150	Janitor	9.96
11210	Laborer, Grounds Maintenance	9.99
11240	Maid or Houseman	7.86
11270	Pest Controller	13.22
11300	Refuse Collector	9.08
11330	Tractor Operator	11.30
11360	Window Cleaner	10.68
12000	**Health Occupations**	
12020	Dental Assistant	13.40
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
12071	Licensed Practical Nurse I	11.02
12072	Licensed Practical Nurse II	12.36
12073	Licensed Practical Nurse III	13.83
12100	Medical Assistant	10.88
12130	Medical Laboratory Technician	12.36
12160	Medical Record Clerk	11.40
12190	Medical Record Technician	13.54
12221	Nursing Assistant I	7.71
12222	Nursing Assistant II	8.66
12223	Nursing Assistant III	9.46
12224	Nursing Assistant IV	10.61
12250	Pharmacy Technician	12.11
12280	Phlebotomist	12.36
12311	Registered Nurse I	17.13
12312	Registered Nurse II	20.97
12313	Registered Nurse II, Specialist	20.97

12314	Registered Nurse III	25.37
12315	Registered Nurse III, Anesthetist	25.37
12316	Registered Nurse IV	30.38
13000	**Information and Arts Occupations**	
13002	Audiovisual Librarian	16.56
13011	Exhibits Specialist I	16.11
13012	Exhibits Specialist II	18.75
13013	Exhibits Specialist III	21.61
13041	Illustrator I	16.32
13042	Illustrator II	18.99
13043	Illustrator III	21.88
13047	Librarian	22.24
13050	Library Technician	12.98
13071	Photographer I	13.24
13072	Photographer II	16.73
13073	Photographer III	19.47
13074	Photographer IV	22.44
13075	Photographer V	26.18
15000	**Laundry, Dry Cleaning, Pressing and Related Occupations**	
15010	Assembler	7.65
15030	Counter Attendant	7.65
15040	Dry Cleaner	9.61
15070	Finisher, Flatwork, Machine	7.65
15090	Presser, Hand	7.65
15100	Presser, Machine, Drycleaning	7.65
15130	Presser, Machine, Shirts	7.65
15160	Presser, Machine, Wearing Apparel, Laundry	7.65
15190	Sewing Machine Operator	10.26
15220	Tailor	10.91
15250	Washer, Machine	8.30
19000	**Machine Tool Operation and Repair Occupations**	
19010	Machine-Tool Operator (Toolroom)	18.82
19040	Tool and Die Maker	21.52
21000	**Material Handling and Packing Occupations**	
21010	Fuel Distribution System Operator	17.40
21020	Material Coordinator	14.89
21030	Material Expediter	14.89
21040	Material Handling Laborer	12.07
21050	Order Filler	11.02
21071	Forklift Operator	14.79
21080	Production Line Worker (Food Processing)	13.60
21100	Shipping/Receiving Clerk	14.23
21130	Shipping Packer	14.23
21140	Store Worker I	11.46
21150	Stock Clerk (Shelf Stocker; Store Worker II)	15.67

21210	Tools and Parts Attendant	14.95
21400	Warehouse Specialist	14.17
23000	**Mechanics and Maintenance and Repair Occupations**	
23010	Aircraft Mechanic	19.36
23040	Aircraft Mechanic Helper	15.71
23050	Aircraft Quality Control Inspector	20.07
23060	Aircraft Servicer	17.21
23070	Aircraft Worker	18.02
23100	Appliance Mechanic	18.73
23120	Bicycle Repairer	15.89
23125	Cable Splicer	20.49
23130	Carpenter, Maintenance	18.73
23140	Carpet Layer	18.02
23160	Electrician, Maintenance	21.69
23181	Electronics Technician, Maintenance I	15.89
23182	Electronics Technician, Maintenance II	20.26
23183	Electronics Technician, Maintenance III	26.29
23260	Fabric Worker	17.21
23290	Fire Alarm System Mechanic	19.36
23310	Fire Extinguisher Repairer	16.45
23340	Fuel Distribution System Mechanic	17.89
23370	General Maintenance Worker	18.02
23400	Heating, Refrigeration and Air Conditioning Mechanic	19.36
23430	Heavy Equipment Mechanic	19.36
23440	Heavy Equipment Operator	19.79
23460	Instrument Mechanic	19.36
23470	Laborer	13.23
23500	Locksmith	18.73
23530	Machinery Maintenance Mechanic	20.75
23550	Machinist, Maintenance	19.29
23580	Maintenance Trades Helper	15.71
23640	Millwright	22.26
23700	Office Appliance Repairer	18.73
23740	Painter, Aircraft	18.73
23760	Painter, Maintenance	18.73
23790	Pipefitter, Maintenance	22.65
23800	Plumber, Maintenance	20.49
23820	Pneudraulic Systems Mechanic	19.36
23850	Rigger	19.36
23870	Scale Mechanic	18.02
23890	Sheet-Metal Worker, Maintenance	19.36
23910	Small Engine Mechanic	18.02
23930	Telecommunication Mechanic I	19.36
23931	Telecommunication Mechanic II	20.06
23950	Telephone Lineman	19.36
23960	Welder, Combination, Maintenance	19.36
23965	Well Driller	19.36
23970	Woodcraft Worker	19.36

23980	Woodworker	16.45
24000	**Personal Needs Occupations**	
24570	Child Care Attendant	10.13
24580	Child Care Center Clerk	12.64
24600	Chore Aid	7.78
24630	Homemaker	14.24
25000	**Plant and System Operation Occupations**	
25010	Boiler Tender	19.36
25040	Sewage Plant Operator	18.73
25070	Stationary Engineer	19.36
25190	Ventilation Equipment Tender	16.56
25210	Water Treatment Plant Operator	18.73
27000	**Protective Service Occupations**	
	Police Officer	19.73
27004	Alarm Monitor	12.34
27006	Corrections Officer	17.95
27010	Court Security Officer	17.95
27040	Detention Officer	17.95
27070	Firefighter	16.16
27101	Guard I	8.58
27102	Guard II	14.83
28000	**Stevedoring/Longshoremen Occupations**	
28010	Blocker and Bracer	16.72
28020	Hatch Tender	16.72
28030	Line Handler	16.72
28040	Stevedore I	15.57
28050	Stevedore II	16.95
29000	**Technical Occupations**	
21150	Graphic Artist	20.49
29010	Air Traffic Control Specialist, Center (2)	28.65
29011	Air Traffic Control Specialist, Station (2)	19.76
29012	Air Traffic Control Specialist, Terminal (2)	21.77
29023	Archeological Technician I	10.44
29024	Archeological Technician II	11.68
29025	Archeological Technician III	14.47
29030	Cartographic Technician	19.84
29035	Computer Based Training (CBT) Specialist/ Instructor	25.20
29040	Civil Engineering Technician	18.88
29061	Drafter I	11.13
29062	Drafter II	13.85
29063	Drafter III	17.49
29064	Drafter IV	22.26
29081	Engineering Technician I	13.89

29082	Engineering Technician II	15.61
29083	Engineering Technician III	18.04
29084	Engineering Technician IV	20.98
29085	Engineering Technician V	25.23
29086	Engineering Technician VI	29.73
29090	Environmental Technician	18.93
29100	Flight Simulator/Instructor (Pilot)	25.49
29160	Instructor	20.24
29210	Laboratory Technician	15.06
29240	Mathematical Technician	19.03
29361	Paralegal/Legal Assistant I	14.93
29362	Paralegal/Legal Assistant II	19.04
29363	Paralegal/Legal Assistant III	23.31
29364	Paralegal/Legal Assistant IV	28.19
29390	Photooptics Technician	20.49
29480	Technical Writer	20.67
29491	Unexploded Ordnance (UXO) Technician I	18.21
29492	Unexploded Ordnance (UXO) Technician II	22.04
29493	Unexploded Ordnance (UXO) Technician III	26.41
29494	Unexploded (UXO) Safety Escort	18.21
29495	Unexploded (UXO) Sweep Personnel	18.21
29620	Weather Observer, Senior (3)	21.41
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	17.91
29622	Weather Observer, Upper Air (3)	17.91
31000	**Transportation/ Mobile Equipment Operation Occupations**	
31030	Bus Driver	16.10
31260	Parking and Lot Attendant	7.86
31290	Shuttle Bus Driver	12.62
31300	Taxi Driver	9.52
31361	Truckdriver, Light Truck	12.62
31362	Truckdriver, Medium Truck	16.10
31363	Truckdriver, Heavy Truck	16.84
31364	Truckdriver, Tractor-Trailer	17.86
99000	**Miscellaneous Occupations**	
99020	Animal Caretaker	9.42
99030	Cashier	8.28
99041	Carnival Equipment Operator	10.00
99042	Carnival Equipment Repairer	10.46
99043	Carnival Worker	8.25
99050	Desk Clerk	10.13
99095	Embalmer	18.55
99300	Lifeguard	9.57
99310	Mortician	20.41
99350	Park Attendant (Aide)	12.02
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.03

99500	Recreation Specialist	14.04
99510	Recycling Worker	11.00
99610	Sales Clerk	9.06
99620	School Crossing Guard (Crosswalk Attendant)	9.08
99630	Sport Official	9.57
99658	Survey Party Chief (Chief of Party)	15.23
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.19
99660	Surveying Aide	8.78
99690	Swimming Pool Operator	13.19
99720	Vending Machine Attendant	11.50
99730	Vending Machine Repairer	13.19
99740	Vending Machine Repairer Helper	11.50

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $2.15 an hour or $86.00 a week or $372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

OCCUPATION NOTES:

Refuse Collector: The rate for the Refuse Collector occupation applies does not apply to Cuyahoga County. See Wage Determination 1966-0048 for the wage rates and fringe benefits for Cuyahoga County.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

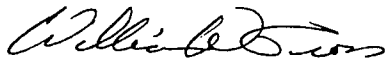
5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2431
Revision No.: 19
Date of Last Revision: 06/07/2002

State: Oklahoma

Area: Oklahoma Counties of Alfalfa, Atoka, Beckham, Blaine, Bryan, Caddo, Canadian, Carter, Cleveland, Coal, Custer, Dewey, Ellis, Garfield, Garvin, Grady, Grant, Harper, Hughes, Johnston, Kingfisher, Lincoln, Logan, Love, Major, Marshall, McClain, Murray, Noble, Oklahoma, Payne, Pontotoc, Pottawatomie, Roger Mills, Seminole, Washita, Woods, Woodward

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	**Administrative Support and Clerical Occupations**	
01011	Accounting Clerk I	9.70
01012	Accounting Clerk II	10.67
01013	Accounting Clerk III	13.68
01014	Accounting Clerk IV	18.28
01030	Court Reporter	15.59
01050	Dispatcher, Motor Vehicle	13.46
01060	Document Preparation Clerk	11.00
01070	Messenger (Courier)	9.49
01090	Duplicating Machine Operator	10.00
01110	Film/Tape Librarian	10.87
01115	General Clerk I	9.11
01116	General Clerk II	9.87
01117	General Clerk III	12.50
01118	General Clerk IV	18.00
01120	Housing Referral Assistant	17.38
01131	Key Entry Operator I	8.90
01132	Key Entry Operator II	10.09
01191	Order Clerk I	10.18
01192	Order Clerk II	14.08
01261	Personnel Assistant (Employment) I	11.59
01262	Personnel Assistant (Employment) II	12.65
01263	Personnel Assistant (Employment) III	14.34
01264	Personnel Assistant (Employment) IV	16.63
01270	Production Control Clerk	15.50
01290	Rental Clerk	11.33
01300	Scheduler, Maintenance	12.03
01311	Secretary I	12.03
01312	Secretary II	15.00
01313	Secretary III	17.38
01314	Secretary IV	19.54

01315	Secretary V	20.69
01320	Service Order Dispatcher	11.88
01341	Stenographer I	10.12
01342	Stenographer II	11.36
01400	Supply Technician	19.54
01420	Survey Worker (Interviewer)	13.25
01460	Switchboard Operator-Receptionist	9.97
01510	Test Examiner	15.00
01520	Test Proctor	15.00
01531	Travel Clerk I	9.94
01532	Travel Clerk II	10.44
01533	Travel Clerk III	10.93
01611	Word Processor I	8.16
01612	Word Processor II	9.77
01613	Word Processor III	10.61
03000	**Automatic Data Processing Occupations**	
03010	Computer Data Librarian	8.07
03041	Computer Operator I	9.92
03042	Computer Operator II	12.21
03043	Computer Operator III	16.37
03044	Computer Operator IV	17.71
03045	Computer Operator V	19.63
03071	Computer Programmer I (1)	19.87
03072	Computer Programmer II (1)	22.80
03073	Computer Programmer III (1)	27.62
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	23.46
03102	Computer Systems Analyst II (1)	26.26
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	11.12
05000	**Automotive Service Occupations**	
05005	Automotive Body Repairer, Fiberglass	15.64
05010	Automotive Glass Installer	15.47
05040	Automotive Worker	14.08
05070	Electrician, Automotive	16.35
05100	Mobile Equipment Servicer	12.54
05130	Motor Equipment Metal Mechanic	15.64
05160	Motor Equipment Metal Worker	14.08
05190	Motor Vehicle Mechanic	15.64
05220	Motor Vehicle Mechanic Helper	11.98
05250	Motor Vehicle Upholstery Worker	13.31
05280	Motor Vehicle Wrecker	14.08
05310	Painter, Automotive	14.86
05340	Radiator Repair Specialist	14.08
05370	Tire Repairer	12.12
05400	Transmission Repair Specialist	15.64

07000	**Food Preparation and Service Occupations**	
	Food Service Worker	6.50
07010	Baker	9.04
07041	Cook I	7.51
07042	Cook II	9.04
07070	Dishwasher	6.60
07130	Meat Cutter	11.21
07250	Waiter/Waitress	6.75
09000	**Furniture Maintenance and Repair Occupations**	
09010	Electrostatic Spray Painter	14.86
09040	Furniture Handler	10.36
09070	Furniture Refinisher	14.86
09100	Furniture Refinisher Helper	11.75
09110	Furniture Repairer, Minor	13.31
09130	Upholsterer	14.86
11030	**General Services and Support Occupations**	
11030	Cleaner, Vehicles	8.06
11060	Elevator Operator	7.98
11090	Gardener	10.30
11121	House Keeping Aid I	6.89
11122	House Keeping Aid II	8.57
11150	Janitor	8.22
11210	Laborer, Grounds Maintenance	8.66
11240	Maid or Houseman	6.89
11270	Pest Controller	11.28
11300	Refuse Collector	7.62
11330	Tractor Operator	9.66
11360	Window Cleaner	8.71
12000	**Health Occupations**	
12020	Dental Assistant	11.76
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.19
12071	Licensed Practical Nurse I	10.16
12072	Licensed Practical Nurse II	11.42
12073	Licensed Practical Nurse III	12.78
12100	Medical Assistant	9.93
12130	Medical Laboratory Technician	10.88
12160	Medical Record Clerk	11.24
12190	Medical Record Technician	13.54
12221	Nursing Assistant I	7.67
12222	Nursing Assistant II	8.62
12223	Nursing Assistant III	9.41
12224	Nursing Assistant IV	10.55
12250	Pharmacy Technician	12.19
12280	Phlebotomist	11.42

12311	Registered Nurse I	16.67
12312	Registered Nurse II	20.39
12313	Registered Nurse II, Specialist	20.39
12314	Registered Nurse III	24.66
12315	Registered Nurse III, Anesthetist	24.66
12316	Registered Nurse IV	29.57
13000	**Information and Arts Occupations**	
13002	Audiovisual Librarian	16.49
13011	Exhibits Specialist I	18.53
13012	Exhibits Specialist II	20.67
13013	Exhibits Specialist III	24.88
13041	Illustrator I	17.00
13042	Illustrator II	18.79
13043	Illustrator III	23.46
13047	Librarian	16.75
13050	Library Technician	11.07
13071	Photographer I	10.96
13072	Photographer II	13.53
13073	Photographer III	16.34
13074	Photographer IV	20.40
13075	Photographer V	23.41
15000	**Laundry, Dry Cleaning, Pressing and Related Occupations**	
15010	Assembler	7.03
15030	Counter Attendant	7.03
15040	Dry Cleaner	8.59
15070	Finisher, Flatwork, Machine	7.03
15090	Presser, Hand	7.03
15100	Presser, Machine, Drycleaning	7.03
15130	Presser, Machine, Shirts	7.03
15160	Presser, Machine, Wearing Apparel, Laundry	7.03
15190	Sewing Machine Operator	9.22
15220	Tailor	9.84
15250	Washer, Machine	7.69
19000	**Machine Tool Operation and Repair Occupations**	
19010	Machine-Tool Operator (Toolroom)	16.35
19040	Tool and Die Maker	22.22
21000	**Material Handling and Packing Occupations**	
21010	Fuel Distribution System Operator	14.02
21020	Material Coordinator	15.99
21030	Material Expediter	15.99
21040	Material Handling Laborer	10.95
21050	Order Filler	11.74
21071	Forklift Operator	12.68
21080	Production Line Worker (Food Processing)	11.53
21100	Shipping/Receiving Clerk	11.78

