

WAGE DETERMINATION NO: 94-2544 REV (20) AREA: VA,NORFOLK

WAGE DETERMINATION NO: h0h294-2544 REV (20) AREA: VA,NORFOLK
 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.: 1994-2544
Director	Wage Determinations	Revision No.: 20
		Date Of Last Revision: 09/19/2000

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 TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	8.03
Accounting Clerk II	10.14
Accounting Clerk III	12.62
Accounting Clerk IV	13.69
Court Reporter	12.87
Dispatcher, Motor Vehicle	10.98
Document Preparation Clerk	9.71
Duplicating Machine Operator	9.71
Film/Tape Librarian	9.60
General Clerk I	7.77
General Clerk II	9.56
General Clerk III	11.89
General Clerk IV	13.29
Housing Referral Assistant	13.71
Key Entry Operator I	9.13
Key Entry Operator II	11.49
Messenger (Courier)	7.89
Order Clerk I	8.80
Order Clerk II	11.51
Personnel Assistant (Employment) I	9.82
Personnel Assistant (Employment) II	11.35
Personnel Assistant (Employment) III	11.99
Personnel Assistant (Employment) IV	13.73
Production Control Clerk	14.26
Rental Clerk	10.32
Scheduler, Maintenance	10.32
Secretary I	10.32
Secretary II	12.01

Secretary III	13.71
Secretary IV	16.07
Secretary V	16.87
Service Order Dispatcher	11.04
Stenographer I	10.45
Stenographer II	11.74
Supply Technician	13.69
Survey Worker (Interviewer)	11.18
Switchboard Operator-Receptionist	8.36
Test Examiner	12.01
Test Proctor	12.01
Travel Clerk I	7.84
Travel Clerk II	8.37
Travel Clerk III	8.93
Word Processor I	10.35
Word Processor II	11.66
Word Processor III	13.06
Automatic Data Processing Occupations	
Computer Data Librarian	8.55
Computer Operator I	9.57
Computer Operator II	11.07
Computer Operator III	13.71
Computer Operator IV	15.88
Computer Operator V	16.88
Computer Programmer I (1)	15.93
Computer Programmer II (1)	18.03
Computer Programmer III (1)	21.49
Computer Programmer IV (1)	25.62
Computer Systems Analyst I (1)	20.06
Computer Systems Analyst II (1)	23.10
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	9.83
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	16.79
Automotive Glass Installer	15.31
Automotive Worker	15.31
Electrician, Automotive	16.03
Mobile Equipment Servicer	13.84
Motor Equipment Metal Mechanic	16.79
Motor Equipment Metal Worker	15.31
Motor Vehicle Mechanic	16.79
Motor Vehicle Mechanic Helper	13.05
Motor Vehicle Upholstery Worker	14.56
Motor Vehicle Wrecker	15.31
Painter, Automotive	16.03
Radiator Repair Specialist	14.56
Tire Repairer	13.37
Transmission Repair Specialist	16.79
Food Preparation and Service Occupations	
Baker	8.98
Cook I	8.12
Cook II	8.98
Dishwasher	7.20
Food Service Worker	7.20
Meat Cutter	10.19
Waiter/Waitress	7.56
Furniture Maintenance and Repair Occupations	

Electrostatic Spray Painter	18.43
Furniture Handler	13.34
Furniture Refinisher	16.03
Furniture Refinisher Helper	13.05
Furniture Repairer, Minor	14.56
Upholsterer	16.03
General Services and Support Occupations	
Cleaner, Vehicles	7.20
Elevator Operator	6.26
Gardener	9.22
House Keeping Aid I	6.93
House Keeping Aid II	7.72
Janitor	7.20
Laborer, Grounds Maintenance	7.83
Maid or Houseman	6.46
Pest Controller	8.54
Refuse Collector	7.20
Tractor Operator	8.79
Window Cleaner	7.83
Health Occupations	
Dental Assistant	10.62
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.62
Licensed Practical Nurse I	9.73
Licensed Practical Nurse II	10.92
Licensed Practical Nurse III	12.21
Medical Assistant	9.79
Medical Laboratory Technician	10.46
Medical Record Clerk	10.48
Medical Record Technician	13.15
Nursing Assistant I	6.89
Nursing Assistant II	7.75
Nursing Assistant III	8.46
Nursing Assistant IV	9.49
Pharmacy Technician	11.84
Phlebotomist	10.92
Registered Nurse I	15.13
Registered Nurse II	18.51
Registered Nurse II, Specialist	18.51
Registered Nurse III	22.40
Registered Nurse III, Anesthetist	22.40
Registered Nurse IV	26.84
Information and Arts Occupations	
Audiovisual Librarian	14.23
Exhibits Specialist I	15.55
Exhibits Specialist II	18.89
Exhibits Specialist III	20.98
Illustrator I	15.55
Illustrator II	18.89
Illustrator III	20.98
Librarian	16.36
Library Technician	11.41
Photographer I	11.73
Photographer II	15.55
Photographer III	18.89
Photographer IV	20.98
Photographer V	25.39
Laundry, Dry Cleaning, Pressing and Related Occupations	

