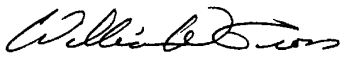
REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



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.: 1994-2439
Revision No.: 18
Date of Last Revision: 05/28/2002

State: Oregon

Area: Oregon Counties of Benton, Coos, Crook, Curry, Deschutes, Douglas, Jackson, Jefferson, Josephine, Klamath, Lake, Lane, Lincoln, Linn

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.22
Accounting Clerk II	10.07
Accounting Clerk III	12.31
Accounting Clerk IV	13.77
Court Reporter	12.12
Dispatcher, Motor Vehicle	12.44
Document Preparation Clerk	9.86
Duplicating Machine Operator	9.86
Film/Tape Librarian	9.88
General Clerk I	7.72
General Clerk II	8.68
General Clerk III	10.93
General Clerk IV	12.27
Housing Referral Assistant	13.27
Key Entry Operator I	8.97
Key Entry Operator II	9.86
Messenger (Courier)	8.07
Order Clerk I	10.23
Order Clerk II	14.27
Personnel Assistant (Employment) I	9.07
Personnel Assistant (Employment) II	12.56
Personnel Assistant (Employment) III	13.75
Personnel Assistant (Employment) IV	15.04
Production Control Clerk	11.31
Rental Clerk	9.59
Scheduler, Maintenance	9.83
Secretary I	11.49
Secretary II	12.57
Secretary III	13.96
Secretary IV	15.46
Secretary V	17.13
Service Order Dispatcher	11.31

Stenographer I	11.03
Stenographer II	11.03
Supply Technician	14.12
Survey Worker (Interviewer)	12.12
Switchboard Operator-Receptionist	9.51
Test Examiner	12.12
Test Proctor	12.12
Travel Clerk I	9.77
Travel Clerk II	10.59
Travel Clerk III	11.39
Word Processor I	9.41
Word Processor II	10.56
Word Processor III	13.02

Automatic Data Processing Occupations

Computer Data Librarian	11.04
Computer Operator I	11.26
Computer Operator II	12.60
Computer Operator III	14.05
Computer Operator IV	15.61
Computer Operator V	17.29
Computer Programmer I (1)	13.33
Computer Programmer II (1)	16.53
Computer Programmer III (1)	20.22
Computer Programmer IV (1)	24.45
Computer Systems Analyst I (1)	20.08
Computer Systems Analyst II (1)	24.32
Computer Systems Analyst III (1)	29.13
Peripheral Equipment Operator	10.88

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	16.37
Automotive Glass Installer	13.56
Automotive Worker	13.86
Electrician, Automotive	14.55
Mobile Equipment Servicer	12.23
Motor Equipment Metal Mechanic	15.22
Motor Equipment Metal Worker	13.86
Motor Vehicle Mechanic	15.22
Motor Vehicle Mechanic Helper	11.52
Motor Vehicle Upholstery Worker	13.19
Motor Vehicle Wrecker	13.86
Painter, Automotive	15.65
Radiator Repair Specialist	13.86
Tire Repairer	11.59
Transmission Repair Specialist	15.22

Food Preparation and Service Occupations

Baker	10.76

Cook I	9.12
Cook II	10.11
Dishwasher	7.44
Food Service Worker	7.50
Meat Cutter	12.79
Waiter/Waitress	8.11
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	13.76
Furniture Handler	10.59
Furniture Refinisher	13.76
Furniture Refinisher Helper	11.14
Furniture Repairer, Minor	12.48
Upholsterer	13.76
General Services and Support Occupations	
Cleaner, Vehicles	8.38
Elevator Operator	8.86
Gardener	10.86
House Keeping Aid I	7.57
House Keeping Aid II	8.53
Janitor	8.86
Laborer, Grounds Maintenance	10.66
Maid or Houseman	7.57
Pest Controller	12.76
Refuse Collector	9.69
Tractor Operator	12.82
Window Cleaner	9.52
Health Occupations	
Dental Assistant	13.46
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.57
Licensed Practical Nurse I	11.02
Licensed Practical Nurse II	12.36
Licensed Practical Nurse III	13.83
Medical Assistant	12.36
Medical Laboratory Technician	12.36
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	8.13
Nursing Assistant II	9.14
Nursing Assistant III	9.98
Nursing Assistant IV	11.19
Pharmacy Technician	12.19
Phlebotomist	12.36
Registered Nurse I	15.76
Registered Nurse II	19.28
Registered Nurse II, Specialist	19.28
Registered Nurse III	23.34

Registered Nurse III, Anesthetist	23.34
Registered Nurse IV	27.95

Information and Arts Occupations

Audiovisual Librarian	16.94
Exhibits Specialist I	15.17
Exhibits Specialist II	17.67
Exhibits Specialist III	20.50
Illustrator I	15.17
Illustrator II	17.61
Illustrator III	20.32
Librarian	18.77
Library Technician	12.19
Photographer I	134.28
Photographer II	15.17
Photographer III	17.67
Photographer IV	20.32
Photographer V	24.60

