



01420 - Survey Worker (Interviewer)	15.85
01460 - Switchboard Operator-Receptionist	13.40
01510 - Test Examiner	19.21
01520 - Test Proctor	19.21
01531 - Travel Clerk I	12.64
01532 - Travel Clerk II	13.72
01533 - Travel Clerk III	14.84
01611 - Word Processor I	13.27
01612 - Word Processor II	14.89
01613 - Word Processor III	16.62
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	15.03
03041 - Computer Operator I	16.53
03042 - Computer Operator II	17.24
03043 - Computer Operator III	21.11
03044 - Computer Operator IV	23.54
03045 - Computer Operator V	26.08
03071 - Computer Programmer I (1)	19.67
03072 - Computer Programmer II (1)	23.39
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.37
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	16.53
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	22.38
05010 - Automotive Glass Installer	22.49
05040 - Automotive Worker	22.49
05070 - Electrician, Automotive	22.47
05100 - Mobile Equipment Servicer	20.54
05130 - Motor Equipment Metal Mechanic	24.46
05160 - Motor Equipment Metal Worker	22.49
05190 - Motor Vehicle Mechanic	24.48
05220 - Motor Vehicle Mechanic Helper	19.81
05250 - Motor Vehicle Upholstery Worker	21.52
05280 - Motor Vehicle Wrecker	22.49
05310 - Painter, Automotive	23.62
05340 - Radiator Repair Specialist	22.49
05370 - Tire Repairer	17.92
05400 - Transmission Repair Specialist	24.63
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	10.40
07010 - Baker	12.59
07041 - Cook I	11.57
07042 - Cook II	12.59
07070 - Dishwasher	9.45
07130 - Meat Cutter	16.37
07250 - Waiter/Waitress	9.98
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	20.95
09040 - Furniture Handler	15.93
09070 - Furniture Refinisher	20.95
09100 - Furniture Refinisher Helper	17.68
09110 - Furniture Repairer, Minor	19.20
09130 - Upholsterer	20.95
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.59
11060 - Elevator Operator	11.57
11090 - Gardener	13.95

11121 - House Keeping Aid I	11.21
11122 - House Keeping Aid II	11.96
11150 - Janitor	12.41
11210 - Laborer, Grounds Maintenance	12.59
11240 - Maid or Houseman	11.21
11270 - Pest Controller	14.02
11300 - Refuse Collector	11.96
11330 - Tractor Operator	14.95
11360 - Window Cleaner	12.22
12000 - Health Occupations	
12020 - Dental Assistant	14.85
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.72
12071 - Licensed Practical Nurse I	10.53
12072 - Licensed Practical Nurse II	16.83
12073 - Licensed Practical Nurse III	18.85
12100 - Medical Assistant	12.98
12130 - Medical Laboratory Technician	14.28
12160 - Medical Record Clerk	13.04
12190 - Medical Record Technician	14.92
12221 - Nursing Assistant I	7.83
12222 - Nursing Assistant II	9.12
12223 - Nursing Assistant III	10.11
12224 - Nursing Assistant IV	11.32
12250 - Pharmacy Technician	12.79
12280 - Phlebotomist	11.30
12311 - Registered Nurse I	17.99
12312 - Registered Nurse II	26.88
12313 - Registered Nurse II, Specialist	26.88
12314 - Registered Nurse III	32.53
12315 - Registered Nurse III, Anesthetist	32.53
12316 - Registered Nurse IV	38.87
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	23.59
13011 - Exhibits Specialist I	19.70
13012 - Exhibits Specialist II	24.34
13013 - Exhibits Specialist III	26.47
13041 - Illustrator I	17.06
13042 - Illustrator II	21.07
13043 - Illustrator III	22.92
13047 - Librarian	26.65
13050 - Library Technician	15.85
13071 - Photographer I	19.12
13072 - Photographer II	19.35
13073 - Photographer III	23.90
13074 - Photographer IV	26.00
13075 - Photographer V	31.05
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.81
15030 - Counter Attendant	8.81
15040 - Dry Cleaner	11.00
15070 - Finisher, Flatwork, Machine	8.81
15090 - Presser, Hand	8.81
15100 - Presser, Machine, Drycleaning	8.81
15130 - Presser, Machine, Shirts	8.81
15160 - Presser, Machine, Wearing Apparel, Laundry	8.81
15190 - Sewing Machine Operator	11.68
15220 - Tailor	12.35
15250 - Washer, Machine	9.64
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.22

