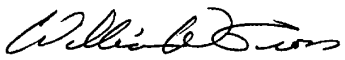
REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2257
Revision No.: 15
Date of Last Revision: 06/06/2002

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, Derry, East Kingston, Hampstead, Kingston, Newton, Plaistow, Salem,Sandown, Seabrook, and Windham

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	10.92
Accounting Clerk II	11.76
Accounting Clerk III	13.58
Accounting Clerk IV	13.83
Court Reporter	14.95
Dispatcher, Motor Vehicle	13.99
Document Preparation Clerk	12.09
Duplicating Machine Operator	12.09
Film/Tape Librarian	12.25
General Clerk I	10.33
General Clerk II	11.62
General Clerk III	13.60
General Clerk IV	14.65
Housing Referral Assistant	16.97
Key Entry Operator I	11.67
Key Entry Operator II	14.91
Messenger (Courier)	9.63
Order Clerk I	11.09
Order Clerk II	12.56
Personnel Assistant (Employment) I	12.09
Personnel Assistant (Employment) II	13.89
Personnel Assistant (Employment) III	14.95
Personnel Assistant (Employment) IV	16.97
Production Control Clerk	16.97
Rental Clerk	13.89
Scheduler, Maintenance	13.89
Secretary I	14.09
Secretary II	15.49

Secretary III	18.00
Secretary IV	20.69
Secretary V	22.88
Service Order Dispatcher	12.73
Stenographer I	12.09
Stenographer II	13.89
Supply Technician	20.69
Survey Worker (Interviewer)	12.36
Switchboard Operator-Receptionist	10.31
Test Examiner	15.49
Test Proctor	15.49
Travel Clerk I	11.98
Travel Clerk II	13.28
Travel Clerk III	14.70
Word Processor I	11.74
Word Processor II	13.20
Word Processor III	14.02

Automatic Data Processing Occupations

Computer Data Librarian	12.82
Computer Operator I	13.69
Computer Operator II	15.52
Computer Operator III	17.08
Computer Operator IV	18.98
Computer Operator V	20.95
Computer Programmer I (1)	16.71
Computer Programmer II (1)	19.46
Computer Programmer III (1)	23.72
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	24.05
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	13.69

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	18.90
Automotive Glass Installer	17.82
Automotive Worker	16.49
Electrician, Automotive	18.03
Mobile Equipment Servicer	15.60
Motor Equipment Metal Mechanic	18.78
Motor Equipment Metal Worker	16.49
Motor Vehicle Mechanic	16.98
Motor Vehicle Mechanic Helper	14.65
Motor Vehicle Upholstery Worker	15.76
Motor Vehicle Wrecker	16.49
Painter, Automotive	18.03
Radiator Repair Specialist	17.10
Tire Repairer	14.51

Transmission Repair Specialist	18.76
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	14.72
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	10.29
Elevator Operator	10.75
Gardener	13.75
House Keeping Aid I	9.71
House Keeping Aid II	10.75
Janitor	10.75
Laborer, Grounds Maintenance	11.41
Maid or Houseman	9.71
Pest Controller	13.77
Refuse Collector	10.75
Tractor Operator	13.01
Window Cleaner	11.41
Health Occupations	
Dental Assistant	14.34
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.60
Licensed Practical Nurse I	14.02
Licensed Practical Nurse II	15.76
Licensed Practical Nurse III	17.38
Medical Assistant	11.65
Medical Laboratory Technician	12.82
Medical Record Clerk	11.65
Medical Record Technician	14.04
Nursing Assistant I	7.94
Nursing Assistant II	8.92
Nursing Assistant III	9.74
Nursing Assistant IV	10.92
Pharmacy Technician	12.64
Phlebotomist	12.82

Registered Nurse I	19.39
Registered Nurse II	23.44
Registered Nurse II, Specialist	23.44
Registered Nurse III	29.17
Registered Nurse III, Anesthetist	29.17
Registered Nurse IV	34.94