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	7.56
Counter Attendant	7.56
Dry Cleaner	9.45
Finisher, Flatwork, Machine	7.56
Presser, Hand	7.56
Presser, Machine, Drycleaning	7.56
Presser, Machine, Shirts	7.56
Presser, Machine, Wearing Apparel, Laundry	7.56
Sewing Machine Operator	10.22
Tailor	11.47
Washer, Machine	8.24

Machine Tool Operation and Repair Occupations

Machine-Tool Operator (Toolroom)	13.76
Tool and Die Maker	18.18

Material Handling and Packing Occupations

Forklift Operator	12.17
Fuel Distribution System Operator	13.01
Material Coordinator	13.80
Material Expediter	13.80
Material Handling Laborer	12.69
Order Filler	10.66
Production Line Worker (Food Processing)	11.20
Shipping Packer	11.28
Shipping/Receiving Clerk	11.28
Stock Clerk (Shelf Stocker; Store Worker II)	13.00
Store Worker I	10.21
Tools and Parts Attendant	11.20

Warehouse Specialist	11.20
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	15.84
Aircraft Mechanic Helper	11.34
Aircraft Quality Control Inspector	16.54
Aircraft Servicer	13.73
Aircraft Worker	14.42
Appliance Mechanic	13.76
Bicycle Repairer	11.43
Cable Splicer	18.22
Carpenter, Maintenance	15.79
Carpet Layer	13.21
Electrician, Maintenance	18.72
Electronics Technician, Maintenance I	16.63
Electronics Technician, Maintenance II	18.23
Electronics Technician, Maintenance III	19.08
Fabric Worker	13.73
Fire Alarm System Mechanic	16.06
Fire Extinguisher Repairer	12.48
Fuel Distribution System Mechanic	16.06
General Maintenance Worker	13.36
Heating, Refrigeration and Air Conditioning Mechanic	15.25
Heavy Equipment Mechanic	16.29
Heavy Equipment Operator	17.27
Instrument Mechanic	15.84
Laborer	8.86
Locksmith	15.10
Machinery Maintenance Mechanic	15.86
Machinist, Maintenance	14.42
Maintenance Trades Helper	11.14
Millwright	18.22
Office Appliance Repairer	15.10
Painter, Aircraft	17.10
Painter, Maintenance	13.73
Pipefitter, Maintenance	18.22
Plumber, Maintenance	16.97
Pneudraulic Systems Mechanic	16.06
Rigger	15.84
Scale Mechanic	14.62
Sheet-Metal Worker, Maintenance	15.84
Small Engine Mechanic	13.11
Telecommunication Mechanic I	15.84
Telecommunication Mechanic II	16.54
Telephone Lineman	15.84
Welder, Combination, Maintenance	14.40
Well Driller	18.22
Woodcraft Worker	15.84
Woodworker	12.33

Miscellaneous Occupations

Animal Caretaker	8.45
Carnival Equipment Operator	10.02
Carnival Equipment Repairer	10.65
Carnival Worker	8.17
Cashier	8.65
Desk Clerk	9.29
Embalmer	17.93
Lifeguard	9.42
Mortician	17.93
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.11
Recreation Specialist	12.88
Recycling Worker	9.45
Sales Clerk	10.11
School Crossing Guard (Crosswalk Attendant)	7.70
Sport Official	9.24
Survey Party Chief (Chief of Party)	17.37
Surveying Aide	10.91
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.85
Swimming Pool Operator	12.79
Vending Machine Attendant	10.87
Vending Machine Repairer	12.79
Vending Machine Repairer Helper	10.87

Personal Needs Occupations

Child Care Attendant	9.29
Child Care Center Clerk	11.58
Chore Aid	7.94
Homemaker	15.76

Plant and System Operation Occupations

Boiler Tender	15.84
Sewage Plant Operator	17.37
Stationary Engineer	15.84
Ventilation Equipment Tender	11.20
Water Treatment Plant Operator	17.37

Protective Service Occupations

Alarm Monitor	14.00
Corrections Officer	18.61
Court Security Officer	19.14
Detention Officer	18.61
Firefighter	20.00
Guard I	8.12
Guard II	12.18
Police Officer	21.39

