

**WAGE DETERMINATION NO: 94-2224 REV (12) AREA: KY,LOUISVILLE**

WAGE DETERMINATION NO: h0h294-2224 REV (12) AREA: KY,LOUISVILLE  
 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
 \*\*\*FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL\*\*\*  
 WASHINGTON D.C. 20210

William W.Gross	Division of	Wage Determination No.: 1994-2224
Director	Wage Determinations	Revision No.: 12
		Date Of Last Revision: 09/14/2000

States: Indiana, Kentucky

Area: Indiana Counties of Clark, Floyd, Harrison, Jefferson, Jennings, Scott  
 Kentucky Counties of Breckinridge, Bullitt, Edmonson, Grayson, Hardin, Hart, Henry,  
 Jefferson, Larue, Meade, Nelson, Oldham, Shelby, Spencer, Trimble

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

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	8.10
Accounting Clerk II	9.10
Accounting Clerk III	11.47
Accounting Clerk IV	13.80
Court Reporter	12.81
Dispatcher, Motor Vehicle	11.72
Document Preparation Clerk	9.26
Duplicating Machine Operator	9.26
Film/Tape Librarian	10.35
General Clerk I	6.56
General Clerk II	8.28
General Clerk III	9.26
General Clerk IV	11.64
Housing Referral Assistant	14.58
Key Entry Operator I	7.65
Key Entry Operator II	9.57
Messenger (Courier)	6.56
Order Clerk I	9.52
Order Clerk II	11.59
Personnel Assistant (Employment) I	9.22
Personnel Assistant (Employment) II	10.35
Personnel Assistant (Employment) III	12.81
Personnel Assistant (Employment) IV	14.58
Production Control Clerk	10.27
Rental Clerk	10.35
Scheduler, Maintenance	10.24
Secretary I	10.35
Secretary II	12.81
Secretary III	14.58

Secretary IV	17.67
Secretary V	19.05
Service Order Dispatcher	10.25
Stenographer I	10.30
Stenographer II	11.54
Supply Technician	14.99
Survey Worker (Interviewer)	12.81
Switchboard Operator-Receptionist	8.11
Test Examiner	12.81
Test Proctor	12.81
Travel Clerk I	9.13
Travel Clerk II	9.58
Travel Clerk III	10.03
Word Processor I	8.23
Word Processor II	9.52
Word Processor III	10.61
Automatic Data Processing Occupations	
Computer Data Librarian	8.67
Computer Operator I	8.67
Computer Operator II	11.54
Computer Operator III	14.97
Computer Operator IV	15.41
Computer Operator V	17.06
Computer Programmer I (1)	12.61
Computer Programmer II (1)	16.74
Computer Programmer III (1)	19.25
Computer Programmer IV (1)	23.43
Computer Systems Analyst I (1)	21.68
Computer Systems Analyst II (1)	23.91
Computer Systems Analyst III (1)	27.63
Peripheral Equipment Operator	9.60
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	18.63
Automotive Glass Installer	17.33
Automotive Worker	17.33
Electrician, Automotive	17.88
Mobile Equipment Servicer	14.22
Motor Equipment Metal Mechanic	18.63
Motor Equipment Metal Worker	16.55
Motor Vehicle Mechanic	18.63
Motor Vehicle Mechanic Helper	14.22
Motor Vehicle Upholstery Worker	16.58
Motor Vehicle Wrecker	17.33
Painter, Automotive	17.88
Radiator Repair Specialist	17.33
Tire Repairer	13.74
Transmission Repair Specialist	18.63
Food Preparation and Service Occupations	
Baker	9.28
Cook I	8.36
Cook II	9.28
Dishwasher	6.54
Food Service Worker	6.54
Meat Cutter	9.28
Waiter/Waitress	6.88
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	17.88

Furniture Handler	13.79
Furniture Refinisher	17.88
Furniture Refinisher Helper	14.20
Furniture Repairer, Minor	16.58
Upholsterer	17.88
General Services and Support Occupations	
Cleaner, Vehicles	6.54
Elevator Operator	6.54
Gardener	7.88
House Keeping Aid I	6.54
House Keeping Aid II	6.86
Janitor	6.54
Laborer, Grounds Maintenance	6.88
Maid or Houseman	6.21
Pest Controller	8.22
Refuse Collector	6.54
Tractor Operator	7.77
Window Cleaner	6.86
Health Occupations	
Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	10.21
Licensed Practical Nurse II	11.47
Licensed Practical Nurse III	12.82
Medical Assistant	9.77
Medical Laboratory Technician	9.77
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	9.77
Registered Nurse I	13.54
Registered Nurse II	17.96
Registered Nurse II, Specialist	16.57
Registered Nurse III	20.05
Registered Nurse III, Anesthetist	20.05
Registered Nurse IV	24.02
Information and Arts Occupations	
Audiovisual Librarian	16.95
Exhibits Specialist I	13.96
Exhibits Specialist II	15.73
Exhibits Specialist III	18.09
Illustrator I	13.96
Illustrator II	15.73
Illustrator III	18.09
Librarian	12.94
Library Technician	12.81
Photographer I	13.96
Photographer II	15.73
Photographer III	19.24
Photographer IV	23.28
Photographer V	17.52
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.71