21130	Shipping Packer	11.78
21140	Store Worker I	10.94
21150	Stock Clerk (Shelf Stocker; Store Worker II)	13.22
21210	Tools and Parts Attendant	11.53
21400	Warehouse Specialist	11.53
23000	**Mechanics and Maintenance and Repair Occupations**	
23010	Aircraft Mechanic	16.18
23040	Aircraft Mechanic Helper	11.75
23050	Aircraft Quality Control Inspector	16.44
23060	Aircraft Servicer	13.31
23070	Aircraft Worker	14.08
23100	Appliance Mechanic	14.86
23120	Bicycle Repairer	12.12
23125	Cable Splicer	16.45
23130	Carpenter, Maintenance	14.95
23140	Carpet Layer	14.08
23160	Electrician, Maintenance	16.40
23181	Electronics Technician, Maintenance I	14.31
23182	Electronics Technician, Maintenance II	21.53
23183	Electronics Technician, Maintenance III	24.15
23260	Fabric Worker	13.31
23290	Fire Alarm System Mechanic	15.64
23310	Fire Extinguisher Repairer	12.54
23340	Fuel Distribution System Mechanic	17.20
23370	General Maintenance Worker	14.08
23400	Heating, Refrigeration and Air Conditioning Mechanic	15.64
23430	Heavy Equipment Mechanic	15.64
23440	Heavy Equipment Operator	16.82
23460	Instrument Mechanic	17.02
23470	Laborer	9.04
23500	Locksmith	14.86
23530	Machinery Maintenance Mechanic	16.70
23550	Machinist, Maintenance	15.64
23580	Maintenance Trades Helper	11.98
23640	Millwright	16.24
23700	Office Appliance Repairer	14.86
23740	Painter, Aircraft	14.86
23760	Painter, Maintenance	14.86
23790	Pipefitter, Maintenance	18.00
23800	Plumber, Maintenance	17.30
23820	Pneudraulic Systems Mechanic	15.64
23850	Rigger	16.14
23870	Scale Mechanic	14.08
23890	Sheet-Metal Worker, Maintenance	17.15
23910	Small Engine Mechanic	14.08
23930	Telecommunication Mechanic I	19.01
23931	Telecommunication Mechanic II	19.93
23950	Telephone Lineman	19.01

23960	Welder, Combination, Maintenance	15.64
23965	Well Driller	17.20
23970	Woodcraft Worker	15.64
23980	Woodworker	12.54
24000	**Personal Needs Occupations**	
24570	Child Care Attendant	8.41
24580	Child Care Center Clerk	12.06
24600	Chore Aid	7.02
24630	Homemaker	15.64
25000	**Plant and System Operation Occupations**	
25010	Boiler Tender	18.49
25040	Sewage Plant Operator	15.27
25070	Stationary Engineer	19.78
25190	Ventilation Equipment Tender	11.75
25210	Water Treatment Plant Operator	14.86
27000	**Protective Service Occupations**	
	Police Officer	18.21
27004	Alarm Monitor	11.01
27006	Corrections Officer	17.42
27010	Court Security Officer	17.42
27040	Detention Officer	17.42
27070	Firefighter	16.63
27101	Guard I	9.15
27102	Guard II	13.43
28000	**Stevedoring/Longshoremen Occupations**	
28010	Blocker and Bracer	15.79
28020	Hatch Tender	13.82
28030	Line Handler	13.82
28040	Stevedore I	14.94
28050	Stevedore II	16.67
29000	**Technical Occupations**	
21150	Graphic Artist	18.92
29010	Air Traffic Control Specialist, Center (2)	28.21
29011	Air Traffic Control Specialist, Station (2)	19.46
29012	Air Traffic Control Specialist, Terminal (2)	21.43
29023	Archeological Technician I	14.05
29024	Archeological Technician II	16.90
29025	Archeological Technician III	20.92
29030	Cartographic Technician	19.12
29035	Computer Based Training (CBT) Specialist/ Instructor	25.02
29040	Civil Engineering Technician	18.18
29061	Drafter I	12.17
29062	Drafter II	14.05

29063	Drafter III	18.53
29064	Drafter IV	21.63
29081	Engineering Technician I	14.93
29082	Engineering Technician II	18.70
29083	Engineering Technician III	20.55
29084	Engineering Technician IV	26.62
29085	Engineering Technician V	30.72
29086	Engineering Technician VI	35.25
29090	Environmental Technician	17.03
29100	Flight Simulator/Instructor (Pilot)	26.55
29160	Instructor	19.76
29210	Laboratory Technician	13.45
29240	Mathematical Technician	20.68
29361	Paralegal/Legal Assistant I	13.76
29362	Paralegal/Legal Assistant II	17.93
29363	Paralegal/Legal Assistant III	21.93
29364	Paralegal/Legal Assistant IV	26.54
29390	Photooptics Technician	19.64
29480	Technical Writer	20.46
29491	Unexploded Ordnance (UXO) Technician I	17.93
29492	Unexploded Ordnance (UXO) Technician II	21.70
29493	Unexploded Ordnance (UXO) Technician III	26.01
29494	Unexploded (UXO) Safety Escort	17.93
29495	Unexploded (UXO) Sweep Personnel	17.93
29620	Weather Observer, Senior (3)	20.13
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	17.49
29622	Weather Observer, Upper Air (3)	17.49
31000	**Transportation/ Mobile Equipment Operation Occupations**	
31030	Bus Driver	11.40
31260	Parking and Lot Attendant	8.00
31290	Shuttle Bus Driver	11.10
31300	Taxi Driver	9.49
31361	Truckdriver, Light Truck	11.10
31362	Truckdriver, Medium Truck	12.54
31363	Truckdriver, Heavy Truck	15.40
31364	Truckdriver, Tractor-Trailer	15.40
99000	**Miscellaneous Occupations**	
99020	Animal Caretaker	8.67
99030	Cashier	6.91
99041	Carnival Equipment Operator	8.68
99042	Carnival Equipment Repairer	9.26
99043	Carnival Worker	6.74
99050	Desk Clerk	8.41
99095	Embalmer	17.93
99300	Lifeguard	9.42
99310	Mortician	18.23

99350	Park Attendant (Aide)	11.84
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.09
99500	Recreation Specialist	11.65
99510	Recycling Worker	8.64
99610	Sales Clerk	9.52
99620	School Crossing Guard (Crosswalk Attendant)	6.37
99630	Sport Official	9.42
99658	Survey Party Chief (Chief of Party)	17.85
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.39
99660	Surveying Aide	10.03
99690	Swimming Pool Operator	11.44
99720	Vending Machine Attendant	9.50
99730	Vending Machine Repairer	11.44
99740	Vending Machine Repairer Helper	9.24

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $2.15 an hour or $86.00 a week or $372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder

and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

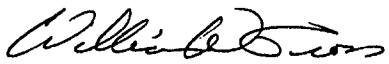
5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2441
Revision No.: 19
Date of Last Revision: 07/30/2002

States: Oregon, Washington

Area: Oregon Counties of Clackamas, Clatsop, Columbia, Gilliam, Hood River, Marion, Multnomah, Polk, Sherman, Tillamook, Wasco, Washington, Yamhill
Washington Counties of Clark, Cowlitz, Klickitat, Pacific, Skamania, Wahkiakum

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	**Administrative Support and Clerical Occupations**	
01011	Accounting Clerk I	9.02
01012	Accounting Clerk II	11.04
01013	Accounting Clerk III	13.12
01014	Accounting Clerk IV	15.79
01030	Court Reporter	14.84
01050	Dispatcher, Motor Vehicle	14.84
01060	Document Preparation Clerk	11.76
01070	Messenger (Courier)	8.95
01090	Duplicating Machine Operator	11.40
01110	Film/Tape Librarian	11.96
01115	General Clerk I	7.48
01116	General Clerk II	8.81
01117	General Clerk III	11.30
01118	General Clerk IV	13.26
01120	Housing Referral Assistant	15.65
01131	Key Entry Operator I	10.33
01132	Key Entry Operator II	12.73
01191	Order Clerk I	10.97
01192	Order Clerk II	13.66
01261	Personnel Assistant (Employment) I	10.74
01262	Personnel Assistant (Employment) II	12.35
01263	Personnel Assistant (Employment) III	14.81
01264	Personnel Assistant (Employment) IV	16.34
01270	Production Control Clerk	17.13
01290	Rental Clerk	12.05
01300	Scheduler, Maintenance	13.00
01311	Secretary I	12.22
01312	Secretary II	14.64
01313	Secretary III	15.36
01314	Secretary IV	18.25
01315	Secretary V	20.00

01320	Service Order Dispatcher	13.00
01341	Stenographer I	11.40
01342	Stenographer II	13.00
01400	Supply Technician	18.60
01420	Survey Worker (Interviewer)	13.06
01460	Switchboard Operator-Receptionist	11.40
01510	Test Examiner	14.64
01520	Test Proctor	14.64
01531	Travel Clerk I	10.20
01532	Travel Clerk II	11.11
01533	Travel Clerk III	11.96
01611	Word Processor I	11.40
01612	Word Processor II	13.00
01613	Word Processor III	14.84
03000	**Automatic Data Processing Occupations**	
03010	Computer Data Librarian	11.31
03041	Computer Operator I	11.74
03042	Computer Operator II	13.57
03043	Computer Operator III	15.70
03044	Computer Operator IV	17.42
03045	Computer Operator V	19.30
03071	Computer Programmer I (1)	14.90
03072	Computer Programmer II (1)	17.88
03073	Computer Programmer III (1)	22.12
03074	Computer Programmer IV (1)	27.23
03101	Computer Systems Analyst I (1)	20.79
03102	Computer Systems Analyst II (1)	25.26
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	12.00
05000	**Automotive Service Occupations**	
05005	Automotive Body Repairer, Fiberglass	17.42
05010	Automotive Glass Installer	15.85
05040	Automotive Worker	15.85
05070	Electrician, Automotive	16.58
05100	Mobile Equipment Servicer	14.24
05130	Motor Equipment Metal Mechanic	17.42
05160	Motor Equipment Metal Worker	15.85
05190	Motor Vehicle Mechanic	17.16
05220	Motor Vehicle Mechanic Helper	13.40
05250	Motor Vehicle Upholstery Worker	15.07
05280	Motor Vehicle Wrecker	15.85
05310	Painter, Automotive	16.58
05340	Radiator Repair Specialist	15.85
05370	Tire Repairer	13.76
05400	Transmission Repair Specialist	17.42
07000	**Food Preparation and Service Occupations**	

	Food Service Worker	8.47
07010	Baker	12.43
07041	Cook I	10.31
07042	Cook II	11.47
07070	Dishwasher	7.91
07130	Meat Cutter	14.51
07250	Waiter/Waitress	8.52
09000	**Furniture Maintenance and Repair Occupations**	
09010	Electrostatic Spray Painter	16.58
09040	Furniture Handler	11.77
09070	Furniture Refinisher	16.58
09100	Furniture Refinisher Helper	13.40
09110	Furniture Repairer, Minor	15.07
09130	Upholsterer	16.58
11030	**General Services and Support Occupations**	
11030	Cleaner, Vehicles	9.18
11060	Elevator Operator	9.07
11090	Gardener	11.37
11121	House Keeping Aid I	8.43
11122	House Keeping Aid II	9.10
11150	Janitor	9.10
11210	Laborer, Grounds Maintenance	9.46
11240	Maid or Houseman	8.72
11270	Pest Controller	12.00
11300	Refuse Collector	9.10
11330	Tractor Operator	10.78
11360	Window Cleaner	9.80
12000	**Health Occupations**	
12020	Dental Assistant	14.14
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.68
12071	Licensed Practical Nurse I	13.73
12072	Licensed Practical Nurse II	15.40
12073	Licensed Practical Nurse III	17.23
12100	Medical Assistant	12.29
12130	Medical Laboratory Technician	12.63
12160	Medical Record Clerk	11.74
12190	Medical Record Technician	14.14
12221	Nursing Assistant I	7.98
12222	Nursing Assistant II	8.97
12223	Nursing Assistant III	9.78
12224	Nursing Assistant IV	10.67
12250	Pharmacy Technician	12.45
12280	Phlebotomist	12.10
12311	Registered Nurse I	15.21
12312	Registered Nurse II	23.18

12313	Registered Nurse II, Specialist	23.18
12314	Registered Nurse III	27.72
12315	Registered Nurse III, Anesthetist	27.72
12316	Registered Nurse IV	28.18
13000	**Information and Arts Occupations**	
13002	Audiovisual Librarian	16.91
13011	Exhibits Specialist I	14.29
13012	Exhibits Specialist II	17.69
13013	Exhibits Specialist III	20.06
13041	Illustrator I	15.26
13042	Illustrator II	18.89
13043	Illustrator III	21.42
13047	Librarian	21.65
13050	Library Technician	12.65
13071	Photographer I	12.94
13072	Photographer II	13.87
13073	Photographer III	17.17
13074	Photographer IV	20.92
13075	Photographer V	25.30
15000	**Laundry, Dry Cleaning, Pressing and Related Occupations**	
15010	Assembler	8.18
15030	Counter Attendant	8.18
15040	Dry Cleaner	9.79
15070	Finisher, Flatwork, Machine	8.18
15090	Presser, Hand	8.18
15100	Presser, Machine, Drycleaning	8.18
15130	Presser, Machine, Shirts	8.18
15160	Presser, Machine, Wearing Apparel, Laundry	8.18
15190	Sewing Machine Operator	10.46
15220	Tailor	11.23
15250	Washer, Machine	8.88
19000	**Machine Tool Operation and Repair Occupations**	
19010	Machine-Tool Operator (Toolroom)	16.58
19040	Tool and Die Maker	22.00
21000	**Material Handling and Packing Occupations**	
21010	Fuel Distribution System Operator	15.66
21020	Material Coordinator	16.58
21030	Material Expediter	16.58
21040	Material Handling Laborer	12.22
21050	Order Filler	11.94
21071	Forklift Operator	14.15
21080	Production Line Worker (Food Processing)	14.51
21100	Shipping/Receiving Clerk	13.40
21130	Shipping Packer	13.43
21140	Store Worker I	10.30

21150	Stock Clerk (Shelf Stocker; Store Worker II)	13.17
21210	Tools and Parts Attendant	14.51
21400	Warehouse Specialist	14.51
23000	**Mechanics and Maintenance and Repair Occupations**	
23010	Aircraft Mechanic	18.27
23040	Aircraft Mechanic Helper	14.51
23050	Aircraft Quality Control Inspector	20.09
23060	Aircraft Servicer	16.58
23070	Aircraft Worker	17.44
23100	Appliance Mechanic	17.42
23120	Bicycle Repairer	13.76
23125	Cable Splicer	22.03
23130	Carpenter, Maintenance	18.60
23140	Carpet Layer	17.44
23160	Electrician, Maintenance	23.60
23181	Electronics Technician, Maintenance I	13.33
23182	Electronics Technician, Maintenance II	19.94
23183	Electronics Technician, Maintenance III	22.98
23260	Fabric Worker	15.12
23290	Fire Alarm System Mechanic	19.16
23310	Fire Extinguisher Repairer	15.59
23340	Fuel Distribution System Mechanic	19.16
23370	General Maintenance Worker	15.85
23400	Heating, Refrigeration and Air Conditioning Mechanic	17.45
23430	Heavy Equipment Mechanic	18.86
23440	Heavy Equipment Operator	19.34
23460	Instrument Mechanic	19.34
23470	Laborer	10.12
23500	Locksmith	16.58
23530	Machinery Maintenance Mechanic	18.23
23550	Machinist, Maintenance	20.34
23580	Maintenance Trades Helper	13.40
23640	Millwright	19.16
23700	Office Appliance Repairer	18.24
23740	Painter, Aircraft	17.39
23760	Painter, Maintenance	16.58
23790	Pipefitter, Maintenance	21.36
23800	Plumber, Maintenance	19.07
23820	Pneudraulic Systems Mechanic	19.16
23850	Rigger	19.16
23870	Scale Mechanic	17.44
23890	Sheet-Metal Worker, Maintenance	17.81
23910	Small Engine Mechanic	15.85
23930	Telecommunication Mechanic I	18.65
23931	Telecommunication Mechanic II	19.55
23950	Telephone Lineman	19.16
23960	Welder, Combination, Maintenance	17.42
23965	Well Driller	18.59

23970	Woodcraft Worker	20.02
23980	Woodworker	14.24
24000	**Personal Needs Occupations**	
24570	Child Care Attendant	9.95
24580	Child Care Center Clerk	13.04
24600	Chore Aid	8.69
24630	Homemaker	14.74
25000	**Plant and System Operation Occupations**	
25010	Boiler Tender	19.33
25040	Sewage Plant Operator	17.51
25070	Stationary Engineer	19.33
25190	Ventilation Equipment Tender	14.51
25210	Water Treatment Plant Operator	18.33
27000	**Protective Service Occupations**	
	Police Officer	21.06
27004	Alarm Monitor	14.91
27006	Corrections Officer	19.51
27010	Court Security Officer	19.84
27040	Detention Officer	19.84
27070	Firefighter	20.30
27101	Guard I	10.58
27102	Guard II	13.92
28000	**Stevedoring/Longshoremen Occupations**	
28010	Blocker and Bracer	17.75
28020	Hatch Tender	17.75
28030	Line Handler	17.75
28040	Stevedore I	16.16
28050	Stevedore II	17.64
29000	**Technical Occupations**	
21150	Graphic Artist	18.88
29010	Air Traffic Control Specialist, Center (2)	29.00
29011	Air Traffic Control Specialist, Station (2)	19.99
29012	Air Traffic Control Specialist, Terminal (2)	22.02
29023	Archeological Technician I	12.80
29024	Archeological Technician II	14.30
29025	Archeological Technician III	17.69
29030	Cartographic Technician	18.61
29035	Computer Based Training (CBT) Specialist/ Instructor	20.79
29040	Civil Engineering Technician	18.70
29061	Drafter I	11.59
29062	Drafter II	13.33
29063	Drafter III	14.29
29064	Drafter IV	17.69

