



WAGE DETERMINATION NO: 94-2223 REV (16) AREA: KY,LOUISVILLE

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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 Director	Division of Wage Determinations	Wage Determination No.: 1994-2223 Revision No.: 16 Date Of Last Revision: 06/26/2001
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States: Indiana, **Kentucky**

Area: Indiana Counties of Clark, Floyd, Harrison, **Jefferson**, Jennings, Scott
Kentucky Counties of Breckinridge, Bullitt, Edmonson, Grayson, Hardin, Hart, Henry,
Jefferson, Larue, Meade, Nelson, Oldham, Shelby, Spencer, Trimble

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

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.31
Accounting Clerk II	10.46
Accounting Clerk III	13.19
Accounting Clerk IV	15.87
Court Reporter	12.81
Dispatcher, Motor Vehicle	13.04
Document Preparation Clerk	9.26
Duplicating Machine Operator	9.26
Film/Tape Librarian	10.35
General Clerk I	7.55
General Clerk II	9.53
General Clerk III	10.66
General Clerk IV	13.38
Housing Referral Assistant	15.22
Key Entry Operator I	8.80
Key Entry Operator II	11.01
Messenger (Courier)	7.55
Order Clerk I	10.94
Order Clerk II	13.33
Personnel Assistant (Employment) I	10.60
Personnel Assistant (Employment) II	11.91
Personnel Assistant (Employment) III	14.73
Personnel Assistant (Employment) IV	16.77
Production Control Clerk	11.81
Rental Clerk	10.35
Scheduler, Maintenance	10.81
Secretary I	10.81

Secretary II	13.37
Secretary III	15.22
Secretary IV	18.45
Secretary V	19.89
Service Order Dispatcher	11.62
Stenographer I	10.30
Stenographer II	11.54
Supply Technician	15.65
Survey Worker (Interviewer)	12.81
Switchboard Operator-Receptionist	9.33
Test Examiner	13.37
Test Proctor	13.37
Travel Clerk I	9.47
Travel Clerk II	9.94
Travel Clerk III	10.41
Word Processor I	9.47
Word Processor II	10.95
Word Processor III	12.20
Automatic Data Processing Occupations	
Computer Data Librarian	8.67
Computer Operator I	9.77
Computer Operator II	13.01
Computer Operator III	16.87
Computer Operator IV	17.37
Computer Operator V	19.23
Computer Programmer I (1)	14.50
Computer Programmer II (1)	19.25
Computer Programmer III (1)	22.14
Computer Programmer IV (1)	26.95
Computer Systems Analyst I (1)	22.79
Computer Systems Analyst II (1)	25.12
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	11.04
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	18.63
Automotive Glass Installer	17.33
Automotive Worker	17.33
Electrician, Automotive	17.88
Mobile Equipment Servicer	14.22
Motor Equipment Metal Mechanic	18.63
Motor Equipment Metal Worker	16.55
Motor Vehicle Mechanic	18.63
Motor Vehicle Mechanic Helper	14.22
Motor Vehicle Upholstery Worker	16.58
Motor Vehicle Wrecker	17.33
Painter, Automotive	17.88
Radiator Repair Specialist	17.33
Tire Repairer	13.74
Transmission Repair Specialist	18.63
Food Preparation and Service Occupations	
Baker	9.28
Cook I	8.36
Cook II	9.28
Dishwasher	7.32
Food Service Worker	7.52
Meat Cutter	10.67
Waiter/Waitress	6.88

Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	17.88
Furniture Handler	13.79
Furniture Refinisher	17.88
Furniture Refinisher Helper	14.20
Furniture Repairer, Minor	16.58
Upholsterer	17.88
General Services and Support Occupations	
Cleaner, Vehicles	7.52
Elevator Operator	7.52
Gardener	9.06
House Keeping Aid I	7.52
House Keeping Aid II	7.89
Janitor	7.52
Laborer, Grounds Maintenance	7.91
Maid or Houseman	7.14
Pest Controller	9.45
Refuse Collector	7.52
Tractor Operator	8.94
Window Cleaner	7.89
Health Occupations	
Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	11.74
Licensed Practical Nurse II	13.19
Licensed Practical Nurse III	14.74
Medical Assistant	10.35
Medical Laboratory Technician	11.24
Medical Record Clerk	9.77
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	15.57
Registered Nurse II	19.06
Registered Nurse II, Specialist	19.06
Registered Nurse III	23.06
Registered Nurse III, Anesthetist	23.06
Registered Nurse IV	27.62
Information and Arts Occupations	
Audiovisual Librarian	19.49
Exhibits Specialist I	16.05
Exhibits Specialist II	18.09
Exhibits Specialist III	20.80
Illustrator I	16.05
Illustrator II	18.09
Illustrator III	20.80
Librarian	14.88
Library Technician	12.81
Photographer I	13.96
Photographer II	15.73
Photographer III	19.24
Photographer IV	23.28
Photographer V	17.52

Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.96
Counter Attendant	6.96
Dry Cleaner	9.13
Finisher, Flatwork, Machine	6.96
Presser, Hand	6.96
Presser, Machine, Drycleaning	6.96
Presser, Machine, Shirts	6.96
Presser, Machine, Wearing Apparel, Laundry	6.96
Sewing Machine Operator	9.84
Tailor	10.45
Washer, Machine	7.76
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	17.88
Tool and Die Maker	20.68
Material Handling and Packing Occupations	
Forklift Operator	13.94
Fuel Distribution System Operator	16.02
Material Coordinator	12.24
Material Expediter	12.24
Material Handling Laborer	11.65
Order Filler	12.37
Production Line Worker (Food Processing)	12.70
Shipping Packer	12.36
Shipping/Receiving Clerk	12.36
Stock Clerk (Shelf Stocker; Store Worker II)	12.83
Store Worker I	11.52
Tools and Parts Attendant	13.95
Warehouse Specialist	12.70
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	20.23
Aircraft Mechanic Helper	15.29
Aircraft Quality Control Inspector	20.96
Aircraft Servicer	18.01
Aircraft Worker	18.51
Appliance Mechanic	17.88
Bicycle Repairer	13.60
Cable Splicer	18.63
Carpenter, Maintenance	17.88
Carpet Layer	17.33
Electrician, Maintenance	19.90
Electronics Technician, Maintenance I	18.99
Electronics Technician, Maintenance II	19.70
Electronics Technician, Maintenance III	20.44
Fabric Worker	14.08
Fire Alarm System Mechanic	21.16
Fire Extinguisher Repairer	15.99
Fuel Distribution System Mechanic	21.16
General Maintenance Worker	17.33
Heating, Refrigeration and Air Conditioning Mechanic	18.63
Heavy Equipment Mechanic	18.63
Heavy Equipment Operator	18.63
Instrument Mechanic	18.63
Laborer	12.85
Locksmith	17.88
Machinery Maintenance Mechanic	18.63
Machinist, Maintenance	18.63

Maintenance Trades Helper	14.08
Millwright	19.97
Office Appliance Repairer	17.88
Painter, Aircraft	17.88
Painter, Maintenance	17.88
Pipefitter, Maintenance	18.69
Plumber, Maintenance	17.94
Pneudraulic Systems Mechanic	21.16
Rigger	18.63
Scale Mechanic	19.69
Sheet-Metal Worker, Maintenance	18.63
Small Engine Mechanic	17.33
Telecommunication Mechanic I	18.63
Telecommunication Mechanic II	19.30
Telephone Lineman	18.63
Welder, Combination, Maintenance	18.63
Well Driller	18.63
Woodcraft Worker	18.63
Woodworker	16.02
Miscellaneous Occupations	
Animal Caretaker	7.91
Carnival Equipment Operator	7.77
Carnival Equipment Repairer	7.87
Carnival Worker	6.59
Cashier	7.18
Desk Clerk	8.81
Embalmer	16.57
Lifeguard	9.02
Mortician	16.57
Park Attendant (Aide)	11.32
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.33
Recreation Specialist	8.94
Recycling Worker	7.55
Sales Clerk	8.94
School Crossing Guard (Crosswalk Attendant)	6.58
Sport Official	8.11
Survey Party Chief (Chief of Party)	14.27
Surveying Aide	12.54
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.94
Swimming Pool Operator	9.53
Vending Machine Attendant	8.68
Vending Machine Repairer	10.05
Vending Machine Repairer Helper	8.68
Personal Needs Occupations	
Child Care Attendant	8.81
Child Care Center Clerk	10.99
Chore Aid	6.38
Homemaker	12.19
Plant and System Operation Occupations	
Boiler Tender	18.63
Sewage Plant Operator	17.88
Stationary Engineer	18.63
Ventilation Equipment Tender	15.28
Water Treatment Plant Operator	17.88
Protective Service Occupations	
Alarm Monitor	10.88
Corrections Officer	12.40

Court Security Officer	12.40
Detention Officer	12.40
Firefighter	11.87
Guard I	7.14
Guard II	12.37
Police Officer	14.75
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	14.36
Hatch Tender	14.36
Line Handler	14.36
Stevedore I	13.83
Stevedore II	14.99
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	13.02
Archeological Technician II	14.65
Archeological Technician III	18.09
Cartographic Technician	17.73
Civil Engineering Technician	18.09
Computer Based Training (CBT) Specialist/ Instructor	24.43
Drafter I	12.24
Drafter II	14.47
Drafter III	16.05
Drafter IV	18.09
Engineering Technician I	15.54
Engineering Technician II	17.45
Engineering Technician III	19.52
Engineering Technician IV	24.19
Engineering Technician V	29.58
Engineering Technician VI	35.78
Environmental Technician	19.14
Flight Simulator/Instructor (Pilot)	24.39
Graphic Artist	21.68
Instructor	17.16
Laboratory Technician	14.97
Mathematical Technician	24.19
Paralegal/Legal Assistant I	14.73
Paralegal/Legal Assistant II	20.32
Paralegal/Legal Assistant III	21.98
Paralegal/Legal Assistant IV	26.57
Photooptics Technician	21.03
Technical Writer	20.30
Unexploded (UXO) Safety Escort	17.16
Unexploded (UXO) Sweep Personnel	16.84
Unexploded Ordnance (UXO) Technician I	16.84
Unexploded Ordnance (UXO) Technician II	20.76
Unexploded Ordnance (UXO) Technician III	24.88
Weather Observer, Combined Upper Air and Surface Programs (3)	17.22
Weather Observer, Senior (3)	19.10
Weather Observer, Upper Air (3)	17.22
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	12.36
Parking and Lot Attendant	8.69
Shuttle Bus Driver	11.13
Taxi Driver	9.97

Truckdriver, Heavy Truck	16.37
Truckdriver, Light Truck	15.11
Truckdriver, Medium Truck	15.74
Truckdriver, Tractor-Trailer	16.37

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 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 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 what is 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 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 employee (40 hours per 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 "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 on 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 of action, together with the agency's recommendations and pertinent information including position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(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.

