

Attachment J46 – State of Michigan,

Department of Labor Wage Determination

No.: 1994-2277

No.: 1994-2273

[HOME]	[SEARCH]	[KEY]	[CURR_LIST]	[NEXT]
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WAGE DETERMINATION NO: 94-2277 REV (11) AREA: MI,SOUTHWESTERN

WAGE DETERMINATION NO: 94-2277 REV (11) AREA: MI,SOUTHWESTERN
 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
 Director Wage Determinations

Wage Determination No.: 1994-2277
 Revision No.: 11
 Date Of Last Revision: 06/14/2000

State: **Michigan**

Area: **Michigan** Counties of Allegan, Barry, Berrien, Branch, **Calhoun**, Cass, Eaton, Hillsdale, Ingham, Ionia, Jackson, Kalamazoo, Kent, Ottawa, Saint Joseph, Van Buren

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

OCCUPATION TITLE	MINIMUM WAGE RATE
Mortician	16.57
School Crossing Guard (Crosswalk Attendant)	12.21
Administrative Support and Clerical Occupations	
Accounting Clerk I	10.33
Accounting Clerk II	11.60
Accounting Clerk III	13.02
Accounting Clerk IV	15.89
Court Reporter	13.64
Dispatcher, Motor Vehicle	15.89
Document Preparation Clerk	11.83
Duplicating Machine Operator	11.83
Film/Tape Librarian	13.02
General Clerk I	7.90
General Clerk II	8.80
General Clerk III	10.29
General Clerk IV	11.87
Housing Referral Assistant	15.32
Key Entry Operator I	8.69
Key Entry Operator II	10.31
Messenger (Courier)	7.90
Order Clerk I	10.33
Order Clerk II	12.06
Personnel Assistant (Employment) I	9.08
Personnel Assistant (Employment) II	10.12
Personnel Assistant (Employment) III	11.83
Personnel Assistant (Employment) IV	13.65
Production Control Clerk	15.89
Rental Clerk	11.87
Scheduler, Maintenance	13.02
Secretary I	11.87
Secretary II	13.64
Secretary III	15.32
Secretary IV	16.22
Secretary V	17.47

Service Order Dispatcher	11.87
Stenographer I	12.41
Stenographer II	13.81
Supply Technician	16.22
Survey Worker (Interviewer)	13.64
Switchboard Operator-Receptionist	9.39
Test Examiner	13.64
Test Proctor	13.64
Travel Clerk I	9.13
Travel Clerk II	9.90
Travel Clerk III	10.72
Word Processor I	11.22
Word Processor II	12.34
Word Processor III	13.81
Automatic Data Processing Occupations	
Computer Data Librarian	11.45
Computer Operator I	9.86
Computer Operator II	11.58
Computer Operator III	15.84
Computer Operator IV	17.56
Computer Operator V	19.46
Computer Programmer I (1)	12.52
Computer Programmer II (1)	13.47
Computer Programmer III (1)	16.02
Computer Programmer IV (1)	19.23
Computer Systems Analyst I (1)	18.66
Computer Systems Analyst II (1)	20.56
Computer Systems Analyst III (1)	24.05
Peripheral Equipment Operator	11.45
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	19.51
Automotive Glass Installer	18.04
Automotive Worker	18.04
Electrician, Automotive	18.75
Mobile Equipment Service	16.58
Motor Equipment Metal Mechanic	19.51
Motor Equipment Metal Worker	18.04
Motor Vehicle Mechanic	20.54
Motor Vehicle Mechanic Helper	15.89
Motor Vehicle Upholstery Worker	17.33
Motor Vehicle Wrecker	18.04
Painter, Automotive	18.75
Radiator Repair Specialist	18.04
Tire Repairer	16.02
Transmission Repair Specialist	19.51
Food Preparation and Service Occupations	
Baker	16.06
Cook I	14.80
Cook II	16.06
Dishwasher	12.21
Food Service Worker	12.21
Meat Cutter	16.06
Waiter/Waitress	12.84
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	18.75
Furniture Handler	14.44
Furniture Refinisher	18.75
Furniture Refinisher Helper	15.89
Furniture Repairer, Minor	17.33
Upholsterer	18.75
General Services and Support Occupations	
Cleaner, Vehicles	12.21
Elevator Operator	12.21
Gardener	14.80