Counter Attendant	6.71
Dry Cleaner	8.80
Finisher, Flatwork, Machine	6.71
Presser, Hand	6.71
Presser, Machine, Drycleaning	6.71
Presser, Machine, Shirts	6.71
Presser, Machine, Wearing Apparel, Laundry	6.71
Sewing Machine Operator	9.48
Tailor	10.14
Washer, Machine	7.48
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	17.88
Tool and Die Maker	20.68
Material Handling and Packing Occupations	
Forklift Operator	13.94
Fuel Distribution System Operator	16.02
Material Coordinator	12.24
Material Expediter	12.24
Material Handling Laborer	11.65
Order Filler	12.37
Production Line Worker (Food Processing)	12.70
Shipping Packer	12.36
Shipping/Receiving Clerk	12.36
Stock Clerk (Shelf Stocker; Store Worker II)	12.83
Store Worker I	11.52
Tools and Parts Attendant	13.95
Warehouse Specialist	12.70
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	18.63
Aircraft Mechanic Helper	14.08
Aircraft Quality Control Inspector	19.30
Aircraft Servicer	16.58
Aircraft Worker	17.33
Appliance Mechanic	17.88
Bicycle Repairer	13.60
Cable Splicer	18.63
Carpenter, Maintenance	17.88
Carpet Layer	17.33
Electrician, Maintenance	19.90
Electronics Technician, Maintenance I	18.99
Electronics Technician, Maintenance II	19.70
Electronics Technician, Maintenance III	20.44
Fabric Worker	14.08
Fire Alarm System Mechanic	18.63
Fire Extinguisher Repairer	14.08
Fuel Distribution System Mechanic	18.63
General Maintenance Worker	17.33
Heating, Refrigeration and Air Conditioning Mechanic	18.63
Heavy Equipment Mechanic	18.63
Heavy Equipment Operator	18.63
Instrument Mechanic	18.63
Laborer	12.85
Locksmith	17.88
Machinery Maintenance Mechanic	18.63
Machinist, Maintenance	18.63
Maintenance Trades Helper	14.08
Millwright	18.63

Office Appliance Repairer	17.88
Painter, Aircraft	17.88
Painter, Maintenance	17.88
Pipefitter, Maintenance	18.63
Plumber, Maintenance	17.88
Pneudraulic Systems Mechanic	18.63
Rigger	18.63
Scale Mechanic	17.33
Sheet-Metal Worker, Maintenance	18.63
Small Engine Mechanic	17.33
Telecommunication Mechanic I	18.63
Telecommunication Mechanic II	19.30
Telephone Lineman	18.63
Welder, Combination, Maintenance	18.63
Well Driller	18.63
Woodcraft Worker	18.63
Woodworker	16.02
Miscellaneous Occupations	
Animal Caretaker	7.21
Carnival Equipment Operator	7.77
Carnival Equipment Repairer	7.87
Carnival Worker	6.54
Cashier	7.18
Desk Clerk	8.81
Embalmer	16.57
Lifeguard	8.11
Mortician	16.57
Park Attendant (Aide)	9.85
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.11
Recreation Specialist	8.94
Recycling Worker	7.55
Sales Clerk	8.11
School Crossing Guard (Crosswalk Attendant)	6.54
Sport Official	8.11
Survey Party Chief (Chief of Party)	12.41
Surveying Aide	10.90
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.25
Swimming Pool Operator	8.29
Vending Machine Attendant	7.55
Vending Machine Repairer	8.74
Vending Machine Repairer Helper	7.55
Personal Needs Occupations	
Child Care Attendant	8.81
Child Care Center Clerk	10.99
Chore Aid	6.21
Homemaker	12.19
Plant and System Operation Occupations	
Boiler Tender	18.63
Sewage Plant Operator	17.88
-----Stationary Engineer-----	18.63
Ventilation Equipment Tender	15.28
Water Treatment Plant Operator	17.88
Protective Service Occupations	
Alarm Monitor	10.76
Corrections Officer	11.87
Court Security Officer	12.33
Detention Officer	11.87

Firefighter	11.87
Guard I	6.21
Guard II	10.76
Police Officer	14.75
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	14.36
Hatch Tender	14.36
Line Handler	14.36
Stevedore I	13.83
Stevedore II	14.99
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.07
Air Traffic Control Specialist, Station (2)	17.98
Air Traffic Control Specialist, Terminal (2)	19.75
Archeological Technician I	11.32
Archeological Technician II	12.74
Archeological Technician III	15.73
Cartographic Technician	15.73
Civil Engineering Technician	15.73
Computer Based Training (CBT) Specialist/ Instructor	21.68
Drafter I	10.64
Drafter II	12.58
Drafter III	13.96
Drafter IV	15.73
Engineering Technician I	13.51
Engineering Technician II	15.17
Engineering Technician III	16.97
Engineering Technician IV	21.03
Engineering Technician V	25.72
Engineering Technician VI	31.11
Environmental Technician	16.64
Flight Simulator/Instructor (Pilot)	23.91
Graphic Artist	21.68
Instructor	16.83
Laboratory Technician	14.97
Mathematical Technician	21.03
Paralegal/Legal Assistant I	12.81
Paralegal/Legal Assistant II	17.67
Paralegal/Legal Assistant III	19.11
Paralegal/Legal Assistant IV	23.11
Photooptics Technician	21.03
Technical Writer	19.39
Unexploded (UXO) Safety Escort	16.57
Unexploded (UXO) Sweep Personnel	16.57
Unexploded Ordnance (UXO) Technician I	16.57
Unexploded Ordnance (UXO) Technician II	20.05
Unexploded Ordnance (UXO) Technician III	24.02
Weather Observer, Combined Upper Air and Surface Programs (3)	14.97
Weather Observer, Senior (3)	16.61
Weather Observer, Upper Air (3)	14.97
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	11.60
Parking and Lot Attendant	8.39
Shuttle Bus Driver	11.13
Taxi Driver	9.97
Truckdriver, Heavy Truck	16.37
Truckdriver, Light Truck	15.11

