

Solicitation 001-M-APHIS-03

Section J

Attachment 1

Wage Determinations

Wage Determination for ATLANTA, GA	(Item 01)	8 Pages
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Item No. 01, Atlanta, GA

94-2134 GA, ATLANTA

07/09/02

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WASHINGTON D.C. 20210

William W.Gross
DirectorDivision of
Wage DeterminationsWage Determination No.: 1994-2134
Revision No.: 17
Date Of Last Revision: 06/28/2002

State: Georgia

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	10.53
Accounting Clerk II	12.16
Accounting Clerk III	13.30
Accounting Clerk IV	15.85
Court Reporter	15.21
Dispatcher, Motor Vehicle	15.17
Document Preparation Clerk	11.40
Duplicating Machine Operator	11.40
Film/Tape Librarian	10.55
General Clerk I	8.11
General Clerk II	9.79
General Clerk III	13.93
General Clerk IV	14.61
Housing Referral Assistant	17.57
Key Entry Operator I	11.20
Key Entry Operator II	12.71
Messenger (Courier)	9.33
Order Clerk I	10.32
Order Clerk II	11.74
Personnel Assistant (Employment) I	12.14
Personnel Assistant (Employment) II	13.69
Personnel Assistant (Employment) III	16.60
Personnel Assistant (Employment) IV	18.79
Production Control Clerk	15.07
Rental Clerk	11.85
Scheduler, Maintenance	13.04
Secretary I	12.76
Secretary II	15.21
Secretary III	17.57
Secretary IV	20.25
Secretary V	24.90
Service Order Dispatcher	12.58
Stenographer I	13.60
Stenographer II	15.85
Supply Technician	18.04
Survey Worker (Interviewer)	13.83
Switchboard Operator-Receptionist	10.48
Test Examiner	15.21
Test Proctor	15.21
Travel Clerk I	10.18

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Travel Clerk II	11.10
Travel Clerk III	11.96
Word Processor I	12.47
Word Processor II	14.41
Word Processor III	16.11
Automatic Data Processing Occupations	
Computer Data Librarian	11.14
Computer Operator I	12.99
Computer Operator II	14.48
Computer Operator III	18.25
Computer Operator IV	20.15
Computer Operator V	24.77
Computer Programmer I (1)	19.46
Computer Programmer II (1)	20.01
Computer Programmer III (1)	23.98
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	25.42
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	12.67
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	17.92
Automotive Glass Installer	15.95
Automotive Worker	15.95
Electrician, Automotive	17.02
Mobile Equipment Servicer	13.80
Motor Equipment Metal Mechanic	17.92
Motor Equipment Metal Worker	15.95
Motor Vehicle Mechanic	17.92
Motor Vehicle Mechanic Helper	13.87
Motor Vehicle Upholstery Worker	15.05
Motor Vehicle Wrecker	15.95
Painter, Automotive	17.02
Radiator Repair Specialist	15.95
Tire Repairer	13.80
Transmission Repair Specialist	17.92
Food Preparation and Service Occupations	
Baker	11.09
Cook I	9.21
Cook II	10.46
Dishwasher	7.54
Food Service Worker	7.45
Meat Cutter	11.46
Waiter/Waitress	7.22
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	16.64
Furniture Handler	12.05
Furniture Refinisher	15.46
Furniture Refinisher Helper	11.95
Furniture Repairer, Minor	14.06
Upholsterer	15.46
General Services and Support Occupations	
Cleaner, Vehicles	7.57
Elevator Operator	8.13
Gardener	10.59
House Keeping Aid I	7.49
House Keeping Aid II	8.17
Janitor	8.13
Laborer, Grounds Maintenance	8.60
Maid or Houseman	7.63
Pest Controller	12.43
Refuse Collector	8.13
Tractor Operator	10.22
Window Cleaner	10.23
Health Occupations	

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Dental Assistant	12.25
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.12
Licensed Practical Nurse I	10.95
Licensed Practical Nurse II	12.29
Licensed Practical Nurse III	13.74
Medical Assistant	11.15
Medical Laboratory Technician	11.56
Medical Record Clerk	12.46
Medical Record Technician	13.66
Nursing Assistant I	8.77
Nursing Assistant II	9.86
Nursing Assistant III	10.77
Nursing Assistant IV	12.08
Pharmacy Technician	12.29
Phlebotomist	11.43
Registered Nurse I	17.28
Registered Nurse II	21.15
Registered Nurse II, Specialist	21.15
Registered Nurse III	25.56
Registered Nurse III, Anesthetist	25.56
Registered Nurse IV	30.64
Information and Arts Occupations	
Audiovisual Librarian	18.32
Exhibits Specialist I	15.01
Exhibits Specialist II	18.59
Exhibits Specialist III	22.40
Illustrator I	18.99
Illustrator II	23.52
Illustrator III	28.34
Librarian	23.60
Library Technician	14.50
Photographer I	14.44
Photographer II	15.01
Photographer III	18.59
Photographer IV	22.40
Photographer V	23.86
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	8.55
Counter Attendant	8.55
Dry Cleaner	9.06
Finisher, Flatwork, Machine	8.55
Presser, Hand	8.55
Presser, Machine, Drycleaning	8.55
Presser, Machine, Shirts	8.55
Presser, Machine, Wearing Apparel, Laundry	8.55
Sewing Machine Operator	9.79
Tailor	11.12
Washer, Machine	9.68
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	15.46
Tool and Die Maker	22.45
Material Handling and Packing Occupations	
Forklift Operator	12.24
Fuel Distribution System Operator	14.88
Material Coordinator	14.58
Material Expediter	14.58
Material Handling Laborer	9.92
Order Filler	11.87
Production Line Worker (Food Processing)	11.95
Shipping Packer	11.78
Shipping/Receiving Clerk	12.00
Stock Clerk (Shelf Stocker; Store Worker II)	12.82
Store Worker I	10.71
Tools and Parts Attendant	12.24
Warehouse Specialist	13.07

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Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	20.66
Aircraft Mechanic Helper	15.11
Aircraft Quality Control Inspector	21.75
Aircraft Servicer	17.34
Aircraft Worker	18.45
Appliance Mechanic	17.53
Bicycle Repairer	12.83
Cable Splicer	18.37
Carpenter, Maintenance	15.46
Carpet Layer	14.74
Electrician, Maintenance	19.72
Electronics Technician, Maintenance I	17.35
Electronics Technician, Maintenance II	23.51
Electronics Technician, Maintenance III	25.98
Fabric Worker	13.70
Fire Alarm System Mechanic	17.12
Fire Extinguisher Repairer	12.96
Fuel Distribution System Mechanic	17.56
General Maintenance Worker	14.02
Heating, Refrigeration and Air Conditioning Mechanic	17.53
Heavy Equipment Mechanic	16.33
Heavy Equipment Operator	15.62
Instrument Mechanic	16.33
Laborer	9.92
Locksmith	15.46
Machinery Maintenance Mechanic	16.04
Machinist, Maintenance	18.32
Maintenance Trades Helper	11.95
Millwright	18.40
Office Appliance Repairer	16.20
Painter, Aircraft	17.57
Painter, Maintenance	15.66
Pipefitter, Maintenance	18.68
Plumber, Maintenance	17.78
Pneudraulic Systems Mechanic	17.12
Rigger	16.33
Scale Mechanic	15.02
Sheet-Metal Worker, Maintenance	18.95
Small Engine Mechanic	14.58
Telecommunication Mechanic I	16.33
Telecommunication Mechanic II	18.03
Telephone Lineman	17.12
Welder, Combination, Maintenance	16.33
Well Driller	16.33
Woodcraft Worker	16.33
Woodworker	13.76
Miscellaneous Occupations	
Animal Caretaker	9.12
Carnival Equipment Operator	9.43
Carnival Equipment Repairer	10.96
Carnival Worker	7.07
Cashier	7.85
Desk Clerk	8.84
Embalmer	16.70
Lifeguard	8.44
Mortician	16.70
Park Attendant (Aide)	9.53
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.44
Recreation Specialist	9.94
Recycling Worker	10.80
Sales Clerk	8.01
School Crossing Guard (Crosswalk Attendant)	8.13
Sport Official	7.34
Survey Party Chief (Chief of Party)	12.98

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Surveying Aide	7.73
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.73
Swimming Pool Operator	12.35
Vending Machine Attendant	10.22
Vending Machine Repairer	7.52
Vending Machine Repairer Helper	9.36
Personal Needs Occupations	
Child Care Attendant	7.12
Child Care Center Clerk	11.81
Chore Aid	17.96
Homemaker	17.01
Plant and System Operation Occupations	
Boiler Tender	17.96
Sewage Plant Operator	17.01
Stationary Engineer	17.96
Ventilation Equipment Tender	11.95
Water Treatment Plant Operator	15.46
Protective Service Occupations	
Alarm Monitor	11.86
Corrections Officer	12.92
Court Security Officer	15.24
Detention Officer	15.24
Firefighter	16.29
Guard I	8.38
Guard II	13.22
Police Officer	16.60
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	15.58
Hatch Tender	15.58
Line Handler	15.58
Stevedore I	14.63
Stevedore II	16.71
Technical Occupations	
Air Traffic Control Specialist, Center (2)	27.58
Air Traffic Control Specialist, Station (2)	18.79
Air Traffic Control Specialist, Terminal (2)	20.69
Archeological Technician I	16.97
Archeological Technician II	18.99
Archeological Technician III	23.52
Cartographic Technician	22.10
Civil Engineering Technician	18.59
Computer Based Training (CBT) Specialist/ Instructor	26.28
Drafter I	14.41
Drafter II	18.27
Drafter III	18.99
Drafter IV	23.52
Engineering Technician I	15.28
Engineering Technician II	19.31
Engineering Technician III	20.68
Engineering Technician IV	24.19
Engineering Technician V	28.22
Engineering Technician VI	30.59
Environmental Technician	20.68
Flight Simulator/Instructor (Pilot)	27.28
Graphic Artist	22.10
Instructor	20.88
Laboratory Technician	15.74
Mathematical Technician	18.80
Paralegal/Legal Assistant I	16.69
Paralegal/Legal Assistant II	20.25
Paralegal/Legal Assistant III	24.71
Paralegal/Legal Assistant IV	27.67
Photooptics Technician	18.80
Technical Writer	25.50
Unexploded (UXO) Safety Escort	18.12

