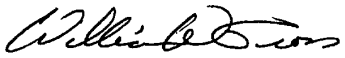
REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



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.: 1994-2389
Revision No.: 19
Date of Last Revision: 07/23/2002

State: North Carolina

Area: North Carolina Counties of Alleghany, Ashe, Avery, Buncombe, Burke, Caldwell, Cherokee, Clay, Graham, Haywood, Henderson, Jackson, Macon, Madison, McDowell, Mitchell, Polk, Rutherford, Swain, Transylvania, Watauga, Yancey

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.28
Accounting Clerk II	11.01
Accounting Clerk III	12.14
Accounting Clerk IV	13.57
Court Reporter	13.05
Dispatcher, Motor Vehicle	12.11
Document Preparation Clerk	10.50
Duplicating Machine Operator	10.40
Film/Tape Librarian	9.92
General Clerk I	8.88
General Clerk II	9.79
General Clerk III	10.39
General Clerk IV	11.54
Housing Referral Assistant	15.48
Key Entry Operator I	10.32
Key Entry Operator II	10.93
Messenger (Courier)	8.75
Order Clerk I	9.21
Order Clerk II	10.89
Personnel Assistant (Employment) I	10.81
Personnel Assistant (Employment) II	12.16
Personnel Assistant (Employment) III	13.16
Personnel Assistant (Employment) IV	16.97
Production Control Clerk	14.37
Rental Clerk	9.82
Scheduler, Maintenance	10.54
Secretary I	10.54
Secretary II	13.05
Secretary III	15.48
Secretary IV	16.33
Secretary V	18.16

Service Order Dispatcher	9.82
Stenographer I	9.41
Stenographer II	10.54
Supply Technician	16.33
Survey Worker (Interviewer)	13.05
Switchboard Operator-Receptionist	9.38
Test Examiner	13.05
Test Proctor	13.05
Travel Clerk I	8.71
Travel Clerk II	9.27
Travel Clerk III	9.89
Word Processor I	9.92
Word Processor II	11.15
Word Processor III	12.96

Automatic Data Processing Occupations

Computer Data Librarian	9.28
Computer Operator I	9.48
Computer Operator II	10.62
Computer Operator III	11.83
Computer Operator IV	13.16
Computer Operator V	14.55
Computer Programmer I (1)	13.40
Computer Programmer II (1)	16.61
Computer Programmer III (1)	20.33
Computer Programmer IV (1)	24.58
Computer Systems Analyst I (1)	20.33
Computer Systems Analyst II (1)	24.58
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	10.73

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	15.65
Automotive Glass Installer	12.87
Automotive Worker	12.87
Electrician, Automotive	13.55
Mobile Equipment Servicer	11.48
Motor Equipment Metal Mechanic	14.27
Motor Equipment Metal Worker	12.87
Motor Vehicle Mechanic	13.61
Motor Vehicle Mechanic Helper	10.80
Motor Vehicle Upholstery Worker	12.18
Motor Vehicle Wrecker	12.87
Painter, Automotive	13.55
Radiator Repair Specialist	12.87
Tire Repairer	11.09
Transmission Repair Specialist	14.27

Food Preparation and Service Occupations

Baker	11.62
Cook I	11.40
Cook II	11.62
Dishwasher	8.05
Food Service Worker	8.05
Meat Cutter	11.62
Waiter/Waitress	8.61

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	13.55
Furniture Handler	9.52
Furniture Refinisher	13.55
Furniture Refinisher Helper	10.80
Furniture Repairer, Minor	12.18
Upholsterer	13.55

General Services and Support Occupations

Cleaner, Vehicles	8.42
Elevator Operator	8.42
Gardener	11.40
House Keeping Aid I	7.44
House Keeping Aid II	8.05
Janitor	8.42
Laborer, Grounds Maintenance	9.47
Maid or Houseman	7.44
Pest Controller	11.52
Refuse Collector	8.91
Tractor Operator	10.70
Window Cleaner	9.01

Health Occupations

Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.84
Licensed Practical Nurse I	10.82
Licensed Practical Nurse II	12.13
Licensed Practical Nurse III	13.57
Medical Assistant	11.24
Medical Laboratory Technician	12.36
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	7.68
Nursing Assistant II	8.63
Nursing Assistant III	9.21
Nursing Assistant IV	10.33
Pharmacy Technician	12.19
Phlebotomist	12.36
Registered Nurse I	13.82
Registered Nurse II	16.92
Registered Nurse II, Specialist	16.92

Registered Nurse III	20.47
Registered Nurse III, Anesthetist	20.47
Registered Nurse IV	24.52

Information and Arts Occupations

Audiovisual Librarian	15.72
Exhibits Specialist I	13.30
Exhibits Specialist II	16.48
Exhibits Specialist III	20.16
Illustrator I	13.30
Illustrator II	16.48
Illustrator III	20.16
Librarian	17.29
Library Technician	12.28
Photographer I	10.80
Photographer II	12.09
Photographer III	14.98
Photographer IV	18.33
Photographer V	22.17

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	6.90
Counter Attendant	6.90
Dry Cleaner	8.21
Finisher, Flatwork, Machine	6.90
Presser, Hand	6.90
Presser, Machine, Drycleaning	6.90
Presser, Machine, Shirts	6.90
Presser, Machine, Wearing Apparel, Laundry	6.90
Sewing Machine Operator	8.47
Tailor	8.93
Washer, Machine	7.37

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	13.55
Tool and Die Maker	18.04

Material Handling and Packing Occupations

Forklift Operator	11.16
Fuel Distribution System Operator	11.48
Material Coordinator	11.65
Material Expediter	11.65
Material Handling Laborer	10.26
Order Filler	10.85
Production Line Worker (Food Processing)	9.44
Shipping Packer	9.78
Shipping/Receiving Clerk	10.40
Stock Clerk (Shelf Stocker; Store Worker II)	11.09
Store Worker I	8.75

Tools and Parts Attendant	9.77
Warehouse Specialist	9.77

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	14.27
Aircraft Mechanic Helper	10.80
Aircraft Quality Control Inspector	14.98
Aircraft Servicer	12.18
Aircraft Worker	12.87
Appliance Mechanic	14.58
Bicycle Repairer	11.09
Cable Splicer	14.27
Carpenter, Maintenance	13.55
Carpet Layer	12.87
Electrician, Maintenance	14.27
Electronics Technician, Maintenance I	16.70
Electronics Technician, Maintenance II	18.66
Electronics Technician, Maintenance III	19.66
Fabric Worker	12.18
Fire Alarm System Mechanic	14.27
Fire Extinguisher Repairer	11.48
Fuel Distribution System Mechanic	14.27
General Maintenance Worker	12.87
Heating, Refrigeration and Air Conditioning Mechanic	14.27
Heavy Equipment Mechanic	14.87
Heavy Equipment Operator	14.27
Instrument Mechanic	14.27
Laborer	10.62
Locksmith	13.55
Machinery Maintenance Mechanic	14.27
Machinist, Maintenance	15.53
Maintenance Trades Helper	10.80
Millwright	14.27
Office Appliance Repairer	13.55
Painter, Aircraft	13.55
Painter, Maintenance	13.55
Pipefitter, Maintenance	14.27
Plumber, Maintenance	13.55
Pneudraulic Systems Mechanic	14.27
Rigger	14.27
Scale Mechanic	12.87
Sheet-Metal Worker, Maintenance	14.27
Small Engine Mechanic	12.87
Telecommunication Mechanic I	14.27
Telecommunication Mechanic II	14.98
Telephone Lineman	14.27
Welder, Combination, Maintenance	14.27
Well Driller	14.27
Woodcraft Worker	14.27

Woodworker	11.48
Miscellaneous Occupations	
Animal Caretaker	9.16
Carnival Equipment Operator	9.74
Carnival Equipment Repairer	10.39
Carnival Worker	8.05
Cashier	8.05
Desk Clerk	10.55
Embalmer	17.93
Lifeguard	9.42
Mortician	17.93
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.96
Recreation Specialist	13.66
Recycling Worker	10.77
Sales Clerk	9.29
School Crossing Guard (Crosswalk Attendant)	8.42
Sport Official	9.42
Survey Party Chief (Chief of Party)	12.11
Surveying Aide	8.63
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.47
Swimming Pool Operator	11.62
Vending Machine Attendant	9.73
Vending Machine Repairer	11.62
Vending Machine Repairer Helper	9.73
Personal Needs Occupations	
Child Care Attendant	10.54
Child Care Center Clerk	13.87
Chore Aid	7.44
Homemaker	14.60
Plant and System Operation Occupations	
Boiler Tender	14.27
Sewage Plant Operator	14.99
Stationary Engineer	14.27
Ventilation Equipment Tender	10.80
Water Treatment Plant Operator	14.99
Protective Service Occupations	
Alarm Monitor	7.98
Corrections Officer	11.41
Court Security Officer	12.34
Detention Officer	12.04
Firefighter	11.86
Guard I	7.83
Guard II	8.68
Police Officer	15.73

