

**ATTACHMENT J-3**

**WAGE DETERMINATIONS**

Wage Determinations from the Department of Labor  
are attached

**NOTICE TO PROSPECTIVE OFFERORS:**

The various Wage Determinations included in ATTACHMENT J-3 include individual labor classifications that may not apply to the effort specified in ATTACHMENT J-1, Performance Work Statement. Therefore, the contractor shall submit invoices for those classifications actually utilized in the performance of this contract effort and for the locations in which the effort is to occur.

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**SPECIAL NOTICE**

**Additional SERVICE CONTRACT ACT WAGE DETERMINATION REQUIREMENTS:**

The following job classifications were conformed by a predecessor contractor and approved by the U. S. Department of Labor (DOL) on January 5, 1993. These additional approved classifications and wage rates, as well as those contained in the Service Contract Act (SCA) wage determination 1994-2008, shall be applicable to the follow-on requirement.

In Addition, the minimum hourly wage rates listed below shall be "indexed" each time a new SCA contract wage determination is incorporated into the resulting contract and options in accordance with Title 29 Code of Federal Regulations Part 4.6(b)(2)(iv)(B). These indexed rates shall be submitted to the contracting officer and the Contractor Industrial Labor Relations Manager for review and approval. In this regards the successor must furnish full rational for the adjusted rates in accordance with DOL requirements.

The mandatory minimum wage rates for these classifications are listed below. The mandatory fringe benefits requirements shall be identical to those contained in wage determination No. 1994-2008 (Revision 18), dated 05-29-03.

**CONFORMED CLASSIFICATIONS**

<u>DOL Approved Classifications</u>	<u>Minimum Hourly Rate</u>
* Photographic Laboratory Technician I	\$ 14.87
* Photographic Laboratory Technician II	\$ 18.56
* Photographic Laboratory Technician Lead	\$ 20.42

\* Job Description Attached

### **Photographic Laboratory Technician I:**

Operates the processing and printing equipment for both motion picture and still photography production. Could be called upon to add pre-mixed chemicals to tank. Loads and processes film and paper products. Prints color and black and white prints, viewgraphs and slides using sensitometric and densitometric techniques. May use a film color corrector for transferring motion picture film to videotape in a variety of formats, enhancing the picture quality through the use of gain and pedestal adjustments, primary and secondary color adjustments, and gain reduction. Has an understanding of copy room techniques and procedures creating images using different sensitometric materials to produce high quality negatives and transparencies from customer originals. May be called upon to assist higher-level personnel with the process. Interprets work requirements to meet customer needs. Assists in general operation and maintenance of all photographic equipment. Uses computer to request caption labels and log work requests. With little or no assistance may operate computer and peripherals for digital imaging. Film scanning, film recording, and inkjet printing.

### **Photographic Laboratory Technician II:**

Operates the processing and printing equipment for both motion picture and still photographic production. May produce black and white, color still, and motion picture, with no assistance use sensitometric and densitometric techniques to color and density correct negatives. Reads and plots film and paper sensitometric control strips for still and motion picture processing. Has the knowledge to interpret and maintain proper processing control. Assists lower level personnel with this process. Responsible for adding pre-mixed chemicals to tank and mixing chemicals by using a formula for motion picture development. Possesses the ability to work in a copy room selecting the appropriate sensitized material and determines the appropriate scale to use to meet customer needs. Oversees the general operation and maintenance of all photographic equipment. Interprets work request to meet customer needs. Cuts and captions prints using a computer to request caption labels and mounts viewgraphs and slices. With no assistance operates computer and peripherals for digital imaging, film scanning, film recording, and inkjet printer. Responsible for hazardous waste control and hazardous chemical inventory.

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### **Photographic Laboratory Technician Lead:**

In addition to the duties described in Photographic Technician II above, the Photographic Technician III:

Receives and interprets work orders and assigns to personnel for completion. Tracks work orders; keeps maintenance logs, and produces reports as required.

Checks quality of work produced, equipment conditions, and supply levels to maintain a smooth operation.

Maintains sensitometric and chemical control of all still and motion picture processing machines.

Prepares logs on work orders.

Assists lower level personnel in completion of assigned task.

**NOTICE:**

Be advised that the Collective Bargaining Agreement involving the **Communications Workers of America, Local 3905**, Huntsville, AL, now has a new addendum, dated July 10, 2003, that will impact the basic wages of the represented employees.

Questions and/or inquiries should be addressed to Ms. Mary P. Layton, CWA Local 3905 President, at (256) 539-6081. Communications Workers of America Local 3905, P.O. Box 3858, Huntsville, AL 35804.

**J-3-4**

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
 | WASHINGTON D.C. 20210

**ORIGINAL SIGNED BY:** | Wage Determination No.: 1994-2008  
 William W. Gross | Division of | Revision No.: 18  
 Director | Wage Determinations | Date Of Last Revision: 05/29/2003

States: **Alabama**, Tennessee

**Area: Alabama Counties of** Colbert, Franklin, Jackson, Lauderdale,  
 Lawrence, Limestone, **Madison**, Marion, Marshall, Morgan, Winston  
 Tennessee Counties of Giles, Lawrence, Lincoln, Moore, Wayne

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION TITLE MINIMUM WAGE RATE  
**Administrative Support and Clerical Occupations**

Accounting Clerk I	9.64
Accounting Clerk II	11.61
Accounting Clerk III	13.41
Accounting Clerk IV	16.77
Court Reporter	14.94
Dispatcher, Motor Vehicle	15.10
Document Preparation Clerk	12.18
Duplicating Machine Operator	12.18
Film/Tape Librarian	10.72
General Clerk I	8.65
General Clerk II	9.73
General Clerk III	10.42
General Clerk IV	12.48
Housing Referral Assistant	16.83
Key Entry Operator I	9.37
Key Entry Operator II	11.16
Messenger (Courier)	7.40
Order Clerk I	10.22
Order Clerk II	13.88
Personnel Assistant (Employment) I	10.09
Personnel Assistant (Employment) II	13.30
Personnel Assistant (Employment) III	14.86
Personnel Assistant (Employment) IV	15.10
Production Control Clerk	16.25
Rental Clerk	10.72
Scheduler, Maintenance	12.66
Secretary I	12.66
Secretary II	14.84
Secretary III	16.83
Secretary IV	19.75
Secretary V	21.92

Service Order Dispatcher	12.80
Stenographer I	13.44
Stenographer II	15.24

Supply Technician	19.75
Survey Worker (Interviewer)	13.58
Switchboard Operator-Receptionist	9.43
Test Examiner	14.84
Test Proctor	14.84
Travel Clerk I	8.61
Travel Clerk II	9.12
Travel Clerk III	9.73
Word Processor I	11.10
Word Processor II	12.46
Word Processor III	13.93

**Automatic Data Processing Occupations**

Computer Data Librarian	10.79
Computer Operator I	12.24
Computer Operator II	14.91
Computer Operator III	17.75
Computer Operator IV	19.70
Computer Operator V	21.81
Computer Programmer I (1)	17.53
Computer Programmer II (1)	21.01
Computer Programmer III (1)	25.07
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	27.10
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	12.24

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	17.50
Automotive Glass Installer	15.94
Automotive Worker	15.94
Electrician, Automotive	16.73
Mobile Equipment Servicer	14.45
Motor Equipment Metal Mechanic	17.50
Motor Equipment Metal Worker	15.94
Motor Vehicle Mechanic	15.98
Motor Vehicle Mechanic Helper	12.52
Motor Vehicle Upholstery Worker	15.22
Motor Vehicle Wrecker	15.94
Painter, Automotive	15.28
Radiator Repair Specialist	15.94
Tire Repairer	12.75
Transmission Repair Specialist	17.50

**Food Preparation and Service Occupations**

Baker	9.96
Cook I	7.87

Cook II	8.85
Dishwasher	7.18
Food Service Worker	6.95

Meat Cutter	10.62
Waiter/Waitress	6.82

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	17.56
Furniture Handler	13.94
Furniture Refinisher	17.56
Furniture Refinisher Helper	14.41
Furniture Repairer, Minor	15.98
Upholsterer	17.56

**General Services and Support Occupations**

Cleaner, Vehicles	7.99
Elevator Operator	8.06
Gardener	11.24
House Keeping Aid I	7.13
House Keeping Aid II	8.62
Janitor	8.06
Laborer, Grounds Maintenance	9.28
Maid or Houseman	6.63
Pest Controller	10.00
Refuse Collector	8.44
Tractor Operator	11.21
Window Cleaner	8.24

**Health Occupations**

Dental Assistant	12.08
Emergency Medical Technician (EMT)/Paramedic/ Ambulance Driver	13.07
Licensed Practical Nurse I	11.37
Licensed Practical Nurse II	12.77
Licensed Practical Nurse III	14.30
Medical Assistant	9.81
Medical Laboratory Technician	13.21
Medical Record Clerk	11.28
Medical Record Technician	13.60
Nursing Assistant I	8.09
Nursing Assistant II	9.09
Nursing Assistant III	9.92
Nursing Assistant IV	11.13
Pharmacy Technician	12.24
Phlebotomist	11.89
Registered Nurse I	16.39
Registered Nurse II	20.05
Registered Nurse II, Specialist	20.05
Registered Nurse III	24.26
Registered Nurse III, Anesthetist	24.26
Registered Nurse IV	29.07

**Information and Arts Occupations**

Audiovisual Librarian	21.15
Exhibits Specialist I	17.77
Exhibits Specialist II	21.76
Exhibits Specialist III	26.45
Illustrator I	17.77
Illustrator II	21.76
Illustrator III	26.45
Librarian	19.46
Library Technician	14.28
Photographer I	13.01
Photographer II	15.02
Photographer III	17.99
Photographer IV	22.00
Photographer V	26.70

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	6.94
Counter Attendant	6.94
Dry Cleaner	8.02
Finisher, Flatwork, Machine	6.94
Presser, Hand	6.94
Presser, Machine, Drycleaning	6.94
Presser, Machine, Shirts	6.94
Presser, Machine, Wearing Apparel, Laundry	7.32
Sewing Machine Operator	8.40
Tailor	9.20
Washer, Machine	7.51

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	18.68
Tool and Die Maker	22.78

**Material Handling and Packing Occupations**

Forklift Operator	14.82
Fuel Distribution System Operator	16.80
Material Coordinator	16.25
Material Expediter	16.25
Material Handling Laborer	9.58
Order Filler	10.87
Production Line Worker (Food Processing)	11.57
Shipping Packer	10.89
Shipping/Receiving Clerk	11.56
Stock Clerk (Shelf Stocker; Store Worker II)	12.69
Store Worker I	9.35
Tools and Parts Attendant	12.44
Warehouse Specialist	11.57

**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	20.22
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Aircraft Mechanic Helper	15.85
Aircraft Quality Control Inspector	22.23
Aircraft Servicer	17.58
Aircraft Worker	18.43
Appliance Mechanic	18.04
Bicycle Repairer	14.66
Cable Splicer	18.79
Carpenter, Maintenance	17.56
Carpet Layer	17.29
Electrician, Maintenance	20.61
Electronics Technician, Maintenance I	16.30
Electronics Technician, Maintenance II	25.55
Electronics Technician, Maintenance III	26.62
Fabric Worker	16.54
Fire Alarm System Mechanic	18.79
Fire Extinguisher Repairer	15.72
Fuel Distribution System Mechanic	18.79
General Maintenance Worker	16.43
Heating, Refrigeration and Air Conditioning Mechanic	18.38
Heavy Equipment Mechanic	18.38
Heavy Equipment Operator	17.87
Instrument Mechanic	18.79
Laborer	9.78
Locksmith	18.04
Machinery Maintenance Mechanic	22.79
Machinist, Maintenance	16.92
Maintenance Trades Helper	14.41
Millwright	18.79
Office Appliance Repairer	18.04
Painter, Aircraft	17.56
Painter, Maintenance	17.56
Pipefitter, Maintenance	18.38
Plumber, Maintenance	17.56
Pneudraulic Systems Mechanic	18.79
Rigger	18.79
Scale Mechanic	17.29
Sheet-Metal Worker, Maintenance	18.38
Small Engine Mechanic	16.75
Telecommunication Mechanic I	18.38
Telecommunication Mechanic II	20.21
Telephone Lineman	18.38
Welder, Combination, Maintenance	18.38
Well Driller	18.79
Woodcraft Worker	18.79
Woodworker	16.43

**Miscellaneous Occupations**

Animal Caretaker	7.28
Carnival Equipment Operator	8.47

Carnival Equipment Repairer	8.90
Carnival Worker	7.02
Cashier	7.15

Desk Clerk	6.90
Embalmer	18.01
Lifeguard	9.76
Mortician	17.63
Park Attendant (Aide)	11.23
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.76
Recreation Specialist	11.14
Recycling Worker	10.10
Sales Clerk	9.64
School Crossing Guard (Crosswalk Attendant)	7.83
Sport Official	9.76
Survey Party Chief (Chief of Party)	13.32
Surveying Aide	8.20
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.23
Swimming Pool Operator	10.69
Vending Machine Attendant	9.33
Vending Machine Repairer	10.69
Vending Machine Repairer Helper	9.33

**Personal Needs Occupations**

Child Care Attendant	7.07
Child Care Center Clerk	8.83
Chore Aid	6.95
Homemaker	11.20

**Plant and System Operation Occupations**

Boiler Tender	18.86
Sewage Plant Operator	17.87
Stationary Engineer	18.86
Ventilation Equipment Tender	14.85
Water Treatment Plant Operator	17.56

**Protective Service Occupations**

Alarm Monitor	11.79
Corrections Officer	12.80
Court Security Officer	11.97
Detention Officer	12.80
Firefighter	10.58
Guard I	9.60
Guard II	12.11
Police Officer	16.76

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	14.83
Hatch Tender	14.83
Line Handler	15.05

Stevedore I	11.66
Stevedore II	14.13

## Technical Occupations

Air Traffic Control Specialist, Center (2)	29.22
Air Traffic Control Specialist, Station (2)	20.14
Air Traffic Control Specialist, Terminal (2)	22.19
Archeological Technician I	15.69
Archeological Technician II	17.56
Archeological Technician III	21.76
Cartographic Technician	22.32
Civil Engineering Technician	20.75
Computer Based Training (CBT) Specialist/ Instructor	25.96
Drafter I	13.99
Drafter II	15.69
Drafter III	17.77
Drafter IV	21.76
Engineering Technician I	12.79
Engineering Technician II	15.89
Engineering Technician III	19.09
Engineering Technician IV	26.34
Engineering Technician V	30.74
Engineering Technician VI	37.17
Environmental Technician	16.67
Flight Simulator/Instructor (Pilot)	27.62
Graphic Artist	19.60
Instructor	19.27
Laboratory Technician	14.63
Mathematical Technician	23.77
Paralegal/Legal Assistant I	13.59
Paralegal/Legal Assistant II	17.18
Paralegal/Legal Assistant III	20.96
Paralegal/Legal Assistant IV	25.37
Photooptics Technician	21.08
Technical Writer	23.07
Unexploded (UXO) Safety Escort	19.14
Unexploded (UXO) Sweep Personnel	19.14
Unexploded Ordnance (UXO) Technician I	19.14
Unexploded Ordnance (UXO) Technician II	23.15
Unexploded Ordnance (UXO) Technician III	27.74
Weather Observer, Combined Upper Air and Surface Programs (3)	18.39
Weather Observer, Senior (3)	18.79
Weather Observer, Upper Air (3)	18.39

## Transportation/ Mobile Equipment Operation Occupations

Bus Driver	12.67
Parking and Lot Attendant	8.86
Shuttle Bus Driver	11.97
Taxi Driver	9.91
Truckdriver, Heavy Truck	15.36
Truckdriver, Light Truck	11.97

Truckdriver, Medium Truck	14.75
Truckdriver, Tractor-Trailer	15.36

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 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 ordnance, 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 regarding 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 ordnance, (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 ordnance, explosive, and incendiary ordnance material other than small arms ammunition.

**NOTE:** These differentials are only applicable to work that has been specifically designated by the agency for ordnance, 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

**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) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), 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.

William W.Gross  
Director

Division of  
Wage Determinations

Revision No.: 17  
Date Of Last Revision: 09/22/2003

State: California  
Area: California County of Kern

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\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.70
01012 - Accounting Clerk II	12.76
01013 - Accounting Clerk III	14.32
01014 - Accounting Clerk IV	17.62
01030 - Court Reporter	18.74
01050 - Dispatcher, Motor Vehicle	15.45
01060 - Document Preparation Clerk	13.41
01070 - Messenger (Courier)	10.04
01090 - Duplicating Machine Operator	13.41
01110 - Film/Tape Librarian	11.50
01115 - General Clerk I	9.55
01116 - General Clerk II	10.74
01117 - General Clerk III	14.75
01118 - General Clerk IV	16.57
01120 - Housing Referral Assistant	16.69
01131 - Key Entry Operator I	11.43
01132 - Key Entry Operator II	13.63
01191 - Order Clerk I	12.46
01192 - Order Clerk II	12.99
01261 - Personnel Assistant (Employment) I	11.54
01262 - Personnel Assistant (Employment) II	12.95
01263 - Personnel Assistant (Employment) III	16.01
01264 - Personnel Assistant (Employment) IV	17.11
01270 - Production Control Clerk	16.68
01290 - Rental Clerk	12.27
01300 - Scheduler, Maintenance	13.05
01311 - Secretary I	13.05
01312 - Secretary II	15.28
01313 - Secretary III	16.69
01314 - Secretary IV	20.53
01315 - Secretary V	22.79
01320 - Service Order Dispatcher	14.64
01341 - Stenographer I	13.10
01342 - Stenographer II	15.18
01400 - Supply Technician	20.53
01420 - Survey Worker (Interviewer)	15.30
01460 - Switchboard Operator-Receptionist	10.21
01510 - Test Examiner	16.00
01520 - Test Proctor	16.00
01531 - Travel Clerk I	9.47
01532 - Travel Clerk II	9.97
01533 - Travel Clerk III	10.80
01611 - Word Processor I	12.22
01612 - Word Processor II	15.16
01613 - Word Processor III	17.03
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	13.53
03041 - Computer Operator I	13.53
03042 - Computer Operator II	15.62
03043 - Computer Operator III	18.85

03044 - Computer Operator IV	21.09
03045 - Computer Operator V	23.43
03071 - Computer Programmer I (1)	17.19
03072 - Computer Programmer II (1)	20.89
03073 - Computer Programmer III (1)	23.91
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	18.00
03102 - Computer Systems Analyst II (1)	26.06
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	14.67
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	17.23
05010 - Automotive Glass Installer	15.90
05040 - Automotive Worker	15.90
05070 - Electrician, Automotive	16.55
05100 - Mobile Equipment Servicer	14.36
05130 - Motor Equipment Metal Mechanic	17.23
05160 - Motor Equipment Metal Worker	15.90
05190 - Motor Vehicle Mechanic	17.23
05220 - Motor Vehicle Mechanic Helper	13.30
05250 - Motor Vehicle Upholstery Worker	15.42
05280 - Motor Vehicle Wrecker	15.90
05310 - Painter, Automotive	16.54
05340 - Radiator Repair Specialist	15.90
05370 - Tire Repairer	13.87
05400 - Transmission Repair Specialist	17.23
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	9.15
07010 - Baker	12.41
07041 - Cook I	11.20
07042 - Cook II	12.41
07070 - Dishwasher	9.15
07130 - Meat Cutter	13.45
07250 - Waiter/Waitress	8.77
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	16.54
09040 - Furniture Handler	12.87
09070 - Furniture Refinisher	16.54
09100 - Furniture Refinisher Helper	13.30
09110 - Furniture Repairer, Minor	15.21
09130 - Upholsterer	16.54
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	7.96
11060 - Elevator Operator	10.42
11090 - Gardener	10.71
11121 - House Keeping Aid I	7.96
11122 - House Keeping Aid II	9.82
11150 - Janitor	10.09
11210 - Laborer, Grounds Maintenance	10.26
11240 - Maid or Houseman	7.31
11270 - Pest Controller	12.64
11300 - Refuse Collector	12.98
11330 - Tractor Operator	12.17
11360 - Window Cleaner	11.13
12000 - Health Occupations	
12020 - Dental Assistant	13.05
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.11
12071 - Licensed Practical Nurse I	13.11
12072 - Licensed Practical Nurse II	14.73
12073 - Licensed Practical Nurse III	16.48
12100 - Medical Assistant	10.56



23040 - Aircraft Mechanic Helper	17.01
23050 - Aircraft Quality Control Inspector	22.95
23060 - Aircraft Servicer	19.47
23070 - Aircraft Worker	20.33
23100 - Appliance Mechanic	16.54
23120 - Bicycle Repairer	13.87
23125 - Cable Splicer	19.82
23130 - Carpenter, Maintenance	17.72
23140 - Carpet Layer	15.90
23160 - Electrician, Maintenance	20.33
23181 - Electronics Technician, Maintenance I	18.38
23182 - Electronics Technician, Maintenance II	20.33
23183 - Electronics Technician, Maintenance III	21.94
23260 - Fabric Worker	16.01
23290 - Fire Alarm System Mechanic	19.04
23310 - Fire Extinguisher Repairer	15.00
23340 - Fuel Distribution System Mechanic	19.81
23370 - General Maintenance Worker	17.02
23400 - Heating, Refrigeration and Air Conditioning Mechanic	19.44
23430 - Heavy Equipment Mechanic	18.95
23440 - Heavy Equipment Operator	22.11
23460 - Instrument Mechanic	19.29
23470 - Laborer	11.28
23500 - Locksmith	17.97
23530 - Machinery Maintenance Mechanic	22.36
23550 - Machinist, Maintenance	18.42
23580 - Maintenance Trades Helper	13.30
23640 - Millwright	18.70
23700 - Office Appliance Repairer	18.03
23740 - Painter, Aircraft	16.54
23760 - Painter, Maintenance	16.54
23790 - Pipefitter, Maintenance	17.32
23800 - Plumber, Maintenance	16.63
23820 - Pneudraulic Systems Mechanic	19.04
23850 - Rigger	22.39
23870 - Scale Mechanic	17.02
23890 - Sheet-Metal Worker, Maintenance	17.69
23910 - Small Engine Mechanic	15.90
23930 - Telecommunication Mechanic I	22.00
23931 - Telecommunication Mechanic II	23.96
23950 - Telephone Lineman	22.00
23960 - Welder, Combination, Maintenance	17.23
23965 - Well Driller	19.04
23970 - Woodcraft Worker	19.04
23980 - Woodworker	15.44
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.17
24580 - Child Care Center Clerk	14.25
24600 - Chore Aid	8.33
24630 - Homemaker	15.24
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	21.79
25040 - Sewage Plant Operator	20.07
25070 - Stationary Engineer	25.88
25190 - Ventilation Equipment Tender	13.99
25210 - Water Treatment Plant Operator	20.07
Page 4 of 8	
27000 - Protective Service Occupations	
(not set) - Police Officer	25.97
27004 - Alarm Monitor	12.80
27006 - Corrections Officer	22.51

27010 - Court Security Officer	24.02
27040 - Detention Officer	24.02
27070 - Firefighter	24.02
27101 - Guard I	10.53
27102 - Guard II	11.50
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	18.28
28020 - Hatch Tender	18.28
28030 - Line Handler	18.28
28040 - Stevedore I	15.49
28050 - Stevedore II	19.37
29000 - Technical Occupations	
21150 - Graphic Artist	14.17
29010 - Air Traffic Control Specialist, Center (2)	29.10
29011 - Air Traffic Control Specialist, Station (2)	20.06
29012 - Air Traffic Control Specialist, Terminal (2)	22.09
29023 - Archeological Technician I	14.85
29024 - Archeological Technician II	16.61
29025 - Archeological Technician III	20.56
29030 - Cartographic Technician	27.00
29035 - Computer Based Training (CBT) Specialist/ Instructor	18.00
29040 - Civil Engineering Technician	21.90
29061 - Drafter I	14.51
29062 - Drafter II	17.30
29063 - Drafter III	24.04
29064 - Drafter IV	24.84
29081 - Engineering Technician I	11.33
29082 - Engineering Technician II	13.52
29083 - Engineering Technician III	18.79
29084 - Engineering Technician IV	19.89
29085 - Engineering Technician V	28.14
29086 - Engineering Technician VI	29.43
29090 - Environmental Technician	18.29
29100 - Flight Simulator/Instructor (Pilot)	26.06
29160 - Instructor	18.00
29210 - Laboratory Technician	17.15
29240 - Mathematical Technician	21.87
29361 - Paralegal/Legal Assistant I	15.26
29362 - Paralegal/Legal Assistant II	19.40
29363 - Paralegal/Legal Assistant III	23.73
29364 - Paralegal/Legal Assistant IV	28.70
29390 - Photooptics Technician	24.00
29480 - Technical Writer	27.60
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)	18.94
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	17.04
29622 - Weather Observer, Upper Air (3)	16.83
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	13.77
31260 - Parking and Lot Attendant	7.40
31290 - Shuttle Bus Driver	12.32
31300 - Taxi Driver	10.48
31361 - Truckdriver, Light Truck	12.09
31362 - Truckdriver, Medium Truck	15.99
31363 - Truckdriver, Heavy Truck	15.92
31364 - Truckdriver, Tractor-Trailer	15.92
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	9.15

99030 - Cashier	8.57
99041 - Carnival Equipment Operator	13.24
99042 - Carnival Equipment Repairer	14.27
99043 - Carnival Worker	8.73
99050 - Desk Clerk	8.44
99095 - Embalmer	18.49
99300 - Lifeguard	9.72
99310 - Mortician	18.49
99350 - Park Attendant (Aide)	12.20
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.72
99500 - Recreation Specialist	12.32
99510 - Recycling Worker	16.95
99610 - Sales Clerk	9.67
99620 - School Crossing Guard (Crosswalk Attendant)	8.09
99630 - Sport Official	9.72
99658 - Survey Party Chief (Chief of Party)	15.96
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.51
99660 - Surveying Aide	10.59
99690 - Swimming Pool Operator	13.99
99720 - Vending Machine Attendant	12.05
99730 - Vending Machine Repairer	15.09
99740 - Vending Machine Repairer Helper	12.98

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

**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).

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**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 ordnance, 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 ordnance, (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 ordnance, 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 ordnance, 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) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), 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.