Truckdriver, Medium Truck	15.74
Truckdriver, Tractor-Trailer	16.37

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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 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 including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, ending, dying, mixing, and pressing of sensitive explosives pyrotechnic compositions such

lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive 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. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, 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 explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is

covered under high degree hazard.)

**\*\* 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.

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William W.Gross	Division of	Wage Determination No.: 1994-2234
Director	Wage Determinations	Revision No.: 13
		Date Of Last Revision: 09/15/2000

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
Administrative Support and Clerical Occupations	
Accounting Clerk I	7.51
Accounting Clerk II	9.30
Accounting Clerk III	10.93
Accounting Clerk IV	13.21
Court Reporter	12.22
Dispatcher, Motor Vehicle	12.42
Document Preparation Clerk	10.46
Duplicating Machine Operator	10.46
Film/Tape Librarian	9.94
General Clerk I	5.83
General Clerk II	7.21
General Clerk III	9.55
General Clerk IV	11.47
Housing Referral Assistant	13.65
Key Entry Operator I	7.52
Key Entry Operator II	9.18
Messenger (Courier)	6.71
Order Clerk I	8.24
Order Clerk II	9.81
Personnel Assistant (Employment) I	6.84
Personnel Assistant (Employment) II	8.20
Personnel Assistant (Employment) III	11.21
Personnel Assistant (Employment) IV	11.62
Production Control Clerk	14.56
Rental Clerk	10.25
Scheduler, Maintenance	10.25
Secretary I	10.25
Secretary II	11.36
Secretary III	13.65
Secretary IV	16.55

Secretary V	19.27
Service Order Dispatcher	11.19
Stenographer I	11.10
Stenographer II	11.25
Supply Technician	16.55
Survey Worker (Interviewer)	10.80
Switchboard Operator-Receptionist	7.86
Test Examiner	11.36
Test Proctor	11.36
Travel Clerk I	9.12
Travel Clerk II	9.62
Travel Clerk III	10.15
Word Processor I	7.58
Word Processor II	9.89
Word Processor III	11.25
Automatic Data Processing Occupations	
Computer Data Librarian	9.39
Computer Operator I	9.39
Computer Operator II	10.56
Computer Operator III	12.18
Computer Operator IV	13.52
Computer Operator V	14.99
Computer Programmer I (1)	14.10
Computer Programmer II (1)	16.24
Computer Programmer III (1)	20.12
Computer Programmer IV (1)	24.17
Computer Systems Analyst I (1)	18.50
Computer Systems Analyst II (1)	24.17
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	10.80
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	9.35
Cook I	8.04
Cook II	9.35
Dishwasher	6.24
Food Service Worker	6.24
Meat Cutter	9.73
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	6.24
Elevator Operator	6.24
Gardener	9.25
House Keeping Aid I	6.13
House Keeping Aid II	6.24
Janitor	6.24
Laborer, Grounds Maintenance	7.00
Maid or Houseman	6.13
Pest Controller	10.00
Refuse Collector	6.24
Tractor Operator	8.50
Window Cleaner	7.00
Health Occupations	
Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.37
Licensed Practical Nurse I	10.19
Licensed Practical Nurse II	11.88
Licensed Practical Nurse III	12.85
Medical Assistant	9.77
Medical Laboratory Technician	10.37
Medical Record Clerk	9.86
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	9.77
Registered Nurse I	16.85
Registered Nurse II	19.00
Registered Nurse II, Specialist	24.44
Registered Nurse III	28.11
Registered Nurse III, Anesthetist	28.11
Registered Nurse IV	33.68
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
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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	6.39
Counter Attendant	6.39

Dry Cleaner	8.22
Finisher, Flatwork, Machine	6.39
Presser, Hand	6.39
Presser, Machine, Drycleaning	6.39
Presser, Machine, Shirts	6.39
Presser, Machine, Wearing Apparel, Laundry	6.39
Sewing Machine Operator	8.81
Tailor	9.40
Washer, Machine	7.03
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	14.81
Tool and Die Maker	18.06
Material Handling and Packing Occupations	
Forklift Operator	12.42
Fuel Distribution System Operator	13.70
Material Coordinator	13.74
Material Expediter	13.74
Material Handling Laborer	12.43
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	18.01
Aircraft Mechanic Helper	12.60
Aircraft Quality Control Inspector	18.94
Aircraft Servicer	14.82
Aircraft Worker	15.93
Appliance Mechanic	14.81
Bicycle Repairer	11.51
Cable Splicer	18.01
Carpenter, Maintenance	14.81
Carpet Layer	13.85
Electrician, Maintenance	16.29
Electronics Technician, Maintenance I	16.29
Electronics Technician, Maintenance II	17.15
Electronics Technician, Maintenance III	18.17
Fabric Worker	12.89
Fire Alarm System Mechanic	15.66
Fire Extinguisher Repairer	12.41
Fuel Distribution System Mechanic	15.66
General Maintenance Worker	13.85
Heating, Refrigeration and Air Conditioning Mechanic	18.01
Heavy Equipment Mechanic	15.66
Heavy Equipment Operator	14.76
Instrument Mechanic	18.01
Laborer	7.18
Locksmith	14.81
Machinery Maintenance Mechanic	16.28
Machinist, Maintenance	18.45
Maintenance Trades Helper	10.95
Millwright	15.66
Office Appliance Repairer	14.81

