

APPLICABLE DEPARTMENT OF LABOR
WAGE DETERMINATIONS AND
COLLECTIVE BARGAINING AGREEMENTS

8th Judicial Circuit

8th Judicial Circuit

<u>State</u>	<u>City</u>	<u>County</u>	<u>Wage Det.</u>	<u>Date</u>	<u>Union</u>
Arkansas	Little Rock	Pulaski	PENDING		Court Security Officers of Arkansas
	Fort Smith	Sebasitian	PENDING		Court Security Officers of Arkansas
	Fayetteville	Washington	PENDING		Court Security Officers of Arkansas
	El Dorado	Union	PENDING		Court Security Officers of Arkansas
	Hot Springs	Pulaksi	PENDING		Court Security Officers of Arkansas
Iowa	Cedar Rapids	Linn	1994-2203 Rev 19	5/28/2002	N/A
	Des Moines	Polk	PENDING		United Government Security Officers of America Local 161
	Sioux City	Woodbury	1994-2325 Rev 24	6/7/2002	N/A
	Davenport	Scott	PENDING		United Government Security Officers of America Local 152
Minnesota	Minneapolis	Hennepin	PENDING		Minneapolis Court Security Officers Association
	St Paul	Ramsey	PENDING		United Government Security Officers of America Local 158
	Duluth	St Louis	1994-2285 Rev 19	7/26/2002	N/A
Missouri	Cape Girardeau	Cape Girardeau	PENDING		International Union, Security, Police and Fire Professionals of America Local 257
	St Louis	St Louis	1998-0495 Rev 4	12/17/2002	United Government Security Officers of America Local 59

<u>State</u>	<u>City</u>	<u>County</u>	<u>Wage Det.</u>	<u>Date</u>	<u>Union</u>
Missouri	Kansas City	Clay	PENDING		United Government Security Officers of America Local 220
	Springfield	Greene	PENDING		United Government Security Officers of America Local 220
	Jefferson City	Calloway	PENDING		United Government Security Officers of America Local 220
Nebraska	Omaha	Douglas	PENDING		International Guard Union of America Local 133
	Lincoln	Lancaster	PENDING		International Guard Union of America Local 133
North Dakota	Fargo	Cass	1994-2407 Rev 17	5/28/2002	N/A
	Minot	Ward	1994-2407 Rev 17	5/28/2002	N/A
	Bismarck	Burleigh	1994-2407 Rev 17	5/28/2002	N/A
	Grand Forks	Grand Forks	1994-2407 Rev 17	5/28/2002	N/A
South Dakota	Sioux Falls	Lincoln	1994-3025 Rev 7	5/29/2002	N/A
	Pierre	Hughes	1994-3025 Rev 7	5/29/2002	N/A
	Rapid City	Pennington	1994-2485 Rev 20	5/30/2003	N/A
	Aberdeen	Aberdeen	WD PENDING		N/A

Travel Clerk III	12.14
Word Processor I	10.41
Word Processor II	11.26
Word Processor III	12.59
Automatic Data Processing Occupations	
Computer Data Librarian	8.96
Computer Operator I	11.55
Computer Operator II	12.89
Computer Operator III	18.95
Computer Operator IV	21.08
Computer Operator V	23.33
Computer Programmer I (1)	17.00
Computer Programmer II (1)	21.15
Computer Programmer III (1)	24.53
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	21.20
Computer Systems Analyst II (1)	26.53
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	10.30
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	17.65
Automotive Glass Installer	16.70
Automotive Worker	16.70
Electrician, Automotive	17.18
Mobile Equipment Servicer	15.72
Motor Equipment Metal Mechanic	17.65
Motor Equipment Metal Worker	16.70
Motor Vehicle Mechanic	17.65
Motor Vehicle Mechanic Helper	15.22
Motor Vehicle Upholstery Worker	16.19
Motor Vehicle Wrecker	16.70
Painter, Automotive	17.18
Radiator Repair Specialist	16.70
Tire Repairer	15.19
Transmission Repair Specialist	17.65
Food Preparation and Service Occupations	
Baker	9.66
Cook I	9.23
Cook II	9.78
Dishwasher	7.19
Food Service Worker	7.61
Meat Cutter	11.78
Waiter/Waitress	7.63
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	17.96
Furniture Handler	15.32
Furniture Refinisher	18.40
Furniture Refinisher Helper	15.90
Furniture Repairer, Minor	16.96
Upholsterer	18.40
General Services and Support Occupations	
Cleaner, Vehicles	8.72
Elevator Operator	8.27
Gardener	11.32
House Keeping Aid I	9.03
House Keeping Aid II	9.23
Janitor	9.23
Laborer, Grounds Maintenance	10.09
Maid or Houseman	8.49
Pest Controller	10.18
Refuse Collector	9.49
Tractor Operator	10.94
Window Cleaner	9.80
Health Occupations	
Dental Assistant	11.43

Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.00
Licensed Practical Nurse I	10.43
Licensed Practical Nurse II	11.70
Licensed Practical Nurse III	13.08
Medical Assistant	10.95
Medical Laboratory Technician	11.24
Medical Record Clerk	12.39
Medical Record Technician	14.92
Nursing Assistant I	8.64
Nursing Assistant II	9.72
Nursing Assistant III	10.60
Nursing Assistant IV	11.89
Pharmacy Technician	12.19
Phlebotomist	11.24
Registered Nurse I	17.90
Registered Nurse II	21.91
Registered Nurse II, Specialist	21.91
Registered Nurse III	26.51
Registered Nurse III, Anesthetist	26.51
Registered Nurse IV	31.75
Information and Arts Occupations	
Audiovisual Librarian	15.02
Exhibits Specialist I	17.56
Exhibits Specialist II	21.43
Exhibits Specialist III	26.17
Illustrator I	15.27
Illustrator II	18.63
Illustrator III	22.76
Librarian	18.34
Library Technician	10.02
Photographer I	13.38
Photographer II	17.66
Photographer III	20.94
Photographer IV	26.01
Photographer V	30.93
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.96
Counter Attendant	6.96
Dry Cleaner	8.91
Finisher, Flatwork, Machine	6.96
Presser, Hand	6.96
Presser, Machine, Drycleaning	7.65
Presser, Machine, Shirts	6.96
Presser, Machine, Wearing Apparel, Laundry	6.96
Sewing Machine Operator	9.56
Tailor	10.21
Washer, Machine	7.61
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	18.80
Tool and Die Maker	20.06
Material Handling and Picking Occupations	
Forklift Operator	15.83
Fuel Distribution System Operator	16.84
Material Coordinator	16.34
Material Expediter	16.34
Material Handling Laborer	15.82
Order Filler	10.93
Production Line Worker (Food Processing)	15.22
Shipping Packer	17.16
Shipping/Receiving Clerk	11.73
Stock Clerk (Shelf Stocker; Store Worker II)	14.72
Store Worker I	11.81
Tools and Parts Attendant	15.22
Warehouse Specialist	15.22
Mechanics and Maintenance and Repair Occupations	

Aircraft Mechanic	18.89
Aircraft Mechanic Helper	15.90
Aircraft Quality Control Inspector	19.45
Aircraft Servicer	16.96
Aircraft Worker	17.81
Appliance Mechanic	17.96
Bicycle Repairer	15.87
Cable Splicer	21.19
Carpenter, Maintenance	18.43
Carpet Layer	17.81
Electrician, Maintenance	21.93
Electronics Technician, Maintenance I	17.81
Electronics Technician, Maintenance II	18.40
Electronics Technician, Maintenance III	18.89
Fabric Worker	16.96
Fire Alarm System Mechanic	18.89
Fire Extinguisher Repairer	16.43
Fuel Distribution System Mechanic	18.89
General Maintenance Worker	17.45
Heating, Refrigeration and Air Conditioning Mechanic	20.22
Heavy Equipment Mechanic	18.43
Heavy Equipment Operator	18.43
Instrument Mechanic	18.89
Laborer	9.81
Locksmith	18.40
Machinery Maintenance Mechanic	17.25
Machinist, Maintenance	19.63
Maintenance Trades Helper	15.90
Millwright	20.12
Office Appliance Repairer	18.40
Painter, Aircraft	18.40
Painter, Maintenance	17.96
Pipefitter, Maintenance	24.25
Plumber, Maintenance	20.65
Pneumatic Systems Mechanic	18.89
Rigger	18.89
Scale Mechanic	17.81
Sheet-Metal Worker, Maintenance	20.31
Small Engine Mechanic	17.81
Telecommunication Mechanic I	18.89
Telecommunication Mechanic II	19.45
Telephone Lineman	18.89
Welder, Combination, Maintenance	18.43
Well Driller	18.89
Woodcraft Worker	18.89
Woodworker	16.53
Miscellaneous Occupations	
Animal Caretaker	7.98
Carnival Equipment Operator	9.51
Carnival Equipment Repairer	9.84
Carnival Worker	8.27
Cashier	7.28
Desk Clerk	8.75
Embalmer	17.93
Lifeguard	9.42
Mortician	17.93
Park Attendant (Aide)	11.64
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.98
Recreation Specialist	14.66
Recycling Worker	18.96
Sales Clerk	10.33
School Crossing Guard (Crosswalk Attendant)	8.27
Sport Official	9.42
Survey Party Chief (Chief of Party)	22.32
Surveying Aide	11.17

Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.31
Swimming Pool Operator	18.43
Vending Machine Attendant	9.51
Vending Machine Repairer	10.43
Vending Machine Repairer Helper	9.51
Personal Needs Occupations	
Child Care Attendant	8.75
Child Care Center Clerk	10.93
Chore Aid	7.53
Homemaker	13.92
Plant and System Operation Occupations	
Boiler Tender	18.60
Sewage Plant Operator	18.40
Stationary Engineer	18.60
Ventilation Equipment Tender	15.90
Water Treatment Plant Operator	18.40
Protective Service Occupations	
Alarm Monitor	11.06
Corrections Officer	17.21
Court Security Officer	17.92
Detention Officer	17.21
Firefighter	17.21
Guard I	8.83
Guard II	11.60
Police Officer	18.49
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	17.81
Hatch Tender	17.81
Line Handler	17.81
Stevedore I	16.19
Stevedore II	19.06
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	13.45
Archeological Technician II	15.04
Archeological Technician III	18.63
Cartographic Technician	21.42
Civil Engineering Technician	18.63
Computer Based Training (CBT) Specialist/ Instructor	21.29
Drafter I	10.81
Drafter II	13.67
Drafter III	19.62
Drafter IV	21.43
Engineering Technician I	10.90
Engineering Technician II	13.82
Engineering Technician III	17.97
Engineering Technician IV	21.60
Engineering Technician V	26.43
Engineering Technician VI	31.94
Environmental Technician	16.05
Flight Simulator/Instructor (Pilot)	26.63
Graphic Artist	18.51
Instructor	20.66
Laboratory Technician	16.59
Mathematical Technician	18.79
Paralegal/Legal Assistant I	11.25
Paralegal/Legal Assistant II	16.86
Paralegal/Legal Assistant III	20.58
Paralegal/Legal Assistant IV	24.95
Photooptics Technician	18.79
Technical Writer	17.71
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)	15.68
Weather Observer, Senior (3)	14.43
Weather Observer, Upper Air (3)	14.43
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	14.29
Parking and Lot Attendant	12.13
Shuttle Bus Driver	12.80
Taxi Driver	12.42
Truckdriver, Heavy Truck	17.43
Truckdriver, Light Truck	11.41
Truckdriver, Medium Truck	11.72
Truckdriver, Tractor-Trailer	17.43

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $\frac{12.36}{22-25}$ an hour or $\frac{194.40}{\$86.00}$ a week or $\frac{9409.07}{\$272.67}$ a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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 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 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 regular 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 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 ordnance, explosives, and incendiary materials. This includes work such as screening, blending, drying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All 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 ordnance, (or employed 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 ordnance, 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 ordnance, explosives, and incendiary material differential

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either 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 (\$.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 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 contract officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 14- (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 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 SF 1444 (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 occupational classification 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 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 action, together with the agency's recommendations and pertinent information including 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) 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 combine, or subdivide classifications listed in the wage determination.