William W.Gross  
Director

Division of  
Wage Determinations

WASHINGTON D.C. 20210  
Wage Determination No.: 1994-2048  
Revision No.: 19  
Date Of Last Revision: 06/03/2003

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\*\***

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	10.33
01012 - Accounting Clerk II	12.29
01013 - Accounting Clerk III	14.79
01014 - Accounting Clerk IV	16.28
01030 - Court Reporter	16.84
01050 - Dispatcher, Motor Vehicle	16.84
01060 - Document Preparation Clerk	13.50
01070 - Messenger (Courier)	9.28
01090 - Duplicating Machine Operator	12.77
01110 - Film/Tape Librarian	14.12
01115 - General Clerk I	8.87
01116 - General Clerk II	10.60
01117 - General Clerk III	12.65
01118 - General Clerk IV	14.78
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	14.53
01263 - Personnel Assistant (Employment) III	18.48
01264 - Personnel Assistant (Employment) IV	22.26
01270 - Production Control Clerk	17.86
01290 - Rental Clerk	14.53
01300 - Scheduler, Maintenance	14.53
01311 - Secretary I	14.19
01312 - Secretary II	17.20
01313 - Secretary III	18.29
01314 - Secretary IV	21.37
01315 - Secretary V	25.48
01320 - Service Order Dispatcher	14.51
01341 - Stenographer I	13.56
01342 - Stenographer II	15.24
01400 - Supply Technician	21.37
01420 - Survey Worker (Interviewer)	16.84
01460 - Switchboard Operator-Receptionist	12.39
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	14.40
01612 - Word Processor II	15.40
01613 - Word Processor III	17.70
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	13.98
03041 - Computer Operator I	14.53
03042 - Computer Operator II	16.84
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)	21.88
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	15.04
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	21.08
05010 - Automotive Glass Installer	19.73
05040 - Automotive Worker	19.73
05070 - Electrician, Automotive	20.56
05100 - Mobile Equipment Servicer	17.77
05130 - Motor Equipment Metal Mechanic	21.08
05160 - Motor Equipment Metal Worker	19.73
05190 - Motor Vehicle Mechanic	21.08
05220 - Motor Vehicle Mechanic Helper	16.45
05250 - Motor Vehicle Upholstery Worker	18.91
05280 - Motor Vehicle Wrecker	19.73
05310 - Painter, Automotive	20.56
05340 - Radiator Repair Specialist	19.73
05370 - Tire Repairer	15.47
05400 - Transmission Repair Specialist	21.08
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.90
07010 - Baker	11.95
07041 - Cook I	11.62
07042 - Cook II	12.88
07070 - Dishwasher	8.06
07130 - Meat Cutter	13.15
07250 - Waiter/Waitress	8.96
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	18.59
09040 - Furniture Handler	12.42
09070 - Furniture Refinisher	18.59
09100 - Furniture Refinisher Helper	14.82
09110 - Furniture Repairer, Minor	17.04
09130 - Upholsterer	18.59
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.64
11060 - Elevator Operator	9.59
11090 - Gardener	12.62
11121 - House Keeping Aid I	8.64
11122 - House Keeping Aid II	9.59
11150 - Janitor	9.59
11210 - Laborer, Grounds Maintenance	10.63
11240 - Maid or Houseman	8.64
11270 - Pest Controller	13.16
11300 - Refuse Collector	9.60
11330 - Tractor Operator	11.71

11360 - Window Cleaner	11.31
12000 - Health Occupations	
12020 - Dental Assistant	14.77
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	14.37
12160 - Medical Record Clerk	12.01
12190 - Medical Record Technician	14.48
12221 - Nursing Assistant I	8.28
12222 - Nursing Assistant II	9.32
12223 - Nursing Assistant III	10.16
12224 - Nursing Assistant IV	11.41
12250 - Pharmacy Technician	14.65
12280 - Phlebotomist	12.49
12311 - Registered Nurse I	22.91
12312 - Registered Nurse II	29.20
12313 - Registered Nurse II, Specialist	29.20
12314 - Registered Nurse III	35.64
12315 - Registered Nurse III, Anesthetist	35.64
12316 - Registered Nurse IV	44.19
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	18.98
13011 - Exhibits Specialist I	22.21
13012 - Exhibits Specialist II	27.49
13013 - Exhibits Specialist III	30.99
13041 - Illustrator I	21.88
13042 - Illustrator II	27.11
13043 - Illustrator III	30.56
13047 - Librarian	25.44
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	16.28
21020 - Material Coordinator	17.11
21030 - Material Expediter	17.11
21040 - Material Handling Laborer	11.47
21050 - Order Filler	12.38
21071 - Forklift Operator	13.69
21080 - Production Line Worker (Food Processing)	14.22
21100 - Shipping/Receiving Clerk	11.57
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	22.08
23060 - Aircraft Servicer	17.04

23070 - Aircraft Worker	17.78
23100 - Appliance Mechanic	18.59
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	19.75
23310 - Fire Extinguisher Repairer	16.01
23340 - Fuel Distribution System Mechanic	19.75
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	10.57
23500 - Locksmith	18.59
23530 - Machinery Maintenance Mechanic	19.75
23550 - Machinist, Maintenance	20.17
23580 - Maintenance Trades Helper	14.82
23640 - Millwright	21.56
23700 - Office Appliance Repairer	18.59
23740 - Painter, Aircraft	18.59
23760 - Painter, Maintenance	18.59
23790 - Pipefitter, Maintenance	19.82
23800 - Plumber, Maintenance	19.04
23820 - Pneudraulic Systems Mechanic	19.75
23850 - Rigger	21.90
23870 - Scale Mechanic	17.78
23890 - Sheet-Metal Worker, Maintenance	19.75
23910 - Small Engine Mechanic	17.78
23930 - Telecommunication Mechanic I	19.75
23931 - Telecommunication Mechanic II	21.41
23950 - Telephone Lineman	19.75
23960 - Welder, Combination, Maintenance	19.75
23965 - Well Driller	20.63
23970 - Woodcraft Worker	19.75
23980 - Woodworker	16.01
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.36
24580 - Child Care Center Clerk	14.17
24600 - Chore Aid	8.86
24630 - Homemaker	16.98
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	21.49
25040 - Sewage Plant Operator	23.26
25070 - Stationary Engineer	21.49
25190 - Ventilation Equipment Tender	17.08
25210 - Water Treatment Plant Operator	21.30
27000 - Protective Service Occupations	
(not set) - Police Officer	29.62
27004 - Alarm Monitor	17.77
27006 - Corrections Officer	23.16
27010 - Court Security Officer	24.80
27040 - Detention Officer	23.16
27070 - Firefighter	24.37
27101 - Guard I	8.51
27102 - Guard II	17.77



99050 - Desk Clerk	12.65
99095 - Embalmer	19.16
99300 - Lifeguard	10.38
99310 - Mortician	21.33
99350 - Park Attendant (Aide)	13.03
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	13.64
99500 - Recreation Specialist	16.23
99510 - Recycling Worker	12.66
99610 - Sales Clerk	10.71
99620 - School Crossing Guard (Crosswalk Attendant)	8.87
99630 - Sport Official	10.38
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

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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)

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 ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, 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 regarding 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 ordnance, (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 ordnance, 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 ordnance, 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) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), 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 ensure 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.

William W.Gross  
Director

Division of  
Wage Determinations

WASHINGTON D.C. 20210  
Wage Determination No.: 1994-2054  
Revision No.: 18  
Date Of Last Revision: 06/03/2003

State: California

Area: California Counties of Riverside, San Bernardino

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.02
01012 - Accounting Clerk II	12.12
01013 - Accounting Clerk III	14.79
01014 - Accounting Clerk IV	16.28
01030 - Court Reporter	16.84
01050 - Dispatcher, Motor Vehicle	16.84
01060 - Document Preparation Clerk	13.50
01070 - Messenger (Courier)	9.04
01090 - Duplicating Machine Operator	12.38
01110 - Film/Tape Librarian	13.52
01115 - General Clerk I	8.66
01116 - General Clerk II	10.60
01117 - General Clerk III	12.65
01118 - General Clerk IV	14.78
01120 - Housing Referral Assistant	18.29
01131 - Key Entry Operator I	10.51
01132 - Key Entry Operator II	12.17
01191 - Order Clerk I	11.11
01192 - Order Clerk II	13.87
01261 - Personnel Assistant (Employment) I	13.70
01262 - Personnel Assistant (Employment) II	14.53
01263 - Personnel Assistant (Employment) III	16.84
01264 - Personnel Assistant (Employment) IV	17.72
01270 - Production Control Clerk	16.05
01290 - Rental Clerk	14.53
01300 - Scheduler, Maintenance	14.53
01311 - Secretary I	14.19
01312 - Secretary II	17.20
01313 - Secretary III	18.29
01314 - Secretary IV	20.89
01315 - Secretary V	24.62
01320 - Service Order Dispatcher	13.93
01341 - Stenographer I	12.38
01342 - Stenographer II	14.53
01400 - Supply Technician	20.89
01420 - Survey Worker (Interviewer)	15.61
01460 - Switchboard Operator-Receptionist	12.12
01510 - Test Examiner	16.84
01520 - Test Proctor	16.84
01531 - Travel Clerk I	10.21
01532 - Travel Clerk II	10.84
01533 - Travel Clerk III	11.48
01611 - Word Processor I	12.20
01612 - Word Processor II	15.40
01613 - Word Processor III	15.52
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	14.11



12072 - Licensed Practical Nurse II	16.01
12073 - Licensed Practical Nurse III	16.62
12100 - Medical Assistant	11.81
12130 - Medical Laboratory Technician	13.57
12160 - Medical Record Clerk	11.22
12190 - Medical Record Technician	13.53
12221 - Nursing Assistant I	8.29
12222 - Nursing Assistant II	9.32
12223 - Nursing Assistant III	10.16
12224 - Nursing Assistant IV	11.04
12250 - Pharmacy Technician	14.66
12280 - Phlebotomist	13.04
12311 - Registered Nurse I	24.33
12312 - Registered Nurse II	27.82
12313 - Registered Nurse II, Specialist	29.20
12314 - Registered Nurse III	34.10
12315 - Registered Nurse III, Anesthetist	34.10
12316 - Registered Nurse IV	40.88
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	20.33
13011 - Exhibits Specialist I	18.71
13012 - Exhibits Specialist II	24.13
13013 - Exhibits Specialist III	29.92
13041 - Illustrator I	18.54
13042 - Illustrator II	22.98
13043 - Illustrator III	28.10
13047 - Librarian	24.72
13050 - Library Technician	13.62
13071 - Photographer I	13.19
13072 - Photographer II	17.01
13073 - Photographer III	21.94
13074 - Photographer IV	27.20
13075 - Photographer V	32.89
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.38
15030 - Counter Attendant	7.38
15040 - Dry Cleaner	9.43
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	10.17
15220 - Tailor	10.88
15250 - Washer, Machine	8.03
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.83
19040 - Tool and Die Maker	21.70
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	16.13
21020 - Material Coordinator	16.25
21030 - Material Expediter	16.25
21040 - Material Handling Laborer	16.24
21050 - Order Filler	14.17
21071 - Forklift Operator	14.58
21080 - Production Line Worker (Food Processing)	14.58
21100 - Shipping/Receiving Clerk	11.46
21130 - Shipping Packer	11.46
21140 - Store Worker I	9.38
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	12.74
21210 - Tools and Parts Attendant	14.58

21400 - Warehouse Specialist	14.58
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	20.81
23040 - Aircraft Mechanic Helper	14.77
23050 - Aircraft Quality Control Inspector	20.72
23060 - Aircraft Servicer	16.72
23070 - Aircraft Worker	17.67
23100 - Appliance Mechanic	18.77
23120 - Bicycle Repairer	13.98
23125 - Cable Splicer	21.76
23130 - Carpenter, Maintenance	20.36
23140 - Carpet Layer	18.24
23160 - Electrician, Maintenance	20.30
23181 - Electronics Technician, Maintenance I	21.19
23182 - Electronics Technician, Maintenance II	22.18
23183 - Electronics Technician, Maintenance III	22.96
23260 - Fabric Worker	17.86
23290 - Fire Alarm System Mechanic	19.16
23310 - Fire Extinguisher Repairer	14.68
23340 - Fuel Distribution System Mechanic	19.16
23370 - General Maintenance Worker	15.19
23400 - Heating, Refrigeration and Air Conditioning Mechanic	18.92
23430 - Heavy Equipment Mechanic	19.16
23440 - Heavy Equipment Operator	21.76
23460 - Instrument Mechanic	19.55
23470 - Laborer	11.66
23500 - Locksmith	18.04
23530 - Machinery Maintenance Mechanic	18.92
23550 - Machinist, Maintenance	19.16
23580 - Maintenance Trades Helper	13.51
23640 - Millwright	20.04
23700 - Office Appliance Repairer	18.04
23740 - Painter, Aircraft	18.04
23760 - Painter, Maintenance	18.04
23790 - Pipefitter, Maintenance	18.92
23800 - Plumber, Maintenance	18.04
23820 - Pneudraulic Systems Mechanic	18.92
23850 - Rigger	19.72
23870 - Scale Mechanic	17.44
23890 - Sheet-Metal Worker, Maintenance	18.92
23910 - Small Engine Mechanic	16.94
23930 - Telecommunication Mechanic I	20.53
23931 - Telecommunication Mechanic II	22.61
23950 - Telephone Lineman	19.16
23960 - Welder, Combination, Maintenance	18.92
23965 - Well Driller	21.16
23970 - Woodcraft Worker	18.92
23980 - Woodworker	14.68
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.03
24580 - Child Care Center Clerk	13.77
24600 - Chore Aid	8.18
24630 - Homemaker	14.92
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	20.18
25040 - Sewage Plant Operator	22.98
25070 - Stationary Engineer	23.94
25190 - Ventilation Equipment Tender	15.45
25210 - Water Treatment Plant Operator	22.94
Page 4 of 8	
27000 - Protective Service Occupations	
(not set) - Police Officer	28.30

27004 - Alarm Monitor	9.90
27006 - Corrections Officer	23.51
27010 - Court Security Officer	24.00
27040 - Detention Officer	23.51
27070 - Firefighter	19.82
27101 - Guard I	8.87
27102 - Guard II	9.90
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	16.94
28020 - Hatch Tender	16.94
28030 - Line Handler	16.94
28040 - Stevedore I	15.82
28050 - Stevedore II	18.60
29000 - Technical Occupations	
21150 - Graphic Artist	22.59
29010 - Air Traffic Control Specialist, Center (2)	31.08
29011 - Air Traffic Control Specialist, Station (2)	21.43
29012 - Air Traffic Control Specialist, Terminal (2)	23.60
29023 - Archeological Technician I	18.29
29024 - Archeological Technician II	18.99
29025 - Archeological Technician III	25.34
29030 - Cartographic Technician	27.75
29035 - Computer Based Training (CBT) Specialist/ Instructor	27.62
29040 - Civil Engineering Technician	21.94
29061 - Drafter I	16.40
29062 - Drafter II	18.40
29063 - Drafter III	21.93
29064 - Drafter IV	28.38
29081 - Engineering Technician I	14.25
29082 - Engineering Technician II	15.86
29083 - Engineering Technician III	17.91
29084 - Engineering Technician IV	22.18
29085 - Engineering Technician V	27.13
29086 - Engineering Technician VI	32.83
29090 - Environmental Technician	20.99
29100 - Flight Simulator/Instructor (Pilot)	30.38
29160 - Instructor	22.59
29210 - Laboratory Technician	17.17
29240 - Mathematical Technician	24.00
29361 - Paralegal/Legal Assistant I	17.23
29362 - Paralegal/Legal Assistant II	20.09
29363 - Paralegal/Legal Assistant III	24.56
29364 - Paralegal/Legal Assistant IV	29.73
29390 - Photooptics Technician	20.87
29480 - Technical Writer	24.43
29491 - Unexploded Ordnance (UXO) Technician I	19.75
29492 - Unexploded Ordnance (UXO) Technician II	23.90
29493 - Unexploded Ordnance (UXO) Technician III	28.64
29494 - Unexploded (UXO) Safety Escort	19.75
29495 - Unexploded (UXO) Sweep Personnel	19.75
29620 - Weather Observer, Senior (3)	20.02
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	18.03
29622 - Weather Observer, Upper Air (3)	18.03
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	15.50
31260 - Parking and Lot Attendant	7.73
31290 - Shuttle Bus Driver	12.01
31300 - Taxi Driver	9.70
31361 - Truckdriver, Light Truck	11.70
31362 - Truckdriver, Medium Truck	18.07
31363 - Truckdriver, Heavy Truck	19.23
31364 - Truckdriver, Tractor-Trailer	19.23

99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	11.23
99030 - Cashier	11.12
99041 - Carnival Equipment Operator	12.16
99042 - Carnival Equipment Repairer	13.10
99043 - Carnival Worker	9.22
99050 - Desk Clerk	11.25
99095 - Embalmer	18.21
99300 - Lifeguard	10.38
99310 - Mortician	21.08
99350 - Park Attendant (Aide)	13.03
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.38
99500 - Recreation Specialist	14.92
99510 - Recycling Worker	15.38
99610 - Sales Clerk	10.38
99620 - School Crossing Guard (Crosswalk Attendant)	9.22
99630 - Sport Official	10.38
99658 - Survey Party Chief (Chief of Party)	20.32
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.72
99660 - Surveying Aide	10.73
99690 - Swimming Pool Operator	15.14
99720 - Vending Machine Attendant	12.82
99730 - Vending Machine Repairer	15.14
99740 - Vending Machine Repairer Helper	12.82

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**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

**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).

Page 6 of 8

**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 ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, 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 regarding 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 ordnance, (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 ordnance, 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 ordnance, 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) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), 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 ensure 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.

William W.Gross  
Director

Division of  
Wage Determinations

WASHINGTON D.C. 20210  
Wage Determination No.: 1994-2062  
Revision No.: 16  
Date Of Last Revision: 06/03/2003

State: California

Area: California Counties of Santa Clara, Santa Cruz

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.98
01012 - Accounting Clerk II	13.10
01013 - Accounting Clerk III	15.93
01014 - Accounting Clerk IV	18.53
01030 - Court Reporter	18.35
01050 - Dispatcher, Motor Vehicle	16.67
01060 - Document Preparation Clerk	14.52
01070 - Messenger (Courier)	12.34
01090 - Duplicating Machine Operator	14.52
01110 - Film/Tape Librarian	14.00
01115 - General Clerk I	11.10
01116 - General Clerk II	12.46
01117 - General Clerk III	14.38
01118 - General Clerk IV	16.72
01120 - Housing Referral Assistant	20.96
01131 - Key Entry Operator I	11.72
01132 - Key Entry Operator II	14.15
01191 - Order Clerk I	13.94
01192 - Order Clerk II	15.22
01261 - Personnel Assistant (Employment) I	12.32
01262 - Personnel Assistant (Employment) II	13.82
01263 - Personnel Assistant (Employment) III	15.95
01264 - Personnel Assistant (Employment) IV	18.55
01270 - Production Control Clerk	19.88
01290 - Rental Clerk	13.30
01300 - Scheduler, Maintenance	14.63
01311 - Secretary I	14.63
01312 - Secretary II	18.35
01313 - Secretary III	20.96
01314 - Secretary IV	23.74
01315 - Secretary V	28.15
01320 - Service Order Dispatcher	13.30
01341 - Stenographer I	13.02
01342 - Stenographer II	14.67
01400 - Supply Technician	23.74
01420 - Survey Worker (Interviewer)	13.51
01460 - Switchboard Operator-Receptionist	12.46
01510 - Test Examiner	18.35
01520 - Test Proctor	18.35
01531 - Travel Clerk I	11.75
01532 - Travel Clerk II	12.79
01533 - Travel Clerk III	13.80
01611 - Word Processor I	14.39
01612 - Word Processor II	16.17
01613 - Word Processor III	18.55
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	14.48
03041 - Computer Operator I	14.48
03042 - Computer Operator II	16.25



12100 - Medical Assistant	13.32
12130 - Medical Laboratory Technician	13.32
12160 - Medical Record Clerk	13.32
12190 - Medical Record Technician	17.92
12221 - Nursing Assistant I	9.47
12222 - Nursing Assistant II	10.65
12223 - Nursing Assistant III	11.63
12224 - Nursing Assistant IV	13.05
12250 - Pharmacy Technician	14.96
12280 - Phlebotomist	13.32
12311 - Registered Nurse I	19.83
12312 - Registered Nurse II	24.24
12313 - Registered Nurse II, Specialist	24.24
12314 - Registered Nurse III	29.32
12315 - Registered Nurse III, Anesthetist	29.32
12316 - Registered Nurse IV	35.16
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	19.79
13011 - Exhibits Specialist I	20.61
13012 - Exhibits Specialist II	22.47
13013 - Exhibits Specialist III	27.42
13041 - Illustrator I	21.68
13042 - Illustrator II	23.58
13043 - Illustrator III	28.84
13047 - Librarian	25.59
13050 - Library Technician	16.36
13071 - Photographer I	16.12
13072 - Photographer II	19.29
13073 - Photographer III	20.99
13074 - Photographer IV	25.66
13075 - Photographer V	31.05
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.06
15030 - Counter Attendant	8.06
15040 - Dry Cleaner	10.78
15070 - Finisher, Flatwork, Machine	8.06
15090 - Presser, Hand	8.06
15100 - Presser, Machine, Drycleaning	8.06
15130 - Presser, Machine, Shirts	8.06
15160 - Presser, Machine, Wearing Apparel, Laundry	8.06
15190 - Sewing Machine Operator	11.75
15220 - Tailor	12.72
15250 - Washer, Machine	9.05
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	21.14
19040 - Tool and Die Maker	24.84
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	17.58
21020 - Material Coordinator	18.40
21030 - Material Expediter	18.40
21040 - Material Handling Laborer	12.69
21050 - Order Filler	13.89
21071 - Forklift Operator	14.00
21080 - Production Line Worker (Food Processing)	14.00
21100 - Shipping/Receiving Clerk	13.09
21130 - Shipping Packer	13.09
21140 - Store Worker I	11.33
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	14.40
21210 - Tools and Parts Attendant	14.12
21400 - Warehouse Specialist	15.32
23000 - Mechanics and Maintenance and Repair Occupations	

23010 - Aircraft Mechanic	23.05
23040 - Aircraft Mechanic Helper	17.11
23050 - Aircraft Quality Control Inspector	23.72
23060 - Aircraft Servicer	19.26
23070 - Aircraft Worker	20.43
23100 - Appliance Mechanic	21.37
23120 - Bicycle Repairer	15.44
23125 - Cable Splicer	22.77
23130 - Carpenter, Maintenance	21.13
23140 - Carpet Layer	20.43
23160 - Electrician, Maintenance	24.26
23181 - Electronics Technician, Maintenance I	15.37
23182 - Electronics Technician, Maintenance II	21.64
23183 - Electronics Technician, Maintenance III	26.61
23260 - Fabric Worker	19.26
23290 - Fire Alarm System Mechanic	22.77
23310 - Fire Extinguisher Repairer	18.05
23340 - Fuel Distribution System Mechanic	22.77
23370 - General Maintenance Worker	15.09
23400 - Heating, Refrigeration and Air Conditioning Mechanic	22.64
23430 - Heavy Equipment Mechanic	21.69
23440 - Heavy Equipment Operator	22.35
23460 - Instrument Mechanic	22.77
23470 - Laborer	11.29
23500 - Locksmith	21.60
23530 - Machinery Maintenance Mechanic	21.67
23550 - Machinist, Maintenance	22.77
23580 - Maintenance Trades Helper	16.64
23640 - Millwright	22.20
23700 - Office Appliance Repairer	21.60
23740 - Painter, Aircraft	20.21
23760 - Painter, Maintenance	20.21
23790 - Pipefitter, Maintenance	24.26
23800 - Plumber, Maintenance	23.23
23820 - Pneudraulic Systems Mechanic	22.77
23850 - Rigger	21.10
23870 - Scale Mechanic	20.43
23890 - Sheet-Metal Worker, Maintenance	23.29
23910 - Small Engine Mechanic	19.31
23930 - Telecommunication Mechanic I	22.26
23931 - Telecommunication Mechanic II	23.81
23950 - Telephone Lineman	22.26
23960 - Welder, Combination, Maintenance	21.10
23965 - Well Driller	22.77
23970 - Woodcraft Worker	22.77
23980 - Woodworker	17.58
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.35
24580 - Child Care Center Clerk	9.46
24600 - Chore Aid	9.28
24630 - Homemaker	10.89
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	25.42
25040 - Sewage Plant Operator	23.09
25070 - Stationary Engineer	23.99
25190 - Ventilation Equipment Tender	18.07
25210 - Water Treatment Plant Operator	22.43
27000 - Protective Service Occupations	
(not set) - Police Officer	32.66
27004 - Alarm Monitor	11.07
27006 - Corrections Officer	25.66

