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WAGE DETERMINATION NO: 94-2257 REV (11) AREA: MA,LAWRENCE

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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.: 1994-2257
Director	Wage Determinations	Revision No.: 11
		Date Of Last Revision: 06/09/2000

Applicable in Massachusetts and **New Hampshire** as listed below:

Massachusetts:

ESSEX COUNTY: Excluding these cities and towns: Lynn, Lynnfield, Nahant, and Saugus

New Hampshire:

ROCKINGHAM COUNTY: Including these cities and towns: Atkinson, Brentwood, Danville, East Kingston, Hampstead, Kingston, Newton, Plaistow, Salem, Sandown, Seabrook, and W

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

OCCUPATION TITLE	MINIMUM WAGE RATE
Mortician	17.18
School Crossing Guard (Crosswalk Attendant)	9.35
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.40
Accounting Clerk II	10.21
Accounting Clerk III	11.81
Accounting Clerk IV	12.87
Court Reporter	12.24
Dispatcher, Motor Vehicle	12.24
Document Preparation Clerk	11.32
Duplicating Machine Operator	11.32
Film/Tape Librarian	11.14
General Clerk I	9.63
General Clerk II	10.83
General Clerk III	11.32
General Clerk IV	13.82
Housing Referral Assistant	14.45
Key Entry Operator I	9.23
Key Entry Operator II	11.78
Messenger (Courier)	9.63
Order Clerk I	9.79
Order Clerk II	11.08
Personnel Assistant (Employment) I	9.91
Personnel Assistant (Employment) II	11.14
Personnel Assistant (Employment) III	12.24
Personnel Assistant (Employment) IV	14.45
Production Control Clerk	14.45
Rental Clerk	11.14
Scheduler, Maintenance	11.14
Secretary I	11.14

Secretary II	12.24
Secretary III	14.45
Secretary IV	16.47
Secretary V	18.23
Service Order Dispatcher	11.14
Stenographer I	9.91
Stenographer II	11.14
Supply Technician	16.47
Survey Worker (Interviewer)	12.24
Switchboard Operator-Receptionist	9.67
Test Examiner	12.24
Test Proctor	12.24
Travel Clerk I	9.66
Travel Clerk II	10.71
Travel Clerk III	11.88
Word Processor I	9.84
Word Processor II	11.06
Word Processor III	11.74
Automatic Data Processing Occupations	
Computer Data Librarian	11.65
Computer Operator I	11.65
Computer Operator II	13.21
Computer Operator III	14.52
Computer Operator IV	16.15
Computer Operator V	17.88
Computer Programmer I (1)	13.21
Computer Programmer II (1)	15.38
Computer Programmer III (1)	18.75
Computer Programmer IV (1)	22.92
Computer Systems Analyst I (1)	19.01
Computer Systems Analyst II (1)	23.27
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	11.65
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	18.09
Automotive Glass Installer	16.47
Automotive Worker	16.47
Electrician, Automotive	17.37
Mobile Equipment Service	15.02
Motor Equipment Metal Mechanic	18.09
Motor Equipment Metal Worker	16.47
Motor Vehicle Mechanic	16.34
Motor Vehicle Mechanic Helper	14.11
Motor Vehicle Upholstery Worker	15.74
Motor Vehicle Wrecker	16.47
Painter, Automotive	17.37
Radiator Repair Specialist	16.47
Tire Repairer	14.51
Transmission Repair Specialist	18.09
Food Preparation and Service Occupations	
Baker	13.17
Cook I	11.96
Cook II	13.17
Dishwasher	9.35
Food Service Worker	9.35
Meat Cutter	13.17
Waiter/Waitress	9.92
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	17.37
Furniture Handler	12.48