Stevedoring/Longshoremen Occupations

Blocker and Bracer	13.04
Hatch Tender	13.04
Line Handler	13.04
Stevedore I	11.28
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	14.14
Archeological Technician II	15.84
Archeological Technician III	19.59
Cartographic Technician	20.31
Civil Engineering Technician	19.16
Computer Based Training (CBT) Specialist/ Instructor	20.10
Drafter I	10.92
Drafter II	13.60
Drafter III	15.99
Drafter IV	18.61
Engineering Technician I	11.91
Engineering Technician II	14.85
Engineering Technician III	17.45
Engineering Technician IV	20.32
Engineering Technician V	24.85
Engineering Technician VI	30.07
Environmental Technician	15.00
Flight Simulator/Instructor (Pilot)	24.35
Graphic Artist	17.48
Instructor	18.99
Laboratory Technician	14.88
Mathematical Technician	15.29
Paralegal/Legal Assistant I	13.94
Paralegal/Legal Assistant II	16.94
Paralegal/Legal Assistant III	20.67
Paralegal/Legal Assistant IV	25.07
Photooptics Technician	16.82
Technical Writer	18.99
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)	15.19
Weather Observer, Senior (3)	17.12
Weather Observer, Upper Air (3)	15.19

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	11.24
Parking and Lot Attendant	6.20
Shuttle Bus Driver	9.85
Taxi Driver	8.14
Truckdriver, Heavy Truck	13.99
Truckdriver, Light Truck	9.27
Truckdriver, Medium Truck	13.31
Truckdriver, Tractor-Trailer	13.99

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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.

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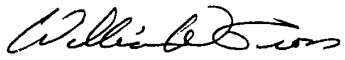

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Director

Division of
Wage Determinations

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

Wage Determination No.: 1994-2441
Revision No.: 19
Date of Last Revision: 07/30/2002

States: Oregon, Washington

Area: Oregon Counties of Clackamas, Clatsop, Columbia, Gilliam, Hood River, Marion, Multnomah, Polk, Sherman, Tillamook, Wasco, Washington, Yamhill
Washington Counties of Clark, Cowlitz, Klickitat, Pacific, Skamania, Wahkiakum

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	**Administrative Support and Clerical Occupations**	
01011	Accounting Clerk I	9.02
01012	Accounting Clerk II	11.04
01013	Accounting Clerk III	13.12
01014	Accounting Clerk IV	15.79
01030	Court Reporter	14.84
01050	Dispatcher, Motor Vehicle	14.84
01060	Document Preparation Clerk	11.76
01070	Messenger (Courier)	8.95
01090	Duplicating Machine Operator	11.40
01110	Film/Tape Librarian	11.96
01115	General Clerk I	7.48
01116	General Clerk II	8.81
01117	General Clerk III	11.30
01118	General Clerk IV	13.26
01120	Housing Referral Assistant	15.65
01131	Key Entry Operator I	10.33
01132	Key Entry Operator II	12.73
01191	Order Clerk I	10.97
01192	Order Clerk II	13.66
01261	Personnel Assistant (Employment) I	10.74
01262	Personnel Assistant (Employment) II	12.35
01263	Personnel Assistant (Employment) III	14.81
01264	Personnel Assistant (Employment) IV	16.34
01270	Production Control Clerk	17.13
01290	Rental Clerk	12.05
01300	Scheduler, Maintenance	13.00
01311	Secretary I	12.22
01312	Secretary II	14.64
01313	Secretary III	15.36
01314	Secretary IV	18.25
01315	Secretary V	20.00

01320	Service Order Dispatcher	13.00
01341	Stenographer I	11.40
01342	Stenographer II	13.00
01400	Supply Technician	18.60
01420	Survey Worker (Interviewer)	13.06
01460	Switchboard Operator-Receptionist	11.40
01510	Test Examiner	14.64
01520	Test Proctor	14.64
01531	Travel Clerk I	10.20
01532	Travel Clerk II	11.11
01533	Travel Clerk III	11.96
01611	Word Processor I	11.40
01612	Word Processor II	13.00
01613	Word Processor III	14.84
03000	**Automatic Data Processing Occupations**	
03010	Computer Data Librarian	11.31
03041	Computer Operator I	11.74
03042	Computer Operator II	13.57
03043	Computer Operator III	15.70
03044	Computer Operator IV	17.42
03045	Computer Operator V	19.30
03071	Computer Programmer I (1)	14.90
03072	Computer Programmer II (1)	17.88
03073	Computer Programmer III (1)	22.12
03074	Computer Programmer IV (1)	27.23
03101	Computer Systems Analyst I (1)	20.79
03102	Computer Systems Analyst II (1)	25.26
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	12.00
05000	**Automotive Service Occupations**	
05005	Automotive Body Repairer, Fiberglass	17.42
05010	Automotive Glass Installer	15.85
05040	Automotive Worker	15.85
05070	Electrician, Automotive	16.58
05100	Mobile Equipment Servicer	14.24
05130	Motor Equipment Metal Mechanic	17.42
05160	Motor Equipment Metal Worker	15.85
05190	Motor Vehicle Mechanic	17.16
05220	Motor Vehicle Mechanic Helper	13.40
05250	Motor Vehicle Upholstery Worker	15.07
05280	Motor Vehicle Wrecker	15.85
05310	Painter, Automotive	16.58
05340	Radiator Repair Specialist	15.85
05370	Tire Repairer	13.76
05400	Transmission Repair Specialist	17.42
07000	**Food Preparation and Service Occupations**	