27010 - Court Security Officer	27.97
27040 - Detention Officer	25.66
27070 - Firefighter	25.58
27101 - Guard I	10.78
27102 - Guard II	12.20
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	15.65
28020 - Hatch Tender	15.65
28030 - Line Handler	15.65
28040 - Stevedore I	14.96
28050 - Stevedore II	16.37
29000 - Technical Occupations	
21150 - Graphic Artist	25.32
29010 - Air Traffic Control Specialist, Center (2)	31.88
29011 - Air Traffic Control Specialist, Station (2)	21.98
29012 - Air Traffic Control Specialist, Terminal (2)	24.20
29023 - Archeological Technician I	13.37
29024 - Archeological Technician II	14.95
29025 - Archeological Technician III	18.52
29030 - Cartographic Technician	20.37
29035 - Computer Based Training (CBT) Specialist/ Instructor	25.92
29040 - Civil Engineering Technician	20.37
29061 - Drafter I	16.50
29062 - Drafter II	18.52
29063 - Drafter III	22.19
29064 - Drafter IV	24.13
29081 - Engineering Technician I	14.19
29082 - Engineering Technician II	17.76
29083 - Engineering Technician III	20.63
29084 - Engineering Technician IV	24.29
29085 - Engineering Technician V	28.71
29086 - Engineering Technician VI	33.67
29090 - Environmental Technician	20.85
29100 - Flight Simulator/Instructor (Pilot)	28.66
29160 - Instructor	23.14
29210 - Laboratory Technician	18.11
29240 - Mathematical Technician	24.13
29361 - Paralegal/Legal Assistant I	19.08
29362 - Paralegal/Legal Assistant II	21.64
29363 - Paralegal/Legal Assistant III	26.37
29364 - Paralegal/Legal Assistant IV	31.99
29390 - Photooptics Technician	20.49
29480 - Technical Writer	28.82
29491 - Unexploded Ordnance (UXO) Technician I	20.26
29492 - Unexploded Ordnance (UXO) Technician II	24.51
29493 - Unexploded Ordnance (UXO) Technician III	29.38
29494 - Unexploded (UXO) Safety Escort	20.26
29495 - Unexploded (UXO) Sweep Personnel	20.26
29620 - Weather Observer, Senior (3)	21.48
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	19.35
29622 - Weather Observer, Upper Air (3)	19.35
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	10.74
31260 - Parking and Lot Attendant	7.59
31290 - Shuttle Bus Driver	10.22
31300 - Taxi Driver	9.67
31361 - Truckdriver, Light Truck	11.09
31362 - Truckdriver, Medium Truck	11.65
31363 - Truckdriver, Heavy Truck	18.33
31364 - Truckdriver, Tractor-Trailer	18.33
99000 - Miscellaneous Occupations	

99020 - Animal Caretaker	10.13
99030 - Cashier	7.41
99041 - Carnival Equipment Operator	12.61
99042 - Carnival Equipment Repairer	13.30
99043 - Carnival Worker	10.19
99050 - Desk Clerk	8.35
99095 - Embalmer	20.47
99300 - Lifeguard	7.43
99310 - Mortician	20.61
99350 - Park Attendant (Aide)	9.35
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.43
99500 - Recreation Specialist	11.48
99510 - Recycling Worker	12.71
99610 - Sales Clerk	7.43
99620 - School Crossing Guard (Crosswalk Attendant)	8.85
99630 - Sport Official	7.43
99658 - Survey Party Chief (Chief of Party)	13.41
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	8.50
99660 - Surveying Aide	6.74
99690 - Swimming Pool Operator	13.16
99720 - Vending Machine Attendant	11.34
99730 - Vending Machine Repairer	13.16
99740 - Vending Machine Repairer Helper	11.34

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

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 ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, 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 regarding 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 ordnance, (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 ordnance, 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 ordnance, 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) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), 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.



Word Processor I	12.99
Word Processor II	15.63
Word Processor III	16.40

**Automatic Data Processing Occupations**

Computer Data Librarian	14.36
Computer Operator I	12.39
Computer Operator II	16.94
Computer Operator III	18.80
Computer Operator IV	20.87
Computer Operator V	23.17
Computer Programmer I (1)	16.60
Computer Programmer II (1)	22.62
Computer Programmer III (1)	26.36
Computer Programmer IV (1)	30.38
Computer Systems Analyst I (1)	27.62
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	12.35

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	21.15
Automotive Glass Installer	17.70
Automotive Worker	17.70
Electrician, Automotive	18.48
Mobile Equipment Servicer	16.12
Motor Equipment Metal Mechanic	19.23
Motor Equipment Metal Worker	17.70
Motor Vehicle Mechanic	17.48
Motor Vehicle Mechanic Helper	13.96
Motor Vehicle Upholstery Worker	16.83
Motor Vehicle Wrecker	17.70
Painter, Automotive	18.48
Radiator Repair Specialist	17.70
Tire Repairer	14.15
Transmission Repair Specialist	17.48

**Food Preparation and Service Occupations**

Baker	13.21
Cook I	12.02
Cook II	13.21
Dishwasher	9.00
Food Service Worker	9.00
Meat Cutter	16.94
Waiter/Waitress	9.95

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	16.80
Furniture Handler	12.16
Furniture Refinisher	18.37
Furniture Refinisher Helper	14.84
Furniture Repairer, Minor	16.80
Upholsterer	18.37

**General Services and Support Occupations**

Cleaner, Vehicles	9.00
Elevator Operator	11.10
Gardener	14.05
House Keeping Aid I	8.07
House Keeping Aid II	9.17
Janitor	10.21
Laborer, Grounds Maintenance	11.64
Maid or Houseman	8.07
Pest Controller	14.40
Refuse Collector	14.40
Tractor Operator	13.38
Window Cleaner	11.29

**Health Occupations**

Dental Assistant	15.19
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.10
Licensed Practical Nurse I	14.28
Licensed Practical Nurse II	16.02
Licensed Practical Nurse III	17.93
Medical Assistant	14.19
Medical Laboratory Technician	12.90
Medical Record Clerk	12.90
Medical Record Technician	13.53
Nursing Assistant I	8.15
Nursing Assistant II	9.17
Nursing Assistant III	10.00
Nursing Assistant IV	11.22
Pharmacy Technician	13.38
Phlebotomist	11.58
Registered Nurse I	19.43
Registered Nurse II	23.75
Registered Nurse II, Specialist	23.75
Registered Nurse III	28.72
Registered Nurse III, Anesthetist	28.72
Registered Nurse IV	34.43

**Information and Arts Occupations**

Audiovisual Librarian	22.03
Exhibits Specialist I	18.23
Exhibits Specialist II	22.68
Exhibits Specialist III	24.75
Illustrator I	17.62
Illustrator II	22.26
Illustrator III	23.04
Librarian	20.64
Library Technician	14.06
Photographer I	15.22
Photographer II	17.01
Photographer III	21.69
Photographer IV	24.47
Photographer V	29.01

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	7.87
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Counter Attendant	7.87
Dry Cleaner	9.45

Finisher, Flatwork, Machine	8.30
Presser, Hand	8.30
Presser, Machine, Drycleaning	8.25
Presser, Machine, Shirts	8.30
Presser, Machine, Wearing Apparel, Laundry	8.30
Sewing Machine Operator	10.02
Tailor	12.02
Washer, Machine	8.36
<b>Machine Tool Operation and Repair Occupations</b>	
Machine-Tool Operator (Toolroom)	18.22
Tool and Die Maker	21.53
<b>Material Handling and Packing Occupations</b>	
Forklift Operator	13.56
Fuel Distribution System Operator	16.90
Material Coordinator	17.11
Material Expediter	17.68
Material Handling Laborer	11.90
Order Filler	13.74
Production Line Worker (Food Processing)	14.84
Shipping Packer	12.83
Shipping/Receiving Clerk	12.17
Stock Clerk (Shelf Stocker; Store Worker II)	12.83
Store Worker I	9.50
Tools and Parts Attendant	14.84
Warehouse Specialist	14.52
<b>Mechanics and Maintenance and Repair Occupations</b>	
Aircraft Mechanic	20.91
Aircraft Mechanic Helper	16.24
Aircraft Quality Control Inspector	21.79
Aircraft Servicer	18.38
Aircraft Worker	19.23
Appliance Mechanic	18.48
Bicycle Repairer	14.15
Cable Splicer	20.91
Carpenter, Maintenance	22.20
Carpet Layer	17.33
Electrician, Maintenance	23.42
Electronics Technician, Maintenance I	19.80
Electronics Technician, Maintenance II	21.58
Electronics Technician, Maintenance III	24.16
Fabric Worker	18.38
Fire Alarm System Mechanic	20.91
Fire Extinguisher Repairer	16.84
Fuel Distribution System Mechanic	22.15
General Maintenance Worker	17.70
Heating, Refrigeration and Air Conditioning Mechanic	20.04
Heavy Equipment Mechanic	19.09
Heavy Equipment Operator	21.80
Instrument Mechanic	20.91
Laborer	10.36
Locksmith	18.37
Machinery Maintenance Mechanic	23.06
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04/25/03	
Machinist, Maintenance	18.84
Maintenance Trades Helper	13.96

Millwright	20.91
Office Appliance Repairer	20.09
Painter, Aircraft	20.10
Painter, Maintenance	16.80
Pipefitter, Maintenance	23.68
Plumber, Maintenance	22.74
Pneudraulic Systems Mechanic	20.91
Rigger	20.91
Scale Mechanic	19.22
Sheet-Metal Worker, Maintenance	19.11
Small Engine Mechanic	19.22
Telecommunication Mechanic I	20.91
Telecommunication Mechanic II	21.52
Telephone Lineman	20.91
Welder, Combination, Maintenance	17.48
Well Driller	20.91
Woodcraft Worker	20.91
Woodworker	16.75

#### **Miscellaneous Occupations**

Animal Caretaker	11.11
Carnival Equipment Operator	15.15
Carnival Equipment Repairer	15.89
Carnival Worker	10.35
Cashier	9.18
Desk Clerk	10.52
Embalmer	18.74
Lifeguard	10.38
Mortician	19.75
Park Attendant (Aide)	13.03
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.92
Recreation Specialist	14.57
Recycling Worker	18.34
Sales Clerk	10.22
School Crossing Guard (Crosswalk Attendant)	10.28
Sport Official	10.38
Survey Party Chief (Chief of Party)	20.86
Surveying Aide	13.74
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	18.84
Swimming Pool Operator	15.28
Vending Machine Attendant	13.89
Vending Machine Repairer	16.03
Vending Machine Repairer Helper	13.89

#### **Personal Needs Occupations**

Child Care Attendant	10.52
Child Care Center Clerk	13.83
Chore Aid	10.21
Homemaker	15.36

#### **Plant and System Operation Occupations**

Boiler Tender	20.91
Sewage Plant Operator	21.11
Stationary Engineer	20.91

Ventilation Equipment Tender	15.54
Water Treatment Plant Operator	21.24

**Protective Service Occupations**

Alarm Monitor	13.17
Corrections Officer	23.20
Court Security Officer	23.20
Detention Officer	23.20
Firefighter	21.08
Guard I	9.79
Guard II	10.41
Police Officer	25.26

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	19.22
Hatch Tender	18.04
Line Handler	18.04
Stevedore I	17.75
Stevedore II	19.40

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	31.08
Air Traffic Control Specialist, Station (2)	21.43
Air Traffic Control Specialist, Terminal (2)	23.60
Archeological Technician I	16.06
Archeological Technician II	17.96
Archeological Technician III	22.26
Cartographic Technician	23.79
Civil Engineering Technician	21.45
Computer Based Training (CBT) Specialist/ Instructor	24.81
Drafter I	14.51
Drafter II	16.27
Drafter III	18.23
Drafter IV	22.26
Engineering Technician I	15.37
Engineering Technician II	17.90
Engineering Technician III	19.62
Engineering Technician IV	25.16
Engineering Technician V	30.88
Engineering Technician VI	37.37
Environmental Technician	18.72
Flight Simulator/Instructor (Pilot)	27.62
Graphic Artist	19.62
Instructor	23.12
Laboratory Technician	16.90
Mathematical Technician	19.07
Paralegal/Legal Assistant I	15.91
Paralegal/Legal Assistant II	20.32
Paralegal/Legal Assistant III	24.83
Paralegal/Legal Assistant IV	30.03
Photooptics Technician	20.78
Technical Writer	25.83
Unexploded (UXO) Safety Escort	19.75
Unexploded (UXO) Sweep Personnel	19.75
Unexploded Ordnance (UXO) Technician I	19.75
Unexploded Ordnance (UXO) Technician II	23.90

Unexploded Ordnance (UXO) Technician III	28.64
Weather Observer, Combined Upper Air and Surface Programs (3)	17.58

Weather Observer, Senior (3)	19.54
Weather Observer, Upper Air (3)	17.58

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	16.61
Parking and Lot Attendant	7.58
Shuttle Bus Driver	11.34
Taxi Driver	11.21
Truckdriver, Heavy Truck	16.93
Truckdriver, Light Truck	11.20
Truckdriver, Medium Truck	16.10
Truckdriver, Tractor-Trailer	16.93

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**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

**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 anotherday 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, dyeing, mixing, and pressing of sensitive ordnance, 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 ordnance, (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 ordnance, explosive, and incendiary ordnance material other than small arms ammunition.

**NOTE:** These differentials are only applicable to work that has been specifically designated by the agency for ordnance, 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) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), 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.

THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

William W.Gross                      Division of  
Director                              Wage Determinations

Wage Determination No.: 1994-2096  
Revision No.: 14  
Date Of Last Revision: 08/13/2002

States: Delaware, Maryland, **Virginia**

Area: Delaware County of Sussex  
Maryland Counties of Somerset, Wicomico, Worcester  
**Virginia** Counties of **Accomack**, Northampton

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION TITLE

MINIMUM WAGE RATE

**Administrative Support and Clerical Occupations**

Accounting Clerk I	8.43
Accounting Clerk II	9.26
Accounting Clerk III	11.02
Accounting Clerk IV	13.79
Court Reporter	9.88
Dispatcher, Motor Vehicle	10.40
Document Preparation Clerk	8.70
Duplicating Machine Operator	8.70
Film/Tape Librarian	9.00
General Clerk I	6.62
General Clerk II	6.98
General Clerk III	8.76
General Clerk IV	9.83
Housing Referral Assistant	10.69
Key Entry Operator I	9.25
Key Entry Operator II	10.95
Messenger (Courier)	6.74
Order Clerk I	8.44
Order Clerk II	10.73
Personnel Assistant (Employment) I	7.68
Personnel Assistant (Employment) II	9.00
Personnel Assistant (Employment) III	9.88
Personnel Assistant (Employment) IV	10.74
Production Control Clerk	12.34
Rental Clerk	9.34
Scheduler, Maintenance	8.96
Secretary I	8.96
Secretary II	9.84
Secretary III	10.69
Secretary IV	10.88
Secretary V	11.96
Service Order Dispatcher	10.35
Stenographer I	10.93
Stenographer II	12.01
Supply Technician	10.88
Survey Worker (Interviewer)	9.88
Switchboard Operator-Receptionist	8.27
Test Examiner	9.84
Test Proctor	9.84

Travel Clerk I	9.94
Travel Clerk II	10.73
Travel Clerk III	11.48
Word Processor I	8.98
Word Processor II	10.28
Word Processor III	11.28

**Automatic Data Processing Occupations**

Computer Data Librarian	8.77
Computer Operator I	7.53
Computer Operator II	9.00
Computer Operator III	10.89
Computer Operator IV	12.19
Computer Operator V	13.41
Computer Programmer I (1)	11.15
Computer Programmer II (1)	13.77
Computer Programmer III (1)	16.44
Computer Programmer IV (1)	20.08
Computer Systems Analyst I (1)	14.17
Computer Systems Analyst II (1)	16.71
Computer Systems Analyst III (1)	19.38
Peripheral Equipment Operator	8.61

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	13.02
Automotive Glass Installer	11.17
Automotive Worker	12.28
Electrician, Automotive	12.80
Mobile Equipment Servicer	10.20
Motor Equipment Metal Mechanic	13.36
Motor Equipment Metal Worker	12.28
Motor Vehicle Mechanic	13.36
Motor Vehicle Mechanic Helper	9.71
Motor Vehicle Upholstery Worker	11.72
Motor Vehicle Wrecker	12.28
Painter, Automotive	12.87
Radiator Repair Specialist	12.28
Tire Repairer	9.82
Transmission Repair Specialist	13.36

**Food Preparation and Service Occupations**

Baker	8.50
Cook I	8.66
Cook II	9.78
Dishwasher	6.64
Food Service Worker	7.44
Meat Cutter	9.35
Waiter/Waitress	6.67

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	14.42
Furniture Handler	10.11
Furniture Refinisher	13.11
Furniture Refinisher Helper	10.88
Furniture Repairer, Minor	12.01
Upholsterer	13.11

**General Services and Support Occupations**

Cleaner, Vehicles	8.18
Elevator Operator	8.18
Gardener	9.12
House Keeping Aid I	6.71
House Keeping Aid II	7.69
Janitor	8.18
Laborer, Grounds Maintenance	8.33
Maid or Houseman	7.10
Pest Controller	8.45
Refuse Collector	8.18
Tractor Operator	9.30
Window Cleaner	8.33

**Health Occupations**

Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	11.02
Licensed Practical Nurse II	12.36
Licensed Practical Nurse III	13.83
Medical Assistant	10.43
Medical Laboratory Technician	10.75
Medical Record Clerk	10.75
Medical Record Technician	14.89
Nursing Assistant I	7.83
Nursing Assistant II	8.80
Nursing Assistant III	9.60
Nursing Assistant IV	10.77
Pharmacy Technician	12.19
Phlebotomist	12.36
Registered Nurse I	17.13
Registered Nurse II	20.97
Registered Nurse II, Specialist	20.97
Registered Nurse III	25.37
Registered Nurse III, Anesthetist	25.37
Registered Nurse IV	30.38

**Information and Arts Occupations**

Audiovisual Librarian	12.60
Exhibits Specialist I	13.81
Exhibits Specialist II	15.73
Exhibits Specialist III	19.22
Illustrator I	12.89
Illustrator II	14.69
Illustrator III	18.06
Librarian	12.01
Library Technician	9.20
Photographer I	11.00
Photographer II	12.73
Photographer III	14.50
Photographer IV	17.83
Photographer V	20.92

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	7.02
Counter Attendant	7.02

Dry Cleaner	8.56
Finisher, Flatwork, Machine	7.02
Presser, Hand	7.02
Presser, Machine, Drycleaning	7.02
Presser, Machine, Shirts	7.02
Presser, Machine, Wearing Apparel, Laundry	7.02
Sewing Machine Operator	9.14
Tailor	9.72
Washer, Machine	7.59

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	14.42
Tool and Die Maker	16.89

**Material Handling and Packing Occupations**

Forklift Operator	10.97
Fuel Distribution System Operator	12.58
Material Coordinator	12.84
Material Expediter	12.84
Material Handling Laborer	8.88
Order Filler	9.52
Production Line Worker (Food Processing)	10.12
Shipping Packer	10.08
Shipping/Receiving Clerk	10.55
Stock Clerk (Shelf Stocker; Store Worker II)	12.72
Store Worker I	9.91
Tools and Parts Attendant	13.76
Warehouse Specialist	11.64

**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	15.05
Aircraft Mechanic Helper	11.97
Aircraft Quality Control Inspector	20.03
Aircraft Servicer	13.21
Aircraft Worker	13.84
Appliance Mechanic	13.11
Bicycle Repairer	11.05
Cable Splicer	17.30
Carpenter, Maintenance	13.24
Carpet Layer	13.84
Electrician, Maintenance	15.50
Electronics Technician, Maintenance I	13.84
Electronics Technician, Maintenance II	18.79
Electronics Technician, Maintenance III	21.16
Fabric Worker	12.66
Fire Alarm System Mechanic	15.05
Fire Extinguisher Repairer	12.58
Fuel Distribution System Mechanic	15.05
General Maintenance Worker	11.79
Heating, Refrigeration and Air Conditioning Mechanic	15.05
Heavy Equipment Mechanic	15.25
Heavy Equipment Operator	15.73
Instrument Mechanic	17.30
Laborer	9.57
Locksmith	14.42
Machinery Maintenance Mechanic	15.73
Machinist, Maintenance	14.31

Maintenance Trades Helper	10.88
Millwright	14.88
Office Appliance Repairer	14.42
Painter, Aircraft	13.11
Painter, Maintenance	13.11
Pipefitter, Maintenance	15.73
Plumber, Maintenance	16.59
Pneudraulic Systems Mechanic	15.05
Rigger	14.97
Scale Mechanic	13.84
Sheet-Metal Worker, Maintenance	15.05
Small Engine Mechanic	12.72
Telecommunication Mechanic I	15.05
Telecommunication Mechanic II	15.66
Telephone Lineman	15.05
Welder, Combination, Maintenance	13.68
Well Driller	15.05
Woodcraft Worker	15.05
Woodworker	12.82

#### Miscellaneous Occupations

Animal Caretaker	7.12
Carnival Equipment Operator	8.09
Carnival Equipment Repairer	8.80
Carnival Worker	7.12
Cashier	7.28
Desk Clerk	8.45
Embalmer	17.93
Lifeguard	9.42
Mortician	18.23
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.27
Recreation Specialist	11.71
Recycling Worker	9.30
Sales Clerk	8.95
School Crossing Guard (Crosswalk Attendant)	7.12
Sport Official	8.27
Survey Party Chief (Chief of Party)	13.79
Surveying Aide	9.04
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.38
Swimming Pool Operator	7.93
Vending Machine Attendant	7.93
Vending Machine Repairer	9.35
Vending Machine Repairer Helper	8.09

#### Personal Needs Occupations

Child Care Attendant	8.45
Child Care Center Clerk	10.54
Chore Aid	6.17
Homemaker	11.71

#### Plant and System Operation Occupations

Boiler Tender	13.68
Sewage Plant Operator	13.11
Stationary Engineer	13.68
Ventilation Equipment Tender	11.97
Water Treatment Plant Operator	14.42

**Protective Service Occupations**

Alarm Monitor	9.88
Corrections Officer	12.07
Court Security Officer	12.33
Detention Officer	12.07
Firefighter	11.86
Guard I	7.19
Guard II	9.04
Police Officer	16.06

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	11.69
Hatch Tender	11.69
Line Handler	11.69
Stevedore I	10.15
Stevedore II	12.19

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	11.34
Archeological Technician II	12.69
Archeological Technician III	15.73
Cartographic Technician	14.30
Civil Engineering Technician	14.17
Computer Based Training (CBT) Specialist/ Instructor	14.30
Drafter I	9.86
Drafter II	11.94
Drafter III	13.81
Drafter IV	15.73
Engineering Technician I	9.02
Engineering Technician II	10.92
Engineering Technician III	12.63
Engineering Technician IV	14.39
Engineering Technician V	17.70
Engineering Technician VI	20.76
Environmental Technician	15.73
Flight Simulator/Instructor (Pilot)	17.47
Graphic Artist	12.88
Instructor	16.29
Laboratory Technician	10.27
Mathematical Technician	15.73
Paralegal/Legal Assistant I	9.00
Paralegal/Legal Assistant II	10.93
Paralegal/Legal Assistant III	13.37
Paralegal/Legal Assistant IV	16.17
Photooptics Technician	14.50
Technical Writer	15.73
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	10.27
Weather Observer, Senior (3)	12.41
Weather Observer, Upper Air (3)	10.27

## Transportation/ Mobile Equipment Operation Occupations

Bus Driver	9.55
Parking and Lot Attendant	7.71
Shuttle Bus Driver	10.59
Taxi Driver	8.03
Truckdriver, Heavy Truck	11.50
Truckdriver, Light Truck	10.59
Truckdriver, Medium Truck	10.98
Truckdriver, Tractor-Trailer	12.84

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

**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)

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**\*\* 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).
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William W. Gross Director	Division of Wage Determinations	WASHINGTON D.C. 20210
		Wage Determination No.: 1994-2104
		Revision No.: 21
		Date Of Last Revision: 06/03/2003