Information and Arts Occupations

Audiovisual Librarian	19.31
Exhibits Specialist I	17.11
Exhibits Specialist II	21.19
Exhibits Specialist III	25.92
Illustrator I	17.11
Illustrator II	21.19
Illustrator III	23.32
Librarian	23.06
Library Technician	12.24
Photographer I	14.03
Photographer II	17.68
Photographer III	21.89
Photographer IV	26.78
Photographer V	27.23

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	8.08
Counter Attendant	8.08
Dry Cleaner	10.97
Finisher, Flatwork, Machine	8.08
Presser, Hand	8.08
Presser, Machine, Drycleaning	8.08
Presser, Machine, Shirts	8.08
Presser, Machine, Wearing Apparel, Laundry	8.08
Sewing Machine Operator	11.34
Tailor	11.96
Washer, Machine	8.98

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	12.19
Fuel Distribution System Operator	16.52
Material Coordinator	19.10
Material Expediter	19.10
Material Handling Laborer	13.73
Order Filler	10.31
Production Line Worker (Food Processing)	16.44
Shipping Packer	13.09

Shipping/Receiving Clerk	13.09
Stock Clerk (Shelf Stocker; Store Worker II)	14.22
Store Worker I	9.67
Tools and Parts Attendant	16.44
Warehouse Specialist	16.44
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	19.90
Aircraft Mechanic Helper	15.58
Aircraft Quality Control Inspector	24.90
Aircraft Servicer	17.31
Aircraft Worker	18.12
Appliance Mechanic	17.37
Bicycle Repairer	14.51
Cable Splicer	21.24
Carpenter, Maintenance	21.89
Carpet Layer	20.83
Electrician, Maintenance	25.86
Electronics Technician, Maintenance I	18.40
Electronics Technician, Maintenance II	19.38
Electronics Technician, Maintenance III	27.34
Fabric Worker	15.74
Fire Alarm System Mechanic	19.90
Fire Extinguisher Repairer	16.52
Fuel Distribution System Mechanic	19.90
General Maintenance Worker	16.47
Heating, Refrigeration and Air Conditioning Mechanic	20.03
Heavy Equipment Mechanic	20.20
Heavy Equipment Operator	22.88
Instrument Mechanic	21.42
Laborer	12.34
Locksmith	17.35
Machinery Maintenance Mechanic	19.07
Machinist, Maintenance	20.12
Maintenance Trades Helper	14.16
Millwright	19.90
Office Appliance Repairer	19.11
Painter, Aircraft	17.37
Painter, Maintenance	17.37
Pipefitter, Maintenance	23.11
Plumber, Maintenance	21.98
Pneudraulic Systems Mechanic	19.90
Rigger	19.90
Scale Mechanic	18.12
Sheet-Metal Worker, Maintenance	22.88
Small Engine Mechanic	16.47
Telecommunication Mechanic I	22.61
Telecommunication Mechanic II	23.80
Telephone Lineman	21.24

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
Cashier	8.89
Desk Clerk	10.85
Embalmer	17.18
Lifeguard	9.85
Mortician	21.74
Park Attendant (Aide)	12.37
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.12
Recreation Specialist	15.08
Recycling Worker	13.01
Sales Clerk	10.77
School Crossing Guard (Crosswalk Attendant)	9.35
Sport Official	9.85
Survey Party Chief (Chief of Party)	18.43
Surveying Aide	12.23
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	16.75
Swimming Pool Operator	13.19
Vending Machine Attendant	11.32
Vending Machine Repairer	13.19
Vending Machine Repairer Helper	11.32
Personal Needs Occupations	
Child Care Attendant	10.85
Child Care Center Clerk	13.54
Chore Aid	9.51
Homemaker	16.25
Plant and System Operation Occupations	
Boiler Tender	19.90
Sewage Plant Operator	19.11
Stationary Engineer	19.90
Ventilation Equipment Tender	15.52
Water Treatment Plant Operator	17.37
Protective Service Occupations	
Alarm Monitor	14.13
Corrections Officer	19.04
Court Security Officer	19.04
Detention Officer	19.04
Firefighter	18.69

Guard I	9.14
Guard II	16.46
Police Officer	20.49

Stevedoring/Longshoremen Occupations

Blocker and Bracer	19.46
Hatch Tender	19.46
Line Handler	19.46
Stevedore I	17.59
Stevedore II	18.94