19040 - Tool and Die Maker	27.34
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	16.97
21020 - Material Coordinator	17.74
21030 - Material Expediter	17.74
21040 - Material Handling Laborer	11.22
21050 - Order Filler	12.45
21071 - Forklift Operator	15.63
21080 - Production Line Worker (Food Processing)	16.77
21100 - Shipping/Receiving Clerk	12.89
21130 - Shipping Packer	13.34
21140 - Store Worker I	11.69
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	14.60
21210 - Tools and Parts Attendant	18.10
21400 - Warehouse Specialist	18.10
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	21.74
23040 - Aircraft Mechanic Helper	18.78
23050 - Aircraft Quality Control Inspector	26.11
23060 - Aircraft Servicer	20.39
23070 - Aircraft Worker	21.32
23100 - Appliance Mechanic	20.95
23120 - Bicycle Repairer	17.92
23125 - Cable Splicer	28.55
23130 - Carpenter, Maintenance	26.29
23140 - Carpet Layer	20.07
23160 - Electrician, Maintenance	28.33
23181 - Electronics Technician, Maintenance I	15.18
23182 - Electronics Technician, Maintenance II	23.05
23183 - Electronics Technician, Maintenance III	24.00
23260 - Fabric Worker	19.20
23290 - Fire Alarm System Mechanic	23.66
23310 - Fire Extinguisher Repairer	18.55
23340 - Fuel Distribution System Mechanic	23.66
23370 - General Maintenance Worker	17.74
23400 - Heating, Refrigeration and Air Conditioning Mechanic	23.66
23430 - Heavy Equipment Mechanic	23.66
23440 - Heavy Equipment Operator	24.81
23460 - Instrument Mechanic	23.66
23470 - Laborer	12.49
23500 - Locksmith	20.95
23530 - Machinery Maintenance Mechanic	20.80
23550 - Machinist, Maintenance	19.79
23580 - Maintenance Trades Helper	14.62
23640 - Millwright	23.66
23700 - Office Appliance Repairer	20.95
23740 - Painter, Aircraft	20.95
23760 - Painter, Maintenance	24.09
23790 - Pipefitter, Maintenance	25.00
23800 - Plumber, Maintenance	21.98
23820 - Pneudraulic Systems Mechanic	23.66
23850 - Rigger	23.66
23870 - Scale Mechanic	20.07
23890 - Sheet-Metal Worker, Maintenance	22.96
23910 - Small Engine Mechanic	20.07
23930 - Telecommunication Mechanic I	23.66
23931 - Telecommunication Mechanic II	24.58
23950 - Telephone Lineman	23.66
23960 - Welder, Combination, Maintenance	18.97
23965 - Well Driller	23.86

