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WAGE DETERMINATION NO: 94-2285 REV (13) AREA: MN,DULUTH

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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	Division of	Wage Determination No.: 1994-2285
Director	Wage Determinations	Revision No.: 13
		Date Of Last Revision: 06/05/2000

States: **Minnesota**, Wisconsin
 Area: **Minnesota** Counties of Aitkin, Becker, Beltrami, Carlton, Cass, Clay, Clearwater, Cook, Crow Wing, Hubbard, Itasca, Kanabec, Kittson, Koochiching, Lake, Lake of The Woo, Mahnomen, Marshall, Norman, Otter Tail, Pennington, Pine, Polk, Red Lake, Roseau, St Louis, Wadena, Wilkin
 Wisconsin Counties of Ashland, Bayfield, Burnett, **Douglas**, Iron, Price, Rusk, Sawyer, Taylor, Washburn

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Mortician	16.57
School Crossing Guard (Crosswalk Attendant)	6.71
Administrative Support and Clerical Occupations	
Accounting Clerk I	7.87
Accounting Clerk II	8.50
Accounting Clerk III	11.89
Accounting Clerk IV	14.14
Court Reporter	12.53
Dispatcher, Motor Vehicle	12.53
Document Preparation Clerk	9.01
Duplicating Machine Operator	9.01
Film/Tape Librarian	8.57
General Clerk I	6.29
General Clerk II	7.66
General Clerk III	9.19
General Clerk IV	10.32
Housing Referral Assistant	9.61
Key Entry Operator I	8.62
Key Entry Operator II	10.07
Messenger (Courier)	6.29
Order Clerk I	7.87
Order Clerk II	8.50
Personnel Assistant (Employment) I	6.29
Personnel Assistant (Employment) II	7.50
Personnel Assistant (Employment) III	8.93
Personnel Assistant (Employment) IV	10.22
Production Control Clerk	9.61

Rental Clerk	8.57
Scheduler, Maintenance	8.57
Secretary I	8.57
Secretary II	8.93
Secretary III	9.61
Secretary IV	10.51
Secretary V	12.53
Service Order Dispatcher	8.57
Stenographer I	7.83
Stenographer II	8.57
Supply Technician	10.51
Survey Worker (Interviewer)	8.93
Switchboard Operator-Receptionist	7.00
Test Examiner	8.93
Test Proctor	8.93
Travel Clerk I	9.78
Travel Clerk II	10.54
Travel Clerk III	11.31
Word Processor I	7.76
Word Processor II	8.57
Word Processor III	8.97
Automatic Data Processing Occupations	
Computer Data Librarian	8.83
Computer Operator I	8.83
Computer Operator II	10.79
Computer Operator III	13.35
Computer Operator IV	14.84
Computer Operator V	16.43
Computer Programmer I (1)	10.74
Computer Programmer II (1)	12.72
Computer Programmer III (1)	15.01
Computer Programmer IV (1)	18.19
Computer Systems Analyst I (1)	16.94
Computer Systems Analyst II (1)	20.18
Computer Systems Analyst III (1)	23.40
Peripheral Equipment Operator	9.10
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	15.68
Automotive Glass Installer	14.77
Automotive Worker	14.77
Electrician, Automotive	15.20
Mobile Equipment Service	13.70
Motor Equipment Metal Mechanic	15.68
Motor Equipment Metal Worker	14.77
Motor Vehicle Mechanic	15.68
Motor Vehicle Mechanic Helper	13.18
Motor Vehicle Upholstery Worker	14.24
Motor Vehicle Wrecker	14.77
Painter, Automotive	15.20
Radiator Repair Specialist	14.77
Tire Repairer	13.24
Transmission Repair Specialist	15.68
Food Preparation and Service Occupations	
Baker	8.52
Cook I	7.92
Cook II	8.52
Dishwasher	6.71
Food Service Worker	6.71
Meat Cutter	8.52
Waiter/Waitress	7.04
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	15.20
Furniture Handler	12.15
Furniture Refinisher	15.20

Furniture Refinisher Helper	13.18
Furniture Repairer, Minor	14.24
Upholsterer	15.20
General Services and Support Occupations	
Cleaner, Vehicles	6.71
Elevator Operator	6.71
Gardener	7.92
House Keeping Aid I	6.40
House Keeping Aid II	6.71
Janitor	6.71
Laborer, Grounds Maintenance	7.04
Maid or Houseman	6.40
Pest Controller	8.25
Refuse Collector	6.71
Tractor Operator	7.60
Window Cleaner	7.04
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	13.54
Nursing Assistant I	7.10
Nursing Assistant II	7.98
Nursing Assistant III	8.71
Nursing Assistant IV	9.77
Pharmacy Technician	12.19
Phlebotomist	9.77
Registered Nurse I	13.54
Registered Nurse II	16.57
Registered Nurse II, Specialist	16.57
Registered Nurse III	20.05
Registered Nurse III, Anesthetist	20.05
Registered Nurse IV	24.02
Information and Arts Occupations	
Audiovisual Librarian	14.05
Exhibits Specialist I	15.39
Exhibits Specialist II	19.07
Exhibits Specialist III	23.33
Illustrator I	15.39
Illustrator II	19.07
Illustrator III	23.33
Librarian	12.53
Library Technician	9.11
Photographer I	12.01
Photographer II	15.39
Photographer III	19.07
Photographer IV	23.33
Photographer V	27.89
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	8.01
Counter Attendant	8.01
Dry Cleaner	10.26
Finisher, Flatwork, Machine	8.01
Presser, Hand	8.01
Presser, Machine, Drycleaning	8.01
Presser, Machine, Shirts	8.01
Presser, Machine, Wearing Apparel, Laundry	8.01
Sewing Machine Operator	10.94
Tailor	11.63