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Unexploded (UXO) Sweep Personnel	18.12
Unexploded Ordnance (UXO) Technician I	18.12
Unexploded Ordnance (UXO) Technician II	21.92
Unexploded Ordnance (UXO) Technician III	26.27
Weather Observer, Combined Upper Air and Surface Programs (3)	20.09
Weather Observer, Senior (3)	26.41
Weather Observer, Upper Air (3)	20.09
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	12.20
Parking and Lot Attendant	6.74
Shuttle Bus Driver	10.54
Taxi Driver	9.23
Truckdriver, Heavy Truck	15.34
Truckdriver, Light Truck	11.90
Truckdriver, Medium Truck	13.32
Truckdriver, Tractor-Trailer	15.34

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plan civic and personal leave, severance pay, and savings and thrift plans. Minimum employ 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. Length of service includes the whole span of continuous servc 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 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, Colu 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 communica 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 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 reg tour of duty, you will earn a night differential and receive an additional 10% of basi 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 ra 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 considered overtime work).

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

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

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either 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) 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 (\$.67 cents per day). However, in those instances where the uniforms furnished are made "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 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 contract officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 14 (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 such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

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The process for preparing a conformance request is as follows:

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

Item No. 02, Louisville, KY

94-2224 KY, LOUISVILLE

06/04/02

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
 WASHINGTON D.C. 20210

William W. Gross
 Director

Division of
 Wage Determinations

Wage Determination No.: 1994-2224
 Revision No.: 14
 Date Of Last Revision: 05/24/2002

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	9.54
Accounting Clerk II	10.72
Accounting Clerk III	13.52
Accounting Clerk IV	16.27
Court Reporter	12.81
Dispatcher, Motor Vehicle	13.48
Document Preparation Clerk	10.19
Duplicating Machine Operator	9.26
Film/Tape Librarian	10.35
General Clerk I	7.92
General Clerk II	10.00
General Clerk III	11.18
General Clerk IV	14.03
Housing Referral Assistant	16.69
Key Entry Operator I	9.68
Key Entry Operator II	12.11
Messenger (Courier)	7.82
Order Clerk I	11.87
Order Clerk II	14.46
Personnel Assistant (Employment) I	11.66
Personnel Assistant (Employment) II	13.10
Personnel Assistant (Employment) III	14.84
Personnel Assistant (Employment) IV	16.89
Production Control Clerk	12.99
Rental Clerk	10.35
Scheduler, Maintenance	11.82
Secretary I	11.85
Secretary II	14.66
Secretary III	16.69
Secretary IV	20.23
Secretary V	21.81
Service Order Dispatcher	12.01
Stenographer I	10.30
Stenographer II	11.54
Supply Technician	17.22
Survey Worker (Interviewer)	12.81
Switchboard Operator-Receptionist	9.80
Test Examiner	14.66
Test Proctor	14.66
Travel Clerk I	9.78
Travel Clerk II	10.27
Travel Clerk III	10.76

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Word Processor I	10.29
Word Processor II	11.90
Word Processor III	13.26
Automatic Data Processing Occupations	
Computer Data Librarian	8.67
Computer Operator I	10.02
Computer Operator II	13.34
Computer Operator III	17.30
Computer Operator IV	17.81
Computer Operator V	19.72
Computer Programmer I (1)	15.87
Computer Programmer II (1)	21.07
Computer Programmer III (1)	24.23
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	22.97
Computer Systems Analyst II (1)	25.32
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	11.32
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	18.63
Automotive Glass Installer	17.98
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	9.07
Cook II	10.07
Dishwasher	7.37
Food Service Worker	8.27
Meat Cutter	10.81
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	8.27
Elevator Operator	8.27
Gardener	9.06
House Keeping Aid I	7.84
House Keeping Aid II	8.23
Janitor	8.27
Laborer, Grounds Maintenance	8.70
Maid or Houseman	7.84
Pest Controller	9.71
Refuse Collector	8.27
Tractor Operator	8.94
Window Cleaner	8.68
Health Occupations	
Dental Assistant	12.02
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93

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Licensed Practical Nurse I	12.74
Licensed Practical Nurse II	14.31
Licensed Practical Nurse III	15.99
Medical Assistant	10.61
Medical Laboratory Technician	12.36
Medical Record Clerk	10.75
Medical Record Technician	14.89
Nursing Assistant I	8.84
Nursing Assistant II	9.93
Nursing Assistant III	10.84
Nursing Assistant IV	12.16
Pharmacy Technician	12.19
Phlebotomist	12.36
Registered Nurse I	17.13
Registered Nurse II	20.97
Registered Nurse II, Specialist	20.97
Registered Nurse III	25.37
Registered Nurse III, Anesthetist	25.37
Registered Nurse IV	30.38
Information and Arts Occupations	
Audiovisual Librarian	19.49
Exhibits Specialist I	16.22
Exhibits Specialist II	18.28
Exhibits Specialist III	20.80
Illustrator I	16.22
Illustrator II	18.28
Illustrator III	20.80
Librarian	16.37
Library Technician	12.81
Photographer I	14.21
Photographer II	16.01
Photographer III	19.58
Photographer IV	23.70
Photographer V	17.83
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.29
Counter Attendant	7.29
Dry Cleaner	9.13
Finisher, Flatwork, Machine	7.29
Presser, Hand	7.29
Presser, Machine, Drycleaning	7.66
Presser, Machine, Shirts	7.29
Presser, Machine, Wearing Apparel, Laundry	7.29
Sewing Machine Operator	9.84
Tailor	10.77
Washer, Machine	8.13
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	13.46
Material Expediter	13.46
Material Handling Laborer	12.82
Order Filler	12.37
Production Line Worker (Food Processing)	13.85
Shipping Packer	12.88
Shipping/Receiving Clerk	12.99
Stock Clerk (Shelf Stocker; Store Worker II)	13.45
Store Worker I	11.52
Tools and Parts Attendant	13.95
Warehouse Specialist	13.85
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	20.23

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Aircraft Mechanic Helper	15.29
Aircraft Quality Control Inspector	20.96
Aircraft Servicer	18.01
Aircraft Worker	18.51
Appliance Mechanic	17.88
Bicycle Repairer	13.60
Cable Splicer	20.49
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	15.49
Fire Alarm System Mechanic	21.16
Fire Extinguisher Repairer	15.99
Fuel Distribution System Mechanic	21.16
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	19.85
Machinist, Maintenance	18.63
Maintenance Trades Helper	14.08
Millwright	19.97
Office Appliance Repairer	17.88
Painter, Aircraft	17.88
Painter, Maintenance	17.88
Pipefitter, Maintenance	20.56
Plumber, Maintenance	17.94
Pneudraulic Systems Mechanic	21.16
Rigger	18.63
Scale Mechanic	19.69
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	8.28
Carnival Equipment Operator	8.42
Carnival Equipment Repairer	8.53
Carnival Worker	7.14
Cashier	7.18
Desk Clerk	8.81
Embalmer	16.57
Lifeguard	9.42
Mortician	16.99
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.33
Recreation Specialist	8.94
Recycling Worker	8.31
Sales Clerk	9.75
School Crossing Guard (Crosswalk Attendant)	6.75
Sport Official	8.92
Survey Party Chief (Chief of Party)	14.27
Surveying Aide	12.54
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.94

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Swimming Pool Operator	10.48
Vending Machine Attendant	9.55
Vending Machine Repairer	11.06
Vending Machine Repairer Helper	9.55
Personal Needs Occupations	
Child Care Attendant	8.81
Child Care Center Clerk	10.99
Chore Aid	7.02
Homemaker	12.19
Plant and System Operation Occupations	
Boiler Tender	20.39
Sewage Plant Operator	19.57
Stationary Engineer	20.39
Ventilation Equipment Tender	15.28
Water Treatment Plant Operator	17.88
Protective Service Occupations	
Alarm Monitor	11.53
Corrections Officer	12.40
Court Security Officer	12.40
Detention Officer	12.40
Firefighter	13.06
Guard I	7.85
Guard II	13.61
Police Officer	16.23
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	15.80
Hatch Tender	15.80
Line Handler	15.80
Stevedore I	13.83
Stevedore II	14.99
Technical Occupations	
Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	13.16
Archeological Technician II	14.80
Archeological Technician III	18.28
Cartographic Technician	17.81
Civil Engineering Technician	18.09
Computer Based Training (CBT) Specialist/ Instructor	24.43
Drafter I	12.37
Drafter II	14.62
Drafter III	16.22
Drafter IV	18.28
Engineering Technician I	16.93
Engineering Technician II	19.02
Engineering Technician III	21.27
Engineering Technician IV	26.36
Engineering Technician V	32.23
Engineering Technician VI	38.99
Environmental Technician	19.14
Flight Simulator/Instructor (Pilot)	25.32
Graphic Artist	21.68
Instructor	18.69
Laboratory Technician	16.47
Mathematical Technician	24.19
Paralegal/Legal Assistant I	16.20
Paralegal/Legal Assistant II	22.35
Paralegal/Legal Assistant III	24.18
Paralegal/Legal Assistant IV	29.23
Photooptics Technician	21.41
Technical Writer	22.33
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93

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Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	18.13
Weather Observer, Senior (3)	20.11
Weather Observer, Upper Air (3)	18.13
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	12.41
Parking and Lot Attendant	9.56
Shuttle Bus Driver	12.24
Taxi Driver	9.97
Truckdriver, Heavy Truck	17.23
Truckdriver, Light Truck	15.90
Truckdriver, Medium Truck	16.56
Truckdriver, Tractor-Trailer	17.23

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plan civic and personal leave, severance pay, and savings and thrift plans. Minimum employ 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 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span 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 K Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Lab 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 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 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 regular 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 considered overtime work).