23970 - Woodcraft Worker	23.66
23980 - Woodworker	18.55
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.78
24580 - Child Care Center Clerk	14.82
24600 - Chore Aid	9.69
24630 - Homemaker	18.18
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	23.66
25040 - Sewage Plant Operator	20.95
25070 - Stationary Engineer	23.66
25190 - Ventilation Equipment Tender	17.68
25210 - Water Treatment Plant Operator	20.95
27000 - Protective Service Occupations	
(not set) - Police Officer	28.67
27004 - Alarm Monitor	15.41
27006 - Corrections Officer	24.11
27010 - Court Security Officer	25.03
27040 - Detention Officer	24.11
27070 - Firefighter	27.25
27101 - Guard I	10.89
27102 - Guard II	14.31
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	19.53
28020 - Hatch Tender	19.53
28030 - Line Handler	19.53
28040 - Stevedore I	17.74
28050 - Stevedore II	19.30
29000 - Technical Occupations	
21150 - Graphic Artist	21.02
29010 - Air Traffic Control Specialist, Center (2)	30.86
29011 - Air Traffic Control Specialist, Station (2)	21.27
29012 - Air Traffic Control Specialist, Terminal (2)	23.44
29023 - Archeological Technician I	17.63
29024 - Archeological Technician II	19.81
29025 - Archeological Technician III	24.47
29030 - Cartographic Technician	24.47
29035 - Computer Based Training (CBT) Specialist/ Instructor	27.80
29040 - Civil Engineering Technician	23.06
29061 - Drafter I	10.77
29062 - Drafter II	19.56
29063 - Drafter III	19.81
29064 - Drafter IV	24.47
29081 - Engineering Technician I	15.65
29082 - Engineering Technician II	17.60
29083 - Engineering Technician III	21.45
29084 - Engineering Technician IV	23.37
29085 - Engineering Technician V	25.55
29086 - Engineering Technician VI	30.52
29090 - Environmental Technician	21.65
29100 - Flight Simulator/Instructor (Pilot)	30.38
29160 - Instructor	25.31
29210 - Laboratory Technician	20.41
29240 - Mathematical Technician	24.47
29361 - Paralegal/Legal Assistant I	17.45
29362 - Paralegal/Legal Assistant II	21.79
29363 - Paralegal/Legal Assistant III	23.79
29364 - Paralegal/Legal Assistant IV	27.36
29390 - Photooptics Technician	24.47
29480 - Technical Writer	28.88

29491 - Unexploded Ordnance (UXO) Technician I	19.61
29492 - Unexploded Ordnance (UXO) Technician II	23.73
29493 - Unexploded Ordnance (UXO) Technician III	28.44
29494 - Unexploded (UXO) Safety Escort	19.61
29495 - Unexploded (UXO) Sweep Personnel	19.61
29620 - Weather Observer, Senior (3)	20.72
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	18.66
29622 - Weather Observer, Upper Air (3)	18.66
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	15.07
31260 - Parking and Lot Attendant	8.91
31290 - Shuttle Bus Driver	13.38
31300 - Taxi Driver	11.79
31361 - Truckdriver, Light Truck	13.38
31362 - Truckdriver, Medium Truck	15.26
31363 - Truckdriver, Heavy Truck	19.60
31364 - Truckdriver, Tractor-Trailer	19.60
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	10.51
99030 - Cashier	9.74
99041 - Carnival Equipment Operator	11.85
99042 - Carnival Equipment Repairer	12.37
99043 - Carnival Worker	10.14
99050 - Desk Clerk	11.86
99095 - Embalmer	22.00
99300 - Lifeguard	10.59
99310 - Mortician	24.20
99350 - Park Attendant (Aide)	13.34
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.86
99500 - Recreation Specialist	16.52
99510 - Recycling Worker	14.48
99610 - Sales Clerk	11.29
99620 - School Crossing Guard (Crosswalk Attendant)	10.27
99630 - Sport Official	10.59
99658 - Survey Party Chief (Chief of Party)	18.93
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	17.21
99660 - Surveying Aide	12.55
99690 - Swimming Pool Operator	15.06
99720 - Vending Machine Attendant	13.18
99730 - Vending Machine Repairer	15.06
99740 - Vending Machine Repairer Helper	13.18

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

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

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

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

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

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

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

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

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

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

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

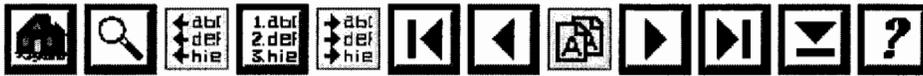
The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors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

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Source of Occupational Title and Descriptions:

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





WAGE DETERMINATION NO: 94-2354 REV (15) AREA: NJ,NEWARK

WAGE DETERMINATION NO: 94-2354 REV (15) AREA: NJ,NEWARK
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
\*\*\*FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL\*\*\*
WASHINGTON D.C. 20210

William W.Gross Division of Wage Determinations
Director Date Of Last Revision: 06/05/2003
Wage Determination No.: 1994-2354
Revision No.: 15

State: New Jersey
Area: New Jersey Counties of Essex, Hudson, Morris, Sussex, Union

Table with 3 columns: OCCUPATION CODE - TITLE, MINIMUM WAGE RATE, and a list of job titles such as Accounting Clerk I-IV, General Clerk I-IV, and Secretary I-V.