Technical Occupations

Air Traffic Control Specialist, Center (2)	29.50
Air Traffic Control Specialist, Station (2)	20.34
Air Traffic Control Specialist, Terminal (2)	22.40
Archeological Technician I	15.26
Archeological Technician II	17.17
Archeological Technician III	21.19
Cartographic Technician	21.19
Civil Engineering Technician	20.27
Computer Based Training (CBT) Specialist/ Instructor	24.05
Drafter I	12.08
Drafter II	13.57
Drafter III	17.11
Drafter IV	21.19
Engineering Technician I	11.75
Engineering Technician II	14.48
Engineering Technician III	16.64
Engineering Technician IV	22.88
Engineering Technician V	26.51
Engineering Technician VI	33.84
Environmental Technician	18.57
Flight Simulator/Instructor (Pilot)	26.15
Graphic Artist	21.89
Instructor	20.91
Laboratory Technician	17.15
Mathematical Technician	20.49
Paralegal/Legal Assistant I	13.30
Paralegal/Legal Assistant II	17.90
Paralegal/Legal Assistant III	21.84
Paralegal/Legal Assistant IV	26.49
Photooptics Technician	24.29
Technical Writer	27.14
Unexploded (UXO) Safety Escort	18.75
Unexploded (UXO) Sweep Personnel	18.75
Unexploded Ordnance (UXO) Technician I	18.75
Unexploded Ordnance (UXO) Technician II	22.68
Unexploded Ordnance (UXO) Technician III	27.19
Weather Observer, Combined Upper Air and Surface Programs (3)	16.70

Weather Observer, Senior (3)	18.57
Weather Observer, Upper Air (3)	16.70
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	15.78
Parking and Lot Attendant	8.72
Shuttle Bus Driver	14.16
Taxi Driver	10.57
Truckdriver, Heavy Truck	18.33
Truckdriver, Light Truck	13.84
Truckdriver, Medium Truck	16.58
Truckdriver, Tractor-Trailer	18.33

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $2.15 an hour or $86.00 a week or $372.67 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 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.

** 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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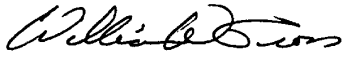

William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2339
Revision No.: 20
Date of Last Revision: 08/27/2002

This wage determination applies to the entire state of NEW HAMPSHIRE Excluding the cities and towns in ROCKINGHAM county listed below:

ROCKINGHAM County: Atkinson, Brentwood, Danville, Derry, East Kingston, Hampstead, Kingston, Newton, Plaistow, Salem, Sandown, Seabrook, and Windham.

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	**Administrative Support and Clerical Occupations**	
01011	Accounting Clerk I	9.55
01012	Accounting Clerk II	10.43
01013	Accounting Clerk III	12.80
01014	Accounting Clerk IV	14.31
01030	Court Reporter	12.43
01050	Dispatcher, Motor Vehicle	13.98
01060	Document Preparation Clerk	11.22
01070	Messenger (Courier)	9.20
01090	Duplicating Machine Operator	10.68
01110	Film/Tape Librarian	10.83
01115	General Clerk I	8.08
01116	General Clerk II	9.14
01117	General Clerk III	10.78
01118	General Clerk IV	12.10
01120	Housing Referral Assistant	14.25
01131	Key Entry Operator I	10.32
01132	Key Entry Operator II	12.45
01191	Order Clerk I	12.01
01192	Order Clerk II	13.40
01261	Personnel Assistant (Employment) I	9.72
01262	Personnel Assistant (Employment) II	10.92
01263	Personnel Assistant (Employment) III	11.52
01264	Personnel Assistant (Employment) IV	13.44
01270	Production Control Clerk	14.97
01290	Rental Clerk	10.83
01300	Scheduler, Maintenance	11.31
01311	Secretary I	11.31
01312	Secretary II	12.43
01313	Secretary III	14.52
01314	Secretary IV	16.57
01315	Secretary V	18.35

