



WAGE DETERMINATION NO: 94-2447 REV (16) AREA: PA,HARRISBURG

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 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
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 WASHINGTON D.C. 20210

William W.Gross	Division of	Wage Determination No.: 1994-2447
Director	Wage Determinations	Revision No.: 16
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State: **Pennsylvania**
 Area: **Pennsylvania** Counties of Berks, Cumberland, Dauphin, Juniata, Lancaster, Lebanon, Mifflin, Montour, Northumberland, Perry, Snyder, Union

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

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	8.51
Accounting Clerk II	10.29
Accounting Clerk III	11.86
Accounting Clerk IV	13.60
Court Reporter	11.75
Dispatcher, Motor Vehicle	9.56
Document Preparation Clerk	9.81
Duplicating Machine Operator	9.75
Film/Tape Librarian	10.69
General Clerk I	7.02
General Clerk II	7.92
General Clerk III	9.82
General Clerk IV	11.02
Housing Referral Assistant	13.13
Key Entry Operator I	8.64
Key Entry Operator II	11.10
Messenger (Courier)	7.02
Order Clerk I	8.89
Order Clerk II	11.27
Personnel Assistant (Employment) I	7.90
Personnel Assistant (Employment) II	8.89
Personnel Assistant (Employment) III	9.71
Personnel Assistant (Employment) IV	11.12
Production Control Clerk	13.13
Rental Clerk	10.69
Scheduler, Maintenance	10.69
Secretary I	10.69
Secretary II	11.73

Secretary III	13.13
Secretary IV	17.10
Secretary V	10.90
Service Order Dispatcher	10.69
Stenographer I	10.84
Stenographer II	11.58
Supply Technician	14.19
Survey Worker (Interviewer)	11.75
Switchboard Operator-Receptionist	9.07
Test Examiner	11.75
Test Proctor	11.75
Travel Clerk I	8.56
Travel Clerk II	8.97
Travel Clerk III	9.49
Word Processor I	9.43
Word Processor II	10.61
Word Processor III	11.84
Automatic Data Processing Occupations	
Computer Data Librarian	10.03
Computer Operator I	9.94
Computer Operator II	11.70
Computer Operator III	14.11
Computer Operator IV	15.09
Computer Operator V	16.23
Computer Programmer I (1)	13.52
Computer Programmer II (1)	16.53
Computer Programmer III (1)	19.70
Computer Programmer IV (1)	23.49
Computer Systems Analyst I (1)	18.23
Computer Systems Analyst II (1)	21.35
Computer Systems Analyst III (1)	26.64
Peripheral Equipment Operator	10.03
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	17.69
Automotive Glass Installer	16.45
Automotive Worker	16.45
Electrician, Automotive	17.16
Mobile Equipment Servicer	15.04
Motor Equipment Metal Mechanic	17.69
Motor Equipment Metal Worker	16.45
Motor Vehicle Mechanic	17.69
Motor Vehicle Mechanic Helper	14.32
Motor Vehicle Upholstery Worker	15.74
Motor Vehicle Wrecker	16.45
Painter, Automotive	17.16
Radiator Repair Specialist	16.45
Tire Repairer	14.53
Transmission Repair Specialist	17.69
Food Preparation and Service Occupations	
Baker	10.14
Cook I	9.26
Cook II	10.14
Dishwasher	7.18
Food Service Worker	7.18
Meat Cutter	10.14
Waiter/Waitress	7.73
Furniture Maintenance and Repair Occupations	

