94-2097 DE,WILMINGTON

WAGE DETERMINATION NO: 94-2097 REV (21) AREA: DE,WILMINGTON

HEALTH AND WELFARE LEVEL - INSURANCE ONLY **OTHER WELFARE LEVEL WD:94-2098

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REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
William W.Gross Director Division of Wage Determinations	Wage Determination No.: 1994-2097 Revision No.: 21 Date Of Revision: 05/23/2005

ATTACHMENT 2

States: Delaware, Maryland, New Jersey

Area: Delaware Counties of Kent, New Castle
Maryland Counties of Caroline, Cecil, Dorchester, Kent, Talbot
New Jersey County of Salem

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	12.00
01012 - Accounting Clerk II	12.93
01013 - Accounting Clerk III	15.63
01014 - Accounting Clerk IV	17.31
01030 - Court Reporter	17.95
01050 - Dispatcher, Motor Vehicle	17.31
01060 - Document Preparation Clerk	12.93
01070 - Messenger (Courier)	10.78
01090 - Duplicating Machine Operator	12.93
01110 - Film/Tape Librarian	15.83
01115 - General Clerk I	10.20
01116 - General Clerk II	12.75
01117 - General Clerk III	13.37
01118 - General Clerk IV	15.99
01120 - Housing Referral Assistant	19.93
01131 - Key Entry Operator I	11.54
01132 - Key Entry Operator II	15.13
01191 - Order Clerk I	11.39
01192 - Order Clerk II	14.25
01261 - Personnel Assistant (Employment) I	12.93
01262 - Personnel Assistant (Employment) II	15.63
01263 - Personnel Assistant (Employment) III	17.31
01264 - Personnel Assistant (Employment) IV	18.48
01270 - Production Control Clerk	18.48
01290 - Rental Clerk	15.63
01300 - Scheduler, Maintenance	16.02
01311 - Secretary I	16.02
01312 - Secretary II	18.53
01313 - Secretary III	19.93
01314 - Secretary IV	20.63
01315 - Secretary V	22.90
01320 - Service Order Dispatcher	14.03
01341 - Stenographer I	16.28
01342 - Stenographer II	17.12
01400 - Supply Technician	20.63
01420 - Survey Worker (Interviewer)	14.12

01460 - Switchboard Operator-Receptionist	14.45
01510 - Test Examiner	18.53
01520 - Test Proctor	18.53
01531 - Travel Clerk I	11.25
01532 - Travel Clerk II	12.17
01533 - Travel Clerk III	13.04
01611 - Word Processor I	13.59
01612 - Word Processor II	15.18
01613 - Word Processor III	16.65
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	15.73
03041 - Computer Operator I	15.73
03042 - Computer Operator II	17.33
03043 - Computer Operator III	20.68
03044 - Computer Operator IV	22.17
03045 - Computer Operator V	24.99
03071 - Computer Programmer I (1)	19.34
03072 - Computer Programmer II (1)	22.94
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	15.73
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	18.48
05010 - Automotive Glass Installer	16.80
05040 - Automotive Worker	18.55
05070 - Electrician, Automotive	19.57
05100 - Mobile Equipment Servicer	16.52
05130 - Motor Equipment Metal Mechanic	20.38
05160 - Motor Equipment Metal Worker	18.55
05190 - Motor Vehicle Mechanic	20.39
05220 - Motor Vehicle Mechanic Helper	15.50
05250 - Motor Vehicle Upholstery Worker	17.74
05280 - Motor Vehicle Wrecker	18.55
05310 - Painter, Automotive	19.57
05340 - Radiator Repair Specialist	18.55
05370 - Tire Repairer	13.58
05400 - Transmission Repair Specialist	20.38
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	11.55
07010 - Baker	11.66
07041 - Cook I	11.64
07042 - Cook II	13.04
07070 - Dishwasher	9.33
07130 - Meat Cutter	17.71
07250 - Waiter/Waitress	9.39
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	19.04
09040 - Furniture Handler	15.27
09070 - Furniture Refinisher	19.04
09100 - Furniture Refinisher Helper	16.02
09110 - Furniture Repairer, Minor	17.53
09130 - Upholsterer	19.04
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	12.45
11060 - Elevator Operator	11.55
11090 - Gardener	13.38
11121 - House Keeping Aid I	10.30
11122 - House Keeping Aid II	11.55
11150 - Janitor	11.83
11210 - Laborer, Grounds Maintenance	13.19
11240 - Maid or Houseman	10.30
11270 - Pest Controller	14.55
11300 - Refuse Collector	13.52

