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WAGE DETERMINATION NO: 94-2537 REV (17) AREA: VT,STATEWIDE

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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
DirectorDivision of
Wage DeterminationsWage Determination No.: 1994-2537
Revision No.: 17
Date Of Last Revision: 06/21/2000State: **Vermont**Area: **Vermont** Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.24
Accounting Clerk II	11.09
Accounting Clerk III	12.74
Accounting Clerk IV	15.49
Court Reporter	11.50
Dispatcher, Motor Vehicle	12.63
Document Preparation Clerk	10.73
Duplicating Machine Operator	10.72
Film/Tape Librarian	10.44
General Clerk I	8.58
General Clerk II	11.97
General Clerk III	14.18
General Clerk IV	15.87
Housing Referral Assistant	13.99
Key Entry Operator I	9.44
Key Entry Operator II	11.84
Messenger (Courier)	7.17
Order Clerk I	10.26
Order Clerk II	12.68
Personnel Assistant (Employment) I	10.14
Personnel Assistant (Employment) II	11.39
Personnel Assistant (Employment) III	12.49
Personnel Assistant (Employment) IV	14.19
Production Control Clerk	14.19
Rental Clerk	10.65
Scheduler, Maintenance	11.60
Secretary I	11.22
Secretary II	11.73
Secretary III	13.99
Secretary IV	16.68
Secretary V	17.25
Service Order Dispatcher	11.49
Stenographer I	10.45
Stenographer II	11.65

Supply Technician	16.68
Survey Worker (Interviewer)	11.50
Switchboard Operator-Receptionist	9.66
Test Examiner	11.73
Test Proctor	11.73
Travel Clerk I	9.66
Travel Clerk II	10.71
Travel Clerk III	11.88
Word Processor I	8.49
Word Processor II	9.53
Word Processor III	10.67
Automatic Data Processing Occupations	
Computer Data Librarian	10.37
Computer Operator I	10.25
Computer Operator II	13.54
Computer Operator III	15.81
Computer Operator IV	18.58
Computer Operator V	21.29
Computer Programmer I (1)	13.30
Computer Programmer II (1)	16.50
Computer Programmer III (1)	20.12
Computer Programmer IV (1)	24.35
Computer Systems Analyst I (1)	17.87
Computer Systems Analyst II (1)	22.64
Computer Systems Analyst III (1)	27.42
Peripheral Equipment Operator	9.22
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	15.00
Automotive Glass Installer	13.80
Automotive Worker	13.80
Electrician, Automotive	14.40
Mobile Equipment Service	12.75
Motor Equipment Metal Mechanic	15.00
Motor Equipment Metal Worker	13.80
Motor Vehicle Mechanic	15.00
Motor Vehicle Mechanic Helper	12.15
Motor Vehicle Upholstery Worker	13.35
Motor Vehicle Wrecker	13.80
Painter, Automotive	14.40
Radiator Repair Specialist	13.80
Tire Repairer	12.32
Transmission Repair Specialist	15.00
Food Preparation and Service Occupations	
Baker	10.72
Cook I	9.90
Cook II	10.72
Dishwasher	8.34
Food Service Worker	7.93
Meat Cutter	12.22
Waiter/Waitress	8.43
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	14.40
Furniture Handler	11.32
Furniture Refinisher	14.40
Furniture Refinisher Helper	12.15
Furniture Repairer, Minor	13.35
Upholsterer	14.91
General Services and Support Occupations	
Cleaner, Vehicles	7.93
Elevator Operator	7.93