29081	Engineering Technician I	12.53
29082	Engineering Technician II	14.08
29083	Engineering Technician III	16.67
29084	Engineering Technician IV	20.03
29085	Engineering Technician V	25.70
29086	Engineering Technician VI	28.56
29090	Environmental Technician	16.80
29100	Flight Simulator/Instructor (Pilot)	25.23
29160	Instructor	20.77
29210	Laboratory Technician	15.90
29240	Mathematical Technician	18.87
29361	Paralegal/Legal Assistant I	14.69
29362	Paralegal/Legal Assistant II	20.92
29363	Paralegal/Legal Assistant III	25.59
29364	Paralegal/Legal Assistant IV	30.97
29390	Photooptics Technician	18.87
29480	Technical Writer	23.25
29491	Unexploded Ordnance (UXO) Technician I	18.43
29492	Unexploded Ordnance (UXO) Technician II	22.30
29493	Unexploded Ordnance (UXO) Technician III	26.72
29494	Unexploded (UXO) Safety Escort	18.43
29495	Unexploded (UXO) Sweep Personnel	18.43
29620	Weather Observer, Senior (3)	17.63
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	15.90
29622	Weather Observer, Upper Air	15.90
31000	**Transportation/ Mobile Equipment Operation Occupations**	
31030	Bus Driver	15.37
31260	Parking and Lot Attendant	8.65
31290	Shuttle Bus Driver	11.32
31300	Taxi Driver	9.68
31361	Truckdriver, Light Truck	11.32
31362	Truckdriver, Medium Truck	16.91
31363	Truckdriver, Heavy Truck	17.67
31364	Truckdriver, Tractor-Trailer	17.67
99000	**Miscellaneous Occupations**	
99020	Animal Caretaker	9.62
99030	Cashier	10.02
99041	Carnival Equipment Operator	9.71
99042	Carnival Equipment Repairer	10.31
99043	Carnival Worker	7.91
99050	Desk Clerk	10.45
99095	Embalmer	18.43
99300	Lifeguard	9.68
99310	Mortician	18.61
99350	Park Attendant (Aide)	12.16
99400	Photofinishing Worker (Photo Lab Tech., Darkroom	10.59

	Tech)	
99500	Recreation Specialist	14.49
99510	Recycling Worker	12.29
99610	Sales Clerk	10.65
99620	School Crossing Guard (Crosswalk Attendant)	10.01
99630	Sport Official	9.68
99658	Survey Party Chief (Chief of Party)	20.22
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	16.33
99660	Surveying Aide	11.92
99690	Swimming Pool Operator	14.51
99720	Vending Machine Attendant	12.29
99730	Vending Machine Repairer	14.51
99740	Vending Machine Repairer Helper	12.29

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HEALTH & WELFARE: $2.15 an hour or $86.00 a week or $372.67 a month

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THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

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2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a

proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Withdrawn

Wage Determination No.: 1994-2461
Revision No.: 20
Date of Last Revision: 05/29/2002

State: Puerto Rico
Area: Puerto Rico Statewide

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	**Administrative Support and Clerical Occupations**	
01011	Accounting Clerk I	7.84
01012	Accounting Clerk II	8.38
01013	Accounting Clerk III	11.73
01014	Accounting Clerk IV	14.27
01030	Court Reporter	9.54
01050	Dispatcher, Motor Vehicle	9.63
01060	Document Preparation Clerk	8.22
01070	Messenger (Courier)	6.74
01090	Duplicating Machine Operator	8.22
01110	Film/Tape Librarian	7.47
01115	General Clerk I	6.71
01116	General Clerk II	7.10
01117	General Clerk III	10.34
01118	General Clerk IV	11.60
01120	Housing Referral Assistant	11.09
01131	Key Entry Operator I	7.44
01132	Key Entry Operator II	9.37
01191	Order Clerk I	8.25
01192	Order Clerk II	9.72
01261	Personnel Assistant (Employment) I	7.42
01262	Personnel Assistant (Employment) II	9.57
01263	Personnel Assistant (Employment) III	10.39
01264	Personnel Assistant (Employment) IV	11.65
01270	Production Control Clerk	11.57
01290	Rental Clerk	7.47
01300	Scheduler, Maintenance	7.56
01311	Secretary I	7.56
01312	Secretary II	8.98
01313	Secretary III	12.13
01314	Secretary IV	12.60
01315	Secretary V	13.96
01320	Service Order Dispatcher	8.29
01341	Stenographer I	7.33

01342	Stenographer II	8.22
01400	Supply Technician	12.55
01420	Survey Worker (Interviewer)	8.67
01460	Switchboard Operator-Receptionist	6.80
01510	Test Examiner	8.98
01520	Test Proctor	8.98
01531	Travel Clerk I	9.35
01532	Travel Clerk II	10.19
01533	Travel Clerk III	11.12
01611	Word Processor I	7.06
01612	Word Processor II	8.28
01613	Word Processor III	9.27
03000	**Automatic Data Processing Occupations**	
03010	Computer Data Librarian	7.86
03041	Computer Operator I	9.29
03042	Computer Operator II	10.39
03043	Computer Operator III	13.00
03044	Computer Operator IV	17.54
03045	Computer Operator V	19.43
03071	Computer Programmer I (1)	13.51
03072	Computer Programmer II (1)	17.23
03073	Computer Programmer III (1)	20.54
03074	Computer Programmer IV (1)	24.84
03101	Computer Systems Analyst I (1)	18.37
03102	Computer Systems Analyst II (1)	23.22
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	9.29
05000	**Automotive Service Occupations**	
05005	Automotive Body Repairer, Fiberglass	11.83
05010	Automotive Glass Installer	10.79
05040	Automotive Worker	10.79
05070	Electrician, Automotive	11.32
05100	Mobile Equipment Servicer	9.76
05130	Motor Equipment Metal Mechanic	11.83
05160	Motor Equipment Metal Worker	10.79
05190	Motor Vehicle Mechanic	11.83
05220	Motor Vehicle Mechanic Helper	9.22
05250	Motor Vehicle Upholstery Worker	10.57
05280	Motor Vehicle Wrecker	10.79
05310	Painter, Automotive	12.45
05340	Radiator Repair Specialist	10.79
05370	Tire Repairer	9.43
05400	Transmission Repair Specialist	11.83
07000	**Food Preparation and Service Occupations**	
	Food Service Worker	5.86
07010	Baker	7.68

07041	Cook I	6.06
07042	Cook II	7.31
07070	Dishwasher	5.95
07130	Meat Cutter	7.54
07250	Waiter/Waitress	6.08
09000	**Furniture Maintenance and Repair Occupations**	
09010	Electrostatic Spray Painter	11.32
09040	Furniture Handler	8.23
09070	Furniture Refinisher	11.32
09100	Furniture Refinisher Helper	9.22
09110	Furniture Repairer, Minor	10.68
09130	Upholsterer	11.32
11030	**General Services and Support Occupations**	
11030	Cleaner, Vehicles	6.24
11060	Elevator Operator	6.24
11090	Gardener	6.97
11121	House Keeping Aid I	6.13
11122	House Keeping Aid II	6.24
11150	Janitor	6.24
11210	Laborer, Grounds Maintenance	6.44
11240	Maid or Houseman	6.13
11270	Pest Controller	7.01
11300	Refuse Collector	6.24
11330	Tractor Operator	6.62
11360	Window Cleaner	6.39
12000	**Health Occupations**	
12020	Dental Assistant	10.93
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
12071	Licensed Practical Nurse I	8.71
12072	Licensed Practical Nurse II	9.77
12073	Licensed Practical Nurse III	10.93
12100	Medical Assistant	9.77
12130	Medical Laboratory Technician	9.77
12160	Medical Record Clerk	9.77
12190	Medical Record Technician	13.54
12221	Nursing Assistant I	7.10
12222	Nursing Assistant II	7.98
12223	Nursing Assistant III	8.71
12224	Nursing Assistant IV	9.77
12250	Pharmacy Technician	12.19
12280	Phlebotomist	9.77
12311	Registered Nurse I	13.54
12312	Registered Nurse II	16.57
12313	Registered Nurse II, Specialist	16.57
12314	Registered Nurse III	20.05

12315	Registered Nurse III, Anesthetist	20.05
12316	Registered Nurse IV	24.02
13000	**Information and Arts Occupations**	
13002	Audiovisual Librarian	13.10
13011	Exhibits Specialist I	11.20
13012	Exhibits Specialist II	13.10
13013	Exhibits Specialist III	15.76
13041	Illustrator I	12.32
13042	Illustrator II	14.41
13043	Illustrator III	17.34
13047	Librarian	13.69
13050	Library Technician	8.87
13071	Photographer I	10.77
13072	Photographer II	13.88
13073	Photographer III	16.24
13074	Photographer IV	19.54
13075	Photographer V	21.48
15000	**Laundry, Dry Cleaning, Pressing and Related Occupations**	
15010	Assembler	7.03
15030	Counter Attendant	7.03
15040	Dry Cleaner	7.79
15070	Finisher, Flatwork, Machine	7.03
15090	Presser, Hand	7.03
15100	Presser, Machine, Drycleaning	7.03
15130	Presser, Machine, Shirts	7.03
15160	Presser, Machine, Wearing Apparel, Laundry	7.03
15190	Sewing Machine Operator	8.05
15220	Tailor	8.30
15250	Washer, Machine	7.28
19000	**Machine Tool Operation and Repair Occupations**	
19010	Machine-Tool Operator (Toolroom)	11.32
19040	Tool and Die Maker	12.40
21000	**Material Handling and Packing Occupations**	
21010	Fuel Distribution System Operator	10.02
21020	Material Coordinator	9.60
21030	Material Expediter	9.60
21040	Material Handling Laborer	7.30
21050	Order Filler	7.92
21071	Forklift Operator	8.12
21080	Production Line Worker (Food Processing)	7.78
21100	Shipping/Receiving Clerk	8.14
21130	Shipping Packer	7.76
21140	Store Worker I	6.41
21150	Stock Clerk (Shelf Stocker; Store Worker II)	8.56
21210	Tools and Parts Attendant	7.78

21400	Warehouse Specialist	7.78
23000	**Mechanics and Maintenance and Repair Occupations**	
23010	Aircraft Mechanic	13.65
23040	Aircraft Mechanic Helper	10.60
23050	Aircraft Quality Control Inspector	14.25
23060	Aircraft Servicer	12.16
23070	Aircraft Worker	12.42
23100	Appliance Mechanic	12.45
23120	Bicycle Repairer	9.43
23125	Cable Splicer	11.83
23130	Carpenter, Maintenance	11.32
23140	Carpet Layer	10.80
23160	Electrician, Maintenance	11.83
23181	Electronics Technician, Maintenance I	10.17
23182	Electronics Technician, Maintenance II	12.06
23183	Electronics Technician, Maintenance III	12.66
23260	Fabric Worker	10.57
23290	Fire Alarm System Mechanic	13.44
23310	Fire Extinguisher Repairer	11.09
23340	Fuel Distribution System Mechanic	13.44
23370	General Maintenance Worker	10.80
23400	Heating, Refrigeration and Air Conditioning Mechanic	11.83
23430	Heavy Equipment Mechanic	11.83
23440	Heavy Equipment Operator	11.83
23460	Instrument Mechanic	11.83
23470	Laborer	6.74
23500	Locksmith	11.32
23530	Machinery Maintenance Mechanic	12.00
23550	Machinist, Maintenance	10.29
23580	Maintenance Trades Helper	9.22
23640	Millwright	14.97
23700	Office Appliance Repairer	11.32
23740	Painter, Aircraft	12.45
23760	Painter, Maintenance	11.32
23790	Pipefitter, Maintenance	11.83
23800	Plumber, Maintenance	11.32
23820	Pneudraulic Systems Mechanic	13.44
23850	Rigger	11.83
23870	Scale Mechanic	12.86
23890	Sheet-Metal Worker, Maintenance	11.83
23910	Small Engine Mechanic	11.32
23930	Telecommunication Mechanic I	13.01
23931	Telecommunication Mechanic II	13.60
23950	Telephone Lineman	11.83
23960	Welder, Combination, Maintenance	11.83
23965	Well Driller	11.83
23970	Woodcraft Worker	11.83
23980	Woodworker	9.76

24000	**Personal Needs Occupations**	
24570	Child Care Attendant	8.05
24580	Child Care Center Clerk	8.77
24600	Chore Aid	5.86
24630	Homemaker	10.75
25000	**Plant and System Operation Occupations**	
25010	Boiler Tender	13.44
25040	Sewage Plant Operator	11.32
25070	Stationary Engineer	13.44
25190	Ventilation Equipment Tender	9.22
25210	Water Treatment Plant Operator	12.45
27000	**Protective Service Occupations**	
	Police Officer	9.35
27004	Alarm Monitor	5.86
27006	Corrections Officer	9.26
27010	Court Security Officer	9.07
27040	Detention Officer	9.26
27070	Firefighter	8.59
27101	Guard I	6.07
27102	Guard II	6.39
28000	**Stevedoring/Longshoremen Occupations**	
28010	Blocker and Bracer	9.02
28020	Hatch Tender	9.02
28030	Line Handler	9.02
28040	Stevedore I	7.92
28050	Stevedore II	9.42
29000	**Technical Occupations**	
21150	Graphic Artist	15.42
29010	Air Traffic Control Specialist, Center (2)	28.21
29011	Air Traffic Control Specialist, Station (2)	19.46
29012	Air Traffic Control Specialist, Terminal (2)	21.43
29023	Archeological Technician I	10.38
29024	Archeological Technician II	11.67
29025	Archeological Technician III	14.41
29030	Cartographic Technician	13.46
29035	Computer Based Training (CBT) Specialist/ Instructor	15.98
29040	Civil Engineering Technician	13.10
29061	Drafter I	8.70
29062	Drafter II	10.96
29063	Drafter III	13.98
29064	Drafter IV	15.22
29081	Engineering Technician I	9.12
29082	Engineering Technician II	12.43

29083	Engineering Technician III	13.96
29084	Engineering Technician IV	16.37
29085	Engineering Technician V	21.07
29086	Engineering Technician VI	24.54
29090	Environmental Technician	14.81
29100	Flight Simulator/Instructor (Pilot)	22.00
29160	Instructor	17.16
29210	Laboratory Technician	12.10
29240	Mathematical Technician	14.50
29361	Paralegal/Legal Assistant I	9.76
29362	Paralegal/Legal Assistant II	12.55
29363	Paralegal/Legal Assistant III	14.82
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29390	Photooptics Technician	16.27
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29495	Unexploded (UXO) Sweep Personnel	17.93
29620	Weather Observer, Senior (3)	12.63
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	12.10
29622	Weather Observer, Upper Air (3)	12.10
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31260	Parking and Lot Attendant	5.97
31290	Shuttle Bus Driver	8.01
31300	Taxi Driver	7.88
31361	Truckdriver, Light Truck	7.70
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31364	Truckdriver, Tractor-Trailer	9.61
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99030	Cashier	6.14
99041	Carnival Equipment Operator	6.97
99042	Carnival Equipment Repairer	7.33
99043	Carnival Worker	6.45
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99300	Lifeguard	7.92
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99350	Park Attendant (Aide)	9.98
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99500	Recreation Specialist	9.77

99510	Recycling Worker	7.06
99610	Sales Clerk	6.65
99620	School Crossing Guard (Crosswalk Attendant)	5.46
99630	Sport Official	6.89
99658	Survey Party Chief (Chief of Party)	9.41
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	8.56
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99740	Vending Machine Repairer Helper	8.70

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2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

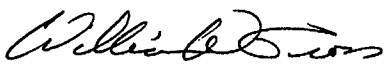
5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Withdrawn

Wage Determination No.: 1994-2495
Revision No.: 22
Date of Last Revision: 05/29/2002

States: Arkansas, Kentucky, Mississippi, Tennessee

Area: Arkansas Counties of Craighead, Crittenden, Cross, Lee, Mississippi, Poinsett, St Francis
Kentucky Counties of Ballard, Calloway, Carlisle, Fulton, Graves, Hickman, Marshall, McCracken
Mississippi Counties of Benton, De Soto, Marshall, Tippah
Tennessee Counties of Benton, Carroll, Chester, Crockett, Decatur, Dyer, Fayette, Gibson, Hardeman, Hardin, Haywood, Henderson, Henry, Lake, Lauderdale, Madison, McNairy, Obion, Shelby, Tipton, Weakley

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	**Administrative Support and Clerical Occupations**	
01011	Accounting Clerk I	9.84
01012	Accounting Clerk II	11.10
01013	Accounting Clerk III	13.41
01014	Accounting Clerk IV	14.87
01030	Court Reporter	14.00
01050	Dispatcher, Motor Vehicle	11.36
01060	Document Preparation Clerk	11.49
01070	Messenger (Courier)	7.96
01090	Duplicating Machine Operator	10.60
01110	Film/Tape Librarian	11.01
01115	General Clerk I	6.92
01116	General Clerk II	7.74
01117	General Clerk III	9.76
01118	General Clerk IV	13.96
01120	Housing Referral Assistant	14.57
01131	Key Entry Operator I	10.15
01132	Key Entry Operator II	10.60
01191	Order Clerk I	10.33
01192	Order Clerk II	12.16
01261	Personnel Assistant (Employment) I	10.60
01262	Personnel Assistant (Employment) II	13.38
01263	Personnel Assistant (Employment) III	14.00
01264	Personnel Assistant (Employment) IV	14.94
01270	Production Control Clerk	10.95
01290	Rental Clerk	12.66
01300	Scheduler, Maintenance	12.66
01311	Secretary I	11.95
01312	Secretary II	13.48
01313	Secretary III	15.81

01314	Secretary IV	17.58
01315	Secretary V	19.46
01320	Service Order Dispatcher	11.21
01341	Stenographer I	11.37
01342	Stenographer II	13.38
01400	Supply Technician	11.62
01420	Survey Worker (Interviewer)	14.00
01460	Switchboard Operator-Receptionist	10.52
01510	Test Examiner	14.00
01520	Test Proctor	14.00
01531	Travel Clerk I	10.47
01532	Travel Clerk II	11.13
01533	Travel Clerk III	12.01
01611	Word Processor I	10.60
01612	Word Processor II	13.38
01613	Word Processor III	14.00
03000	**Automatic Data Processing Occupations**	
03010	Computer Data Librarian	9.38
03041	Computer Operator I	10.92
03042	Computer Operator II	13.04
03043	Computer Operator III	15.12
03044	Computer Operator IV	16.81
03045	Computer Operator V	18.60
03071	Computer Programmer I (1)	13.94
03072	Computer Programmer II (1)	18.42
03073	Computer Programmer III (1)	22.20
03074	Computer Programmer IV (1)	26.84
03101	Computer Systems Analyst I (1)	19.89
03102	Computer Systems Analyst II (1)	25.00
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	10.92
05000	**Automotive Service Occupations**	
05005	Automotive Body Repairer, Fiberglass	15.38
05010	Automotive Glass Installer	13.76
05040	Automotive Worker	13.79
05070	Electrician, Automotive	15.41
05100	Mobile Equipment Servicer	12.08
05130	Motor Equipment Metal Mechanic	15.41
05160	Motor Equipment Metal Worker	13.79
05190	Motor Vehicle Mechanic	15.41
05220	Motor Vehicle Mechanic Helper	11.19
05250	Motor Vehicle Upholstery Worker	13.79
05280	Motor Vehicle Wrecker	13.79
05310	Painter, Automotive	14.61
05340	Radiator Repair Specialist	13.79
05370	Tire Repairer	11.65
05400	Transmission Repair Specialist	15.22

07000	**Food Preparation and Service Occupations**	
	Food Service Worker	7.20
07010	Baker	10.16
07041	Cook I	8.65
07042	Cook II	10.16
07070	Dishwasher	6.80
07130	Meat Cutter	11.87
07250	Waiter/Waitress	6.56
09000	**Furniture Maintenance and Repair Occupations**	
09010	Electrostatic Spray Painter	15.48
09040	Furniture Handler	10.26
09070	Furniture Refinisher	15.48
09100	Furniture Refinisher Helper	11.91
09110	Furniture Repairer, Minor	13.71
09130	Upholsterer	15.48
11030	**General Services and Support Occupations**	
11030	Cleaner, Vehicles	8.56
11060	Elevator Operator	7.43
11090	Gardener	10.43
11121	House Keeping Aid I	7.13
11122	House Keeping Aid II	8.04
11150	Janitor	8.56
11210	Laborer, Grounds Maintenance	8.89
11240	Maid or Houseman	7.56
11270	Pest Controller	11.14
11300	Refuse Collector	8.56
11330	Tractor Operator	11.11
11360	Window Cleaner	8.87
12000	**Health Occupations**	
12020	Dental Assistant	12.37
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.57
12071	Licensed Practical Nurse I	10.66
12072	Licensed Practical Nurse II	11.95
12073	Licensed Practical Nurse III	13.37
12100	Medical Assistant	11.24
12130	Medical Laboratory Technician	12.48
12160	Medical Record Clerk	11.24
12190	Medical Record Technician	13.54
12221	Nursing Assistant I	8.22
12222	Nursing Assistant II	9.28
12223	Nursing Assistant III	10.14
12224	Nursing Assistant IV	11.37
12250	Pharmacy Technician	12.48
12280	Phlebotomist	11.95

12311	Registered Nurse I	15.67
12312	Registered Nurse II	19.08
12313	Registered Nurse II, Specialist	19.08
12314	Registered Nurse III	23.08
12315	Registered Nurse III, Anesthetist	23.08
12316	Registered Nurse IV	27.65
13000	**Information and Arts Occupations**	
13002	Audiovisual Librarian	14.66
13011	Exhibits Specialist I	16.04
13012	Exhibits Specialist II	18.80
13013	Exhibits Specialist III	22.99
13041	Illustrator I	16.04
13042	Illustrator II	18.80
13043	Illustrator III	22.99
13047	Librarian	18.76
13050	Library Technician	10.80
13071	Photographer I	13.61
13072	Photographer II	16.55
13073	Photographer III	19.17
13074	Photographer IV	21.25
13075	Photographer V	24.04
15000	**Laundry, Dry Cleaning, Pressing and Related Occupations**	
15010	Assembler	7.11
15030	Counter Attendant	7.11
15040	Dry Cleaner	8.60
15070	Finisher, Flatwork, Machine	7.11
15090	Presser, Hand	7.11
15100	Presser, Machine, Drycleaning	7.11
15130	Presser, Machine, Shirts	7.11
15160	Presser, Machine, Wearing Apparel, Laundry	7.11
15190	Sewing Machine Operator	9.26
15220	Tailor	11.39
15250	Washer, Machine	7.98
19000	**Machine Tool Operation and Repair Occupations**	
19010	Machine-Tool Operator (Toolroom)	15.48
19040	Tool and Die Maker	18.95
21000	**Material Handling and Packing Occupations**	
21010	Fuel Distribution System Operator	12.89
21020	Material Coordinator	15.67
21030	Material Expediter	15.67
21040	Material Handling Laborer	10.01
21050	Order Filler	9.58
21071	Forklift Operator	13.10
21080	Production Line Worker (Food Processing)	11.78
21100	Shipping/Receiving Clerk	10.24

21130	Shipping Packer	10.48
21140	Store Worker I	8.62
21150	Stock Clerk (Shelf Stocker; Store Worker II)	11.42
21210	Tools and Parts Attendant	13.35
21400	Warehouse Specialist	13.35
23000	**Mechanics and Maintenance and Repair Occupations**	
23010	Aircraft Mechanic	18.29
23040	Aircraft Mechanic Helper	11.91
23050	Aircraft Quality Control Inspector	17.18
23060	Aircraft Servicer	13.71
23070	Aircraft Worker	14.60
23100	Appliance Mechanic	15.48
23120	Bicycle Repairer	11.39
23125	Cable Splicer	16.36
23130	Carpenter, Maintenance	15.48
23140	Carpet Layer	14.60
23160	Electrician, Maintenance	18.01
23181	Electronics Technician, Maintenance I	17.16
23182	Electronics Technician, Maintenance II	22.01
23183	Electronics Technician, Maintenance III	23.80
23260	Fabric Worker	13.33
23290	Fire Alarm System Mechanic	16.36
23310	Fire Extinguisher Repairer	12.89
23340	Fuel Distribution System Mechanic	16.36
23370	General Maintenance Worker	14.16
23400	Heating, Refrigeration and Air Conditioning Mechanic	16.61
23430	Heavy Equipment Mechanic	16.36
23440	Heavy Equipment Operator	16.36
23460	Instrument Mechanic	16.36
23470	Laborer	9.71
23500	Locksmith	15.48
23530	Machinery Maintenance Mechanic	19.16
23550	Machinist, Maintenance	18.35
23580	Maintenance Trades Helper	11.78
23640	Millwright	16.58
23700	Office Appliance Repairer	15.48
23740	Painter, Aircraft	15.48
23760	Painter, Maintenance	15.48
23790	Pipefitter, Maintenance	17.61
23800	Plumber, Maintenance	16.87
23820	Pneudraulic Systems Mechanic	16.36
23850	Rigger	16.36
23870	Scale Mechanic	14.60
23890	Sheet-Metal Worker, Maintenance	16.36
23910	Small Engine Mechanic	14.60
23930	Telecommunication Mechanic I	17.24
23931	Telecommunication Mechanic II	18.17
23950	Telephone Lineman	17.24

23960	Welder, Combination, Maintenance	16.36
23965	Well Driller	16.36
23970	Woodcraft Worker	16.36
23980	Woodworker	13.76
24000	**Personal Needs Occupations**	
24570	Child Care Attendant	9.64
24580	Child Care Center Clerk	11.02
24600	Chore Aid	6.91
24630	Homemaker	15.70
25000	**Plant and System Operation Occupations**	
25010	Boiler Tender	16.71
25040	Sewage Plant Operator	15.81
25070	Stationary Engineer	16.71
25190	Ventilation Equipment Tender	11.91
25210	Water Treatment Plant Operator	15.70
27000	**Protective Service Occupations**	
	Police Officer	16.79
27004	Alarm Monitor	7.34
27006	Corrections Officer	13.36
27010	Court Security Officer	14.67
27040	Detention Officer	13.92
27070	Firefighter	13.87
27101	Guard I	7.17
27102	Guard II	8.44
28000	**Stevedoring/Longshoremen Occupations**	
28010	Blocker and Bracer	14.28
28020	Hatch Tender	14.28
28030	Line Handler	14.28
28040	Stevedore I	13.41
28050	Stevedore II	15.14
29000	**Technical Occupations**	
21150	Graphic Artist	18.91
29010	Air Traffic Control Specialist, Center (2)	28.21
29011	Air Traffic Control Specialist, Station (2)	19.46
29012	Air Traffic Control Specialist, Terminal (2)	21.43
29023	Archeological Technician I	13.56
29024	Archeological Technician II	15.17
29025	Archeological Technician III	18.79
29030	Cartographic Technician	20.56
29035	Computer Based Training (CBT) Specialist/ Instructor	20.53
29040	Civil Engineering Technician	18.20
29061	Drafter I	11.94
29062	Drafter II	13.34

29063	Drafter III	16.04
29064	Drafter IV	18.80
29081	Engineering Technician I	14.71
29082	Engineering Technician II	16.24
29083	Engineering Technician III	19.76
29084	Engineering Technician IV	22.89
29085	Engineering Technician V	25.36
29086	Engineering Technician VI	28.69
29090	Environmental Technician	18.20
29100	Flight Simulator/Instructor (Pilot)	25.00
29160	Instructor	19.73
29210	Laboratory Technician	13.98
29240	Mathematical Technician	18.80
29361	Paralegal/Legal Assistant I	14.28
29362	Paralegal/Legal Assistant II	18.63
29363	Paralegal/Legal Assistant III	22.72
29364	Paralegal/Legal Assistant IV	27.57
29390	Photooptics Technician	19.17
29480	Technical Writer	19.24
29491	Unexploded Ordnance (UXO) Technician I	17.93
29492	Unexploded Ordnance (UXO) Technician II	21.70
29493	Unexploded Ordnance (UXO) Technician III	26.01
29494	Unexploded (UXO) Safety Escort	17.93
29495	Unexploded (UXO) Sweep Personnel	17.93
29620	Weather Observer, Senior (3)	16.22
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	12.74
29622	Weather Observer, Upper Air (3)	12.74
31000	**Transportation/ Mobile Equipment Operation Occupations**	
31030	Bus Driver	13.04
31260	Parking and Lot Attendant	7.61
31290	Shuttle Bus Driver	12.02
31300	Taxi Driver	8.20
31361	Truckdriver, Light Truck	11.21
31362	Truckdriver, Medium Truck	11.62
31363	Truckdriver, Heavy Truck	12.65
31364	Truckdriver, Tractor-Trailer	13.82
99000	**Miscellaneous Occupations**	
99020	Animal Caretaker	8.52
99030	Cashier	7.61
99041	Carnival Equipment Operator	9.67
99042	Carnival Equipment Repairer	10.43
99043	Carnival Worker	7.43
99050	Desk Clerk	8.74
99095	Embalmer	17.93
99300	Lifeguard	9.42
99310	Mortician	16.57

99350	Park Attendant (Aide)	11.84
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.29
99500	Recreation Specialist	8.40
99510	Recycling Worker	9.68
99610	Sales Clerk	10.29
99620	School Crossing Guard (Crosswalk Attendant)	7.39
99630	Sport Official	9.42
99658	Survey Party Chief (Chief of Party)	16.18
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.52
99660	Surveying Aide	10.60
99690	Swimming Pool Operator	9.22
99720	Vending Machine Attendant	9.56
99730	Vending Machine Repairer	11.89
99740	Vending Machine Repairer Helper	9.56

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $2.15 an hour or $86.00 a week or $372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder

and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

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The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

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Information required by the Regulations must be submitted on SF 1444 or bond paper.

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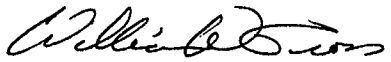
REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Withdrawn

Wage Determination No.: 1994-2509
Revision No.: 21
Date of Last Revision: 05/29/2002

State: Texas

Area: Texas Counties of Collin, Cooke, Dallas, Delta, Denton, Ellis, Fannin, Grayson, Henderson, Hopkins, Hunt, Kaufman, Lamar, Navarro, Rains, Rockwall, Smith, Van Zandt, Wood

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	**Administrative Support and Clerical Occupations**	
01011	Accounting Clerk I	10.09
01012	Accounting Clerk II	11.24
01013	Accounting Clerk III	12.86
01014	Accounting Clerk IV	15.10
01030	Court Reporter	15.10
01050	Dispatcher, Motor Vehicle	15.33
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01070	Messenger (Courier)	8.19
01090	Duplicating Machine Operator	11.24
01110	Film/Tape Librarian	11.37
01115	General Clerk I	9.10
01116	General Clerk II	9.43
01117	General Clerk III	11.23
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01120	Housing Referral Assistant	17.29
01131	Key Entry Operator I	10.27
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01191	Order Clerk I	10.24
01192	Order Clerk II	13.18
01261	Personnel Assistant (Employment) I	10.21
01262	Personnel Assistant (Employment) II	12.21
01263	Personnel Assistant (Employment) III	14.49
01264	Personnel Assistant (Employment) IV	17.93
01270	Production Control Clerk	17.29
01290	Rental Clerk	12.86
01300	Scheduler, Maintenance	12.86
01311	Secretary I	12.86
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01314	Secretary IV	19.18
01315	Secretary V	23.38
01320	Service Order Dispatcher	12.86

01341	Stenographer I	12.72
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01400	Supply Technician	19.18
01420	Survey Worker (Interviewer)	13.39
01460	Switchboard Operator-Receptionist	10.40
01510	Test Examiner	15.10
01520	Test Proctor	15.10
01531	Travel Clerk I	11.61
01532	Travel Clerk II	12.50
01533	Travel Clerk III	13.40
01611	Word Processor I	11.24
01612	Word Processor II	12.94
01613	Word Processor III	15.10
03000	**Automatic Data Processing Occupations**	
03010	Computer Data Librarian	9.83
03041	Computer Operator I	12.20
03042	Computer Operator II	14.58
03043	Computer Operator III	18.07
03044	Computer Operator IV	20.27
03045	Computer Operator V	22.90
03071	Computer Programmer I (1)	14.76
03072	Computer Programmer II (1)	18.81
03073	Computer Programmer III (1)	21.76
03074	Computer Programmer IV (1)	27.12
03101	Computer Systems Analyst I (1)	13.86
03102	Computer Systems Analyst II (1)	17.27
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	10.53
05000	**Automotive Service Occupations**	
05005	Automotive Body Repairer, Fiberglass	17.58
05010	Automotive Glass Installer	16.02
05040	Automotive Worker	16.02
05070	Electrician, Automotive	16.85
05100	Mobile Equipment Servicer	14.17
05130	Motor Equipment Metal Mechanic	16.95
05160	Motor Equipment Metal Worker	16.02
05190	Motor Vehicle Mechanic	17.58
05220	Motor Vehicle Mechanic Helper	13.22
05250	Motor Vehicle Upholstery Worker	15.16
05280	Motor Vehicle Wrecker	16.02
05310	Painter, Automotive	16.85
05340	Radiator Repair Specialist	16.02
05370	Tire Repairer	12.44
05400	Transmission Repair Specialist	16.95
07000	**Food Preparation and Service Occupations**	
	Food Service Worker	8.26

07010	Baker	10.24
07041	Cook I	9.05
07042	Cook II	10.24
07070	Dishwasher	6.93
07130	Meat Cutter	11.78
07250	Waiter/Waitress	7.19
09000	**Furniture Maintenance and Repair Occupations**	
09010	Electrostatic Spray Painter	15.32
09040	Furniture Handler	10.24
09070	Furniture Refinisher	15.32
09100	Furniture Refinisher Helper	12.02
09110	Furniture Repairer, Minor	13.78
09130	Upholsterer	15.32
11030	**General Services and Support Occupations**	
11030	Cleaner, Vehicles	8.26
11060	Elevator Operator	8.26
11090	Gardener	10.27
11121	House Keeping Aid I	7.02
11122	House Keeping Aid II	7.51
11150	Janitor	8.26
11210	Laborer, Grounds Maintenance	8.84
11240	Maid or Houseman	6.85
11270	Pest Controller	12.13
11300	Refuse Collector	8.26
11330	Tractor Operator	9.45
11360	Window Cleaner	9.10
12000	**Health Occupations**	
12020	Dental Assistant	13.52
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.12
12071	Licensed Practical Nurse I	13.51
12072	Licensed Practical Nurse II	15.83
12073	Licensed Practical Nurse III	16.97
12100	Medical Assistant	10.11
12130	Medical Laboratory Technician	11.12
12160	Medical Record Clerk	11.12
12190	Medical Record Technician	13.77
12221	Nursing Assistant I	7.61
12222	Nursing Assistant II	9.09
12223	Nursing Assistant III	9.33
12224	Nursing Assistant IV	10.48
12250	Pharmacy Technician	12.39
12280	Phlebotomist	12.06
12311	Registered Nurse I	17.42
12312	Registered Nurse II	21.32
12313	Registered Nurse II, Specialist	21.32

12314	Registered Nurse III	29.01
12315	Registered Nurse III, Anesthetist	29.01
12316	Registered Nurse IV	34.76
13000	**Information and Arts Occupations**	
13002	Audiovisual Librarian	18.10
13011	Exhibits Specialist I	16.38
13012	Exhibits Specialist II	20.47
13013	Exhibits Specialist III	24.07
13041	Illustrator I	15.94
13042	Illustrator II	19.92
13043	Illustrator III	23.43
13047	Librarian	25.26
13050	Library Technician	12.17
13071	Photographer I	13.40
13072	Photographer II	15.78
13073	Photographer III	19.72
13074	Photographer IV	23.20
13075	Photographer V	28.06
15000	**Laundry, Dry Cleaning, Pressing and Related Occupations**	
15010	Assembler	7.29
15030	Counter Attendant	7.29
15040	Dry Cleaner	9.36
15070	Finisher, Flatwork, Machine	7.29
15090	Presser, Hand	7.29
15100	Presser, Machine, Drycleaning	7.29
15130	Presser, Machine, Shirts	7.29
15160	Presser, Machine, Wearing Apparel, Laundry	7.29
15190	Sewing Machine Operator	9.92
15220	Tailor	11.34
15250	Washer, Machine	8.00
19000	**Machine Tool Operation and Repair Occupations**	
19010	Machine-Tool Operator (Toolroom)	15.32
19040	Tool and Die Maker	17.60
21000	**Material Handling and Packing Occupations**	
21010	Fuel Distribution System Operator	12.88
21020	Material Coordinator	15.75
21030	Material Expediter	15.75
21040	Material Handling Laborer	9.30
21050	Order Filler	9.95
21071	Forklift Operator	12.41
21080	Production Line Worker (Food Processing)	11.69
21100	Shipping/Receiving Clerk	10.70
21130	Shipping Packer	10.70
21140	Store Worker I	8.65
21150	Stock Clerk (Shelf Stocker; Store Worker II)	12.27

