

**WAGE DETERMINATION NO: 94-2407 REV (19) AREA: ND,STATEWIDE**

---

WAGE DETERMINATION NO: 94-2407 REV (19) AREA: ND,STATEWIDE  
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

2407

William W.Gross  
Director  
05/30/2003

Division of  
Wage Determinations

Wage Determination No.: 1994-

Revision No.: 19  
Date Of Last Revision:

---

State: **North Dakota**  
Area: **North Dakota** Statewide

---

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

OCCUPATION CODE - TITLE | MINIMUM  
WAGE RATE

01000 - Administrative Support and Clerical Occupations

01011 - Accounting Clerk I

9.08

01012 - Accounting Clerk II

10.31

01013 - Accounting Clerk III

11.83

01014 - Accounting Clerk IV

13.34

01030 - Court Reporter

12.10

01050 - Dispatcher, Motor Vehicle

12.83

01060 - Document Preparation Clerk

10.04

01070 - Messenger (Courier)

8.27

01090 - Duplicating Machine Operator

10.04

01110 - Film/Tape Librarian

10.18

01115 - General Clerk I

8.27

01116 - General Clerk II

9.70

01117 - General Clerk III

11.14

01118 - General Clerk IV

12.51

01120 - Housing Referral Assistant  
13.14  
01131 - Key Entry Operator I  
9.41  
01132 - Key Entry Operator II  
11.16  
01191 - Order Clerk I  
10.09  
01192 - Order Clerk II  
11.09  
01261 - Personnel Assistant (Employment) I  
10.32  
01262 - Personnel Assistant (Employment) II  
12.24  
01263 - Personnel Assistant (Employment) III  
14.58  
01264 - Personnel Assistant (Employment) IV  
16.04  
01270 - Production Control Clerk  
12.32  
01290 - Rental Clerk  
8.85  
01300 - Scheduler, Maintenance  
10.09  
01311 - Secretary I  
10.09  
01312 - Secretary II  
12.10  
01313 - Secretary III  
13.14  
01314 - Secretary IV  
15.47  
01315 - Secretary V  
21.39  
01320 - Service Order Dispatcher  
12.32  
01341 - Stenographer I  
8.99  
01342 - Stenographer II  
10.09  
01400 - Supply Technician  
14.52  
01420 - Survey Worker (Interviewer)  
10.61  
01460 - Switchboard Operator-Receptionist  
8.98  
01510 - Test Examiner  
12.10  
01520 - Test Proctor  
12.10  
01531 - Travel Clerk I  
9.77  
01532 - Travel Clerk II  
11.02  
01533 - Travel Clerk III  
11.64

01611 - Word Processor I  
8.97  
01612 - Word Processor II  
10.78  
01613 - Word Processor III  
12.93  
03000 - Automatic Data Processing Occupations  
03010 - Computer Data Librarian  
9.92  
03041 - Computer Operator I  
10.91  
03042 - Computer Operator II  
13.16  
03043 - Computer Operator III  
14.61  
03044 - Computer Operator IV  
17.11  
03045 - Computer Operator V  
20.19  
03071 - Computer Programmer I (1)  
13.18  
03072 - Computer Programmer II (1)  
16.35  
03073 - Computer Programmer III (1)  
21.38  
03074 - Computer Programmer IV (1)  
24.26  
03101 - Computer Systems Analyst I (1)  
21.64  
03102 - Computer Systems Analyst II (1)  
26.45  
03103 - Computer Systems Analyst III (1)  
27.62  
03160 - Peripheral Equipment Operator  
11.15  
05000 - Automotive Service Occupations  
05005 - Automotive Body Repairer, Fiberglass  
16.61  
05010 - Automotive Glass Installer  
15.30  
05040 - Automotive Worker  
15.30  
05070 - Electrician, Automotive  
15.99  
05100 - Mobile Equipment Servicer  
13.97  
05130 - Motor Equipment Metal Mechanic  
16.61  
05160 - Motor Equipment Metal Worker  
15.30  
05190 - Motor Vehicle Mechanic  
16.61  
05220 - Motor Vehicle Mechanic Helper  
13.13  
05250 - Motor Vehicle Upholstery Worker  
14.67