94-2325 NE, OMAHA

06/18/02

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 WASHINGTON D.C. 20210

William W. Gross
 Director

Division of
 Wage Determinations

Wage Determination No.: 1994-2325
 Revision No.: 24
 Date Of Last Revision: 06/07/2002

States: Iowa, Nebraska

Area: Iowa Counties of Adams, Buena Vista, Cass, Cherokee, Clay, Crawford, Dickinson, Fremont, Harrison, Ida, Lyon, Mills, Monona, Montgomery, O'Brien, Osceola, Page, Plymouth, Pottawattamie, Sac, Shelby, Sioux, Woodbury
 Nebraska Counties of Burt, Butler, Cass, Cedar, Colfax, Cuming, Dakota, Dixon, Dodge, Douglas, Gage, Johnson, Lancaster, Madison, Nemaha, Otoe, Pawnee, Pierce, Richardson, Sarpy, Saunders, Stanton, Thurston, Washington, Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	11.26
Accounting Clerk II	12.04
Accounting Clerk III	14.76
Accounting Clerk IV	18.73
Court Reporter	12.23
Dispatcher, Motor Vehicle	15.43
Document Preparation Clerk	9.82
Duplicating Machine Operator	9.82
Film/Tape Librarian	9.72
General Clerk I	8.92
General Clerk II	10.40
General Clerk III	13.10
General Clerk IV	17.51
Housing Referral Assistant	15.15
Key Entry Operator I	10.05
Key Entry Operator II	11.86
Messenger (Courier)	8.93
Order Clerk I	10.36
Order Clerk II	11.07
Personnel Assistant (Employment) I	12.68
Personnel Assistant (Employment) II	13.04
Personnel Assistant (Employment) III	17.58
Personnel Assistant (Employment) IV	18.45
Production Control Clerk	14.20
Rental Clerk	10.38
Scheduler, Maintenance	12.01
Secretary I	11.18
Secretary II	12.69
Secretary III	15.15
Secretary IV	19.15
Secretary V	20.72
Service Order Dispatcher	13.57
Stenographer I	10.78
Stenographer II	13.09
Supply Technician	19.15
Survey Worker (Interviewer)	10.61
Switchboard Operator-Receptionist	9.93
Test Examiner	12.69
Test Proctor	12.69

Travel Clerk I	8.81
Travel Clerk II	9.36
Travel Clerk III	9.94
Word Processor I	9.45
Word Processor II	10.74
Word Processor III	10.93
Automatic Data Processing Occupations	
Computer Data Librarian	10.00
Computer Operator I	11.24
Computer Operator II	13.26
Computer Operator III	18.84
Computer Operator IV	19.34
Computer Operator V	21.46
Computer Programmer I (1)	18.90
Computer Programmer II (1)	22.46
Computer Programmer III (1)	26.13
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	23.03
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	13.26
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	16.05
Automotive Glass Installer	15.09
Automotive Worker	15.09
Electrician, Automotive	15.57
Mobile Equipment Servicer	13.96
Motor Equipment Metal Mechanic	16.05
Motor Equipment Metal Worker	15.09
Motor Vehicle Mechanic	14.75
Motor Vehicle Mechanic Helper	13.32
Motor Vehicle Upholstery Worker	14.45
Motor Vehicle Wrecker	15.09
Painter, Automotive	15.09
Radiator Repair Specialist	14.06
Tire Repairer	13.49
Transmission Repair Specialist	16.05
Food Preparation and Service Occupations	
Baker	9.70
Cook I	9.05
Cook II	9.70
Dishwasher	7.23
Food Service Worker	7.23
Meat Cutter	11.16
Waiter/Waitress	7.74
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	15.57
Furniture Handler	11.72
Furniture Refinisher	15.57
Furniture Refinisher Helper	13.32
Furniture Repairer, Minor	14.45
Upholsterer	15.57
General Services and Support Occupations	
Cleaner, Vehicles	8.34
Elevator Operator	8.86
Gardener	10.90
House Keeping Aid I	7.31
House Keeping Aid II	9.23
Janitor	8.71
Laborer, Grounds Maintenance	9.33
Maid or Houseman	7.33
Pest Controller	10.57
Refuse Collector	9.57
Tractor Operator	10.48
Window Cleaner	9.23