21210	Tools and Parts Attendant	12.36
21400	Warehouse Specialist	12.36
23000	**Mechanics and Maintenance and Repair Occupations**	
23010	Aircraft Mechanic	19.26
23040	Aircraft Mechanic Helper	13.04
23050	Aircraft Quality Control Inspector	22.74
23060	Aircraft Servicer	14.95
23070	Aircraft Worker	15.80
23100	Appliance Mechanic	15.32
23120	Bicycle Repairer	12.44
23125	Cable Splicer	16.14
23130	Carpenter, Maintenance	15.68
23140	Carpet Layer	14.56
23160	Electrician, Maintenance	17.41
23181	Electronics Technician, Maintenance I	15.24
23182	Electronics Technician, Maintenance II	23.34
23183	Electronics Technician, Maintenance III	24.24
23260	Fabric Worker	13.78
23290	Fire Alarm System Mechanic	16.14
23310	Fire Extinguisher Repairer	12.88
23340	Fuel Distribution System Mechanic	16.14
23370	General Maintenance Worker	14.56
23400	Heating, Refrigeration and Air Conditioning Mechanic	16.14
23430	Heavy Equipment Mechanic	16.14
23440	Heavy Equipment Operator	16.14
23460	Instrument Mechanic	16.14
23470	Laborer	9.68
23500	Locksmith	15.66
23530	Machinery Maintenance Mechanic	17.71
23550	Machinist, Maintenance	15.93
23580	Maintenance Trades Helper	12.02
23640	Millwright	17.75
23700	Office Appliance Repairer	15.32
23740	Painter, Aircraft	17.62
23760	Painter, Maintenance	15.32
23790	Pipefitter, Maintenance	17.73
23800	Plumber, Maintenance	17.62
23820	Pneudraulic Systems Mechanic	16.14
23850	Rigger	16.67
23870	Scale Mechanic	14.56
23890	Sheet-Metal Worker, Maintenance	16.62
23910	Small Engine Mechanic	14.56
23930	Telecommunication Mechanic I	19.47
23931	Telecommunication Mechanic II	20.38
23950	Telephone Lineman	19.40
23960	Welder, Combination, Maintenance	16.14
23965	Well Driller	16.14
23970	Woodcraft Worker	16.14

23980	Woodworker	12.88
24000	**Personal Needs Occupations**	
24570	Child Care Attendant	9.75
24580	Child Care Center Clerk	12.17
24600	Chore Aid	6.51
24630	Homemaker	15.55
25000	**Plant and System Operation Occupations**	
25010	Boiler Tender	17.75
25040	Sewage Plant Operator	16.85
25070	Stationary Engineer	17.75
25190	Ventilation Equipment Tender	12.02
25210	Water Treatment Plant Operator	15.32
27000	**Protective Service Occupations**	
	Police Officer	22.12
27004	Alarm Monitor	13.42
27006	Corrections Officer	13.65
27010	Court Security Officer	17.42
27040	Detention Officer	15.84
27070	Firefighter	17.15
27101	Guard I	8.84
27102	Guard II	16.68
28000	**Stevedoring/Longshoremen Occupations**	
28010	Blocker and Bracer	14.47
28020	Hatch Tender	14.47
28030	Line Handler	14.47
28040	Stevedore I	13.17
28050	Stevedore II	14.65
29000	**Technical Occupations**	
21150	Graphic Artist	20.96
29010	Air Traffic Control Specialist, Center (2)	28.80
29011	Air Traffic Control Specialist, Station (2)	19.87
29012	Air Traffic Control Specialist, Terminal (2)	21.87
29023	Archeological Technician I	14.37
29024	Archeological Technician II	16.08
29025	Archeological Technician III	21.37
29030	Cartographic Technician	21.89
29035	Computer Based Training (CBT) Specialist/ Instructor	24.22
29040	Civil Engineering Technician	21.37
29061	Drafter I	12.24
29062	Drafter II	13.01
29063	Drafter III	15.94
29064	Drafter IV	21.37
29081	Engineering Technician I	12.42

29082	Engineering Technician II	15.50
29083	Engineering Technician III	16.54
29084	Engineering Technician IV	20.78
29085	Engineering Technician V	24.89
29086	Engineering Technician VI	27.67
29090	Environmental Technician	21.14
29100	Flight Simulator/Instructor (Pilot)	23.65
29160	Instructor	20.75
29210	Laboratory Technician	17.56
29240	Mathematical Technician	21.16
29361	Paralegal/Legal Assistant I	14.78
29362	Paralegal/Legal Assistant II	19.98
29363	Paralegal/Legal Assistant III	24.54
29364	Paralegal/Legal Assistant IV	29.47
29390	Photooptics Technician	19.72
29480	Technical Writer	24.41
29491	Unexploded Ordnance (UXO) Technician I	18.31
29492	Unexploded Ordnance (UXO) Technician II	22.15
29493	Unexploded Ordnance (UXO) Technician III	26.55
29494	Unexploded (UXO) Safety Escort	18.31
29495	Unexploded (UXO) Sweep Personnel	18.31
29620	Weather Observer, Senior (3)	18.28
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	16.45
29622	Weather Observer, Upper Air	16.45
31000	**Transportation/ Mobile Equipment Operation Occupations**	
31030	Bus Driver	12.72
31260	Parking and Lot Attendant	7.54
31290	Shuttle Bus Driver	11.69
31300	Taxi Driver	9.23
31361	Truckdriver, Light Truck	10.72
31362	Truckdriver, Medium Truck	14.77
31363	Truckdriver, Heavy Truck	16.37
31364	Truckdriver, Tractor-Trailer	16.37
99000	**Miscellaneous Occupations**	
99020	Animal Caretaker	8.95
99030	Cashier	7.96
99041	Carnival Equipment Operator	9.30
99042	Carnival Equipment Repairer	9.56
99043	Carnival Worker	7.18
99050	Desk Clerk	9.75
99095	Embalmer	16.85
99300	Lifeguard	10.82
99310	Mortician	18.23
99350	Park Attendant (Aide)	12.08
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.78

99500	Recreation Specialist	13.52
99510	Recycling Worker	11.07
99610	Sales Clerk	10.34
99620	School Crossing Guard (Crosswalk Attendant)	7.36
99630	Sport Official	9.56
99658	Survey Party Chief (Chief of Party)	18.23
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.00
99660	Surveying Aide	10.92
99690	Swimming Pool Operator	14.98
99720	Vending Machine Attendant	10.34
99730	Vending Machine Repairer	12.53
99740	Vending Machine Repairer Helper	10.34

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $2.15 an hour or $86.00 a week or $372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

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REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Withdrawn

Wage Determination No.: 1994-2513
Revision No.: 21
Date of Last Revision: 05/29/2002

State: Texas

Area: Texas Counties of Erath, Hood, Jack, Johnson, Montague, Palo Pinto, Parker, Somervell, Tarrant, Wise

** Fringe Benefits Required Follow the Occupational Listing **

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01118	General Clerk IV	12.68
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01132	Key Entry Operator II	11.55
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01262	Personnel Assistant (Employment) II	12.46
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03072	Computer Programmer II (1)	18.88
03073	Computer Programmer III (1)	21.76
03074	Computer Programmer IV (1)	27.26
03101	Computer Systems Analyst I (1)	24.42
03102	Computer Systems Analyst II (1)	27.62
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	11.87
05000	**Automotive Service Occupations**	
05005	Automotive Body Repairer, Fiberglass	17.48
05010	Automotive Glass Installer	16.28
05040	Automotive Worker	16.28
05070	Electrician, Automotive	16.68
05100	Mobile Equipment Servicer	13.04
05130	Motor Equipment Metal Mechanic	17.48
05160	Motor Equipment Metal Worker	16.28
05190	Motor Vehicle Mechanic	17.48
05220	Motor Vehicle Mechanic Helper	13.04
05250	Motor Vehicle Upholstery Worker	15.54
05280	Motor Vehicle Wrecker	15.54
05310	Painter, Automotive	16.28
05340	Radiator Repair Specialist	15.54
05370	Tire Repairer	11.39
05400	Transmission Repair Specialist	17.48
07000	**Food Preparation and Service Occupations**	
	Food Service Worker	8.26

07010	Baker	10.24
07041	Cook I	9.05
07042	Cook II	10.24
07070	Dishwasher	6.93
07130	Meat Cutter	11.78
07250	Waiter/Waitress	7.19
09000	**Furniture Maintenance and Repair Occupations**	
09010	Electrostatic Spray Painter	14.72
09040	Furniture Handler	11.79
09070	Furniture Refinisher	14.72
09100	Furniture Refinisher Helper	11.79
09110	Furniture Repairer, Minor	12.94
09130	Upholsterer	14.06
11030	**General Services and Support Occupations**	
11030	Cleaner, Vehicles	8.26
11060	Elevator Operator	8.26
11090	Gardener	10.41
11121	House Keeping Aid I	6.85
11122	House Keeping Aid II	7.89
11150	Janitor	8.26
11210	Laborer, Grounds Maintenance	9.10
11240	Maid or Houseman	6.85
11270	Pest Controller	10.66
11300	Refuse Collector	8.26
11330	Tractor Operator	9.72
11360	Window Cleaner	9.10
12000	**Health Occupations**	
12020	Dental Assistant	12.47
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.02
12071	Licensed Practical Nurse I	11.02
12072	Licensed Practical Nurse II	12.36
12073	Licensed Practical Nurse III	13.83
12100	Medical Assistant	10.11
12130	Medical Laboratory Technician	11.12
12160	Medical Record Clerk	11.12
12190	Medical Record Technician	13.54
12221	Nursing Assistant I	7.10
12222	Nursing Assistant II	8.78
12223	Nursing Assistant III	9.33
12224	Nursing Assistant IV	10.47
12250	Pharmacy Technician	12.19
12280	Phlebotomist	12.36
12311	Registered Nurse I	17.13
12312	Registered Nurse II	20.97
12313	Registered Nurse II, Specialist	20.97

12314	Registered Nurse III	25.62
12315	Registered Nurse III, Anesthetist	25.62
12316	Registered Nurse IV	30.38
13000	**Information and Arts Occupations**	
13002	Audiovisual Librarian	15.63
13011	Exhibits Specialist I	15.94
13012	Exhibits Specialist II	21.37
13013	Exhibits Specialist III	23.83
13041	Illustrator I	17.53
13042	Illustrator II	21.62
13043	Illustrator III	23.83
13047	Librarian	25.26
13050	Library Technician	11.99
13071	Photographer I	12.76
13072	Photographer II	15.53
13073	Photographer III	19.14
13074	Photographer IV	21.10
13075	Photographer V	24.60
15000	**Laundry, Dry Cleaning, Pressing and Related Occupations**	
15010	Assembler	7.72
15030	Counter Attendant	7.72
15040	Dry Cleaner	9.04
15070	Finisher, Flatwork, Machine	7.72
15090	Presser, Hand	7.72
15100	Presser, Machine, Drycleaning	7.72
15130	Presser, Machine, Shirts	7.72
15160	Presser, Machine, Wearing Apparel, Laundry	7.72
15190	Sewing Machine Operator	9.47
15220	Tailor	10.01
15250	Washer, Machine	8.46
19000	**Machine Tool Operation and Repair Occupations**	
19010	Machine-Tool Operator (Toolroom)	17.04
19040	Tool and Die Maker	22.64
21000	**Material Handling and Packing Occupations**	
21010	Fuel Distribution System Operator	13.83
21020	Material Coordinator	14.24
21030	Material Expediter	14.24
21040	Material Handling Laborer	9.62
21050	Order Filler	10.12
21071	Forklift Operator	12.41
21080	Production Line Worker (Food Processing)	11.28
21100	Shipping/Receiving Clerk	10.96
21130	Shipping Packer	9.57
21140	Store Worker I	8.65
21150	Stock Clerk (Shelf Stocker; Store Worker II)	12.27

21210	Tools and Parts Attendant	12.36
21400	Warehouse Specialist	12.36
23000	**Mechanics and Maintenance and Repair Occupations**	
23010	Aircraft Mechanic	20.00
23040	Aircraft Mechanic Helper	13.56
23050	Aircraft Quality Control Inspector	21.62
23060	Aircraft Servicer	15.38
23070	Aircraft Worker	16.17
23100	Appliance Mechanic	14.37
23120	Bicycle Repairer	11.39
23125	Cable Splicer	15.81
23130	Carpenter, Maintenance	15.68
23140	Carpet Layer	14.06
23160	Electrician, Maintenance	18.18
23181	Electronics Technician, Maintenance I	16.56
23182	Electronics Technician, Maintenance II	24.38
23183	Electronics Technician, Maintenance III	25.19
23260	Fabric Worker	11.79
23290	Fire Alarm System Mechanic	15.81
23310	Fire Extinguisher Repairer	13.37
23340	Fuel Distribution System Mechanic	15.81
23370	General Maintenance Worker	14.06
23400	Heating, Refrigeration and Air Conditioning Mechanic	15.81
23430	Heavy Equipment Mechanic	15.81
23440	Heavy Equipment Operator	15.81
23460	Instrument Mechanic	15.81
23470	Laborer	10.46
23500	Locksmith	14.72
23530	Machinery Maintenance Mechanic	16.71
23550	Machinist, Maintenance	15.81
23580	Maintenance Trades Helper	11.79
23640	Millwright	16.86
23700	Office Appliance Repairer	14.69
23740	Painter, Aircraft	16.00
23760	Painter, Maintenance	14.72
23790	Pipefitter, Maintenance	17.73
23800	Plumber, Maintenance	16.93
23820	Pneudraulic Systems Mechanic	15.81
23850	Rigger	15.81
23870	Scale Mechanic	14.06
23890	Sheet-Metal Worker, Maintenance	16.62
23910	Small Engine Mechanic	13.37
23930	Telecommunication Mechanic I	17.39
23931	Telecommunication Mechanic II	18.16
23950	Telephone Lineman	17.39
23960	Welder, Combination, Maintenance	15.81
23965	Well Driller	15.81
23970	Woodcraft Worker	15.81

23980	Woodworker	14.06
24000	**Personal Needs Occupations**	
24570	Child Care Attendant	9.75
24580	Child Care Center Clerk	12.17
24600	Chore Aid	6.75
24630	Homemaker	16.12
25000	**Plant and System Operation Occupations**	
25010	Boiler Tender	19.29
25040	Sewage Plant Operator	16.19
25070	Stationary Engineer	19.29
25190	Ventilation Equipment Tender	11.28
25210	Water Treatment Plant Operator	14.72
27000	**Protective Service Occupations**	
	Police Officer	22.12
27004	Alarm Monitor	11.37
27006	Corrections Officer	15.87
27010	Court Security Officer	17.64
27040	Detention Officer	16.31
27070	Firefighter	17.15
27101	Guard I	8.84
27102	Guard II	16.68
28000	**Stevedoring/Longshoremen Occupations**	
28010	Blocker and Bracer	13.97
28020	Hatch Tender	13.97
28030	Line Handler	13.97
28040	Stevedore I	12.35
28050	Stevedore II	14.43
29000	**Technical Occupations**	
21150	Graphic Artist	19.30
29010	Air Traffic Control Specialist, Center (2)	28.80
29011	Air Traffic Control Specialist, Station (2)	19.87
29012	Air Traffic Control Specialist, Terminal (2)	21.87
29023	Archeological Technician I	14.18
29024	Archeological Technician II	15.94
29025	Archeological Technician III	21.37
29030	Cartographic Technician	21.58
29035	Computer Based Training (CBT) Specialist/ Instructor	23.94
29040	Civil Engineering Technician	21.37
29061	Drafter I	11.90
29062	Drafter II	13.10
29063	Drafter III	15.94
29064	Drafter IV	21.37
29081	Engineering Technician I	12.74

29082	Engineering Technician II	15.53
29083	Engineering Technician III	16.54
29084	Engineering Technician IV	19.76
29085	Engineering Technician V	21.77
29086	Engineering Technician VI	25.38
29090	Environmental Technician	18.30
29100	Flight Simulator/Instructor (Pilot)	26.53
29160	Instructor	19.23
29210	Laboratory Technician	16.54
29240	Mathematical Technician	21.37
29361	Paralegal/Legal Assistant I	14.96
29362	Paralegal/Legal Assistant II	20.61
29363	Paralegal/Legal Assistant III	23.87
29364	Paralegal/Legal Assistant IV	28.85
29390	Photooptics Technician	18.67
29480	Technical Writer	23.30
29491	Unexploded Ordnance (UXO) Technician I	18.31
29492	Unexploded Ordnance (UXO) Technician II	22.15
29493	Unexploded Ordnance (UXO) Technician III	26.55
29494	Unexploded (UXO) Safety Escort	18.31
29495	Unexploded (UXO) Sweep Personnel	18.31
29620	Weather Observer, Senior (3)	18.28
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	16.45
29622	Weather Observer, Upper Air (3)	16.45
31000	**Transportation/ Mobile Equipment Operation Occupations**	
31030	Bus Driver	12.65
31260	Parking and Lot Attendant	6.75
31290	Shuttle Bus Driver	11.03
31300	Taxi Driver	8.26
31361	Truckdriver, Light Truck	10.88
31362	Truckdriver, Medium Truck	14.77
31363	Truckdriver, Heavy Truck	15.51
31364	Truckdriver, Tractor-Trailer	15.51
99000	**Miscellaneous Occupations**	
99020	Animal Caretaker	7.94
99030	Cashier	7.96
99041	Carnival Equipment Operator	10.61
99042	Carnival Equipment Repairer	11.37
99043	Carnival Worker	8.20
99050	Desk Clerk	9.75
99095	Embalmer	16.57
99300	Lifeguard	9.62
99310	Mortician	18.23
99350	Park Attendant (Aide)	12.08
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.94

