



**WAGE DETERMINATION NO: 94-2425 REV (12) AREA: OH,TOLEDO**

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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.: 1994-2425
Director	Wage Determinations	Revision No.: 12
		Date Of Last Revision: 05/31/2001

State: **Ohio**  
 Area: **Ohio** Counties of **Fulton**, Henry, Lucas, Ottawa, Sandusky, Seneca, Wood

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

OCCUPATION TITLE	MINIMUM WAGE RATE
<b>Administrative Support and Clerical Occupations</b>	
Accounting Clerk I	6.90
Accounting Clerk II	10.17
Accounting Clerk III	11.70
Accounting Clerk IV	15.06
Court Reporter	12.44
Dispatcher, Motor Vehicle	12.44
Document Preparation Clerk	10.89
Duplicating Machine Operator	10.89
Film/Tape Librarian	9.67
General Clerk I	7.82
General Clerk II	8.81
General Clerk III	11.33
General Clerk IV	15.27
Housing Referral Assistant	15.51
Key Entry Operator I	8.93
Key Entry Operator II	11.87
Messenger (Courier)	7.54
Order Clerk I	10.93
Order Clerk II	11.94
Personnel Assistant (Employment) I	10.17
Personnel Assistant (Employment) II	11.10
Personnel Assistant (Employment) III	12.42
Personnel Assistant (Employment) IV	15.49
Production Control Clerk	15.51
Rental Clerk	9.67
Scheduler, Maintenance	11.12
Secretary I	11.12
Secretary II	12.44
Secretary III	15.51

Secretary IV	16.45
Secretary V	21.41
Service Order Dispatcher	11.12
Stenographer I	10.19
Stenographer II	11.12
Supply Technician	16.45
Survey Worker (Interviewer)	10.82
Switchboard Operator-Receptionist	9.05
Test Examiner	12.44
Test Proctor	12.44
Travel Clerk I	10.14
Travel Clerk II	11.00
Travel Clerk III	11.91
Word Processor I	10.56
Word Processor II	12.68
Word Processor III	14.19
Automatic Data Processing Occupations	
Computer Data Librarian	9.53
Computer Operator I	10.95
Computer Operator II	12.25
Computer Operator III	15.86
Computer Operator IV	17.62
Computer Operator V	19.49
Computer Programmer I (1)	14.67
Computer Programmer II (1)	18.19
Computer Programmer III (1)	20.38
Computer Programmer IV (1)	24.64
Computer Systems Analyst I (1)	20.05
Computer Systems Analyst II (1)	23.39
Computer Systems Analyst III (1)	25.62
Peripheral Equipment Operator	10.35
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	18.24
Automotive Glass Installer	17.10
Automotive Worker	17.10
Electrician, Automotive	17.68
Mobile Equipment Servicer	15.98
Motor Equipment Metal Mechanic	18.24
Motor Equipment Metal Worker	17.10
Motor Vehicle Mechanic	17.72
Motor Vehicle Mechanic Helper	15.42
Motor Vehicle Upholstery Worker	16.53
Motor Vehicle Wrecker	17.10
Painter, Automotive	17.68
Radiator Repair Specialist	17.10
Tire Repairer	15.44
Transmission Repair Specialist	18.24
Food Preparation and Service Occupations	
Baker	10.64
Cook I	9.95
Cook II	10.64
Dishwasher	8.30
Food Service Worker	8.30
Meat Cutter	12.24
Waiter/Waitress	8.80
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	17.68