ATT 3

01420 - Survey Worker (Interviewer)	15.85
01460 - Switchboard Operator-Receptionist	13.40
01510 - Test Examiner	19.21
01520 - Test Proctor	19.21
01531 - Travel Clerk I	12.64
01532 - Travel Clerk II	13.72
01533 - Travel Clerk III	14.84
01611 - Word Processor I	13.27
01612 - Word Processor II	14.89
01613 - Word Processor III	16.62
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	15.03
03041 - Computer Operator I	16.53
03042 - Computer Operator II	17.24
03043 - Computer Operator III	21.11
03044 - Computer Operator IV	23.54
03045 - Computer Operator V	26.08
03071 - Computer Programmer I (1)	19.67
03072 - Computer Programmer II (1)	23.39
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.37
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	16.53
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	22.38
05010 - Automotive Glass Installer	22.49
05040 - Automotive Worker	22.49
05070 - Electrician, Automotive	22.47
05100 - Mobile Equipment Servicer	20.54
05130 - Motor Equipment Metal Mechanic	24.46
05160 - Motor Equipment Metal Worker	22.49
05190 - Motor Vehicle Mechanic	24.48
05220 - Motor Vehicle Mechanic Helper	19.81
05250 - Motor Vehicle Upholstery Worker	21.52
05280 - Motor Vehicle Wrecker	22.49
05310 - Painter, Automotive	23.62
05340 - Radiator Repair Specialist	22.49
05370 - Tire Repairer	17.92
05400 - Transmission Repair Specialist	24.63
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	10.40
07010 - Baker	12.59
07041 - Cook I	11.57
07042 - Cook II	12.59
07070 - Dishwasher	9.45
07130 - Meat Cutter	16.37
07250 - Waiter/Waitress	9.98
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	20.95
09040 - Furniture Handler	15.93
09070 - Furniture Refinisher	20.95
09100 - Furniture Refinisher Helper	17.68
09110 - Furniture Repairer, Minor	19.20
09130 - Upholsterer	20.95
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.59
11060 - Elevator Operator	11.57
11090 - Gardener	13.95

11121 - House Keeping Aid I	11.21
11122 - House Keeping Aid II	11.96
11150 - Janitor	12.41
11210 - Laborer, Grounds Maintenance	12.59
11240 - Maid or Houseman	11.21
11270 - Pest Controller	14.02
11300 - Refuse Collector	11.96
11330 - Tractor Operator	14.95
11360 - Window Cleaner	12.22
12000 - Health Occupations	
12020 - Dental Assistant	14.85
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.72
12071 - Licensed Practical Nurse I	10.53
12072 - Licensed Practical Nurse II	16.83
12073 - Licensed Practical Nurse III	18.85
12100 - Medical Assistant	12.98
12130 - Medical Laboratory Technician	14.28
12160 - Medical Record Clerk	13.04
12190 - Medical Record Technician	14.92
12221 - Nursing Assistant I	7.83
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12223 - Nursing Assistant III	10.11
12224 - Nursing Assistant IV	11.32
12250 - Pharmacy Technician	12.79
12280 - Phlebotomist	11.30
12311 - Registered Nurse I	17.99
12312 - Registered Nurse II	26.88
12313 - Registered Nurse II, Specialist	26.88
12314 - Registered Nurse III	32.53
12315 - Registered Nurse III, Anesthetist	32.53
12316 - Registered Nurse IV	38.87
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	23.59
13011 - Exhibits Specialist I	19.70
13012 - Exhibits Specialist II	24.34
13013 - Exhibits Specialist III	26.47
13041 - Illustrator I	17.06
13042 - Illustrator II	21.07
13043 - Illustrator III	22.92
13047 - Librarian	26.65
13050 - Library Technician	15.85
13071 - Photographer I	19.12
13072 - Photographer II	19.35
13073 - Photographer III	23.90
13074 - Photographer IV	26.00
13075 - Photographer V	31.05
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.81
15030 - Counter Attendant	8.81
15040 - Dry Cleaner	11.00
15070 - Finisher, Flatwork, Machine	8.81
15090 - Presser, Hand	8.81
15100 - Presser, Machine, Drycleaning	8.81
15130 - Presser, Machine, Shirts	8.81
15160 - Presser, Machine, Wearing Apparel, Laundry	8.81
15190 - Sewing Machine Operator	11.68
15220 - Tailor	12.35
15250 - Washer, Machine	9.64
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.22