99500	Recreation Specialist	13.52
99510	Recycling Worker	10.64
99610	Sales Clerk	10.52
99620	School Crossing Guard (Crosswalk Attendant)	7.51
99630	Sport Official	9.56
99658	Survey Party Chief (Chief of Party)	17.34
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.62
99660	Surveying Aide	10.05
99690	Swimming Pool Operator	12.96
99720	Vending Machine Attendant	10.69
99730	Vending Machine Repairer	12.96
99740	Vending Machine Repairer Helper	10.69

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $2.15 an hour or $86.00 a week or $372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Withdrawn

Wage Determination No.: 1994-2515
Revision No.: 23
Date of Last Revision: 09/11/2002

State: Texas

Area: Texas Counties of Austin, Brazoria, Chambers, Colorado, Fort Bend, Galveston, Grimes, Harris, Houston, Jackson, Lavaca, Liberty, Madison, Matagorda, Montgomery, San Jacinto, Trinity, Walker, Waller, Washington, Wharton

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	**Administrative Support and Clerical Occupations**	
01011	Accounting Clerk I	11.45
01012	Accounting Clerk II	11.56
01013	Accounting Clerk III	13.47
01014	Accounting Clerk IV	15.29
01030	Court Reporter	15.28
01050	Dispatcher, Motor Vehicle	14.00
01060	Document Preparation Clerk	11.66
01070	Messenger (Courier)	8.97
01090	Duplicating Machine Operator	10.60
01110	Film/Tape Librarian	11.50
01115	General Clerk I	8.55
01116	General Clerk II	9.27
01117	General Clerk III	12.01
01118	General Clerk IV	13.78
01120	Housing Referral Assistant	17.20
01131	Key Entry Operator I	10.63
01132	Key Entry Operator II	13.59
01191	Order Clerk I	12.51
01192	Order Clerk II	12.97
01261	Personnel Assistant (Employment) I	11.92
01262	Personnel Assistant (Employment) II	12.97
01263	Personnel Assistant (Employment) III	16.50
01264	Personnel Assistant (Employment) IV	17.63
01270	Production Control Clerk	16.61
01290	Rental Clerk	13.04
01300	Scheduler, Maintenance	13.56
01311	Secretary I	13.56
01312	Secretary II	15.99
01313	Secretary III	17.46
01314	Secretary IV	20.52
01315	Secretary V	25.36

01320	Service Order Dispatcher	13.30
01341	Stenographer I	10.96
01342	Stenographer II	13.04
01400	Supply Technician	20.52
01420	Survey Worker (Interviewer)	12.96
01460	Switchboard Operator-Receptionist	10.65
01510	Test Examiner	15.99
01520	Test Proctor	15.99
01531	Travel Clerk I	11.09
01532	Travel Clerk II	11.95
01533	Travel Clerk III	12.79
01611	Word Processor I	10.41
01612	Word Processor II	13.04
01613	Word Processor III	16.27
03000	**Automatic Data Processing Occupations**	
03010	Computer Data Librarian	10.89
03041	Computer Operator I	11.43
03042	Computer Operator II	13.86
03043	Computer Operator III	15.74
03044	Computer Operator IV	21.44
03045	Computer Operator V	22.38
03071	Computer Programmer I (1)	19.99
03072	Computer Programmer II (1)	22.16
03073	Computer Programmer III (1)	27.02
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	23.36
03102	Computer Systems Analyst II (1)	27.62
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	12.36
05000	**Automotive Service Occupations**	
05005	Automotive Body Repairer, Fiberglass	19.33
05010	Automotive Glass Installer	18.05
05040	Automotive Worker	19.15
05070	Electrician, Automotive	18.87
05100	Mobile Equipment Servicer	16.32
05130	Motor Equipment Metal Mechanic	20.96
05160	Motor Equipment Metal Worker	19.15
05190	Motor Vehicle Mechanic	20.43
05220	Motor Vehicle Mechanic Helper	15.39
05250	Motor Vehicle Upholstery Worker	18.17
05280	Motor Vehicle Wrecker	19.15
05310	Painter, Automotive	18.87
05340	Radiator Repair Specialist	20.96
05370	Tire Repairer	14.40
05400	Transmission Repair Specialist	20.96
07000	**Food Preparation and Service Occupations**	

	Food Service Worker	6.85
07010	Baker	8.49
07041	Cook I	8.19
07042	Cook II	8.83
07070	Dishwasher	6.51
07130	Meat Cutter	10.30
07250	Waiter/Waitress	6.21
09000	**Furniture Maintenance and Repair Occupations**	
09010	Electrostatic Spray Painter	16.65
09040	Furniture Handler	11.74
09070	Furniture Refinisher	11.62
09100	Furniture Refinisher Helper	13.74
09110	Furniture Repairer, Minor	15.29
09130	Upholsterer	16.65
11030	**General Services and Support Occupations**	
11030	Cleaner, Vehicles	6.85
11060	Elevator Operator	6.85
11090	Gardener	9.34
11121	House Keeping Aid I	6.36
11122	House Keeping Aid II	6.46
11150	Janitor	6.85
11210	Laborer, Grounds Maintenance	7.48
11240	Maid or Houseman	6.36
11270	Pest Controller	9.75
11300	Refuse Collector	6.85
11330	Tractor Operator	8.78
11360	Window Cleaner	7.48
12000	**Health Occupations**	
12020	Dental Assistant	11.75
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.75
12071	Licensed Practical Nurse I	11.84
12072	Licensed Practical Nurse II	13.30
12073	Licensed Practical Nurse III	14.86
12100	Medical Assistant	11.00
12130	Medical Laboratory Technician	13.30
12160	Medical Record Clerk	12.09
12190	Medical Record Technician	14.56
12221	Nursing Assistant I	7.08
12222	Nursing Assistant II	9.82
12223	Nursing Assistant III	10.62
12224	Nursing Assistant IV	12.40
12250	Pharmacy Technician	13.10
12280	Phlebotomist	13.30
12311	Registered Nurse I	18.41
12312	Registered Nurse II	22.68

12313	Registered Nurse II, Specialist	24.10
12314	Registered Nurse III	28.52
12315	Registered Nurse III, Anesthetist	28.52
12316	Registered Nurse IV	32.67
13000	**Information and Arts Occupations**	
13002	Audiovisual Librarian	17.14
13011	Exhibits Specialist I	19.15
13012	Exhibits Specialist II	24.55
13013	Exhibits Specialist III	28.72
13041	Illustrator I	17.60
13042	Illustrator II	22.56
13043	Illustrator III	26.40
13047	Librarian	21.17
13050	Library Technician	12.96
13071	Photographer I	13.93
13072	Photographer II	17.60
13073	Photographer III	22.56
13074	Photographer IV	26.40
13075	Photographer V	30.06
15000	**Laundry, Dry Cleaning, Pressing and Related Occupations**	
15010	Assembler	7.68
15030	Counter Attendant	7.68
15040	Dry Cleaner	8.99
15070	Finisher, Flatwork, Machine	7.68
15090	Presser, Hand	7.68
15100	Presser, Machine, Drycleaning	7.68
15130	Presser, Machine, Shirts	7.68
15160	Presser, Machine, Wearing Apparel, Laundry	7.68
15190	Sewing Machine Operator	9.53
15220	Tailor	10.26
15250	Washer, Machine	8.42
19000	**Machine Tool Operation and Repair Occupations**	
19010	Machine-Tool Operator (Toolroom)	16.65
19040	Tool and Die Maker	19.20
21000	**Material Handling and Packing Occupations**	
21010	Fuel Distribution System Operator	16.33
21020	Material Coordinator	16.62
21030	Material Expediter	16.04
21040	Material Handling Laborer	11.72
21050	Order Filler	10.40
21071	Forklift Operator	12.23
21080	Production Line Worker (Food Processing)	12.23
21100	Shipping/Receiving Clerk	11.56
21130	Shipping Packer	12.22
21140	Store Worker I	9.51

21150	Stock Clerk (Shelf Stocker; Store Worker II)	12.42
21210	Tools and Parts Attendant	13.58
21400	Warehouse Specialist	11.70
23000	**Mechanics and Maintenance and Repair Occupations**	
23010	Aircraft Mechanic	17.43
23040	Aircraft Mechanic Helper	13.58
23050	Aircraft Quality Control Inspector	18.20
23060	Aircraft Servicer	15.11
23070	Aircraft Worker	15.92
23100	Appliance Mechanic	16.65
23120	Bicycle Repairer	13.91
23125	Cable Splicer	17.57
23130	Carpenter, Maintenance	17.01
23140	Carpet Layer	15.92
23160	Electrician, Maintenance	21.13
23181	Electronics Technician, Maintenance I	13.36
23182	Electronics Technician, Maintenance II	19.02
23183	Electronics Technician, Maintenance III	22.33
23260	Fabric Worker	15.00
23290	Fire Alarm System Mechanic	17.43
23310	Fire Extinguisher Repairer	14.40
23340	Fuel Distribution System Mechanic	17.43
23370	General Maintenance Worker	15.46
23400	Heating, Refrigeration and Air Conditioning Mechanic	17.43
23430	Heavy Equipment Mechanic	17.43
23440	Heavy Equipment Operator	17.43
23460	Instrument Mechanic	17.43
23470	Laborer	8.02
23500	Locksmith	16.65
23530	Machinery Maintenance Mechanic	18.42
23550	Machinist, Maintenance	20.16
23580	Maintenance Trades Helper	13.58
23640	Millwright	17.43
23700	Office Appliance Repairer	16.65
23740	Painter, Aircraft	16.65
23760	Painter, Maintenance	16.65
23790	Pipefitter, Maintenance	19.33
23800	Plumber, Maintenance	17.15
23820	Pneudraulic Systems Mechanic	17.43
23850	Rigger	17.43
23870	Scale Mechanic	15.92
23890	Sheet-Metal Worker, Maintenance	17.43
23910	Small Engine Mechanic	15.92
23930	Telecommunication Mechanic I	17.43
23931	Telecommunication Mechanic II	18.20
23950	Telephone Lineman	17.43
23960	Welder, Combination, Maintenance	17.43
23965	Well Driller	17.43

23970	Woodcraft Worker	17.43
23980	Woodworker	9.12
24000	**Personal Needs Occupations**	
24570	Child Care Attendant	9.68
24580	Child Care Center Clerk	12.06
24600	Chore Aid	6.13
24630	Homemaker	15.41
25000	**Plant and System Operation Occupations**	
25010	Boiler Tender	19.18
25040	Sewage Plant Operator	17.00
25070	Stationary Engineer	19.18
25190	Ventilation Equipment Tender	13.58
25210	Water Treatment Plant Operator	16.65
27000	**Protective Service Occupations**	
	Police Officer	19.38
27004	Alarm Monitor	12.43
27006	Corrections Officer	18.04
27010	Court Security Officer	18.04
27040	Detention Officer	18.04
27070	Firefighter	17.30
27101	Guard I	9.11
27102	Guard II	17.90
28000	**Stevedoring/Longshoremen Occupations**	
28010	Blocker and Bracer	15.13
28020	Hatch Tender	15.13
28030	Line Handler	15.13
28040	Stevedore I	13.63
28050	Stevedore II	15.01
29000	**Technical Occupations**	
21150	Graphic Artist	21.01
29010	Air Traffic Control Specialist, Center (2)	30.81
29011	Air Traffic Control Specialist, Station (2)	21.24
29012	Air Traffic Control Specialist, Terminal (2)	23.39
29023	Archeological Technician I	19.34
29024	Archeological Technician II	21.66
29025	Archeological Technician III	26.79
29030	Cartographic Technician	24.63
29035	Computer Based Training (CBT) Specialist/ Instructor	23.36
29040	Civil Engineering Technician	22.56
29061	Drafter I	15.37
29062	Drafter II	15.85
29063	Drafter III	20.90
29064	Drafter IV	26.79

29081	Engineering Technician I	14.00
29082	Engineering Technician II	17.40
29083	Engineering Technician III	20.25
29084	Engineering Technician IV	25.71
29085	Engineering Technician V	33.57
29086	Engineering Technician VI	38.16
29090	Environmental Technician	22.51
29100	Flight Simulator/Instructor (Pilot)	29.50
29160	Instructor	19.88
29210	Laboratory Technician	14.85
29240	Mathematical Technician	28.04
29361	Paralegal/Legal Assistant I	16.69
29362	Paralegal/Legal Assistant II	20.05
29363	Paralegal/Legal Assistant III	24.96
29364	Paralegal/Legal Assistant IV	25.98
29390	Photooptics Technician	22.51
29480	Technical Writer	20.66
29491	Unexploded Ordnance (UXO) Technician I	19.58
29492	Unexploded Ordnance (UXO) Technician II	23.69
29493	Unexploded Ordnance (UXO) Technician III	29.96
29494	Unexploded (UXO) Safety Escort	19.58
29495	Unexploded (UXO) Sweep Personnel	19.58
29620	Weather Observer, Senior (3)	19.83
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	16.35
29622	Weather Observer, Upper Air	16.35
31000	**Transportation/ Mobile Equipment Operation Occupations**	
31030	Bus Driver	13.90
31260	Parking and Lot Attendant	7.36
31290	Shuttle Bus Driver	9.82
31300	Taxi Driver	8.01
31361	Truckdriver, Light Truck	9.96
31362	Truckdriver, Medium Truck	13.88
31363	Truckdriver, Heavy Truck	14.42
31364	Truckdriver, Tractor-Trailer	14.85
99000	**Miscellaneous Occupations**	
99020	Animal Caretaker	7.44
99030	Cashier	7.89
99041	Carnival Equipment Operator	8.88
99042	Carnival Equipment Repairer	9.34
99043	Carnival Worker	6.85
99050	Desk Clerk	9.68
99095	Embalmer	17.81
99300	Lifeguard	10.29
99310	Mortician	19.59
99350	Park Attendant (Aide)	12.92
99400	Photofinishing Worker (Photo Lab Tech., Darkroom	8.62

	Tech)	
99500	Recreation Specialist	13.40
99510	Recycling Worker	10.11
99610	Sales Clerk	10.30
99620	School Crossing Guard (Crosswalk Attendant)	6.85
99630	Sport Official	8.62
99658	Survey Party Chief (Chief of Party)	16.22
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.03
99660	Surveying Aide	11.10
99690	Swimming Pool Operator	11.84
99720	Vending Machine Attendant	9.86
99730	Vending Machine Repairer	11.84
99740	Vending Machine Repairer Helper	10.11

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $2.15 an hour or $86.00 a week or $372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a

proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

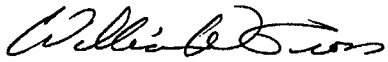
5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Withdrawn

Wage Determination No.: 1994-2531
Revision No.: 20
Date of Last Revision: 05/29/2002

State: Utah
Area: Utah Statewide

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	**Administrative Support and Clerical Occupations**	
01011	Accounting Clerk I	8.34
01012	Accounting Clerk II	9.49
01013	Accounting Clerk III	11.68
01014	Accounting Clerk IV	13.72
01030	Court Reporter	12.11
01050	Dispatcher, Motor Vehicle	13.92
01060	Document Preparation Clerk	9.34
01070	Messenger (Courier)	8.45
01090	Duplicating Machine Operator	9.34
01110	Film/Tape Librarian	9.78
01115	General Clerk I	7.99
01116	General Clerk II	9.35
01117	General Clerk III	9.91
01118	General Clerk IV	11.93
01120	Housing Referral Assistant	14.18
01131	Key Entry Operator I	9.34
01132	Key Entry Operator II	11.09
01191	Order Clerk I	11.22
01192	Order Clerk II	12.96
01261	Personnel Assistant (Employment) I	10.74
01262	Personnel Assistant (Employment) II	11.84
01263	Personnel Assistant (Employment) III	12.44
01264	Personnel Assistant (Employment) IV	13.82
01270	Production Control Clerk	13.51
01290	Rental Clerk	9.78
01300	Scheduler, Maintenance	11.04
01311	Secretary I	11.04
01312	Secretary II	12.42
01313	Secretary III	14.18
01314	Secretary IV	16.86
01315	Secretary V	18.28
01320	Service Order Dispatcher	12.38
01341	Stenographer I	11.39

01342	Stenographer II	12.80
01400	Supply Technician	16.86
01420	Survey Worker (Interviewer)	11.00
01460	Switchboard Operator-Receptionist	9.18
01510	Test Examiner	12.42
01520	Test Proctor	12.42
01531	Travel Clerk I	9.56
01532	Travel Clerk II	10.21
01533	Travel Clerk III	10.76
01611	Word Processor I	10.66
01612	Word Processor II	14.44
01613	Word Processor III	16.01
03000	**Automatic Data Processing Occupations**	
03010	Computer Data Librarian	8.56
03041	Computer Operator I	10.19
03042	Computer Operator II	12.88
03043	Computer Operator III	16.74
03044	Computer Operator IV	18.24
03045	Computer Operator V	20.21
03071	Computer Programmer I (1)	16.64
03072	Computer Programmer II (1)	19.24
03073	Computer Programmer III (1)	23.63
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	20.34
03102	Computer Systems Analyst II (1)	24.12
03103	Computer Systems Analyst III (1)	28.17
03160	Peripheral Equipment Operator	10.19
05000	**Automotive Service Occupations**	
05005	Automotive Body Repairer, Fiberglass	15.86
05010	Automotive Glass Installer	14.46
05040	Automotive Worker	14.43
05070	Electrician, Automotive	15.23
05100	Mobile Equipment Servicer	12.84
05130	Motor Equipment Metal Mechanic	15.86
05160	Motor Equipment Metal Worker	14.43
05190	Motor Vehicle Mechanic	15.02
05220	Motor Vehicle Mechanic Helper	11.89
05250	Motor Vehicle Upholstery Worker	13.64
05280	Motor Vehicle Wrecker	14.43
05310	Painter, Automotive	15.23
05340	Radiator Repair Specialist	14.43
05370	Tire Repairer	12.41
05400	Transmission Repair Specialist	15.86
07000	**Food Preparation and Service Occupations**	
	Food Service Worker	7.58
07010	Baker	10.08