Painter, Aircraft	14.81
Painter, Maintenance	14.81
Pipefitter, Maintenance	15.66
Plumber, Maintenance	14.81
Pneudraulic Systems Mechanic	15.66
Rigger	15.66
Scale Mechanic	13.85
Sheet-Metal Worker, Maintenance	15.66
Small Engine Mechanic	15.93
Telecommunication Mechanic I	18.01
Telecommunication Mechanic II	18.94
Telephone Lineman	18.01
Welder, Combination, Maintenance	15.66
Well Driller	15.66
Woodcraft Worker	15.66
Woodworker	11.91
Miscellaneous Occupations	
Animal Caretaker	7.24
Carnival Equipment Operator	8.50
Carnival Equipment Repairer	9.25
Carnival Worker	6.24
Cashier	7.18
Desk Clerk	8.82
Embalmer	16.57
Lifeguard	8.61
Mortician	16.57
Park Attendant (Aide)	10.81
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.76
Recreation Specialist	12.20
Recycling Worker	8.50
Sales Clerk	7.86
School Crossing Guard (Crosswalk Attendant)	5.64
Sport Official	8.61
Survey Party Chief (Chief of Party)	13.47
Surveying Aide	9.95
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.24
Swimming Pool Operator	9.35
Vending Machine Attendant	8.50
Vending Machine Repairer	10.75
Vending Machine Repairer Helper	8.50
Personal Needs Occupations	
Child Care Attendant	8.82
Child Care Center Clerk	11.57
Chore Aid	5.33
Homemaker	12.85
Plant and System Operation Occupations	
Boiler Tender	15.66
Sewage Plant Operator	14.81
Stationary Engineer	15.66
Ventilation Equipment Tender	10.95
Water Treatment Plant Operator	14.81
Protective Service Occupations	
Alarm Monitor	10.52
Corrections Officer	10.37
Court Security Officer	12.33
Detention Officer	10.37
Firefighter	11.86

Guard I	5.86
Guard II	9.25
Police Officer	14.75
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	14.65
Hatch Tender	15.71
Line Handler	15.71
Stevedore I	12.71
Stevedore II	14.60
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.07
Air Traffic Control Specialist, Station (2)	17.98
Air Traffic Control Specialist, Terminal (2)	19.79
Archeological Technician I	13.49
Archeological Technician II	15.08
Archeological Technician III	18.68
Cartographic Technician	21.49
Civil Engineering Technician	18.68
Computer Based Training (CBT) Specialist/ Instructor	20.47
Drafter I	13.62
Drafter II	15.63
Drafter III	17.86
Drafter IV	21.49
Engineering Technician I	14.16
Engineering Technician II	15.64
Engineering Technician III	17.57
Engineering Technician IV	20.96
Engineering Technician V	25.65
Engineering Technician VI	28.62
Environmental Technician	19.93
Flight Simulator/Instructor (Pilot)	26.99
Graphic Artist	17.80
Instructor	18.86
Laboratory Technician	14.90
Mathematical Technician	19.93
Paralegal/Legal Assistant I	11.89
Paralegal/Legal Assistant II	15.71
Paralegal/Legal Assistant III	19.22
Paralegal/Legal Assistant IV	23.26
Photooptics Technician	19.93
Technical Writer	19.83
Unexploded (UXO) Safety Escort	16.57
Unexploded (UXO) Sweep Personnel	16.57
Unexploded Ordnance (UXO) Technician I	16.57
Unexploded Ordnance (UXO) Technician II	20.05
Unexploded Ordnance (UXO) Technician III	24.02
Weather Observer, Combined Upper Air and Surface Programs (3)	12.12
Weather Observer, Senior (3)	14.74
Weather Observer, Upper Air (3)	12.12
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	10.68
Parking and Lot Attendant	6.13
Shuttle Bus Driver	8.12
Taxi Driver	7.87
Truckdriver, Heavy Truck	12.51
Truckdriver, Light Truck	9.35
Truckdriver, Medium Truck	12.44

Truckdriver, Tractor-Trailer

12.61

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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 a position that represents a high degree of hazard including working with or in close proximity to explosives and incendiary materials involved in research, testing,

manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, grinding, dying, mixing, and pressing of sensitive explosives 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 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. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, 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 explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is

covered under high degree hazard.)

**\*\* UNIFORM ALLOWANCE \*\***

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.