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\*\*

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.18
01012 - Accounting Clerk II	12.74
01013 - Accounting Clerk III	14.30
01014 - Accounting Clerk IV	16.37
01030 - Court Reporter	16.43
01050 - Dispatcher, Motor Vehicle	16.09
01060 - Document Preparation Clerk	12.42
01070 - Messenger (Courier)	10.23
01090 - Duplicating Machine Operator	12.42
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	19.04
01131 - Key Entry Operator I	10.80
01132 - Key Entry Operator II	12.07
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	15.26
01311 - Secretary I	15.26
01312 - Secretary II	16.56
01313 - Secretary III	19.04
01314 - Secretary IV	20.15
01315 - Secretary V	23.47
01320 - Service Order Dispatcher	15.44
01341 - Stenographer I	14.68
01342 - Stenographer II	16.47
01400 - Supply Technician	20.15
01420 - Survey Worker (Interviewer)	14.94
01460 - Switchboard Operator-Receptionist	10.96
01510 - Test Examiner	16.56
01520 - Test Proctor	16.56
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	12.86
03041 - Computer Operator I	14.30
03042 - Computer Operator II	15.82
03043 - Computer Operator III	18.60
03044 - Computer Operator IV	20.44
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)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	14.30
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	22.73
05010 - Automotive Glass Installer	17.88
05040 - Automotive Worker	17.88
05070 - Electrician, Automotive	18.95
05100 - Mobile Equipment Servicer	15.69
05130 - Motor Equipment Metal Mechanic	19.98
05160 - Motor Equipment Metal Worker	17.88
05190 - Motor Vehicle Mechanic	20.07
05220 - Motor Vehicle Mechanic Helper	16.81
05250 - Motor Vehicle Upholstery Worker	17.88
05280 - Motor Vehicle Wrecker	17.88
05310 - Painter, Automotive	18.95
05340 - Radiator Repair Specialist	17.88
05370 - Tire Repairer	14.43
05400 - Transmission Repair Specialist	19.98
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	9.01
07010 - Baker	11.87
07041 - Cook I	10.93
07042 - Cook II	12.46
07070 - Dishwasher	9.22
07130 - Meat Cutter	16.07
07250 - Waiter/Waitress	8.59
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	9.13
11122 - House Keeping Aid II	9.39
11150 - Janitor	10.12
11210 - Laborer, Grounds Maintenance	10.75
11240 - Maid or Houseman	9.28
11270 - Pest Controller	12.44
11300 - Refuse Collector	10.88
11330 - Tractor Operator	12.73
11360 - Window Cleaner	10.51
12000 - Health Occupations	
12020 - Dental Assistant	15.80
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.08

12071 - Licensed Practical Nurse I	14.63
12072 - Licensed Practical Nurse II	16.42
12073 - Licensed Practical Nurse III	18.38
12100 - Medical Assistant	12.94
12130 - Medical Laboratory Technician	15.32
12160 - Medical Record Clerk	13.60
12190 - Medical Record Technician	14.97
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	24.00
12312 - Registered Nurse II	26.70
12313 - Registered Nurse II, Specialist	26.70
12314 - Registered Nurse III	34.48
12315 - Registered Nurse III, Anesthetist	34.48
12316 - Registered Nurse IV	41.33
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	18.95
13011 - Exhibits Specialist I	17.98
13012 - Exhibits Specialist II	22.48
13013 - Exhibits Specialist III	27.29
13041 - Illustrator I	18.73
13042 - Illustrator II	23.42
13043 - Illustrator III	28.82
13047 - Librarian	22.33
13050 - Library Technician	16.28
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	9.94
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	10.67
15220 - Tailor	12.43
15250 - Washer, Machine	9.31
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.95
19040 - Tool and Die Maker	23.05
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	19.38
21020 - Material Coordinator	17.12
21030 - Material Expediter	17.12
21040 - Material Handling Laborer	11.50
21050 - Order Filler	13.21
21071 - Forklift Operator	14.58
21080 - Production Line Worker (Food Processing)	14.08
21100 - Shipping/Receiving Clerk	13.09
21130 - Shipping Packer	13.02
21140 - Store Worker I	9.06
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.01

21210 - Tools and Parts Attendant	16.99
21400 - Warehouse Specialist	15.76
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	22.24
23040 - Aircraft Mechanic Helper	14.71
23050 - Aircraft Quality Control Inspector	23.43
23060 - Aircraft Servicer	17.82
23070 - Aircraft Worker	18.09
23100 - Appliance Mechanic	18.95
23120 - Bicycle Repairer	14.43
23125 - Cable Splicer	22.51
23130 - Carpenter, Maintenance	18.95
23140 - Carpet Layer	17.61
23160 - Electrician, Maintenance	22.59
23181 - Electronics Technician, Maintenance I	16.88
23182 - Electronics Technician, Maintenance II	21.92
23183 - Electronics Technician, Maintenance III	23.87
23260 - Fabric Worker	16.55
23290 - Fire Alarm System Mechanic	19.98
23310 - Fire Extinguisher Repairer	15.69
23340 - Fuel Distribution System Mechanic	20.93
23370 - General Maintenance Worker	17.28
23400 - Heating, Refrigeration and Air Conditioning Mechanic	19.25
23430 - Heavy Equipment Mechanic	19.98
23440 - Heavy Equipment Operator	20.28
23460 - Instrument Mechanic	19.98
23470 - Laborer	11.79
23500 - Locksmith	18.95
23530 - Machinery Maintenance Mechanic	20.51
23550 - Machinist, Maintenance	21.52
23580 - Maintenance Trades Helper	14.54
23640 - Millwright	19.70
23700 - Office Appliance Repairer	18.95
23740 - Painter, Aircraft	21.29
23760 - Painter, Maintenance	18.95
23790 - Pipefitter, Maintenance	20.94
23800 - Plumber, Maintenance	19.86
23820 - Pneudraulic Systems Mechanic	19.98
23850 - Rigger	19.98
23870 - Scale Mechanic	17.88
23890 - Sheet-Metal Worker, Maintenance	19.98
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	19.98
23965 - Well Driller	19.98
23970 - Woodcraft Worker	19.98
23980 - Woodworker	15.32
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.37
24580 - Child Care Center Clerk	15.86
24600 - Chore Aid	8.86
24630 - Homemaker	16.45
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	22.20
25040 - Sewage Plant Operator	19.52
25070 - Stationary Engineer	22.20
25190 - Ventilation Equipment Tender	13.85
25210 - Water Treatment Plant Operator	19.72

27000 - Protective Service Occupations	
(not set) - Police Officer	21.76
27004 - Alarm Monitor	15.26
27006 - Corrections Officer	17.69
27010 - Court Security Officer	19.46
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	16.76
28020 - Hatch Tender	16.76
28030 - Line Handler	16.76
28040 - Stevedore I	15.76
28050 - Stevedore II	17.78
29000 - Technical Occupations	
21150 - Graphic Artist	20.52
29010 - Air Traffic Control Specialist, Center (2)	29.85
29011 - Air Traffic Control Specialist, Station (2)	20.59
29012 - Air Traffic Control Specialist, Terminal (2)	22.67
29023 - Archeological Technician I	15.52
29024 - Archeological Technician II	17.35
29025 - Archeological Technician III	21.51
29030 - Cartographic Technician	22.87
29035 - Computer Based Training (CBT) Specialist/ Instructor	25.84
29040 - Civil Engineering Technician	19.56
29061 - Drafter I	13.01
29062 - Drafter II	16.29
29063 - Drafter III	18.30
29064 - Drafter IV	22.87
29081 - Engineering Technician I	16.15
29082 - Engineering Technician II	18.75
29083 - Engineering Technician III	22.54
29084 - Engineering Technician IV	25.86
29085 - Engineering Technician V	31.62
29086 - Engineering Technician VI	38.26
29090 - Environmental Technician	19.29
29100 - Flight Simulator/Instructor (Pilot)	30.54
29160 - Instructor	23.97
29210 - Laboratory Technician	16.87
29240 - Mathematical Technician	23.39
29361 - Paralegal/Legal Assistant I	18.38
29362 - Paralegal/Legal Assistant II	23.44
29363 - Paralegal/Legal Assistant III	28.68
29364 - Paralegal/Legal Assistant IV	34.69
29390 - Photooptics Technician	22.87
29480 - Technical Writer	25.08
29491 - Unexploded Ordnance (UXO) Technician I	18.97
29492 - Unexploded Ordnance (UXO) Technician II	22.96
29493 - Unexploded Ordnance (UXO) Technician III	27.51
29494 - Unexploded (UXO) Safety Escort	18.97
29495 - Unexploded (UXO) Sweep Personnel	18.97
29620 - Weather Observer, Senior (3)	21.32
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	18.30
29622 - Weather Observer, Upper Air (3)	18.30
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	15.95
31260 - Parking and Lot Attendant	8.62
31290 - Shuttle Bus Driver	12.94
31300 - Taxi Driver	10.99
31361 - Truckdriver, Light Truck	12.37
31362 - Truckdriver, Medium Truck	15.72

31363 - Truckdriver, Heavy Truck	18.40
31364 - Truckdriver, Tractor-Trailer	18.40
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	9.33
99030 - Cashier	8.53
99041 - Carnival Equipment Operator	11.78
99042 - Carnival Equipment Repairer	12.69
99043 - Carnival Worker	7.93
99050 - Desk Clerk	9.78
99095 - Embalmer	19.04
99300 - Lifeguard	9.97
99310 - Mortician	22.94
99350 - Park Attendant (Aide)	12.52
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.81
99500 - Recreation Specialist	15.94
99510 - Recycling Worker	14.06
99610 - Sales Clerk	10.49
99620 - School Crossing Guard (Crosswalk Attendant)	11.37
99630 - Sport Official	11.24
99658 - Survey Party Chief (Chief of Party)	16.41
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.60
99660 - Surveying Aide	10.20
99690 - Swimming Pool Operator	13.54
99720 - Vending Machine Attendant	10.43
99730 - Vending Machine Repairer	13.54
99740 - Vending Machine Repairer Helper	11.02

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

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 ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, 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 regarding 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 ordnance, (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 ordnance, 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 ordnance, 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) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), 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 ensure 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.

94-2118 FL,MELBOURNE

09/30/03

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William W.Gross	Division of	WASHINGTON D.C. 20210
Director	Wage Determinations	Wage Determination No.: 1994-2118
		Revision No.: 20
		Date Of Last Revision: 09/23/2003

State: Florida

Area: Florida Counties of Brevard, Indian River

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	10.76
01012 - Accounting Clerk II	12.36
01013 - Accounting Clerk III	14.60
01014 - Accounting Clerk IV	18.43
01030 - Court Reporter	13.06
01050 - Dispatcher, Motor Vehicle	13.04
01060 - Document Preparation Clerk	10.79
01070 - Messenger (Courier)	9.15
01090 - Duplicating Machine Operator	10.79
01110 - Film/Tape Librarian	11.91
01115 - General Clerk I	9.96
01116 - General Clerk II	11.21
01117 - General Clerk III	12.04
01118 - General Clerk IV	12.33
01120 - Housing Referral Assistant	14.77
01131 - Key Entry Operator I	9.36
01132 - Key Entry Operator II	11.08
01191 - Order Clerk I	9.03
01192 - Order Clerk II	12.36
01261 - Personnel Assistant (Employment) I	10.43
01262 - Personnel Assistant (Employment) II	11.81
01263 - Personnel Assistant (Employment) III	13.06
01264 - Personnel Assistant (Employment) IV	16.02
01270 - Production Control Clerk	15.83
01290 - Rental Clerk	11.89
01300 - Scheduler, Maintenance	12.43
01311 - Secretary I	12.43
01312 - Secretary II	13.67
01313 - Secretary III	14.77
01314 - Secretary IV	16.80
01315 - Secretary V	18.50
01320 - Service Order Dispatcher	11.85
01341 - Stenographer I	11.07
01342 - Stenographer II	11.87
01400 - Supply Technician	16.80
01420 - Survey Worker (Interviewer)	13.06
01460 - Switchboard Operator-Receptionist	9.05
01510 - Test Examiner	13.67
01520 - Test Proctor	13.67
01531 - Travel Clerk I	9.55
01532 - Travel Clerk II	10.34
01533 - Travel Clerk III	10.66
01611 - Word Processor I	10.40
01612 - Word Processor II	11.66
01613 - Word Processor III	13.04
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	12.28
03041 - Computer Operator I	13.03

03042	- Computer Operator II	14.18
03043	- Computer Operator III	15.89
03044	- Computer Operator IV	17.45
03045	- Computer Operator V	19.46
03071	- Computer Programmer I (1)	17.77
03072	- Computer Programmer II (1)	23.42
03073	- Computer Programmer III (1)	27.62
03074	- Computer Programmer IV (1)	27.62
03101	- Computer Systems Analyst I (1)	23.97
03102	- Computer Systems Analyst II (1)	27.62
03103	- Computer Systems Analyst III (1)	27.62
03160	- Peripheral Equipment Operator	12.42
05000	- Automotive Service Occupations	
05005	- Automotive Body Repairer, Fiberglass	16.49
05010	- Automotive Glass Installer	15.00
05040	- Automotive Worker	15.00
05070	- Electrician, Automotive	15.86
05100	- Mobile Equipment Servicer	13.54
05130	- Motor Equipment Metal Mechanic	16.49
05160	- Motor Equipment Metal Worker	15.00
05190	- Motor Vehicle Mechanic	16.49
05220	- Motor Vehicle Mechanic Helper	12.74
05250	- Motor Vehicle Upholstery Worker	14.48
05280	- Motor Vehicle Wrecker	15.00
05310	- Painter, Automotive	15.76
05340	- Radiator Repair Specialist	15.00
05370	- Tire Repairer	13.08
05400	- Transmission Repair Specialist	16.49
07000	- Food Preparation and Service Occupations	
(not set)	- Food Service Worker	8.05
07010	- Baker	11.11
07041	- Cook I	10.11
07042	- Cook II	11.11
07070	- Dishwasher	7.82
07130	- Meat Cutter	11.73
07250	- Waiter/Waitress	8.47
09000	- Furniture Maintenance and Repair Occupations	
09010	- Electrostatic Spray Painter	15.76
09040	- Furniture Handler	12.39
09070	- Furniture Refinisher	15.76
09100	- Furniture Refinisher Helper	12.74
09110	- Furniture Repairer, Minor	14.28
09130	- Upholsterer	15.76
11030	- General Services and Support Occupations	
11030	- Cleaner, Vehicles	8.28
11060	- Elevator Operator	8.99
11090	- Gardener	10.67
11121	- House Keeping Aid I	7.82
11122	- House Keeping Aid II	9.74
11150	- Janitor	8.99
11210	- Laborer, Grounds Maintenance	8.94
11240	- Maid or Houseman	7.29
11270	- Pest Controller	12.25
11300	- Refuse Collector	8.99
11330	- Tractor Operator	10.42
11360	- Window Cleaner	9.74
12000	- Health Occupations	
12020	- Dental Assistant	12.17
12040	- Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.90
12071	- Licensed Practical Nurse I	11.56
12072	- Licensed Practical Nurse II	12.98

12073 - Licensed Practical Nurse III	14.53
12100 - Medical Assistant	10.73
12130 - Medical Laboratory Technician	12.98
12160 - Medical Record Clerk	12.34
12190 - Medical Record Technician	12.93
12221 - Nursing Assistant I	8.45
12222 - Nursing Assistant II	9.50
12223 - Nursing Assistant III	10.36
12224 - Nursing Assistant IV	11.64
12250 - Pharmacy Technician	11.63
12280 - Phlebotomist	12.98
12311 - Registered Nurse I	16.91
12312 - Registered Nurse II	20.68
12313 - Registered Nurse II, Specialist	20.68
12314 - Registered Nurse III	25.04
12315 - Registered Nurse III, Anesthetist	25.04
12316 - Registered Nurse IV	30.00
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	19.38
13011 - Exhibits Specialist I	16.28
13012 - Exhibits Specialist II	19.38
13013 - Exhibits Specialist III	21.19
13041 - Illustrator I	16.29
13042 - Illustrator II	19.38
13043 - Illustrator III	21.19
13047 - Librarian	20.37
13050 - Library Technician	12.44
13071 - Photographer I	12.81
13072 - Photographer II	15.50
13073 - Photographer III	18.45
13074 - Photographer IV	20.18
13075 - Photographer V	22.30
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.18
15030 - Counter Attendant	7.18
15040 - Dry Cleaner	8.58
15070 - Finisher, Flatwork, Machine	7.18
15090 - Presser, Hand	7.18
15100 - Presser, Machine, Drycleaning	7.18
15130 - Presser, Machine, Shirts	7.18
15160 - Presser, Machine, Wearing Apparel, Laundry	7.18
15190 - Sewing Machine Operator	9.14
15220 - Tailor	9.70
15250 - Washer, Machine	7.45
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	15.76
19040 - Tool and Die Maker	18.73
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	14.48
21020 - Material Coordinator	16.43
21030 - Material Expediter	16.43
21040 - Material Handling Laborer	8.35
21050 - Order Filler	11.67
21071 - Forklift Operator	11.20
21080 - Production Line Worker (Food Processing)	12.68
21100 - Shipping/Receiving Clerk	11.03
21130 - Shipping Packer	11.03
21140 - Store Worker I	9.73
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	12.94
21210 - Tools and Parts Attendant	14.66
21400 - Warehouse Specialist	14.58

23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	19.23
23040 - Aircraft Mechanic Helper	13.51
23050 - Aircraft Quality Control Inspector	18.83
23060 - Aircraft Servicer	15.14
23070 - Aircraft Worker	15.90
23100 - Appliance Mechanic	15.76
23120 - Bicycle Repairer	13.08
23125 - Cable Splicer	16.49
23130 - Carpenter, Maintenance	15.76
23140 - Carpet Layer	15.19
23160 - Electrician, Maintenance	16.75
23181 - Electronics Technician, Maintenance I	18.04
23182 - Electronics Technician, Maintenance II	22.66
23183 - Electronics Technician, Maintenance III	25.45
23260 - Fabric Worker	14.28
23290 - Fire Alarm System Mechanic	16.49
23310 - Fire Extinguisher Repairer	13.54
23340 - Fuel Distribution System Mechanic	16.49
23370 - General Maintenance Worker	16.50
23400 - Heating, Refrigeration and Air Conditioning Mechanic	16.49
23430 - Heavy Equipment Mechanic	16.49
23440 - Heavy Equipment Operator	16.49
23460 - Instrument Mechanic	16.49
23470 - Laborer	11.04
23500 - Locksmith	15.76
23530 - Machinery Maintenance Mechanic	18.14
23550 - Machinist, Maintenance	17.68
23580 - Maintenance Trades Helper	12.74
23640 - Millwright	18.37
23700 - Office Appliance Repairer	15.76
23740 - Painter, Aircraft	15.97
23760 - Painter, Maintenance	15.76
23790 - Pipefitter, Maintenance	16.49
23800 - Plumber, Maintenance	15.76
23820 - Pneudraulic Systems Mechanic	16.49
23850 - Rigger	16.49
23870 - Scale Mechanic	15.00
23890 - Sheet-Metal Worker, Maintenance	16.49
23910 - Small Engine Mechanic	15.00
23930 - Telecommunication Mechanic I	18.14
23931 - Telecommunication Mechanic II	18.96
23950 - Telephone Lineman	16.49
23960 - Welder, Combination, Maintenance	16.49
23965 - Well Driller	16.49
23970 - Woodcraft Worker	16.49
23980 - Woodworker	13.54
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	7.32
24580 - Child Care Center Clerk	10.48
24600 - Chore Aid	8.70
24630 - Homemaker	12.83
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	16.49
25040 - Sewage Plant Operator	15.76
25070 - Stationary Engineer	16.49
25190 - Ventilation Equipment Tender	12.74
25210 - Water Treatment Plant Operator	16.43
27000 - Protective Service Occupations	
(not set) - Police Officer	16.08
27004 - Alarm Monitor	13.13

27006 - Corrections Officer	13.81
27010 - Court Security Officer	13.97
27040 - Detention Officer	13.81
27070 - Firefighter	14.13
27101 - Guard I	8.06
27102 - Guard II	14.23
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	16.68
28020 - Hatch Tender	14.97
28030 - Line Handler	14.97
28040 - Stevedore I	16.17
28050 - Stevedore II	17.91
29000 - Technical Occupations	
21150 - Graphic Artist	20.23
29010 - Air Traffic Control Specialist, Center (2)	29.10
29011 - Air Traffic Control Specialist, Station (2)	20.07
29012 - Air Traffic Control Specialist, Terminal (2)	22.09
29023 - Archeological Technician I	12.68
29024 - Archeological Technician II	14.41
29025 - Archeological Technician III	17.61
29030 - Cartographic Technician	18.87
29035 - Computer Based Training (CBT) Specialist/ Instructor	23.97
29040 - Civil Engineering Technician	17.04
29061 - Drafter I	10.19
29062 - Drafter II	13.10
29063 - Drafter III	15.85
29064 - Drafter IV	18.87
29081 - Engineering Technician I	9.37
29082 - Engineering Technician II	12.45
29083 - Engineering Technician III	15.07
29084 - Engineering Technician IV	17.94
29085 - Engineering Technician V	19.62
29086 - Engineering Technician VI	21.69
29090 - Environmental Technician	17.45
29100 - Flight Simulator/Instructor (Pilot)	27.62
29160 - Instructor	21.12
29210 - Laboratory Technician	17.48
29240 - Mathematical Technician	18.52
29361 - Paralegal/Legal Assistant I	12.28
29362 - Paralegal/Legal Assistant II	16.61
29363 - Paralegal/Legal Assistant III	20.31
29364 - Paralegal/Legal Assistant IV	24.59
29390 - Photooptics Technician	17.15
29480 - Technical Writer	21.58
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)	16.45
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	18.27
29622 - Weather Observer, Upper Air (3)	18.27
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	15.56
31260 - Parking and Lot Attendant	9.94
31290 - Shuttle Bus Driver	13.42
31300 - Taxi Driver	10.94
31361 - Truckdriver, Light Truck	13.42
31362 - Truckdriver, Medium Truck	14.16
31363 - Truckdriver, Heavy Truck	14.89
31364 - Truckdriver, Tractor-Trailer	14.89

99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	9.00
99030 - Cashier	7.88
99041 - Carnival Equipment Operator	11.35
99042 - Carnival Equipment Repairer	11.62
99043 - Carnival Worker	7.82
99050 - Desk Clerk	7.52
99095 - Embalmer	18.49
99300 - Lifeguard	9.72
99310 - Mortician	20.54
99350 - Park Attendant (Aide)	12.20
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.68
99500 - Recreation Specialist	14.12
99510 - Recycling Worker	12.18
99610 - Sales Clerk	9.29
99620 - School Crossing Guard (Crosswalk Attendant)	8.68
99630 - Sport Official	9.06
99658 - Survey Party Chief (Chief of Party)	14.41
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.10
99660 - Surveying Aide	9.55
99690 - Swimming Pool Operator	12.22
99720 - Vending Machine Attendant	12.03
99730 - Vending Machine Repairer	14.05
99740 - Vending Machine Repairer Helper	12.03

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

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 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 ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, 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 regarding 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 ordnance, (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 ordnance, 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 ordnance, 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) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), 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 ensure 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

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

William W.Gross                      Division of  
Director                              Wage Determinations

Wage Determination No.: 1994-2234  
Revision No.: 16  
Date Of Last Revision: 04/12/2002

**State:** Louisiana

**Area:** Louisiana Parishes of Jefferson, Lafourche, Orleans, Plaquemines,  
Saint John The Baptist, St Bernard, St Charles, St Tammany, Terrebonne,  
Washington

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION TITLE	MINIMUM WAGE RATE
<b>Administrative Support and Clerical Occupations</b>	
Accounting Clerk I	7.87
Accounting Clerk II	9.75
Accounting Clerk III	11.46
Accounting Clerk IV	13.85
Court Reporter	13.44
Dispatcher, Motor Vehicle	12.42
Document Preparation Clerk	11.51
Duplicating Machine Operator	11.51
Film/Tape Librarian	10.93
General Clerk I	6.02
General Clerk II	8.48
General Clerk III	9.86
General Clerk IV	11.84
Housing Referral Assistant	15.74
Key Entry Operator I	9.47
Key Entry Operator II	11.56
Messenger (Courier)	8.27
Order Clerk I	10.43
Order Clerk II	12.41
Personnel Assistant (Employment) I	7.67
Personnel Assistant (Employment) II	9.19
Personnel Assistant (Employment) III	12.56
Personnel Assistant (Employment) IV	13.02
Production Control Clerk	15.04
Rental Clerk	11.28
Scheduler, Maintenance	11.41
Secretary I	11.41
Secretary II	13.10
Secretary III	15.74
Secretary IV	19.09
Secretary V	22.22
Service Order Dispatcher	11.19
Stenographer I	12.21
Stenographer II	12.38
Supply Technician	19.09
Survey Worker (Interviewer)	10.80
Switchboard Operator-Receptionist	8.99
Test Examiner	13.10

Test Proctor	13.10
Travel Clerk I	10.49
Travel Clerk II	11.06
Travel Clerk III	11.67
Word Processor I	9.59
Word Processor II	12.51
Word Processor III	14.23

#### **Automatic Data Processing Occupations**

Computer Data Librarian	9.63
Computer Operator I	9.63
Computer Operator II	10.83
Computer Operator III	12.50
Computer Operator IV	13.87
Computer Operator V	15.38
Computer Programmer I (1)	15.51
Computer Programmer II (1)	17.86
Computer Programmer III (1)	22.13
Computer Programmer IV (1)	26.59
Computer Systems Analyst I (1)	19.15
Computer Systems Analyst II (1)	25.02
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	12.49

#### **Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	15.66
Automotive Glass Installer	13.85
Automotive Worker	13.85
Electrician, Automotive	14.81
Mobile Equipment Servicer	11.91
Motor Equipment Metal Mechanic	15.66
Motor Equipment Metal Worker	13.85
Motor Vehicle Mechanic	15.66
Motor Vehicle Mechanic Helper	10.95
Motor Vehicle Upholstery Worker	12.89
Motor Vehicle Wrecker	13.85
Painter, Automotive	14.81
Radiator Repair Specialist	13.85
Tire Repairer	11.51
Transmission Repair Specialist	15.66

#### **Food Preparation and Service Occupations**

Baker	9.47
Cook I	8.17
Cook II	9.50
Dishwasher	6.86
Food Service Worker	6.86
Meat Cutter	10.49
Waiter/Waitress	6.09

#### **Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	14.81
Furniture Handler	10.80
Furniture Refinisher	14.81
Furniture Refinisher Helper	10.95