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

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

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

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either 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 (\$.67 cents per day). However, in those instances where the uniforms furnished are made "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 Government contract, by the contractor, by law, or by the nature of the work, there is 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 contract officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 14 (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 such as unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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- 1) When preparing the bid, the contractor identifies the need for a conformed occupational classification (and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order (proposed occupational classification title), a Federal grade equivalency (FGE) for each proposed occupational classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of 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 on 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 Occupational Classifications" (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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94-2256 MA, BOSTON

06/11/02

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
WASHINGTON D.C. 20210

William W.Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2256
Revision No.: 16
Date Of Last Revision: 06/06/2002

Applicable in the state of Massachusetts in the areas listed below:

BRISTOL COUNTY: Mansfield, Norton, Rayham

ESSEX COUNTY: Lynn, Lynnfield, Nahant, Saugus

MIDDLESEX COUNTY: Entire County

NORFOLK COUNTY: Bellingham, Braintree, Brookline, Canton, Cohasset, Dedham, Dover, Foxborough, Franklin, Holbrook, Medfield, Medway, Millis, Milton, Needham, Norfolk, Norwood, Quincy, Randolph, Sharon, Stoughton, Walpole, Wellesley, Westwood, Weymouth, Wrentham

PLYMOUTH COUNTY: Carver, Duxbury, Hanover, Hanson, Hingham, Hull, Kingston, Lakeville, Marshfield, Middleborough, Norwell, Pembroke, Plymouth, Plympton, Rockland, Scituate

SUFFOLK COUNTY: Entire County

WORCESTER COUNTY: Berlin, Bolton, Harvard, Hopedale, Lancaster, Mendon, Milford, Southborough, Upton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	11.44
Accounting Clerk II	12.48
Accounting Clerk III	13.58
Accounting Clerk IV	16.61
Court Reporter	14.95
Dispatcher, Motor Vehicle	14.95
Document Preparation Clerk	12.96
Duplicating Machine Operator	12.96
Film/Tape Librarian	14.60
General Clerk I	10.34
General Clerk II	11.62
General Clerk III	13.73
General Clerk IV	15.03
Housing Referral Assistant	16.97
Key Entry Operator I	12.59
Key Entry Operator II	15.38
Messenger (Courier)	9.74
Order Clerk I	10.51
Order Clerk II	12.59
Personnel Assistant (Employment) I	12.41
Personnel Assistant (Employment) II	13.94
Personnel Assistant (Employment) III	15.21
Personnel Assistant (Employment) IV	18.04
Production Control Clerk	16.97
Rental Clerk	13.89
Scheduler, Maintenance	14.07
Secretary I	14.31

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Secretary II	14.97
Secretary III	16.64
Secretary IV	18.39
Secretary V	25.30
Service Order Dispatcher	13.89
Stenographer I	11.95
Stenographer II	13.89
Supply Technician	18.39
Survey Worker (Interviewer)	14.72
Switchboard Operator-Receptionist	12.23
Test Examiner	14.97
Test Proctor	14.97
Travel Clerk I	12.09
Travel Clerk II	13.08
Travel Clerk III	14.09
Word Processor I	13.78
Word Processor II	15.03
Word Processor III	17.78
Automatic Data Processing Occupations	
Computer Data Librarian	13.85
Computer Operator I	12.94
Computer Operator II	14.47
Computer Operator III	17.55
Computer Operator IV	22.08
Computer Operator V	24.72
Computer Programmer I (1)	19.09
Computer Programmer II (1)	21.78
Computer Programmer III (1)	25.86
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	26.90
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	12.94
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	18.90
Automotive Glass Installer	17.82
Automotive Worker	16.24
Electrician, Automotive	17.02
Mobile Equipment Servicer	14.72
Motor Equipment Metal Mechanic	17.75
Motor Equipment Metal Worker	16.24
Motor Vehicle Mechanic	17.31
Motor Vehicle Mechanic Helper	13.91
Motor Vehicle Upholstery Worker	15.45
Motor Vehicle Wrecker	16.24
Painter, Automotive	17.02
Radiator Repair Specialist	16.24
Tire Repairer	14.22
Transmission Repair Specialist	17.75
Food Preparation and Service Occupations	
Baker	13.05
Cook I	11.80
Cook II	13.01
Dishwasher	9.22
Food Service Worker	9.22
Meat Cutter	14.72
Waiter/Waitress	9.79
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	17.02
Furniture Handler	13.14
Furniture Refinisher	17.02
Furniture Refinisher Helper	13.91
Furniture Repairer, Minor	15.45
Upholsterer	17.02
General Services and Support Occupations	

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Cleaner, Vehicles	10.30
Elevator Operator	10.60
Gardener	13.57
House Keeping Aid I	9.53
House Keeping Aid II	10.60
Janitor	10.60
Laborer, Grounds Maintenance	11.26
Maid or Houseman	11.80
Pest Controller	13.62
Refuse Collector	10.60
Tractor Operator	12.81
Window Cleaner	11.39
Health Occupations	
Dental Assistant	14.34
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.60
Licensed Practical Nurse I	14.04
Licensed Practical Nurse II	15.76
Licensed Practical Nurse III	17.45
Medical Assistant	11.65
Medical Laboratory Technician	12.82
Medical Record Clerk	11.65
Medical Record Technician	14.04
Nursing Assistant I	8.29
Nursing Assistant II	9.32
Nursing Assistant III	9.80
Nursing Assistant IV	11.41
Pharmacy Technician	12.64
Phlebotomist	11.14
Registered Nurse I	21.05
Registered Nurse II	23.44
Registered Nurse II, Specialist	23.44
Registered Nurse III	29.17
Registered Nurse III, Anesthetist	29.17
Registered Nurse IV	34.97
Information and Arts Occupations	
Audiovisual Librarian	19.61
Exhibits Specialist I	18.46
Exhibits Specialist II	23.47
Exhibits Specialist III	28.71
Illustrator I	17.87
Illustrator II	22.71
Illustrator III	27.77
Librarian	27.49
Library Technician	14.72
Photographer I	14.03
Photographer II	18.37
Photographer III	23.35
Photographer IV	28.55
Photographer V	34.54
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	8.08
Counter Attendant	8.08
Dry Cleaner	10.72
Finisher, Flatwork, Machine	8.08
Presser, Hand	8.08
Presser, Machine, Drycleaning	8.08
Presser, Machine, Shirts	8.08
Presser, Machine, Wearing Apparel, Laundry	8.08
Sewing Machine Operator	11.43
Tailor	11.96
Washer, Machine	8.98
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	17.22
Tool and Die Maker	20.35
Material Handling and Packing Occupations	

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Forklift Operator	13.52
Fuel Distribution System Operator	16.19
Material Coordinator	16.87
Material Expediter	16.87
Material Handling Laborer	11.65
Order Filler	12.48
Production Line Worker (Food Processing)	14.87
Shipping Packer	13.90
Shipping/Receiving Clerk	13.90
Stock Clerk (Shelf Stocker; Store Worker II)	12.54
Store Worker I	10.58
Tools and Parts Attendant	14.87
Warehouse Specialist	14.26
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	19.53
Aircraft Mechanic Helper	15.30
Aircraft Quality Control Inspector	20.26
Aircraft Servicer	16.99
Aircraft Worker	17.86
Appliance Mechanic	17.33
Bicycle Repairer	14.22
Cable Splicer	21.24
Carpenter, Maintenance	21.53
Carpet Layer	20.55
Electrician, Maintenance	23.62
Electronics Technician, Maintenance I	13.99
Electronics Technician, Maintenance II	19.38
Electronics Technician, Maintenance III	21.60
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Fire Extinguisher Repairer	16.19
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Heating, Refrigeration and Air Conditioning Mechanic	20.03
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Heavy Equipment Operator	22.90
Instrument Mechanic	21.42
Laborer	12.85
Locksmith	17.02
Machinery Maintenance Mechanic	20.06
Machinist, Maintenance	20.12
Maintenance Trades Helper	13.91
Millwright	19.53
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Painter, Aircraft	17.19
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Pipefitter, Maintenance	22.32
Plumber, Maintenance	21.53
Pneudraulic Systems Mechanic	19.53
Rigger	19.53
Scale Mechanic	17.86
Sheet-Metal Worker, Maintenance	21.69
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Telecommunication Mechanic II	23.30
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Animal Caretaker	10.48
Carnival Equipment Operator	11.14
Carnival Equipment Repairer	11.80
Carnival Worker	9.22