Furniture Refinisher	17.37
Furniture Refinisher Helper	14.11
Furniture Repairer, Minor	15.74
Upholsterer	17.37
General Services and Support Occupations	
Cleaner, Vehicles	9.35
Elevator Operator	9.35
Gardener	11.96
House Keeping Aid I	8.79
House Keeping Aid II	9.35
Janitor	9.35
Laborer, Grounds Maintenance	9.92
Maid or Houseman	8.79
Pest Controller	12.52
Refuse Collector	9.35
Tractor Operator	11.31
Window Cleaner	9.92
Health Occupations	
Dental Assistant	11.34
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.34
Licensed Practical Nurse I	12.66
Licensed Practical Nurse II	14.22
Licensed Practical Nurse III	15.90
Medical Assistant	10.13
Medical Laboratory Technician	10.13
Medical Record Clerk	10.13
Medical Record Technician	14.04
Nursing Assistant I	7.36
Nursing Assistant II	8.27
Nursing Assistant III	9.02
Nursing Assistant IV	10.12
Pharmacy Technician	12.64
Phlebotomist	10.13
Registered Nurse I	15.33
Registered Nurse II	19.19
Registered Nurse II, Specialist	19.19
Registered Nurse III	23.22
Registered Nurse III, Anesthetist	23.22
Registered Nurse IV	27.83
Information and Arts Occupations	
Audiovisual Librarian	16.47
Exhibits Specialist I	14.88
Exhibits Specialist II	18.43
Exhibits Specialist III	22.54
Illustrator I	14.88
Illustrator II	18.43
Illustrator III	22.54
Librarian	18.23
Library Technician	12.24
Photographer I	11.80
Photographer II	14.88
Photographer III	18.43
Photographer IV	22.54
Photographer V	22.92
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.49
Counter Attendant	7.49
Dry Cleaner	8.93
Finisher, Flatwork, Machine	7.49
Presser, Hand	7.49

Presser, Machine, Drycleaning	7.49
Presser, Machine, Shirts	7.49
Presser, Machine, Wearing Apparel, Laundry	7.49
Sewing Machine Operator	9.40
Tailor	9.88
Washer, Machine	7.98
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	17.37
Tool and Die Maker	21.20
Material Handling and Packing Occupations	
Forklift Operator	11.77
Fuel Distribution System Operator	15.02
Material Coordinator	16.80
Material Expediter	16.80
Material Handling Laborer	11.94
Order Filler	9.42
Production Line Worker (Food Processing)	15.13
Shipping Packer	11.38
Shipping/Receiving Clerk	11.38
Stock Clerk (Shelf Stocker; Store Worker II)	14.22
Store Worker I	9.55
Tools and Parts Attendant	15.13
Warehouse Specialist	15.13
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	18.09
Aircraft Mechanic Helper	14.16
Aircraft Quality Control Inspector	22.64
Aircraft Servicer	15.74
Aircraft Worker	16.47
Appliance Mechanic	17.37
Bicycle Repairer	14.51
Cable Splicer	18.09
Carpenter, Maintenance	17.37
Carpet Layer	16.47
Electrician, Maintenance	21.56
Electronics Technician, Maintenance I	15.19
Electronics Technician, Maintenance II	15.99
Electronics Technician, Maintenance III	22.57
Fabric Worker	15.74
Fire Alarm System Mechanic	18.09
Fire Extinguisher Repairer	15.02
Fuel Distribution System Mechanic	18.09
General Maintenance Worker	16.47
Heating, Refrigeration and Air Conditioning Mechanic	18.09
Heavy Equipment Mechanic	18.09
Heavy Equipment Operator	18.09
Instrument Mechanic	18.09
Laborer	9.76
Locksmith	17.35
Machinery Maintenance Mechanic	16.58
Machinist, Maintenance	17.35
Maintenance Trades Helper	14.16
Millwright	18.09
Office Appliance Repairer	17.37
Painter, Aircraft	17.37
Painter, Maintenance	17.37
Pipefitter, Maintenance	19.46
Plumber, Maintenance	17.37
Pneudraulic Systems Mechanic	18.09
Rigger	18.09