Electrostatic Spray Painter	17.16
Furniture Handler	13.15
Furniture Refinisher	17.16
Furniture Refinisher Helper	14.32
Furniture Repairer, Minor	15.74
Upholsterer	17.76
General Services and Support Occupations	
Cleaner, Vehicles	7.18
Elevator Operator	7.18
Gardener	9.26
House Keeping Aid I	7.10
House Keeping Aid II	8.28
Janitor	7.18
Laborer, Grounds Maintenance	7.73
Maid or Houseman	6.62
Pest Controller	9.70
Refuse Collector	7.18
Tractor Operator	8.82
Window Cleaner	7.73
Health Occupations	
Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	8.71
Licensed Practical Nurse II	9.77
Licensed Practical Nurse III	10.93
Medical Assistant	9.77
Medical Laboratory Technician	9.77
Medical Record Clerk	9.77
Medical Record Technician	12.61
Nursing Assistant I	6.60
Nursing Assistant II	7.43
Nursing Assistant III	8.10
Nursing Assistant IV	9.77
Pharmacy Technician	11.34
Phlebotomist	9.77
Registered Nurse I	12.61
Registered Nurse II	15.42
Registered Nurse II, Specialist	15.42
Registered Nurse III	18.66
Registered Nurse III, Anesthetist	18.66
Registered Nurse IV	22.37
Information and Arts Occupations	
Audiovisual Librarian	17.10
Exhibits Specialist I	14.88
Exhibits Specialist II	16.18
Exhibits Specialist III	19.78
Illustrator I	14.88
Illustrator II	16.18
Illustrator III	19.78
Librarian	17.90
Library Technician	10.54
Photographer I	12.65
Photographer II	14.49
Photographer III	15.75
Photographer IV	19.26
Photographer V	23.31
Laundry, Dry Cleaning, Pressing and Related Occupations	

Assembler	6.32
Counter Attendant	6.32
Dry Cleaner	7.85
Finisher, Flatwork, Machine	6.32
Presser, Hand	6.32
Presser, Machine, Drycleaning	6.32
Presser, Machine, Shirts	6.32
Presser, Machine, Wearing Apparel, Laundry	6.32
Sewing Machine Operator	8.43
Tailor	8.94
Washer, Machine	6.74
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	17.16
Tool and Die Maker	19.46
Material Handling and Packing Occupations	
Forklift Operator	13.93
Fuel Distribution System Operator	15.04
Material Coordinator	15.51
Material Expediter	15.51
Material Handling Laborer	15.51
Order Filler	10.94
Production Line Worker (Food Processing)	13.26
Shipping Packer	11.80
Shipping/Receiving Clerk	11.80
Stock Clerk (Shelf Stocker; Store Worker II)	12.14
Store Worker I	9.90
Tools and Parts Attendant	11.80
Warehouse Specialist	13.26
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	17.69
Aircraft Mechanic Helper	14.32
Aircraft Quality Control Inspector	18.39
Aircraft Servicer	15.74
Aircraft Worker	16.46
Appliance Mechanic	17.16
Bicycle Repairer	14.53
Cable Splicer	17.69
Carpenter, Maintenance	17.16
Carpet Layer	16.45
Electrician, Maintenance	17.12
Electronics Technician, Maintenance I	11.74
Electronics Technician, Maintenance II	16.46
Electronics Technician, Maintenance III	18.86
Fabric Worker	15.74
Fire Alarm System Mechanic	17.69
Fire Extinguisher Repairer	15.04
Fuel Distribution System Mechanic	17.69
General Maintenance Worker	16.46
Heating, Refrigeration and Air Conditioning Mechanic	17.69
Heavy Equipment Mechanic	17.69
Heavy Equipment Operator	17.69
Instrument Mechanic	17.69
Laborer	11.67
Locksmith	17.16
Machinery Maintenance Mechanic	18.19
Machinist, Maintenance	18.13
Maintenance Trades Helper	14.32