Furniture Handler	14.14
Furniture Refinisher	17.68
Furniture Refinisher Helper	15.42
Furniture Repairer, Minor	16.53
Upholsterer	17.68
General Services and Support Occupations	
Cleaner, Vehicles	8.30
Elevator Operator	9.31
Gardener	10.32
House Keeping Aid I	7.85
House Keeping Aid II	9.31
Janitor	9.31
Laborer, Grounds Maintenance	9.13
Maid or Houseman	7.85
Pest Controller	10.29
Refuse Collector	9.55
Tractor Operator	9.96
Window Cleaner	9.87
Health Occupations	
Dental Assistant	11.17
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.15
Licensed Practical Nurse I	10.02
Licensed Practical Nurse II	11.24
Licensed Practical Nurse III	12.57
Medical Assistant	9.84
Medical Laboratory Technician	11.24
Medical Record Clerk	10.19
Medical Record Technician	13.54
Nursing Assistant I	8.17
Nursing Assistant II	9.18
Nursing Assistant III	10.02
Nursing Assistant IV	11.24
Pharmacy Technician	12.19
Phlebotomist	11.24
Registered Nurse I	15.35
Registered Nurse II	18.79
Registered Nurse II, Specialist	18.79
Registered Nurse III	22.74
Registered Nurse III, Anesthetist	22.74
Registered Nurse IV	27.24
Information and Arts Occupations	
Audiovisual Librarian	14.30
Exhibits Specialist I	14.49
Exhibits Specialist II	18.39
Exhibits Specialist III	19.75
Illustrator I	14.49
Illustrator II	18.39
Illustrator III	19.75
Librarian	18.62
Library Technician	10.82
Photographer I	12.68
Photographer II	15.81
Photographer III	20.07
Photographer IV	21.55
Photographer V	26.06
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.06

Counter Attendant	7.06
Dry Cleaner	9.59
Finisher, Flatwork, Machine	7.06
Presser, Hand	7.06
Presser, Machine, Drycleaning	7.06
Presser, Machine, Shirts	7.06
Presser, Machine, Wearing Apparel, Laundry	7.06
Sewing Machine Operator	10.44
Tailor	12.54
Washer, Machine	7.90
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	19.30
Tool and Die Maker	20.58
Material Handling and Packing Occupations	
Forklift Operator	17.45
Fuel Distribution System Operator	15.98
Material Coordinator	17.32
Material Expediter	17.32
Material Handling Laborer	17.63
Order Filler	11.45
Production Line Worker (Food Processing)	14.07
Shipping Packer	13.55
Shipping/Receiving Clerk	11.23
Stock Clerk (Shelf Stocker; Store Worker II)	14.15
Store Worker I	12.96
Tools and Parts Attendant	14.07
Warehouse Specialist	14.07
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	18.24
Aircraft Mechanic Helper	15.42
Aircraft Quality Control Inspector	18.77
Aircraft Servicer	16.53
Aircraft Worker	17.10
Appliance Mechanic	17.68
Bicycle Repairer	15.44
Cable Splicer	19.99
Carpenter, Maintenance	17.68
Carpet Layer	17.10
Electrician, Maintenance	20.96
Electronics Technician, Maintenance I	15.54
Electronics Technician, Maintenance II	16.07
Electronics Technician, Maintenance III	17.08
Fabric Worker	16.53
Fire Alarm System Mechanic	18.24
Fire Extinguisher Repairer	15.98
Fuel Distribution System Mechanic	18.24
General Maintenance Worker	12.20
Heating, Refrigeration and Air Conditioning Mechanic	18.24
Heavy Equipment Mechanic	18.24
Heavy Equipment Operator	18.24
Instrument Mechanic	18.24
Laborer	8.30
Locksmith	17.68
Machinery Maintenance Mechanic	17.04
Machinist, Maintenance	17.04
Maintenance Trades Helper	15.42
Millwright	20.98