House Keeping Aid I	11.47
House Keeping Aid II	12.21
Janitor	12.21
Laborer, Grounds Maintenance	12.84
Maid or Houseman	11.47
Pest Controller	15.40
Refuse Collector	12.21
Tractor Operator	14.15
Window Cleaner	12.84
Health Occupations	
Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.65
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	14.80
Phlebotomist	11.47
Registered Nurse I	15.67
Registered Nurse II	17.36
Registered Nurse II, Specialist	17.36
Registered Nurse III	20.21
Registered Nurse III, Anesthetist	20.21
Registered Nurse IV	24.02
Information and Arts Occupations	
Audiovisual Librarian	17.56
Exhibits Specialist I	13.32
Exhibits Specialist II	15.48
Exhibits Specialist III	18.42
Illustrator I	13.32
Illustrator II	15.48
Illustrator III	18.42
Librarian	17.47
Library Technician	13.32
Photographer I	11.37
Photographer II	13.32
Photographer III	15.48
Photographer IV	18.42
Photographer V	22.12
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.06
Counter Attendant	7.06
Dry Cleaner	9.59
Finisher, Flatwork, Machine	7.06
Presser, Hand	7.06
Presser, Machine, Drycleaning	7.06
Presser, Machine, Shirts	7.06
Presser, Machine, Wearing Apparel, Laundry	7.06
Sewing Machine Operator	10.44
Tailor	11.29
Washer, Machine	7.90
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	18.75
Tool and Die Maker	21.61
Material Handling and Packing Occupations	
Forklift Operator	13.87
Fuel Distribution System Operator	16.58

Material Coordinator	16.82
Material Expediter	16.82
Material Handling Laborer	13.51
Order Filler	13.87
Production Line Worker (Food Processing)	19.79
Shipping Packer	15.09
Shipping/Receiving Clerk	11.85
Stock Clerk (Shelf Stocker; Store Worker II)	12.92
Store Worker I	11.30
Tools and Parts Attendant	17.80
Warehouse Specialist	19.79
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	19.51
Aircraft Mechanic Helper	15.89
Aircraft Quality Control Inspector	20.18
Aircraft Servicer	17.33
Aircraft Worker	18.04
Appliance Mechanic	18.75
Bicycle Repairer	16.02
Cable Splicer	19.51
Carpenter, Maintenance	18.75
Carpet Layer	18.04
Electrician, Maintenance	20.71
Electronics Technician, Maintenance I	18.04
Electronics Technician, Maintenance II	18.75
Electronics Technician, Maintenance III	19.51
Fabric Worker	17.33
Fire Alarm System Mechanic	19.51
Fire Extinguisher Repairer	16.58
Fuel Distribution System Mechanic	19.51
General Maintenance Worker	18.04
Heating, Refrigeration and Air Conditioning Mechanic	19.51
Heavy Equipment Mechanic	19.51
Heavy Equipment Operator	20.23
Instrument Mechanic	19.51
Laborer	12.21
Locksmith	18.75
Machinery Maintenance Mechanic	21.06
Machinist, Maintenance	19.51
Maintenance Trades Helper	15.89
Millwright	19.51
Office Appliance Repairer	18.75
Painter, Aircraft	18.75
Painter, Maintenance	18.75
Pipefitter, Maintenance	19.89
Plumber, Maintenance	18.75
Pneudraulic Systems Mechanic	19.51
Rigger	19.51
Scale Mechanic	18.04
Sheet-Metal Worker, Maintenance	19.51
Small Engine Mechanic	18.04
Telecommunication Mechanic I	19.51
Telecommunication Mechanic II	20.18
Telephone Lineman	19.51
Welder, Combination, Maintenance	19.51
Well Driller	19.51
Woodcraft Worker	19.51
Woodworker	16.58
Miscellaneous Occupations	
Animal Caretaker	13.39
Carnival Equipment Operator	14.12
Carnival Equipment Repairer	14.73
Carnival Worker	12.21
Desk Clerk	10.54