Stevedoring/Longshoremen Occupations

Blocker and Bracer	11.25
Hatch Tender	11.25
Line Handler	11.25
Stevedore I	10.89
Stevedore II	12.14

Technical Occupations

Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	11.86
Archeological Technician II	13.34
Archeological Technician III	16.48
Cartographic Technician	15.22
Civil Engineering Technician	15.45
Computer Based Training (CBT) Specialist/ Instructor	19.76
Drafter I	10.59
Drafter II	11.88
Drafter III	13.30
Drafter IV	16.48
Engineering Technician I	10.73
Engineering Technician II	12.72
Engineering Technician III	14.23
Engineering Technician IV	17.63
Engineering Technician V	21.57
Engineering Technician VI	26.09
Environmental Technician	16.07
Flight Simulator/Instructor (Pilot)	24.33
Graphic Artist	20.33
Instructor	18.09
Laboratory Technician	14.44
Mathematical Technician	16.48
Paralegal/Legal Assistant I	13.28
Paralegal/Legal Assistant II	15.67
Paralegal/Legal Assistant III	18.77
Paralegal/Legal Assistant IV	23.17
Photooptics Technician	14.98
Technical Writer	22.07
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	13.95
Weather Observer, Senior (3)	12.56
Weather Observer, Upper Air (3)	11.42

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	10.97
Parking and Lot Attendant	7.95
Shuttle Bus Driver	11.55
Taxi Driver	9.65
Truckdriver, Heavy Truck	14.70
Truckdriver, Light Truck	11.97
Truckdriver, Medium Truck	12.91
Truckdriver, Tractor-Trailer	14.70

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 8 years, and 4 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 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.

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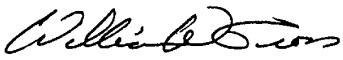


William W. Gross
Director

Division of
Wage Determinations

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

Wage Determination No.: 1994-2391
Revision No.: 16
Date of Last Revision: 05/29/2002

States: North Carolina, South Carolina

Area: North Carolina Counties of Alexander, Anson, Cabarrus, Catawba, Cleveland, Gaston, Iredell, Lincoln, Mecklenburg, Rowan, Stanly, Union, Wilkes
South Carolina Counties of Chesterfield, Lancaster, York

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	8.26
Accounting Clerk II	9.63
Accounting Clerk III	11.55
Accounting Clerk IV	13.13
Court Reporter	13.78
Dispatcher, Motor Vehicle	13.12
Document Preparation Clerk	10.98
Duplicating Machine Operator	10.98
Film/Tape Librarian	10.42
General Clerk I	8.39
General Clerk II	9.43
General Clerk III	11.08
General Clerk IV	12.12
Housing Referral Assistant	14.21
Key Entry Operator I	9.22
Key Entry Operator II	11.07
Messenger (Courier)	8.39
Order Clerk I	9.41
Order Clerk II	11.47
Personnel Assistant (Employment) I	9.20
Personnel Assistant (Employment) II	10.29
Personnel Assistant (Employment) III	11.50
Personnel Assistant (Employment) IV	12.91
Production Control Clerk	14.21
Rental Clerk	10.95
Scheduler, Maintenance	10.95
Secretary I	10.95
Secretary II	14.04
Secretary III	14.21
Secretary IV	17.46
Secretary V	19.16

Service Order Dispatcher	10.95
Stenographer I	11.17
Stenographer II	11.99
Supply Technician	16.41
Survey Worker (Interviewer)	13.78
Switchboard Operator-Receptionist	9.99
Test Examiner	13.78
Test Proctor	13.78
Travel Clerk I	8.24
Travel Clerk II	8.77
Travel Clerk III	9.36
Word Processor I	11.17
Word Processor II	12.97
Word Processor III	14.29

Automatic Data Processing Occupations

Computer Data Librarian	10.42
Computer Operator I	10.90
Computer Operator II	12.37
Computer Operator III	15.04
Computer Operator IV	16.02
Computer Operator V	17.73
Computer Programmer I (1)	14.37
Computer Programmer II (1)	16.74
Computer Programmer III (1)	21.20
Computer Programmer IV (1)	24.48
Computer Systems Analyst I (1)	19.44
Computer Systems Analyst II (1)	23.27
Computer Systems Analyst III (1)	26.39
Peripheral Equipment Operator	10.60

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	16.19
Automotive Glass Installer	13.30
Automotive Worker	14.63
Electrician, Automotive	15.75
Mobile Equipment Servicer	11.87
Motor Equipment Metal Mechanic	16.19
Motor Equipment Metal Worker	14.63
Motor Vehicle Mechanic	16.62
Motor Vehicle Mechanic Helper	11.19
Motor Vehicle Upholstery Worker	14.27
Motor Vehicle Wrecker	14.63
Painter, Automotive	15.38
Radiator Repair Specialist	14.63
Tire Repairer	11.47
Transmission Repair Specialist	16.19

Food Preparation and Service Occupations

Baker	9.73
Cook I	8.62
Cook II	9.67
Dishwasher	7.14
Food Service Worker	7.14
Meat Cutter	9.67
Waiter/Waitress	7.10

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	13.98
Furniture Handler	10.92
Furniture Refinisher	13.98
Furniture Refinisher Helper	11.19
Furniture Repairer, Minor	12.51
Upholsterer	13.98

General Services and Support Occupations

Cleaner, Vehicles	7.14
Elevator Operator	7.14
Gardener	9.48
House Keeping Aid I	6.73
House Keeping Aid II	7.27
Janitor	7.14
Laborer, Grounds Maintenance	7.81
Maid or Houseman	6.50
Pest Controller	9.51
Refuse Collector	7.14
Tractor Operator	9.03
Window Cleaner	7.81

Health Occupations

Dental Assistant	12.02
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.86
Licensed Practical Nurse I	9.58
Licensed Practical Nurse II	10.75
Licensed Practical Nurse III	12.02
Medical Assistant	9.77
Medical Laboratory Technician	10.75
Medical Record Clerk	10.75
Medical Record Technician	13.71
Nursing Assistant I	7.81
Nursing Assistant II	8.78
Nursing Assistant III	9.58
Nursing Assistant IV	10.75
Pharmacy Technician	12.19
Phlebotomist	10.75
Registered Nurse I	14.89
Registered Nurse II	18.23
Registered Nurse II, Specialist	18.23

Registered Nurse III	22.06
Registered Nurse III, Anesthetist	22.06
Registered Nurse IV	26.42

Information and Arts Occupations

Audiovisual Librarian	15.87
Exhibits Specialist I	14.72
Exhibits Specialist II	18.23
Exhibits Specialist III	20.93
Illustrator I	14.72
Illustrator II	18.23
Illustrator III	20.93
Librarian	19.16
Library Technician	12.76
Photographer I	12.37
Photographer II	13.89
Photographer III	17.21
Photographer IV	19.76
Photographer V	23.22

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	6.53
Counter Attendant	6.53
Dry Cleaner	8.01
Finisher, Flatwork, Machine	6.53
Presser, Hand	6.53
Presser, Machine, Drycleaning	6.53
Presser, Machine, Shirts	6.53
Presser, Machine, Wearing Apparel, Laundry	6.53
Sewing Machine Operator	8.47
Tailor	8.93
Washer, Machine	6.97

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	14.62
Tool and Die Maker	17.69

Material Handling and Packing Occupations

Forklift Operator	11.96
Fuel Distribution System Operator	14.27
Material Coordinator	12.85
Material Expediter	12.85
Material Handling Laborer	9.38
Order Filler	10.76
Production Line Worker (Food Processing)	10.79
Shipping Packer	10.53
Shipping/Receiving Clerk	10.53
Stock Clerk (Shelf Stocker; Store Worker II)	10.99
Store Worker I	8.01