Assembler	6.04
Counter Attendant	6.04
Dry Cleaner	7.44
Finisher, Flatwork, Machine	6.04
Presser, Hand	6.04
Presser, Machine, Drycleaning	6.04
Presser, Machine, Shirts	6.04
Presser, Machine, Wearing Apparel, Laundry	6.04
Sewing Machine Operator	7.94
Tailor	8.42
Washer, Machine	6.51
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	16.03
Tool and Die Maker	18.46
Material Handling and Packing Occupations	
Forklift Operator	10.72
Fuel Distribution System Operator	13.84
Material Coordinator	14.51
Material Expediter	14.51
Material Handling Laborer	8.86
Order Filler	8.76
Production Line Worker (Food Processing)	10.91
Shipping Packer	10.54
Shipping/Receiving Clerk	10.54
Stock Clerk (Shelf Stocker; Store Worker II)	10.89
Store Worker I	8.60
Tools and Parts Attendant	12.98
Warehouse Specialist	12.49
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	18.37
Aircraft Mechanic Helper	14.28
Aircraft Quality Control Inspector	19.18
Aircraft Servicer	15.93
Aircraft Worker	16.75
Appliance Mechanic	16.03
Bicycle Repairer	13.37
Cable Splicer	16.79
Carpenter, Maintenance	16.03
Carpet Layer	17.61
Electrician, Maintenance	16.79
Electronics Technician, Maintenance I	14.58
Electronics Technician, Maintenance II	14.91
Electronics Technician, Maintenance III	15.98
Fabric Worker	14.56
Fire Alarm System Mechanic	16.79
Fire Extinguisher Repairer	13.84
Fuel Distribution System Mechanic	16.79
General Maintenance Worker	15.31
Heating, Refrigeration and Air Conditioning Mechanic	16.79
Heavy Equipment Mechanic	16.79
Heavy Equipment Operator	16.79
Instrument Mechanic	16.79
Laborer	10.02
Locksmith	16.03
Machinery Maintenance Mechanic	16.75
Machinist, Maintenance	16.79
Maintenance Trades Helper	13.05

Millwright	19.30
Office Appliance Repairer	16.03
Painter, Aircraft	16.03
Painter, Maintenance	16.03
Pipefitter, Maintenance	16.79
Plumber, Maintenance	16.03
Pneudraulic Systems Mechanic	16.79
Rigger	16.79
Scale Mechanic	15.31
Sheet-Metal Worker, Maintenance	16.79
Small Engine Mechanic	15.31
Telecommunication Mechanic I	16.79
Telecommunication Mechanic II	20.16
Telephone Lineman	16.79
Welder, Combination, Maintenance	16.79
Well Driller	16.79
Woodcraft Worker	16.79
Woodworker	13.84
Miscellaneous Occupations	7.25
Animal Caretaker	8.79
Carnival Equipment Operator	9.22
Carnival Equipment Repairer	6.26
Carnival Worker	6.45
Cashier	7.25
Desk Clerk	17.63
Embalmer	6.38
Lifeguard	17.63
Mortician	8.01
Park Attendant (Aide)	7.15
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	13.50
Recreation Specialist	8.82
Recycling Worker	6.38
Sales Clerk	7.20
School Crossing Guard (Crosswalk Attendant)	6.38
Sport Official	9.82
Survey Party Chief (Chief of Party)	6.13
Surveying Aide	8.93
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	8.98
Swimming Pool Operator	8.82
Vending Machine Attendant	10.33
Vending Machine Repairer	8.82
Vending Machine Repairer Helper	
Personal Needs Occupations	6.56
Child Care Attendant	9.42
Child Care Center Clerk	6.13
Chore Aid	9.92
Homemaker	
Plant and System Operation Occupations	16.79
Boiler Tender	17.81
Sewage Plant Operator	16.79
Stationary Engineer	13.05
Ventilation Equipment Tender	17.81
Water Treatment Plant Operator	
Protective Service Occupations	8.58
Alarm Monitor	12.33
Corrections Officer	12.33
Court Security Officer	