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11330 - Tractor Operator	13.73
11360 - Window Cleaner	12.51
12000 - Health Occupations	
12020 - Dental Assistant	12.50
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	15.07
12071 - Licensed Practical Nurse I	15.72
12072 - Licensed Practical Nurse II	16.89
12073 - Licensed Practical Nurse III	18.89
12100 - Medical Assistant	12.40
12130 - Medical Laboratory Technician	14.11
12160 - Medical Record Clerk	13.55
12190 - Medical Record Technician	16.81
12221 - Nursing Assistant I	9.36
12222 - Nursing Assistant II	10.29
12223 - Nursing Assistant III	11.00
12224 - Nursing Assistant IV	11.94
12250 - Pharmacy Technician	12.50
12280 - Phlebotomist	12.77
12311 - Registered Nurse I	23.39
12312 - Registered Nurse II	28.63
12313 - Registered Nurse II, Specialist	28.63
12314 - Registered Nurse III	34.61
12315 - Registered Nurse III, Anesthetist	34.61
12316 - Registered Nurse IV	41.50
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	23.68
13011 - Exhibits Specialist I	19.69
13012 - Exhibits Specialist II	24.31
13013 - Exhibits Specialist III	28.95
13041 - Illustrator I	20.65
13042 - Illustrator II	26.35
13043 - Illustrator III	29.90
13047 - Librarian	27.22
13050 - Library Technician	15.14
13071 - Photographer I	16.18
13072 - Photographer II	19.38
13073 - Photographer III	24.85
13074 - Photographer IV	28.24
13075 - Photographer V	35.64
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.80
15030 - Counter Attendant	7.80
15040 - Dry Cleaner	9.44
15070 - Finisher, Flatwork, Machine	7.80
15090 - Presser, Hand	7.80
15100 - Presser, Machine, Drycleaning	7.80
15130 - Presser, Machine, Shirts	7.80
15160 - Presser, Machine, Wearing Apparel, Laundry	7.80
15190 - Sewing Machine Operator	10.07
15220 - Tailor	10.76
15250 - Washer, Machine	8.42
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	20.94
19040 - Tool and Die Maker	24.29
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	16.50
21020 - Material Coordinator	19.08
21030 - Material Expediter	19.08
21040 - Material Handling Laborer	12.52
21050 - Order Filler	12.31
21071 - Forklift Operator	16.41
21080 - Production Line Worker (Food Processing)	16.41
21100 - Shipping/Receiving Clerk	14.37
21130 - Shipping Packer	14.37
21140 - Store Worker I	11.49
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	15.43

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21210 - Tools and Parts Attendant	16.41
21400 - Warehouse Specialist	16.41
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	21.80
23040 - Aircraft Mechanic Helper	17.62
23050 - Aircraft Quality Control Inspector	24.09
23060 - Aircraft Servicer	19.28
23070 - Aircraft Worker	20.13
23100 - Appliance Mechanic	19.04
23120 - Bicycle Repairer	16.17
23125 - Cable Splicer	23.54
23130 - Carpenter, Maintenance	19.04
23140 - Carpet Layer	18.30
23160 - Electrician, Maintenance	22.32
23181 - Electronics Technician, Maintenance I	19.68
23182 - Electronics Technician, Maintenance II	27.79
23183 - Electronics Technician, Maintenance III	29.80
23260 - Fabric Worker	17.65
23290 - Fire Alarm System Mechanic	21.51
23310 - Fire Extinguisher Repairer	17.06
23340 - Fuel Distribution System Mechanic	21.80
23370 - General Maintenance Worker	18.30
23400 - Heating, Refrigeration and Air Conditioning Mechanic	22.68
23430 - Heavy Equipment Mechanic	19.82
23440 - Heavy Equipment Operator	19.82
23460 - Instrument Mechanic	20.69
23470 - Laborer	14.04
23500 - Locksmith	19.48
23530 - Machinery Maintenance Mechanic	22.79
23550 - Machinist, Maintenance	21.25
23580 - Maintenance Trades Helper	16.02
23640 - Millwright	23.94
23700 - Office Appliance Repairer	19.88
23740 - Painter, Aircraft	19.04
23760 - Painter, Maintenance	19.04
23790 - Pipefitter, Maintenance	25.14
23800 - Plumber, Maintenance	22.25
23820 - Pneudraulic Systems Mechanic	20.69
23850 - Rigger	20.69
23870 - Scale Mechanic	19.12
23890 - Sheet-Metal Worker, Maintenance	20.14
23910 - Small Engine Mechanic	18.30
23930 - Telecommunication Mechanic I	20.29
23931 - Telecommunication Mechanic II	21.10
23950 - Telephone Lineman	20.29
23960 - Welder, Combination, Maintenance	20.69
23965 - Well Driller	20.69
23970 - Woodcraft Worker	20.69
23980 - Woodworker	17.53
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.00
24580 - Child Care Center Clerk	14.97
24600 - Chore Aid	9.03
24630 - Homemaker	16.64
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	23.83
25040 - Sewage Plant Operator	20.94
25070 - Stationary Engineer	23.83
25190 - Ventilation Equipment Tender	16.02
25210 - Water Treatment Plant Operator	19.04
27000 - Protective Service Occupations	
(not set) - Police Officer	24.66
27004 - Alarm Monitor	16.13
27006 - Corrections Officer	19.61
27010 - Court Security Officer	21.83
27040 - Detention Officer	19.61