Tools and Parts Attendant	11.81
Warehouse Specialist	10.79

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	16.19
Aircraft Mechanic Helper	11.81
Aircraft Quality Control Inspector	16.39
Aircraft Servicer	13.31
Aircraft Worker	14.09
Appliance Mechanic	13.98
Bicycle Repairer	11.38
Cable Splicer	16.19
Carpenter, Maintenance	15.38
Carpet Layer	14.09
Electrician, Maintenance	15.75
Electronics Technician, Maintenance I	13.51
Electronics Technician, Maintenance II	16.53
Electronics Technician, Maintenance III	20.88
Fabric Worker	12.51
Fire Alarm System Mechanic	15.60
Fire Extinguisher Repairer	12.55
Fuel Distribution System Mechanic	16.19
General Maintenance Worker	14.28
Heating, Refrigeration and Air Conditioning Mechanic	16.19
Heavy Equipment Mechanic	15.05
Heavy Equipment Operator	14.72
Instrument Mechanic	15.60
Laborer	9.70
Locksmith	15.38
Machinery Maintenance Mechanic	15.75
Machinist, Maintenance	16.08
Maintenance Trades Helper	11.19
Millwright	16.19
Office Appliance Repairer	14.83
Painter, Aircraft	14.83
Painter, Maintenance	13.98
Pipefitter, Maintenance	15.83
Plumber, Maintenance	14.83
Pneudraulic Systems Mechanic	15.60
Rigger	15.60
Scale Mechanic	14.09
Sheet-Metal Worker, Maintenance	14.72
Small Engine Mechanic	13.25
Telecommunication Mechanic I	15.29
Telecommunication Mechanic II	16.05
Telephone Lineman	15.60
Welder, Combination, Maintenance	14.72
Well Driller	14.72
Woodcraft Worker	14.72

Woodworker	12.97
Miscellaneous Occupations	
Animal Caretaker	8.38
Carnival Equipment Operator	9.06
Carnival Equipment Repairer	9.64
Carnival Worker	7.14
Cashier	7.35
Desk Clerk	8.66
Embalmer	16.57
Lifeguard	8.03
Mortician	16.57
Park Attendant (Aide)	10.07
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.03
Recreation Specialist	12.47
Recycling Worker	8.95
Sales Clerk	8.03
School Crossing Guard (Crosswalk Attendant)	7.14
Sport Official	8.03
Survey Party Chief (Chief of Party)	10.91
Surveying Aide	7.35
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.07
Swimming Pool Operator	10.64
Vending Machine Attendant	8.95
Vending Machine Repairer	10.64
Vending Machine Repairer Helper	8.95
Personal Needs Occupations	
Child Care Attendant	8.19
Child Care Center Clerk	10.21
Chore Aid	6.50
Homemaker	11.34
Plant and System Operation Occupations	
Boiler Tender	14.81
Sewage Plant Operator	14.07
Stationary Engineer	14.81
Ventilation Equipment Tender	11.81
Water Treatment Plant Operator	14.92
Protective Service Occupations	
Alarm Monitor	13.23
Corrections Officer	12.86
Court Security Officer	12.86
Detention Officer	12.86
Firefighter	12.95
Guard I	7.23
Guard II	13.23
Police Officer	15.86

Stevedoring/Longshoremen Occupations

Blocker and Bracer	12.84
Hatch Tender	12.84
Line Handler	12.84
Stevedore I	11.08
Stevedore II	12.36

Technical Occupations

Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	13.12
Archeological Technician II	14.76
Archeological Technician III	18.23
Cartographic Technician	16.57
Civil Engineering Technician	18.23
Computer Based Training (CBT) Specialist/ Instructor	19.44
Drafter I	11.31
Drafter II	13.10
Drafter III	17.48
Drafter IV	18.28
Engineering Technician I	10.94
Engineering Technician II	12.29
Engineering Technician III	13.75
Engineering Technician IV	17.03
Engineering Technician V	20.82
Engineering Technician VI	25.20
Environmental Technician	17.13
Flight Simulator/Instructor (Pilot)	22.31
Graphic Artist	18.64
Instructor	18.94
Laboratory Technician	15.87
Mathematical Technician	18.23
Paralegal/Legal Assistant I	14.08
Paralegal/Legal Assistant II	17.46
Paralegal/Legal Assistant III	21.29
Paralegal/Legal Assistant IV	25.83
Photooptics Technician	17.21
Technical Writer	21.85
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	16.08
Weather Observer, Senior (3)	17.13
Weather Observer, Upper Air (3)	16.08

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	10.96
Parking and Lot Attendant	7.18
Shuttle Bus Driver	9.66
Taxi Driver	8.14
Truckdriver, Heavy Truck	14.69
Truckdriver, Light Truck	9.66
Truckdriver, Medium Truck	10.96
Truckdriver, Tractor-Trailer	14.69

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 10 years, and 4 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).

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.

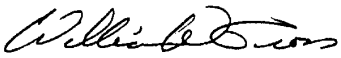
5) The contracting officer transmits the Wage and Hour decision to the contractor.

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.

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.: 1994-2393
Revision No.: 23
Date of Last Revision: 05/29/2002

States: North Carolina, South Carolina

Area: North Carolina Counties of Beaufort, Bladen, Brunswick, Carteret, Columbus, Craven, Cumberland, Dare, Duplin, Greene, Harnett, Hoke, Hyde, Johnston, Jones, Lee, Lenoir, Martin, Moore, New Hanover, Onslow, Pamlico, Pender, Pitt, Richmond, Robeson, Sampson, Scotland, Tyrrell, Washington, Wayne, Wilson
South Carolina Counties of Dillon, Horry, Marion, Marlboro

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	8.82
Accounting Clerk II	11.01
Accounting Clerk III	14.00
Accounting Clerk IV	15.65
Court Reporter	11.44
Dispatcher, Motor Vehicle	13.16
Document Preparation Clerk	9.11
Duplicating Machine Operator	9.11
Film/Tape Librarian	8.99
General Clerk I	7.36
General Clerk II	8.30
General Clerk III	9.05
General Clerk IV	10.15
Housing Referral Assistant	16.50
Key Entry Operator I	8.88
Key Entry Operator II	9.67
Messenger (Courier)	6.99
Order Clerk I	9.08
Order Clerk II	9.91
Personnel Assistant (Employment) I	8.45
Personnel Assistant (Employment) II	9.49
Personnel Assistant (Employment) III	12.20
Personnel Assistant (Employment) IV	15.79
Production Control Clerk	13.60
Rental Clerk	8.90
Scheduler, Maintenance	10.23
Secretary I	9.91
Secretary II	12.74
Secretary III	16.50
Secretary IV	18.33

Secretary V	20.28
Service Order Dispatcher	9.30
Stenographer I	7.92
Stenographer II	8.90
Supply Technician	18.33
Survey Worker (Interviewer)	11.44
Switchboard Operator-Receptionist	8.77
Test Examiner	12.74
Test Proctor	12.74
Travel Clerk I	9.39
Travel Clerk II	10.03
Travel Clerk III	10.71
Word Processor I	9.11
Word Processor II	10.23
Word Processor III	13.16

Automatic Data Processing Occupations

Computer Data Librarian	10.81
Computer Operator I	12.11
Computer Operator II	14.55
Computer Operator III	17.66
Computer Operator IV	18.22
Computer Operator V	20.18
Computer Programmer I (1)	13.66
Computer Programmer II (1)	16.83
Computer Programmer III (1)	20.10
Computer Programmer IV (1)	22.90
Computer Systems Analyst I (1)	19.95
Computer Systems Analyst II (1)	23.88
Computer Systems Analyst III (1)	28.44
Peripheral Equipment Operator	11.25

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	17.32
Automotive Glass Installer	13.57
Automotive Worker	13.57
Electrician, Automotive	15.06
Mobile Equipment Servicer	12.09
Motor Equipment Metal Mechanic	15.06
Motor Equipment Metal Worker	13.57
Motor Vehicle Mechanic	15.06
Motor Vehicle Mechanic Helper	11.33
Motor Vehicle Upholstery Worker	13.57
Motor Vehicle Wrecker	13.57
Painter, Automotive	14.52
Radiator Repair Specialist	13.57
Tire Repairer	11.68
Transmission Repair Specialist	15.06

Food Preparation and Service Occupations

Baker	13.08
Cook I	11.58
Cook II	13.08
Dishwasher	8.48
Food Service Worker	8.48
Meat Cutter	13.08
Waiter/Waitress	9.32

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	16.24
Furniture Handler	10.92
Furniture Refinisher	16.24
Furniture Refinisher Helper	12.70
Furniture Repairer, Minor	14.45
Upholsterer	16.24