Detention Officer	12.33
Firefighter	13.65
Guard I	7.17
Guard II	8.58
Police Officer	14.75
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	14.68
Hatch Tender	12.76
Line Handler	12.76
Stevedore I	14.04
Stevedore II	15.42
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	11.83
Archeological Technician II	13.30
Archeological Technician III	16.43
Cartographic Technician	16.43
Civil Engineering Technician	18.89
Computer Based Training (CBT) Specialist/ Instructor	20.97
Drafter I	10.42
Drafter II	11.73
Drafter III	14.74
Drafter IV	17.91
Engineering Technician I	12.48
Engineering Technician II	13.35
Engineering Technician III	16.45
Engineering Technician IV	19.92
Engineering Technician V	23.27
Engineering Technician VI	28.75
Environmental Technician	16.43
Flight Simulator/Instructor (Pilot)	24.14
Graphic Artist	18.24
Instructor	18.12
Laboratory Technician	12.28
Mathematical Technician	16.43
Paralegal/Legal Assistant I	11.18
Paralegal/Legal Assistant II	13.58
Paralegal/Legal Assistant III	16.61
Paralegal/Legal Assistant IV	20.10
Photooptics Technician	18.89
Technical Writer	15.55
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)	14.08
Weather Observer, Senior (3)	15.24
Weather Observer, Upper Air (3)	14.08
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	9.75
Parking and Lot Attendant	7.22
Shuttle Bus Driver	9.33
Taxi Driver	8.80
Truckdriver, Heavy Truck	11.57

Truckdriver, Light Truck	9.33
Truckdriver, Medium Truck	9.75
Truckdriver, Tractor-Trailer	11.57

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

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, 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

vered 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

overnment 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.

The contracting officer reviews the proposed action and promptly submits a report of

tion, together with the agency's recommendations and pertinent information including
 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.

WAGE DETERMINATION NO: 94-2564 REV (14) AREA: WA, SEATTLE

WAGE DETERMINATION NO: h0h294-2564 REV (14) AREA: WA, SEATTLE

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
DirectorDivision of
Wage DeterminationsWage Determination No.: 1994-2564
Revision No.: 14
Date Of Last Revision: 09/19/2000

State: Washington

Area: Washington Counties of King, Snohomish, Whatcom

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.53
Accounting Clerk II	10.69
Accounting Clerk III	12.43
Accounting Clerk IV	15.27
Court Reporter	12.87
Dispatcher, Motor Vehicle	12.87
Document Preparation Clerk	11.36
Duplicating Machine Operator	11.36
Film/Tape Librarian	11.02
General Clerk I	8.56
General Clerk II	9.49
General Clerk III	11.36
General Clerk IV	13.40
Housing Referral Assistant	14.31
Key Entry Operator I	10.40
Key Entry Operator II	12.69
Messenger (Courier)	8.56
Order Clerk I	8.78
Order Clerk II	10.45
Personnel Assistant (Employment) I	9.81
Personnel Assistant (Employment) II	11.02
Personnel Assistant (Employment) III	13.49
Personnel Assistant (Employment) IV	14.28
Production Control Clerk	14.31
Rental Clerk	11.02
Scheduler, Maintenance	11.02
Secretary I	11.02
Secretary II	12.87
Secretary III	14.31
Secretary IV	15.88
Secretary V	20.03

Service Order Dispatcher	11.02
Stenographer I	12.04
Stenographer II	13.52
Supply Technician	15.88
Survey Worker (Interviewer)	12.87
Switchboard Operator-Receptionist	10.04
Test Examiner	12.87
Test Proctor	12.87
Travel Clerk I	9.69
Travel Clerk II	10.20
Travel Clerk III	10.75
Word Processor I	11.26
Word Processor II	12.64
Word Processor III	17.05
Automatic Data Processing Occupations	
Computer Data Librarian	11.71
Computer Operator I	11.71
Computer Operator II	12.59
Computer Operator III	15.11
Computer Operator IV	16.34
Computer Operator V	18.09
Computer Programmer I (1)	12.24
Computer Programmer II (1)	15.94
Computer Programmer III (1)	20.91
Computer Programmer IV (1)	21.77
Computer Systems Analyst I (1)	20.31
Computer Systems Analyst II (1)	22.97
Computer Systems Analyst III (1)	27.04
Peripheral Equipment Operator	12.24
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	19.68
Automotive Glass Installer	18.42
Automotive Worker	18.42
Electrician, Automotive	19.03
Mobile Equipment Servicer	17.19
Motor Equipment Metal Mechanic	19.68
Motor Equipment Metal Worker	18.42
Motor Vehicle Mechanic	19.62
Motor Vehicle Mechanic Helper	16.56
Motor Vehicle Upholstery Worker	17.81
Motor Vehicle Wrecker	18.42
Painter, Automotive	19.03
Radiator Repair Specialist	18.42
Tire Repairer	16.61
Transmission Repair Specialist	19.68
Food Preparation and Service Occupations	
Baker	11.82
Cook I	11.03
Cook II	11.82
Dishwasher	9.38
Food Service Worker	9.38
Meat Cutter	11.82
Waiter/Waitress	11.91
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	21.06
Furniture Handler	16.94
Furniture Refinisher	21.06