05280 - Motor Vehicle Wrecker  
15.30  
05310 - Painter, Automotive  
15.99  
05340 - Radiator Repair Specialist  
15.30  
05370 - Tire Repairer  
13.50  
05400 - Transmission Repair Specialist  
16.61  
07000 - Food Preparation and Service Occupations  
(not set) - Food Service Worker  
8.09  
07010 - Baker  
9.33  
07041 - Cook I  
8.52  
07042 - Cook II  
9.33  
07070 - Dishwasher  
6.68  
07130 - Meat Cutter  
10.31  
07250 - Waiter/Waitress  
7.04  
09000 - Furniture Maintenance and Repair Occupations  
09010 - Electrostatic Spray Painter  
16.51  
09040 - Furniture Handler  
12.30  
09070 - Furniture Refinisher  
16.51  
09100 - Furniture Refinisher Helper  
13.13  
09110 - Furniture Repairer, Minor  
14.67  
09130 - Upholsterer  
15.99  
11030 - General Services and Support Occupations  
11030 - Cleaner, Vehicles  
7.59  
11060 - Elevator Operator  
8.31  
11090 - Gardener  
9.99  
11121 - House Keeping Aid I  
7.02  
11122 - House Keeping Aid II  
8.31  
11150 - Janitor  
8.69  
11210 - Laborer, Grounds Maintenance  
9.08  
11240 - Maid or Houseman  
7.02  
11270 - Pest Controller  
10.11

11300 - Refuse Collector  
9.30  
11330 - Tractor Operator  
9.69  
11360 - Window Cleaner  
9.16  
12000 - Health Occupations  
12020 - Dental Assistant  
12.24  
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver  
10.93  
12071 - Licensed Practical Nurse I  
11.38  
12072 - Licensed Practical Nurse II  
12.76  
12073 - Licensed Practical Nurse III  
14.28  
12100 - Medical Assistant  
10.71  
12130 - Medical Laboratory Technician  
13.60  
12160 - Medical Record Clerk  
10.58  
12190 - Medical Record Technician  
13.54  
12221 - Nursing Assistant I  
8.44  
12222 - Nursing Assistant II  
9.48  
12223 - Nursing Assistant III  
10.35  
12224 - Nursing Assistant IV  
11.61  
12250 - Pharmacy Technician  
12.19  
12280 - Phlebotomist  
11.84  
12311 - Registered Nurse I  
16.40  
12312 - Registered Nurse II  
20.08  
12313 - Registered Nurse II, Specialist  
20.08  
12314 - Registered Nurse III  
24.29  
12315 - Registered Nurse III, Anesthetist  
24.29  
12316 - Registered Nurse IV  
29.10  
13000 - Information and Arts Occupations  
13002 - Audiovisual Librarian  
14.93  
13011 - Exhibits Specialist I  
17.19  
13012 - Exhibits Specialist II  
20.55

13013 - Exhibits Specialist III  
23.23  
13041 - Illustrator I  
17.19  
13042 - Illustrator II  
20.55  
13043 - Illustrator III  
23.23  
13047 - Librarian  
19.53  
13050 - Library Technician  
12.20  
13071 - Photographer I  
12.27  
13072 - Photographer II  
15.63  
13073 - Photographer III  
18.68  
13074 - Photographer IV  
23.23  
13075 - Photographer V  
26.82  
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations  
15010 - Assembler  
6.83  
15030 - Counter Attendant  
6.83  
15040 - Dry Cleaner  
8.06  
15070 - Finisher, Flatwork, Machine  
6.83  
15090 - Presser, Hand  
6.83  
15100 - Presser, Machine, Drycleaning  
6.83  
15130 - Presser, Machine, Shirts  
6.83  
15160 - Presser, Machine, Wearing Apparel, Laundry  
6.83  
15190 - Sewing Machine Operator  
8.98  
15220 - Tailor  
9.35  
15250 - Washer, Machine  
7.15  
19000 - Machine Tool Operation and Repair Occupations  
19010 - Machine-Tool Operator (Toolroom)  
16.27  
19040 - Tool and Die Maker  
19.10  
21000 - Material Handling and Packing Occupations  
21010 - Fuel Distribution System Operator  
16.91  
21020 - Material Coordinator  
17.25  
21030 - Material Expediter  
17.25