01320	Service Order Dispatcher	12.72
01341	Stenographer I	10.12
01342	Stenographer II	11.31
01400	Supply Technician	16.57
01420	Survey Worker (Interviewer)	11.90
01460	Switchboard Operator-Receptionist	10.21
01510	Test Examiner	12.43
01520	Test Proctor	12.43
01531	Travel Clerk I	9.91
01532	Travel Clerk II	10.86
01533	Travel Clerk III	11.87
01611	Word Processor I	10.24
01612	Word Processor II	11.50
01613	Word Processor III	12.64
03000	**Automatic Data Processing Occupations**	
03010	Computer Data Librarian	10.00
03041	Computer Operator I	10.55
03042	Computer Operator II	12.29
03043	Computer Operator III	16.37
03044	Computer Operator IV	18.18
03045	Computer Operator V	20.14
03071	Computer Programmer I (1)	13.15
03072	Computer Programmer II (1)	16.30
03073	Computer Programmer III (1)	20.26
03074	Computer Programmer IV (1)	23.95
03101	Computer Systems Analyst I (1)	22.39
03102	Computer Systems Analyst II (1)	27.62
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	11.50
05000	**Automotive Service Occupations**	
05005	Automotive Body Repairer, Fiberglass	15.78
05010	Automotive Glass Installer	14.29
05040	Automotive Worker	14.22
05070	Electrician, Automotive	15.00
05100	Mobile Equipment Servicer	12.69
05130	Motor Equipment Metal Mechanic	15.78
05160	Motor Equipment Metal Worker	14.22
05190	Motor Vehicle Mechanic	15.50
05220	Motor Vehicle Mechanic Helper	11.96
05250	Motor Vehicle Upholstery Worker	13.46
05280	Motor Vehicle Wrecker	14.22
05310	Painter, Automotive	16.31
05340	Radiator Repair Specialist	14.22
05370	Tire Repairer	12.26
05400	Transmission Repair Specialist	15.78
07000	**Food Preparation and Service Occupations**	

	Food Service Worker	7.98
07010	Baker	10.70
07041	Cook I	8.88
07042	Cook II	10.32
07070	Dishwasher	7.03
07130	Meat Cutter	11.65
07250	Waiter/Waitress	7.11
09000	**Furniture Maintenance and Repair Occupations**	
09010	Electrostatic Spray Painter	15.00
09040	Furniture Handler	11.63
09070	Furniture Refinisher	16.50
09100	Furniture Refinisher Helper	13.15
09110	Furniture Repairer, Minor	14.81
09130	Upholsterer	15.00
11030	**General Services and Support Occupations**	
11030	Cleaner, Vehicles	9.07
11060	Elevator Operator	9.13
11090	Gardener	10.60
11121	House Keeping Aid I	8.20
11122	House Keeping Aid II	8.95
11150	Janitor	9.13
11210	Laborer, Grounds Maintenance	9.75
11240	Maid or Houseman	8.36
11270	Pest Controller	11.51
11300	Refuse Collector	9.13
11330	Tractor Operator	10.02
11360	Window Cleaner	9.75
12000	**Health Occupations**	
12020	Dental Assistant	12.43
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.42
12071	Licensed Practical Nurse I	11.42
12072	Licensed Practical Nurse II	12.82
12073	Licensed Practical Nurse III	14.34
12100	Medical Assistant	11.67
12130	Medical Laboratory Technician	12.82
12160	Medical Record Clerk	11.69
12190	Medical Record Technician	14.04
12221	Nursing Assistant I	8.59
12222	Nursing Assistant II	9.65
12223	Nursing Assistant III	10.54
12224	Nursing Assistant IV	11.83
12250	Pharmacy Technician	12.64
12280	Phlebotomist	12.82
12311	Registered Nurse I	16.54
12312	Registered Nurse II	20.24