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Cashier	11.25
Desk Clerk	13.70
Embalmer	17.18
Lifeguard	12.23
Mortician	21.74
Park Attendant (Aide)	15.30
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	12.66
Recreation Specialist	19.09
Recycling Worker	12.81
Sales Clerk	12.23
School Crossing Guard (Crosswalk Attendant)	9.22
Sport Official	12.23
Survey Party Chief (Chief of Party)	19.15
Surveying Aide	12.67
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	17.41
Swimming Pool Operator	13.19
Vending Machine Attendant	11.28
Vending Machine Repairer	13.19
Vending Machine Repairer Helper	11.28
Personal Needs Occupations	
Child Care Attendant	11.94
Child Care Center Clerk	13.30
Chore Aid	11.80
Homemaker	19.09
Plant and System Operation Occupations	
Boiler Tender	19.90
Sewage Plant Operator	18.72
Stationary Engineer	19.90
Ventilation Equipment Tender	15.30
Water Treatment Plant Operator	17.02
Protective Service Occupations	
Alarm Monitor	14.13
Corrections Officer	19.04
Court Security Officer	19.04
Detention Officer	19.04
Firefighter	18.69
Guard I	9.62
Guard II	15.12
Police Officer	22.29
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	18.67
Hatch Tender	18.67
Line Handler	18.67
Stevedore I	16.32
Stevedore II	18.24
Technical Occupations	
Air Traffic Control Specialist, Center (2)	29.50
Air Traffic Control Specialist, Station (2)	20.34
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Drafter I	12.68
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Drafter IV	24.26
Engineering Technician I	14.28
Engineering Technician II	16.04
Engineering Technician III	19.35
Engineering Technician IV	22.88
Engineering Technician V	23.75
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Environmental Technician	21.48
Flight Simulator/Instructor (Pilot)	27.62
Graphic Artist	21.99
Instructor	24.19
Laboratory Technician	17.15
Mathematical Technician	19.04
Paralegal/Legal Assistant I	14.80
Paralegal/Legal Assistant II	18.72
Paralegal/Legal Assistant III	22.74
Paralegal/Legal Assistant IV	27.51
Photooptics Technician	20.87
Technical Writer	27.55
Unexploded (UXO) Safety Escort	18.75
Unexploded (UXO) Sweep Personnel	18.75
Unexploded Ordnance (UXO) Technician I	18.75
Unexploded Ordnance (UXO) Technician II	22.68
Unexploded Ordnance (UXO) Technician III	27.19
Weather Observer, Combined Upper Air and Surface Programs (3)	19.43
Weather Observer, Senior (3)	21.57
Weather Observer, Upper Air (3)	19.43
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	15.89
Parking and Lot Attendant	9.98
Shuttle Bus Driver	15.21
Taxi Driver	12.03
Truckdriver, Heavy Truck	18.40
Truckdriver, Light Truck	13.84
Truckdriver, Medium Truck	17.18
Truckdriver, Tractor-Trailer	19.04

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- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at 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 reg tour of duty, you will earn a night differential and receive an additional 10% of basi for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a

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week) and Sunday is part of your regularly scheduled workweek, you are paid at your ra 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 considered overtime work).

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

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

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either 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) s uniforms is an expense that may not be borne by an employee where such cost reduces th 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 responsibil 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 cos reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week \$.67 cents per day). However, in those instances where the uniforms furnished are mad "wash and wear" materials, may be routinely washed and dried with other personal garme and do not require any special treatment such as dry cleaning, daily washing, or comme laundering in order to meet the cleanliness or appearance standards set by the terms o Government contract, by the contractor, by law, or by the nature of the work, there is 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 th Third Supplement, dated March 1997, unless otherwise indicated. This publication may 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 contract officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 14 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not

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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 classification 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 such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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 WASHINGTON D.C. 20210

William W.Gross Director	Division of Wage Determinations	Wage Determination No.: 1994-2288 Revision No.: 16 Date Of Last Revision: 05/21/2002
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States: Minnesota, Wisconsin

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

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

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	10.83
Accounting Clerk II	12.41
Accounting Clerk III	14.20
Accounting Clerk IV	16.66
Court Reporter	16.67
Dispatcher, Motor Vehicle	16.67
Document Preparation Clerk	14.05
Duplicating Machine Operator	12.77
Film/Tape Librarian	12.87
General Clerk I	12.13
General Clerk II	13.42
General Clerk III	14.05
General Clerk IV	16.59
Housing Referral Assistant	16.91
Key Entry Operator I	12.39
Key Entry Operator II	13.81
Messenger (Courier)	10.60
Order Clerk I	12.40
Order Clerk II	14.39
Personnel Assistant (Employment) I	12.57
Personnel Assistant (Employment) II	14.99
Personnel Assistant (Employment) III	17.19
Personnel Assistant (Employment) IV	19.54
Production Control Clerk	17.25
Rental Clerk	13.41
Scheduler, Maintenance	14.71
Secretary I	14.71
Secretary II	16.00
Secretary III	17.96
Secretary IV	19.47
Secretary V	23.49
Service Order Dispatcher	15.19
Stenographer I	13.53
Stenographer II	15.19
Supply Technician	19.47
Survey Worker (Interviewer)	15.15
Switchboard Operator-Receptionist	12.81
Test Examiner	16.00
Test Proctor	16.02
Travel Clerk I	10.15
Travel Clerk II	10.94
Travel Clerk III	11.74

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Word Processor I	13.20
Word Processor II	15.64
Word Processor III	16.60
Automatic Data Processing Occupations	
Computer Data Librarian	12.65
Computer Operator I	14.62
Computer Operator II	16.52
Computer Operator III	18.79
Computer Operator IV	21.03
Computer Operator V	23.43
Computer Programmer I (1)	20.10
Computer Programmer II (1)	23.54
Computer Programmer III (1)	26.49
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	27.62
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	14.62
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	23.66
Automotive Glass Installer	18.20
Automotive Worker	18.98
Electrician, Automotive	19.80
Mobile Equipment Servicer	16.68
Motor Equipment Metal Mechanic	20.57
Motor Equipment Metal Worker	18.98
Motor Vehicle Mechanic	19.73
Motor Vehicle Mechanic Helper	15.92
Motor Vehicle Upholstery Worker	17.63
Motor Vehicle Wrecker	18.98
Painter, Automotive	18.99
Radiator Repair Specialist	18.79
Tire Repairer	16.12
Transmission Repair Specialist	20.57
Food Preparation and Service Occupations	
Baker	13.30
Cook I	12.22
Cook II	13.30
Dishwasher	9.93
Food Service Worker	9.93
Meat Cutter	15.30
Waiter/Waitress	10.54
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	18.83
Furniture Handler	15.26
Furniture Refinisher	18.83
Furniture Refinisher Helper	16.92
Furniture Repairer, Minor	18.54
Upholsterer	18.83
General Services and Support Occupations	
Cleaner, Vehicles	9.93
Elevator Operator	11.42
Gardener	12.77
House Keeping Aid I	9.32
House Keeping Aid II	11.42
Janitor	11.42
Laborer, Grounds Maintenance	11.23
Maid or Houseman	9.32
Pest Controller	12.69
Refuse Collector	11.42
Tractor Operator	12.25
Window Cleaner	12.21
Health Occupations	
Dental Assistant	14.14
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.14

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Licensed Practical Nurse I	11.26
Licensed Practical Nurse II	12.64
Licensed Practical Nurse III	14.14
Medical Assistant	12.55
Medical Laboratory Technician	12.64
Medical Record Clerk	11.49
Medical Record Technician	13.84
Nursing Assistant I	8.57
Nursing Assistant II	9.74
Nursing Assistant III	10.23
Nursing Assistant IV	11.33
Pharmacy Technician	13.55
Phlebotomist	12.64
Registered Nurse I	16.52
Registered Nurse II	20.20
Registered Nurse II, Specialist	20.20
Registered Nurse III	24.45
Registered Nurse III, Anesthetist	24.45
Registered Nurse IV	29.19
Information and Arts Occupations	
Audiovisual Librarian	17.58
Exhibits Specialist I	16.37
Exhibits Specialist II	20.99
Exhibits Specialist III	24.71
Illustrator I	17.36
Illustrator II	22.26
Illustrator III	26.20
Librarian	22.62
Library Technician	15.54
Photographer I	16.96
Photographer II	18.28
Photographer III	23.44
Photographer IV	27.59
Photographer V	30.45
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	8.79
Counter Attendant	8.79
Dry Cleaner	10.65
Finisher, Flatwork, Machine	8.79
Presser, Hand	8.79
Presser, Machine, Drycleaning	8.79
Presser, Machine, Shirts	8.79
Presser, Machine, Wearing Apparel, Laundry	8.79
Sewing Machine Operator	11.35
Tailor	12.07
Washer, Machine	9.78
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	17.98
Tool and Die Maker	22.81
Material Handling and Packing Occupations	
Forklift Operator	16.12
Fuel Distribution System Operator	18.69
Material Coordinator	20.31
Material Expediter	20.31
Material Handling Laborer	16.04
Order Filler	13.50
Production Line Worker (Food Processing)	16.40
Shipping Packer	15.31
Shipping/Receiving Clerk	13.92
Stock Clerk (Shelf Stocker; Store Worker II)	14.37
Store Worker I	11.42
Tools and Parts Attendant	16.40
Warehouse Specialist	18.67
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	20.97

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Aircraft Mechanic Helper	16.92
Aircraft Quality Control Inspector	21.78
Aircraft Servicer	18.54
Aircraft Worker	19.34
Appliance Mechanic	20.17
Bicycle Repairer	17.12
Cable Splicer	24.27
Carpenter, Maintenance	20.76
Carpet Layer	21.25
Electrician, Maintenance	25.03
Electronics Technician, Maintenance I	18.79
Electronics Technician, Maintenance II	21.10
Electronics Technician, Maintenance III	23.90
Fabric Worker	18.54
Fire Alarm System Mechanic	20.97
Fire Extinguisher Repairer	17.72
Fuel Distribution System Mechanic	20.97
General Maintenance Worker	19.34
Heating, Refrigeration and Air Conditioning Mechanic	20.97
Heavy Equipment Mechanic	20.97
Heavy Equipment Operator	22.18
Instrument Mechanic	20.97
Laborer	10.52
Locksmith	20.17
Machinery Maintenance Mechanic	20.87
Machinist, Maintenance	19.98
Maintenance Trades Helper	14.72
Millwright	23.07
Office Appliance Repairer	20.17
Painter, Aircraft	20.17
Painter, Maintenance	21.49
Pipefitter, Maintenance	25.87
Plumber, Maintenance	21.72
Pneudraulic Systems Mechanic	20.97
Rigger	23.07
Scale Mechanic	19.34
Sheet-Metal Worker, Maintenance	20.36
Small Engine Mechanic	19.34
Telecommunication Mechanic I	20.97
Telecommunication Mechanic II	21.17
Telephone Lineman	20.97
Welder, Combination, Maintenance	18.70
Well Driller	20.97
Woodcraft Worker	20.97
Woodworker	17.72
Miscellaneous Occupations	
Animal Caretaker	11.12
Carnival Equipment Operator	12.15
Carnival Equipment Repairer	12.21
Carnival Worker	9.93
Cashier	8.69
Desk Clerk	10.62
Embalmer	19.47
Lifeguard	10.14
Mortician	19.47
Park Attendant (Aide)	12.15
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.15
Recreation Specialist	14.71
Recycling Worker	13.34
Sales Clerk	10.14
School Crossing Guard (Crosswalk Attendant)	9.93
Sport Official	10.14
Survey Party Chief (Chief of Party)	22.13
Surveying Aide	14.69
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	16.90