Embalmer	16.57
Lifeguard	9.39
Park Attendant (Aide)	11.79
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.39
Recreation Specialist	14.59
Recycling Worker	14.15
Sales Clerk	9.39
Sport Official	9.39
Survey Party Chief (Chief of Party)	16.78
Surveying Aide	8.81
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.48
Swimming Pool Operator	16.06
Vending Machine Attendant	10.44
Vending Machine Repairer	13.12
Vending Machine Repairer Helper	10.44
Personal Needs Occupations	
Child Care Attendant	10.54
Child Care Center Clerk	13.14
Chore Aid	11.47
Homemaker	14.59
Plant and System Operation Occupations	
Boiler Tender	19.51
Sewage Plant Operator	18.75
Stationary Engineer	19.51
Ventilation Equipment Tender	15.89
Water Treatment Plant Operator	18.75
Protective Service Occupations	
Alarm Monitor	15.55
Corrections Officer	17.32
Court Security Officer	17.32
Detention Officer	17.32
Firefighter	17.32
Guard I	10.26
Guard II	15.55
Police Officer I	17.54
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	22.47
Hatch Tender	22.47
Line Handler	22.47
Stevedore I	21.58
Stevedore II	23.36
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	11.18
Archeological Technician II	12.50
Archeological Technician III	15.48
Cartographic Technician	15.48
Cashier	8.60
Civil Engineering Technician	15.48
Computer Based Training (CBT) Specialist/ Instructor	17.68
Drafter I	11.59
Drafter II	13.28
Drafter III	14.49
Drafter IV	16.99
Engineering Technician I	11.59
Engineering Technician II	12.87
Engineering Technician III	15.09
Engineering Technician IV	17.80
Engineering Technician V	18.42
Engineering Technician VI	22.12
Environmental Technician	15.48
Flight Simulator/Instructor (Pilot)	20.56

Graphic Artist	18.66
Instructor	18.43
Laboratory Technician	14.84
Mathematical Technician	15.49
Paralegal/Legal Assistant I	15.32
Paralegal/Legal Assistant II	16.22
Paralegal/Legal Assistant III	19.84
Paralegal/Legal Assistant IV	24.01
Photooptics Technician	15.49
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)	14.84
Weather Observer, Senior (3)	17.60
Weather Observer, Upper Air (3)	14.84
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	13.69
Parking and Lot Attendant	10.86
Shuttle Bus Driver	13.09
Taxi Driver	12.55
Truckdriver, Heavy Truck	16.26
Truckdriver, Light Truck	13.09
Truckdriver, Medium Truck	13.69
Truckdriver, Tractor-Trailer	18.70

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 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.

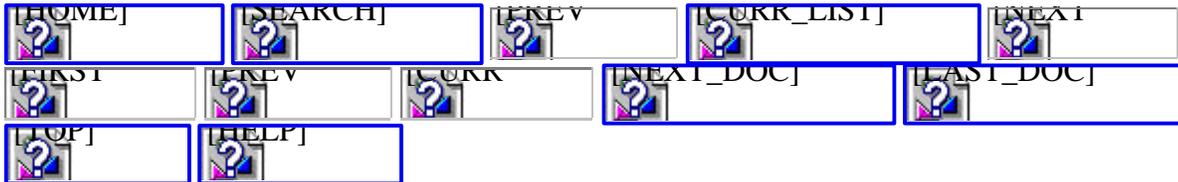
5) The contracting officer transmits the Wage and Hour decision to the contractor.

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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William W.Gross	Division of	Wage Determination No.: 1994-2273
Director	Wage Determinations	Revision No.: 20
		Date Of Last Revision: 06/13/2000

State: **Michigan**
 Area: **Michigan** Counties of Genesee, Lapeer, Livingston, **Macomb**, Monroe, Oakland, St Clair, Wayne

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

OCCUPATION TITLE	MINIMUM WAGE RATE
Mortician	20.83
School Crossing Guard (Crosswalk Attendant)	11.64
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Accounting Clerk II	11.21
Accounting Clerk III	14.40
Accounting Clerk IV	18.41
Court Reporter	13.33
Dispatcher, Motor Vehicle	13.33
Document Preparation Clerk	13.06
Duplicating Machine Operator	13.06
Film/Tape Librarian	13.06
General Clerk I	8.95
General Clerk II	9.95
General Clerk III	13.06
General Clerk IV	13.28
Housing Referral Assistant	16.37
Key Entry Operator I	10.13
Key Entry Operator II	13.06
Messenger (Courier)	11.21
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Order Clerk II	14.26
Personnel Assistant (Employment) I	11.66
Personnel Assistant (Employment) II	13.10
Personnel Assistant (Employment) III	15.29
Personnel Assistant (Employment) IV	17.05
Production Control Clerk	16.37
Rental Clerk	13.06
Scheduler, Maintenance	13.06
Secretary I	13.06
Secretary II	13.33
Secretary III	16.37
Secretary IV	18.91
Secretary V	20.49
Service Order Dispatcher	13.06