19040 - Tool and Die Maker	27.34
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	16.97
21020 - Material Coordinator	17.74
21030 - Material Expediter	17.74
21040 - Material Handling Laborer	11.22
21050 - Order Filler	12.45
21071 - Forklift Operator	15.63
21080 - Production Line Worker (Food Processing)	16.77
21100 - Shipping/Receiving Clerk	12.89
21130 - Shipping Packer	13.34
21140 - Store Worker I	11.69
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	14.60
21210 - Tools and Parts Attendant	18.10
21400 - Warehouse Specialist	18.10
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	21.74
23040 - Aircraft Mechanic Helper	18.78
23050 - Aircraft Quality Control Inspector	26.11
23060 - Aircraft Servicer	20.39
23070 - Aircraft Worker	21.32
23100 - Appliance Mechanic	20.95
23120 - Bicycle Repairer	17.92
23125 - Cable Splicer	28.55
23130 - Carpenter, Maintenance	26.29
23140 - Carpet Layer	20.07
23160 - Electrician, Maintenance	28.33
23181 - Electronics Technician, Maintenance I	15.18
23182 - Electronics Technician, Maintenance II	23.05
23183 - Electronics Technician, Maintenance III	24.00
23260 - Fabric Worker	19.20
23290 - Fire Alarm System Mechanic	23.66
23310 - Fire Extinguisher Repairer	18.55
23340 - Fuel Distribution System Mechanic	23.66
23370 - General Maintenance Worker	17.74
23400 - Heating, Refrigeration and Air Conditioning Mechanic	23.66
23430 - Heavy Equipment Mechanic	23.66
23440 - Heavy Equipment Operator	24.81
23460 - Instrument Mechanic	23.66
23470 - Laborer	12.49
23500 - Locksmith	20.95
23530 - Machinery Maintenance Mechanic	20.80
23550 - Machinist, Maintenance	19.79
23580 - Maintenance Trades Helper	14.62
23640 - Millwright	23.66
23700 - Office Appliance Repairer	20.95
23740 - Painter, Aircraft	20.95
23760 - Painter, Maintenance	24.09
23790 - Pipefitter, Maintenance	25.00
23800 - Plumber, Maintenance	21.98
23820 - Pneudraulic Systems Mechanic	23.66
23850 - Rigger	23.66
23870 - Scale Mechanic	20.07
23890 - Sheet-Metal Worker, Maintenance	22.96
23910 - Small Engine Mechanic	20.07
23930 - Telecommunication Mechanic I	23.66
23931 - Telecommunication Mechanic II	24.58
23950 - Telephone Lineman	23.66
23960 - Welder, Combination, Maintenance	18.97
23965 - Well Driller	23.86