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Swimming Pool Operator	14.63
Vending Machine Attendant	12.76
Vending Machine Repairer	14.63
Vending Machine Repairer Helper	12.76
Personal Needs Occupations	
Child Care Attendant	9.55
Child Care Center Clerk	13.55
Chore Aid	9.32
Homemaker	15.06
Plant and System Operation Occupations	
Boiler Tender	20.97
Sewage Plant Operator	20.17
Stationary Engineer	20.97
Ventilation Equipment Tender	16.92
Water Treatment Plant Operator	20.17
Protective Service Occupations	
Alarm Monitor	13.92
Corrections Officer	17.05
Court Security Officer	20.60
Detention Officer	19.08
Firefighter	17.79
Guard I	10.26
Guard II	14.20
Police Officer	24.14
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	21.30
Hatch Tender	21.30
Line Handler	21.30
Stevedore I	20.54
Stevedore II	22.22
Technical Occupations	
Air Traffic Control Specialist, Center (2)	28.05
Air Traffic Control Specialist, Station (2)	19.34
Air Traffic Control Specialist, Terminal (2)	21.29
Archeological Technician I	19.12
Archeological Technician II	21.44
Archeological Technician III	26.55
Cartographic Technician	24.14
Civil Engineering Technician	22.14
Computer Based Training (CBT) Specialist/ Instructor	28.77
Drafter I	13.89
Drafter II	19.21
Drafter III	20.69
Drafter IV	26.55
Engineering Technician I	16.04
Engineering Technician II	18.94
Engineering Technician III	21.16
Engineering Technician IV	25.86
Engineering Technician V	27.42
Engineering Technician VI	34.43
Environmental Technician	19.63
Flight Simulator/Instructor (Pilot)	28.52
Graphic Artist	24.15
Instructor	21.12
Laboratory Technician	16.15
Mathematical Technician	20.44
Paralegal/Legal Assistant I	18.48
Paralegal/Legal Assistant II	23.28
Paralegal/Legal Assistant III	24.68
Paralegal/Legal Assistant IV	29.93
Photooptics Technician	24.89
Technical Writer	25.48
Unexploded (UXO) Safety Escort	18.42
Unexploded (UXO) Sweep Personnel	18.42
Unexploded Ordnance (UXO) Technician I	18.42

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Unexploded Ordnance (UXO) Technician II	22.28
Unexploded Ordnance (UXO) Technician III	26.71
Weather Observer, Combined Upper Air and Surface Programs (3)	19.37
Weather Observer, Senior (3)	21.24
Weather Observer, Upper Air (3)	19.37
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	15.18
Parking and Lot Attendant	8.76
Shuttle Bus Driver	15.37
Taxi Driver	12.91
Truckdriver, Heavy Truck	18.56
Truckdriver, Light Truck	14.29
Truckdriver, Medium Truck	17.92
Truckdriver, Tractor-Trailer	18.30

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plan civic and personal leave, severance pay, and savings and thrift plans. Minimum employ 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 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole of continuous service with the present contractor or successor, wherever employed, and 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, Colu 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 communica 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 rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
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a low degree of hazard when working with, or in close proximity to ordnance, (or employ possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential

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

**** NOTES APPLYING TO THIS WAGE DETERMINATION ******Source of Occupational Title and Descriptions:**

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 14 (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 conformance process shall be initiated by the contractor prior to the performance of contract work such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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- 1) When preparing the bid, the contractor identifies the need for a conformed occupation and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order (pro classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of 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 on 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).
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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 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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1444 should be prepared for each wage determination to which a class(es) is to be conformed.

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

OCCUPATION NOTES:

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

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either 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 \$.67 cents per day). However, in those instances where the uniforms furnished are made "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 Government contract, by the contractor, by law, or by the nature of the work, there is 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 contract officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 14 (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 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

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Unexploded Ordnance (UXO) Technician III	26.41
Weather Observer, Combined Upper Air and Surface Programs (3)	17.91
Weather Observer, Senior (3)	21.41
Weather Observer, Upper Air (3)	17.91
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	16.10
Parking and Lot Attendant	7.86
Shuttle Bus Driver	12.62
Taxi Driver	9.52
Truckdriver, Heavy Truck	16.84
Truckdriver, Light Truck	12.62
Truckdriver, Medium Truck	16.10
Truckdriver, Tractor-Trailer	17.86

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plan civic and personal leave, severance pay, and savings and thrift plans. Minimum employ 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 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole of continuous service with the present contractor or successor, wherever employed, and 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, Colu 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 communica 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 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 reg tour of duty, you will earn a night differential and receive an additional 10% of basi 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 ra 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 considered overtime work).

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

A 4 percent differential is applicable to employees employed in a position that repres a low degree of hazard when working with, or in close proximity to ordance, (or employ

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Vending Machine Attendant	11.50
Vending Machine Repairer	13.19
Vending Machine Repairer Helper	11.50
Personal Needs Occupations	
Child Care Attendant	10.13
Child Care Center Clerk	12.64
Chore Aid	7.78
Homemaker	14.24
Plant and System Operation Occupations	
Boiler Tender	19.36
Sewage Plant Operator	18.73
Stationary Engineer	19.36
Ventilation Equipment Tender	16.56
Water Treatment Plant Operator	18.73
Protective Service Occupations	
Alarm Monitor	12.34
Corrections Officer	17.95
Court Security Officer	17.95
Detention Officer	17.95
Firefighter	16.16
Guard I	8.58
Guard II	14.83
Police Officer	19.73
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	16.72
Hatch Tender	16.72
Line Handler	16.72
Stevedore I	15.57
Stevedore II	16.95
Technical Occupations	
Air Traffic Control Specialist, Center (2)	28.65
Air Traffic Control Specialist, Station (2)	19.76
Air Traffic Control Specialist, Terminal (2)	21.77
Archeological Technician I	10.44
Archeological Technician II	11.68
Archeological Technician III	14.47
Cartographic Technician	19.84
Civil Engineering Technician	18.88
Computer Based Training (CBT) Specialist/ Instructor	25.20
Drafter I	11.13
Drafter II	13.85
Drafter III	17.49
Drafter IV	22.26
Engineering Technician I	13.89
Engineering Technician II	15.61
Engineering Technician III	18.04
Engineering Technician IV	20.98
Engineering Technician V	25.23
Engineering Technician VI	29.73
Environmental Technician	18.93
Flight Simulator/Instructor (Pilot)	25.49
Graphic Artist	20.49
Instructor	20.24
Laboratory Technician	15.06
Mathematical Technician	19.03
Paralegal/Legal Assistant I	14.93
Paralegal/Legal Assistant II	19.04
Paralegal/Legal Assistant III	23.31
Paralegal/Legal Assistant IV	28.19
Photooptics Technician	20.49
Technical Writer	20.67
Unexploded (UXO) Safety Escort	18.21
Unexploded (UXO) Sweep Personnel	18.21
Unexploded Ordnance (UXO) Technician I	18.21
Unexploded Ordnance (UXO) Technician II	22.04

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Aircraft Quality Control Inspector	20.07
Aircraft Servicer	17.21
Aircraft Worker	18.02
Appliance Mechanic	18.73
Bicycle Repairer	15.89
Cable Splicer	20.49
Carpenter, Maintenance	18.73
Carpet Layer	18.02
Electrician, Maintenance	21.69
Electronics Technician, Maintenance I	15.89
Electronics Technician, Maintenance II	20.26
Electronics Technician, Maintenance III	26.29
Fabric Worker	17.21
Fire Alarm System Mechanic	19.36
Fire Extinguisher Repairer	16.45
Fuel Distribution System Mechanic	17.89
General Maintenance Worker	18.02
Heating, Refrigeration and Air Conditioning Mechanic	19.36
Heavy Equipment Mechanic	19.36
Heavy Equipment Operator	19.79
Instrument Mechanic	19.36
Laborer	13.23
Locksmith	18.73
Machinery Maintenance Mechanic	20.75
Machinist, Maintenance	19.29
Maintenance Trades Helper	15.71
Millwright	22.26
Office Appliance Repairer	18.73
Painter, Aircraft	18.73
Painter, Maintenance	18.73
Pipefitter, Maintenance	22.65
Plumber, Maintenance	20.49
Pneudraulic Systems Mechanic	19.36
Rigger	19.36
Scale Mechanic	18.02
Sheet-Metal Worker, Maintenance	19.36
Small Engine Mechanic	18.02
Telecommunication Mechanic I	19.36
Telecommunication Mechanic II	20.06
Telephone Lineman	19.36
Welder, Combination, Maintenance	19.36
Well Driller	19.36
Woodcraft Worker	19.36
Woodworker	16.45
Miscellaneous Occupations	
Animal Caretaker	9.42
Carnival Equipment Operator	10.00
Carnival Equipment Repairer	10.46
Carnival Worker	8.25
Cashier	8.28
Desk Clerk	10.13
Embalmer	18.55
Lifeguard	9.57
Mortician	20.41
Park Attendant (Aide)	12.02
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.03
Recreation Specialist	14.04
Recycling Worker	11.00
Sales Clerk	9.06
School Crossing Guard (Crosswalk Attendant)	9.08
Sport Official	9.57
Survey Party Chief (Chief of Party)	15.23
Surveying Aide	8.78
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.19
Swimming Pool Operator	13.19