Secretary III	11.62
Secretary IV	13.19
Secretary V	16.44
Service Order Dispatcher	9.09
Stenographer I	9.09
Stenographer II	10.21
Supply Technician	13.19
Survey Worker (Interviewer)	10.04
Switchboard Operator-Receptionist	7.59
Test Examiner	10.04
Test Proctor	10.04
Travel Clerk I	7.91
Travel Clerk II	8.53
Travel Clerk III	9.07
Word Processor I	8.32
Word Processor II	9.35
Word Processor III	10.45
Automatic Data Processing Occupations	
Computer Data Librarian	10.45
Computer Operator I	10.45
Computer Operator II	10.64
Computer Operator III	14.06
Computer Operator IV	15.63
Computer Operator V	17.90
Computer Programmer I (1)	12.09
Computer Programmer II (1)	13.84
Computer Programmer III (1)	17.43
Computer Programmer IV (1)	21.08
Computer Systems Analyst I (1)	15.73
Computer Systems Analyst II (1)	20.13
Computer Systems Analyst III (1)	23.91
Peripheral Equipment Operator	10.45
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	15.20
Automotive Glass Installer	13.70
Automotive Worker	13.70
Electrician, Automotive	15.20
Mobile Equipment Servicer	11.32
Motor Equipment Metal Mechanic	15.20
Motor Equipment Metal Worker	13.70
Motor Vehicle Mechanic	15.20
Motor Vehicle Mechanic Helper	11.32
Motor Vehicle Upholstery Worker	13.70
Motor Vehicle Wrecker	13.70
Painter, Automotive	15.20
Radiator Repair Specialist	13.70
Tire Repairer	10.94
Transmission Repair Specialist	15.20
Food Preparation and Service Occupations	
Baker	11.12
Cook I	9.75
Cook II	11.12
Dishwasher	6.21
Food Service Worker	6.21
Meat Cutter	11.12
Waiter/Waitress	7.15
Furniture Maintenance and Repair Occupations	

Electrostatic Spray Painter	14.49
Furniture Handler	11.32
Furniture Refinisher	14.49
Furniture Refinisher Helper	11.32
Furniture Repairer, Minor	13.70
Upholsterer	14.49
General Services and Support Occupations	
Cleaner, Vehicles	6.21
Elevator Operator	6.21
Gardener	9.82
House Keeping Aid I	5.38
House Keeping Aid II	6.21
Janitor	6.21
Laborer, Grounds Maintenance	7.15
Maid or Houseman	5.33
Pest Controller	10.45
Refuse Collector	6.21
Tractor Operator	9.01
Window Cleaner	7.15
Health Occupations	
Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	11.53
Licensed Practical Nurse II	11.53
Licensed Practical Nurse III	12.90
Medical Assistant	9.77
Medical Laboratory Technician	9.77
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	9.77
Registered Nurse I	13.54
Registered Nurse II	16.57
Registered Nurse II, Specialist	16.57
Registered Nurse III	20.05
Registered Nurse III, Anesthetist	20.05
Registered Nurse IV	24.02
Information and Arts Occupations	
Audiovisual Librarian	10.38
Exhibits Specialist I	12.68
Exhibits Specialist II	15.48
Exhibits Specialist III	19.37
Illustrator I	12.68
Illustrator II	15.48
Illustrator III	19.37
Librarian	16.44
Library Technician	10.04
Photographer I	12.66
Photographer II	14.06
Photographer III	17.30
Photographer IV	19.37
Photographer V	23.43
Laundry, Dry Cleaning, Pressing and Related Occupations	

Assembler	6.00
counter Attendant	6.00
Dry Cleaner	7.51
Finisher, Flatwork, Machine	6.00
Presser, Hand	6.00
Presser, Machine, Drycleaning	6.00
Presser, Machine, Shirts	6.00
Presser, Machine, Wearing Apparel, Laundry	6.00
Sewing Machine Operator	8.05
Tailor	8.51
Washer, Machine	6.44
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	14.49
Tool and Die Maker	17.49
Material Handling and Packing Occupations	
Forklift Operator	11.24
Fuel Distribution System Operator	12.80
Material Coordinator	10.61
Material Expediter	10.61
Material Handling Laborer	8.63
Order Filler	9.83
Production Line Worker (Food Processing)	10.49
Shipping Packer	10.67
Shipping/Receiving Clerk	10.67
Stock Clerk (Shelf Stocker; Store Worker II)	10.67
Store Worker I	7.54
Tools and Parts Attendant	10.49
Warehouse Specialist	10.49
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	15.20
Aircraft Mechanic Helper	11.32
Aircraft Quality Control Inspector	16.56
Aircraft Servicer	12.80
Aircraft Worker	13.70
Appliance Mechanic	14.49
Bicycle Repairer	10.94
Cable Splicer	15.20
Carpenter, Maintenance	14.49
Carpet Layer	13.70
Electrician, Maintenance	15.20
Electronics Technician, Maintenance I	13.21
Electronics Technician, Maintenance II	16.30
Electronics Technician, Maintenance III	17.29
Fabric Worker	9.22
Fire Alarm System Mechanic	15.20
Fire Extinguisher Repairer	12.80
Fuel Distribution System Mechanic	15.20
General Maintenance Worker	13.70
Heating, Refrigeration and Air Conditioning Mechanic	15.20
Heavy Equipment Mechanic	15.20
Heavy Equipment Operator	13.76
Instrument Mechanic	15.20
Laborer	6.21
Locksmith	14.49
Machinery Maintenance Mechanic	15.20
Mechanic, Maintenance	15.20
Maintenance Trades Helper	11.33