23970 - Woodcraft Worker	23.66
23980 - Woodworker	18.55
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.78
24580 - Child Care Center Clerk	14.82
24600 - Chore Aid	9.69
24630 - Homemaker	18.18
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	23.66
25040 - Sewage Plant Operator	20.95
25070 - Stationary Engineer	23.66
25190 - Ventilation Equipment Tender	17.68
25210 - Water Treatment Plant Operator	20.95
27000 - Protective Service Occupations	
(not set) - Police Officer	28.67
27004 - Alarm Monitor	15.41
27006 - Corrections Officer	24.11
27010 - Court Security Officer	25.03
27040 - Detention Officer	24.11
27070 - Firefighter	27.25
27101 - Guard I	10.89
27102 - Guard II	14.31
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	19.53
28020 - Hatch Tender	19.53
28030 - Line Handler	19.53
28040 - Stevedore I	17.74
28050 - Stevedore II	19.30
29000 - Technical Occupations	
21150 - Graphic Artist	21.02
29010 - Air Traffic Control Specialist, Center (2)	30.86
29011 - Air Traffic Control Specialist, Station (2)	21.27
29012 - Air Traffic Control Specialist, Terminal (2)	23.44
29023 - Archeological Technician I	17.63
29024 - Archeological Technician II	19.81
29025 - Archeological Technician III	24.47
29030 - Cartographic Technician	24.47
29035 - Computer Based Training (CBT) Specialist/ Instructor	27.80
29040 - Civil Engineering Technician	23.06
29061 - Drafter I	10.77
29062 - Drafter II	19.56
29063 - Drafter III	19.81
29064 - Drafter IV	24.47
29081 - Engineering Technician I	15.65
29082 - Engineering Technician II	17.60
29083 - Engineering Technician III	21.45
29084 - Engineering Technician IV	23.37
29085 - Engineering Technician V	25.55
29086 - Engineering Technician VI	30.52
29090 - Environmental Technician	21.65
29100 - Flight Simulator/Instructor (Pilot)	30.38
29160 - Instructor	25.31
29210 - Laboratory Technician	20.41
29240 - Mathematical Technician	24.47
29361 - Paralegal/Legal Assistant I	17.45
29362 - Paralegal/Legal Assistant II	21.79
29363 - Paralegal/Legal Assistant III	23.79
29364 - Paralegal/Legal Assistant IV	27.36
29390 - Photooptics Technician	24.47
29480 - Technical Writer	28.88

29491 - Unexploded Ordnance (UXO) Technician I	19.61
29492 - Unexploded Ordnance (UXO) Technician II	23.73
29493 - Unexploded Ordnance (UXO) Technician III	28.44
29494 - Unexploded (UXO) Safety Escort	19.61
29495 - Unexploded (UXO) Sweep Personnel	19.61
29620 - Weather Observer, Senior (3)	20.72
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	18.66
29622 - Weather Observer, Upper Air (3)	18.66
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	15.07
31260 - Parking and Lot Attendant	8.91
31290 - Shuttle Bus Driver	13.38
31300 - Taxi Driver	11.79
31361 - Truckdriver, Light Truck	13.38
31362 - Truckdriver, Medium Truck	15.26
31363 - Truckdriver, Heavy Truck	19.60
31364 - Truckdriver, Tractor-Trailer	19.60
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	10.51
99030 - Cashier	9.74
99041 - Carnival Equipment Operator	11.85
99042 - Carnival Equipment Repairer	12.37
99043 - Carnival Worker	10.14
99050 - Desk Clerk	11.86
99095 - Embalmer	22.00
99300 - Lifeguard	10.59
99310 - Mortician	24.20
99350 - Park Attendant (Aide)	13.34
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.86
99500 - Recreation Specialist	16.52
99510 - Recycling Worker	14.48
99610 - Sales Clerk	11.29
99620 - School Crossing Guard (Crosswalk Attendant)	10.27
99630 - Sport Official	10.59
99658 - Survey Party Chief (Chief of Party)	18.93
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	17.21
99660 - Surveying Aide	12.55
99690 - Swimming Pool Operator	15.06
99720 - Vending Machine Attendant	13.18
99730 - Vending Machine Repairer	15.06
99740 - Vending Machine Repairer Helper	13.18

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)  
2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

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

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

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

\*\* UNIFORM ALLOWANCE \*\*

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

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

\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This

publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process th 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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