General Services and Support Occupations

Cleaner, Vehicles	8.48
Elevator Operator	8.48
Gardener	11.18
House Keeping Aid I	7.58
House Keeping Aid II	8.48
Janitor	8.48
Laborer, Grounds Maintenance	9.32
Maid or Houseman	7.58
Pest Controller	12.34
Refuse Collector	8.48
Tractor Operator	10.84
Window Cleaner	9.32

Health Occupations

Dental Assistant	10.99
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.84
Licensed Practical Nurse I	10.24
Licensed Practical Nurse II	11.50
Licensed Practical Nurse III	12.86
Medical Assistant	10.13
Medical Laboratory Technician	11.71
Medical Record Clerk	9.34
Medical Record Technician	12.93
Nursing Assistant I	7.67
Nursing Assistant II	8.62
Nursing Assistant III	9.40
Nursing Assistant IV	10.57
Pharmacy Technician	11.63
Phlebotomist	11.71
Registered Nurse I	15.59

Registered Nurse II	19.06
Registered Nurse II, Specialist	19.06
Registered Nurse III	23.08
Registered Nurse III, Anesthetist	23.08
Registered Nurse IV	27.66

Information and Arts Occupations

Audiovisual Librarian	16.46
Exhibits Specialist I	15.19
Exhibits Specialist II	18.39
Exhibits Specialist III	21.95
Illustrator I	15.19
Illustrator II	18.39
Illustrator III	21.95
Librarian	18.56
Library Technician	11.63
Photographer I	14.12
Photographer II	14.66
Photographer III	17.75
Photographer IV	21.18
Photographer V	25.64

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	6.36
Counter Attendant	6.36
Dry Cleaner	7.67
Finisher, Flatwork, Machine	6.36
Presser, Hand	6.36
Presser, Machine, Drycleaning	6.36
Presser, Machine, Shirts	6.36
Presser, Machine, Wearing Apparel, Laundry	6.36
Sewing Machine Operator	8.21
Tailor	8.77
Washer, Machine	6.83

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	17.82
Tool and Die Maker	19.55

Material Handling and Packing Occupations

Forklift Operator	10.45
Fuel Distribution System Operator	10.39
Material Coordinator	12.28
Material Expediter	12.28
Material Handling Laborer	8.28
Order Filler	9.06
Production Line Worker (Food Processing)	10.46
Shipping Packer	9.56
Shipping/Receiving Clerk	9.60

Stock Clerk (Shelf Stocker; Store Worker II)	13.07
Store Worker I	9.35
Tools and Parts Attendant	10.82
Warehouse Specialist	10.82

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	17.10
Aircraft Mechanic Helper	12.70
Aircraft Quality Control Inspector	18.00
Aircraft Servicer	14.45
Aircraft Worker	15.34
Appliance Mechanic	16.24
Bicycle Repairer	13.11
Cable Splicer	17.10
Carpenter, Maintenance	16.24
Carpet Layer	15.34
Electrician, Maintenance	19.77
Electronics Technician, Maintenance I	17.95
Electronics Technician, Maintenance II	19.95
Electronics Technician, Maintenance III	20.84
Fabric Worker	14.46
Fire Alarm System Mechanic	17.10
Fire Extinguisher Repairer	13.57
Fuel Distribution System Mechanic	17.10
General Maintenance Worker	15.34
Heating, Refrigeration and Air Conditioning Mechanic	17.10
Heavy Equipment Mechanic	17.10
Heavy Equipment Operator	14.33
Instrument Mechanic	17.10
Laborer	9.64
Locksmith	16.24
Machinery Maintenance Mechanic	16.61
Machinist, Maintenance	16.69
Maintenance Trades Helper	12.70
Millwright	17.10
Office Appliance Repairer	16.24
Painter, Aircraft	16.24
Painter, Maintenance	16.24
Pipefitter, Maintenance	17.10
Plumber, Maintenance	16.24
Pneudraulic Systems Mechanic	17.10
Rigger	17.10
Scale Mechanic	15.34
Sheet-Metal Worker, Maintenance	17.10
Small Engine Mechanic	15.34
Telecommunication Mechanic I	17.10
Telecommunication Mechanic II	18.00
Telephone Lineman	17.10
Welder, Combination, Maintenance	17.10

Well Driller	17.10
Woodcraft Worker	17.10
Woodworker	13.57
Miscellaneous Occupations	
Animal Caretaker	10.07
Carnival Equipment Operator	10.84
Carnival Equipment Repairer	11.58
Carnival Worker	8.48
Cashier	7.30
Desk Clerk	8.94
Embalmer	17.39
Lifeguard	9.42
Mortician	16.43
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.39
Recreation Specialist	12.39
Recycling Worker	10.84
Sales Clerk	9.44
School Crossing Guard (Crosswalk Attendant)	8.48
Sport Official	7.97
Survey Party Chief (Chief of Party)	16.86
Surveying Aide	9.96
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.64
Swimming Pool Operator	14.23
Vending Machine Attendant	11.80
Vending Machine Repairer	14.23
Vending Machine Repairer Helper	11.80
Personal Needs Occupations	
Child Care Attendant	8.94
Child Care Center Clerk	11.56
Chore Aid	8.55
Homemaker	13.98
Plant and System Operation Occupations	
Boiler Tender	18.06
Sewage Plant Operator	17.86
Stationary Engineer	18.81
Ventilation Equipment Tender	12.70
Water Treatment Plant Operator	16.24
Protective Service Occupations	
Alarm Monitor	10.41
Corrections Officer	13.06
Court Security Officer	13.06
Detention Officer	13.06
Firefighter	12.75
Guard I	7.73

Guard II	13.17
Police Officer	14.75

Stevedoring/Longshoremen Occupations

Blocker and Bracer	12.85
Hatch Tender	12.85
Line Handler	12.85
Stevedore I	11.05
Stevedore II	12.43

Technical Occupations

Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	13.54
Archeological Technician II	15.22
Archeological Technician III	18.39
Cartographic Technician	19.10
Civil Engineering Technician	16.72
Computer Based Training (CBT) Specialist/ Instructor	20.72
Drafter I	11.96
Drafter II	14.63
Drafter III	15.19
Drafter IV	18.39
Engineering Technician I	12.28
Engineering Technician II	15.03
Engineering Technician III	15.60
Engineering Technician IV	18.89
Engineering Technician V	23.62
Engineering Technician VI	28.57
Environmental Technician	17.75
Flight Simulator/Instructor (Pilot)	23.88
Graphic Artist	18.14
Instructor	18.88
Laboratory Technician	15.37
Mathematical Technician	18.39
Paralegal/Legal Assistant I	12.75
Paralegal/Legal Assistant II	18.34
Paralegal/Legal Assistant III	22.43
Paralegal/Legal Assistant IV	28.38
Photooptics Technician	17.75
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Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
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Weather Observer, Combined Upper Air and Surface Programs (3)	15.59
Weather Observer, Senior (3)	17.37

Weather Observer, Upper Air (3)	15.59
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	9.79
Parking and Lot Attendant	6.72
Shuttle Bus Driver	9.19
Taxi Driver	7.80
Truckdriver, Heavy Truck	12.40
Truckdriver, Light Truck	9.19
Truckdriver, Medium Truck	9.79
Truckdriver, Tractor-Trailer	12.40

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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.

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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:

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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.

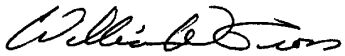
5) The contracting officer transmits the Wage and Hour decision to the contractor.

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.