21040 - Material Handling Laborer  
10.50  
21050 - Order Filler  
10.10  
21071 - Forklift Operator  
12.20  
21080 - Production Line Worker (Food Processing)  
13.31  
21100 - Shipping/Receiving Clerk  
11.59  
21130 - Shipping Packer  
11.59  
21140 - Store Worker I  
9.82  
21150 - Stock Clerk (Shelf Stocker; Store Worker II)  
12.42  
21210 - Tools and Parts Attendant  
13.31  
21400 - Warehouse Specialist  
13.31  
23000 - Mechanics and Maintenance and Repair Occupations  
23010 - Aircraft Mechanic  
16.61  
23040 - Aircraft Mechanic Helper  
13.13  
23050 - Aircraft Quality Control Inspector  
17.34  
23060 - Aircraft Servicer  
14.67  
23070 - Aircraft Worker  
15.30  
23100 - Appliance Mechanic  
15.99  
23120 - Bicycle Repairer  
13.50  
23125 - Cable Splicer  
21.40  
23130 - Carpenter, Maintenance  
15.99  
23140 - Carpet Layer  
15.30  
23160 - Electrician, Maintenance  
20.32  
23181 - Electronics Technician, Maintenance I  
17.31  
23182 - Electronics Technician, Maintenance II  
23.14  
23183 - Electronics Technician, Maintenance III  
23.90  
23260 - Fabric Worker  
14.67  
23290 - Fire Alarm System Mechanic  
16.61  
23310 - Fire Extinguisher Repairer  
13.97  
23340 - Fuel Distribution System Mechanic  
20.10

23370 - General Maintenance Worker  
15.30  
23400 - Heating, Refrigeration and Air Conditioning Mechanic  
16.61  
23430 - Heavy Equipment Mechanic  
17.79  
23440 - Heavy Equipment Operator  
16.81  
23460 - Instrument Mechanic  
17.44  
23470 - Laborer  
9.30  
23500 - Locksmith  
16.44  
23530 - Machinery Maintenance Mechanic  
18.16  
23550 - Machinist, Maintenance  
19.15  
23580 - Maintenance Trades Helper  
13.13  
23640 - Millwright  
18.27  
23700 - Office Appliance Repairer  
16.44  
23740 - Painter, Aircraft  
15.99  
23760 - Painter, Maintenance  
15.99  
23790 - Pipefitter, Maintenance  
17.55  
23800 - Plumber, Maintenance  
16.90  
23820 - Pneudraulic Systems Mechanic  
17.12  
23850 - Rigger  
17.12  
23870 - Scale Mechanic  
15.34  
23890 - Sheet-Metal Worker, Maintenance  
16.61  
23910 - Small Engine Mechanic  
15.30  
23930 - Telecommunication Mechanic I  
16.90  
23931 - Telecommunication Mechanic II  
17.64  
23950 - Telephone Lineman  
16.90  
23960 - Welder, Combination, Maintenance  
16.61  
23965 - Well Driller  
18.16  
23970 - Woodcraft Worker  
17.12  
23980 - Woodworker  
13.97  
24000 - Personal Needs Occupations

24570 - Child Care Attendant  
8.46  
24580 - Child Care Center Clerk  
10.66  
24600 - Chore Aid  
8.00  
24630 - Homemaker  
15.85  
25000 - Plant and System Operation Occupations  
25010 - Boiler Tender  
16.61  
25040 - Sewage Plant Operator  
15.99  
25070 - Stationary Engineer  
16.61  
25190 - Ventilation Equipment Tender  
13.13  
25210 - Water Treatment Plant Operator  
15.99  
27000 - Protective Service Occupations  
(not set) - Police Officer  
19.61  
27004 - Alarm Monitor  
11.42  
27006 - Corrections Officer  
17.50  
27010 - Court Security Officer  
17.50  
27040 - Detention Officer  
17.50  
27070 - Firefighter  
17.25  
27101 - Guard I  
8.74  
27102 - Guard II  
10.89  
28000 - Stevedoring/Longshoremen Occupations  
28010 - Blocker and Bracer  
16.23  
28020 - Hatch Tender  
16.23  
28030 - Line Handler  
16.23  
28040 - Stevedore I  
15.56  
28050 - Stevedore II  
17.53  
29000 - Technical Occupations  
21150 - Graphic Artist  
16.79  
29010 - Air Traffic Control Specialist, Center (2)  
29.10  
29011 - Air Traffic Control Specialist, Station (2)  
20.07  
29012 - Air Traffic Control Specialist, Terminal (2)  
22.09