	Food Service Worker	8.47
07010	Baker	12.43
07041	Cook I	10.31
07042	Cook II	11.47
07070	Dishwasher	7.91
07130	Meat Cutter	14.51
07250	Waiter/Waitress	8.52
09000	**Furniture Maintenance and Repair Occupations**	
09010	Electrostatic Spray Painter	16.58
09040	Furniture Handler	11.77
09070	Furniture Refinisher	16.58
09100	Furniture Refinisher Helper	13.40
09110	Furniture Repairer, Minor	15.07
09130	Upholsterer	16.58
11030	**General Services and Support Occupations**	
11030	Cleaner, Vehicles	9.18
11060	Elevator Operator	9.07
11090	Gardener	11.37
11121	House Keeping Aid I	8.43
11122	House Keeping Aid II	9.10
11150	Janitor	9.10
11210	Laborer, Grounds Maintenance	9.46
11240	Maid or Houseman	8.72
11270	Pest Controller	12.00
11300	Refuse Collector	9.10
11330	Tractor Operator	10.78
11360	Window Cleaner	9.80
12000	**Health Occupations**	
12020	Dental Assistant	14.14
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.68
12071	Licensed Practical Nurse I	13.73
12072	Licensed Practical Nurse II	15.40
12073	Licensed Practical Nurse III	17.23
12100	Medical Assistant	12.29
12130	Medical Laboratory Technician	12.63
12160	Medical Record Clerk	11.74
12190	Medical Record Technician	14.14
12221	Nursing Assistant I	7.98
12222	Nursing Assistant II	8.97
12223	Nursing Assistant III	9.78
12224	Nursing Assistant IV	10.67
12250	Pharmacy Technician	12.45
12280	Phlebotomist	12.10
12311	Registered Nurse I	15.21
12312	Registered Nurse II	23.18

12313	Registered Nurse II, Specialist	23.18
12314	Registered Nurse III	27.72
12315	Registered Nurse III, Anesthetist	27.72
12316	Registered Nurse IV	28.18
13000	**Information and Arts Occupations**	
13002	Audiovisual Librarian	16.91
13011	Exhibits Specialist I	14.29
13012	Exhibits Specialist II	17.69
13013	Exhibits Specialist III	20.06
13041	Illustrator I	15.26
13042	Illustrator II	18.89
13043	Illustrator III	21.42
13047	Librarian	21.65
13050	Library Technician	12.65
13071	Photographer I	12.94
13072	Photographer II	13.87
13073	Photographer III	17.17
13074	Photographer IV	20.92
13075	Photographer V	25.30
15000	**Laundry, Dry Cleaning, Pressing and Related Occupations**	
15010	Assembler	8.18
15030	Counter Attendant	8.18
15040	Dry Cleaner	9.79
15070	Finisher, Flatwork, Machine	8.18
15090	Presser, Hand	8.18
15100	Presser, Machine, Drycleaning	8.18
15130	Presser, Machine, Shirts	8.18
15160	Presser, Machine, Wearing Apparel, Laundry	8.18
15190	Sewing Machine Operator	10.46
15220	Tailor	11.23
15250	Washer, Machine	8.88
19000	**Machine Tool Operation and Repair Occupations**	
19010	Machine-Tool Operator (Toolroom)	16.58
19040	Tool and Die Maker	22.00
21000	**Material Handling and Packing Occupations**	
21010	Fuel Distribution System Operator	15.66
21020	Material Coordinator	16.58
21030	Material Expediter	16.58
21040	Material Handling Laborer	12.22
21050	Order Filler	11.94
21071	Forklift Operator	14.15
21080	Production Line Worker (Food Processing)	14.51
21100	Shipping/Receiving Clerk	13.40
21130	Shipping Packer	13.43
21140	Store Worker I	10.30