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.: 1994-2397
Revision No.: 18
Date of Last Revision: 05/29/2002

State: North Carolina

Area: North Carolina Counties of Alamance, Caswell, Chatham, Davidson, Davie, Forsyth, Guilford, Montgomery, Randolph, Rockingham, Stokes, Surry, Yadkin

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	8.24
Accounting Clerk II	10.72
Accounting Clerk III	12.26
Accounting Clerk IV	14.59
Court Reporter	13.62
Dispatcher, Motor Vehicle	14.98
Document Preparation Clerk	11.57
Duplicating Machine Operator	11.57
Film/Tape Librarian	11.47
General Clerk I	6.83
General Clerk II	7.92
General Clerk III	11.26
General Clerk IV	11.43
Housing Referral Assistant	15.36
Key Entry Operator I	10.71
Key Entry Operator II	11.48
Messenger (Courier)	8.64
Order Clerk I	10.82
Order Clerk II	13.09
Personnel Assistant (Employment) I	9.99
Personnel Assistant (Employment) II	11.68
Personnel Assistant (Employment) III	13.17
Personnel Assistant (Employment) IV	13.71
Production Control Clerk	13.22
Rental Clerk	10.54
Scheduler, Maintenance	12.10
Secretary I	12.10
Secretary II	13.59
Secretary III	15.36
Secretary IV	18.88
Secretary V	19.58
Service Order Dispatcher	13.33

Stenographer I	9.39
Stenographer II	10.54
Supply Technician	15.33
Survey Worker (Interviewer)	11.84
Switchboard Operator-Receptionist	10.22
Test Examiner	13.59
Test Proctor	13.59
Travel Clerk I	8.73
Travel Clerk II	9.30
Travel Clerk III	9.92
Word Processor I	9.61
Word Processor II	10.79
Word Processor III	12.07

Automatic Data Processing Occupations

Computer Data Librarian	8.44
Computer Operator I	9.48
Computer Operator II	13.74
Computer Operator III	16.70
Computer Operator IV	17.81
Computer Operator V	19.68
Computer Programmer I (1)	18.27
Computer Programmer II (1)	20.38
Computer Programmer III (1)	23.61
Computer Programmer IV (1)	26.29
Computer Systems Analyst I (1)	22.19
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	9.48

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	17.34
Automotive Glass Installer	15.70
Automotive Worker	16.52
Electrician, Automotive	17.45
Mobile Equipment Servicer	13.91
Motor Equipment Metal Mechanic	18.37
Motor Equipment Metal Worker	16.52
Motor Vehicle Mechanic	16.89
Motor Vehicle Mechanic Helper	13.03
Motor Vehicle Upholstery Worker	15.58
Motor Vehicle Wrecker	16.52
Painter, Automotive	16.90
Radiator Repair Specialist	16.52
Tire Repairer	12.14
Transmission Repair Specialist	18.37

Food Preparation and Service Occupations

Baker	8.75

Cook I	8.35
Cook II	9.38
Dishwasher	6.86
Food Service Worker	6.86
Meat Cutter	10.32
Waiter/Waitress	6.29

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	14.97
Furniture Handler	10.12
Furniture Refinisher	14.97
Furniture Refinisher Helper	11.76
Furniture Repairer, Minor	13.37
Upholsterer	14.97

General Services and Support Occupations

Cleaner, Vehicles	6.86
Elevator Operator	6.86
Gardener	8.35
House Keeping Aid I	6.74
House Keeping Aid II	6.86
Janitor	6.86
Laborer, Grounds Maintenance	7.45
Maid or Houseman	6.74
Pest Controller	8.48
Refuse Collector	6.86
Tractor Operator	7.82
Window Cleaner	7.45

Health Occupations

Dental Assistant	12.02
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.27
Licensed Practical Nurse I	11.02
Licensed Practical Nurse II	12.36
Licensed Practical Nurse III	13.83
Medical Assistant	11.56
Medical Laboratory Technician	12.11
Medical Record Clerk	12.36
Medical Record Technician	13.54
Nursing Assistant I	8.61
Nursing Assistant II	9.68
Nursing Assistant III	10.57
Nursing Assistant IV	11.85
Pharmacy Technician	12.19
Phlebotomist	12.36
Registered Nurse I	14.57
Registered Nurse II	17.84
Registered Nurse II, Specialist	17.84
Registered Nurse III	21.58

Registered Nurse III, Anesthetist	21.58
Registered Nurse IV	25.85

Information and Arts Occupations

Audiovisual Librarian	18.28
Exhibits Specialist I	15.10
Exhibits Specialist II	18.69
Exhibits Specialist III	22.87
Illustrator I	16.61
Illustrator II	20.56
Illustrator III	25.16
Librarian	20.65
Library Technician	11.89
Photographer I	12.19
Photographer II	14.53
Photographer III	17.98
Photographer IV	22.00
Photographer V	26.62

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	6.90
Counter Attendant	6.90
Dry Cleaner	8.01
Finisher, Flatwork, Machine	6.90
Presser, Hand	6.90
Presser, Machine, Drycleaning	6.90
Presser, Machine, Shirts	6.90
Presser, Machine, Wearing Apparel, Laundry	6.90
Sewing Machine Operator	8.98
Tailor	8.97
Washer, Machine	6.97

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	16.09
Tool and Die Maker	17.52

Material Handling and Packing Occupations

Forklift Operator	13.78
Fuel Distribution System Operator	13.70
Material Coordinator	14.34
Material Expediter	14.34
Material Handling Laborer	9.54
Order Filler	9.75
Production Line Worker (Food Processing)	11.56
Shipping Packer	10.17
Shipping/Receiving Clerk	10.98
Stock Clerk (Shelf Stocker; Store Worker II)	11.00
Store Worker I	8.56
Tools and Parts Attendant	10.75

Warehouse Specialist	10.75
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	15.76
Aircraft Mechanic Helper	11.97
Aircraft Quality Control Inspector	16.91
Aircraft Servicer	13.61
Aircraft Worker	14.44
Appliance Mechanic	14.97
Bicycle Repairer	12.14
Cable Splicer	17.49
Carpenter, Maintenance	14.97
Carpet Layer	14.17
Electrician, Maintenance	16.16
Electronics Technician, Maintenance I	19.58
Electronics Technician, Maintenance II	20.70
Electronics Technician, Maintenance III	21.74
Fabric Worker	13.37
Fire Alarm System Mechanic	16.06
Fire Extinguisher Repairer	12.80
Fuel Distribution System Mechanic	17.27
General Maintenance Worker	14.17
Heating, Refrigeration and Air Conditioning Mechanic	16.12
Heavy Equipment Mechanic	15.99
Heavy Equipment Operator	17.34
Instrument Mechanic	16.06
Laborer	6.86
Locksmith	15.25
Machinery Maintenance Mechanic	16.46
Machinist, Maintenance	17.69
Maintenance Trades Helper	11.76
Millwright	18.12
Office Appliance Repairer	15.25
Painter, Aircraft	16.47
Painter, Maintenance	14.97
Pipefitter, Maintenance	16.66
Plumber, Maintenance	15.83
Pneudraulic Systems Mechanic	16.06
Rigger	16.06
Scale Mechanic	14.44
Sheet-Metal Worker, Maintenance	15.76
Small Engine Mechanic	14.17
Telecommunication Mechanic I	18.06
Telecommunication Mechanic II	18.99
Telephone Lineman	18.06
Welder, Combination, Maintenance	17.80
Well Driller	16.93
Woodcraft Worker	15.76
Woodworker	12.56

Miscellaneous Occupations

Animal Caretaker	8.06
Carnival Equipment Operator	8.60
Carnival Equipment Repairer	9.19
Carnival Worker	6.86
Cashier	6.93
Desk Clerk	7.57
Embalmer	19.06
Lifeguard	7.59
Mortician	20.97
Park Attendant (Aide)	9.53
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.59
Recreation Specialist	9.32
Recycling Worker	8.60
Sales Clerk	7.59
School Crossing Guard (Crosswalk Attendant)	6.86
Sport Official	6.60
Survey Party Chief (Chief of Party)	9.11
Surveying Aide	6.74
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	8.28
Swimming Pool Operator	10.32
Vending Machine Attendant	8.60
Vending Machine Repairer	10.32
Vending Machine Repairer Helper	8.60

Personal Needs Occupations

Child Care Attendant	7.67
Child Care Center Clerk	9.56
Chore Aid	6.74
Homemaker	11.56

Plant and System Operation Occupations

Boiler Tender	17.47
Sewage Plant Operator	12.94
Stationary Engineer	17.47
Ventilation Equipment Tender	11.97
Water Treatment Plant Operator	14.97

Protective Service Occupations

Alarm Monitor	9.24
Corrections Officer	13.46
Court Security Officer	14.23
Detention Officer	14.23
Firefighter	13.24
Guard I	7.72
Guard II	8.65
Police Officer	16.57

Stevedoring/Longshoremen Occupations

Blocker and Bracer	12.95
Hatch Tender	12.95
Line Handler	12.29
Stevedore I	11.11
Stevedore II	13.67

Technical Occupations

Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	13.83
Archeological Technician II	15.49
Archeological Technician III	20.16
Cartographic Technician	20.63
Civil Engineering Technician	18.69
Computer Based Training (CBT) Specialist/ Instructor	22.51
Drafter I	12.18
Drafter II	13.67
Drafter III	16.29
Drafter IV	20.16
Engineering Technician I	11.97
Engineering Technician II	13.42
Engineering Technician III	18.40
Engineering Technician IV	27.17
Engineering Technician V	31.79
Engineering Technician VI	38.47
Environmental Technician	16.03
Flight Simulator/Instructor (Pilot)	25.77
Graphic Artist	19.57
Instructor	17.65
Laboratory Technician	14.39
Mathematical Technician	21.39
Paralegal/Legal Assistant I	13.97
Paralegal/Legal Assistant II	17.18
Paralegal/Legal Assistant III	21.01
Paralegal/Legal Assistant IV	25.42
Photooptics Technician	20.58
Technical Writer	22.07
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	14.70
Weather Observer, Senior (3)	16.33
Weather Observer, Upper Air (3)	14.70

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	11.99
Parking and Lot Attendant	6.74
Shuttle Bus Driver	8.97
Taxi Driver	7.98
Truckdriver, Heavy Truck	15.70
Truckdriver, Light Truck	8.97
Truckdriver, Medium Truck	15.17
Truckdriver, Tractor-Trailer	15.70

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 8 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).