Millwright	17.69
Office Appliance Repairer	17.16
Painter, Aircraft	17.16
Painter, Maintenance	17.16
Pipefitter, Maintenance	17.69
Plumber, Maintenance	17.16
Pneudraulic Systems Mechanic	17.69
Rigger	17.69
Scale Mechanic	16.45
Sheet-Metal Worker, Maintenance	17.69
Small Engine Mechanic	16.45
Telecommunication Mechanic I	17.69
Telecommunication Mechanic II	18.39
Telephone Lineman	17.69
Welder, Combination, Maintenance	17.69
Well Driller	17.69
Woodcraft Worker	17.69
Woodworker	15.04
Miscellaneous Occupations	
Animal Caretaker	8.28
Carnival Equipment Operator	8.42
Carnival Equipment Repairer	9.26
Carnival Worker	7.18
Cashier	5.45
Desk Clerk	6.69
Embalmer	16.57
Lifeguard	5.96
Mortician	16.57
Park Attendant (Aide)	7.48
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	5.97
Recreation Specialist	8.95
Recycling Worker	8.82
Sales Clerk	5.97
School Crossing Guard (Crosswalk Attendant)	7.18
Sport Official	5.97
Survey Party Chief (Chief of Party)	9.68
Surveying Aide	6.03
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	8.52
Swimming Pool Operator	10.14
Vending Machine Attendant	8.82
Vending Machine Repairer	10.14
Vending Machine Repairer Helper	8.82
Personal Needs Occupations	
Child Care Attendant	6.69
Child Care Center Clerk	9.50
Chore Aid	6.62
Homemaker	9.27
Plant and System Operation Occupations	
Boiler Tender	17.69
Sewage Plant Operator	17.16
Stationary Engineer	17.69
Ventilation Equipment Tender	14.32
Water Treatment Plant Operator	17.16
Protective Service Occupations	
Alarm Monitor	8.07
Corrections Officer	18.18
Court Security Officer	18.18

Detention Officer	18.18
Firefighter	18.18
Guard I	7.20
Guard II	10.30
Police Officer	18.96
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	15.25
Hatch Tender	15.25
Line Handler	15.25
Stevedore I	14.58
Stevedore II	15.89
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.07
Air Traffic Control Specialist, Station (2)	17.98
Air Traffic Control Specialist, Terminal (2)	19.75
Archeological Technician I	11.67
Archeological Technician II	13.07
Archeological Technician III	16.18
Cartographic Technician	16.18
Civil Engineering Technician	16.18
Computer Based Training (CBT) Specialist/ Instructor	18.23
Drafter I	11.48
Drafter II	12.68
Drafter III	14.88
Drafter IV	16.18
Engineering Technician I	11.17
Engineering Technician II	12.53
Engineering Technician III	14.02
Engineering Technician IV	17.37
Engineering Technician V	21.24
Engineering Technician VI	25.69
Environmental Technician	15.09
Flight Simulator/Instructor (Pilot)	21.41
Graphic Artist	18.23
Instructor	15.92
Laboratory Technician	14.11
Mathematical Technician	16.18
Paralegal/Legal Assistant I	12.87
Paralegal/Legal Assistant II	17.10
Paralegal/Legal Assistant III	20.93
Paralegal/Legal Assistant IV	25.32
Photooptics Technician	16.18
Technical Writer	19.70
Unexploded (UXO) Safety Escort	16.57
Unexploded (UXO) Sweep Personnel	16.57
Unexploded Ordnance (UXO) Technician I	16.57
Unexploded Ordnance (UXO) Technician II	20.05
Unexploded Ordnance (UXO) Technician III	24.02
Weather Observer, Combined Upper Air and Surface Programs (3)	12.45
Weather Observer, Senior (3)	15.09
Weather Observer, Upper Air (3)	12.43
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	10.42
Parking and Lot Attendant	6.96
Shuttle Bus Driver	8.97
Taxi Driver	8.64
Truckdriver, Heavy Truck	12.26

Truckdriver, Light Truck	8.97
Truckdriver, Medium Truck	11.07
Truckdriver, Tractor-Trailer	15.51

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$1.92 an hour or \$76.80 a week or \$332.80 a month.

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 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. 24.173)

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, Col Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. a 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 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 including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, dying, mixing, and pressing of sensitive explosives pyrotechnic composition as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive explosives and incendiary materials. All operations involving the handling and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, facial abrasions of the employee engaged in the operation and, possibly adjacent employees, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area equipment being used.

All operations involving, unloading, storage, and hauling of explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerin covered under high degree hazard.)

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either under 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 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 1 (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 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 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(s).
- 2) After contract award, the contractor prepares a written report listing in order of priority classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative 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 to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(1) 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.