21150	Stock Clerk (Shelf Stocker; Store Worker II)	13.17
21210	Tools and Parts Attendant	14.51
21400	Warehouse Specialist	14.51
23000	**Mechanics and Maintenance and Repair Occupations**	
23010	Aircraft Mechanic	18.27
23040	Aircraft Mechanic Helper	14.51
23050	Aircraft Quality Control Inspector	20.09
23060	Aircraft Servicer	16.58
23070	Aircraft Worker	17.44
23100	Appliance Mechanic	17.42
23120	Bicycle Repairer	13.76
23125	Cable Splicer	22.03
23130	Carpenter, Maintenance	18.60
23140	Carpet Layer	17.44
23160	Electrician, Maintenance	23.60
23181	Electronics Technician, Maintenance I	13.33
23182	Electronics Technician, Maintenance II	19.94
23183	Electronics Technician, Maintenance III	22.98
23260	Fabric Worker	15.12
23290	Fire Alarm System Mechanic	19.16
23310	Fire Extinguisher Repairer	15.59
23340	Fuel Distribution System Mechanic	19.16
23370	General Maintenance Worker	15.85
23400	Heating, Refrigeration and Air Conditioning Mechanic	17.45
23430	Heavy Equipment Mechanic	18.86
23440	Heavy Equipment Operator	19.34
23460	Instrument Mechanic	19.34
23470	Laborer	10.12
23500	Locksmith	16.58
23530	Machinery Maintenance Mechanic	18.23
23550	Machinist, Maintenance	20.34
23580	Maintenance Trades Helper	13.40
23640	Millwright	19.16
23700	Office Appliance Repairer	18.24
23740	Painter, Aircraft	17.39
23760	Painter, Maintenance	16.58
23790	Pipefitter, Maintenance	21.36
23800	Plumber, Maintenance	19.07
23820	Pneudraulic Systems Mechanic	19.16
23850	Rigger	19.16
23870	Scale Mechanic	17.44
23890	Sheet-Metal Worker, Maintenance	17.81
23910	Small Engine Mechanic	15.85
23930	Telecommunication Mechanic I	18.65
23931	Telecommunication Mechanic II	19.55
23950	Telephone Lineman	19.16
23960	Welder, Combination, Maintenance	17.42
23965	Well Driller	18.59

23970	Woodcraft Worker	20.02
23980	Woodworker	14.24
24000	**Personal Needs Occupations**	
24570	Child Care Attendant	9.95
24580	Child Care Center Clerk	13.04
24600	Chore Aid	8.69
24630	Homemaker	14.74
25000	**Plant and System Operation Occupations**	
25010	Boiler Tender	19.33
25040	Sewage Plant Operator	17.51
25070	Stationary Engineer	19.33
25190	Ventilation Equipment Tender	14.51
25210	Water Treatment Plant Operator	18.33
27000	**Protective Service Occupations**	
	Police Officer	21.06
27004	Alarm Monitor	14.91
27006	Corrections Officer	19.51
27010	Court Security Officer	19.84
27040	Detention Officer	19.84
27070	Firefighter	20.30
27101	Guard I	10.58
27102	Guard II	13.92
28000	**Stevedoring/Longshoremen Occupations**	
28010	Blocker and Bracer	17.75
28020	Hatch Tender	17.75
28030	Line Handler	17.75
28040	Stevedore I	16.16
28050	Stevedore II	17.64
29000	**Technical Occupations**	
21150	Graphic Artist	18.88
29010	Air Traffic Control Specialist, Center (2)	29.00
29011	Air Traffic Control Specialist, Station (2)	19.99
29012	Air Traffic Control Specialist, Terminal (2)	22.02
29023	Archeological Technician I	12.80
29024	Archeological Technician II	14.30
29025	Archeological Technician III	17.69
29030	Cartographic Technician	18.61
29035	Computer Based Training (CBT) Specialist/ Instructor	20.79
29040	Civil Engineering Technician	18.70
29061	Drafter I	11.59
29062	Drafter II	13.33
29063	Drafter III	14.29
29064	Drafter IV	17.69
29081	Engineering Technician I	12.53

29082	Engineering Technician II	14.08
29083	Engineering Technician III	16.67
29084	Engineering Technician IV	20.03
29085	Engineering Technician V	25.70
29086	Engineering Technician VI	28.56
29090	Environmental Technician	16.80
29100	Flight Simulator/Instructor (Pilot)	25.23
29160	Instructor	20.77
29210	Laboratory Technician	15.90
29240	Mathematical Technician	18.87
29361	Paralegal/Legal Assistant I	14.69
29362	Paralegal/Legal Assistant II	20.92
29363	Paralegal/Legal Assistant III	25.59
29364	Paralegal/Legal Assistant IV	30.97
29390	Photooptics Technician	18.87
29480	Technical Writer	23.25
29491	Unexploded Ordnance (UXO) Technician I	18.43
29492	Unexploded Ordnance (UXO) Technician II	22.30
29493	Unexploded Ordnance (UXO) Technician III	26.72
29494	Unexploded (UXO) Safety Escort	18.43
29495	Unexploded (UXO) Sweep Personnel	18.43
29620	Weather Observer, Senior (3)	17.63
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	15.90
29622	Weather Observer, Upper Air	15.90
31000	**Transportation/ Mobile Equipment Operation Occupations**	
31030	Bus Driver	15.37
31260	Parking and Lot Attendant	8.65
31290	Shuttle Bus Driver	11.32
31300	Taxi Driver	9.68
31361	Truckdriver, Light Truck	11.32
31362	Truckdriver, Medium Truck	16.91
31363	Truckdriver, Heavy Truck	17.67
31364	Truckdriver, Tractor-Trailer	17.67
99000	**Miscellaneous Occupations**	
99020	Animal Caretaker	9.62
99030	Cashier	10.02
99041	Carnival Equipment Operator	9.71
99042	Carnival Equipment Repairer	10.31
99043	Carnival Worker	7.91
99050	Desk Clerk	10.45
99095	Embalmer	18.43
99300	Lifeguard	9.68
99310	Mortician	18.61
99350	Park Attendant (Aide)	12.16
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.59
99500	Recreation Specialist	14.49