Furniture Repairer, Minor	12.89
Upholsterer	14.81

**General Services and Support Occupations**

Cleaner, Vehicles	7.37
Elevator Operator	7.37
Gardener	10.32
House Keeping Aid I	6.86
House Keeping Aid II	7.62
Janitor	7.78
Laborer, Grounds Maintenance	8.59
Maid or Houseman	6.68
Pest Controller	11.08
Refuse Collector	7.90
Tractor Operator	9.95
Window Cleaner	8.72

**Health Occupations**

Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.87
Licensed Practical Nurse I	11.00
Licensed Practical Nurse II	12.82
Licensed Practical Nurse III	13.97
Medical Assistant	9.77
Medical Laboratory Technician	13.12
Medical Record Clerk	11.18
Medical Record Technician	13.54
Nursing Assistant I	7.48
Nursing Assistant II	8.41
Nursing Assistant III	9.18
Nursing Assistant IV	10.29
Pharmacy Technician	12.19
Phlebotomist	10.55
Registered Nurse I	17.60
Registered Nurse II	22.82
Registered Nurse II, Specialist	25.53
Registered Nurse III	29.36
Registered Nurse III, Anesthetist	29.36
Registered Nurse IV	35.18

**Information and Arts Occupations**

Audiovisual Librarian	15.71
Exhibits Specialist I	15.97
Exhibits Specialist II	18.68
Exhibits Specialist III	22.79
Illustrator I	15.97
Illustrator II	18.68
Illustrator III	22.79
Librarian	18.30
Library Technician	10.80
Photographer I	13.59
Photographer II	15.97
Photographer III	18.68
Photographer IV	22.79
Photographer V	27.64

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	6.95
Counter Attendant	6.95
Dry Cleaner	8.86
Finisher, Flatwork, Machine	6.95
Presser, Hand	6.95
Presser, Machine, Drycleaning	6.95
Presser, Machine, Shirts	6.95
Presser, Machine, Wearing Apparel, Laundry	6.95
Sewing Machine Operator	9.50
Tailor	10.14
Washer, Machine	7.59

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	15.10
Tool and Die Maker	18.42

**Material Handling and Packing Occupations**

Forklift Operator	12.42
Fuel Distribution System Operator	15.07
Material Coordinator	15.11
Material Expediter	15.11
Material Handling Laborer	14.29
Order Filler	10.32
Production Line Worker (Food Processing)	10.83
Shipping Packer	11.87
Shipping/Receiving Clerk	11.87
Stock Clerk (Shelf Stocker; Store Worker II)	10.32
Store Worker I	8.63
Tools and Parts Attendant	12.42
Warehouse Specialist	12.42

**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	19.61
Aircraft Mechanic Helper	13.72
Aircraft Quality Control Inspector	20.62
Aircraft Servicer	16.13
Aircraft Worker	17.35
Appliance Mechanic	15.01
Bicycle Repairer	11.51
Cable Splicer	18.01
Carpenter, Maintenance	14.81
Carpet Layer	13.85
Electrician, Maintenance	16.93
Electronics Technician, Maintenance I	17.68
Electronics Technician, Maintenance II	18.62
Electronics Technician, Maintenance III	19.72
Fabric Worker	12.89
Fire Alarm System Mechanic	16.30
Fire Extinguisher Repairer	12.41
Fuel Distribution System Mechanic	17.23
General Maintenance Worker	13.95
Heating, Refrigeration and Air Conditioning Mechanic	18.01
Heavy Equipment Mechanic	15.90
Heavy Equipment Operator	15.42

Instrument Mechanic	18.82
Laborer	8.80
Locksmith	14.81
Machinery Maintenance Mechanic	17.30
Machinist, Maintenance	18.45
Maintenance Trades Helper	10.95
Millwright	17.85
Office Appliance Repairer	15.00
Painter, Aircraft	15.76
Painter, Maintenance	14.81
Pipefitter, Maintenance	17.37
Plumber, Maintenance	16.43
Pneudraulic Systems Mechanic	16.04
Rigger	15.66
Scale Mechanic	13.97
Sheet-Metal Worker, Maintenance	15.66
Small Engine Mechanic	15.93
Telecommunication Mechanic I	20.06
Telecommunication Mechanic II	21.10
Telephone Lineman	20.06
Welder, Combination, Maintenance	15.66
Well Driller	16.04
Woodcraft Worker	16.04
Woodworker	11.91

#### Miscellaneous Occupations

Animal Caretaker	7.29
Carnival Equipment Operator	9.78
Carnival Equipment Repairer	10.64
Carnival Worker	7.18
Cashier	7.18
Desk Clerk	8.82
Embalmer	18.23
Lifeguard	9.72
Mortician	18.23
Park Attendant (Aide)	12.20
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.70
Recreation Specialist	12.20
Recycling Worker	10.76
Sales Clerk	8.95
School Crossing Guard (Crosswalk Attendant)	6.66
Sport Official	9.47
Survey Party Chief (Chief of Party)	14.82
Surveying Aide	10.95
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.46
Swimming Pool Operator	11.83
Vending Machine Attendant	10.76
Vending Machine Repairer	13.60
Vending Machine Repairer Helper	10.76

#### Personal Needs Occupations

Child Care Attendant	8.82
Child Care Center Clerk	11.57
Chore Aid	6.32
Homemaker	14.78

**Plant and System Operation Occupations**

Boiler Tender	16.13
Sewage Plant Operator	14.81
Stationary Engineer	16.13
Ventilation Equipment Tender	10.95
Water Treatment Plant Operator	14.81

**Protective Service Occupations**

Alarm Monitor	10.52
Corrections Officer	10.87
Court Security Officer	12.33
Detention Officer	10.87
Firefighter	12.98
Guard I	7.41
Guard II	11.70
Police Officer	14.75

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	16.85
Hatch Tender	18.07
Line Handler	18.07
Stevedore I	14.62
Stevedore II	16.79

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	29.10
Air Traffic Control Specialist, Station (2)	20.07
Air Traffic Control Specialist, Terminal (2)	22.09
Archeological Technician I	14.70
Archeological Technician II	16.43
Archeological Technician III	20.35
Cartographic Technician	23.42
Civil Engineering Technician	20.55
Computer Based Training (CBT) Specialist/ Instructor	20.47
Drafter I	14.84
Drafter II	17.03
Drafter III	19.46
Drafter IV	23.42
Engineering Technician I	15.26
Engineering Technician II	16.86
Engineering Technician III	18.94
Engineering Technician IV	22.59
Engineering Technician V	27.64
Engineering Technician VI	30.84
Environmental Technician	22.92
Flight Simulator/Instructor (Pilot)	26.99
Graphic Artist	17.80
Instructor	18.86
Laboratory Technician	16.39
Mathematical Technician	21.92
Paralegal/Legal Assistant I	13.08
Paralegal/Legal Assistant II	17.28
Paralegal/Legal Assistant III	21.14
Paralegal/Legal Assistant IV	25.59
Photooptics Technician	21.92

Technical Writer	21.81
Unexploded (UXO) Safety Escort	18.49
Unexploded (UXO) Sweep Personnel	18.49
Unexploded Ordnance (UXO) Technician I	18.49
Unexploded Ordnance (UXO) Technician II	22.37
Unexploded Ordnance (UXO) Technician III	26.81
Weather Observer, Combined Upper Air and Surface Programs (3)	13.33
Weather Observer, Senior (3)	16.21
Weather Observer, Upper Air (3)	13.33

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	12.75
Parking and Lot Attendant	7.29
Shuttle Bus Driver	10.27
Taxi Driver	8.57
Truckdriver, Heavy Truck	14.33
Truckdriver, Light Truck	11.48
Truckdriver, Medium Truck	13.28
Truckdriver, Tractor-Trailer	14.33

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**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

**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 ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, 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 regarding 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 ordnance, (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 ordnance, 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 ordnance, 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.

94-2248 MD, BALTIMORE

06/10/03

\*\*\*FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL\*\*\*

William W. Gross Director	Division of Wage Determinations	WASHINGTON D.C. 20210 Wage Determination No.: 1994-2248 Revision No.: 20 Date Of Last Revision: 06/03/2003
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State: Maryland

Area: Maryland Counties of Anne Arundel, Baltimore, Baltimore City, Carroll, Harford, Howard

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE MINIMUM WAGE RATE

01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	10.77
01012 - Accounting Clerk II	12.59
01013 - Accounting Clerk III	13.70
01014 - Accounting Clerk IV	16.07
01030 - Court Reporter	16.43
01050 - Dispatcher, Motor Vehicle	15.71
01060 - Document Preparation Clerk	11.27
01070 - Messenger (Courier)	9.60
01090 - Duplicating Machine Operator	11.13
01110 - Film/Tape Librarian	11.69
01115 - General Clerk I	9.99
01116 - General Clerk II	12.21
01117 - General Clerk III	14.07
01118 - General Clerk IV	15.52
01120 - Housing Referral Assistant	18.41
01131 - Key Entry Operator I	10.92
01132 - Key Entry Operator II	12.25
01191 - Order Clerk I	13.05
01192 - Order Clerk II	14.50
01261 - Personnel Assistant (Employment) I	13.16
01262 - Personnel Assistant (Employment) II	14.75
01263 - Personnel Assistant (Employment) III	17.05
01264 - Personnel Assistant (Employment) IV	18.97
01270 - Production Control Clerk	16.95
01290 - Rental Clerk	14.19
01300 - Scheduler, Maintenance	15.26
01311 - Secretary I	15.26
01312 - Secretary II	16.56
01313 - Secretary III	18.41
01314 - Secretary IV	20.15
01315 - Secretary V	22.36
01320 - Service Order Dispatcher	14.06
01341 - Stenographer I	14.69
01342 - Stenographer II	16.46
01400 - Supply Technician	20.15
01420 - Survey Worker (Interviewer)	14.94
01460 - Switchboard Operator-Receptionist	10.65
01510 - Test Examiner	16.43
01520 - Test Proctor	16.43
01531 - Travel Clerk I	9.74
01532 - Travel Clerk II	10.63
01533 - Travel Clerk III	11.73
01611 - Word Processor I	11.93
01612 - Word Processor II	14.38
01613 - Word Processor III	15.92
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	12.80

03041 - Computer Operator I	14.30
03042 - Computer Operator II	15.82
03043 - Computer Operator III	18.73
03044 - Computer Operator IV	20.44
03045 - Computer Operator V	22.83
03071 - Computer Programmer I (1)	18.15
03072 - Computer Programmer II (1)	22.19
03073 - Computer Programmer III (1)	26.89
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	14.30
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	18.28
05010 - Automotive Glass Installer	15.64
05040 - Automotive Worker	15.64
05070 - Electrician, Automotive	16.82
05100 - Mobile Equipment Servicer	14.46
05130 - Motor Equipment Metal Mechanic	16.82
05160 - Motor Equipment Metal Worker	15.64
05190 - Motor Vehicle Mechanic	16.82
05220 - Motor Vehicle Mechanic Helper	13.86
05250 - Motor Vehicle Upholstery Worker	15.64
05280 - Motor Vehicle Wrecker	15.64
05310 - Painter, Automotive	16.18
05340 - Radiator Repair Specialist	15.64
05370 - Tire Repairer	13.77
05400 - Transmission Repair Specialist	16.82
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.84
07010 - Baker	11.44
07041 - Cook I	10.17
07042 - Cook II	11.03
07070 - Dishwasher	8.82
07130 - Meat Cutter	13.07
07250 - Waiter/Waitress	8.09
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	15.95
09040 - Furniture Handler	13.31
09070 - Furniture Refinisher	15.95
09100 - Furniture Refinisher Helper	13.66
09110 - Furniture Repairer, Minor	14.81
09130 - Upholsterer	15.95
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	8.97
11060 - Elevator Operator	9.23
11090 - Gardener	10.75
11121 - House Keeping Aid I	8.76
11122 - House Keeping Aid II	9.22
11150 - Janitor	9.22
11210 - Laborer, Grounds Maintenance	9.68
11240 - Maid or Houseman	8.76
11270 - Pest Controller	10.93
11300 - Refuse Collector	9.22
11330 - Tractor Operator	10.54
11360 - Window Cleaner	9.75
12000 - Health Occupations	
12020 - Dental Assistant	12.97
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.85
12071 - Licensed Practical Nurse I	14.85

12072 - Licensed Practical Nurse II	16.74
12073 - Licensed Practical Nurse III	18.38
12100 - Medical Assistant	12.11
12130 - Medical Laboratory Technician	13.89
12160 - Medical Record Clerk	12.76
12190 - Medical Record Technician	15.20
12221 - Nursing Assistant I	8.45
12222 - Nursing Assistant II	9.50
12223 - Nursing Assistant III	11.23
12224 - Nursing Assistant IV	12.61
12250 - Pharmacy Technician	12.45
12280 - Phlebotomist	11.51
12311 - Registered Nurse I	23.08
12312 - Registered Nurse II	26.05
12313 - Registered Nurse II, Specialist	26.05
12314 - Registered Nurse III	32.86
12315 - Registered Nurse III, Anesthetist	32.86
12316 - Registered Nurse IV	35.56
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	20.71
13011 - Exhibits Specialist I	17.60
13012 - Exhibits Specialist II	21.29
13013 - Exhibits Specialist III	22.85
13041 - Illustrator I	17.60
13042 - Illustrator II	21.29
13043 - Illustrator III	22.85
13047 - Librarian	21.62
13050 - Library Technician	14.06
13071 - Photographer I	12.88
13072 - Photographer II	16.00
13073 - Photographer III	19.35
13074 - Photographer IV	20.77
13075 - Photographer V	25.12
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.30
15030 - Counter Attendant	7.30
15040 - Dry Cleaner	9.73
15070 - Finisher, Flatwork, Machine	7.30
15090 - Presser, Hand	7.30
15100 - Presser, Machine, Drycleaning	7.30
15130 - Presser, Machine, Shirts	7.30
15160 - Presser, Machine, Wearing Apparel, Laundry	7.30
15190 - Sewing Machine Operator	10.56
15220 - Tailor	11.35
15250 - Washer, Machine	8.20
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	17.95
19040 - Tool and Die Maker	22.00
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	16.99
21020 - Material Coordinator	16.94
21030 - Material Expediter	16.94
21040 - Material Handling Laborer	12.72
21050 - Order Filler	11.90
21071 - Forklift Operator	14.73
21080 - Production Line Worker (Food Processing)	14.73
21100 - Shipping/Receiving Clerk	12.50
21130 - Shipping Packer	13.57
21140 - Store Worker I	12.13
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	14.77
21210 - Tools and Parts Attendant	16.51

21400 - Warehouse Specialist	15.11
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	20.92
23040 - Aircraft Mechanic Helper	17.14
23050 - Aircraft Quality Control Inspector	21.66
23060 - Aircraft Servicer	18.73
23070 - Aircraft Worker	19.50
23100 - Appliance Mechanic	18.03
23120 - Bicycle Repairer	13.77
23125 - Cable Splicer	22.99
23130 - Carpenter, Maintenance	17.40
23140 - Carpet Layer	16.96
23160 - Electrician, Maintenance	20.62
23181 - Electronics Technician, Maintenance I	16.60
23182 - Electronics Technician, Maintenance II	20.02
23183 - Electronics Technician, Maintenance III	20.76
23260 - Fabric Worker	16.29
23290 - Fire Alarm System Mechanic	19.43
23310 - Fire Extinguisher Repairer	15.91
23340 - Fuel Distribution System Mechanic	19.54
23370 - General Maintenance Worker	15.42
23400 - Heating, Refrigeration and Air Conditioning Mechanic	16.58
23430 - Heavy Equipment Mechanic	17.96
23440 - Heavy Equipment Operator	17.52
23460 - Instrument Mechanic	18.53
23470 - Laborer	11.79
23500 - Locksmith	17.09
23530 - Machinery Maintenance Mechanic	18.19
23550 - Machinist, Maintenance	16.58
23580 - Maintenance Trades Helper	13.66
23640 - Millwright	19.64
23700 - Office Appliance Repairer	17.86
23740 - Painter, Aircraft	18.16
23760 - Painter, Maintenance	17.02
23790 - Pipefitter, Maintenance	20.60
23800 - Plumber, Maintenance	18.52
23820 - Pneudraulic Systems Mechanic	18.53
23850 - Rigger	18.24
23870 - Scale Mechanic	17.21
23890 - Sheet-Metal Worker, Maintenance	16.58
23910 - Small Engine Mechanic	15.42
23930 - Telecommunication Mechanic I	15.42
23931 - Telecommunication Mechanic II	17.12
23950 - Telephone Lineman	16.58
23960 - Welder, Combination, Maintenance	16.58
23965 - Well Driller	17.01
23970 - Woodcraft Worker	18.53
23980 - Woodworker	14.98
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.69
24580 - Child Care Center Clerk	12.45
24600 - Chore Aid	8.61
24630 - Homemaker	11.77
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	20.04
25040 - Sewage Plant Operator	18.02
25070 - Stationary Engineer	20.04
25190 - Ventilation Equipment Tender	15.19
25210 - Water Treatment Plant Operator	17.27
27000 - Protective Service Occupations	
(not set) - Police Officer	21.76

27004 - Alarm Monitor	14.25
27006 - Corrections Officer	17.03
27010 - Court Security Officer	19.46
27040 - Detention Officer	18.29
27070 - Firefighter	19.72
27101 - Guard I	10.46
27102 - Guard II	15.15
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	17.21
28020 - Hatch Tender	17.21
28030 - Line Handler	17.21
28040 - Stevedore I	15.69
28050 - Stevedore II	16.90
29000 - Technical Occupations	
21150 - Graphic Artist	22.09
29010 - Air Traffic Control Specialist, Center (2)	29.85
29011 - Air Traffic Control Specialist, Station (2)	20.59
29012 - Air Traffic Control Specialist, Terminal (2)	22.67
29023 - Archeological Technician I	15.37
29024 - Archeological Technician II	18.33
29025 - Archeological Technician III	22.70
29030 - Cartographic Technician	22.13
29035 - Computer Based Training (CBT) Specialist/ Instructor	25.27
29040 - Civil Engineering Technician	21.29
29061 - Drafter I	12.35
29062 - Drafter II	15.10
29063 - Drafter III	18.76
29064 - Drafter IV	22.70
29081 - Engineering Technician I	17.05
29082 - Engineering Technician II	18.84
29083 - Engineering Technician III	21.16
29084 - Engineering Technician IV	25.53
29085 - Engineering Technician V	29.15
29086 - Engineering Technician VI	32.93
29090 - Environmental Technician	19.40
29100 - Flight Simulator/Instructor (Pilot)	27.45
29160 - Instructor	21.50
29210 - Laboratory Technician	17.23
29240 - Mathematical Technician	22.61
29361 - Paralegal/Legal Assistant I	17.60
29362 - Paralegal/Legal Assistant II	19.46
29363 - Paralegal/Legal Assistant III	23.79
29364 - Paralegal/Legal Assistant IV	28.77
29390 - Photooptics Technician	20.55
29480 - Technical Writer	25.26
29491 - Unexploded Ordnance (UXO) Technician I	18.97
29492 - Unexploded Ordnance (UXO) Technician II	22.96
29493 - Unexploded Ordnance (UXO) Technician III	27.51
29494 - Unexploded (UXO) Safety Escort	18.97
29495 - Unexploded (UXO) Sweep Personnel	18.97
29620 - Weather Observer, Senior (3)	21.07
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	18.95
29622 - Weather Observer, Upper Air (3)	18.95
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	15.95
31260 - Parking and Lot Attendant	10.80
31290 - Shuttle Bus Driver	14.12
31300 - Taxi Driver	10.05
31361 - Truckdriver, Light Truck	13.56
31362 - Truckdriver, Medium Truck	14.13

31363 - Truckdriver, Heavy Truck	16.76
31364 - Truckdriver, Tractor-Trailer	16.76
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	8.98
99030 - Cashier	7.92
99041 - Carnival Equipment Operator	8.33
99042 - Carnival Equipment Repairer	8.66
99043 - Carnival Worker	7.29
99050 - Desk Clerk	8.33
99095 - Embalmer	21.22
99300 - Lifeguard	8.91
99310 - Mortician	20.84
99350 - Park Attendant (Aide)	11.17
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.91
99500 - Recreation Specialist	14.42
99510 - Recycling Worker	10.54
99610 - Sales Clerk	8.91
99620 - School Crossing Guard (Crosswalk Attendant)	9.56
99630 - Sport Official	7.74
99658 - Survey Party Chief (Chief of Party)	14.97
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.45
99660 - Surveying Aide	8.15
99690 - Swimming Pool Operator	11.78
99720 - Vending Machine Attendant	10.47
99730 - Vending Machine Repairer	11.78
99740 - Vending Machine Repairer Helper	10.47

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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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).

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**\*\* 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.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed (occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), 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 ensure 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.



Travel Clerk I	9.18
Travel Clerk II	9.74
Travel Clerk III	10.18
Word Processor I	10.19
Word Processor II	11.45
Word Processor III	12.79

**Automatic Data Processing Occupations**

Computer Data Librarian	9.19
Computer Operator I	10.14
Computer Operator II	12.44
Computer Operator III	14.52
Computer Operator IV	15.45
Computer Operator V	17.06
Computer Programmer I (1)	16.72
Computer Programmer II (1)	20.66
Computer Programmer III (1)	24.83
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	23.43
Computer Systems Analyst II (1)	25.68
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	11.81

**Automotive Service Occupations**

Automotive Body Repairer, Fiberglass	16.18
Automotive Glass Installer	13.96
Automotive Worker	13.96
Electrician, Automotive	14.52
Mobile Equipment Servicer	12.79
Motor Equipment Metal Mechanic	15.09
Motor Equipment Metal Worker	13.96
Motor Vehicle Mechanic	16.10
Motor Vehicle Mechanic Helper	12.26
Motor Vehicle Upholstery Worker	13.38
Motor Vehicle Wrecker	13.96
Painter, Automotive	14.52
Radiator Repair Specialist	13.96
Tire Repairer	12.36
Transmission Repair Specialist	15.09

**Food Preparation and Service Occupations**

Baker	11.09
Cook I	10.17
Cook II	11.09
Dishwasher	8.41
Food Service Worker	8.41
Meat Cutter	11.09
Waiter/Waitress	8.83

**Furniture Maintenance and Repair Occupations**

Electrostatic Spray Painter	15.00
Furniture Handler	11.53
Furniture Refinisher	14.52
Furniture Refinisher Helper	12.26
Furniture Repairer, Minor	13.38

Upholsterer 14.52

**General Services and Support Occupations**

Cleaner, Vehicles 8.41  
Elevator Operator 8.41  
Gardener 10.17  
House Keeping Aid I 8.41  
House Keeping Aid II 8.86  
Janitor 8.86  
Laborer, Grounds Maintenance 8.83  
Maid or Houseman 7.94  
Pest Controller 12.17  
Refuse Collector 9.67  
Tractor Operator 10.28  
Window Cleaner 8.83

**Health Occupations**

Dental Assistant 11.15  
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver 12.63  
Licensed Practical Nurse I 10.67  
Licensed Practical Nurse II 11.98  
Licensed Practical Nurse III 13.39  
Medical Assistant 10.38  
Medical Laboratory Technician 13.47  
Medical Record Clerk 11.36  
Medical Record Technician 12.93  
Nursing Assistant I 8.60  
Nursing Assistant II 8.81  
Nursing Assistant III 10.80  
Nursing Assistant IV 12.14  
Pharmacy Technician 11.63  
Phlebotomist 12.98  
Registered Nurse I 16.84  
Registered Nurse II 20.59  
Registered Nurse II, Specialist 20.59  
Registered Nurse III 21.84  
Registered Nurse III, Anesthetist 24.92  
Registered Nurse IV 29.87

**Information and Arts Occupations**

Audiovisual Librarian 19.32  
Exhibits Specialist I 16.53  
Exhibits Specialist II 20.10  
Exhibits Specialist III 25.61  
Illustrator I 16.46  
Illustrator II 20.10  
Illustrator III 25.61  
Librarian 18.47  
Library Technician 11.00  
Photographer I 11.36  
Photographer II 13.07  
Photographer III 15.89  
Photographer IV 20.24  
Photographer V 22.31

**Laundry, Dry Cleaning, Pressing and Related Occupations**

Assembler	7.05
Counter Attendant	7.05
Dry Cleaner	8.15
Finisher, Flatwork, Machine	7.05
Presser, Hand	7.05
Presser, Machine, Drycleaning	7.05
Presser, Machine, Shirts	7.05
Presser, Machine, Wearing Apparel, Laundry	7.05
Sewing Machine Operator	8.72
Tailor	9.15
Washer, Machine	7.37

**Machine Tool Operation and Repair Occupations**

Machine-Tool Operator (Toolroom)	15.97
Tool and Die Maker	18.39

**Material Handling and Packing Occupations**

Forklift Operator	12.18
Fuel Distribution System Operator	14.45
Material Coordinator	13.69
Material Expediter	13.69
Material Handling Laborer	9.68
Order Filler	10.73
Production Line Worker (Food Processing)	12.42
Shipping Packer	11.95
Shipping/Receiving Clerk	11.09
Stock Clerk (Shelf Stocker; Store Worker II)	13.10
Store Worker I	11.23
Tools and Parts Attendant	12.58
Warehouse Specialist	12.58

**Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	19.03
Aircraft Mechanic Helper	15.46
Aircraft Quality Control Inspector	19.69
Aircraft Servicer	16.87
Aircraft Worker	17.61
Appliance Mechanic	14.52
Bicycle Repairer	12.36
Cable Splicer	18.85
Carpenter, Maintenance	14.52
Carpet Layer	14.15
Electrician, Maintenance	18.11
Electronics Technician, Maintenance I	15.57
Electronics Technician, Maintenance II	16.43
Electronics Technician, Maintenance III	17.85
Fabric Worker	15.02
Fire Alarm System Mechanic	16.68
Fire Extinguisher Repairer	14.44
Fuel Distribution System Mechanic	17.01
General Maintenance Worker	13.96
Heating, Refrigeration and Air Conditioning Mechanic	15.09
Heavy Equipment Mechanic	15.26
Heavy Equipment Operator	15.09

Instrument Mechanic	17.35
Laborer	10.21
Locksmith	15.97
Machinery Maintenance Mechanic	16.89
Machinist, Maintenance	16.68
Maintenance Trades Helper	13.84
Millwright	18.02
Office Appliance Repairer	16.13
Painter, Aircraft	16.13
Painter, Maintenance	14.52
Pipefitter, Maintenance	17.13
Plumber, Maintenance	16.14
Pneudraulic Systems Mechanic	16.68
Rigger	16.50
Scale Mechanic	15.57
Sheet-Metal Worker, Maintenance	15.20
Small Engine Mechanic	13.96
Telecommunication Mechanic I	17.89
Telecommunication Mechanic II	20.65
Telephone Lineman	17.93
Welder, Combination, Maintenance	16.33
Well Driller	16.68
Woodcraft Worker	16.68
Woodworker	12.87

**Miscellaneous Occupations**

Animal Caretaker	9.26
Carnival Equipment Operator	9.75
Carnival Equipment Repairer	11.17
Carnival Worker	8.41
Cashier	7.31
Desk Clerk	8.14
Embalmer	18.23
Lifeguard	9.72
Mortician	18.49
Park Attendant (Aide)	12.20
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.24
Recreation Specialist	13.40
Recycling Worker	11.26
Sales Clerk	9.00
School Crossing Guard (Crosswalk Attendant)	10.65
Sport Official	9.35
Survey Party Chief (Chief of Party)	11.64
Surveying Aide	7.71
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.57
Swimming Pool Operator	11.65
Vending Machine Attendant	11.78
Vending Machine Repairer	13.39
Vending Machine Repairer Helper	11.78

**Personal Needs Occupations**

Child Care Attendant	7.52
Child Care Center Clerk	9.95
Chore Aid	7.94
Homemaker	11.08

**Plant and System Operation Occupations**

Boiler Tender	18.70
Sewage Plant Operator	14.66
Stationary Engineer	18.70
Ventilation Equipment Tender	13.84
Water Treatment Plant Operator	14.52

**Protective Service Occupations**

Alarm Monitor	12.35
Corrections Officer	11.87
Court Security Officer	12.33
Detention Officer	12.21
Firefighter	14.01
Guard I	8.78
Guard II	13.94
Police Officer	14.75

**Stevedoring/Longshoremen Occupations**

Blocker and Bracer	16.99
Hatch Tender	15.88
Line Handler	15.88
Stevedore I	16.28
Stevedore II	17.65

**Technical Occupations**

Air Traffic Control Specialist, Center (2)	29.09
Air Traffic Control Specialist, Station (2)	20.07
Air Traffic Control Specialist, Terminal (2)	22.09
Archeological Technician I	15.11
Archeological Technician II	16.94
Archeological Technician III	20.94
Cartographic Technician	20.37
Civil Engineering Technician	14.65
Computer Based Training (CBT) Specialist/ Instructor	23.46
Drafter I	14.64
Drafter II	15.72
Drafter III	19.12
Drafter IV	24.35
Engineering Technician I	13.38
Engineering Technician II	15.52
Engineering Technician III	17.85
Engineering Technician IV	21.73
Engineering Technician V	27.67
Engineering Technician VI	30.49
Environmental Technician	18.22
Flight Simulator/Instructor (Pilot)	24.57
Graphic Artist	19.07
Instructor	19.65
Laboratory Technician	16.42
Mathematical Technician	16.76
Paralegal/Legal Assistant I	13.92
Paralegal/Legal Assistant II	17.06
Paralegal/Legal Assistant III	20.88
Paralegal/Legal Assistant IV	25.25
Photooptics Technician	16.56

Technical Writer	22.80
Unexploded (UXO) Safety Escort	18.49
Unexploded (UXO) Sweep Personnel	18.49
Unexploded Ordnance (UXO) Technician I	18.49
Unexploded Ordnance (UXO) Technician II	22.37
Unexploded Ordnance (UXO) Technician III	26.81
Weather Observer, Combined Upper Air and Surface Programs (3)	17.17
Weather Observer, Senior (3)	19.04
Weather Observer, Upper Air (3)	17.17

**Transportation/ Mobile Equipment Operation Occupations**

Bus Driver	12.64
Parking and Lot Attendant	7.06
Shuttle Bus Driver	10.91
Taxi Driver	8.37
Truckdriver, Heavy Truck	13.59
Truckdriver, Light Truck	10.50
Truckdriver, Medium Truck	15.01
Truckdriver, Tractor-Trailer	13.59

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

**VACATION:** 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 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 contractor 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 ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, 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 regarding 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 ordnance, (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 ordnance, explosive, and incendiary ordnance material other than small arms ammunition. **NOTE:** These differentials are only applicable to work that has been specifically designated by the agency for ordnance, 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:**

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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.

\*\*\*FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL\*\*\*

		WASHINGTON D.C. 20210
		Wage Determination No.: 1994-2376
William W. Gross	Division of	Revision No.: 17
Director	Wage Determinations	Date Of Last Revision: 06/05/2003

State: New York

Area: New York Counties of Bronx, Kings, New York, Putnam, Queens, Richmond, Rockland, Westchester

OCCUPATION NOTES:

Janitor: The rate for the Janitor occupation applies to Putnam, Rockland, and Westchester Counties only. See Wage Determination 1977-0225 for wage rates and fringe benefits for Bronx, Kings, New York, Queens, and Richmond Counties.

Refuse Collector: The rate for the Refuse Collector applies to Rockland County ONLY. See Wage Determination 1999-0321 for wage rates and fringe benefits for Bronx, Kings, New York, Putnam, Queens, Richmond, and Westchester Counties.

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE MINIMUM WAGE RATE

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.75
01012 - Accounting Clerk II	14.66
01013 - Accounting Clerk III	16.28
01014 - Accounting Clerk IV	17.71
01030 - Court Reporter	17.51
01050 - Dispatcher, Motor Vehicle	19.71
01060 - Document Preparation Clerk	15.15
01070 - Messenger (Courier)	11.97
01090 - Duplicating Machine Operator	13.77
01110 - Film/Tape Librarian	15.22
01115 - General Clerk I	12.18
01116 - General Clerk II	12.32
01117 - General Clerk III	15.41
01118 - General Clerk IV	16.77
01120 - Housing Referral Assistant	19.92
01131 - Key Entry Operator I	12.68
01132 - Key Entry Operator II	13.50
01191 - Order Clerk I	14.92
01192 - Order Clerk II	19.70
01261 - Personnel Assistant (Employment) I	14.27
01262 - Personnel Assistant (Employment) II	16.56
01263 - Personnel Assistant (Employment) III	18.70
01264 - Personnel Assistant (Employment) IV	20.22
01270 - Production Control Clerk	19.72
01290 - Rental Clerk	15.92
01300 - Scheduler, Maintenance	16.92
01311 - Secretary I	16.92
01312 - Secretary II	19.21
01313 - Secretary III	19.92
01314 - Secretary IV	23.33
01315 - Secretary V	27.35
01320 - Service Order Dispatcher	18.15
01341 - Stenographer I	17.63
01342 - Stenographer II	19.87
01400 - Supply Technician	23.33
01420 - Survey Worker (Interviewer)	15.33
01460 - Switchboard Operator-Receptionist	14.26
01510 - Test Examiner	19.21
01520 - Test Proctor	19.21

01531 - Travel Clerk I	14.09
01532 - Travel Clerk II	15.27
01533 - Travel Clerk III	16.58
01611 - Word Processor I	13.86
01612 - Word Processor II	14.74
01613 - Word Processor III	18.13
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	15.47
03041 - Computer Operator I	15.47
03042 - Computer Operator II	17.56
03043 - Computer Operator III	21.49
03044 - Computer Operator IV	26.94
03045 - Computer Operator V	27.31
03071 - Computer Programmer I (1)	23.71
03072 - Computer Programmer II (1)	27.62
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	15.47
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	22.26
05010 - Automotive Glass Installer	22.63
05040 - Automotive Worker	22.63
05070 - Electrician, Automotive	23.56
05100 - Mobile Equipment Servicer	20.74
05130 - Motor Equipment Metal Mechanic	24.55
05160 - Motor Equipment Metal Worker	21.50
05190 - Motor Vehicle Mechanic	24.48
05220 - Motor Vehicle Mechanic Helper	19.79
05250 - Motor Vehicle Upholstery Worker	21.74
05280 - Motor Vehicle Wrecker	22.63
05310 - Painter, Automotive	23.56
05340 - Radiator Repair Specialist	22.63
05370 - Tire Repairer	18.22
05400 - Transmission Repair Specialist	24.55
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	14.67
07010 - Baker	19.55
07041 - Cook I	17.97
07042 - Cook II	19.55
07070 - Dishwasher	14.67
07130 - Meat Cutter	19.55
07250 - Waiter/Waitress	15.50
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	20.13
09040 - Furniture Handler	15.30
09070 - Furniture Refinisher	20.13
09100 - Furniture Refinisher Helper	16.90
09110 - Furniture Repairer, Minor	18.51
09130 - Upholsterer	20.13
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	14.67
11060 - Elevator Operator	14.67
11090 - Gardener	17.97
11121 - House Keeping Aid I	13.98
11122 - House Keeping Aid II	14.82
11150 - Janitor	14.67
11210 - Laborer, Grounds Maintenance	15.50
11240 - Maid or Houseman	13.98

11270	- Pest Controller	18.75
11300	- Refuse Collector	14.67
11330	- Tractor Operator	17.13
11360	- Window Cleaner	15.50
12000	- Health Occupations	
12020	- Dental Assistant	12.63
12040	- Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.10
12071	- Licensed Practical Nurse I	14.97
12072	- Licensed Practical Nurse II	16.83
12073	- Licensed Practical Nurse III	18.90
12100	- Medical Assistant	13.50
12130	- Medical Laboratory Technician	14.28
12160	- Medical Record Clerk	12.98
12190	- Medical Record Technician	15.28
12221	- Nursing Assistant I	7.72
12222	- Nursing Assistant II	11.96
12223	- Nursing Assistant III	13.05
12224	- Nursing Assistant IV	16.01
12250	- Pharmacy Technician	12.79
12280	- Phlebotomist	11.92
12311	- Registered Nurse I	25.00
12312	- Registered Nurse II	29.30
12313	- Registered Nurse II, Specialist	29.30
12314	- Registered Nurse III	33.54
12315	- Registered Nurse III, Anesthetist	33.54
12316	- Registered Nurse IV	36.66
13000	- Information and Arts Occupations	
13002	- Audiovisual Librarian	22.03
13011	- Exhibits Specialist I	19.03
13012	- Exhibits Specialist II	20.21
13013	- Exhibits Specialist III	22.80
13041	- Illustrator I	17.18
13042	- Illustrator II	18.23
13043	- Illustrator III	20.58
13047	- Librarian	27.98
13050	- Library Technician	15.33
13071	- Photographer I	16.67
13072	- Photographer II	19.94
13073	- Photographer III	21.17
13074	- Photographer IV	23.90
13075	- Photographer V	28.90
15000	- Laundry, Dry Cleaning, Pressing and Related Occupations	
15010	- Assembler	8.81
15030	- Counter Attendant	8.81
15040	- Dry Cleaner	11.00
15070	- Finisher, Flatwork, Machine	8.81
15090	- Presser, Hand	8.81
15100	- Presser, Machine, Drycleaning	8.81
15130	- Presser, Machine, Shirts	8.81
15160	- Presser, Machine, Wearing Apparel, Laundry	8.81
15190	- Sewing Machine Operator	11.68
15220	- Tailor	13.57
15250	- Washer, Machine	9.64
19000	- Machine Tool Operation and Repair Occupations	
19010	- Machine-Tool Operator (Toolroom)	20.13
19040	- Tool and Die Maker	23.35
21000	- Material Handling and Packing Occupations	
21010	- Fuel Distribution System Operator	21.01
21020	- Material Coordinator	19.68
21030	- Material Expediter	19.68
21040	- Material Handling Laborer	15.80

21050	- Order Filler	14.16
21071	- Forklift Operator	16.24
21080	- Production Line Worker (Food Processing)	16.25
21100	- Shipping/Receiving Clerk	12.89
21130	- Shipping Packer	13.34
21140	- Store Worker I	11.69
21150	- Stock Clerk (Shelf Stocker; Store Worker II)	14.60
21210	- Tools and Parts Attendant	16.40
21400	- Warehouse Specialist	16.24
23000	- Mechanics and Maintenance and Repair Occupations	
23010	- Aircraft Mechanic	24.07
23040	- Aircraft Mechanic Helper	19.44
23050	- Aircraft Quality Control Inspector	25.00
23060	- Aircraft Servicer	21.29
23070	- Aircraft Worker	22.20
23100	- Appliance Mechanic	20.13
23120	- Bicycle Repairer	17.13
23125	- Cable Splicer	29.08
23130	- Carpenter, Maintenance	25.47
23140	- Carpet Layer	23.08
23160	- Electrician, Maintenance	28.33
23181	- Electronics Technician, Maintenance I	19.33
23182	- Electronics Technician, Maintenance II	26.52
23183	- Electronics Technician, Maintenance III	28.31
23260	- Fabric Worker	19.89
23290	- Fire Alarm System Mechanic	21.67
23310	- Fire Extinguisher Repairer	20.19
23340	- Fuel Distribution System Mechanic	24.80
23370	- General Maintenance Worker	18.98
23400	- Heating, Refrigeration and Air Conditioning Mechanic	20.93
23430	- Heavy Equipment Mechanic	21.10
23440	- Heavy Equipment Operator	29.13
23460	- Instrument Mechanic	25.56
23470	- Laborer	15.04
23500	- Locksmith	20.31
23530	- Machinery Maintenance Mechanic	23.45
23550	- Machinist, Maintenance	20.81
23580	- Maintenance Trades Helper	16.90
23640	- Millwright	21.21
23700	- Office Appliance Repairer	22.95
23740	- Painter, Aircraft	20.13
23760	- Painter, Maintenance	23.15
23790	- Pipefitter, Maintenance	29.86
23800	- Plumber, Maintenance	23.25
23820	- Pneudraulic Systems Mechanic	23.84
23850	- Rigger	20.93
23870	- Scale Mechanic	21.99
23890	- Sheet-Metal Worker, Maintenance	27.77
23910	- Small Engine Mechanic	19.30
23930	- Telecommunication Mechanic I	24.07
23931	- Telecommunication Mechanic II	28.03
23950	- Telephone Lineman	24.07
23960	- Welder, Combination, Maintenance	20.93
23965	- Well Driller	23.02
23970	- Woodcraft Worker	23.02
23980	- Woodworker	17.73
24000	- Personal Needs Occupations	
24570	- Child Care Attendant	13.42
24580	- Child Care Center Clerk	16.74
24600	- Chore Aid	12.67
24630	- Homemaker	18.59
25000	- Plant and System Operation Occupations	

25010 - Boiler Tender	27.03
25040 - Sewage Plant Operator	24.35
25070 - Stationary Engineer	24.88
25190 - Ventilation Equipment Tender	19.26
25210 - Water Treatment Plant Operator	22.14
27000 - Protective Service Occupations	
(not set) - Police Officer	25.95
27004 - Alarm Monitor	14.87
27006 - Corrections Officer	24.11
27010 - Court Security Officer	25.03
27040 - Detention Officer	24.11
27070 - Firefighter	25.03
27101 - Guard I	10.59
27102 - Guard II	17.08
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	20.42
28020 - Hatch Tender	20.42
28030 - Line Handler	20.42
28040 - Stevedore I	16.18
28050 - Stevedore II	17.60
29000 - Technical Occupations	
21150 - Graphic Artist	27.28
29010 - Air Traffic Control Specialist, Center (2)	30.86
29011 - Air Traffic Control Specialist, Station (2)	21.27
29012 - Air Traffic Control Specialist, Terminal (2)	23.44
29023 - Archeological Technician I	15.81
29024 - Archeological Technician II	17.69
29025 - Archeological Technician III	21.90
29030 - Cartographic Technician	21.99
29035 - Computer Based Training (CBT) Specialist/ Instructor	27.62
29040 - Civil Engineering Technician	24.06
29061 - Drafter I	15.68
29062 - Drafter II	17.23
29063 - Drafter III	20.62
29064 - Drafter IV	21.99
29081 - Engineering Technician I	14.10
29082 - Engineering Technician II	16.26
29083 - Engineering Technician III	19.95
29084 - Engineering Technician IV	21.14
29085 - Engineering Technician V	23.87
29086 - Engineering Technician VI	26.00
29090 - Environmental Technician	22.90
29100 - Flight Simulator/Instructor (Pilot)	30.39
29160 - Instructor	25.37
29210 - Laboratory Technician	19.60
29240 - Mathematical Technician	22.26
29361 - Paralegal/Legal Assistant I	18.69
29362 - Paralegal/Legal Assistant II	24.26
29363 - Paralegal/Legal Assistant III	29.71
29364 - Paralegal/Legal Assistant IV	35.91
29390 - Photooptics Technician	23.55
29480 - Technical Writer	29.33
29491 - Unexploded Ordnance (UXO) Technician I	19.61
29492 - Unexploded Ordnance (UXO) Technician II	23.73
29493 - Unexploded Ordnance (UXO) Technician III	28.44
29494 - Unexploded (UXO) Safety Escort	19.61
29495 - Unexploded (UXO) Sweep Personnel	19.61
29620 - Weather Observer, Senior (3)	24.50
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	22.06
29622 - Weather Observer, Upper Air (3)	22.06
31000 - Transportation/ Mobile Equipment Operation Occupations	

31030 - Bus Driver	17.70
31260 - Parking and Lot Attendant	10.97
31290 - Shuttle Bus Driver	14.76
31300 - Taxi Driver	14.83
31361 - Truckdriver, Light Truck	15.89
31362 - Truckdriver, Medium Truck	17.37
31363 - Truckdriver, Heavy Truck	22.18
31364 - Truckdriver, Tractor-Trailer	22.18
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	16.32
99030 - Cashier	10.95
99041 - Carnival Equipment Operator	17.13
99042 - Carnival Equipment Repairer	17.97
99043 - Carnival Worker	14.67
99050 - Desk Clerk	15.51
99095 - Embalmer	20.92
99300 - Lifeguard	11.94
99310 - Mortician	20.92
99350 - Park Attendant (Aide)	15.01
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	12.85
99500 - Recreation Specialist	18.61
99510 - Recycling Worker	17.13
99610 - Sales Clerk	11.94
99620 - School Crossing Guard (Crosswalk Attendant)	14.67
99630 - Sport Official	11.94
99658 - Survey Party Chief (Chief of Party)	17.62
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.80
99660 - Surveying Aide	11.53
99690 - Swimming Pool Operator	19.55
99720 - Vending Machine Attendant	14.42
99730 - Vending Machine Repairer	17.64
99740 - Vending Machine Repairer Helper	14.25

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 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 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 ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, 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 regarding 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 ordnance, (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 ordnance, 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 ordnance, 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) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), 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 ensure 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.

94-2416 OH, CLEVELAND

09/02/03

\*\*\*FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL\*\*\*

William W. Gross Director	Division of Wage Determinations	WASHINGTON D.C. 20210 Wage Determination No.: 1994-2416 Revision No.: 18 Date Of Last Revision: 08/28/2003
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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\*\*

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	10.00
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	14.49
01060 - Document Preparation Clerk	11.84
01070 - Messenger (Courier)	8.95
01090 - Duplicating Machine Operator	11.84
01110 - Film/Tape Librarian	12.82
01115 - General Clerk I	9.00
01116 - General Clerk II	10.12
01117 - General Clerk III	11.05
01118 - General Clerk IV	13.39
01120 - Housing Referral Assistant	16.69
01131 - Key Entry Operator I	9.99
01132 - Key Entry Operator II	11.99
01191 - Order Clerk I	10.88
01192 - Order Clerk II	12.93
01261 - Personnel Assistant (Employment) I	11.82
01262 - Personnel Assistant (Employment) II	13.28
01263 - Personnel Assistant (Employment) III	15.59
01264 - Personnel Assistant (Employment) IV	17.53
01270 - Production Control Clerk	16.07
01290 - Rental Clerk	11.52
01300 - Scheduler, Maintenance	13.23
01311 - Secretary I	13.23
01312 - Secretary II	15.23
01313 - Secretary III	17.02
01314 - Secretary IV	18.59
01315 - Secretary V	21.72
01320 - Service Order Dispatcher	12.67
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	16.42
01520 - Test Proctor	16.42
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	10.39

03041 - Computer Operator I	10.39
03042 - Computer Operator II	13.66
03043 - Computer Operator III	16.19
03044 - Computer Operator IV	19.35
03045 - Computer Operator V	21.43
03071 - Computer Programmer I (1)	18.29
03072 - Computer Programmer II (1)	20.44
03073 - Computer Programmer III (1)	25.94
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	26.97
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	
(not set) - Food Service Worker	8.44
07010 - Baker	11.47
07041 - Cook I	10.46
07042 - Cook II	11.47
07070 - Dishwasher	8.80
07130 - Meat Cutter	13.09
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	9.49
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	10.96
11210 - Laborer, Grounds Maintenance	9.99
11240 - Maid or Houseman	7.89
11270 - Pest Controller	13.22
11300 - Refuse Collector	9.99
11330 - Tractor Operator	11.30
11360 - Window Cleaner	10.83
12000 - Health Occupations	
12020 - Dental Assistant	13.40
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.02
12071 - Licensed Practical Nurse I	11.69

12072 - Licensed Practical Nurse II	13.11
12073 - Licensed Practical Nurse III	14.67
12100 - Medical Assistant	11.03
12130 - Medical Laboratory Technician	13.60
12160 - Medical Record Clerk	11.40
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	8.36
12222 - Nursing Assistant II	9.39
12223 - Nursing Assistant III	10.26
12224 - Nursing Assistant IV	11.50
12250 - Pharmacy Technician	12.11
12280 - Phlebotomist	12.36
12311 - Registered Nurse I	18.84
12312 - Registered Nurse II	22.14
12313 - Registered Nurse II, Specialist	22.14
12314 - Registered Nurse III	26.79
12315 - Registered Nurse III, Anesthetist	26.79
12316 - Registered Nurse IV	32.08
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	16.56
13011 - Exhibits Specialist I	17.01
13012 - Exhibits Specialist II	19.80
13013 - Exhibits Specialist III	22.82
13041 - Illustrator I	17.05
13042 - Illustrator II	19.84
13043 - Illustrator III	22.86
13047 - Librarian	23.32
13050 - Library Technician	13.61
13071 - Photographer I	13.73
13072 - Photographer II	17.35
13073 - Photographer III	20.19
13074 - Photographer IV	23.27
13075 - Photographer V	27.15
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)	19.36
19040 - Tool and Die Maker	22.14
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	18.12
21020 - Material Coordinator	16.38
21030 - Material Expediter	16.38
21040 - Material Handling Laborer	12.74
21050 - Order Filler	11.02
21071 - Forklift Operator	15.19
21080 - Production Line Worker (Food Processing)	13.97
21100 - Shipping/Receiving Clerk	14.23
21130 - Shipping Packer	14.23
21140 - Store Worker I	11.68
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	15.67
21210 - Tools and Parts Attendant	15.19

21400 - Warehouse Specialist	15.19
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	22.54
23130 - Carpenter, Maintenance	18.73
23140 - Carpet Layer	18.28
23160 - Electrician, Maintenance	22.02
23181 - Electronics Technician, Maintenance I	16.11
23182 - Electronics Technician, Maintenance II	20.54
23183 - Electronics Technician, Maintenance III	26.65
23260 - Fabric Worker	17.21
23290 - Fire Alarm System Mechanic	19.36
23310 - Fire Extinguisher Repairer	16.45
23340 - Fuel Distribution System Mechanic	18.63
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	21.20
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	22.74
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	7.83
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	
(not set) - Police Officer	20.41

27004 - Alarm Monitor	12.62
27006 - Corrections Officer	17.95
27010 - Court Security Officer	17.95
27040 - Detention Officer	17.95
27070 - Firefighter	16.34
27101 - Guard I	9.27
27102 - Guard II	14.83
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	17.10
28020 - Hatch Tender	17.10
28030 - Line Handler	17.10
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)	29.55
29011 - Air Traffic Control Specialist, Station (2)	20.37
29012 - Air Traffic Control Specialist, Terminal (2)	22.44
29023 - Archeological Technician I	10.44
29024 - Archeological Technician II	11.68
29025 - Archeological Technician III	14.47
29030 - Cartographic Technician	21.84
29035 - Computer Based Training (CBT) Specialist/ Instructor	27.62
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	18.05
29084 - Engineering Technician IV	20.98
29085 - Engineering Technician V	25.23
29086 - Engineering Technician VI	29.73
29090 - Environmental Technician	20.50
29100 - Flight Simulator/Instructor (Pilot)	27.62
29160 - Instructor	21.18
29210 - Laboratory Technician	15.89
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	22.49
29480 - Technical Writer	20.67
29491 - Unexploded Ordnance (UXO) Technician I	18.78
29492 - Unexploded Ordnance (UXO) Technician II	22.72
29493 - Unexploded Ordnance (UXO) Technician III	27.23
29494 - Unexploded (UXO) Safety Escort	18.78
29495 - Unexploded (UXO) Sweep Personnel	18.78
29620 - Weather Observer, Senior (3)	23.55
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	19.70
29622 - Weather Observer, Upper Air (3)	19.70
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	16.54
31260 - Parking and Lot Attendant	7.86
31290 - Shuttle Bus Driver	13.33
31300 - Taxi Driver	9.52
31361 - Truckdriver, Light Truck	12.79
31362 - Truckdriver, Medium Truck	16.32
31363 - Truckdriver, Heavy Truck	16.84