Health Occupations	
Dental Assistant	12.02
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.17
Licensed Practical Nurse I	12.65
Licensed Practical Nurse II	14.22
Licensed Practical Nurse III	15.90
Medical Assistant	10.45
Medical Laboratory Technician	12.24
Medical Record Clerk	12.78
Medical Record Technician	14.41
Nursing Assistant I	8.23
Nursing Assistant II	9.25
Nursing Assistant III	10.10
Nursing Assistant IV	11.33
Pharmacy Technician	11.38
Phlebotomist	12.45
Registered Nurse I	15.77
Registered Nurse II	19.24
Registered Nurse II, Specialist	19.31
Registered Nurse III	23.30
Registered Nurse III, Anesthetist	21.49
Registered Nurse IV	27.88
Information and Arts Occupations	
Audiovisual Librarian	16.39
Exhibits Specialist I	14.97
Exhibits Specialist II	17.27
Exhibits Specialist III	20.45
Illustrator I	14.58
Illustrator II	16.82
Illustrator III	19.91
Librarian	19.06
Library Technician	12.47
Photographer I	12.47
Photographer II	14.28
Photographer III	16.75
Photographer IV	19.26
Photographer V	23.69
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.48
Counter Attendant	7.48
Dry Cleaner	8.54
Finisher, Flatwork, Machine	7.48
Presser, Hand	7.48
Presser, Machine, Drycleaning	7.48
Presser, Machine, Shirts	7.48
Presser, Machine, Wearing Apparel, Laundry	7.48
Sewing Machine Operator	8.69
Tailor	9.63
Washer, Machine	8.10
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	16.40
Tool and Die Maker	18.60
Material Handling and Packing Occupations	
Forklift Operator	12.52
Fuel Distribution System Operator	15.85
Material Coordinator	14.03
Material Expediter	14.03
Material Handling Laborer	12.00
Order Filler	10.69
Production Line Worker (Food Processing)	13.19
Shipping Packer	12.34
Shipping/Receiving Clerk	11.35
Stock Clerk (Shelf Stocker; Store Worker II)	11.76
Store Worker I	9.34
Tools and Parts Attendant	12.35

Warehouse Specialist	12.35
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	16.05
Aircraft Mechanic Helper	13.32
Aircraft Quality Control Inspector	17.68
Aircraft Servicer	14.89
Aircraft Worker	15.09
Appliance Mechanic	17.22
Bicycle Repairer	13.49
Cable Splicer	17.12
Carpenter, Maintenance	15.80
Carpet Layer	16.60
Electrician, Maintenance	18.89
Electronics Technician, Maintenance I	16.63
Electronics Technician, Maintenance II	23.29
Electronics Technician, Maintenance III	23.63
Fabric Worker	14.88
Fire Alarm System Mechanic	17.12
Fire Extinguisher Repairer	14.04
Fuel Distribution System Mechanic	17.66
General Maintenance Worker	15.09
Heating, Refrigeration and Air Conditioning Mechanic	17.68
Heavy Equipment Mechanic	16.55
Heavy Equipment Operator	16.55
Instrument Mechanic	17.12
Laborer	9.90
Locksmith	16.55
Machinery Maintenance Mechanic	16.82
Machinist, Maintenance	16.30
Maintenance Trades Helper	13.32
Millwright	16.96
Office Appliance Repairer	17.51
Painter, Aircraft	16.89
Painter, Maintenance	15.57
Pipefitter, Maintenance	21.23
Plumber, Maintenance	20.59
Pneumatic Systems Mechanic	17.12
Rigger	17.12
Scale Mechanic	15.74
Sheet-Metal Worker, Maintenance	19.29
Small Engine Mechanic	15.09
Telecommunication Mechanic I	17.88
Telecommunication Mechanic II	21.19
Telephone Lineman	17.44
Welder, Combination, Maintenance	16.05
Well Driller	16.05
Woodcraft Worker	17.12
Woodworker	13.96
Miscellaneous Occupations	
Animal Caretaker	8.51
Carnival Equipment Operator	10.00
Carnival Equipment Repairer	10.40
Carnival Worker	7.23
Cashier	7.97
Desk Clerk	9.75
Embalmer	20.27
Lifeguard	9.42
Mortician	20.21
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.20
Recreation Specialist	13.53
Recycling Worker	12.85
Sales Clerk	9.86
School Crossing Guard (Crosswalk Attendant)	9.15
Sport Official	9.42