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Licensed Practical Nurse II	12.36
Licensed Practical Nurse III	13.83
Medical Assistant	10.88
Medical Laboratory Technician	12.36
Medical Record Clerk	11.40
Medical Record Technician	13.54
Nursing Assistant I	7.71
Nursing Assistant II	8.66
Nursing Assistant III	9.46
Nursing Assistant IV	10.61
Pharmacy Technician	12.11
Phlebotomist	12.36
Registered Nurse I	17.13
Registered Nurse II	20.97
Registered Nurse II, Specialist	20.97
Registered Nurse III	25.37
Registered Nurse III, Anesthetist	25.37
Registered Nurse IV	30.38
Information and Arts Occupations	
Audiovisual Librarian	16.56
Exhibits Specialist I	16.11
Exhibits Specialist II	18.75
Exhibits Specialist III	21.61
Illustrator I	16.32
Illustrator II	18.99
Illustrator III	21.88
Librarian	22.24
Library Technician	12.98
Photographer I	13.24
Photographer II	16.73
Photographer III	19.47
Photographer IV	22.44
Photographer V	26.18
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.65
Counter Attendant	7.65
Dry Cleaner	9.61
Finisher, Flatwork, Machine	7.65
Presser, Hand	7.65
Presser, Machine, Drycleaning	7.65
Presser, Machine, Shirts	7.65
Presser, Machine, Wearing Apparel, Laundry	7.65
Sewing Machine Operator	10.26
Tailor	10.91
Washer, Machine	8.30
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	18.82
Tool and Die Maker	21.52
Material Handling and Packing Occupations	
Forklift Operator	14.79
Fuel Distribution System Operator	17.40
Material Coordinator	14.89
Material Expediter	14.89
Material Handling Laborer	12.07
Order Filler	11.02
Production Line Worker (Food Processing)	13.60
Shipping Packer	14.23
Shipping/Receiving Clerk	14.23
Stock Clerk (Shelf Stocker; Store Worker II)	15.67
Store Worker I	11.46
Tools and Parts Attendant	14.95
Warehouse Specialist	14.17
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	19.36
Aircraft Mechanic Helper	15.71

Item No. 05, Cleveland, OH

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Word Processor II	15.75
Word Processor III	17.17
Automatic Data Processing Occupations	
Computer Data Librarian	10.31
Computer Operator I	10.16
Computer Operator II	13.36
Computer Operator III	15.83
Computer Operator IV	18.92
Computer Operator V	20.96
Computer Programmer I (1)	16.82
Computer Programmer II (1)	18.80
Computer Programmer III (1)	23.86
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	25.92
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	11.09
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	19.36
Automotive Glass Installer	18.02
Automotive Worker	18.02
Electrician, Automotive	18.73
Mobile Equipment Servicer	16.45
Motor Equipment Metal Mechanic	19.36
Motor Equipment Metal Worker	18.02
Motor Vehicle Mechanic	19.36
Motor Vehicle Mechanic Helper	15.71
Motor Vehicle Upholstery Worker	17.21
Motor Vehicle Wrecker	18.02
Painter, Automotive	18.73
Radiator Repair Specialist	18.02
Tire Repairer	15.89
Transmission Repair Specialist	19.36
Food Preparation and Service Occupations	
Baker	11.47
Cook I	10.46
Cook II	11.47
Dishwasher	8.58
Food Service Worker	8.44
Meat Cutter	12.84
Waiter/Waitress	9.04
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	18.73
Furniture Handler	13.89
Furniture Refinisher	18.73
Furniture Refinisher Helper	15.71
Furniture Repairer, Minor	17.22
Upholsterer	18.73
General Services and Support Occupations	
Cleaner, Vehicles	9.08
Elevator Operator	9.96
Gardener	11.51
House Keeping Aid I	8.25
House Keeping Aid II	9.49
Janitor	9.96
Laborer, Grounds Maintenance	9.99
Maid or Houseman	7.86
Pest Controller	13.22
Refuse Collector	9.08
Tractor Operator	11.30
Window Cleaner	10.68
Health Occupations	
Dental Assistant	13.40
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	11.02

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Item No. 05, Cleveland, OH

94-2416 OH, CLEVELAND

06/04/02

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
 WASHINGTON D.C. 20210

William W.Gross
 Director

Division of
 Wage Determinations

Wage Determination No.: 1994-2416
 Revision No.: 17
 Date Of Last Revision: 05/28/2002

State: Ohio

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.09
Accounting Clerk II	11.57
Accounting Clerk III	12.97
Accounting Clerk IV	15.12
Court Reporter	16.67
Dispatcher, Motor Vehicle	13.17
Document Preparation Clerk	11.84
Duplicating Machine Operator	11.84
Film/Tape Librarian	11.52
General Clerk I	8.26
General Clerk II	9.39
General Clerk III	11.01
General Clerk IV	13.21
Housing Referral Assistant	16.69
Key Entry Operator I	9.08
Key Entry Operator II	10.90
Messenger (Courier)	8.17
Order Clerk I	10.88
Order Clerk II	12.93
Personnel Assistant (Employment) I	11.49
Personnel Assistant (Employment) II	12.91
Personnel Assistant (Employment) III	15.15
Personnel Assistant (Employment) IV	17.04
Production Control Clerk	15.16
Rental Clerk	11.52
Scheduler, Maintenance	12.97
Secretary I	12.97
Secretary II	14.93
Secretary III	16.69
Secretary IV	18.23
Secretary V	21.29
Service Order Dispatcher	11.52
Stenographer I	11.80
Stenographer II	12.97
Supply Technician	18.23
Survey Worker (Interviewer)	12.98
Switchboard Operator-Receptionist	11.42
Test Examiner	14.93
Test Proctor	14.93
Travel Clerk I	10.24
Travel Clerk II	10.98
Travel Clerk III	11.79
Word Processor I	11.07

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Item No. 06, Dallas, TX

94-2510 TX, DALLAS

05/21/02

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
 WASHINGTON D.C. 20210

William W. Gross
 Director

Division of
 Wage Determinations

Wage Determination No.: 1994-2510
 Revision No.: 18
 Date Of Last Revision: 05/10/2002

State: Texas

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	10.09
Accounting Clerk II	11.24
Accounting Clerk III	12.86
Accounting Clerk IV	15.10
Court Reporter	15.10
Dispatcher, Motor Vehicle	15.33
Document Preparation Clerk	11.55
Duplicating Machine Operator	11.24
Film/Tape Librarian	11.37
General Clerk I	9.10
General Clerk II	9.43
General Clerk III	11.23
General Clerk IV	12.68
Housing Referral Assistant	17.29
Key Entry Operator I	10.27
Key Entry Operator II	11.55
Messenger (Courier)	8.19
Order Clerk I	10.24
Order Clerk II	13.18
Personnel Assistant (Employment) I	10.21
Personnel Assistant (Employment) II	12.21
Personnel Assistant (Employment) III	14.49
Personnel Assistant (Employment) IV	17.93
Production Control Clerk	17.29
Rental Clerk	12.86
Scheduler, Maintenance	12.86
Secretary I	12.86
Secretary II	15.10
Secretary III	17.29
Secretary IV	19.18
Secretary V	23.38
Service Order Dispatcher	12.86
Stenographer I	12.72
Stenographer II	13.55
Supply Technician	19.18
Survey Worker (Interviewer)	13.39
Switchboard Operator-Receptionist	10.40
Test Examiner	15.10
Test Proctor	15.10
Travel Clerk I	11.61
Travel Clerk II	12.50
Travel Clerk III	13.40
Word Processor I	11.24

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Word Processor II	12.94
Word Processor III	15.10
Automatic Data Processing Occupations	
Computer Data Librarian	9.83
Computer Operator I	12.20
Computer Operator II	14.58
Computer Operator III	18.07
Computer Operator IV	20.27
Computer Operator V	22.90
Computer Programmer I (1)	14.76
Computer Programmer II (1)	18.81
Computer Programmer III (1)	21.76
Computer Programmer IV (1)	27.12
Computer Systems Analyst I (1)	13.86
Computer Systems Analyst II (1)	17.27
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	10.53
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	17.58
Automotive Glass Installer	16.02
Automotive Worker	16.02
Electrician, Automotive	16.85
Mobile Equipment Servicer	14.17
Motor Equipment Metal Mechanic	16.95
Motor Equipment Metal Worker	16.02
Motor Vehicle Mechanic	17.58
Motor Vehicle Mechanic Helper	13.22
Motor Vehicle Upholstery Worker	15.16
Motor Vehicle Wrecker	16.02
Painter, Automotive	16.85
Radiator Repair Specialist	16.02
Tire Repairer	12.44
Transmission Repair Specialist	16.95
Food Preparation and Service Occupations	
Baker	10.24
Cook I	9.05
Cook II	10.24
Dishwasher	6.93
Food Service Worker	8.26
Meat Cutter	11.78
Waiter/Waitress	7.19
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	15.32
Furniture Handler	10.24
Furniture Refinisher	15.32
Furniture Refinisher Helper	12.02
Furniture Repairer, Minor	13.78
Upholsterer	15.32
General Services and Support Occupations	
Cleaner, Vehicles	8.26
Elevator Operator	8.26
Gardener	10.27
House Keeping Aid I	7.02
House Keeping Aid II	7.51
Janitor	8.26
Laborer, Grounds Maintenance	8.84
Maid or Houseman	6.85
Pest Controller	12.13
Refuse Collector	8.26
Tractor Operator	9.45
Window Cleaner	9.10
Health Occupations	
Dental Assistant	13.52
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.12
Licensed Practical Nurse I	13.51