31364 - Truckdriver, Tractor-Trailer	17.86
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	9.42
99030 - Cashier	8.90
99041 - Carnival Equipment Operator	10.00
99042 - Carnival Equipment Repairer	10.46
99043 - Carnival Worker	8.25
99050 - Desk Clerk	10.13
99095 - Embalmer	20.31
99300 - Lifeguard	9.87
99310 - Mortician	22.35
99350 - Park Attendant (Aide)	12.39
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.03
99500 - Recreation Specialist	14.04
99510 - Recycling Worker	12.10
99610 - Sales Clerk	9.35
99620 - School Crossing Guard (Crosswalk Attendant)	9.99
99630 - Sport Official	9.87
99658 - Survey Party Chief (Chief of Party)	16.42
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.22
99660 - Surveying Aide	9.47
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

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

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 ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, 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 regarding 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 ordnance, (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 ordnance, 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 ordnance, 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) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), 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 ensure 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

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

William W.Gross                      Division of  
Director                              Wage Determinations

Wage Determination No.: 1994-2512  
Revision No.: 18  
Date Of Last Revision: 02/28/2002

States: New Mexico, Texas

**Area: New Mexico Counties of** Chaves, Dona Ana, Eddy, Grant, Hidalgo, Lincoln,  
Luna, Otero, Sierra  
**Texas Counties of** Culberson, El Paso, Hudspeth

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION TITLE	MINIMUM WAGE RATE
<b>Administrative Support and Clerical Occupations</b>	
Accounting Clerk I	7.82
Accounting Clerk II	10.14
Accounting Clerk III	13.49
Accounting Clerk IV	15.70
Court Reporter	12.37
Dispatcher, Motor Vehicle	11.31
Document Preparation Clerk	9.48
Duplicating Machine Operator	9.48
Film/Tape Librarian	9.74
General Clerk I	6.56
General Clerk II	8.14
General Clerk III	8.90
General Clerk IV	9.06
Housing Referral Assistant	14.48
Key Entry Operator I	8.29
Key Entry Operator II	9.80
Messenger (Courier)	7.65
Order Clerk I	7.56
Order Clerk II	10.48
Personnel Assistant (Employment) I	8.93
Personnel Assistant (Employment) II	10.51
Personnel Assistant (Employment) III	12.12
Personnel Assistant (Employment) IV	12.33
Production Control Clerk	12.32
Rental Clerk	8.85
Scheduler, Maintenance	10.08
Secretary I	10.08
Secretary II	12.88
Secretary III	14.48
Secretary IV	17.11
Secretary V	18.21
Service Order Dispatcher	8.85
Stenographer I	10.79
Stenographer II	11.57
Supply Technician	17.06
Survey Worker (Interviewer)	11.62
Switchboard Operator-Receptionist	7.64
Test Examiner	12.88
Test Proctor	12.88
Travel Clerk I	9.02

Travel Clerk II	9.61
Travel Clerk III	10.23
Word Processor I	8.74
Word Processor II	9.80
Word Processor III	12.52
<b>Automatic Data Processing Occupations</b>	
Computer Data Librarian	7.41
Computer Operator I	8.13
Computer Operator II	12.03
Computer Operator III	13.94
Computer Operator IV	15.48
Computer Operator V	17.18
Computer Programmer I (1)	16.45
Computer Programmer II (1)	22.06
Computer Programmer III (1)	25.16
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	20.63
Computer Systems Analyst II (1)	24.75
Computer Systems Analyst III (1)	27.42
Peripheral Equipment Operator	9.04
<b>Automotive Service Occupations</b>	
Automotive Body Repairer, Fiberglass	15.63
Automotive Glass Installer	13.69
Automotive Worker	13.69
Electrician, Automotive	14.67
Mobile Equipment Servicer	11.73
Motor Equipment Metal Mechanic	15.63
Motor Equipment Metal Worker	13.69
Motor Vehicle Mechanic	16.49
Motor Vehicle Mechanic Helper	10.75
Motor Vehicle Upholstery Worker	12.70
Motor Vehicle Wrecker	13.69
Painter, Automotive	14.67
Radiator Repair Specialist	13.69
Tire Repairer	11.33
Transmission Repair Specialist	15.63
<b>Food Preparation and Service Occupations</b>	
Baker	10.41
Cook I	8.92
Cook II	10.41
Dishwasher	6.37
Food Service Worker	6.54
Meat Cutter	10.41
Waiter/Waitress	6.69
<b>Furniture Maintenance and Repair Occupations</b>	
Electrostatic Spray Painter	14.67
Furniture Handler	8.80
Furniture Refinisher	14.67
Furniture Refinisher Helper	10.75
Furniture Repairer, Minor	11.95
Upholsterer	14.67
<b>General Services and Support Occupations</b>	
Cleaner, Vehicles	6.32
Elevator Operator	7.06
Gardener	10.67
House Keeping Aid I	6.68
House Keeping Aid II	7.25
Janitor	7.06
Laborer, Grounds Maintenance	8.00

Maid or Houseman	6.35
Pest Controller	9.97
Refuse Collector	6.55
Tractor Operator	9.80
Window Cleaner	7.94
<b>Health Occupations</b>	
Dental Assistant	11.10
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.30
Licensed Practical Nurse I	11.02
Licensed Practical Nurse II	12.36
Licensed Practical Nurse III	13.83
Medical Assistant	10.35
Medical Laboratory Technician	12.29
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	7.10
Nursing Assistant II	7.98
Nursing Assistant III	8.71
Nursing Assistant IV	9.77
Pharmacy Technician	12.19
Phlebotomist	12.29
Registered Nurse I	16.62
Registered Nurse II	20.35
Registered Nurse II, Specialist	20.35
Registered Nurse III	24.62
Registered Nurse III, Anesthetist	24.62
Registered Nurse IV	29.49
<b>Information and Arts Occupations</b>	
Audiovisual Librarian	19.00
Exhibits Specialist I	19.15
Exhibits Specialist II	23.08
Exhibits Specialist III	26.14
Illustrator I	19.15
Illustrator II	23.08
Illustrator III	26.14
Librarian	20.23
Library Technician	11.31
Photographer I	11.81
Photographer II	15.14
Photographer III	18.93
Photographer IV	22.50
Photographer V	25.66
<b>Laundry, Dry Cleaning, Pressing and Related Occupations</b>	
Assembler	6.61
Counter Attendant	6.61
Dry Cleaner	7.55
Finisher, Flatwork, Machine	6.61
Presser, Hand	6.61
Presser, Machine, Drycleaning	6.61
Presser, Machine, Shirts	6.61
Presser, Machine, Wearing Apparel, Laundry	6.61
Sewing Machine Operator	8.11
Tailor	8.63
Washer, Machine	7.06
<b>Machine Tool Operation and Repair Occupations</b>	
Machine-Tool Operator (Toolroom)	14.67
Tool and Die Maker	18.42
<b>Material Handling and Packing Occupations</b>	
Forklift Operator	10.39
Fuel Distribution System Operator	11.73

Material Coordinator	12.20
Material Expediter	12.20
Material Handling Laborer	7.64
Order Filler	10.19
Production Line Worker (Food Processing)	10.86
Shipping Packer	9.49
Shipping/Receiving Clerk	9.49
Stock Clerk (Shelf Stocker; Store Worker II)	10.04
Store Worker I	8.54
Tools and Parts Attendant	10.86
Warehouse Specialist	10.86
<b>Mechanics and Maintenance and Repair Occupations</b>	
Aircraft Mechanic	16.88
Aircraft Mechanic Helper	11.61
Aircraft Quality Control Inspector	17.95
Aircraft Servicer	13.72
Aircraft Worker	14.79
Appliance Mechanic	14.67
Bicycle Repairer	11.33
Cable Splicer	17.19
Carpenter, Maintenance	14.67
Carpet Layer	13.69
Electrician, Maintenance	15.67
Electronics Technician, Maintenance I	15.24
Electronics Technician, Maintenance II	18.72
Electronics Technician, Maintenance III	19.92
Fabric Worker	12.70
Fire Alarm System Mechanic	15.63
Fire Extinguisher Repairer	11.73
Fuel Distribution System Mechanic	15.63
General Maintenance Worker	13.69
Heating, Refrigeration and Air Conditioning Mechanic	15.63
Heavy Equipment Mechanic	15.63
Heavy Equipment Operator	15.63
Instrument Mechanic	15.63
Laborer	7.64
Locksmith	14.67
Machinery Maintenance Mechanic	15.63
Machinist, Maintenance	15.98
Maintenance Trades Helper	10.75
Millwright	15.63
Office Appliance Repairer	14.67
Painter, Aircraft	14.67
Painter, Maintenance	14.67
Pipefitter, Maintenance	15.63
Plumber, Maintenance	14.67
Pneudraulic Systems Mechanic	15.63
Rigger	15.63
Scale Mechanic	13.69
Sheet-Metal Worker, Maintenance	15.63
Small Engine Mechanic	13.76
Telecommunication Mechanic I	17.19
Telecommunication Mechanic II	18.28
Telephone Lineman	15.63
Welder, Combination, Maintenance	15.63
Well Driller	15.63
Woodcraft Worker	15.63
Woodworker	11.73
<b>Miscellaneous Occupations</b>	
Animal Caretaker	8.02

Carnival Equipment Operator	8.45
Carnival Equipment Repairer	9.21
Carnival Worker	6.14
Cashier	6.75
Desk Clerk	9.41
Embalmer	17.93
Lifeguard	9.42
Mortician	17.93
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.49
Recreation Specialist	11.65
Recycling Worker	9.01
Sales Clerk	8.10
School Crossing Guard (Crosswalk Attendant)	6.37
Sport Official	8.24
Survey Party Chief (Chief of Party)	13.04
Surveying Aide	9.03
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.65
Swimming Pool Operator	10.77
Vending Machine Attendant	8.47
Vending Machine Repairer	10.77
Vending Machine Repairer Helper	8.47
<b>Personal Needs Occupations</b>	
Child Care Attendant	8.41
Child Care Center Clerk	10.49
Chore Aid	5.83
Homemaker	12.70
<b>Plant and System Operation Occupations</b>	
Boiler Tender	15.63
Sewage Plant Operator	14.67
Stationary Engineer	15.63
Ventilation Equipment Tender	10.75
Water Treatment Plant Operator	14.67
<b>Protective Service Occupations</b>	
Alarm Monitor	12.33
Corrections Officer	17.48
Court Security Officer	17.48
Detention Officer	17.48
Firefighter	18.03
Guard I	6.00
Guard II	9.44
Police Officer	18.07
<b>Stevedoring/Longshoremen Occupations</b>	
Blocker and Bracer	13.82
Hatch Tender	13.82
Line Handler	13.82
Stevedore I	13.46
Stevedore II	16.46
<b>Technical Occupations</b>	
Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	17.29
Archeological Technician II	19.33
Archeological Technician III	23.95
Cartographic Technician	20.76
Civil Engineering Technician	18.93
Computer Based Training (CBT) Specialist/ Instructor	21.41
Drafter I	13.16

Drafter II	15.41
Drafter III	19.99
Drafter IV	26.25
Engineering Technician I	11.06
Engineering Technician II	14.42
Engineering Technician III	18.05
Engineering Technician IV	22.22
Engineering Technician V	26.15
Engineering Technician VI	29.80
Environmental Technician	18.11
Flight Simulator/Instructor (Pilot)	24.75
Graphic Artist	19.52
Instructor	18.85
Laboratory Technician	15.08
Mathematical Technician	22.64
Paralegal/Legal Assistant I	14.31
Paralegal/Legal Assistant II	19.00
Paralegal/Legal Assistant III	20.91
Paralegal/Legal Assistant IV	28.11
Photooptics Technician	18.93
Technical Writer	28.84
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	16.08
Weather Observer, Senior (3)	18.15
Weather Observer, Upper Air (3)	16.08
<b>Transportation/ Mobile Equipment Operation Occupations</b>	
Bus Driver	11.90
Parking and Lot Attendant	6.78
Shuttle Bus Driver	10.30
Taxi Driver	9.55
Truckdriver, Heavy Truck	13.90
Truckdriver, Light Truck	10.40
Truckdriver, Medium Truck	11.91
Truckdriver, Tractor-Trailer	13.90

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**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

**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 ordnance, explosives, and incendiary materials. This includes work such as screening, blending, drying, mixing, and pressing of sensitive ordnance, 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 regarding 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 ordnance, (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 ordnance, 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 ordnance, 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:

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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.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), 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.

94-2516 TX,HOUSTON

06/10/03

\*\*\*FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL\*\*\*

William W.Gross Director	Division of Wage Determinations	WASHINGTON D.C. 20210 Wage Determination No.: 1994-2516 Revision No.: 21 Date Of Last Revision: 06/03/2003
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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\*\*

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.45
01012 - Accounting Clerk II	12.35
01013 - Accounting Clerk III	13.86
01014 - Accounting Clerk IV	15.29
01030 - Court Reporter	16.81
01050 - Dispatcher, Motor Vehicle	14.00
01060 - Document Preparation Clerk	11.66
01070 - Messenger (Courier)	9.87
01090 - Duplicating Machine Operator	10.72
01110 - Film/Tape Librarian	11.50
01115 - General Clerk I	9.09
01116 - General Clerk II	9.86
01117 - General Clerk III	12.77
01118 - General Clerk IV	14.65
01120 - Housing Referral Assistant	17.60
01131 - Key Entry Operator I	10.76
01132 - Key Entry Operator II	13.76
01191 - Order Clerk I	12.51
01192 - Order Clerk II	14.27
01261 - Personnel Assistant (Employment) I	12.28
01262 - Personnel Assistant (Employment) II	13.79
01263 - Personnel Assistant (Employment) III	16.50
01264 - Personnel Assistant (Employment) IV	17.63
01270 - Production Control Clerk	17.94
01290 - Rental Clerk	14.34
01300 - Scheduler, Maintenance	14.52
01311 - Secretary I	14.52
01312 - Secretary II	16.12
01313 - Secretary III	17.60
01314 - Secretary IV	20.69
01315 - Secretary V	25.57
01320 - Service Order Dispatcher	13.30
01341 - Stenographer I	12.06
01342 - Stenographer II	14.34
01400 - Supply Technician	20.69
01420 - Survey Worker (Interviewer)	14.26
01460 - Switchboard Operator-Receptionist	10.65
01510 - Test Examiner	16.12
01520 - Test Proctor	16.12
01531 - Travel Clerk I	11.09
01532 - Travel Clerk II	11.95
01533 - Travel Clerk III	12.79
01611 - Word Processor I	11.45
01612 - Word Processor II	13.79
01613 - Word Processor III	16.27

03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	11.98
03041 - Computer Operator I	12.05
03042 - Computer Operator II	14.61
03043 - Computer Operator III	16.59
03044 - Computer Operator IV	22.60
03045 - Computer Operator V	23.59
03071 - Computer Programmer I (1)	19.99
03072 - Computer Programmer II (1)	24.38
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	25.70
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	21.26
05010 - Automotive Glass Installer	19.86
05040 - Automotive Worker	19.15
05070 - Electrician, Automotive	20.76
05100 - Mobile Equipment Servicer	17.65
05130 - Motor Equipment Metal Mechanic	22.47
05160 - Motor Equipment Metal Worker	19.15
05190 - Motor Vehicle Mechanic	22.47
05220 - Motor Vehicle Mechanic Helper	16.93
05250 - Motor Vehicle Upholstery Worker	18.17
05280 - Motor Vehicle Wrecker	19.15
05310 - Painter, Automotive	20.76
05340 - Radiator Repair Specialist	20.96
05370 - Tire Repairer	14.40
05400 - Transmission Repair Specialist	23.06
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	7.39
07010 - Baker	8.93
07041 - Cook I	8.19
07042 - Cook II	8.83
07070 - Dishwasher	7.16
07130 - Meat Cutter	11.33
07250 - Waiter/Waitress	6.83
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	16.65
09040 - Furniture Handler	11.74
09070 - Furniture Refinisher	12.78
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	7.54
11060 - Elevator Operator	6.90
11090 - Gardener	10.26
11121 - House Keeping Aid I	6.79
11122 - House Keeping Aid II	6.90
11150 - Janitor	7.54
11210 - Laborer, Grounds Maintenance	8.23
11240 - Maid or Houseman	6.79
11270 - Pest Controller	10.73
11300 - Refuse Collector	7.54
11330 - Tractor Operator	9.66
11360 - Window Cleaner	8.23
12000 - Health Occupations	
12020 - Dental Assistant	12.93
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.75

12071 - Licensed Practical Nurse I	12.86
12072 - Licensed Practical Nurse II	14.63
12073 - Licensed Practical Nurse III	15.94
12100 - Medical Assistant	11.41
12130 - Medical Laboratory Technician	13.61
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	20.25
12312 - Registered Nurse II	24.95
12313 - Registered Nurse II, Specialist	26.51
12314 - Registered Nurse III	31.37
12315 - Registered Nurse III, Anesthetist	31.37
12316 - Registered Nurse IV	35.94
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	18.40
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	9.65
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	10.22
15220 - Tailor	11.02
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	17.64
21030 - Material Expediter	17.64
21040 - Material Handling Laborer	11.72
21050 - Order Filler	10.53
21071 - Forklift Operator	12.84
21080 - Production Line Worker (Food Processing)	12.84
21100 - Shipping/Receiving Clerk	11.79
21130 - Shipping Packer	12.22
21140 - Store Worker I	9.51
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	12.79

21210 - Tools and Parts Attendant	13.58
21400 - Warehouse Specialist	12.84
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	21.09
23040 - Aircraft Mechanic Helper	16.43
23050 - Aircraft Quality Control Inspector	22.02
23060 - Aircraft Servicer	18.28
23070 - Aircraft Worker	19.26
23100 - Appliance Mechanic	16.65
23120 - Bicycle Repairer	13.91
23125 - Cable Splicer	19.33
23130 - Carpenter, Maintenance	17.01
23140 - Carpet Layer	15.92
23160 - Electrician, Maintenance	21.45
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	19.17
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	8.82
23500 - Locksmith	16.65
23530 - Machinery Maintenance Mechanic	19.81
23550 - Machinist, Maintenance	20.16
23580 - Maintenance Trades Helper	13.58
23640 - Millwright	19.02
23700 - Office Appliance Repairer	16.65
23740 - Painter, Aircraft	18.32
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	19.17
23931 - Telecommunication Mechanic II	20.02
23950 - Telephone Lineman	17.43
23960 - Welder, Combination, Maintenance	17.43
23965 - Well Driller	17.43
23970 - Woodcraft Worker	17.43
23980 - Woodworker	9.64
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.68
24580 - Child Care Center Clerk	12.06
24600 - Chore Aid	6.15
24630 - Homemaker	15.41
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	19.86
25040 - Sewage Plant Operator	17.00
25070 - Stationary Engineer	19.86
25190 - Ventilation Equipment Tender	14.33
25210 - Water Treatment Plant Operator	16.65
27000 - Protective Service Occupations	
(not set) - Police Officer	19.63

27004 - Alarm Monitor	12.98
27006 - Corrections Officer	18.04
27010 - Court Security Officer	18.04
27040 - Detention Officer	18.04
27070 - Firefighter	17.70
27101 - Guard I	10.02
27102 - Guard II	17.90
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	15.18
28020 - Hatch Tender	15.18
28030 - Line Handler	15.18
28040 - Stevedore I	14.21
28050 - Stevedore II	16.17
29000 - Technical Occupations	
21150 - Graphic Artist	23.11
29010 - Air Traffic Control Specialist, Center (2)	31.76
29011 - Air Traffic Control Specialist, Station (2)	21.90
29012 - Air Traffic Control Specialist, Terminal (2)	24.12
29023 - Archeological Technician I	19.34
29024 - Archeological Technician II	21.66
29025 - Archeological Technician III	26.79
29030 - Cartographic Technician	26.79
29035 - Computer Based Training (CBT) Specialist/ Instructor	25.70
29040 - Civil Engineering Technician	24.82
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	24.76
29100 - Flight Simulator/Instructor (Pilot)	32.45
29160 - Instructor	21.34
29210 - Laboratory Technician	16.34
29240 - Mathematical Technician	28.04
29361 - Paralegal/Legal Assistant I	17.19
29362 - Paralegal/Legal Assistant II	20.65
29363 - Paralegal/Legal Assistant III	25.71
29364 - Paralegal/Legal Assistant IV	28.58
29390 - Photooptics Technician	24.76
29480 - Technical Writer	21.85
29491 - Unexploded Ordnance (UXO) Technician I	20.19
29492 - Unexploded Ordnance (UXO) Technician II	24.42
29493 - Unexploded Ordnance (UXO) Technician III	30.65
29494 - Unexploded (UXO) Safety Escort	20.19
29495 - Unexploded (UXO) Sweep Personnel	20.19
29620 - Weather Observer, Senior (3)	21.81
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	17.99
29622 - Weather Observer, Upper Air	17.99
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	14.24
31260 - Parking and Lot Attendant	7.38
31290 - Shuttle Bus Driver	10.80
31300 - Taxi Driver	8.01
31361 - Truckdriver, Light Truck	10.96
31362 - Truckdriver, Medium Truck	14.24

31363 - Truckdriver, Heavy Truck	15.22
31364 - Truckdriver, Tractor-Trailer	15.22
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	8.13
99030 - Cashier	7.90
99041 - Carnival Equipment Operator	9.36
99042 - Carnival Equipment Repairer	9.84
99043 - Carnival Worker	7.22
99050 - Desk Clerk	9.68
99095 - Embalmer	19.59
99300 - Lifeguard	10.61
99310 - Mortician	21.55
99350 - Park Attendant (Aide)	13.32
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.62
99500 - Recreation Specialist	14.74
99510 - Recycling Worker	11.12
99610 - Sales Clerk	10.30
99620 - School Crossing Guard (Crosswalk Attendant)	7.54
99630 - Sport Official	9.48
99658 - Survey Party Chief (Chief of Party)	16.58
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.34
99660 - Surveying Aide	11.35
99690 - Swimming Pool Operator	12.60
99720 - Vending Machine Attendant	10.49
99730 - Vending Machine Repairer	12.60
99740 - Vending Machine Repairer Helper	10.76

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

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 ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, 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 regarding 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 ordnance, (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 ordnance, 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 ordnance, 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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- 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.