Washer, Machine	8.88
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	15.20
Tool and Die Maker	17.12
Material Handling and Packing Occupations	
Forklift Operator	13.83
Fuel Distribution System Operator	13.70
Material Coordinator	14.20
Material Expediter	14.20
Material Handling Laborer	10.35
Order Filler	9.85
Production Line Worker (Food Processing)	13.14
Shipping Packer	13.04
Shipping/Receiving Clerk	13.42
Stock Clerk (Shelf Stocker; Store Worker II)	12.71
Store Worker I	12.01
Tools and Parts Attendant	13.14
Warehouse Specialist	13.14
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	15.68
Aircraft Mechanic Helper	13.18
Aircraft Quality Control Inspector	22.96
Aircraft Servicer	14.24
Aircraft Worker	14.77
Appliance Mechanic	15.20
Bicycle Repairer	13.24
Cable Splicer	15.68
Carpenter, Maintenance	15.20
Carpet Layer	14.77
Electrician, Maintenance	16.26
Electronics Technician, Maintenance I	20.94
Electronics Technician, Maintenance II	21.71
Electronics Technician, Maintenance III	22.28
Fabric Worker	14.24
Fire Alarm System Mechanic	15.68
Fire Extinguisher Repairer	13.70
Fuel Distribution System Mechanic	15.68
General Maintenance Worker	14.77
Heating, Refrigeration and Air Conditioning Mechanic	15.68
Heavy Equipment Mechanic	15.68
Heavy Equipment Operator	16.31
Instrument Mechanic	15.68
Laborer	6.71
Locksmith	15.20
Machinery Maintenance Mechanic	15.68
Machinist, Maintenance	15.68
Maintenance Trades Helper	13.18
Millwright	15.68
Office Appliance Repairer	15.20
Painter, Aircraft	15.20
Painter, Maintenance	15.20
Pipefitter, Maintenance	17.98
Plumber, Maintenance	15.20
Pneudraulic Systems Mechanic	15.68
Rigger	15.68
Scale Mechanic	14.77
Sheet-Metal Worker, Maintenance	15.68
Small Engine Mechanic	14.77
Telecommunication Mechanic I	15.68
Telecommunication Mechanic II	16.17
Telephone Lineman	15.68
Welder, Combination, Maintenance	15.68
Well Driller	15.68
Woodcraft Worker	15.68

Woodworker	13.70
Miscellaneous Occupations	
Animal Caretaker	7.31
Carnival Equipment Operator	7.58
Carnival Equipment Repairer	7.92
Carnival Worker	6.71
Desk Clerk	8.41
Embalmer	16.57
Lifeguard	7.49
Park Attendant (Aide)	9.41
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.49
Recreation Specialist	11.65
Recycling Worker	7.60
Sales Clerk	7.49
Sport Official	7.49
Survey Party Chief (Chief of Party)	14.36
Surveying Aide	8.39
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.97
Swimming Pool Operator	8.52
Vending Machine Attendant	7.65
Vending Machine Repairer	8.52
Vending Machine Repairer Helper	7.68
Personal Needs Occupations	
Child Care Attendant	8.41
Child Care Center Clerk	10.48
Chore Aid	6.40
Homemaker	11.65
Plant and System Operation Occupations	
Boiler Tender	15.68
Sewage Plant Operator	15.20
Stationary Engineer	15.68
Ventilation Equipment Tender	13.18
Water Treatment Plant Operator	15.20
Protective Service Occupations	
Alarm Monitor	9.41
Corrections Officer	13.88
Court Security Officer	15.21
Detention Officer	13.88
Firefighter	14.43
Guard I	8.41
Guard II	9.41
Police Officer I	17.54
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	14.67
Hatch Tender	14.67
Line Handler	14.67
Stevedore I	14.20
Stevedore II	15.12
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.07
Air Traffic Control Specialist, Station (2)	17.98
Air Traffic Control Specialist, Terminal (2)	19.79
Archeological Technician I	13.73
Archeological Technician II	15.45
Archeological Technician III	19.07
Cartographic Technician	19.07
Cashier	6.86
Civil Engineering Technician	19.07
Computer Based Training (CBT) Specialist/ Instructor	16.94
Drafter I	10.76
Drafter II	12.01
Drafter III	15.39
Drafter IV	19.07
Engineering Technician I	12.27

Engineering Technician II	14.27
Engineering Technician III	15.97
Engineering Technician IV	19.79
Engineering Technician V	24.21
Engineering Technician VI	28.58
Environmental Technician	19.07
Flight Simulator/Instructor (Pilot)	20.18
Graphic Artist	16.94
Instructor	17.24
Laboratory Technician	12.06
Mathematical Technician	19.77
Paralegal/Legal Assistant I	8.93
Paralegal/Legal Assistant II	10.51
Paralegal/Legal Assistant III	12.86
Paralegal/Legal Assistant IV	15.56
Photooptics Technician	19.77
Technical Writer	17.80
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)	13.35
Weather Observer, Senior (3)	14.62
Weather Observer, Upper Air (3)	13.35
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	14.48
Parking and Lot Attendant	11.83
Shuttle Bus Driver	13.92
Taxi Driver	13.39
Truckdriver, Heavy Truck	15.02
Truckdriver, Light Truck	13.92
Truckdriver, Medium Truck	14.48
Truckdriver, Tractor-Trailer	15.02

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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 5 years, and 4 weeks 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 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).

**** 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(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed 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 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 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" (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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