Millwright	15.20
Office Appliance Repairer	14.49
Painter, Aircraft	14.49
Painter, Maintenance	14.49
Pipefitter, Maintenance	15.20
Plumber, Maintenance	14.49
Pneudraulic Systems Mechanic	15.20
Rigger	15.20
Scale Mechanic	15.20
Sheet-Metal Worker, Maintenance	15.20
Small Engine Mechanic	13.70
Telecommunication Mechanic I	15.20
Telecommunication Mechanic II	16.02
Telephone Lineman	15.20
Welder, Combination, Maintenance	15.20
Well Driller	15.20
Woodcraft Worker	15.20
Woodworker	15.20
Miscellaneous Occupations	
Animal Caretaker	8.08
Carnival Equipment Operator	9.01
Carnival Equipment Repairer	9.82
Carnival Worker	6.21
Cashier	7.43
Desk Clerk	8.52
Embalmer	15.82
Lifeguard	7.59
Mortician	15.82
Park Attendant (Aide)	9.52
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.59
Recreation Specialist	11.80
Recycling Worker	9.01
Sales Clerk	7.59
School Crossing Guard (Crosswalk Attendant)	6.21
Sport Official	7.59
Survey Party Chief (Chief of Party)	12.44
Surveying Aide	12.44
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.04
Swimming Pool Operator	11.21
Vending Machine Attendant	9.01
Vending Machine Repairer	11.21
Vending Machine Repairer Helper	8.07
Personal Needs Occupations	
Child Care Attendant	8.52
Child Care Center Clerk	10.62
Chore Aid	5.33
Homemaker	11.80
Plant and System Operation Occupations	
Boiler Tender	15.20
Sewage Plant Operator	14.49
Stationary Engineer	15.20
Ventilation Equipment Tender	10.60
Water Treatment Plant Operator	14.49
Protective Service Occupations	
Alarm Monitor	6.95
Corrections Officer	11.83
Court Security Officer	11.83

Detention Officer	11.83
Firefighter	10.33
Guard I	6.21
Guard II	6.95
Police Officer	14.96
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	13.06
Hatch Tender	13.06
Line Handler	13.06
Stevedore I	13.28
Stevedore II	13.86
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.07
Air Traffic Control Specialist, Station (2)	17.98
Air Traffic Control Specialist, Terminal (2)	19.79
Archeological Technician I	12.56
Archeological Technician II	14.05
Archeological Technician III	17.40
Cartographic Technician	17.40
Civil Engineering Technician	17.40
Computer Based Training (CBT) Specialist/ Instructor	16.79
Drafter I	11.28
Drafter II	12.66
Drafter III	15.18
Drafter IV	17.29
Engineering Technician I	10.82
Engineering Technician II	12.14
Engineering Technician III	13.58
Engineering Technician IV	15.13
Engineering Technician V	18.01
Engineering Technician VI	21.75
Environmental Technician	13.95
Flight Simulator/Instructor (Pilot)	20.31
Graphic Artist	16.79
Instructor	15.72
Laboratory Technician	14.06
Mathematical Technician	15.13
Paralegal/Legal Assistant I	10.04
Paralegal/Legal Assistant II	13.19
Paralegal/Legal Assistant III	16.13
Paralegal/Legal Assistant IV	19.50
Photooptics Technician	15.13
Technical Writer	14.89
Unexploded (UXO) Safety Escort	16.57
Unexploded (UXO) Sweep Personnel	16.57
Unexploded Ordnance (UXO) Technician I	16.57
Unexploded Ordnance (UXO) Technician II	20.05
Unexploded Ordnance (UXO) Technician III	24.02
Weather Observer, Combined Upper Air and Surface Programs (3)	14.06
Weather Observer, Senior (3)	15.63
Weather Observer, Upper Air (3)	14.06
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	11.33
Parking and Lot Attendant	5.73
Shuttle Bus Driver	9.07
Taxi Driver	9.07
Truckdriver, Heavy Truck	12.22

Truckdriver, Light Truck	9.07
Truckdriver, Medium Truck	11.33
Truckdriver, Tractor-Trailer	12.22

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 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 including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, dying, mixing, and pressing of sensitive explosives pyrotechnic compositions

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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 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. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, 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 explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard.)

**\*\* UNIFORM ALLOWANCE \*\***

employees are required to wear uniforms in the performance of this contract (either by 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:

e 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

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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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

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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

situation 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)

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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

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**WAGE DETERMINATION NO: 94-2420 REV (12) AREA: OH, DAYTON**

WAGE DETERMINATION NO: h0h294-2420 REV (12) AREA: OH, DAYTON  
 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
 \*\*\*FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL\*\*\*  
 WASHINGTON D.C. 20210

William W. Gross	Division of	Wage Determination No.: 1994-2420
Director	Wage Determinations	Revision No.: 12
		Date Of Last Revision: 09/18/2000

States: Indiana, Ohio

Area: Indiana Counties of Randolph, Union, Wayne  
 Ohio Counties of Champaign, Clark, Clinton, Darke, Greene, Logan, Miami, Montgomery,  
 Preble, Shelby