Survey Party Chief (Chief of Party)	19.86
Surveying Aide	10.73
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.20
Swimming Pool Operator	11.36
Vending Machine Attendant	11.70
Vending Machine Repairer	13.04
Vending Machine Repairer Helper	11.70
Personal Needs Occupations	
Child Care Attendant	8.63
Child Care Center Clerk	13.10
Chore Aid	8.28
Homemaker	15.23
Plant and System Operation Occupations	
Boiler Tender	16.06
Sewage Plant Operator	16.16
Stationary Engineer	16.06
Ventilation Equipment Tender	13.32
Water Treatment Plant Operator	16.16
Protective Service Occupations	
Alarm Monitor	12.46
Corrections Officer	15.21
Court Security Officer	15.21
Detention Officer	15.21
Firefighter	15.21
Guard I	9.36
Guard II	15.13
Police Officer	19.49
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	14.45
Hatch Tender	13.64
Line Handler	13.58
Stevedore I	13.83
Stevedore II	14.81
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	13.42
Archeological Technician II	15.00
Archeological Technician III	18.58
Cartographic Technician	22.13
Civil Engineering Technician	18.28
Computer Based Training (CBT) Specialist/ Instructor	23.03
Drafter I	11.09
Drafter II	14.86
Drafter III	16.74
Drafter IV	19.69
Engineering Technician I	12.10
Engineering Technician II	14.92
Engineering Technician III	17.21
Engineering Technician IV	22.17
Engineering Technician V	22.53
Engineering Technician VI	27.71
Environmental Technician	17.97
Flight Simulator/Instructor (Pilot)	27.62
Graphic Artist	19.90
Instructor	17.16
Laboratory Technician	15.30
Mathematical Technician	19.09
Paralegal/Legal Assistant I	12.62
Paralegal/Legal Assistant II	16.38
Paralegal/Legal Assistant III	20.03
Paralegal/Legal Assistant IV	24.23
Photooptics Technician	17.98
Technical Writer	21.70

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)	16.39
Weather Observer, Senior (3)	16.86
Weather Observer, Upper Air (3)	16.39
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	12.96
Parking and Lot Attendant	7.37
Shuttle Bus Driver	10.05
Taxi Driver	8.25
Truckdriver, Heavy Truck	14.21
Truckdriver, Light Truck	10.05
Truckdriver, Medium Truck	16.50
Truckdriver, Tractor-Trailer	16.35

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: ^{12.36}~~\$2.15~~ an hour or ^{794.40}~~\$66.00~~ a week or ^{7409.07}~~\$372.67~~ a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 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 4.155)
- 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 ordnance, explosives, and incendiary materials. This includes work such as screening, blending, drying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead oxide, 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 ordnance, (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 ordnance, 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 ordnance, 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.

Travel Clerk I	11.07
Travel Clerk II	11.74
Travel Clerk III	12.41
Word Processor I	8.92
Word Processor II	9.86
Word Processor III	10.32
Automatic Data Processing Occupations	
Computer Data Librarian	11.17
Computer Operator I	10.55
Computer Operator II	12.89
Computer Operator III	15.95
Computer Operator IV	17.73
Computer Operator V	19.62
Computer Programmer I (1)	13.59
Computer Programmer II (1)	16.09
Computer Programmer III (1)	18.99
Computer Programmer IV (1)	23.01
Computer Systems Analyst I (1)	20.24
Computer Systems Analyst II (1)	24.11
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	11.41
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	17.40
Automotive Glass Installer	14.99
Automotive Worker	14.99
Electrician, Automotive	15.43
Mobile Equipment Servicer	13.70
Motor Equipment Metal Mechanic	15.92
Motor Equipment Metal Worker	14.99
Motor Vehicle Mechanic	15.68
Motor Vehicle Mechanic Helper	14.50
Motor Vehicle Upholstery Worker	14.24
Motor Vehicle Wrecker	14.99
Painter, Automotive	15.20
Radiator Repair Specialist	14.99
Tire Repairer	13.24
Transmission Repair Specialist	15.92
Food Preparation and Service Occupations	
Baker	8.52
Cook I	9.36
Cook II	10.08
Dishwasher	7.72
Food Service Worker	8.49
Meat Cutter	10.78
Waiter/Waitress	7.04
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	16.72
Furniture Handler	12.15
Furniture Refinisher	16.72
Furniture Refinisher Helper	14.50
Furniture Repairer, Minor	15.66
Upholsterer	16.72
General Services and Support Occupations	
Cleaner, Vehicles	7.31
Elevator Operator	8.45
Gardener	9.11
House Keeping Aid I	7.29
House Keeping Aid II	7.72
Janitor	8.45
Laborer, Grounds Maintenance	8.10
Maid or Houseman	7.29
Pest Controller	9.03
Refuse Collector	8.49
Tractor Operator	8.74
Window Cleaner	6.87