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Licensed Practical Nurse II	15.83
Licensed Practical Nurse III	16.97
Medical Assistant	10.11
Medical Laboratory Technician	11.12
Medical Record Clerk	11.12
Medical Record Technician	13.77
Nursing Assistant I	7.61
Nursing Assistant II	9.09
Nursing Assistant III	9.33
Nursing Assistant IV	10.48
Pharmacy Technician	12.39
Phlebotomist	12.06
Registered Nurse I	17.42
Registered Nurse II	21.32
Registered Nurse II, Specialist	21.32
Registered Nurse III	29.01
Registered Nurse III, Anesthetist	29.01
Registered Nurse IV	34.76
Information and Arts Occupations	
Audiovisual Librarian	18.10
Exhibits Specialist I	16.38
Exhibits Specialist II	20.47
Exhibits Specialist III	24.07
Illustrator I	15.94
Illustrator II	19.92
Illustrator III	23.43
Librarian	25.26
Library Technician	12.17
Photographer I	13.40
Photographer II	15.78
Photographer III	19.72
Photographer IV	23.20
Photographer V	28.06
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.29
Counter Attendant	7.29
Dry Cleaner	9.36
Finisher, Flatwork, Machine	7.29
Presser, Hand	7.29
Presser, Machine, Drycleaning	7.29
Presser, Machine, Shirts	7.29
Presser, Machine, Wearing Apparel, Laundry	7.29
Sewing Machine Operator	9.92
Tailor	11.34
Washer, Machine	8.00
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	15.32
Tool and Die Maker	17.60
Material Handling and Packing Occupations	
Forklift Operator	12.41
Fuel Distribution System Operator	12.88
Material Coordinator	15.75
Material Expediter	15.75
Material Handling Laborer	9.30
Order Filler	9.95
Production Line Worker (Food Processing)	11.69
Shipping Packer	10.70
Shipping/Receiving Clerk	10.70
Stock Clerk (Shelf Stocker; Store Worker II)	12.27
Store Worker I	8.65
Tools and Parts Attendant	12.36
Warehouse Specialist	12.36
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	19.26
Aircraft Mechanic Helper	13.04

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Aircraft Quality Control Inspector	22.74
Aircraft Servicer	14.95
Aircraft Worker	15.80
Appliance Mechanic	15.32
Bicycle Repairer	12.44
Cable Splicer	16.14
Carpenter, Maintenance	15.68
Carpet Layer	14.56
Electrician, Maintenance	17.41
Electronics Technician, Maintenance I	15.24
Electronics Technician, Maintenance II	23.34
Electronics Technician, Maintenance III	24.24
Fabric Worker	13.78
Fire Alarm System Mechanic	16.14
Fire Extinguisher Repairer	12.88
Fuel Distribution System Mechanic	16.14
General Maintenance Worker	14.56
Heating, Refrigeration and Air Conditioning Mechanic	16.14
Heavy Equipment Mechanic	16.14
Heavy Equipment Operator	16.14
Instrument Mechanic	16.14
Laborer	9.68
Locksmith	15.66
Machinery Maintenance Mechanic	17.71
Machinist, Maintenance	15.93
Maintenance Trades Helper	12.02
Millwright	17.75
Office Appliance Repairer	15.32
Painter, Aircraft	17.62
Painter, Maintenance	15.32
Pipefitter, Maintenance	17.73
Plumber, Maintenance	17.62
Pneudraulic Systems Mechanic	16.14
Rigger	16.67
Scale Mechanic	14.56
Sheet-Metal Worker, Maintenance	16.62
Small Engine Mechanic	14.56
Telecommunication Mechanic I	19.47
Telecommunication Mechanic II	20.38
Telephone Lineman	19.40
Welder, Combination, Maintenance	16.14
Well Driller	16.14
Woodcraft Worker	16.14
Woodworker	12.88
Miscellaneous Occupations	
Animal Caretaker	8.95
Carnival Equipment Operator	9.30
Carnival Equipment Repairer	9.56
Carnival Worker	7.18
Cashier	7.96
Desk Clerk	9.75
Embalmer	16.85
Lifeguard	10.82
Mortician	18.23
Park Attendant (Aide)	12.08
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.78
Recreation Specialist	13.52
Recycling Worker	11.07
Sales Clerk	10.34
School Crossing Guard (Crosswalk Attendant)	7.36
Sport Official	9.56
Survey Party Chief (Chief of Party)	18.23
Surveying Aide	10.92
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.00
Swimming Pool Operator	14.98

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Vending Machine Attendant	10.34
Vending Machine Repairer	12.53
Vending Machine Repairer Helper	10.34
Personal Needs Occupations	
Child Care Attendant	9.75
Child Care Center Clerk	12.17
Chore Aid	6.51
Homemaker	15.55
Plant and System Operation Occupations	
Boiler Tender	17.75
Sewage Plant Operator	16.85
Stationary Engineer	17.75
Ventilation Equipment Tender	12.02
Water Treatment Plant Operator	15.32
Protective Service Occupations	
Alarm Monitor	13.42
Corrections Officer	13.65
Court Security Officer	17.42
Detention Officer	15.84
Firefighter	17.15
Guard I	8.84
Guard II	16.68
Police Officer	22.12
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	14.47
Hatch Tender	14.47
Line Handler	14.47
Stevedore I	13.17
Stevedore II	14.65
Technical Occupations	
Air Traffic Control Specialist, Center (2)	28.80
Air Traffic Control Specialist, Station (2)	19.87
Air Traffic Control Specialist, Terminal (2)	21.87
Archeological Technician I	14.37
Archeological Technician II	16.08
Archeological Technician III	21.37
Cartographic Technician	21.89
Civil Engineering Technician	21.37
Computer Based Training (CBT) Specialist/ Instructor	24.22
Drafter I	12.24
Drafter II	13.01
Drafter III	15.94
Drafter IV	21.37
Engineering Technician I	12.42
Engineering Technician II	15.50
Engineering Technician III	16.54
Engineering Technician IV	20.78
Engineering Technician V	24.89
Engineering Technician VI	27.67
Environmental Technician	21.14
Flight Simulator/Instructor (Pilot)	23.65
Graphic Artist	20.96
Instructor	20.75
Laboratory Technician	17.56
Mathematical Technician	21.16
Paralegal/Legal Assistant I	14.78
Paralegal/Legal Assistant II	19.98
Paralegal/Legal Assistant III	24.54
Paralegal/Legal Assistant IV	29.47
Photooptics Technician	19.72
Technical Writer	24.41
Unexploded (UXO) Safety Escort	18.31
Unexploded (UXO) Sweep Personnel	18.31
Unexploded Ordnance (UXO) Technician I	18.31
Unexploded Ordnance (UXO) Technician II	22.15

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Unexploded Ordnance (UXO) Technician III	26.55
Weather Observer, Combined Upper Air and Surface Programs (3)	16.45
Weather Observer, Senior (3)	18.28
Weather Observer, Upper Air	16.45
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	12.72
Parking and Lot Attendant	7.54
Shuttle Bus Driver	11.69
Taxi Driver	9.23
Truckdriver, Heavy Truck	16.37
Truckdriver, Light Truck	10.72
Truckdriver, Medium Truck	14.77
Truckdriver, Tractor-Trailer	16.37

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plan civic and personal leave, severance pay, and savings and thrift plans. Minimum employ 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 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole of continuous service with the present contractor or successor, wherever employed, and 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, Colu 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 communica 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 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 reg tour of duty, you will earn a night differential and receive an additional 10% of basi 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 ra 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 considered overtime work).

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

A 4 percent differential is applicable to employees employed in a position that repres a low degree of hazard when working with, or in close proximity to ordnance, (or employ

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

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either 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 (\$.67 cents per day). However, in those instances where the uniforms furnished are made "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 Government contract, by the contractor, by law, or by the nature of the work, there is 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 contract officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 14 (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 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

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and computes a proposed rate).

2) After contract award, the contractor prepares a written report listing in order pro classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative o employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 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 o action, together with the agency's recommendations and pertinent information including position of the contractor and the employees, to the Wage and Hour Division, Employmen 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 disapp the action via transmittal to the agency contracting officer, or notifies the contract 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 Occupatio (the Directory) should be used to compare job definitions to insure that duties reques are not performed by a classification already listed in the wage determination. Remem it is not the job title, but the required tasks that determine whether a class is incl in an established wage determination. Conformances may not be used to artificially sp combine, or subdivide classifications listed in the wage determination.