Furniture Refinisher Helper	18.25
Furniture Repairer, Minor	19.54
Upholsterer	21.06
General Services and Support Occupations	
Cleaner, Vehicles	9.38
Elevator Operator	9.38
Gardener	11.06
House Keeping Aid I	8.82
House Keeping Aid II	9.38
Janitor	9.38
Laborer, Grounds Maintenance	9.84
Maid or Houseman	8.82
Pest Controller	11.44
Refuse Collector	9.38
Tractor Operator	10.66
Window Cleaner	9.84
Health Occupations	
Dental Assistant	10.63
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.94
Licensed Practical Nurse I	12.68
Licensed Practical Nurse II	14.23
Licensed Practical Nurse III	15.93
Medical Assistant	10.38
Medical Laboratory Technician	10.38
Medical Record Clerk	10.38
Medical Record Technician	13.41
Nursing Assistant I	6.90
Nursing Assistant II	8.49
Nursing Assistant III	9.26
Nursing Assistant IV	10.39
Pharmacy Technician	11.95
Phlebotomist	10.38
Registered Nurse I	17.87
Registered Nurse II	21.80
Registered Nurse II, Specialist	21.80
Registered Nurse III	25.91
Registered Nurse III, Anesthetist	25.91
Registered Nurse IV	29.01
Information and Arts Occupations	
Audiovisual Librarian	15.88
Exhibits Specialist I	16.36
Exhibits Specialist II	18.66
Exhibits Specialist III	22.95
Illustrator I	16.36
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Library Technician	12.87
Photographer I	26.37
Photographer II	16.69
Photographer III	18.66
Photographer IV	22.95
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Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.68
Counter Attendant	7.68
Dry Cleaner	9.86

Finisher, Flatwork, Machine	7.68
Presser, Hand	7.68
Presser, Machine, Drycleaning	7.68
Presser, Machine, Shirts	7.68
Presser, Machine, Wearing Apparel, Laundry	7.68
Sewing Machine Operator	10.55
Tailor	11.23
Washer, Machine	8.49
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	21.09
Tool and Die Maker	23.67
Material Handling and Packing Occupations	
Forklift Operator	15.35
Fuel Distribution System Operator	18.70
Material Coordinator	17.56
Material Expediter	17.56
Material Handling Laborer	14.96
Order Filler	11.06
Production Line Worker (Food Processing)	14.21
Shipping Packer	13.03
Shipping/Receiving Clerk	13.03
Stock Clerk (Shelf Stocker; Store Worker II)	14.73
Store Worker I	12.36
Tools and Parts Attendant	14.68
Warehouse Specialist	14.21
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	21.71
Aircraft Mechanic Helper	18.25
Aircraft Quality Control Inspector	27.53
Aircraft Servicer	19.54
Aircraft Worker	20.41
Appliance Mechanic	21.06
Bicycle Repairer	18.25
Cable Splicer	21.71
Carpenter, Maintenance	21.06
Carpet Layer	21.06
Electrician, Maintenance	23.45
Electronics Technician, Maintenance I	18.38
Electronics Technician, Maintenance II	19.72
Electronics Technician, Maintenance III	24.31
Fabric Worker	19.54
Fire Alarm System Mechanic	21.71
Fire Extinguisher Repairer	18.89
Fuel Distribution System Mechanic	21.71
General Maintenance Worker	17.86
Heating, Refrigeration and Air Conditioning Mechanic	21.71
Heavy Equipment Mechanic	21.71
Heavy Equipment Operator	21.71
Instrument Mechanic	21.71
Laborer	10.34
Locksmith	20.96
Machinery Maintenance Mechanic	21.75
Machinist, Maintenance	20.97
Maintenance Trades Helper	17.93
Millwright	21.71
Office Appliance Repairer	21.06
Painter, Aircraft	21.06

Painter, Maintenance	21.06
Pipefitter, Maintenance	22.64
Plumber, Maintenance	21.06
Pneudraulic Systems Mechanic	21.71
Rigger	21.71
Scale Mechanic	20.41
Sheet-Metal Worker, Maintenance	21.71
Small Engine Mechanic	18.55
Telecommunication Mechanic I	21.71
Telecommunication Mechanic II	22.37
Telephone Lineman	21.71
Welder, Combination, Maintenance	21.71
Well Driller	21.71
Woodcraft Worker	21.71
Woodworker	18.89
Miscellaneous Occupations	
Animal Caretaker	10.32
Carnival Equipment Operator	10.66
Carnival Equipment Repairer	11.07
Carnival Worker	9.38
Cashier	8.81
Desk Clerk	10.81
Embalmer	16.94
Lifeguard	9.62
Mortician	16.94
Park Attendant (Aide)	12.08
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.62
Recreation Specialist	14.96
Recycling Worker	10.69
Sales Clerk	9.62
School Crossing Guard (Crosswalk Attendant)	9.38
Sport Official	9.62
Survey Party Chief (Chief of Party)	21.28
Surveying Aide	10.32
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.14
Swimming Pool Operator	11.82
Vending Machine Attendant	10.69
Vending Machine Repairer	10.78
Vending Machine Repairer Helper	10.69
Personal Needs Occupations	
Child Care Attendant	7.01
Child Care Center Clerk	8.74
Chore Aid	9.06
Homemaker	13.95
Plant and System Operation Occupations	
Boiler Tender	21.71
Sewage Plant Operator	21.09
Stationary Engineer	21.71
Ventilation Equipment Tender	18.25
Water Treatment Plant Operator	21.09
Protective Service Occupations	
Alarm Monitor	12.61
Corrections Officer	16.15
Court Security Officer	19.26
Detention Officer	16.15
Firefighter	19.55
Guard I	7.01