12313	Registered Nurse II, Specialist	20.24
12314	Registered Nurse III	24.49
12315	Registered Nurse III, Anesthetist	24.49
12316	Registered Nurse IV	29.35
13000	**Information and Arts Occupations**	
13002	Audiovisual Librarian	17.84
13011	Exhibits Specialist I	16.49
13012	Exhibits Specialist II	19.62
13013	Exhibits Specialist III	24.01
13041	Illustrator I	12.93
13042	Illustrator II	18.06
13043	Illustrator III	21.79
13047	Librarian	17.57
13050	Library Technician	11.75
13071	Photographer I	11.00
13072	Photographer II	12.36
13073	Photographer III	17.28
13074	Photographer IV	20.84
13075	Photographer V	25.33
15000	**Laundry, Dry Cleaning, Pressing and Related Occupations**	
15010	Assembler	8.14
15030	Counter Attendant	8.14
15040	Dry Cleaner	9.71
15070	Finisher, Flatwork, Machine	8.14
15090	Presser, Hand	8.14
15100	Presser, Machine, Drycleaning	8.14
15130	Presser, Machine, Shirts	8.14
15160	Presser, Machine, Wearing Apparel, Laundry	8.14
15190	Sewing Machine Operator	10.22
15220	Tailor	10.74
15250	Washer, Machine	8.67
19000	**Machine Tool Operation and Repair Occupations**	
19010	Machine-Tool Operator (Toolroom)	16.49
19040	Tool and Die Maker	19.47
21000	**Material Handling and Packing Occupations**	
21010	Fuel Distribution System Operator	16.05
21020	Material Coordinator	15.05
21030	Material Expediter	15.05
21040	Material Handling Laborer	10.05
21050	Order Filler	9.85
21071	Forklift Operator	12.57
21080	Production Line Worker (Food Processing)	12.72
21100	Shipping/Receiving Clerk	11.35
21130	Shipping Packer	11.97
21140	Store Worker I	10.09

21150	Stock Clerk (Shelf Stocker; Store Worker II)	12.63
21210	Tools and Parts Attendant	12.72
21400	Warehouse Specialist	12.72
23000	**Mechanics and Maintenance and Repair Occupations**	
23010	Aircraft Mechanic	17.91
23040	Aircraft Mechanic Helper	12.84
23050	Aircraft Quality Control Inspector	17.81
23060	Aircraft Servicer	14.46
23070	Aircraft Worker	15.29
23100	Appliance Mechanic	17.83
23120	Bicycle Repairer	12.26
23125	Cable Splicer	19.21
23130	Carpenter, Maintenance	15.00
23140	Carpet Layer	16.86
23160	Electrician, Maintenance	17.30
23181	Electronics Technician, Maintenance I	14.37
23182	Electronics Technician, Maintenance II	16.89
23183	Electronics Technician, Maintenance III	20.09
23260	Fabric Worker	13.46
23290	Fire Alarm System Mechanic	17.36
23310	Fire Extinguisher Repairer	13.65
23340	Fuel Distribution System Mechanic	17.36
23370	General Maintenance Worker	14.22
23400	Heating, Refrigeration and Air Conditioning Mechanic	16.09
23430	Heavy Equipment Mechanic	16.53
23440	Heavy Equipment Operator	15.75
23460	Instrument Mechanic	16.73
23470	Laborer	10.05
23500	Locksmith	15.89
23530	Machinery Maintenance Mechanic	16.81
23550	Machinist, Maintenance	16.19
23580	Maintenance Trades Helper	11.96
23640	Millwright	17.39
23700	Office Appliance Repairer	16.21
23740	Painter, Aircraft	16.31
23760	Painter, Maintenance	15.00
23790	Pipefitter, Maintenance	17.64
23800	Plumber, Maintenance	16.16
23820	Pneudraulic Systems Mechanic	17.36
23850	Rigger	17.36
23870	Scale Mechanic	15.29
23890	Sheet-Metal Worker, Maintenance	15.78
23910	Small Engine Mechanic	14.32
23930	Telecommunication Mechanic I	17.45
23931	Telecommunication Mechanic II	18.91
23950	Telephone Lineman	17.77
23960	Welder, Combination, Maintenance	15.36
23965	Well Driller	17.04