07041	Cook I	8.91
07042	Cook II	10.08
07070	Dishwasher	6.60
07130	Meat Cutter	12.75
07250	Waiter/Waitress	7.51
09000	**Furniture Maintenance and Repair Occupations**	
09010	Electrostatic Spray Painter	15.76
09040	Furniture Handler	11.34
09070	Furniture Refinisher	15.76
09100	Furniture Refinisher Helper	11.89
09110	Furniture Repairer, Minor	13.64
09130	Upholsterer	15.76
11030	**General Services and Support Occupations**	
11030	Cleaner, Vehicles	7.51
11060	Elevator Operator	7.43
11090	Gardener	10.90
11121	House Keeping Aid I	7.41
11122	House Keeping Aid II	7.52
11150	Janitor	8.54
11210	Laborer, Grounds Maintenance	9.05
11240	Maid or Houseman	7.41
11270	Pest Controller	10.45
11300	Refuse Collector	8.33
11330	Tractor Operator	10.54
11360	Window Cleaner	8.09
12000	**Health Occupations**	
12020	Dental Assistant	11.19
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
12071	Licensed Practical Nurse I	10.96
12072	Licensed Practical Nurse II	12.31
12073	Licensed Practical Nurse III	13.77
12100	Medical Assistant	9.78
12130	Medical Laboratory Technician	10.35
12160	Medical Record Clerk	11.24
12190	Medical Record Technician	13.54
12221	Nursing Assistant I	7.41
12222	Nursing Assistant II	8.33
12223	Nursing Assistant III	9.10
12224	Nursing Assistant IV	10.20
12250	Pharmacy Technician	12.19
12280	Phlebotomist	11.57
12311	Registered Nurse I	16.99
12312	Registered Nurse II	21.00
12313	Registered Nurse II, Specialist	21.00
12314	Registered Nurse III	27.97

12315	Registered Nurse III, Anesthetist	27.97
12316	Registered Nurse IV	31.23
13000	**Information and Arts Occupations**	
13002	Audiovisual Librarian	19.38
13011	Exhibits Specialist I	14.54
13012	Exhibits Specialist II	17.70
13013	Exhibits Specialist III	21.59
13041	Illustrator I	15.75
13042	Illustrator II	19.17
13043	Illustrator III	23.39
13047	Librarian	18.55
13050	Library Technician	10.72
13071	Photographer I	13.70
13072	Photographer II	15.99
13073	Photographer III	19.47
13074	Photographer IV	23.75
13075	Photographer V	28.82
15000	**Laundry, Dry Cleaning, Pressing and Related Occupations**	
15010	Assembler	7.48
15030	Counter Attendant	7.48
15040	Dry Cleaner	9.00
15070	Finisher, Flatwork, Machine	7.48
15090	Presser, Hand	7.48
15100	Presser, Machine, Drycleaning	7.48
15130	Presser, Machine, Shirts	7.48
15160	Presser, Machine, Wearing Apparel, Laundry	7.48
15190	Sewing Machine Operator	9.61
15220	Tailor	10.13
15250	Washer, Machine	7.98
19000	**Machine Tool Operation and Repair Occupations**	
19010	Machine-Tool Operator (Toolroom)	16.41
19040	Tool and Die Maker	18.54
21000	**Material Handling and Packing Occupations**	
21010	Fuel Distribution System Operator	12.84
21020	Material Coordinator	15.07
21030	Material Expediter	15.07
21040	Material Handling Laborer	11.67
21050	Order Filler	10.28
21071	Forklift Operator	11.95
21080	Production Line Worker (Food Processing)	11.98
21100	Shipping/Receiving Clerk	10.68
21130	Shipping Packer	10.92
21140	Store Worker I	8.95
21150	Stock Clerk (Shelf Stocker; Store Worker II)	12.01
21210	Tools and Parts Attendant	11.95

21400	Warehouse Specialist	11.95
23000	**Mechanics and Maintenance and Repair Occupations**	
23010	Aircraft Mechanic	17.30
23040	Aircraft Mechanic Helper	11.92
23050	Aircraft Quality Control Inspector	17.31
23060	Aircraft Servicer	13.74
23070	Aircraft Worker	14.66
23100	Appliance Mechanic	15.23
23120	Bicycle Repairer	12.41
23125	Cable Splicer	20.06
23130	Carpenter, Maintenance	15.23
23140	Carpet Layer	16.59
23160	Electrician, Maintenance	18.42
23181	Electronics Technician, Maintenance I	14.77
23182	Electronics Technician, Maintenance II	23.20
23183	Electronics Technician, Maintenance III	25.14
23260	Fabric Worker	13.74
23290	Fire Alarm System Mechanic	16.49
23310	Fire Extinguisher Repairer	12.84
23340	Fuel Distribution System Mechanic	17.45
23370	General Maintenance Worker	13.99
23400	Heating, Refrigeration and Air Conditioning Mechanic	16.40
23430	Heavy Equipment Mechanic	17.26
23440	Heavy Equipment Operator	17.20
23460	Instrument Mechanic	17.20
23470	Laborer	8.33
23500	Locksmith	15.23
23530	Machinery Maintenance Mechanic	18.78
23550	Machinist, Maintenance	15.86
23580	Maintenance Trades Helper	11.89
23640	Millwright	16.01
23700	Office Appliance Repairer	15.58
23740	Painter, Aircraft	15.23
23760	Painter, Maintenance	15.23
23790	Pipefitter, Maintenance	17.68
23800	Plumber, Maintenance	16.98
23820	Pneudraulic Systems Mechanic	16.49
23850	Rigger	15.86
23870	Scale Mechanic	14.66
23890	Sheet-Metal Worker, Maintenance	17.45
23910	Small Engine Mechanic	14.43
23930	Telecommunication Mechanic I	15.86
23931	Telecommunication Mechanic II	16.49
23950	Telephone Lineman	16.49
23960	Welder, Combination, Maintenance	15.86
23965	Well Driller	15.86
23970	Woodcraft Worker	15.86
23980	Woodworker	12.84

24000	**Personal Needs Occupations**	
24570	Child Care Attendant	8.85
24580	Child Care Center Clerk	11.05
24600	Chore Aid	6.59
24630	Homemaker	12.24
25000	**Plant and System Operation Occupations**	
25010	Boiler Tender	18.77
25040	Sewage Plant Operator	16.05
25070	Stationary Engineer	18.77
25190	Ventilation Equipment Tender	11.92
25210	Water Treatment Plant Operator	15.96
27000	**Protective Service Occupations**	
	Police Officer	21.39
27004	Alarm Monitor	12.42
27006	Corrections Officer	19.80
27010	Court Security Officer	19.14
27040	Detention Officer	18.00
27070	Firefighter	18.02
27101	Guard I	7.76
27102	Guard II	12.42
28000	**Stevedoring/Longshoremen Occupations**	
28010	Blocker and Bracer	15.62
28020	Hatch Tender	15.62
28030	Line Handler	15.62
28040	Stevedore I	14.72
28050	Stevedore II	17.18
29000	**Technical Occupations**	
21150	Graphic Artist	19.33
29010	Air Traffic Control Specialist, Center (2)	28.21
29011	Air Traffic Control Specialist, Station (2)	19.46
29012	Air Traffic Control Specialist, Terminal (2)	21.43
29023	Archeological Technician I	15.26
29024	Archeological Technician II	17.06
29025	Archeological Technician III	21.14
29030	Cartographic Technician	20.36
29035	Computer Based Training (CBT) Specialist/ Instructor	22.23
29040	Civil Engineering Technician	17.70
29061	Drafter I	11.13
29062	Drafter II	14.87
29063	Drafter III	17.37
29064	Drafter IV	21.14
29081	Engineering Technician I	11.28
29082	Engineering Technician II	13.77

29083	Engineering Technician III	16.62
29084	Engineering Technician IV	21.15
29085	Engineering Technician V	23.28
29086	Engineering Technician VI	26.68
29090	Environmental Technician	18.58
29100	Flight Simulator/Instructor (Pilot)	24.12
29160	Instructor	17.16
29210	Laboratory Technician	15.47
29240	Mathematical Technician	20.26
29361	Paralegal/Legal Assistant I	13.48
29362	Paralegal/Legal Assistant II	16.04
29363	Paralegal/Legal Assistant III	17.81
29364	Paralegal/Legal Assistant IV	24.35
29390	Photooptics Technician	20.26
29480	Technical Writer	22.80
29491	Unexploded Ordnance (UXO) Technician I	17.93
29492	Unexploded Ordnance (UXO) Technician II	21.70
29493	Unexploded Ordnance (UXO) Technician III	26.01
29494	Unexploded (UXO) Safety Escort	17.93
29495	Unexploded (UXO) Sweep Personnel	17.93
29620	Weather Observer, Senior (3)	18.66
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	16.80
29622	Weather Observer, Upper Air (3)	16.80
31000	**Transportation/ Mobile Equipment Operation Occupations**	
31030	Bus Driver	13.50
31260	Parking and Lot Attendant	7.64
31290	Shuttle Bus Driver	9.67
31300	Taxi Driver	8.60
31361	Truckdriver, Light Truck	9.67
31362	Truckdriver, Medium Truck	17.08
31363	Truckdriver, Heavy Truck	16.35
31364	Truckdriver, Tractor-Trailer	16.35
99000	**Miscellaneous Occupations**	
99020	Animal Caretaker	8.58
99030	Cashier	7.36
99041	Carnival Equipment Operator	9.22
99042	Carnival Equipment Repairer	9.87
99043	Carnival Worker	7.26
99050	Desk Clerk	8.85
99095	Embalmer	17.40
99300	Lifeguard	9.42
99310	Mortician	17.40
99350	Park Attendant (Aide)	11.84
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.69
99500	Recreation Specialist	12.24

99510	Recycling Worker	10.54
99610	Sales Clerk	9.54
99620	School Crossing Guard (Crosswalk Attendant)	8.33
99630	Sport Official	8.69
99658	Survey Party Chief (Chief of Party)	15.13
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.75
99660	Surveying Aide	10.77
99690	Swimming Pool Operator	11.09
99720	Vending Machine Attendant	9.16
99730	Vending Machine Repairer	11.09
99740	Vending Machine Repairer Helper	9.16

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $2.15 an hour or $86.00 a week or $372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

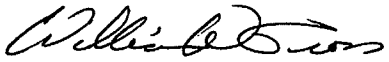
5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Withdrawn

Wage Determination No.: 1994-2103
Revision No.: 27
Date of Last Revision: 08/22/2002

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide
Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince George's, St Mary's
Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, King George, Loudoun, Prince William, Stafford

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	**Administrative Support and Clerical Occupations**	
01011	Accounting Clerk I	10.16
01012	Accounting Clerk II	11.88
01013	Accounting Clerk III	14.04
01014	Accounting Clerk IV	16.37
01030	Court Reporter	14.94
01050	Dispatcher, Motor Vehicle	14.63
01060	Document Preparation Clerk	11.29
01070	Messenger (Courier)	9.30
01090	Duplicating Machine Operator	11.29
01110	Film/Tape Librarian	14.65
01115	General Clerk I	11.68
01116	General Clerk II	13.72
01117	General Clerk III	15.32
01118	General Clerk IV	18.74
01120	Housing Referral Assistant	17.82
01131	Key Entry Operator I	10.40
01132	Key Entry Operator II	11.62
01191	Order Clerk I	14.74
01192	Order Clerk II	16.29
01261	Personnel Assistant (Employment) I	13.05
01262	Personnel Assistant (Employment) II	14.24
01263	Personnel Assistant (Employment) III	16.42
01264	Personnel Assistant (Employment) IV	19.60
01270	Production Control Clerk	17.28
01290	Rental Clerk	15.42
01300	Scheduler, Maintenance	14.06
01311	Secretary I	14.71
01312	Secretary II	15.35
01313	Secretary III	18.49
01314	Secretary IV	19.57

01315	Secretary V	22.79
01320	Service Order Dispatcher	14.04
01341	Stenographer I	14.68
01342	Stenographer II	16.47
01400	Supply Technician	19.57
01420	Survey Worker (Interviewer)	14.94
01460	Switchboard Operator-Receptionist	10.96
01510	Test Examiner	15.35
01520	Test Proctor	15.35
01531	Travel Clerk I	11.63
01532	Travel Clerk II	12.49
01533	Travel Clerk III	13.41
01611	Word Processor I	11.80
01612	Word Processor II	14.22
01613	Word Processor III	16.65
03000	**Automatic Data Processing Occupations**	
03010	Computer Data Librarian	11.69
03041	Computer Operator I	13.30
03042	Computer Operator II	15.67
03043	Computer Operator III	18.60
03044	Computer Operator IV	18.94
03045	Computer Operator V	22.94
03071	Computer Programmer I (1)	19.64
03072	Computer Programmer II (1)	23.05
03073	Computer Programmer III (1)	26.99
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	26.99
03102	Computer Systems Analyst II (1)	27.62
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	14.06
05000	**Automotive Service Occupations**	
05005	Automotive Body Repairer, Fiberglass	21.38
05010	Automotive Glass Installer	17.03
05040	Automotive Worker	17.03
05070	Electrician, Automotive	18.05
05100	Mobile Equipment Servicer	14.94
05130	Motor Equipment Metal Mechanic	19.03
05160	Motor Equipment Metal Worker	17.03
05190	Motor Vehicle Mechanic	19.11
05220	Motor Vehicle Mechanic Helper	16.01
05250	Motor Vehicle Upholstery Worker	17.03
05280	Motor Vehicle Wrecker	17.03
05310	Painter, Automotive	18.05
05340	Radiator Repair Specialist	17.03
05370	Tire Repairer	14.43
05400	Transmission Repair Specialist	19.03

07000	**Food Preparation and Service Occupations**	
	Food Service Worker	9.01
07010	Baker	11.87
07041	Cook I	10.41
07042	Cook II	11.87
07070	Dishwasher	8.76
07130	Meat Cutter	16.07
07250	Waiter/Waitress	8.17
09000	**Furniture Maintenance and Repair Occupations**	
09010	Electrostatic Spray Painter	18.05
09040	Furniture Handler	12.55
09070	Furniture Refinisher	18.05
09100	Furniture Refinisher Helper	13.85
09110	Furniture Repairer, Minor	16.01
09130	Upholsterer	18.05
11030	**General Services and Support Occupations**	
11030	Cleaner, Vehicles	9.67
11060	Elevator Operator	9.79
11090	Gardener	12.98
11121	House Keeping Aid I	9.02
11122	House Keeping Aid II	9.28
11150	Janitor	9.64
11210	Laborer, Grounds Maintenance	10.75
11240	Maid or Houseman	9.28
11270	Pest Controller	11.85
11300	Refuse Collector	10.88
11330	Tractor Operator	12.73
11360	Window Cleaner	10.51
12000	**Health Occupations**	
12020	Dental Assistant	14.36
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.95
12071	Licensed Practical Nurse I	14.43
12072	Licensed Practical Nurse II	16.20
12073	Licensed Practical Nurse III	18.13
12100	Medical Assistant	11.76
12130	Medical Laboratory Technician	13.93
12160	Medical Record Clerk	13.57
12190	Medical Record Technician	14.21
12221	Nursing Assistant I	8.46
12222	Nursing Assistant II	9.52
12223	Nursing Assistant III	11.94
12224	Nursing Assistant IV	13.40
12250	Pharmacy Technician	11.84
12280	Phlebotomist	11.21

12311	Registered Nurse I	22.54
12312	Registered Nurse II	25.08
12313	Registered Nurse II, Specialist	25.08
12314	Registered Nurse III	32.38
12315	Registered Nurse III, Anesthetist	32.38
12316	Registered Nurse IV	38.81
13000	**Information and Arts Occupations**	
13002	Audiovisual Librarian	18.95
13011	Exhibits Specialist I	16.79
13012	Exhibits Specialist II	20.99
13013	Exhibits Specialist III	25.84
13041	Illustrator I	17.03
13042	Illustrator II	21.29
13043	Illustrator III	26.20
13047	Librarian	22.33
13050	Library Technician	15.03
13071	Photographer I	13.93
13072	Photographer II	15.64
13073	Photographer III	19.56
13074	Photographer IV	24.08
13075	Photographer V	26.50
15000	**Laundry, Dry Cleaning, Pressing and Related Occupations**	
15010	Assembler	8.71
15030	Counter Attendant	8.71
15040	Dry Cleaner	9.83
15070	Finisher, Flatwork, Machine	8.71
15090	Presser, Hand	8.71
15100	Presser, Machine, Drycleaning	8.71
15130	Presser, Machine, Shirts	8.71
15160	Presser, Machine, Wearing Apparel, Laundry	8.71
15190	Sewing Machine Operator	10.63
15220	Tailor	12.43
15250	Washer, Machine	9.31
19000	**Machine Tool Operation and Repair Occupations**	
19010	Machine-Tool Operator (Toolroom)	18.05
19040	Tool and Die Maker	21.95
21000	**Material Handling and Packing Occupations**	
21010	Fuel Distribution System Operator	19.38
21020	Material Coordinator	16.97
21030	Material Expediter	16.97
21040	Material Handling Laborer	11.50
21050	Order Filler	13.21
21071	Forklift Operator	14.58
21080	Production Line Worker (Food Processing)	11.64
21100	Shipping/Receiving Clerk	13.09