Survey Party Chief (Chief of Party)	15.80
Surveying Aide	10.62
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.88
Swimming Pool Operator	9.33
Vending Machine Attendant	8.37
Vending Machine Repairer	9.33
Vending Machine Repairer Helper	8.41
Personal Needs Occupations	
Child Care Attendant	8.41
Child Care Center Clerk	10.48
Chore Aid	8.10
Housemaker	13.40
Plant and System Operation Occupations	
Boiler Tender	18.60
Sewage Plant Operator	17.61
Stationary Engineer	18.94
Ventilation Equipment Tender	14.50
Water Treatment Plant Operator	18.18
Protective Service Occupations	
Alarm Monitor	11.90
Corrections Officer	15.70
Court Security Officer	16.73
Detention Officer	15.48
Firefighter	14.43
Guard I	8.41
Guard II	9.41
Police Officer	18.70
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	16.14
Hatch Tender	16.14
Line Handler	16.14
Stevedore I	14.20
Stevedore II	16.63
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	15.10
Archeological Technician II	17.00
Archeological Technician III	20.98
Cartographic Technician	20.91
Civil Engineering Technician	19.07
Computer Based Training (CBT) Specialist/ Instructor	20.24
Drafter I	11.84
Drafter II	13.21
Drafter III	16.93
Drafter IV	20.98
Engineering Technician I	14.07
Engineering Technician II	16.36
Engineering Technician III	18.30
Engineering Technician IV	22.68
Engineering Technician V	27.75
Engineering Technician VI	32.76
Environmental Technician	19.07
Flight Simulator/Instructor (Pilot)	22.20
Graphic Artist	16.94
Instructor	17.78
Laboratory Technician	15.26
Mathematical Technician	19.77
Paralegal/Legal Assistant I	11.30
Paralegal/Legal Assistant II	13.30
Paralegal/Legal Assistant III	16.27
Paralegal/Legal Assistant IV	19.68
Photooptics Technician	20.72
Technical Writer	17.80

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)	14.69
Weather Observer, Senior (3)	16.08
Weather Observer, Upper Air (3)	14.69
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	16.02
Parking and Lot Attendant	11.83
Shuttle Bus Driver	15.42
Taxi Driver	13.39
Truckdriver, Heavy Truck	15.10
Truckdriver, Light Truck	13.92
Truckdriver, Medium Truck	14.48
Truckdriver, Tractor-Trailer	15.10

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: ~~\$2.36~~ ^{\$2.36} an hour or ~~\$86.00~~ ^{\$94.40} a week or ~~\$372.67~~ ^{\$409.07} a month

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther K Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Lab 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 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 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 reg tour of duty, you will earn a night differential and receive an additional 10% of basic 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 ra 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 considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees emplo in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead oxide, black powder and photoflash powder. All house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives a incendiary materials. All operations involving regrading and cleaning of artillery ra:

A 4 percent differential is applicable to employees employed in a position that repres:

1) When preparing the bid, the contractor identifies the need for a conformed occupational classification and computes a proposed rate).

2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of 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 action, together with the agency's recommendations and pertinent information including 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) 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 contract officer that additional time will be required to process the request.

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

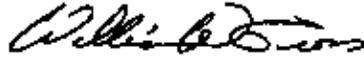
6) The contractor informs the affected employees.

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

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



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1998-0485
Revision No.: 4
Date of Last Revision: 12/17/2002

State: Missouri

Area: Missouri County of St Louis

Employed on U.S. Department of Justice contracts for Court Security Services in the above Locality.

Collective Bargaining Agreement between Akai Security, Inc. and United Government Security Officers of America, Local 59 effective July 30, 2001 through September 30, 2003.

In accordance with Sections 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

**Basis For Issuance of Wage Determination Under the Existing
Service Contract Act (SCA)**

Wage Determination 1998-0495 issued 5-24-000 is amended. This determination was issued in accordance with Section 4c of the Service Contract Act and was based on the collective bargaining agreement between AKAL Security, Incorporated and the United Government Security Officers of America Local #220, Kansas City Missouri.

The purpose of this revision is to reflect a more current provision in the existing agreement between the above parties.

