

**Attachment J39 – State of West Virginia,
Department of Labor Wage Determination
No.: 1994-2573**

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WAGE DETERMINATION NO: 94-2573 REV (13) AREA: WV,STATEWIDE

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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.: 1994-2573
Director	Wage Determinations	Revision No.: 13
		Date Of Last Revision: 06/21/2000

States: **Kentucky**, Ohio
 Area: **Kentucky** Counties of Boyd, Carter, Elliott, Floyd, Greenup, Johnson, Lawrence, Magoffin, **Martin**, Pike
 Ohio Counties of Monroe, Morgan, Noble, Washington

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

OCCUPATION TITLE	MINIMUM WAGE RATE
Mortician	15.82
School Crossing Guard (Crosswalk Attendant)	7.16
Administrative Support and Clerical Occupations	
Accounting Clerk I	6.49
Accounting Clerk II	8.20
Accounting Clerk III	14.26
Accounting Clerk IV	16.48
Court Reporter	13.41
Dispatcher, Motor Vehicle	13.41
Document Preparation Clerk	10.61
Duplicating Machine Operator	10.61
Film/Tape Librarian	11.99
General Clerk I	7.54
General Clerk II	8.47
General Clerk III	10.61
General Clerk IV	11.91
Housing Referral Assistant	14.85
Key Entry Operator I	6.55
Key Entry Operator II	9.63
Messenger (Courier)	7.54
Order Clerk I	6.81
Order Clerk II	8.20
Personnel Assistant (Employment) I	8.68
Personnel Assistant (Employment) II	9.74
Personnel Assistant (Employment) III	12.20
Personnel Assistant (Employment) IV	13.70
Production Control Clerk	13.35
Rental Clerk	11.99
Scheduler, Maintenance	11.99
Secretary I	11.99
Secretary II	13.41
Secretary III	14.41
Secretary IV	16.51

Secretary V	18.29
Service Order Dispatcher	11.99
Stenographer I	10.68
Stenographer II	11.99
Supply Technician	14.82
Survey Worker (Interviewer)	13.41
Switchboard Operator-Receptionist	7.60
Test Examiner	13.41
Test Proctor	13.41
Travel Clerk I	8.37
Travel Clerk II	9.55
Travel Clerk III	10.19
Word Processor I	10.61
Word Processor II	11.91
Word Processor III	13.32
Automatic Data Processing Occupations	
Computer Data Librarian	9.20
Computer Operator I	9.20
Computer Operator II	10.30
Computer Operator III	11.48
Computer Operator IV	12.72
Computer Operator V	14.13
Computer Programmer I (1)	11.75
Computer Programmer II (1)	14.54
Computer Programmer III (1)	17.78
Computer Programmer IV (1)	21.52
Computer Systems Analyst I (1)	16.46
Computer Systems Analyst II (1)	19.90
Computer Systems Analyst III (1)	23.87
Peripheral Equipment Operator	9.20
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	15.24
Automotive Glass Installer	14.02
Automotive Worker	14.02
Electrician, Automotive	14.52
Mobile Equipment Service	12.99
Motor Equipment Metal Mechanic	15.03
Motor Equipment Metal Worker	14.02
Motor Vehicle Mechanic	15.03
Motor Vehicle Mechanic Helper	12.44
Motor Vehicle Upholstery Worker	13.53
Motor Vehicle Wrecker	14.02
Painter, Automotive	14.52
Radiator Repair Specialist	14.02
Tire Repairer	12.99
Transmission Repair Specialist	15.04
Food Preparation and Service Occupations	
Baker	9.39
Cook I	8.68
Cook II	9.39
Dishwasher	7.16
Food Service Worker	7.16
Meat Cutter	9.39
Waiter/Waitress	7.65
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	14.72
Furniture Handler	11.58
Furniture Refinisher	14.72
Furniture Refinisher Helper	12.62
Furniture Repairer, Minor	13.71
Upholsterer	14.72
General Services and Support Occupations	
Cleaner, Vehicles	7.16
Elevator Operator	7.16

Gardener	8.61
House Keeping Aid I	6.66
House Keeping Aid II	7.16
Janitor	7.16
Laborer, Grounds Maintenance	7.65
Maid or Houseman	6.66
Pest Controller	9.06
Refuse Collector	7.16
Tractor Operator	8.75
Window Cleaner	7.65
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	16.51
Exhibits Specialist I	11.74
Exhibits Specialist II	14.54
Exhibits Specialist III	17.78
Illustrator I	11.74
Illustrator II	14.54
Illustrator III	17.78
Librarian	18.29
Library Technician	13.41
Photographer I	10.50
Photographer II	11.74
Photographer III	14.54
Photographer IV	17.78
Photographer V	21.50
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.17
Counter Attendant	6.17
Dry Cleaner	8.72
Finisher, Flatwork, Machine	6.17
Presser, Hand	6.17
Presser, Machine, Drycleaning	6.17
Presser, Machine, Shirts	6.17
Presser, Machine, Wearing Apparel, Laundry	6.17
Sewing Machine Operator	9.22
Tailor	9.86
Washer, Machine	7.47
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	14.72
Tool and Die Maker	15.27
Material Handling and Packing Occupations	
Forklift Operator	11.90