21130	Shipping Packer	12.21
21140	Store Worker I	8.89
21150	Stock Clerk (Shelf Stocker; Store Worker II)	12.69
21210	Tools and Parts Attendant	16.99
21400	Warehouse Specialist	15.01
23000	**Mechanics and Maintenance and Repair Occupations**	
23010	Aircraft Mechanic	21.95
23040	Aircraft Mechanic Helper	14.51
23050	Aircraft Quality Control Inspector	23.11
23060	Aircraft Servicer	16.78
23070	Aircraft Worker	17.84
23100	Appliance Mechanic	18.05
23120	Bicycle Repairer	14.43
23125	Cable Splicer	20.93
23130	Carpenter, Maintenance	18.05
23140	Carpet Layer	17.61
23160	Electrician, Maintenance	22.59
23181	Electronics Technician, Maintenance I	16.08
23182	Electronics Technician, Maintenance II	20.88
23183	Electronics Technician, Maintenance III	22.73
23260	Fabric Worker	15.76
23290	Fire Alarm System Mechanic	19.03
23310	Fire Extinguisher Repairer	14.94
23340	Fuel Distribution System Mechanic	20.93
23370	General Maintenance Worker	16.46
23400	Heating, Refrigeration and Air Conditioning Mechanic	19.03
23430	Heavy Equipment Mechanic	19.03
23440	Heavy Equipment Operator	19.31
23460	Instrument Mechanic	19.03
23470	Laborer	10.70
23500	Locksmith	18.05
23530	Machinery Maintenance Mechanic	20.51
23550	Machinist, Maintenance	21.52
23580	Maintenance Trades Helper	13.85
23640	Millwright	19.24
23700	Office Appliance Repairer	18.05
23740	Painter, Aircraft	20.76
23760	Painter, Maintenance	18.05
23790	Pipefitter, Maintenance	19.04
23800	Plumber, Maintenance	18.05
23820	Pneudraulic Systems Mechanic	19.03
23850	Rigger	19.03
23870	Scale Mechanic	17.03
23890	Sheet-Metal Worker, Maintenance	19.03
23910	Small Engine Mechanic	20.05
23930	Telecommunication Mechanic I	19.41
23931	Telecommunication Mechanic II	20.45
23950	Telephone Lineman	20.93

23960	Welder, Combination, Maintenance	19.03
23965	Well Driller	19.03
23970	Woodcraft Worker	19.03
23980	Woodworker	15.32
24000	**Personal Needs Occupations**	
24570	Child Care Attendant	11.37
24580	Child Care Center Clerk	15.86
24600	Chore Aid	8.05
24630	Homemaker	16.45
25000	**Plant and System Operation Occupations**	
25010	Boiler Tender	20.85
25040	Sewage Plant Operator	19.15
25070	Stationary Engineer	20.85
25190	Ventilation Equipment Tender	13.85
25210	Water Treatment Plant Operator	19.72
27000	**Protective Service Occupations**	
	Police Officer	20.54
27004	Alarm Monitor	15.04
27006	Corrections Officer	17.69
27010	Court Security Officer	18.84
27040	Detention Officer	18.29
27070	Firefighter	19.72
27101	Guard I	9.51
27102	Guard II	12.53
28000	**Stevedoring/Longshoremen Occupations**	
28010	Blocker and Bracer	16.46
28020	Hatch Tender	14.31
28030	Line Handler	14.31
28040	Stevedore I	15.47
28050	Stevedore II	17.45
29000	**Technical Occupations**	
21150	Graphic Artist	20.36
29010	Air Traffic Control Specialist, Center (2)	28.96
29011	Air Traffic Control Specialist, Station (2)	19.97
29012	Air Traffic Control Specialist, Terminal (2)	21.99
29023	Archeological Technician I	14.57
29024	Archeological Technician II	16.29
29025	Archeological Technician III	20.20
29030	Cartographic Technician	22.73
29035	Computer Based Training (CBT) Specialist/ Instructor	23.94
29040	Civil Engineering Technician	19.56
29061	Drafter I	12.22
29062	Drafter II	15.30

29063	Drafter III	17.18
29064	Drafter IV	21.49
29081	Engineering Technician I	15.50
29082	Engineering Technician II	17.99
29083	Engineering Technician III	21.63
29084	Engineering Technician IV	24.82
29085	Engineering Technician V	30.35
29086	Engineering Technician VI	36.72
29090	Environmental Technician	19.29
29100	Flight Simulator/Instructor (Pilot)	27.76
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99095	Embalmer	19.04
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99310	Mortician	21.63

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99500	Recreation Specialist	15.94
99510	Recycling Worker	14.06
99610	Sales Clerk	10.04
99620	School Crossing Guard (Crosswalk Attendant)	10.34
99630	Sport Official	11.24
99658	Survey Party Chief (Chief of Party)	14.92
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.18
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2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder

and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

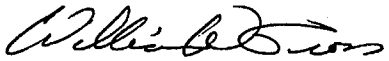
5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Withdrawn

Wage Determination No.: 1994-2563
Revision No.: 21
Date of Last Revision: 08/21/2002

State: Washington

Area: Washington Counties of King, Snohomish, Whatcom

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	**Administrative Support and Clerical Occupations**	
01011	Accounting Clerk I	10.81
01012	Accounting Clerk II	12.13
01013	Accounting Clerk III	14.11
01014	Accounting Clerk IV	16.28
01030	Court Reporter	14.40
01050	Dispatcher, Motor Vehicle	14.40
01060	Document Preparation Clerk	12.37
01070	Messenger (Courier)	9.84
01090	Duplicating Machine Operator	12.37
01110	Film/Tape Librarian	13.09
01115	General Clerk I	8.76
01116	General Clerk II	9.71
01117	General Clerk III	13.68
01118	General Clerk IV	15.04
01120	Housing Referral Assistant	16.86
01131	Key Entry Operator I	10.40
01132	Key Entry Operator II	12.69
01191	Order Clerk I	11.11
01192	Order Clerk II	14.69
01261	Personnel Assistant (Employment) I	11.55
01262	Personnel Assistant (Employment) II	12.96
01263	Personnel Assistant (Employment) III	14.42
01264	Personnel Assistant (Employment) IV	16.80
01270	Production Control Clerk	17.59
01290	Rental Clerk	12.12
01300	Scheduler, Maintenance	13.94
01311	Secretary I	14.71
01312	Secretary II	13.84
01313	Secretary III	15.39
01314	Secretary IV	19.75
01315	Secretary V	24.91
01320	Service Order Dispatcher	13.05

01341	Stenographer I	12.96
01342	Stenographer II	14.79
01400	Supply Technician	19.90
01420	Survey Worker (Interviewer)	14.16
01460	Switchboard Operator-Receptionist	10.94
01510	Test Examiner	14.40
01520	Test Proctor	14.40
01531	Travel Clerk I	11.10
01532	Travel Clerk II	11.95
01533	Travel Clerk III	12.62
01611	Word Processor I	12.37
01612	Word Processor II	14.79
01613	Word Processor III	18.65
03000	**Automatic Data Processing Occupations**	
03010	Computer Data Librarian	12.65
03041	Computer Operator I	13.61
03042	Computer Operator II	14.63
03043	Computer Operator III	17.60
03044	Computer Operator IV	19.89
03045	Computer Operator V	22.02
03071	Computer Programmer I (1)	14.08
03072	Computer Programmer II (1)	18.02
03073	Computer Programmer III (1)	24.05
03074	Computer Programmer IV (1)	25.04
03101	Computer Systems Analyst I (1)	23.36
03102	Computer Systems Analyst II (1)	26.42
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	14.70
05000	**Automotive Service Occupations**	
05005	Automotive Body Repairer, Fiberglass	21.30
05010	Automotive Glass Installer	19.94
05040	Automotive Worker	19.94
05070	Electrician, Automotive	20.60
05100	Mobile Equipment Servicer	18.61
05130	Motor Equipment Metal Mechanic	21.30
05160	Motor Equipment Metal Worker	19.94
05190	Motor Vehicle Mechanic	21.24
05220	Motor Vehicle Mechanic Helper	17.93
05250	Motor Vehicle Upholstery Worker	19.28
05280	Motor Vehicle Wrecker	19.94
05310	Painter, Automotive	20.60
05340	Radiator Repair Specialist	19.94
05370	Tire Repairer	16.61
05400	Transmission Repair Specialist	21.30
07000	**Food Preparation and Service Occupations**	
	Food Service Worker	9.38

07010	Baker	12.65
07041	Cook I	11.03
07042	Cook II	11.82
07070	Dishwasher	9.55
07130	Meat Cutter	14.95
07250	Waiter/Waitress	11.91
09000	**Furniture Maintenance and Repair Occupations**	
09010	Electrostatic Spray Painter	21.06
09040	Furniture Handler	16.94
09070	Furniture Refinisher	21.06
09100	Furniture Refinisher Helper	18.25
09110	Furniture Repairer, Minor	19.54
09130	Upholsterer	21.06
11030	**General Services and Support Occupations**	
11030	Cleaner, Vehicles	10.33
11060	Elevator Operator	10.38
11090	Gardener	12.10
11121	House Keeping Aid I	8.97
11122	House Keeping Aid II	10.12
11150	Janitor	10.38
11210	Laborer, Grounds Maintenance	11.83
11240	Maid or Houseman	8.97
11270	Pest Controller	13.39
11300	Refuse Collector	10.79
11330	Tractor Operator	12.23
11360	Window Cleaner	10.89
12000	**Health Occupations**	
12020	Dental Assistant	13.44
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.23
12071	Licensed Practical Nurse I	13.30
12072	Licensed Practical Nurse II	14.93
12073	Licensed Practical Nurse III	16.71
12100	Medical Assistant	11.94
12130	Medical Laboratory Technician	13.13
12160	Medical Record Clerk	12.97
12190	Medical Record Technician	14.57
12221	Nursing Assistant I	7.54
12222	Nursing Assistant II	9.28
12223	Nursing Assistant III	10.62
12224	Nursing Assistant IV	12.55
12250	Pharmacy Technician	13.43
12280	Phlebotomist	10.89
12311	Registered Nurse I	20.30
12312	Registered Nurse II	24.76
12313	Registered Nurse II, Specialist	24.76

12314	Registered Nurse III	29.43
12315	Registered Nurse III, Anesthetist	29.43
12316	Registered Nurse IV	32.95
13000	**Information and Arts Occupations**	
13002	Audiovisual Librarian	15.88
13011	Exhibits Specialist I	17.94
13012	Exhibits Specialist II	20.46
13013	Exhibits Specialist III	25.16
13041	Illustrator I	17.52
13042	Illustrator II	19.98
13043	Illustrator III	24.58
13047	Librarian	24.06
13050	Library Technician	14.86
13071	Photographer I	14.55
13072	Photographer II	18.36
13073	Photographer III	20.53
13074	Photographer IV	25.25
13075	Photographer V	31.04
15000	**Laundry, Dry Cleaning, Pressing and Related Occupations**	
15010	Assembler	8.15
15030	Counter Attendant	8.15
15040	Dry Cleaner	10.35
15070	Finisher, Flatwork, Machine	8.15
15090	Presser, Hand	8.15
15100	Presser, Machine, Drycleaning	8.15
15130	Presser, Machine, Shirts	8.15
15160	Presser, Machine, Wearing Apparel, Laundry	8.15
15190	Sewing Machine Operator	11.09
15220	Tailor	11.83
15250	Washer, Machine	8.88
19000	**Machine Tool Operation and Repair Occupations**	
19010	Machine-Tool Operator (Toolroom)	21.09
19040	Tool and Die Maker	23.67
21000	**Material Handling and Packing Occupations**	
21010	Fuel Distribution System Operator	18.70
21020	Material Coordinator	18.01
21030	Material Expediter	18.01
21040	Material Handling Laborer	15.16
21050	Order Filler	11.48
21071	Forklift Operator	17.65
21080	Production Line Worker (Food Processing)	15.63
21100	Shipping/Receiving Clerk	14.33
21130	Shipping Packer	14.33
21140	Store Worker I	12.36
21150	Stock Clerk (Shelf Stocker; Store Worker II)	15.07

21210	Tools and Parts Attendant	18.57
21400	Warehouse Specialist	16.71
23000	**Mechanics and Maintenance and Repair Occupations**	
23010	Aircraft Mechanic	21.71
23040	Aircraft Mechanic Helper	18.25
23050	Aircraft Quality Control Inspector	27.53
23060	Aircraft Servicer	19.54
23070	Aircraft Worker	20.41
23100	Appliance Mechanic	21.06
23120	Bicycle Repairer	18.25
23125	Cable Splicer	25.98
23130	Carpenter, Maintenance	21.66
23140	Carpet Layer	24.05
23160	Electrician, Maintenance	25.80
23181	Electronics Technician, Maintenance I	21.05
23182	Electronics Technician, Maintenance II	22.59
23183	Electronics Technician, Maintenance III	27.85
23260	Fabric Worker	19.54
23290	Fire Alarm System Mechanic	21.71
23310	Fire Extinguisher Repairer	18.89
23340	Fuel Distribution System Mechanic	21.71
23370	General Maintenance Worker	17.86
23400	Heating, Refrigeration and Air Conditioning Mechanic	22.88
23430	Heavy Equipment Mechanic	21.71
23440	Heavy Equipment Operator	23.43
23460	Instrument Mechanic	21.71
23470	Laborer	11.17
23500	Locksmith	20.96
23530	Machinery Maintenance Mechanic	21.75
23550	Machinist, Maintenance	20.97
23580	Maintenance Trades Helper	17.93
23640	Millwright	24.28
23700	Office Appliance Repairer	21.06
23740	Painter, Aircraft	21.06
23760	Painter, Maintenance	21.06
23790	Pipefitter, Maintenance	25.13
23800	Plumber, Maintenance	23.38
23820	Pneudraulic Systems Mechanic	21.71
23850	Rigger	21.71
23870	Scale Mechanic	20.41
23890	Sheet-Metal Worker, Maintenance	21.71
23910	Small Engine Mechanic	18.55
23930	Telecommunication Mechanic I	21.71
23931	Telecommunication Mechanic II	22.37
23950	Telephone Lineman	21.71
23960	Welder, Combination, Maintenance	21.71
23965	Well Driller	21.71
23970	Woodcraft Worker	21.71

23980	Woodworker	18.89
24000	**Personal Needs Occupations**	
24570	Child Care Attendant	8.83
24580	Child Care Center Clerk	11.01
24600	Chore Aid	9.06
24630	Homemaker	15.35
25000	**Plant and System Operation Occupations**	
25010	Boiler Tender	23.01
25040	Sewage Plant Operator	22.35
25070	Stationary Engineer	23.01
25190	Ventilation Equipment Tender	18.25
25210	Water Treatment Plant Operator	23.20
27000	**Protective Service Occupations**	
	Police Officer	23.48
27004	Alarm Monitor	15.95
27006	Corrections Officer	18.69
27010	Court Security Officer	23.51
27040	Detention Officer	23.51
27070	Firefighter	23.53
27101	Guard I	8.56
27102	Guard II	15.40
28000	**Stevedoring/Longshoremen Occupations**	
28010	Blocker and Bracer	17.39
28020	Hatch Tender	17.39
28030	Line Handler	17.39
28040	Stevedore I	15.28
28050	Stevedore II	16.33
29000	**Technical Occupations**	
21150	Graphic Artist	23.71
29010	Air Traffic Control Specialist, Center (2)	29.03
29011	Air Traffic Control Specialist, Station (2)	20.02
29012	Air Traffic Control Specialist, Terminal (2)	22.05
29023	Archeological Technician I	15.83
29024	Archeological Technician II	17.71
29025	Archeological Technician III	21.93
29030	Cartographic Technician	21.52
29035	Computer Based Training (CBT) Specialist/ Instructor	23.42
29040	Civil Engineering Technician	22.12
29061	Drafter I	13.24
29062	Drafter II	15.55
29063	Drafter III	20.19
29064	Drafter IV	21.93
29081	Engineering Technician I	14.80

29082	Engineering Technician II	16.61
29083	Engineering Technician III	19.95
29084	Engineering Technician IV	24.62
29085	Engineering Technician V	29.65
29086	Engineering Technician VI	35.87
29090	Environmental Technician	19.26
29100	Flight Simulator/Instructor (Pilot)	26.42
29160	Instructor	19.36
29210	Laboratory Technician	16.13
29240	Mathematical Technician	20.53
29361	Paralegal/Legal Assistant I	14.31
29362	Paralegal/Legal Assistant II	17.66
29363	Paralegal/Legal Assistant III	19.49
29364	Paralegal/Legal Assistant IV	26.11
29390	Photooptics Technician	20.53
29480	Technical Writer	22.52
29491	Unexploded Ordnance (UXO) Technician I	18.45
29492	Unexploded Ordnance (UXO) Technician II	22.32
29493	Unexploded Ordnance (UXO) Technician III	26.76
29494	Unexploded (UXO) Safety Escort	18.45
29495	Unexploded (UXO) Sweep Personnel	18.45
29620	Weather Observer, Senior (3)	20.48
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	18.32
29622	Weather Observer, Upper Air (3)	18.32
31000	**Transportation/ Mobile Equipment Operation Occupations**	
31030	Bus Driver	16.95
31260	Parking and Lot Attendant	9.33
31290	Shuttle Bus Driver	11.29
31300	Taxi Driver	8.98
31361	Truckdriver, Light Truck	10.26
31362	Truckdriver, Medium Truck	17.28
31363	Truckdriver, Heavy Truck	17.54
31364	Truckdriver, Tractor-Trailer	17.54
99000	**Miscellaneous Occupations**	
99020	Animal Caretaker	10.90
99030	Cashier	10.49
99041	Carnival Equipment Operator	10.66
99042	Carnival Equipment Repairer	11.07
99043	Carnival Worker	9.38
99050	Desk Clerk	10.81
99095	Embalmer	20.16
99300	Lifeguard	9.70
99310	Mortician	19.34
99350	Park Attendant (Aide)	12.18
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.92

99500	Recreation Specialist	14.96
99510	Recycling Worker	12.29
99610	Sales Clerk	12.14
99620	School Crossing Guard (Crosswalk Attendant)	10.16
99630	Sport Official	10.04
99658	Survey Party Chief (Chief of Party)	21.28
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	16.80
99660	Surveying Aide	12.26
99690	Swimming Pool Operator	14.18
99720	Vending Machine Attendant	13.52
99730	Vending Machine Repairer	13.64
99740	Vending Machine Repairer Helper	13.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $2.15 an hour or $86.00 a week or $372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

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If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

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1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.