99510	Recycling Worker	12.29
99610	Sales Clerk	10.65
99620	School Crossing Guard (Crosswalk Attendant)	10.01
99630	Sport Official	9.68
99658	Survey Party Chief (Chief of Party)	20.22
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	16.33
99660	Surveying Aide	11.92
99690	Swimming Pool Operator	14.51
99720	Vending Machine Attendant	12.29
99730	Vending Machine Repairer	14.51
99740	Vending Machine Repairer Helper	12.29

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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.

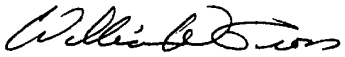
5) The contracting officer transmits the Wage and Hour decision to the contractor.

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.: 1994-2569
Revision No.: 18
Date of Last Revision: 07/26/2002

States: Oregon, Washington

Area: Oregon Counties of Baker, Grant, Harney, Malheur, Morrow, Umatilla, Union, Wallowa, Wheeler
Washington Counties of Benton, Franklin, Walla Walla, Yakima

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	**Administrative Support and Clerical Occupations**	
01011	Accounting Clerk I	9.21
01012	Accounting Clerk II	10.07
01013	Accounting Clerk III	11.67
01014	Accounting Clerk IV	15.25
01030	Court Reporter	12.35
01050	Dispatcher, Motor Vehicle	12.50
01060	Document Preparation Clerk	10.34
01070	Messenger (Courier)	7.93
01090	Duplicating Machine Operator	10.34
01110	Film/Tape Librarian	11.04
01115	General Clerk I	8.06
01116	General Clerk II	8.98
01117	General Clerk III	10.52
01118	General Clerk IV	11.79
01120	Housing Referral Assistant	16.17
01131	Key Entry Operator I	9.58
01132	Key Entry Operator II	10.46
01191	Order Clerk I	9.16
01192	Order Clerk II	10.99
01261	Personnel Assistant (Employment) I	10.46
01262	Personnel Assistant (Employment) II	11.74
01263	Personnel Assistant (Employment) III	13.13
01264	Personnel Assistant (Employment) IV	15.67
01270	Production Control Clerk	14.74
01290	Rental Clerk	11.04
01300	Scheduler, Maintenance	12.57
01311	Secretary I	12.28
01312	Secretary II	13.73
01313	Secretary III	16.38
01314	Secretary IV	18.36
01315	Secretary V	20.32
01320	Service Order Dispatcher	12.71

01341	Stenographer I	10.27
01342	Stenographer II	12.38
01400	Supply Technician	18.36
01420	Survey Worker (Interviewer)	11.84
01460	Switchboard Operator-Receptionist	9.93
01510	Test Examiner	13.73
01520	Test Proctor	13.73
01531	Travel Clerk I	11.25
01532	Travel Clerk II	12.08
01533	Travel Clerk III	12.91
01611	Word Processor I	9.84
01612	Word Processor II	11.05
01613	Word Processor III	12.36
03000	**Automatic Data Processing Occupations**	
03010	Computer Data Librarian	9.14
03041	Computer Operator I	11.56
03042	Computer Operator II	14.27
03043	Computer Operator III	18.04
03044	Computer Operator IV	20.86
03045	Computer Operator V	22.37
03071	Computer Programmer I (1)	16.46
03072	Computer Programmer II (1)	19.44
03073	Computer Programmer III (1)	23.06
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	21.49
03102	Computer Systems Analyst II (1)	25.22
03103	Computer Systems Analyst III (1)	27.08
03160	Peripheral Equipment Operator	12.29
05000	**Automotive Service Occupations**	
05005	Automotive Body Repairer, Fiberglass	18.71
05010	Automotive Glass Installer	16.84
05040	Automotive Worker	16.84
05070	Electrician, Automotive	17.78
05100	Mobile Equipment Servicer	14.95
05130	Motor Equipment Metal Mechanic	18.71
05160	Motor Equipment Metal Worker	16.84
05190	Motor Vehicle Mechanic	18.71
05220	Motor Vehicle Mechanic Helper	14.00
05250	Motor Vehicle Upholstery Worker	15.88
05280	Motor Vehicle Wrecker	16.84
05310	Painter, Automotive	17.78
05340	Radiator Repair Specialist	16.84
05370	Tire Repairer	14.44
05400	Transmission Repair Specialist	18.71
07000	**Food Preparation and Service Occupations**	
	Food Service Worker	9.89