23970	Woodcraft Worker	14.95
23980	Woodworker	12.69
24000	**Personal Needs Occupations**	
24570	Child Care Attendant	8.75
24580	Child Care Center Clerk	10.91
24600	Chore Aid	8.07
24630	Homemaker	12.85
25000	**Plant and System Operation Occupations**	
25010	Boiler Tender	16.33
25040	Sewage Plant Operator	15.52
25070	Stationary Engineer	16.33
25190	Ventilation Equipment Tender	12.37
25210	Water Treatment Plant Operator	15.41
27000	**Protective Service Occupations**	
	Police Officer	20.49
27004	Alarm Monitor	12.08
27006	Corrections Officer	17.69
27010	Court Security Officer	18.18
27040	Detention Officer	17.69
27070	Firefighter	17.26
27101	Guard I	9.53
27102	Guard II	13.89
28000	**Stevedoring/Longshoremen Occupations**	
28010	Blocker and Bracer	15.14
28020	Hatch Tender	15.14
28030	Line Handler	15.14
28040	Stevedore I	13.02
28050	Stevedore II	14.52
29000	**Technical Occupations**	
21150	Graphic Artist	18.26
29010	Air Traffic Control Specialist, Center (2)	28.21
29011	Air Traffic Control Specialist, Station (2)	19.46
29012	Air Traffic Control Specialist, Terminal (2)	21.43
29023	Archeological Technician I	16.95
29024	Archeological Technician II	18.96
29025	Archeological Technician III	23.50
29030	Cartographic Technician	20.29
29035	Computer Based Training (CBT) Specialist/ Instructor	22.39
29040	Civil Engineering Technician	18.57
29061	Drafter I	14.08
29062	Drafter II	15.82
29063	Drafter III	18.96
29064	Drafter IV	23.50
29081	Engineering Technician I	12.73

29082	Engineering Technician II	14.28
29083	Engineering Technician III	19.94
29084	Engineering Technician IV	21.61
29085	Engineering Technician V	24.72
29086	Engineering Technician VI	29.92
29090	Environmental Technician	17.32
29100	Flight Simulator/Instructor (Pilot)	27.62
29160	Instructor	20.09
29210	Laboratory Technician	17.23
29240	Mathematical Technician	16.42
29361	Paralegal/Legal Assistant I	14.60
29362	Paralegal/Legal Assistant II	18.00
29363	Paralegal/Legal Assistant III	21.08
29364	Paralegal/Legal Assistant IV	26.63
29390	Photooptics Technician	17.27
29480	Technical Writer	25.89
29491	Unexploded Ordnance (UXO) Technician I	17.93
29492	Unexploded Ordnance (UXO) Technician II	21.70
29493	Unexploded Ordnance (UXO) Technician III	26.01
29494	Unexploded (UXO) Safety Escort	17.93
29495	Unexploded (UXO) Sweep Personnel	17.93
29620	Weather Observer, Senior (3)	19.14
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	17.23
29622	Weather Observer, Upper Air (3)	17.23
31000	**Transportation/ Mobile Equipment Operation Occupations**	
31030	Bus Driver	12.43
31260	Parking and Lot Attendant	9.22
31290	Shuttle Bus Driver	13.00
31300	Taxi Driver	11.16
31361	Truckdriver, Light Truck	11.99
31362	Truckdriver, Medium Truck	12.43
31363	Truckdriver, Heavy Truck	14.15
31364	Truckdriver, Tractor-Trailer	14.15
99000	**Miscellaneous Occupations**	
99020	Animal Caretaker	8.48
99030	Cashier	7.46
99041	Carnival Equipment Operator	9.45
99042	Carnival Equipment Repairer	10.00
99043	Carnival Worker	7.83
99050	Desk Clerk	9.03
99095	Embalmer	20.95
99300	Lifeguard	9.42
99310	Mortician	23.05
99350	Park Attendant (Aide)	11.84
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.33
99500	Recreation Specialist	12.12

99510	Recycling Worker	10.93
99610	Sales Clerk	9.52
99620	School Crossing Guard (Crosswalk Attendant)	8.10
99630	Sport Official	7.94
99658	Survey Party Chief (Chief of Party)	13.72
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.47
99660	Surveying Aide	8.95
99690	Swimming Pool Operator	12.52
99720	Vending Machine Attendant	10.03
99730	Vending Machine Repairer	11.83
99740	Vending Machine Repairer Helper	10.09

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $2.15 an hour or $86.00 a week or $372.67 a month

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

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.

** 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.