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.

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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.

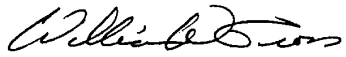
5) The contracting officer transmits the Wage and Hour decision to the contractor.

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.

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.: 1994-2401
Revision No.: 24
Date of Last Revision: 05/29/2002

State: North Carolina

Area: North Carolina Counties of Bertie, Durham, Edgecombe, Franklin, Granville, Halifax, Hertford, Nash, Northampton, Orange, Person, Vance, Wake, Warren

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	10.65
Accounting Clerk II	11.00
Accounting Clerk III	12.59
Accounting Clerk IV	15.86
Court Reporter	14.32
Dispatcher, Motor Vehicle	14.59
Document Preparation Clerk	11.96
Duplicating Machine Operator	11.17
Film/Tape Librarian	12.23
General Clerk I	8.04
General Clerk II	8.56
General Clerk III	10.94
General Clerk IV	12.10
Housing Referral Assistant	16.62
Key Entry Operator I	8.71
Key Entry Operator II	10.09
Messenger (Courier)	8.88
Order Clerk I	12.25
Order Clerk II	13.50
Personnel Assistant (Employment) I	12.78
Personnel Assistant (Employment) II	14.34
Personnel Assistant (Employment) III	14.60
Personnel Assistant (Employment) IV	15.04
Production Control Clerk	14.62
Rental Clerk	13.62
Scheduler, Maintenance	13.62
Secretary I	13.62
Secretary II	13.87
Secretary III	14.28
Secretary IV	17.61
Secretary V	20.81
Service Order Dispatcher	12.23

Stenographer I	12.33
Stenographer II	14.06
Supply Technician	16.70
Survey Worker (Interviewer)	12.45
Switchboard Operator-Receptionist	10.88
Test Examiner	15.04
Test Proctor	15.04
Travel Clerk I	8.66
Travel Clerk II	9.22
Travel Clerk III	9.83
Word Processor I	10.97
Word Processor II	12.32
Word Processor III	15.33

Automatic Data Processing Occupations

Computer Data Librarian	10.71
Computer Operator I	13.24
Computer Operator II	17.71
Computer Operator III	18.00
Computer Operator IV	20.86
Computer Operator V	22.84
Computer Programmer I (1)	15.62
Computer Programmer II (1)	19.43
Computer Programmer III (1)	23.80
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	22.84
Computer Systems Analyst II (1)	27.21
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	13.22

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	16.54
Automotive Glass Installer	14.60
Automotive Worker	14.77
Electrician, Automotive	12.47
Mobile Equipment Servicer	13.45
Motor Equipment Metal Mechanic	15.38
Motor Equipment Metal Worker	14.77
Motor Vehicle Mechanic	16.73
Motor Vehicle Mechanic Helper	12.18
Motor Vehicle Upholstery Worker	13.97
Motor Vehicle Wrecker	14.77
Painter, Automotive	15.33
Radiator Repair Specialist	14.77
Tire Repairer	12.85
Transmission Repair Specialist	16.40

Food Preparation and Service Occupations

Baker	9.57

Cook I	8.50
Cook II	9.57
Dishwasher	7.32
Food Service Worker	7.32
Meat Cutter	10.81
Waiter/Waitress	6.90

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	15.83
Furniture Handler	10.72
Furniture Refinisher	15.83
Furniture Refinisher Helper	12.44
Furniture Repairer, Minor	14.14
Upholsterer	15.83

General Services and Support Occupations

Cleaner, Vehicles	7.32
Elevator Operator	7.32
Gardener	9.85
House Keeping Aid I	6.74
House Keeping Aid II	7.32
Janitor	7.32
Laborer, Grounds Maintenance	7.93
Maid or Houseman	6.74
Pest Controller	10.46
Refuse Collector	7.32
Tractor Operator	9.21
Window Cleaner	7.93

Health Occupations

Dental Assistant	12.55
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.44
Licensed Practical Nurse I	11.02
Licensed Practical Nurse II	12.36
Licensed Practical Nurse III	13.83
Medical Assistant	10.75
Medical Laboratory Technician	12.34
Medical Record Clerk	11.75
Medical Record Technician	13.54
Nursing Assistant I	8.71
Nursing Assistant II	9.79
Nursing Assistant III	10.68
Nursing Assistant IV	11.99
Pharmacy Technician	12.19
Phlebotomist	12.34
Registered Nurse I	17.13
Registered Nurse II	20.97
Registered Nurse II, Specialist	20.97
Registered Nurse III	25.37

Registered Nurse III, Anesthetist	25.37
Registered Nurse IV	30.38

Information and Arts Occupations

Audiovisual Librarian	16.86
Exhibits Specialist I	18.02
Exhibits Specialist II	22.31
Exhibits Specialist III	27.33
Illustrator I	17.19
Illustrator II	21.29
Illustrator III	26.05
Librarian	20.55
Library Technician	12.74
Photographer I	13.97
Photographer II	15.63
Photographer III	19.35
Photographer IV	23.68
Photographer V	28.23

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	6.90
Counter Attendant	6.90
Dry Cleaner	8.01
Finisher, Flatwork, Machine	6.90
Presser, Hand	6.90
Presser, Machine, Drycleaning	6.90
Presser, Machine, Shirts	6.90
Presser, Machine, Wearing Apparel, Laundry	6.90
Sewing Machine Operator	8.47
Tailor	8.93
Washer, Machine	6.97

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	13.30
Tool and Die Maker	19.10

Material Handling and Packing Occupations

Forklift Operator	12.44
Fuel Distribution System Operator	16.83
Material Coordinator	16.13
Material Expediter	16.13
Material Handling Laborer	11.80
Order Filler	9.68
Production Line Worker (Food Processing)	11.62
Shipping Packer	11.71
Shipping/Receiving Clerk	10.90
Stock Clerk (Shelf Stocker; Store Worker II)	11.00
Store Worker I	8.56
Tools and Parts Attendant	11.62

Warehouse Specialist	11.62
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	19.23
Aircraft Mechanic Helper	13.88
Aircraft Quality Control Inspector	19.17
Aircraft Servicer	16.26
Aircraft Worker	17.23
Appliance Mechanic	15.83
Bicycle Repairer	12.85
Cable Splicer	18.78
Carpenter, Maintenance	15.83
Carpet Layer	14.98
Electrician, Maintenance	17.17
Electronics Technician, Maintenance I	17.09
Electronics Technician, Maintenance II	18.04
Electronics Technician, Maintenance III	19.09
Fabric Worker	14.14
Fire Alarm System Mechanic	16.54
Fire Extinguisher Repairer	13.30
Fuel Distribution System Mechanic	18.19
General Maintenance Worker	14.98
Heating, Refrigeration and Air Conditioning Mechanic	16.54
Heavy Equipment Mechanic	16.54
Heavy Equipment Operator	15.13
Instrument Mechanic	18.61
Laborer	7.32
Locksmith	15.83
Machinery Maintenance Mechanic	16.54
Machinist, Maintenance	16.54
Maintenance Trades Helper	12.44
Millwright	16.54
Office Appliance Repairer	15.83
Painter, Aircraft	15.83
Painter, Maintenance	15.83
Pipefitter, Maintenance	16.54
Plumber, Maintenance	15.83
Pneudraulic Systems Mechanic	16.54
Rigger	16.54
Scale Mechanic	14.98
Sheet-Metal Worker, Maintenance	16.54
Small Engine Mechanic	14.98
Telecommunication Mechanic I	16.68
Telecommunication Mechanic II	19.30
Telephone Lineman	16.54
Welder, Combination, Maintenance	16.54
Well Driller	16.54
Woodcraft Worker	16.54
Woodworker	13.30