07010	Baker	15.66
07041	Cook I	13.97
07042	Cook II	15.66
07070	Dishwasher	9.89
07130	Meat Cutter	15.66
07250	Waiter/Waitress	11.04
09000	**Furniture Maintenance and Repair Occupations**	
09010	Electrostatic Spray Painter	17.78
09040	Furniture Handler	11.71
09070	Furniture Refinisher	17.78
09100	Furniture Refinisher Helper	14.00
09110	Furniture Repairer, Minor	15.88
09130	Upholsterer	17.78
11030	**General Services and Support Occupations**	
11030	Cleaner, Vehicles	9.89
11060	Elevator Operator	10.88
11090	Gardener	15.35
11121	House Keeping Aid I	8.76
11122	House Keeping Aid II	9.89
11150	Janitor	10.88
11210	Laborer, Grounds Maintenance	12.13
11240	Maid or Houseman	8.77
11270	Pest Controller	16.25
11300	Refuse Collector	10.88
11330	Tractor Operator	14.51
11360	Window Cleaner	12.14
12000	**Health Occupations**	
12020	Dental Assistant	12.23
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.84
12071	Licensed Practical Nurse I	11.02
12072	Licensed Practical Nurse II	12.36
12073	Licensed Practical Nurse III	13.83
12100	Medical Assistant	11.24
12130	Medical Laboratory Technician	12.36
12160	Medical Record Clerk	12.36
12190	Medical Record Technician	13.54
12221	Nursing Assistant I	7.63
12222	Nursing Assistant II	8.57
12223	Nursing Assistant III	9.35
12224	Nursing Assistant IV	10.49
12250	Pharmacy Technician	12.19
12280	Phlebotomist	12.36
12311	Registered Nurse I	15.84
12312	Registered Nurse II	19.39
12313	Registered Nurse II, Specialist	19.39

12314	Registered Nurse III	23.46
12315	Registered Nurse III, Anesthetist	23.46
12316	Registered Nurse IV	28.10
13000	**Information and Arts Occupations**	
13002	Audiovisual Librarian	16.29
13011	Exhibits Specialist I	14.11
13012	Exhibits Specialist II	16.84
13013	Exhibits Specialist III	18.48
13041	Illustrator I	14.11
13042	Illustrator II	16.84
13043	Illustrator III	18.48
13047	Librarian	21.01
13050	Library Technician	12.35
13071	Photographer I	13.15
13072	Photographer II	16.89
13073	Photographer III	18.48
13074	Photographer IV	20.50
13075	Photographer V	22.76
15000	**Laundry, Dry Cleaning, Pressing and Related Occupations**	
15010	Assembler	8.15
15030	Counter Attendant	8.15
15040	Dry Cleaner	9.11
15070	Finisher, Flatwork, Machine	8.15
15090	Presser, Hand	8.15
15100	Presser, Machine, Drycleaning	8.15
15130	Presser, Machine, Shirts	8.15
15160	Presser, Machine, Wearing Apparel, Laundry	8.15
15190	Sewing Machine Operator	10.80
15220	Tailor	11.83
15250	Washer, Machine	8.89
19000	**Machine Tool Operation and Repair Occupations**	
19010	Machine-Tool Operator (Toolroom)	17.78
19040	Tool and Die Maker	21.55
21000	**Material Handling and Packing Occupations**	
21010	Fuel Distribution System Operator	14.96
21020	Material Coordinator	13.76
21030	Material Expediter	13.76
21040	Material Handling Laborer	9.23
21050	Order Filler	11.28
21071	Forklift Operator	11.50
21080	Production Line Worker (Food Processing)	12.34
21100	Shipping/Receiving Clerk	10.69
21130	Shipping Packer	11.23
21140	Store Worker I	9.17
21150	Stock Clerk (Shelf Stocker; Store Worker II)	11.33

21210	Tools and Parts Attendant	12.32
21400	Warehouse Specialist	12.76
23000	**Mechanics and Maintenance and Repair Occupations**	
23010	Aircraft Mechanic	18.66
23040	Aircraft Mechanic Helper	14.00
23050	Aircraft Quality Control Inspector	19.68
23060	Aircraft Servicer	15.88
23070	Aircraft Worker	16.84
23100	Appliance Mechanic	17.78
23120	Bicycle Repairer	14.44
23125	Cable Splicer	18.71
23130	Carpenter, Maintenance	17.78
23140	Carpet Layer	16.84
23160	Electrician, Maintenance	20.13
23181	Electronics Technician, Maintenance I	16.75
23182	Electronics Technician, Maintenance II	20.50
23183	Electronics Technician, Maintenance III	21.58
23260	Fabric Worker	15.88
23290	Fire Alarm System Mechanic	18.71
23310	Fire Extinguisher Repairer	14.95
23340	Fuel Distribution System Mechanic	18.71
23370	General Maintenance Worker	16.84
23400	Heating, Refrigeration and Air Conditioning Mechanic	18.71
23430	Heavy Equipment Mechanic	20.02
23440	Heavy Equipment Operator	16.64
23460	Instrument Mechanic	18.71
23470	Laborer	9.89
23500	Locksmith	17.78
23530	Machinery Maintenance Mechanic	18.71
23550	Machinist, Maintenance	18.71
23580	Maintenance Trades Helper	14.00
23640	Millwright	18.71
23700	Office Appliance Repairer	17.78
23740	Painter, Aircraft	17.78
23760	Painter, Maintenance	17.78
23790	Pipefitter, Maintenance	21.52
23800	Plumber, Maintenance	20.45
23820	Pneudraulic Systems Mechanic	18.71
23850	Rigger	18.71
23870	Scale Mechanic	16.84
23890	Sheet-Metal Worker, Maintenance	18.71
23910	Small Engine Mechanic	16.84
23930	Telecommunication Mechanic I	19.18
23931	Telecommunication Mechanic II	20.17
23950	Telephone Lineman	18.71
23960	Welder, Combination, Maintenance	18.71
23965	Well Driller	18.71
23970	Woodcraft Worker	18.71