Fuel Distribution System Operator	12.42
Material Coordinator	12.93
Material Expediter	12.93
Material Handling Laborer	8.18
Order Filler	10.71
Production Line Worker (Food Processing)	11.50
Shipping Packer	8.85
Shipping/Receiving Clerk	8.55
Stock Clerk (Shelf Stocker; Store Worker II)	12.38
Store Worker I	10.15
Tools and Parts Attendant	11.50
Warehouse Specialist	11.50
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	15.24
Aircraft Mechanic Helper	12.62
Aircraft Quality Control Inspector	15.77
Aircraft Servicer	13.71
Aircraft Worker	14.21
Appliance Mechanic	14.72
Bicycle Repairer	13.17
Cable Splicer	15.24
Carpenter, Maintenance	14.72
Carpet Layer	14.21
Electrician, Maintenance	15.24
Electronics Technician, Maintenance I	10.05
Electronics Technician, Maintenance II	17.04
Electronics Technician, Maintenance III	17.64
Fabric Worker	13.71
Fire Alarm System Mechanic	15.24
Fire Extinguisher Repairer	13.17
Fuel Distribution System Mechanic	15.24
General Maintenance Worker	14.21
Heating, Refrigeration and Air Conditioning Mechanic	15.24
Heavy Equipment Mechanic	15.24
Heavy Equipment Operator	11.86
Instrument Mechanic	15.34
Laborer	7.16
Locksmith	14.72
Machinery Maintenance Mechanic	15.24
Machinist, Maintenance	15.24
Maintenance Trades Helper	12.62
Millwright	15.24
Office Appliance Repairer	14.72
Painter, Aircraft	14.72
Painter, Maintenance	14.72
Pipefitter, Maintenance	15.24
Plumber, Maintenance	14.72
Pneudraulic Systems Mechanic	15.24
Rigger	15.24
Scale Mechanic	14.20
Sheet-Metal Worker, Maintenance	15.24
Small Engine Mechanic	14.20
Telecommunication Mechanic I	15.24
Telecommunication Mechanic II	15.77
Telephone Lineman	15.24
Welder, Combination, Maintenance	15.24
Well Driller	15.24
Woodcraft Worker	15.24
Woodworker	14.72
Miscellaneous Occupations	
Animal Caretaker	7.97
Carnival Equipment Operator	8.75
Carnival Equipment Repairer	9.16
Carnival Worker	7.16

Desk Clerk	8.63
Embalmer	15.82
Lifeguard	7.37
Park Attendant (Aide)	7.37
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	5.87
Recreation Specialist	9.13
Recycling Worker	8.33
Sales Clerk	5.87
Sport Official	5.87
Survey Party Chief (Chief of Party)	9.99
Surveying Aide	7.37
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	5.37
Swimming Pool Operator	9.39
Vending Machine Attendant	8.33
Vending Machine Repairer	9.39
Vending Machine Repairer Helper	8.33
Personal Needs Occupations	
Child Care Attendant	6.58
Child Care Center Clerk	8.22
Chore Aid	6.66
Homemaker	9.13
Plant and System Operation Occupations	
Boiler Tender	15.24
Sewage Plant Operator	14.72
Stationary Engineer	15.24
Ventilation Equipment Tender	12.62
Water Treatment Plant Operator	14.72
Protective Service Occupations	
Alarm Monitor	7.22
Corrections Officer	12.03
Court Security Officer	13.78
Detention Officer	12.03
Firefighter	13.15
Guard I	6.46
Guard II	7.22
Police Officer I	16.15
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	13.09
Hatch Tender	13.09
Line Handler	13.09
Stevedore I	12.59
Stevedore II	13.60
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	12.70
Archeological Technician II	14.20
Archeological Technician III	17.60
Cartographic Technician	17.60
Cashier	5.37
Civil Engineering Technician	17.60
Computer Based Training (CBT) Specialist/ Instructor	16.46
Drafter I	8.95
Drafter II	13.23
Drafter III	16.18
Drafter IV	17.60
Engineering Technician I	11.47
Engineering Technician II	12.87
Engineering Technician III	15.73
Engineering Technician IV	19.48
Engineering Technician V	23.84
Engineering Technician VI	28.59
Environmental Technician	12.75

Flight Simulator/Instructor (Pilot)	19.90
Graphic Artist	16.46
Instructor	15.90
Laboratory Technician	11.48
Mathematical Technician	19.48
Paralegal/Legal Assistant I	14.64
Paralegal/Legal Assistant II	16.51
Paralegal/Legal Assistant III	20.19
Paralegal/Legal Assistant IV	24.44
Photooptics Technician	19.48
Technical Writer	19.23
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)	11.48
Weather Observer, Senior (3)	12.74
Weather Observer, Upper Air (3)	11.48
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	10.66
Parking and Lot Attendant	6.91
Shuttle Bus Driver	8.84
Taxi Driver	8.48
Truckdriver, Heavy Truck	11.06
Truckdriver, Light Truck	8.84
Truckdriver, Medium Truck	10.66
Truckdriver, Tractor-Trailer	11.06

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 8 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 ten paid holidays per year: New Year's Day, **Martin** Luther Ki Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Co Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute any of the named holidays another day off with pay in accordance with a plan communi 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, o 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 r tour of duty, you will earn a night differential and receive an additional 10% of ba 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 wo which is not overtime (i.e. occasional work on Sunday outside the normal tour of dut considered overtime work).

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (eith the terms of the Government contract, by the employer, by the state or local law, et 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 w accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequat

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 gear 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 conformed 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 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 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 classification 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 agency, 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) 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 required 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 in an established wage determination. Conformances may not be used to artificially combine, or subdivide classifications listed in the wage determination.