Guard II	12.61
Police Officer	22.10
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	15.81
Hatch Tender	15.81
Line Handler	15.81
Stevedore I	15.28
Stevedore II	16.33
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.66
Air Traffic Control Specialist, Station (2)	18.39
Air Traffic Control Specialist, Terminal (2)	20.24
Archeological Technician I	13.47
Archeological Technician II	15.07
Archeological Technician III	18.66
Cartographic Technician	18.66
Civil Engineering Technician	18.66
Computer Based Training (CBT) Specialist/ Instructor	20.31
Drafter I	11.26
Drafter II	13.23
Drafter III	17.18
Drafter IV	18.66
Engineering Technician I	12.87
Engineering Technician II	14.44
Engineering Technician III	17.35
Engineering Technician IV	21.41
Engineering Technician V	25.78
Engineering Technician VI	31.19
Environmental Technician	17.12
Flight Simulator/Instructor (Pilot)	22.97
Graphic Artist	20.30
Instructor	16.42
Laboratory Technician	14.66
Mathematical Technician	18.66
Paralegal/Legal Assistant I	12.87
Paralegal/Legal Assistant II	15.88
Paralegal/Legal Assistant III	17.53
Paralegal/Legal Assistant IV	23.49
Photooptics Technician	18.66
Technical Writer	17.80
Unexploded (UXO) Safety Escort	16.94
Unexploded (UXO) Sweep Personnel	16.94
Unexploded Ordnance (UXO) Technician I	16.94
Unexploded Ordnance (UXO) Technician II	20.50
Unexploded Ordnance (UXO) Technician III	24.57
Weather Observer, Combined Upper Air and Surface Programs (3)	15.11
Weather Observer, Senior (3)	16.89
Weather Observer, Upper Air (3)	15.11
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	16.72
Parking and Lot Attendant	8.68
Shuttle Bus Driver	10.26
Taxi Driver	8.96
Truckdriver, Heavy Truck	17.54
Truckdriver, Light Truck	10.26
Truckdriver, Medium Truck	16.72
Truckdriver, Tractor-Trailer	17.54

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 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,

ounding, dying, mixing, and pressing of sensitive explosives pyrotechnic compositions
 sh

as lead azide, black powder and photoflash power. 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

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

tion, together with the agency's recommendations and pertinent information including 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) 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.

General Decision Number AZ000005

General Decision Number AZ000005

Superseded General Decision No. AZ990005

State: Arizona
 Construction Type:
 BUILDING

County(ies):
 COCHISE GREENLEE YAVAPAI
 GILA LA PAZ
 GRAHAM SANTA CRUZ

BUILDING CONSTRUCTION PROJECTS (does not include residential construction consisting of single family homes and apartments up to and including 4 stories)

Modification Number	Publication Date
0	02/11/2000
1	06/02/2000

COUNTY(ies):
 COCHISE GREENLEE YAVAPAI
 GILA LA PAZ
 GRAHAM SANTA CRUZ

* ENGI0428A 06/01/2000

	Rates	Fringes
POWER EQUIPMENT OPERATORS: Blade/Grader; and Scraper	18.91	4.18

IRON0075C 08/01/1999

	Rates	Fringes
IRONWORKERS; STRUCTURAL		
Mileage from City Hall in Phoenix or Tucson:		
0-50 miles	17.70	8.96
50-100 miles	19.20	8.96
100-150 miles	20.45	8.96
over 150 miles	21.70	8.96

PLUM0469K 07/01/1999

	Rates	Fringes
LA PAZ AND YAVAPAI COUNTIES		
PIPEFITTERS:		
ZONE 1:		
Commercial	22.35	7.40
Industrial	25.35	7.40
ZONE 2:		
Commercial	25.35	7.40
Industrial	28.35	7.40

ZONE DEFINITIONS FOR PLUMBERS & PIPEFITTERS

ZONE 1: Area within a 20 mile radius of the center of the following towns: Flagstaff, Holbrook, Kingman, Lake Havasu City, Prescott, Show Low, Springerville, St Johns, Winslow, and Yuma; and area within 40 miles of the center of Phoenix