Miscellaneous Occupations

Animal Caretaker	8.46
Carnival Equipment Operator	8.01
Carnival Equipment Repairer	8.57
Carnival Worker	7.32
Cashier	6.74
Desk Clerk	7.80
Embalmer	18.23
Lifeguard	7.23
Mortician	18.23
Park Attendant (Aide)	9.08
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.23
Recreation Specialist	8.87
Recycling Worker	9.21
Sales Clerk	7.23
School Crossing Guard (Crosswalk Attendant)	7.32
Sport Official	7.23
Survey Party Chief (Chief of Party)	13.68
Surveying Aide	5.86
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.49
Swimming Pool Operator	11.08
Vending Machine Attendant	9.21
Vending Machine Repairer	11.08
Vending Machine Repairer Helper	9.21

Personal Needs Occupations

Child Care Attendant	7.45
Child Care Center Clerk	9.79
Chore Aid	6.74
Homemaker	10.87

Plant and System Operation Occupations

Boiler Tender	17.52
Sewage Plant Operator	15.94
Stationary Engineer	17.52
Ventilation Equipment Tender	12.44
Water Treatment Plant Operator	15.83

Protective Service Occupations

Alarm Monitor	11.35
Corrections Officer	12.47
Court Security Officer	18.01
Detention Officer	18.01
Firefighter	18.32
Guard I	8.70
Guard II	9.76
Police Officer	18.98

Stevedoring/Longshoremen Occupations

Blocker and Bracer	14.01
Hatch Tender	14.01
Line Handler	12.96
Stevedore I	14.16
Stevedore II	15.77

Technical Occupations

Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	17.22
Archeological Technician II	21.54
Archeological Technician III	23.92
Cartographic Technician	20.86
Civil Engineering Technician	19.35
Computer Based Training (CBT) Specialist/ Instructor	21.64
Drafter I	14.34
Drafter II	16.11
Drafter III	18.02
Drafter IV	22.31
Engineering Technician I	14.29
Engineering Technician II	16.23
Engineering Technician III	16.55
Engineering Technician IV	21.44
Engineering Technician V	25.35
Engineering Technician VI	30.67
Environmental Technician	16.49
Flight Simulator/Instructor (Pilot)	25.78
Graphic Artist	21.64
Instructor	18.23
Laboratory Technician	15.65
Mathematical Technician	20.30
Paralegal/Legal Assistant I	15.64
Paralegal/Legal Assistant II	19.87
Paralegal/Legal Assistant III	24.30
Paralegal/Legal Assistant IV	29.39
Photooptics Technician	18.45
Technical Writer	25.27
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	17.18
Weather Observer, Senior (3)	18.00
Weather Observer, Upper Air (3)	17.18

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	14.30
Parking and Lot Attendant	10.36
Shuttle Bus Driver	12.43
Taxi Driver	10.36
Truckdriver, Heavy Truck	16.64
Truckdriver, Light Truck	13.10
Truckdriver, Medium Truck	17.89
Truckdriver, Tractor-Trailer	16.64

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 10 years, and 4 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).

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.

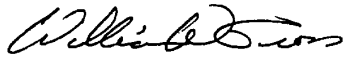
5) The contracting officer transmits the Wage and Hour decision to the contractor.

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.

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.: 1994-2543
Revision No.: 30
Date of Last Revision: 06/24/2002

States: North Carolina, Virginia

Area: North Carolina Counties of Camden, Chowan, Currituck, Gates, Pasquotank, Perquimans
Virginia Counties of Chesapeake, Gloucester, Hampton, Isle of Wight, James City, Mathews, Newport News, Norfolk, Poquoson, Portsmouth, Southampton, Suffolk, Surry, Virginia Beach, Williamsburg, York

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	**Administrative Support and Clerical Occupations**	
01011	Accounting Clerk I	8.38
01012	Accounting Clerk II	10.58
01013	Accounting Clerk III	13.17
01014	Accounting Clerk IV	14.28
01030	Court Reporter	12.87
01050	Dispatcher, Motor Vehicle	12.63
01060	Document Preparation Clerk	10.68
01070	Messenger (Courier)	7.89
01090	Duplicating Machine Operator	9.93
01110	Film/Tape Librarian	9.60
01115	General Clerk I	7.91
01116	General Clerk II	9.73
01117	General Clerk III	12.10
01118	General Clerk IV	13.53
01120	Housing Referral Assistant	14.93
01131	Key Entry Operator I	9.13
01132	Key Entry Operator II	11.49
01191	Order Clerk I	11.13
01192	Order Clerk II	14.56
01261	Personnel Assistant (Employment) I	11.16
01262	Personnel Assistant (Employment) II	12.90
01263	Personnel Assistant (Employment) III	13.63
01264	Personnel Assistant (Employment) IV	15.61
01270	Production Control Clerk	16.40
01290	Rental Clerk	11.35
01300	Scheduler, Maintenance	12.36
01311	Secretary I	12.36
01312	Secretary II	14.39
01313	Secretary III	16.42
01314	Secretary IV	19.25
01315	Secretary V	20.21

01320	Service Order Dispatcher	12.14
01341	Stenographer I	10.45
01342	Stenographer II	12.90
01400	Supply Technician	17.31
01420	Survey Worker (Interviewer)	12.02
01460	Switchboard Operator-Receptionist	9.20
01510	Test Examiner	13.08
01520	Test Proctor	13.08
01531	Travel Clerk I	9.92
01532	Travel Clerk II	10.59
01533	Travel Clerk III	11.30
01611	Word Processor I	10.70
01612	Word Processor II	12.90
01613	Word Processor III	13.50
03000	**Automatic Data Processing Occupations**	
03010	Computer Data Librarian	8.55
03041	Computer Operator I	10.48
03042	Computer Operator II	12.11
03043	Computer Operator III	15.00
03044	Computer Operator IV	17.38
03045	Computer Operator V	18.47
03071	Computer Programmer I (1)	19.24
03072	Computer Programmer II (1)	21.77
03073	Computer Programmer III (1)	25.96
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	25.31
03102	Computer Systems Analyst II (1)	27.62
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	11.06
05000	**Automotive Service Occupations**	
05005	Automotive Body Repairer, Fiberglass	18.20
05010	Automotive Glass Installer	16.60
05040	Automotive Worker	16.60
05070	Electrician, Automotive	17.38
05100	Mobile Equipment Servicer	15.00
05130	Motor Equipment Metal Mechanic	18.20
05160	Motor Equipment Metal Worker	16.60
05190	Motor Vehicle Mechanic	18.20
05220	Motor Vehicle Mechanic Helper	14.15
05250	Motor Vehicle Upholstery Worker	15.78
05280	Motor Vehicle Wrecker	16.60
05310	Painter, Automotive	17.38
05340	Radiator Repair Specialist	15.78
05370	Tire Repairer	13.37
05400	Transmission Repair Specialist	18.20
07000	**Food Preparation and Service Occupations**	

	Food Service Worker	7.92
07010	Baker	8.98
07041	Cook I	8.39
07042	Cook II	9.28
07070	Dishwasher	7.42
07130	Meat Cutter	11.54
07250	Waiter/Waitress	7.56
09000	**Furniture Maintenance and Repair Occupations**	
09010	Electrostatic Spray Painter	20.27
09040	Furniture Handler	13.34
09070	Furniture Refinisher	16.03
09100	Furniture Refinisher Helper	13.05
09110	Furniture Repairer, Minor	14.56
09130	Upholsterer	16.03
11030	**General Services and Support Occupations**	
11030	Cleaner, Vehicles	8.29
11060	Elevator Operator	7.60
11090	Gardener	10.19
11121	House Keeping Aid I	7.14
11122	House Keeping Aid II	9.15
11150	Janitor	8.74
11210	Laborer, Grounds Maintenance	9.52
11240	Maid or Houseman	7.11
11270	Pest Controller	9.61
11300	Refuse Collector	9.11
11330	Tractor Operator	9.71
11360	Window Cleaner	9.50
12000	**Health Occupations**	
12020	Dental Assistant	11.11
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.63
12071	Licensed Practical Nurse I	10.44
12072	Licensed Practical Nurse II	11.71
12073	Licensed Practical Nurse III	13.10
12100	Medical Assistant	9.79
12130	Medical Laboratory Technician	11.39
12160	Medical Record Clerk	10.90
12190	Medical Record Technician	13.15
12221	Nursing Assistant I	7.67
12222	Nursing Assistant II	8.63
12223	Nursing Assistant III	9.42
12224	Nursing Assistant IV	10.56
12250	Pharmacy Technician	11.84
12280	Phlebotomist	11.71
12311	Registered Nurse I	19.72
12312	Registered Nurse II	23.42