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27070 - Firefighter	21.83
27101 - Guard I	11.14
27102 - Guard II	17.40
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	19.24
28020 - Hatch Tender	19.24
28030 - Line Handler	19.24
28040 - Stevedore I	18.05
28050 - Stevedore II	20.25
29000 - Technical Occupations	
21150 - Graphic Artist	21.28
29010 - Air Traffic Control Specialist, Center (2)	32.89
29011 - Air Traffic Control Specialist, Station (2)	22.68
29012 - Air Traffic Control Specialist, Terminal (2)	24.98
29023 - Archeological Technician I	17.30
29024 - Archeological Technician II	19.38
29025 - Archeological Technician III	23.97
29030 - Cartographic Technician	28.81
29035 - Computer Based Training (CBT) Specialist/ Instructor	30.38
29040 - Civil Engineering Technician	21.27
29061 - Drafter I	13.64
29062 - Drafter II	18.32
29063 - Drafter III	19.99
29064 - Drafter IV	28.81
29081 - Engineering Technician I	18.92
29082 - Engineering Technician II	21.23
29083 - Engineering Technician III	26.18
29084 - Engineering Technician IV	31.87
29085 - Engineering Technician V	38.78
29086 - Engineering Technician VI	41.43
29090 - Environmental Technician	23.18
29100 - Flight Simulator/Instructor (Pilot)	33.42
29160 - Instructor	25.03
29210 - Laboratory Technician	22.92
29240 - Mathematical Technician	27.13
29361 - Paralegal/Legal Assistant I	16.65
29362 - Paralegal/Legal Assistant II	21.84
29363 - Paralegal/Legal Assistant III	26.69
29364 - Paralegal/Legal Assistant IV	32.24
29390 - Photooptics Technician	24.65
29480 - Technical Writer	26.58
29491 - Unexploded Ordnance (UXO) Technician I	20.90
29492 - Unexploded Ordnance (UXO) Technician II	25.29
29493 - Unexploded Ordnance (UXO) Technician III	30.31
29494 - Unexploded (UXO) Safety Escort	20.90
29495 - Unexploded (UXO) Sweep Personnel	20.90
29620 - Weather Observer, Senior (3)	20.32
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	16.52
29622 - Weather Observer, Upper Air (3)	15.52
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	16.78
31260 - Parking and Lot Attendant	12.29
31290 - Shuttle Bus Driver	14.25
31300 - Taxi Driver	10.99
31361 - Truckdriver, Light Truck	15.42
31362 - Truckdriver, Medium Truck	17.42
31363 - Truckdriver, Heavy Truck	18.10
31364 - Truckdriver, Tractor-Trailer	18.10
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	10.01
99030 - Cashier	10.57
99041 - Carnival Equipment Operator	9.85
99042 - Carnival Equipment Repairer	10.73
99043 - Carnival Worker	8.83
99050 - Desk Clerk	11.78
99095 - Embalmer	23.66

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99300	- Lifeguard	10.98
99310	- Mortician	28.08
99350	- Park Attendant (Aide)	13.80
99400	- Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.49
99500	- Recreation Specialist	16.33
99510	- Recycling Worker	15.39
99610	- Sales Clerk	11.67
99620	- School Crossing Guard (Crosswalk Attendant)	10.44
99630	- Sport Official	10.98
99658	- Survey Party Chief (Chief of Party)	17.70
99659	- Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	16.10
99660	- Surveying Aide	11.72
99690	- Swimming Pool Operator	13.78
99720	- Vending Machine Attendant	12.75
99730	- Vending Machine Repairer	13.78
99740	- Vending Machine Repairer Helper	12.75

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $2.87 an hour or $114.80 a week or $497.47 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 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).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or

explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, 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 ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

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OCCUPATION NOTES:

Window Cleaner: The rate for the Window Cleaner occupation does not apply to Salem County, New Jersey.

** 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.

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.

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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.