Office Appliance Repairer	17.68
Painter, Aircraft	17.68
Painter, Maintenance	17.68
Pipefitter, Maintenance	24.87
Plumber, Maintenance	20.33
Pneudraulic Systems Mechanic	18.24
Rigger	18.24
Scale Mechanic	17.10
Sheet-Metal Worker, Maintenance	18.24
Small Engine Mechanic	17.10
Telecommunication Mechanic I	18.27
Telecommunication Mechanic II	18.80
Telephone Lineman	18.27
Welder, Combination, Maintenance	18.24
Well Driller	18.24
Woodcraft Worker	18.24
Woodworker	15.98
Miscellaneous Occupations	
Animal Caretaker	9.25
Carnival Equipment Operator	9.60
Carnival Equipment Repairer	9.95
Carnival Worker	8.30
Cashier	7.32
Desk Clerk	8.97
Embalmer	16.57
Lifeguard	9.02
Mortician	16.57
Park Attendant (Aide)	11.27
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.00
Recreation Specialist	12.44
Recycling Worker	11.03
Sales Clerk	8.86
School Crossing Guard (Crosswalk Attendant)	8.30
Sport Official	8.00
Survey Party Chief (Chief of Party)	16.03
Surveying Aide	10.88
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.57
Swimming Pool Operator	10.64
Vending Machine Attendant	9.59
Vending Machine Repairer	10.64
Vending Machine Repairer Helper	9.59
Personal Needs Occupations	
Child Care Attendant	8.97
Child Care Center Clerk	11.19
Chore Aid	7.89
Homemaker	12.50
Plant and System Operation Occupations	
Boiler Tender	18.24
Sewage Plant Operator	17.68
Stationary Engineer	18.24
Ventilation Equipment Tender	15.42
Water Treatment Plant Operator	17.68
Protective Service Occupations	
Alarm Monitor	14.39
Corrections Officer	13.67
Court Security Officer	15.21
Detention Officer	14.23

Firefighter	14.43
Guard I	6.84
Guard II	10.86
Police Officer	17.54
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	15.61
Hatch Tender	15.61
Line Handler	15.61
Stevedore I	15.05
Stevedore II	16.18
Technical Occupations	
Air Traffic Control Specialist, Center (2)	27.00
Air Traffic Control Specialist, Station (2)	18.62
Air Traffic Control Specialist, Terminal (2)	20.50
Archeological Technician I	13.24
Archeological Technician II	14.89
Archeological Technician III	18.39
Cartographic Technician	18.39
Civil Engineering Technician	18.39
Computer Based Training (CBT) Specialist/ Instructor	22.13
Drafter I	10.34
Drafter II	11.62
Drafter III	14.49
Drafter IV	18.39
Engineering Technician I	11.94
Engineering Technician II	13.35
Engineering Technician III	15.01
Engineering Technician IV	18.58
Engineering Technician V	22.71
Engineering Technician VI	27.46
Environmental Technician	15.33
Flight Simulator/Instructor (Pilot)	20.73
Graphic Artist	19.26
Instructor	19.26
Laboratory Technician	13.80
Mathematical Technician	16.16
Paralegal/Legal Assistant I	13.42
Paralegal/Legal Assistant II	16.45
Paralegal/Legal Assistant III	20.22
Paralegal/Legal Assistant IV	23.74
Photooptics Technician	17.63
Technical Writer	21.46
Unexploded (UXO) Safety Escort	17.73
Unexploded (UXO) Sweep Personnel	17.73
Unexploded Ordnance (UXO) Technician I	17.73
Unexploded Ordnance (UXO) Technician II	20.76
Unexploded Ordnance (UXO) Technician III	24.88
Weather Observer, Combined Upper Air and Surface Programs (3)	13.80
Weather Observer, Senior (3)	15.33
Weather Observer, Upper Air (3)	13.80
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	17.25
Parking and Lot Attendant	6.53
Shuttle Bus Driver	7.83
Taxi Driver	7.54
Truckdriver, Heavy Truck	17.86
Truckdriver, Light Truck	7.83

Truckdriver, Medium Truck	17.25
Truckdriver, Tractor-Trailer	17.86

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.02 an hour or \$80.80 a week or \$350.13 a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successive weeks after 8 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 eleven paid holidays per year: New Year's Day, Martin Luther 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 substitute for any of the named holidays another day off with pay in accordance with 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 rotation 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 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 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 rounds.

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 employment 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 differentials.

**\*\* 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 to 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 the 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) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations