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

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.55
Accounting Clerk II	9.97
Accounting Clerk III	11.65
Accounting Clerk IV	14.54
Court Reporter	12.04
Dispatcher, Motor Vehicle	13.78
Document Preparation Clerk	10.34
Duplicating Machine Operator	10.34
Film/Tape Librarian	10.28
General Clerk I	8.07
General Clerk II	8.40
General Clerk III	9.96
General Clerk IV	11.92
Housing Referral Assistant	14.67
Key Entry Operator I	8.65
Key Entry Operator II	11.22
Messenger (Courier)	8.32
Order Clerk I	8.36
Order Clerk II	11.67
Personnel Assistant (Employment) I	8.66
Personnel Assistant (Employment) II	9.73
Personnel Assistant (Employment) III	12.19
Personnel Assistant (Employment) IV	13.58
Production Control Clerk	15.66
Rental Clerk	11.02
Scheduler, Maintenance	11.02
Secretary I	11.02
Secretary II	12.92
Secretary III	14.67

Secretary IV	17.99
Secretary V	19.97
Service Order Dispatcher	11.76
Stenographer I	9.16
Stenographer II	10.96
Supply Technician	17.99
Survey Worker (Interviewer)	12.04
Switchboard Operator-Receptionist	8.57
Test Examiner	12.92
Test Proctor	12.92
Travel Clerk I	9.02
Travel Clerk II	9.62
Travel Clerk III	10.20
Word Processor I	10.87
Word Processor II	12.21
Word Processor III	13.68
Automatic Data Processing Occupations	
Computer Data Librarian	9.90
Computer Operator I	9.90
Computer Operator II	11.13
Computer Operator III	14.00
Computer Operator IV	16.61
Computer Operator V	18.39
Computer Programmer I (1)	16.74
Computer Programmer II (1)	20.13
Computer Programmer III (1)	23.25
Computer Programmer IV (1)	27.63
Computer Systems Analyst I (1)	22.83
Computer Systems Analyst II (1)	25.57
Computer Systems Analyst III (1)	27.63
Peripheral Equipment Operator	11.40
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	18.52
Automotive Glass Installer	17.14
Automotive Worker	17.14
Electrician, Automotive	17.84
Mobile Equipment Servicer	15.77
Motor Equipment Metal Mechanic	18.52
Motor Equipment Metal Worker	17.14
Motor Vehicle Mechanic	17.38
Motor Vehicle Mechanic Helper	15.09
Motor Vehicle Upholstery Worker	16.46
Motor Vehicle Wrecker	17.14
Painter, Automotive	17.84
Radiator Repair Specialist	17.14
Tire Repairer	15.24
Transmission Repair Specialist	18.52
Food Preparation and Service Occupations	
Baker	11.40
Cook I	10.55
Cook II	11.40
Dishwasher	8.83
Food Service Worker	8.83
Meat Cutter	11.40
Waiter/Waitress	9.22
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	17.84

Furniture Handler	13.73
Furniture Refinisher	17.84
Furniture Refinisher Helper	15.09
Furniture Repairer, Minor	16.46
Upholsterer	17.84
General Services and Support Occupations	
Cleaner, Vehicles	8.83
Elevator Operator	8.83
Gardener	10.55
House Keeping Aid I	8.17
House Keeping Aid II	9.27
Janitor	9.27
Laborer, Grounds Maintenance	9.30
Maid or Houseman	8.17
Pest Controller	11.30
Refuse Collector	10.15
Tractor Operator	10.26
Window Cleaner	9.77
Health Occupations	
Dental Assistant	11.02
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.02
Licensed Practical Nurse I	12.23
Licensed Practical Nurse II	13.72
Licensed Practical Nurse III	15.35
Medical Assistant	9.85
Medical Laboratory Technician	10.44
Medical Record Clerk	10.30
Medical Record Technician	13.65
Nursing Assistant I	7.15
Nursing Assistant II	8.04
Nursing Assistant III	8.77
Nursing Assistant IV	9.85
Pharmacy Technician	12.28
Phlebotomist	9.85
Registered Nurse I	14.69
Registered Nurse II	17.92
Registered Nurse II, Specialist	17.92
Registered Nurse III	21.68
Registered Nurse III, Anesthetist	21.68
Registered Nurse IV	25.98
Information and Arts Occupations	
Audiovisual Librarian	17.96
Exhibits Specialist I	15.21
Exhibits Specialist II	20.21
Exhibits Specialist III	22.61
Illustrator I	15.21
Illustrator II	20.21
Illustrator III	22.61
Librarian	19.93
Library Technician	12.04
Photographer I	13.33
Photographer II	15.21
Photographer III	20.21
Photographer IV	22.61
Photographer V	25.90
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.53