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94-2564 WA, SEATTLE

08/20/02

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
 WASHINGTON D.C. 20210

William W.Gross
 Director

Division of
 Wage Determinations

Wage Determination No.: 1994-2564
 Revision No.: 16
 Date Of Last Revision: 08/15/2002

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	10.81
Accounting Clerk II	12.13
Accounting Clerk III	14.11
Accounting Clerk IV	16.28
Court Reporter	14.40
Dispatcher, Motor Vehicle	14.40
Document Preparation Clerk	12.37
Duplicating Machine Operator	12.37
Film/Tape Librarian	13.09
General Clerk I	8.76
General Clerk II	9.71
General Clerk III	13.68
General Clerk IV	15.04
Housing Referral Assistant	16.86
Key Entry Operator I	10.40
Key Entry Operator II	12.69
Messenger (Courier)	9.84
Order Clerk I	11.11
Order Clerk II	14.69
Personnel Assistant (Employment) I	11.55
Personnel Assistant (Employment) II	12.96
Personnel Assistant (Employment) III	14.42
Personnel Assistant (Employment) IV	16.80
Production Control Clerk	17.59
Rental Clerk	12.12
Scheduler, Maintenance	13.94
Secretary I	14.71
Secretary II	13.84
Secretary III	15.39
Secretary IV	19.75
Secretary V	24.91
Service Order Dispatcher	13.05
Stenographer I	12.96
Stenographer II	14.79
Supply Technician	19.90
Survey Worker (Interviewer)	14.16
Switchboard Operator-Receptionist	10.94
Test Examiner	14.40
Test Proctor	14.40
Travel Clerk I	11.10
Travel Clerk II	11.95
Travel Clerk III	12.62
Word Processor I	12.37
Word Processor II	14.79

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Word Processor III	18.65
Automatic Data Processing Occupations	
Computer Data Librarian	12.65
Computer Operator I	13.61
Computer Operator II	14.63
Computer Operator III	17.60
Computer Operator IV	19.89
Computer Operator V	22.02
Computer Programmer I (1)	14.08
Computer Programmer II (1)	18.02
Computer Programmer III (1)	24.05
Computer Programmer IV (1)	25.04
Computer Systems Analyst I (1)	23.36
Computer Systems Analyst II (1)	26.42
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	14.70
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	21.30
Automotive Glass Installer	19.94
Automotive Worker	19.94
Electrician, Automotive	20.60
Mobile Equipment Servicer	18.61
Motor Equipment Metal Mechanic	21.30
Motor Equipment Metal Worker	19.94
Motor Vehicle Mechanic	21.24
Motor Vehicle Mechanic Helper	17.93
Motor Vehicle Upholstery Worker	19.28
Motor Vehicle Wrecker	19.94
Painter, Automotive	20.60
Radiator Repair Specialist	19.94
Tire Repairer	16.61
Transmission Repair Specialist	21.30
Food Preparation and Service Occupations	
Baker	12.65
Cook I	11.03
Cook II	11.82
Dishwasher	9.55
Food Service Worker	9.38
Meat Cutter	14.95
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	10.33
Elevator Operator	10.38
Gardener	12.10
House Keeping Aid I	8.97
House Keeping Aid II	10.12
Janitor	10.38
Laborer, Grounds Maintenance	11.83
Maid or Houseman	8.97
Pest Controller	13.39
Refuse Collector	10.79
Tractor Operator	12.23
Window Cleaner	10.89
Health Occupations	
Dental Assistant	13.44
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.23
Licensed Practical Nurse I	13.30
Licensed Practical Nurse II	14.93

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Licensed Practical Nurse III	16.71
Medical Assistant	11.94
Medical Laboratory Technician	13.13
Medical Record Clerk	12.97
Medical Record Technician	14.57
Nursing Assistant I	7.54
Nursing Assistant II	9.28
Nursing Assistant III	10.62
Nursing Assistant IV	12.55
Pharmacy Technician	13.43
Phlebotomist	10.89
Registered Nurse I	20.30
Registered Nurse II	24.76
Registered Nurse II, Specialist	24.76
Registered Nurse III	29.43
Registered Nurse III, Anesthetist	29.43
Registered Nurse IV	32.95
Information and Arts Occupations	
Audiovisual Librarian	15.88
Exhibits Specialist I	17.94
Exhibits Specialist II	20.46
Exhibits Specialist III	25.16
Illustrator I	17.52
Illustrator II	19.98
Illustrator III	24.58
Librarian	24.06
Library Technician	14.86
Photographer I	14.55
Photographer II	18.36
Photographer III	20.53
Photographer IV	25.25
Photographer V	31.04
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	8.15
Counter Attendant	8.15
Dry Cleaner	10.35
Finisher, Flatwork, Machine	8.15
Presser, Hand	8.15
Presser, Machine, Drycleaning	8.15
Presser, Machine, Shirts	8.15
Presser, Machine, Wearing Apparel, Laundry	8.15
Sewing Machine Operator	11.09
Tailor	11.83
Washer, Machine	8.88
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	17.65
Fuel Distribution System Operator	18.70
Material Coordinator	18.01
Material Expediter	18.01
Material Handling Laborer	15.16
Order Filler	11.48
Production Line Worker (Food Processing)	15.63
Shipping Packer	14.33
Shipping/Receiving Clerk	14.33
Stock Clerk (Shelf Stocker; Store Worker II)	15.07
Store Worker I	12.36
Tools and Parts Attendant	18.57
Warehouse Specialist	16.71
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	21.71
Aircraft Mechanic Helper	18.25
Aircraft Quality Control Inspector	27.53

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Aircraft Servicer	19.54
Aircraft Worker	20.41
Appliance Mechanic	21.06
Bicycle Repairer	18.25
Cable Splicer	25.98
Carpenter, Maintenance	21.66
Carpet Layer	24.05
Electrician, Maintenance	25.80
Electronics Technician, Maintenance I	21.05
Electronics Technician, Maintenance II	22.59
Electronics Technician, Maintenance III	27.85
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	22.88
Heavy Equipment Mechanic	21.71
Heavy Equipment Operator	23.43
Instrument Mechanic	21.71
Laborer	11.17
Locksmith	20.96
Machinery Maintenance Mechanic	21.75
Machinist, Maintenance	20.97
Maintenance Trades Helper	17.93
Millwright	24.28
Office Appliance Repairer	21.06
Painter, Aircraft	21.06
Painter, Maintenance	21.06
Pipefitter, Maintenance	25.13
Plumber, Maintenance	23.38
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	10.90
Carnival Equipment Operator	10.66
Carnival Equipment Repairer	11.07
Carnival Worker	9.38
Cashier	10.49
Desk Clerk	10.81
Embalmer	20.16
Lifeguard	9.70
Mortician	19.34
Park Attendant (Aide)	12.18
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.92
Recreation Specialist	14.96
Recycling Worker	12.29
Sales Clerk	12.14
School Crossing Guard (Crosswalk Attendant)	10.16
Sport Official	10.04
Survey Party Chief (Chief of Party)	21.28
Surveying Aide	12.26
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	16.80
Swimming Pool Operator	14.18
Vending Machine Attendant	13.52

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Vending Machine Repairer	13.64
Vending Machine Repairer Helper	13.52
Personal Needs Occupations	
Child Care Attendant	8.83
Child Care Center Clerk	11.01
Chore Aid	9.06
Homemaker	15.35
Plant and System Operation Occupations	
Boiler Tender	23.01
Sewage Plant Operator	22.35
Stationary Engineer	23.01
Ventilation Equipment Tender	18.25
Water Treatment Plant Operator	23.20
Protective Service Occupations	
Alarm Monitor	15.95
Corrections Officer	18.69
Court Security Officer	23.51
Detention Officer	23.51
Firefighter	23.53
Guard I	8.56
Guard II	15.40
Police Officer	23.48
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	17.39
Hatch Tender	17.39
Line Handler	17.39
Stevedore I	15.28
Stevedore II	16.33
Technical Occupations	
Air Traffic Control Specialist, Center (2)	29.03
Air Traffic Control Specialist, Station (2)	20.02
Air Traffic Control Specialist, Terminal (2)	22.05
Archeological Technician I	15.83
Archeological Technician II	17.71
Archeological Technician III	21.93
Cartographic Technician	21.52
Civil Engineering Technician	22.12
Computer Based Training (CBT) Specialist/ Instructor	23.42
Drafter I	13.24
Drafter II	15.55
Drafter III	20.19
Drafter IV	21.93
Engineering Technician I	14.80
Engineering Technician II	16.61
Engineering Technician III	19.95
Engineering Technician IV	24.62
Engineering Technician V	29.65
Engineering Technician VI	35.87
Environmental Technician	19.26
Flight Simulator/Instructor (Pilot)	26.42
Graphic Artist	23.71
Instructor	19.36
Laboratory Technician	16.13
Mathematical Technician	20.53
Paralegal/Legal Assistant I	14.31
Paralegal/Legal Assistant II	17.66
Paralegal/Legal Assistant III	19.49
Paralegal/Legal Assistant IV	26.11
Photooptics Technician	20.53
Technical Writer	22.52
Unexploded (UXO) Safety Escort	18.45
Unexploded (UXO) Sweep Personnel	18.45
Unexploded Ordnance (UXO) Technician I	18.45
Unexploded Ordnance (UXO) Technician II	22.32
Unexploded Ordnance (UXO) Technician III	26.76

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Weather Observer, Combined Upper Air and Surface Programs (3)	18.32
Weather Observer, Senior (3)	20.48
Weather Observer, Upper Air (3)	18.32
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	16.95
Parking and Lot Attendant	9.33
Shuttle Bus Driver	11.29
Taxi Driver	8.98
Truckdriver, Heavy Truck	17.54
Truckdriver, Light Truck	10.26
Truckdriver, Medium Truck	17.28
Truckdriver, Tractor-Trailer	17.54

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**** 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 contract officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 14 (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 such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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2) After contract award, the contractor prepares a written report listing in order pro classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), includ information regarding the agreement or disagreement of the authorized representative o employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 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 o action, together with the agency's recommendations and pertinent information including position of the contractor and the employees, to the Wage and Hour Division, Employmen 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 disapp the action via transmittal to the agency contracting officer, or notifies the contract 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 Occupatio (the Directory) should be used to compare job definitions to insure that duties reques are not performed by a classification already listed in the wage determination. Remem it is not the job title, but the required tasks that determine whether a class is incl in an established wage determination. Conformances may not be used to artificially sp combine, or subdivide classifications listed in the wage determination.

Solicitation 001-M-APHIS-03

End of Attachment