Stenographer I	11.62
Stenographer II	13.06
Supply Technician	18.91
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Switchboard Operator-Receptionist	11.03
Test Examiner	13.33
Test Proctor	13.33
Travel Clerk I	9.13
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Word Processor III	18.81
Automatic Data Processing Occupations	
Computer Data Librarian	13.07
Computer Operator I	13.07
Computer Operator II	13.60
Computer Operator III	15.94
Computer Operator IV	19.27
Computer Operator V	21.35
Computer Programmer I (1)	16.46
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Automotive Glass Installer	21.67
Automotive Worker	21.67
Electrician, Automotive	22.41
Mobile Equipment Service	20.27
Motor Equipment Metal Mechanic	23.13
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Painter, Maintenance	21.31
Pipefitter, Maintenance	25.31
Plumber, Maintenance	21.35
Pneudraulic Systems Mechanic	22.20
Rigger	22.20
Scale Mechanic	20.64
Sheet-Metal Worker, Maintenance	23.68
Small Engine Mechanic	20.64
Telecommunication Mechanic I	23.69
Telecommunication Mechanic II	24.39
Telephone Lineman	22.20
Welder, Combination, Maintenance	23.68
Well Driller	22.20
Woodcraft Worker	22.20
Woodworker	19.31
Miscellaneous Occupations	
Animal Caretaker	12.98
Carnival Equipment Operator	13.47
Carnival Equipment Repairer	13.95
Carnival Worker	11.64
Desk Clerk	9.42
Embalmer	20.83

Lifeguard	8.39
Park Attendant (Aide)	10.53
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.03
Recreation Specialist	13.05
Recycling Worker	13.47
Sales Clerk	8.39
Sport Official	8.39
Survey Party Chief (Chief of Party)	16.99
Surveying Aide	7.68
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.76
Swimming Pool Operator	14.94
Vending Machine Attendant	11.06
Vending Machine Repairer	13.90
Vending Machine Repairer Helper	11.06
Personal Needs Occupations	
Child Care Attendant	9.42
Child Care Center Clerk	11.76
Chore Aid	11.03
Homemaker	12.75
Plant and System Operation Occupations	
Boiler Tender	22.20
Sewage Plant Operator	21.31
Stationary Engineer	22.20
Ventilation Equipment Tender	18.64
Water Treatment Plant Operator	21.31
Protective Service Occupations	
Alarm Monitor	15.61
Corrections Officer	16.92
Court Security Officer	16.92
Detention Officer	16.92
Firefighter	16.00
Guard I	9.77
Guard II	15.62
Police Officer I	20.32
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	18.30
Hatch Tender	18.30
Line Handler	18.30
Stevedore I	17.70
Stevedore II	18.92
Technical Occupations	
Air Traffic Control Specialist, Center (2)	27.25
Air Traffic Control Specialist, Station (2)	18.80
Air Traffic Control Specialist, Terminal (2)	20.70
Archeological Technician I	18.57
Archeological Technician II	20.77
Archeological Technician III	25.74
Cartographic Technician	25.74
Cashier	7.68
Civil Engineering Technician	25.74
Computer Based Training (CBT) Specialist/ Instructor	24.73
Drafter I	12.06
Drafter II	14.87
Drafter III	18.68
Drafter IV	25.74
Engineering Technician I	11.95
Engineering Technician II	16.99
Engineering Technician III	21.57
Engineering Technician IV	25.74
Engineering Technician V	29.76
Engineering Technician VI	31.83
Environmental Technician	19.27
Flight Simulator/Instructor (Pilot)	28.10
Graphic Artist	24.73

Instructor	24.73
Laboratory Technician	15.94
Mathematical Technician	25.74
Paralegal/Legal Assistant I	14.83
Paralegal/Legal Assistant II	16.45
Paralegal/Legal Assistant III	20.13
Paralegal/Legal Assistant IV	24.30
Photooptics Technician	22.39
Technical Writer	20.47
Unexploded (UXO) Safety Escort	17.32
Unexploded (UXO) Sweep Personnel	17.32
Unexploded Ordnance (UXO) Technician I	17.32
Unexploded Ordnance (UXO) Technician II	20.96
Unexploded Ordnance (UXO) Technician III	25.12
Weather Observer, Combined Upper Air and Surface Programs (3)	15.94
Weather Observer, Senior (3)	17.72
Weather Observer, Upper Air (3)	15.94
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	15.79
Parking and Lot Attendant	10.36
Shuttle Bus Driver	12.42
Taxi Driver	12.42
Truckdriver, Heavy Truck	18.44
Truckdriver, Light Truck	10.11
Truckdriver, Medium Truck	15.79
Truckdriver, Tractor-Trailer	19.00

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 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).

** 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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