Scale Mechanic	16.47
Sheet-Metal Worker, Maintenance	18.09
Small Engine Mechanic	16.47
Telecommunication Mechanic I	18.09
Telecommunication Mechanic II	18.82
Telephone Lineman	18.09
Welder, Combination, Maintenance	18.09
Well Driller	18.09
Woodcraft Worker	18.09
Woodworker	15.02
Miscellaneous Occupations	
Animal Caretaker	10.63
Carnival Equipment Operator	11.31
Carnival Equipment Repairer	11.96
Carnival Worker	9.35
Desk Clerk	10.85
Embalmer	17.18
Lifeguard	9.67
Park Attendant (Aide)	12.18
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.67
Recreation Specialist	15.08
Recycling Worker	11.31
Sales Clerk	9.67
Sport Official	9.67
Survey Party Chief (Chief of Party)	16.50
Surveying Aide	9.67
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.24
Swimming Pool Operator	13.17
Vending Machine Attendant	11.31
Vending Machine Repairer	13.17
Vending Machine Repairer Helper	11.31
Personal Needs Occupations	
Child Care Attendant	10.85
Child Care Center Clerk	13.54
Chore Aid	8.79
Homemaker	15.03
Plant and System Operation Occupations	
Boiler Tender	18.09
Sewage Plant Operator	17.37
Stationary Engineer	18.09
Ventilation Equipment Tender	14.11
Water Treatment Plant Operator	17.37
Protective Service Occupations	
Alarm Monitor	13.01
Corrections Officer	17.69
Court Security Officer	18.18
Detention Officer	17.69
Firefighter	16.38
Guard I	7.23
Guard II	13.01
Police Officer I	20.49
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	17.71
Hatch Tender	17.71
Line Handler	17.71
Stevedore I	16.80
Stevedore II	18.09
Technical Occupations	
Air Traffic Control Specialist, Center (2)	27.03
Air Traffic Control Specialist, Station (2)	18.64

Air Traffic Control Specialist, Terminal (2)	20.53
Archeological Technician I	13.27
Archeological Technician II	14.93
Archeological Technician III	18.43
Cartographic Technician	18.43
Cashier	8.89
Civil Engineering Technician	18.43
Computer Based Training (CBT) Specialist/ Instructor	19.01
Drafter I	10.50
Drafter II	11.80
Drafter III	14.88
Drafter IV	18.43
Engineering Technician I	10.50
Engineering Technician II	12.94
Engineering Technician III	14.88
Engineering Technician IV	20.44
Engineering Technician V	23.70
Engineering Technician VI	30.25
Environmental Technician	16.15
Flight Simulator/Instructor (Pilot)	23.27
Graphic Artist	19.01
Instructor	19.01
Laboratory Technician	14.52
Mathematical Technician	20.44
Paralegal/Legal Assistant I	12.24
Paralegal/Legal Assistant II	16.47
Paralegal/Legal Assistant III	20.09
Paralegal/Legal Assistant IV	24.37
Photooptics Technician	20.44
Technical Writer	22.92
Unexploded (UXO) Safety Escort	17.18
Unexploded (UXO) Sweep Personnel	17.18
Unexploded Ordnance (UXO) Technician I	17.18
Unexploded Ordnance (UXO) Technician II	20.78
Unexploded Ordnance (UXO) Technician III	24.91
Weather Observer, Combined Upper Air and Surface Programs (3)	14.52
Weather Observer, Senior (3)	16.15
Weather Observer, Upper Air (3)	14.52
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	13.41
Parking and Lot Attendant	8.72
Shuttle Bus Driver	11.19
Taxi Driver	10.57
Truckdriver, Heavy Truck	14.49
Truckdriver, Light Truck	11.19
Truckdriver, Medium Truck	13.41
Truckdriver, Tractor-Trailer	14.49

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 success weeks after 5 years, and 4 weeks after 15 years. Length of service includes the who of continuous service with the present contractor or successor, wherever employed, a 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, L 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. rate of basic pay plus a night pay differential amounting to 10 percent of the rate basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a 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 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).

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either the terms of the Government contract, by the employer, by the state or local law, or at 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 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 (\$0.67 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 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 (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), 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 unlisted classes of employees shall be paid 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 with such unlisted class(es) of employees. The unlisted classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See 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 occupa and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order p classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), incl 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 tha 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 action, together with the agency's recommendations and pertinent information includi position of the contractor and the employees, to the Wage and Hour Division, Employm Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disa the action via transmittal to the agency contracting officer, or notifies the contra 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 Occupat (the Directory) should be used to compare job definitions to insure that duties requ are not performed by a classification already listed in the wage determination. Rem it is not the job title, but the required tasks that determine whether a class is in in an established wage determination. Conformances may not be used to artificially combine, or subdivide classifications listed in the wage determination.

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