Counter Attendant	6.53
Dry Cleaner	8.58
Finisher, Flatwork, Machine	6.53
Presser, Hand	6.53
Presser, Machine, Drycleaning	6.53
Presser, Machine, Shirts	6.53
Presser, Machine, Wearing Apparel, Laundry	6.53
Sewing Machine Operator	9.19
Tailor	9.79
Washer, Machine	7.22
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	18.24
Tool and Die Maker	22.69
Material Handling and Packing Occupations	
Forklift Operator	15.45
Fuel Distribution System Operator	16.76
Material Coordinator	18.08
Material Expediter	18.08
Material Handling Laborer	15.47
Order Filler	10.74
Production Line Worker (Food Processing)	14.26
Shipping Packer	12.71
Shipping/Receiving Clerk	12.71
Stock Clerk (Shelf Stocker; Store Worker II)	13.90
Store Worker I	12.07
Tools and Parts Attendant	14.56
Warehouse Specialist	14.56
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	18.52
Aircraft Mechanic Helper	15.09
Aircraft Quality Control Inspector	19.17
Aircraft Servicer	16.46
Aircraft Worker	17.14
Appliance Mechanic	17.84
Bicycle Repairer	15.24
Cable Splicer	18.52
Carpenter, Maintenance	17.84
Carpet Layer	17.14
Electrician, Maintenance	18.28
Electronics Technician, Maintenance I	11.83
Electronics Technician, Maintenance II	17.42
Electronics Technician, Maintenance III	18.22
Fabric Worker	16.46
Fire Alarm System Mechanic	18.52
Fire Extinguisher Repairer	15.77
Fuel Distribution System Mechanic	18.52
General Maintenance Worker	17.14
Heating, Refrigeration and Air Conditioning Mechanic	18.52
Heavy Equipment Mechanic	18.52
Heavy Equipment Operator	18.52
Instrument Mechanic	18.52
Laborer	10.15
Locksmith	17.84
Machinery Maintenance Mechanic	22.65
Machinist, Maintenance	17.38
Maintenance Trades Helper	15.09
Millwright	21.13

Office Appliance Repairer	17.84
Painter, Aircraft	17.84
Painter, Maintenance	17.84
Pipefitter, Maintenance	19.88
Plumber, Maintenance	19.16
Pneudraulic Systems Mechanic	18.52
Rigger	18.52
Scale Mechanic	17.14
Sheet-Metal Worker, Maintenance	18.52
Small Engine Mechanic	17.14
Telecommunication Mechanic I	18.52
Telecommunication Mechanic II	20.73
Telephone Lineman	18.52
Welder, Combination, Maintenance	18.52
Well Driller	18.52
Woodcraft Worker	18.52
Woodworker	15.77
Miscellaneous Occupations	
Animal Caretaker	9.72
Carnival Equipment Operator	11.80
Carnival Equipment Repairer	12.13
Carnival Worker	10.14
Cashier	7.46
Desk Clerk	9.14
Embalmer	18.00
Lifeguard	8.67
Mortician	20.70
Park Attendant (Aide)	10.89
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.37
Recreation Specialist	12.67
Recycling Worker	11.64
Sales Clerk	8.15
School Crossing Guard (Crosswalk Attendant)	8.83
Sport Official	8.67
Survey Party Chief (Chief of Party)	16.04
Surveying Aide	8.23
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.60
Swimming Pool Operator	11.60
Vending Machine Attendant	10.12
Vending Machine Repairer	11.40
Vending Machine Repairer Helper	10.12
Personal Needs Occupations	
Child Care Attendant	9.14
Child Care Center Clerk	12.23
Chore Aid	9.14
Homemaker	13.05
Plant and System Operation Occupations	
Boiler Tender	18.52
Sewage Plant Operator	17.84
Stationary Engineer	19.85
Ventilation Equipment Tender	16.66
Water Treatment Plant Operator	17.84
Protective Service Occupations	
Alarm Monitor	13.27
Corrections Officer	13.98
Court Security Officer	15.55
Detention Officer	15.55

Firefighter	15.14
Guard I	8.18
Guard II	12.79
Police Officer	18.09
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	16.20
Hatch Tender	16.42
Line Handler	16.42
Stevedore I	15.57
Stevedore II	16.88
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.27
Air Traffic Control Specialist, Station (2)	18.12
Air Traffic Control Specialist, Terminal (2)	19.95
Archeological Technician I	14.58
Archeological Technician II	16.33
Archeological Technician III	20.21
Cartographic Technician	20.21
Civil Engineering Technician	20.21
Computer Based Training (CBT) Specialist/ Instructor	25.42
Drafter I	13.22
Drafter II	14.85
Drafter III	16.95
Drafter IV	22.52
Engineering Technician I	11.47
Engineering Technician II	12.89
Engineering Technician III	17.37
Engineering Technician IV	18.67
Engineering Technician V	22.77
Engineering Technician VI	27.62
Environmental Technician	19.68
Flight Simulator/Instructor (Pilot)	25.76
Graphic Artist	20.39
Instructor	22.82
Laboratory Technician	16.10
Mathematical Technician	18.63
Paralegal/Legal Assistant I	12.04
Paralegal/Legal Assistant II	16.77
Paralegal/Legal Assistant III	20.45
Paralegal/Legal Assistant IV	24.82
Photooptics Technician	19.06
Technical Writer	27.08
Unexploded (UXO) Safety Escort	16.70
Unexploded (UXO) Sweep Personnel	16.70
Unexploded Ordnance (UXO) Technician I	16.70
Unexploded Ordnance (UXO) Technician II	20.20
Unexploded Ordnance (UXO) Technician III	24.22
Weather Observer, Combined Upper Air and Surface Programs (3)	14.00
Weather Observer, Senior (3)	15.55
Weather Observer, Upper Air (3)	14.00
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	12.64
Parking and Lot Attendant	7.59
Shuttle Bus Driver	11.72
Taxi Driver	9.39
Truckdriver, Heavy Truck	12.88
Truckdriver, Light Truck	10.60

Truckdriver, Medium Truck	12.62
Truckdriver, Tractor-Trailer	16.72

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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 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).

ZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard including working with or in close

proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, dying, mixing, and pressing of sensitive explosives 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 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. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, 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 explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is

covered under high degree hazard.)

#### 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)}

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