12313	Registered Nurse II, Specialist	23.42
12314	Registered Nurse III	28.34
12315	Registered Nurse III, Anesthetist	28.34
12316	Registered Nurse IV	33.96
13000	**Information and Arts Occupations**	
13002	Audiovisual Librarian	14.23
13011	Exhibits Specialist I	15.55
13012	Exhibits Specialist II	18.89
13013	Exhibits Specialist III	20.98
13041	Illustrator I	17.63
13042	Illustrator II	21.42
13043	Illustrator III	23.78
13047	Librarian	20.32
13050	Library Technician	11.45
13071	Photographer I	11.73
13072	Photographer II	15.55
13073	Photographer III	18.89
13074	Photographer IV	20.98
13075	Photographer V	25.39
15000	**Laundry, Dry Cleaning, Pressing and Related Occupations**	
15010	Assembler	6.95
15030	Counter Attendant	6.95
15040	Dry Cleaner	8.18
15070	Finisher, Flatwork, Machine	6.95
15090	Presser, Hand	6.95
15100	Presser, Machine, Drycleaning	6.95
15130	Presser, Machine, Shirts	6.95
15160	Presser, Machine, Wearing Apparel, Laundry	6.95
15190	Sewing Machine Operator	8.77
15220	Tailor	9.68
15250	Washer, Machine	7.49
19000	**Machine Tool Operation and Repair Occupations**	
19010	Machine-Tool Operator (Toolroom)	18.33
19040	Tool and Die Maker	20.31
21000	**Material Handling and Packing Occupations**	
21010	Fuel Distribution System Operator	15.10
21020	Material Coordinator	16.72
21030	Material Expediter	16.72
21040	Material Handling Laborer	8.86
21050	Order Filler	9.15
21071	Forklift Operator	12.33
21080	Production Line Worker (Food Processing)	12.00
21100	Shipping/Receiving Clerk	10.56
21130	Shipping Packer	11.59
21140	Store Worker I	9.42

21150	Stock Clerk (Shelf Stocker; Store Worker II)	11.85
21210	Tools and Parts Attendant	14.93
21400	Warehouse Specialist	14.36
23000	**Mechanics and Maintenance and Repair Occupations**	
23010	Aircraft Mechanic	20.53
23040	Aircraft Mechanic Helper	15.13
23050	Aircraft Quality Control Inspector	21.44
23060	Aircraft Servicer	16.87
23070	Aircraft Worker	17.74
23100	Appliance Mechanic	16.03
23120	Bicycle Repairer	13.37
23125	Cable Splicer	18.47
23130	Carpenter, Maintenance	16.03
23140	Carpet Layer	17.61
23160	Electrician, Maintenance	17.46
23181	Electronics Technician, Maintenance I	15.47
23182	Electronics Technician, Maintenance II	15.82
23183	Electronics Technician, Maintenance III	16.95
23260	Fabric Worker	14.56
23290	Fire Alarm System Mechanic	16.79
23310	Fire Extinguisher Repairer	13.84
23340	Fuel Distribution System Mechanic	18.32
23370	General Maintenance Worker	15.31
23400	Heating, Refrigeration and Air Conditioning Mechanic	16.79
23430	Heavy Equipment Mechanic	16.79
23440	Heavy Equipment Operator	16.79
23460	Instrument Mechanic	16.79
23470	Laborer	10.02
23500	Locksmith	17.51
23530	Machinery Maintenance Mechanic	16.75
23550	Machinist, Maintenance	16.79
23580	Maintenance Trades Helper	13.05
23640	Millwright	20.58
23700	Office Appliance Repairer	16.03
23740	Painter, Aircraft	18.24
23760	Painter, Maintenance	16.03
23790	Pipefitter, Maintenance	16.79
23800	Plumber, Maintenance	16.03
23820	Pneudraulic Systems Mechanic	16.79
23850	Rigger	16.79
23870	Scale Mechanic	15.31
23890	Sheet-Metal Worker, Maintenance	16.79
23910	Small Engine Mechanic	15.31
23930	Telecommunication Mechanic I	16.79
23931	Telecommunication Mechanic II	20.16
23950	Telephone Lineman	16.79
23960	Welder, Combination, Maintenance	16.79
23965	Well Driller	16.79

23970	Woodcraft Worker	16.79
23980	Woodworker	13.84
24000	**Personal Needs Occupations**	
24570	Child Care Attendant	7.15
24580	Child Care Center Clerk	11.06
24600	Chore Aid	6.57
24630	Homemaker	10.63
25000	**Plant and System Operation Occupations**	
25010	Boiler Tender	16.79
25040	Sewage Plant Operator	17.81
25070	Stationary Engineer	16.79
25190	Ventilation Equipment Tender	13.05
25210	Water Treatment Plant Operator	17.81
27000	**Protective Service Occupations**	
	Police Officer	16.90
27004	Alarm Monitor	10.86
27006	Corrections Officer	13.17
27010	Court Security Officer	13.19
27040	Detention Officer	13.19
27070	Firefighter	13.65
27101	Guard I	8.18
27102	Guard II	9.79
28000	**Stevedoring/Longshoremen Occupations**	
28010	Blocker and Bracer	14.84
28020	Hatch Tender	14.84
28030	Line Handler	14.84
28040	Stevedore I	14.04
28050	Stevedore II	15.42
29000	**Technical Occupations**	
21150	Graphic Artist	18.24
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	13.01
29024	Archeological Technician II	14.63
29025	Archeological Technician III	18.07
29030	Cartographic Technician	17.38
29035	Computer Based Training (CBT) Specialist/ Instructor	23.07
29040	Civil Engineering Technician	18.89
29061	Drafter I	11.46
29062	Drafter II	12.90
29063	Drafter III	16.21
29064	Drafter IV	19.70
29081	Engineering Technician I	15.58

29082	Engineering Technician II	16.67
29083	Engineering Technician III	20.54
29084	Engineering Technician IV	24.87
29085	Engineering Technician V	29.05
29086	Engineering Technician VI	35.89
29090	Environmental Technician	16.43
29100	Flight Simulator/Instructor (Pilot)	26.55
29160	Instructor	19.19
29210	Laboratory Technician	13.51
29240	Mathematical Technician	18.07
29361	Paralegal/Legal Assistant I	12.85
29362	Paralegal/Legal Assistant II	15.60
29363	Paralegal/Legal Assistant III	19.09
29364	Paralegal/Legal Assistant IV	23.09
29390	Photooptics Technician	18.89
29480	Technical Writer	18.98
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)	16.76
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	15.49
29622	Weather Observer, Upper Air (3)	15.49
31000	**Transportation/ Mobile Equipment Operation Occupations**	
31030	Bus Driver	10.22
31260	Parking and Lot Attendant	7.51
31290	Shuttle Bus Driver	9.80
31300	Taxi Driver	9.68
31361	Truckdriver, Light Truck	9.80
31362	Truckdriver, Medium Truck	10.73
31363	Truckdriver, Heavy Truck	13.31
31364	Truckdriver, Tractor-Trailer	13.31
99000	**Miscellaneous Occupations**	
99020	Animal Caretaker	7.35
99030	Cashier	7.09
99041	Carnival Equipment Operator	9.24
99042	Carnival Equipment Repairer	9.69
99043	Carnival Worker	6.58
99050	Desk Clerk	7.98
99095	Embalmer	17.93
99300	Lifeguard	8.07
99310	Mortician	19.39
99350	Park Attendant (Aide)	10.13
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.22
99500	Recreation Specialist	13.50

99510	Recycling Worker	11.15
99610	Sales Clerk	8.07
99620	School Crossing Guard (Crosswalk Attendant)	9.00
99630	Sport Official	7.02
99658	Survey Party Chief (Chief of Party)	12.43
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.30
99660	Surveying Aide	7.76
99690	Swimming Pool Operator	10.33
99720	Vending Machine Attendant	10.14
99730	Vending Machine Repairer	11.88
99740	Vending Machine Repairer Helper	10.14

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 8 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).

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.