ZONE 2: Area outside a 20 mile radius of the center of the following towns: Flagstaff, Holbrook, Kingman, Lake Havasu City, Prescott, Show Low, Springerville, St Johns, Winslow, and Yuma; and area outside a 40 mile radius of the center of Phoenix

PLUM0741A 07/01/1999

	Rates	Fringes
COCHISE, GILA, GRAHAM, GREENLEE, AND SANTA CRUZ COUNTIES		

PIPEFITTERS	20.75	6.17
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SFAZ0669C 01/01/1999

	Rates	Fringes
SPRINKLER FITTERS, FIRE	22.15	6.40

SUAZ1006A 03/01/1994

	Rates	Fringes
ASBESTOS WORKERS (Industrial Insulation)	11.53	
BRICKLAYERS (Including Cement Blocks)	11.52	
CARPENTERS (Including Cabinet Installing, Metal Roof Installing, Metal Building Erecting, and Frame Work; Excluding Batt/Blown Insulation, and Drywall Hanging	12.44	
CEMENT MASONS (Including Cement Finishing)	12.82	
DRYWALL HANGER	11.50	
DRYWALL FINISHER/TAPER	10.00	
ELECTRICIANS	11.34	2.01
GLAZIERS	10.47	
INSULATORS, Batt/Blown	10.93	.64
LABORERS:		
General	6.45	
Concrete Worker	9.00	

MASON TENDERS	8.63	
PAINTERS (Spray, Roller, and Brush; excluding Taping)	10.67	
PLUMBERS	14.04	
POWER EQUIPMENT OPERATORS:		
Backhoe	11.19	2.00
Loader	10.17	1.80
ROOFERS (Excluding Metal Roofs)	8.41	
SHEET METAL WORKERS (Including HVAC Duct Work)	14.33	5.00

WELDERS - Receive rate prescribed for craft performing operation
to which welding is incidental.

Unlisted classifications needed for work not included within
the scope of the classifications listed may be added after
award only as provided in the labor standards contract clauses
(29 CFR 5.5(a)(1)(v)).

In the listing above, the "SU" designation means that rates
listed under that identifier do not reflect collectively
bargained wage and fringe benefit rates. Other designations
indicate unions whose rates have been determined to be
prevailing.

WAGE DETERMINATION APPEALS PROCESS

1.) Has there been an initial decision in the matter? This can
be:

- * an existing published wage determination
- * a survey underlying a wage determination
- * a Wage and Hour Division letter setting forth a
position on a wage determination matter
- * a conformance (additional classification and rate)
ruling

On survey related matters, initial contact, including requests
for summaries of surveys, should be with the Wage and Hour
Regional Office for the area in which the survey was conducted
because those Regional Offices have responsibility for the
Davis-Bacon survey program. If the response from this initial
contact is not satisfactory, then the process described in 2.)
and 3.) should be followed.

With regard to any other matter not yet ripe for the formal
process described here, initial contact should be with the Branch
of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations
Wage and Hour Division
U. S. Department of Labor
200 Constitution Avenue, N. W.
Washington, D. C. 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator
U.S. Department of Labor

200 Constitution Avenue, N. W.
Washington, D. C. 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board
U. S. Department of Labor
200 Constitution Avenue, N. W.
Washington, D. C. 20210

4.) All decisions by the Administrative Review Board are final.
END OF GENERAL DECISION

AGE DETERMINATION NO: 94-2126 REV (10) AREA: FL,TAMPA

WAGE DETERMINATION NO: h0h294-2126 REV (10) AREA: FL,TAMPA

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
DirectorDivision of
Wage Determinations

Wage Determination No.: 1994-2126

Revision No.: 10

Date Of Last Revision: 09/14/2000

State: Florida

Area: Florida Counties of Charlotte, De Soto, Hardee, Hernando, Highlands, Hillsborough,
Lee, Manatee, Pasco, Pinellas, Polk, Sarasota

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	8.28
Accounting Clerk II	9.65
Accounting Clerk III	10.85
Accounting Clerk IV	13.23
Court Reporter	12.52
Dispatcher, Motor Vehicle	10.69
Document Preparation Clerk	10.02
Duplicating Machine Operator	10.02
Film/Tape Librarian	9.54
General Clerk I	7.41
General Clerk II	7.76
General Clerk III	9.05
General Clerk IV	9.59
Housing Referral Assistant	15.03
Key Entry Operator I	7.23
Key Entry Operator II	8.97
Messenger (Courier)	7.38
Order Clerk I	7.93
Order Clerk II	9.46
Personnel Assistant (Employment) I	7.97
Personnel Assistant (Employment) II	11.26
Personnel Assistant (Employment) III	12.64
Personnel Assistant (Employment) IV	13.07
Production Control Clerk	13.77
Rental Clerk	10.97
Scheduler, Maintenance	10.97
Secretary I	10.97
Secretary II	12.92
Secretary III	15.03
Secretary IV	17.81