Gardener	10.29
House Keeping Aid I	7.50
House Keeping Aid II	8.32
Janitor	8.31
Laborer, Grounds Maintenance	8.74
Maid or Houseman	7.50
Pest Controller	10.31
Refuse Collector	7.93
Tractor Operator	9.78
Window Cleaner	8.85
Health Occupations	
Dental Assistant	11.60
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.34
Licensed Practical Nurse I	9.23
Licensed Practical Nurse II	10.37
Licensed Practical Nurse III	11.06
Medical Assistant	10.37
Medical Laboratory Technician	10.37
Medical Record Clerk	10.35
Medical Record Technician	12.93
Nursing Assistant I	7.24
Nursing Assistant II	8.35
Nursing Assistant III	9.14
Nursing Assistant IV	10.27
Pharmacy Technician	11.63
Phlebotomist	10.73
Registered Nurse I	14.36
Registered Nurse II	17.57
Registered Nurse II, Specialist	17.57
Registered Nurse III	21.26
Registered Nurse III, Anesthetist	21.26
Registered Nurse IV	25.48
Information and Arts Occupations	
Audiovisual Librarian	16.35
Exhibits Specialist I	15.00
Exhibits Specialist II	16.16
Exhibits Specialist III	19.72
Illustrator I	15.00
Illustrator II	16.16
Illustrator III	19.72
Librarian	16.91
Library Technician	11.50
Photographer I	11.73
Photographer II	13.78
Photographer III	18.14
Photographer IV	21.29
Photographer V	29.74
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)	14.40
Tool and Die Maker	20.00
Material Handling and Packing Occupations	
Forklift Operator	12.61
Fuel Distribution System Operator	12.75
Material Coordinator	11.30
Material Expediter	11.30
Material Handling Laborer	10.82
Order Filler	11.38
Production Line Worker (Food Processing)	10.11
Shipping Packer	11.69
Shipping/Receiving Clerk	11.73
Stock Clerk (Shelf Stocker; Store Worker II)	11.86
Store Worker I	9.73
Tools and Parts Attendant	10.11
Warehouse Specialist	10.11
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	15.88
Aircraft Mechanic Helper	12.88
Aircraft Quality Control Inspector	18.14
Aircraft Servicer	14.15
Aircraft Worker	14.63
Appliance Mechanic	14.40
Bicycle Repairer	12.32
Cable Splicer	15.00
Carpenter, Maintenance	14.40
Carpet Layer	13.80
Electrician, Maintenance	15.00
Electronics Technician, Maintenance I	15.82
Electronics Technician, Maintenance II	19.55
Electronics Technician, Maintenance III	21.22
Fabric Worker	13.35
Fire Alarm System Mechanic	15.00
Fire Extinguisher Repairer	12.75
Fuel Distribution System Mechanic	15.00
General Maintenance Worker	13.80
Heating, Refrigeration and Air Conditioning Mechanic	15.00
Heavy Equipment Mechanic	15.00
Heavy Equipment Operator	15.29
Instrument Mechanic	16.66
Laborer	9.27
Locksmith	14.40
Machinery Maintenance Mechanic	15.00
Machinist, Maintenance	15.95
Maintenance Trades Helper	12.15
Millwright	15.00
Office Appliance Repairer	14.40
Painter, Aircraft	14.40
Painter, Maintenance	14.40
Pipefitter, Maintenance	16.80
Plumber, Maintenance	16.09
Pneudraulic Systems Mechanic	15.00
Rigger	15.00
Scale Mechanic	13.80
Sheet-Metal Worker, Maintenance	15.00
Small Engine Mechanic	13.80
Telecommunication Mechanic I	15.00
Telecommunication Mechanic II	17.33
Telephone Lineman	15.00
Welder, Combination, Maintenance	15.00

Well Driller	15.00
Woodcraft Worker	15.00
Woodworker	12.75
Miscellaneous Occupations	
Animal Caretaker	8.93
Carnival Equipment Operator	10.45
Carnival Equipment Repairer	10.99
Carnival Worker	7.93
Cashier	8.57
Desk Clerk	10.44
Embalmer	15.82
Lifeguard	9.32
Mortician	16.97
Park Attendant (Aide)	11.74
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.18
Recreation Specialist	14.44
Recycling Worker	9.41
Sales Clerk	9.32
School Crossing Guard (Crosswalk Attendant)	8.18
Sport Official	9.32
Survey Party Chief (Chief of Party)	13.46
Surveying Aide	8.58
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.76
Swimming Pool Operator	10.72
Vending Machine Attendant	9.41
Vending Machine Repairer	10.72
Vending Machine Repairer Helper	9.41
Personal Needs Occupations	
Child Care Attendant	10.46
Child Care Center Clerk	13.30
Chore Aid	8.01
Homemaker	14.78
Plant and System Operation Occupations	
Boiler Tender	15.00
Sewage Plant Operator	14.40
Stationary Engineer	16.57
Ventilation Equipment Tender	12.15
Water Treatment Plant Operator	14.40
Protective Service Occupations	
Alarm Monitor	12.42
Corrections Officer	17.69
Court Security Officer	18.18
Detention Officer	17.69
Firefighter	16.38
Guard I	11.09
Guard II	12.42
Police Officer I	20.49
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	11.80
Hatch Tender	11.80
Line Handler	11.80
Stevedore I	11.13
Stevedore II	12.04
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	11.63
Archeological Technician II	13.08
Archeological Technician III	16.16

Cartographic Technician	16.16
Civil Engineering Technician	16.16
Computer Based Training (CBT) Specialist/ Instructor	17.52
Drafter I	9.60
Drafter II	12.11
Drafter III	17.37
Drafter IV	17.95
Engineering Technician I	10.13
Engineering Technician II	12.71
Engineering Technician III	14.28
Engineering Technician IV	17.64
Engineering Technician V	21.58
Engineering Technician VI	26.14
Environmental Technician	17.06
Flight Simulator/Instructor (Pilot)	22.13
Graphic Artist	17.52
Instructor	17.52
Laboratory Technician	14.49
Mathematical Technician	17.37
Paralegal/Legal Assistant I	12.78
Paralegal/Legal Assistant II	18.17
Paralegal/Legal Assistant III	22.17
Paralegal/Legal Assistant IV	26.89
Photooptics Technician	19.30
Technical Writer	22.98
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)	14.23
Weather Observer, Senior (3)	15.79
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	10.37
Parking and Lot Attendant	7.95
Shuttle Bus Driver	9.94
Taxi Driver	9.48
Truckdriver, Heavy Truck	11.99
Truckdriver, Light Truck	9.94
Truckdriver, Medium Truck	10.37
Truckdriver, Tractor-Trailer	11.99

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 10 years, 4 after 15 years, and 5 after 25 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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, 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).

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 compositions such as lead azide, black powder and photoflash power.

All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive explosives and incendiary materials. All operations involving regarding 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, face, or arms 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 or equipment being used.

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

**** 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.
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