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

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

William W. Gross                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 1994-2544  
Revision No.: 26  
Date Of Last Revision: 07/29/2003

**States: North Carolina, Virginia  
Area:**

North Carolina Counties of Camden, Chowan, Currituck, Gates, Pasquotank,  
Perquimans  
Virginia Counties of Chesapeake, Gloucester, Hampton, Isle of Wight, James  
City, Mathews, Newport News, Norfolk, Poquoson, Portsmouth, Southampton,  
Suffolk, Surry, Virginia Beach, Williamsburg, York

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	8.38
01012 - Accounting Clerk II	10.58
01013 - Accounting Clerk III	13.17
01014 - Accounting Clerk IV	14.28
01030 - Court Reporter	12.94
01050 - Dispatcher, Motor Vehicle	12.63
01060 - Document Preparation Clerk	10.68
01070 - Messenger (Courier)	8.68
01090 - Duplicating Machine Operator	9.93
01110 - Film/Tape Librarian	10.56
01115 - General Clerk I	7.94
01116 - General Clerk II	9.77
01117 - General Clerk III	12.15
01118 - General Clerk IV	13.59
01120 - Housing Referral Assistant	16.42
01131 - Key Entry Operator I	9.13
01132 - Key Entry Operator II	11.49
01191 - Order Clerk I	11.13
01192 - Order Clerk II	14.56
01261 - Personnel Assistant (Employment) I	12.18
01262 - Personnel Assistant (Employment) II	14.07
01263 - Personnel Assistant (Employment) III	14.87
01264 - Personnel Assistant (Employment) IV	17.03
01270 - Production Control Clerk	17.78
01290 - Rental Clerk	12.49
01300 - Scheduler, Maintenance	13.00
01311 - Secretary I	13.00
01312 - Secretary II	15.14
01313 - Secretary III	17.27
01314 - Secretary IV	20.25
01315 - Secretary V	21.26
01320 - Service Order Dispatcher	12.63
01341 - Stenographer I	10.51
01342 - Stenographer II	12.90
01400 - Supply Technician	19.04
01420 - Survey Worker (Interviewer)	12.02

01460 - Switchboard Operator-Receptionist	9.59
01510 - Test Examiner	14.39
01520 - Test Proctor	14.39
01531 - Travel Clerk I	9.92
01532 - Travel Clerk II	10.59
01533 - Travel Clerk III	11.30
01611 - Word Processor I	11.58
01612 - Word Processor II	13.96
01613 - Word Processor III	14.61
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	9.41
03041 - Computer Operator I	11.53
03042 - Computer Operator II	13.32
03043 - Computer Operator III	16.50
03044 - Computer Operator IV	19.12
03045 - Computer Operator V	20.32
03071 - Computer Programmer I (1)	19.24
03072 - Computer Programmer II (1)	21.77
03073 - Computer Programmer III (1)	25.96
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	25.89
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	11.53
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	18.20
05010 - Automotive Glass Installer	16.60
05040 - Automotive Worker	16.60
05070 - Electrician, Automotive	17.38
05100 - Mobile Equipment Servicer	15.00
05130 - Motor Equipment Metal Mechanic	18.20
05160 - Motor Equipment Metal Worker	16.60
05190 - Motor Vehicle Mechanic	18.20
05220 - Motor Vehicle Mechanic Helper	14.15
05250 - Motor Vehicle Upholstery Worker	15.78
05280 - Motor Vehicle Wrecker	16.60
05310 - Painter, Automotive	17.38
05340 - Radiator Repair Specialist	15.78
05370 - Tire Repairer	13.37
05400 - Transmission Repair Specialist	18.20
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	7.92
07010 - Baker	9.05
07041 - Cook I	8.43
07042 - Cook II	9.32
07070 - Dishwasher	7.42
07130 - Meat Cutter	11.54
07250 - Waiter/Waitress	7.56
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	20.27
09040 - Furniture Handler	13.34

09070 - Furniture Refinisher	16.03
09100 - Furniture Refinisher Helper	13.05
09110 - Furniture Repairer, Minor	14.56
09130 - Upholsterer	16.03
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	8.43
11060 - Elevator Operator	8.36
11090 - Gardener	10.19
11121 - House Keeping Aid I	7.41
11122 - House Keeping Aid II	9.50
11150 - Janitor	8.96
11210 - Laborer, Grounds Maintenance	9.52
11240 - Maid or Houseman	7.41
11270 - Pest Controller	10.57
11300 - Refuse Collector	10.02
11330 - Tractor Operator	9.71
11360 - Window Cleaner	9.50
12000 - Health Occupations	
12020 - Dental Assistant	11.11
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.79
12071 - Licensed Practical Nurse I	10.98
12072 - Licensed Practical Nurse II	12.32
12073 - Licensed Practical Nurse III	13.78
12100 - Medical Assistant	10.39
12130 - Medical Laboratory Technician	12.14
12160 - Medical Record Clerk	11.99
12190 - Medical Record Technician	13.15
12221 - Nursing Assistant I	7.67
12222 - Nursing Assistant II	8.63
12223 - Nursing Assistant III	9.42
12224 - Nursing Assistant IV	10.56
12250 - Pharmacy Technician	11.84
12280 - Phlebotomist	11.71
12311 - Registered Nurse I	19.72
12312 - Registered Nurse II	23.42
12313 - Registered Nurse II, Specialist	23.42
12314 - Registered Nurse III	28.34
12315 - Registered Nurse III, Anesthetist	28.34
12316 - Registered Nurse IV	33.96
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	14.23
13011 - Exhibits Specialist I	15.81
13012 - Exhibits Specialist II	19.21
13013 - Exhibits Specialist III	21.33
13041 - Illustrator I	17.63
13042 - Illustrator II	21.42
13043 - Illustrator III	23.78
13047 - Librarian	21.20
13050 - Library Technician	12.60
13071 - Photographer I	11.73
13072 - Photographer II	15.55
13073 - Photographer III	18.89
13074 - Photographer IV	20.98
13075 - Photographer V	25.39

15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	6.95
15030 - Counter Attendant	6.95
15040 - Dry Cleaner	8.75
15070 - Finisher, Flatwork, Machine	6.95
15090 - Presser, Hand	6.95
15100 - Presser, Machine, Drycleaning	6.95
15130 - Presser, Machine, Shirts	6.95
15160 - Presser, Machine, Wearing Apparel, Laundry	6.95
15190 - Sewing Machine Operator	9.35
15220 - Tailor	9.91
15250 - Washer, Machine	7.51
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.33
19040 - Tool and Die Maker	20.31
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	15.62
21020 - Material Coordinator	17.78
21030 - Material Expediter	17.78
21040 - Material Handling Laborer	9.75
21050 - Order Filler	9.89
21071 - Forklift Operator	13.56
21080 - Production Line Worker (Food Processing)	13.08
21100 - Shipping/Receiving Clerk	11.02
21130 - Shipping Packer	12.10
21140 - Store Worker I	9.87
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	12.41
21210 - Tools and Parts Attendant	14.93
21400 - Warehouse Specialist	14.36
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	20.53
23040 - Aircraft Mechanic Helper	15.13
23050 - Aircraft Quality Control Inspector	21.44
23060 - Aircraft Servicer	16.87
23070 - Aircraft Worker	17.74
23100 - Appliance Mechanic	17.63
23120 - Bicycle Repairer	13.37
23125 - Cable Splicer	20.32
23130 - Carpenter, Maintenance	16.03
23140 - Carpet Layer	17.61
23160 - Electrician, Maintenance	18.96
23181 - Electronics Technician, Maintenance I	16.46
23182 - Electronics Technician, Maintenance II	16.84
23183 - Electronics Technician, Maintenance III	18.04
23260 - Fabric Worker	14.56
23290 - Fire Alarm System Mechanic	16.79
23310 - Fire Extinguisher Repairer	13.84
23340 - Fuel Distribution System Mechanic	18.95
23370 - General Maintenance Worker	15.31
23400 - Heating, Refrigeration and Air Conditioning Mechanic	16.79
23430 - Heavy Equipment Mechanic	16.79
23440 - Heavy Equipment Operator	16.79

23460 - Instrument Mechanic	16.79
23470 - Laborer	10.02
23500 - Locksmith	18.17
23530 - Machinery Maintenance Mechanic	18.43
23550 - Machinist, Maintenance	16.79
23580 - Maintenance Trades Helper	13.05
23640 - Millwright	20.58
23700 - Office Appliance Repairer	16.03
23740 - Painter, Aircraft	18.24
23760 - Painter, Maintenance	16.03
23790 - Pipefitter, Maintenance	17.37
23800 - Plumber, Maintenance	16.58
23820 - Pneudraulic Systems Mechanic	16.79
23850 - Rigger	16.79
23870 - Scale Mechanic	15.31
23890 - Sheet-Metal Worker, Maintenance	16.79
23910 - Small Engine Mechanic	15.31
23930 - Telecommunication Mechanic I	16.79
23931 - Telecommunication Mechanic II	20.16
23950 - Telephone Lineman	16.79
23960 - Welder, Combination, Maintenance	16.79
23965 - Well Driller	16.79
23970 - Woodcraft Worker	16.79
23980 - Woodworker	13.84
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	7.15
24580 - Child Care Center Clerk	11.06
24600 - Chore Aid	6.58
24630 - Homemaker	10.63
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	17.76
25040 - Sewage Plant Operator	17.81
25070 - Stationary Engineer	17.76
25190 - Ventilation Equipment Tender	13.05
25210 - Water Treatment Plant Operator	17.81
27000 - Protective Service Occupations	
(not set) - Police Officer	17.47
27004 - Alarm Monitor	11.95
27006 - Corrections Officer	13.55
27010 - Court Security Officer	14.51
27040 - Detention Officer	13.55
27070 - Firefighter	13.99
27101 - Guard I	8.94
27102 - Guard II	10.70
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	15.07
28020 - Hatch Tender	15.07
28030 - Line Handler	15.07
28040 - Stevedore I	15.44
28050 - Stevedore II	16.96

29000 - Technical Occupations

21150 - Graphic Artist	18.24
29010 - Air Traffic Control Specialist, Center (2)	29.10
29011 - Air Traffic Control Specialist, Station (2)	20.07
29012 - Air Traffic Control Specialist, Terminal (2)	22.09
29023 - Archeological Technician I	13.01
29024 - Archeological Technician II	14.63
29025 - Archeological Technician III	18.07
29030 - Cartographic Technician	19.12
29035 - Computer Based Training (CBT) Specialist/ Instructor	25.38
29040 - Civil Engineering Technician	18.89
29061 - Drafter I	11.46
29062 - Drafter II	12.90
29063 - Drafter III	16.21
29064 - Drafter IV	19.70
29081 - Engineering Technician I	15.58
29082 - Engineering Technician II	16.67
29083 - Engineering Technician III	20.54
29084 - Engineering Technician IV	24.87
29085 - Engineering Technician V	29.05
29086 - Engineering Technician VI	35.89
29090 - Environmental Technician	16.43
29100 - Flight Simulator/Instructor (Pilot)	27.62
29160 - Instructor	19.90
29210 - Laboratory Technician	14.86
29240 - Mathematical Technician	19.70
29361 - Paralegal/Legal Assistant I	12.85
29362 - Paralegal/Legal Assistant II	15.60
29363 - Paralegal/Legal Assistant III	19.09
29364 - Paralegal/Legal Assistant IV	23.09
29390 - Photooptics Technician	19.70
29480 - Technical Writer	20.56
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)	18.44
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	17.04
29622 - Weather Observer, Upper Air (3)	17.04

31000 - Transportation/ Mobile Equipment Operation Occupations

31030 - Bus Driver	10.39
31260 - Parking and Lot Attendant	7.51
31290 - Shuttle Bus Driver	10.10
31300 - Taxi Driver	10.29
31361 - Truckdriver, Light Truck	10.10
31362 - Truckdriver, Medium Truck	11.06
31363 - Truckdriver, Heavy Truck	14.64
31364 - Truckdriver, Tractor-Trailer	14.64

99000 - Miscellaneous Occupations

99020 - Animal Caretaker	7.99
99030 - Cashier	7.67
99041 - Carnival Equipment Operator	10.00
99042 - Carnival Equipment Repairer	10.49
99043 - Carnival Worker	7.12
99050 - Desk Clerk	8.10

99095 - Embalmer	17.93
99300 - Lifeguard	8.88
99310 - Mortician	21.33
99350 - Park Attendant (Aide)	11.14
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.22
99500 - Recreation Specialist	13.50
99510 - Recycling Worker	12.27
99610 - Sales Clerk	8.88
99620 - School Crossing Guard (Crosswalk Attendant)	9.62
99630 - Sport Official	7.72
99658 - Survey Party Chief (Chief of Party)	13.67
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.43
99660 - Surveying Aide	8.54
99690 - Swimming Pool Operator	10.63
99720 - Vending Machine Attendant	10.43
99730 - Vending Machine Repairer	12.22
99740 - Vending Machine Repairer Helper	10.43

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

**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 ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, 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 ordnance, (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 ordnance, explosive, and incendiary ordnance material other than small arms ammunition.

**NOTE:** These differentials are only applicable to work that has been specifically designated by the agency for ordnance, 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) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), 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 ensure 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

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

William W. Gross                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 1994-2574  
Revision No.: 14  
Date Of Last Revision: 02/25/2002

States: Kentucky, Ohio, **West Virginia**

Area: **Kentucky Counties** of Boyd, Carter, Elliott, Floyd, Greenup, Johnson,  
Lawrence, Lewis, Magoffin, Martin, Pike  
**Ohio Counties** of Monroe, Morgan, Noble, Washington  
**West Virginia** - All Counties except: Berkeley, Jefferson

**Note:** West Virginia include all counties except Berkeley and Jefferson  
counties.

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION TITLE	MINIMUM WAGE RATE
<b>Administrative Support and Clerical Occupations</b>	
Accounting Clerk I	8.21
Accounting Clerk II	10.37
Accounting Clerk III	18.04
Accounting Clerk IV	20.19
Court Reporter	16.96
Dispatcher, Motor Vehicle	14.02
Document Preparation Clerk	11.14
Duplicating Machine Operator	11.19
Film/Tape Librarian	11.99
General Clerk I	8.54
General Clerk II	9.60
General Clerk III	12.02
General Clerk IV	13.50
Housing Referral Assistant	14.85
Key Entry Operator I	8.28
Key Entry Operator II	12.18
Messenger (Courier)	7.53
Order Clerk I	7.94
Order Clerk II	9.53
Personnel Assistant (Employment) I	10.98
Personnel Assistant (Employment) II	12.32
Personnel Assistant (Employment) III	15.43
Personnel Assistant (Employment) IV	17.34
Production Control Clerk	15.63
Rental Clerk	11.99
Scheduler, Maintenance	11.99
Secretary I	11.99
Secretary II	13.41
Secretary III	14.63
Secretary IV	16.51
Secretary V	18.29
Service Order Dispatcher	13.19
Stenographer I	13.51
Stenographer II	15.17
Supply Technician	16.32
Survey Worker (Interviewer)	13.41

Switchboard Operator-Receptionist	7.71
Test Examiner	13.41
Test Proctor	13.41
Travel Clerk I	9.86
Travel Clerk II	10.98
Travel Clerk III	11.72
Word Processor I	10.61
Word Processor II	11.91
Word Processor III	13.32
<b>Automatic Data Processing Occupations</b>	
Computer Data Librarian	9.20
Computer Operator I	10.32
Computer Operator II	11.57
Computer Operator III	12.87
Computer Operator IV	14.30
Computer Operator V	15.84
Computer Programmer I (1)	14.22
Computer Programmer II (1)	17.60
Computer Programmer III (1)	21.49
Computer Programmer IV (1)	26.05
Computer Systems Analyst I (1)	20.39
Computer Systems Analyst II (1)	24.66
Computer Systems Analyst III (1)	26.66
Peripheral Equipment Operator	10.69
<b>Automotive Service Occupations</b>	
Automotive Body Repairer, Fiberglass	15.24
Automotive Glass Installer	14.02
Automotive Worker	14.02
Electrician, Automotive	14.52
Mobile Equipment Servicer	12.99
Motor Equipment Metal Mechanic	15.03
Motor Equipment Metal Worker	14.02
Motor Vehicle Mechanic	15.03
Motor Vehicle Mechanic Helper	12.44
Motor Vehicle Upholstery Worker	13.53
Motor Vehicle Wrecker	14.02
Painter, Automotive	14.52
Radiator Repair Specialist	14.02
Tire Repairer	12.55
Transmission Repair Specialist	15.04
<b>Food Preparation and Service Occupations</b>	
Baker	9.39
Cook I	8.68
Cook II	9.39
Dishwasher	7.16
Food Service Worker	7.16
Meat Cutter	10.41
Waiter/Waitress	7.65
<b>Furniture Maintenance and Repair Occupations</b>	
Electrostatic Spray Painter	14.72
Furniture Handler	11.58
Furniture Refinisher	14.72
Furniture Refinisher Helper	12.62
Furniture Repairer, Minor	13.71
Upholsterer	14.72
<b>General Services and Support Occupations</b>	
Cleaner, Vehicles	7.38
Elevator Operator	7.99
Gardener	8.75

House Keeping Aid I	6.66
House Keeping Aid II	7.16
Janitor	8.01
Laborer, Grounds Maintenance	7.71
Maid or Houseman	6.66
Pest Controller	10.42
Refuse Collector	8.43
Tractor Operator	8.82
Window Cleaner	8.54
<b>Health Occupations</b>	
Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	10.38
Licensed Practical Nurse II	11.64
Licensed Practical Nurse III	13.02
Medical Assistant	9.77
Medical Laboratory Technician	12.23
Medical Record Clerk	10.77
Medical Record Technician	13.54
Nursing Assistant I	7.42
Nursing Assistant II	8.30
Nursing Assistant III	9.06
Nursing Assistant IV	10.17
Pharmacy Technician	12.19
Phlebotomist	11.90
Registered Nurse I	15.34
Registered Nurse II	18.80
Registered Nurse II, Specialist	18.80
Registered Nurse III	22.71
Registered Nurse III, Anesthetist	22.71
Registered Nurse IV	27.21
<b>Information and Arts Occupations</b>	
Audiovisual Librarian	18.16
Exhibits Specialist I	12.91
Exhibits Specialist II	15.99
Exhibits Specialist III	19.56
Illustrator I	12.91
Illustrator II	15.99
Illustrator III	19.56
Librarian	18.29
Library Technician	13.41
Photographer I	12.30
Photographer II	13.71
Photographer III	16.98
Photographer IV	20.76
Photographer V	25.11
<b>Laundry, Dry Cleaning, Pressing and Related Occupations</b>	
Assembler	7.06
Counter Attendant	7.06
Dry Cleaner	9.08
Finisher, Flatwork, Machine	7.06
Presser, Hand	7.06
Presser, Machine, Drycleaning	7.06
Presser, Machine, Shirts	7.06
Presser, Machine, Wearing Apparel, Laundry	7.06
Sewing Machine Operator	9.74
Tailor	10.35
Washer, Machine	7.69

<b>Machine Tool Operation and Repair Occupations</b>	
Machine-Tool Operator (Toolroom)	14.72
Tool and Die Maker	15.27
<b>Material Handling and Packing Occupations</b>	
Forklift Operator	12.34
Fuel Distribution System Operator	15.50
Material Coordinator	15.22
Material Expediter	15.22
Material Handling Laborer	8.18
Order Filler	10.71
Production Line Worker (Food Processing)	12.21
Shipping Packer	10.42
Shipping/Receiving Clerk	9.89
Stock Clerk (Shelf Stocker; Store Worker II)	12.55
Store Worker I	10.15
Tools and Parts Attendant	12.21
Warehouse Specialist	12.21
<b>Mechanics and Maintenance and Repair Occupations</b>	
Aircraft Mechanic	17.02
Aircraft Mechanic Helper	14.01
Aircraft Quality Control Inspector	17.50
Aircraft Servicer	15.22
Aircraft Worker	15.77
Appliance Mechanic	14.72
Bicycle Repairer	12.72
Cable Splicer	19.28
Carpenter, Maintenance	14.93
Carpet Layer	14.21
Electrician, Maintenance	17.42
Electronics Technician, Maintenance I	11.37
Electronics Technician, Maintenance II	19.27
Electronics Technician, Maintenance III	20.03
Fabric Worker	13.71
Fire Alarm System Mechanic	17.53
Fire Extinguisher Repairer	15.15
Fuel Distribution System Mechanic	19.03
General Maintenance Worker	14.21
Heating, Refrigeration and Air Conditioning Mechanic	15.44
Heavy Equipment Mechanic	17.42
Heavy Equipment Operator	13.64
Instrument Mechanic	17.53
Laborer	7.26
Locksmith	14.72
Machinery Maintenance Mechanic	17.53
Machinist, Maintenance	15.24
Maintenance Trades Helper	12.62
Millwright	16.70
Office Appliance Repairer	15.64
Painter, Aircraft	14.72
Painter, Maintenance	14.72
Pipefitter, Maintenance	17.53
Plumber, Maintenance	16.93
Pneudraulic Systems Mechanic	17.53
Rigger	16.24
Scale Mechanic	16.34
Sheet-Metal Worker, Maintenance	17.95
Small Engine Mechanic	14.20
Telecommunication Mechanic I	15.24
Telecommunication Mechanic II	15.77

Telephone Lineman	16.24
Welder, Combination, Maintenance	15.24
Well Driller	17.53
Woodcraft Worker	16.24
Woodworker	14.72
<b>Miscellaneous Occupations</b>	
Animal Caretaker	7.97
Carnival Equipment Operator	8.75
Carnival Equipment Repairer	9.16
Carnival Worker	7.16
Cashier	6.80
Desk Clerk	6.58
Embalmer	17.93
Lifeguard	9.33
Mortician	18.23
Park Attendant (Aide)	9.33
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.30
Recreation Specialist	9.13
Recycling Worker	9.81
Sales Clerk	7.43
School Crossing Guard (Crosswalk Attendant)	7.96
Sport Official	6.46
Survey Party Chief (Chief of Party)	10.99
Surveying Aide	6.80
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	9.33
Swimming Pool Operator	10.42
Vending Machine Attendant	9.24
Vending Machine Repairer	10.41
Vending Machine Repairer Helper	9.24
<b>Personal Needs Occupations</b>	
Child Care Attendant	6.88
Child Care Center Clerk	8.59
Chore Aid	6.66
Homemaker	9.13
<b>Plant and System Operation Occupations</b>	
Boiler Tender	17.70
Sewage Plant Operator	15.32
Stationary Engineer	17.70
Ventilation Equipment Tender	12.62
Water Treatment Plant Operator	14.72
<b>Protective Service Occupations</b>	
Alarm Monitor	8.20
Corrections Officer	12.03
Court Security Officer	13.78
Detention Officer	12.92
Firefighter	13.49
Guard I	7.81
Guard II	8.74
Police Officer	16.15
<b>Stevedoring/Longshoremen Occupations</b>	
Blocker and Bracer	14.69
Hatch Tender	14.64
Line Handler	14.64
Stevedore I	13.25
Stevedore II	14.31
<b>Technical Occupations</b>	
Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43

Archeological Technician I	16.07
Archeological Technician II	17.96
Archeological Technician III	22.26
Cartographic Technician	19.75
Civil Engineering Technician	17.60
Computer Based Training (CBT) Specialist/ Instructor	18.46
Drafter I	11.32
Drafter II	16.78
Drafter III	20.47
Drafter IV	22.26
Engineering Technician I	14.25
Engineering Technician II	15.99
Engineering Technician III	19.55
Engineering Technician IV	23.78
Engineering Technician V	29.63
Engineering Technician VI	35.53
Environmental Technician	14.30
Flight Simulator/Instructor (Pilot)	21.89
Graphic Artist	16.46
Instructor	17.56
Laboratory Technician	12.63
Mathematical Technician	21.43
Paralegal/Legal Assistant I	14.63
Paralegal/Legal Assistant II	16.51
Paralegal/Legal Assistant III	20.19
Paralegal/Legal Assistant IV	24.44
Photooptics Technician	22.92
Technical Writer	19.23
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	14.52
Weather Observer, Senior (3)	16.12
Weather Observer, Upper Air (3)	14.52
<b>Transportation/ Mobile Equipment Operation Occupations</b>	
Bus Driver	10.66
Parking and Lot Attendant	6.91
Shuttle Bus Driver	10.51
Taxi Driver	8.48
Truckdriver, Heavy Truck	13.53
Truckdriver, Light Truck	10.15
Truckdriver, Medium Truck	12.19
Truckdriver, Tractor-Trailer	13.53

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

**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 ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, 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 regarding 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 ordnance, (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 ordnance, 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 ordnance, 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) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), 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**

ORIGINAL SIGNED BY:

**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.: 2003-0068  
Revision No.: 1  
Date of Last Revision: 04/02/2003**

**States:** Alabama, California, Florida, Louisiana, Maryland, Mississippi, New Mexico, New York, Ohio, Texas, Virginia, West Virginia

**Area:** Alabama County of Madison

California Counties of Kern, Los Angeles, Orange, San Bernardino, Santa Clara

Florida County of Brevard

Louisiana Parish of Orleans

Maryland Counties of Anne Arundel, Howard, Montgomery, Prince George's

Mississippi County of Hancock

New Mexico County of Dona Ana

New York County of New York

Ohio County of Cuyahoga

Texas County of Harris

Virginia Counties of Accomack, Hampton

West Virginia County of Marion

Employed on the National Aeronautics and Space Administration contract for Unified NASA Information Technology Services (UNITeS) (formerly Program Information Systems Mission Services (PrISMS) – Management, Engineering, Software of Computational and Telecommunications Systems and Networks).

Collective Bargaining Agreement between The Cortez II Team Cortez III Service Corporation Logistics, Engineering, and Environmental Support Services, Inc., and Communications Workers of America, AFL-CIO, Local 3905 effective September 1, 2001 through June 30, 2003.

Collective Bargaining Agreement between AlliedSignal Technical Services Corporation and Local 543, International Brotherhood of Electrical Workers effective October 29, 1999 through October 30, 2003.

Collective Bargaining Agreement between Arcata Associates, Inc., and Communications Workers of America, AFL-CIO Local 2185 effective November 24, 2000 through November 23, 2003.

Collective Bargaining Agreement between Arcata Associates, Inc., and Local 543, International Brotherhood of Electrical Workers (IBEW) effective October 29, 1999 through October 30, 2003.

Collective Bargaining Agreement between EER System Inc., and Local No. 2185, Communications Workers of America, AFL-CIO effective December 23, 2000 through November 16, 2003.

Collective Bargaining Agreement between GHG Corporation and The International Association of Machinist and Aerospace Workers, AFL-CIO, Local Lodge 2552 District 74, Group #2 effective April 1, 2002 through March 31, 2005.

Collective Bargaining Agreement between GHG Corporation and International Association of Machinist and Aerospace Workers, AFL-CIO, Local Lodge 2552 District 74 effective June 9, 2000 through June 8, 2003.

Collective Bargaining Agreement between GHG Corporation and Local No. 2088 International Brotherhood of Electrical Workers effective July 1, 2000 through July 30, 2003.

Collective Bargaining Agreement between BAE Systems and Local 543, International Brotherhood of Electrical Workers effective October 30, 2002 through October 29, 2004.

Collective Bargaining Agreement between BAE Systems and Local No. 2088, International Brotherhood of Electrical Workers effective July 1, 2000 through June 30, 2003.

Collective Bargaining Agreement between BAE Systems and Local Union #639, Affiliate of International Brotherhood, Teamsters, Chauffeurs, Warehousemen and Helpers of America effective November 1, 2000 through October 31, 2003.

Collective Bargaining Agreement between BAE Systems and International Association of Machinist and Aerospace Workers, AFL-CIO, Local Lodge 2552, District Lodge 74 effective March 30, 2002 through March 30, 2005

Collective Bargaining Agreement between Command Technologies, Inc., and International Brotherhood of Electrical Workers, Local No. 2088 effective June 15, 2002 through July 2, 2004.

In accordance with Sections 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).