Secretary V	19.73
Service Order Dispatcher	9.57
Stenographer I	12.07
Stenographer II	12.93
Supply Technician	15.90
Survey Worker (Interviewer)	11.24
Switchboard Operator-Receptionist	8.84
Test Examiner	12.92
Test Proctor	12.92
Travel Clerk I	8.50
Travel Clerk II	9.24
Travel Clerk III	10.06
Word Processor I	9.65
Word Processor II	10.25
Word Processor III	12.11
Automatic Data Processing Occupations	
Computer Data Librarian	9.19
Computer Operator I	9.19
Computer Operator II	11.07
Computer Operator III	14.01
Computer Operator IV	15.55
Computer Operator V	15.95
Computer Programmer I (1)	16.95
Computer Programmer II (1)	19.49
Computer Programmer III (1)	22.60
Computer Programmer IV (1)	25.04
Computer Systems Analyst I (1)	22.10
Computer Systems Analyst II (1)	26.25
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	10.38
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	15.84
Automotive Glass Installer	14.47
Automotive Worker	14.47
Electrician, Automotive	15.14
Mobile Equipment Servicer	13.12
Motor Equipment Metal Mechanic	15.84
Motor Equipment Metal Worker	14.47
Motor Vehicle Mechanic	15.21
Motor Vehicle Mechanic Helper	12.38
Motor Vehicle Upholstery Worker	13.79
Motor Vehicle Wrecker	14.47
Painter, Automotive	15.14
Radiator Repair Specialist	14.47
Tire Repairer	12.68
Transmission Repair Specialist	15.84
Food Preparation and Service Occupations	
Baker	9.49
Cook I	8.53
Cook II	9.49
Dishwasher	7.20
Food Service Worker	7.21
Meat Cutter	10.56
Waiter/Waitress	6.88
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	15.14
Furniture Handler	12.13

Furniture Refinisher	15.14
Furniture Refinisher Helper	12.38
Furniture Repairer, Minor	13.79
Upholsterer	15.14
General Services and Support Occupations	
Cleaner, Vehicles	7.23
Elevator Operator	6.66
Gardener	9.80
House Keeping Aid I	6.52
House Keeping Aid II	7.23
Janitor	7.23
Laborer, Grounds Maintenance	7.92
Maid or Houseman	6.52
Pest Controller	9.33
Refuse Collector	7.23
Tractor Operator	9.21
Window Cleaner	7.91
Health Occupations	
Dental Assistant	10.82
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.98
Licensed Practical Nurse I	11.69
Licensed Practical Nurse II	13.11
Licensed Practical Nurse III	14.67
Medical Assistant	9.78
Medical Laboratory Technician	10.73
Medical Record Clerk	10.73
Medical Record Technician	12.93
Nursing Assistant I	6.78
Nursing Assistant II	7.62
Nursing Assistant III	8.31
Nursing Assistant IV	9.34
Pharmacy Technician	11.63
Phlebotomist	10.04
Registered Nurse I	12.93
Registered Nurse II	16.51
Registered Nurse II, Specialist	16.68
Registered Nurse III	19.87
Registered Nurse III, Anesthetist	19.87
Registered Nurse IV	23.95
Information and Arts Occupations	
Audiovisual Librarian	17.81
Exhibits Specialist I	14.56
Exhibits Specialist II	17.80
Exhibits Specialist III	20.31
Illustrator I	14.11
Illustrator II	17.24
Illustrator III	19.68
Librarian	19.73
Library Technician	11.24
Photographer I	12.45
Photographer II	14.11
Photographer III	17.24
Photographer IV	19.68
Photographer V	23.81
Textile, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.32
Counter Attendant	6.32