29023 - Archeological Technician I  
15.27  
29024 - Archeological Technician II  
17.07  
29025 - Archeological Technician III  
20.80  
29030 - Cartographic Technician  
21.48  
29035 - Computer Based Training (CBT) Specialist/ Instructor  
21.64  
29040 - Civil Engineering Technician  
18.68  
29061 - Drafter I  
11.98  
29062 - Drafter II  
13.89  
29063 - Drafter III  
17.69  
29064 - Drafter IV  
21.14  
29081 - Engineering Technician I  
13.39  
29082 - Engineering Technician II  
15.52  
29083 - Engineering Technician III  
19.77  
29084 - Engineering Technician IV  
23.63  
29085 - Engineering Technician V  
28.91  
29086 - Engineering Technician VI  
33.91  
29090 - Environmental Technician  
21.14  
29100 - Flight Simulator/Instructor (Pilot)  
25.99  
29160 - Instructor  
17.16  
29210 - Laboratory Technician  
14.19  
29240 - Mathematical Technician  
21.14  
29361 - Paralegal/Legal Assistant I  
12.97  
29362 - Paralegal/Legal Assistant II  
16.01  
29363 - Paralegal/Legal Assistant III  
21.86  
29364 - Paralegal/Legal Assistant IV  
23.68  
29390 - Photooptics Technician  
21.14  
29480 - Technical Writer  
19.11  
29491 - Unexploded Ordnance (UXO) Technician I  
18.49

29492 - Unexploded Ordnance (UXO) Technician II  
22.37  
29493 - Unexploded Ordnance (UXO) Technician III  
26.81  
29494 - Unexploded (UXO) Safety Escort  
18.49  
29495 - Unexploded (UXO) Sweep Personnel  
18.49  
29620 - Weather Observer, Senior (3)  
14.83  
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)  
13.17  
29622 - Weather Observer, Upper Air (3)  
13.17  
31000 - Transportation/ Mobile Equipment Operation Occupations  
31030 - Bus Driver  
12.01  
31260 - Parking and Lot Attendant  
9.02  
31290 - Shuttle Bus Driver  
12.30  
31300 - Taxi Driver  
10.72  
31361 - Truckdriver, Light Truck  
12.62  
31362 - Truckdriver, Medium Truck  
13.32  
31363 - Truckdriver, Heavy Truck  
14.35  
31364 - Truckdriver, Tractor-Trailer  
14.35  
99000 - Miscellaneous Occupations  
99020 - Animal Caretaker  
7.66  
99030 - Cashier  
6.91  
99041 - Carnival Equipment Operator  
8.65  
99042 - Carnival Equipment Repairer  
9.29  
99043 - Carnival Worker  
7.28  
99050 - Desk Clerk  
8.46  
99095 - Embalmer  
17.40  
99300 - Lifeguard  
9.72  
99310 - Mortician  
20.77  
99350 - Park Attendant (Aide)  
12.20  
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)  
8.37  
99500 - Recreation Specialist  
11.72

99510 - Recycling Worker  
11.55  
99610 - Sales Clerk  
8.98  
99620 - School Crossing Guard (Crosswalk Attendant)  
8.09  
99630 - Sport Official  
9.12  
99658 - Survey Party Chief (Chief of Party)  
14.38  
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)  
12.63  
99660 - Surveying Aide  
9.66  
99690 - Swimming Pool Operator  
11.82  
99720 - Vending Machine Attendant  
10.06  
99730 - Vending Machine Repairer  
11.82  
99740 - Vending Machine Repairer Helper  
10.06

---

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 10 years, and 4 after 15 years. Length of service includes

the whole span of continuous service with the present contractor or successor,

wherever employed, and with the predecessor contractors in the performance of

similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther

King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day,

Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A

contractor may substitute for any of the named holidays another day off with pay in

accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:

An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M.

at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

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

Sunday outside the normal tour of duty is considered overtime work). HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees

employed in a position that represents a high degree of hazard 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