23980	Woodworker	14.95
24000	**Personal Needs Occupations**	
24570	Child Care Attendant	9.13
24580	Child Care Center Clerk	12.40
24600	Chore Aid	9.10
24630	Homemaker	13.13
25000	**Plant and System Operation Occupations**	
25010	Boiler Tender	18.77
25040	Sewage Plant Operator	20.52
25070	Stationary Engineer	18.77
25190	Ventilation Equipment Tender	18.71
25210	Water Treatment Plant Operator	17.71
27000	**Protective Service Occupations**	
	Police Officer	23.61
27004	Alarm Monitor	12.57
27006	Corrections Officer	18.00
27010	Court Security Officer	19.14
27040	Detention Officer	18.00
27070	Firefighter	18.02
27101	Guard I	9.61
27102	Guard II	12.07
28000	**Stevedoring/Longshoremen Occupations**	
28010	Blocker and Bracer	15.51
28020	Hatch Tender	15.51
28030	Line Handler	15.51
28040	Stevedore I	13.98
28050	Stevedore II	16.38
29000	**Technical Occupations**	
21150	Graphic Artist	19.54
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	13.46
29024	Archeological Technician II	15.04
29025	Archeological Technician III	18.64
29030	Cartographic Technician	21.05
29035	Computer Based Training (CBT) Specialist/ Instructor	22.47
29040	Civil Engineering Technician	19.39
29061	Drafter I	10.83
29062	Drafter II	12.17
29063	Drafter III	15.64
29064	Drafter IV	18.64
29081	Engineering Technician I	13.26
29082	Engineering Technician II	14.88

29083	Engineering Technician III	17.97
29084	Engineering Technician IV	21.05
29085	Engineering Technician V	26.52
29086	Engineering Technician VI	35.66
29090	Environmental Technician	16.49
29100	Flight Simulator/Instructor (Pilot)	23.38
29160	Instructor	18.88
29210	Laboratory Technician	15.69
29240	Mathematical Technician	18.31
29361	Paralegal/Legal Assistant I	13.37
29362	Paralegal/Legal Assistant II	16.51
29363	Paralegal/Legal Assistant III	18.39
29364	Paralegal/Legal Assistant IV	24.43
29390	Photooptics Technician	20.14
29480	Technical Writer	17.05
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)	17.44
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	15.69
29622	Weather Observer, Upper Air (3)	15.69
31000	**Transportation/ Mobile Equipment Operation Occupations**	
31030	Bus Driver	13.40
31260	Parking and Lot Attendant	8.86
31290	Shuttle Bus Driver	12.63
31300	Taxi Driver	11.88
31361	Truckdriver, Light Truck	11.48
31362	Truckdriver, Medium Truck	12.18
31363	Truckdriver, Heavy Truck	14.75
31364	Truckdriver, Tractor-Trailer	14.75
99000	**Miscellaneous Occupations**	
99020	Animal Caretaker	12.19
99030	Cashier	8.22
99041	Carnival Equipment Operator	13.21
99042	Carnival Equipment Repairer	14.11
99043	Carnival Worker	9.89
99050	Desk Clerk	9.13
99095	Embalmer	17.93
99300	Lifeguard	9.42
99310	Mortician	17.93
99350	Park Attendant (Aide)	11.84
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.66
99500	Recreation Specialist	12.64
99510	Recycling Worker	14.39

99610	Sales Clerk	10.30
99620	School Crossing Guard (Crosswalk Attendant)	10.88
99630	Sport Official	8.95
99658	Survey Party Chief (Chief of Party)	17.04
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.65
99660	Surveying Aide	10.70
99690	Swimming Pool Operator	16.20
99720	Vending Machine Attendant	13.52
99730	Vending Machine Repairer	16.20
99740	Vending Machine Repairer Helper	13.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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.