Dry Cleaner	8.15
Finisher, Flatwork, Machine	6.32
Presser, Hand	6.32
Presser, Machine, Drycleaning	6.32
Presser, Machine, Shirts	6.32
Presser, Machine, Wearing Apparel, Laundry	6.32
Sewing Machine Operator	8.73
Tailor	9.30
Washer, Machine	6.94
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	15.14
Tool and Die Maker	17.83
Material Handling and Packing Occupations	
Forklift Operator	11.19
Fuel Distribution System Operator	13.12
Material Coordinator	14.87
Material Expediter	14.87
Material Handling Laborer	9.12
Order Filler	10.38
Production Line Worker (Food Processing)	9.16
Shipping Packer	10.54
Shipping/Receiving Clerk	10.75
Stock Clerk (Shelf Stocker; Store Worker II)	10.67
Store Worker I	8.31
Tools and Parts Attendant	10.53
Warehouse Specialist	10.53
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	18.21
Aircraft Mechanic Helper	14.23
Aircraft Quality Control Inspector	18.99
Aircraft Servicer	15.85
Aircraft Worker	16.63
Appliance Mechanic	15.14
Bicycle Repairer	12.68
Cable Splicer	15.84
Carpenter, Maintenance	15.14
Carpet Layer	14.83
Electrician, Maintenance	15.84
Electronics Technician, Maintenance I	14.10
Electronics Technician, Maintenance II	17.16
Electronics Technician, Maintenance III	20.61
Fabric Worker	13.79
Fire Alarm System Mechanic	15.84
Fire Extinguisher Repairer	13.51
Fuel Distribution System Mechanic	15.84
General Maintenance Worker	14.47
Heating, Refrigeration and Air Conditioning Mechanic	15.84
Heavy Equipment Mechanic	15.84
Heavy Equipment Operator	15.51
Instrument Mechanic	15.84
Laborer	10.48
Locksmith	15.14
Machinery Maintenance Mechanic	15.84
Machinist, Maintenance	15.84
Maintenance Trades Helper	12.38
Millwright	17.45
Office Appliance Repairer	15.14

Painter, Aircraft	15.14
Painter, Maintenance	15.14
Pipefitter, Maintenance	15.84
Plumber, Maintenance	15.14
Pneudraulic Systems Mechanic	15.84
Rigger	15.84
Scale Mechanic	14.47
Sheet-Metal Worker, Maintenance	15.84
Small Engine Mechanic	14.47
Telecommunication Mechanic I	15.84
Telecommunication Mechanic II	18.77
Telephone Lineman	15.84
Welder, Combination, Maintenance	15.84
Well Driller	15.84
Woodcraft Worker	15.84
Woodworker	14.18
Miscellaneous Occupations	
Animal Caretaker	7.49
Carnival Equipment Operator	9.21
Carnival Equipment Repairer	9.80
Carnival Worker	7.23
Cashier	6.91
Desk Clerk	7.27
Embalmer	15.81
Lifeguard	7.42
Mortician	15.81
Park Attendant (Aide)	9.33
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.35
Recreation Specialist	12.78
Recycling Worker	9.21
Sales Clerk	7.42
School Crossing Guard (Crosswalk Attendant)	7.23
Sport Official	7.42
Survey Party Chief (Chief of Party)	11.44
Surveying Aide	6.81
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.40
Swimming Pool Operator	9.49
Vending Machine Attendant	9.04
Vending Machine Repairer	10.70
Vending Machine Repairer Helper	9.04
Personal Needs Occupations	
Child Care Attendant	7.27
Child Care Center Clerk	10.40
Chore Aid	6.52
Homemaker	11.56
Plant and System Operation Occupations	
Boiler Tender	15.84
Sewage Plant Operator	15.14
Stationary Engineer	15.84
Ventilation Equipment Tender	12.38
Water Treatment Plant Operator	15.14
Protective Service Occupations	
Alarm Monitor	10.84
Corrections Officer	14.13
Court Security Officer	14.13
Detention Officer	14.13
Firefighter	13.63

Guard I	5.98
Guard II	9.43
Police Officer	17.44
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	12.42
Hatch Tender	10.81
Line Handler	10.81
Stevedore I	11.79
Stevedore II	13.05
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	12.42
Archeological Technician II	13.96
Archeological Technician III	17.24
Cartographic Technician	19.82
Civil Engineering Technician	17.24
Computer Based Training (CBT) Specialist/ Instructor	20.03
Drafter I	11.33
Drafter II	13.64
Drafter III	15.45
Drafter IV	18.89
Engineering Technician I	12.96
Engineering Technician II	14.55
Engineering Technician III	16.48
Engineering Technician IV	20.19
Engineering Technician V	21.55
Engineering Technician VI	24.30
Environmental Technician	17.48
Flight Simulator/Instructor (Pilot)	23.78
Graphic Artist	20.03
Instructor	17.93
Laboratory Technician	13.99
Mathematical Technician	17.48
Paralegal/Legal Assistant I	11.63
Paralegal/Legal Assistant II	15.49
Paralegal/Legal Assistant III	18.95
Paralegal/Legal Assistant IV	22.94
Photooptics Technician	17.48
Technical Writer	21.42
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)	14.01
Weather Observer, Senior (3)	15.57
Weather Observer, Upper Air (3)	14.01
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	12.42
Parking and Lot Attendant	7.98
Shuttle Bus Driver	10.82
Taxi Driver	8.74
Truckdriver, Heavy Truck	13.58
Truckdriver, Light Truck	10.82
Truckdriver, Medium Truck	12.24

Truckdriver, Tractor-Trailer

13.58

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; and

3 weeks after 5 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)

3 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,

ending, drying, 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 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

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 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) 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.