Johnie Smith

8-28-01

94-2407 ND, STATEWIDE

06/04/02

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
WASHINGTON D.C. 20210

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2407
Revision No.: 17
Date Of Last Revision: 05/28/2002

State: North Dakota
Area: North Dakota Statewide

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

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.06
Accounting Clerk II	10.29
Accounting Clerk III	11.81
Accounting Clerk IV	13.31
Court Reporter	11.62
Dispatcher, Motor Vehicle	11.66
Document Preparation Clerk	9.70
Duplicating Machine Operator	9.70
Film/Tape Librarian	10.18
General Clerk I	8.27
General Clerk II	9.70
General Clerk III	11.14
General Clerk IV	12.51
Housing Referral Assistant	12.62
Key Entry Operator I	8.59
Key Entry Operator II	10.19
Messenger (Courier)	7.52
Order Clerk I	9.67
Order Clerk II	10.63
Personnel Assistant (Employment) I	10.32
Personnel Assistant (Employment) II	12.24
Personnel Assistant (Employment) III	14.58
Personnel Assistant (Employment) IV	14.58
Production Control Clerk	11.20
Rental Clerk	8.85
Scheduler, Maintenance	9.69
Secretary I	9.69
Secretary II	11.62
Secretary III	12.62
Secretary IV	14.86
Secretary V	21.39
Service Order Dispatcher	11.20
Stenographer I	8.81
Stenographer II	9.69
Supply Technician	13.20
Survey Worker (Interviewer)	10.61
Switchboard Operator-Receptionist	8.55
Test Examiner	11.62
Test Proctor	11.62
Travel Clerk I	9.77
Travel Clerk II	11.02
Travel Clerk III	11.64
Word Processor I	8.39
Word Processor II	10.08
Word Processor III	12.09

Automatic Data Processing Occupations	
Computer Data Librarian	9.92
Computer Operator I	10.91
Computer Operator II	13.26
Computer Operator III	13.76
Computer Operator IV	17.11
Computer Operator V	20.19
Computer Programmer I (1)	13.18
Computer Programmer II (1)	16.35
Computer Programmer III (1)	21.38
Computer Programmer IV (1)	24.26
Computer Systems Analyst I (1)	21.24
Computer Systems Analyst II (1)	25.96
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	11.15
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	16.61
Automotive Glass Installer	15.30
Automotive Worker	15.30
Electrician, Automotive	15.99
Mobile Equipment Servicer	13.97
Motor Equipment Metal Mechanic	16.61
Motor Equipment Metal Worker	15.30
Motor Vehicle Mechanic	16.61
Motor Vehicle Mechanic Helper	13.13
Motor Vehicle Upholstery Worker	14.67
Motor Vehicle Wrecker	15.30
Painter, Automotive	15.99
Radiator Repair Specialist	15.30
Tire Repairer	13.50
Transmission Repair Specialist	16.61
Food Preparation and Service Occupations	
Baker	9.33
Cook I	8.52
Cook II	9.33
Dishwasher	6.68
Food Service Worker	7.35
Meat Cutter	10.01
Waiter/Waitress	7.04
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	16.51
Furniture Handler	12.30
Furniture Refinisher	16.51
Furniture Refinisher Helper	13.13
Furniture Repairer, Minor	14.67
Upholsterer	15.99
General Services and Support Occupations	
Cleaner, Vehicles	7.29
Elevator Operator	8.25
Gardener	9.31
House Keeping Aid I	6.80
House Keeping Aid II	8.05
Janitor	8.25
Laborer, Grounds Maintenance	8.46
Maid or Houseman	6.80
Pest Controller	9.60
Refuse Collector	8.45
Tractor Operator	9.03
Window Cleaner	8.70
Health Occupations	
Dental Assistant	12.02
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	11.02
Licensed Practical Nurse II	12.36
Licensed Practical Nurse III	13.83

Aircraft Worker	15.30
Appliance Mechanic	15.99
Bicycle Repairer	13.50
Cable Splicer	20.63
Carpenter, Maintenance	15.99
Carpet Layer	15.30
Electrician, Maintenance	20.32
Electronics Technician, Maintenance I	15.74
Electronics Technician, Maintenance II	23.14
Electronics Technician, Maintenance III	23.90
Fabric Worker	14.67
Fire Alarm System Mechanic	16.61
Fire Extinguisher Repairer	13.97
Fuel Distribution System Mechanic	18.27
General Maintenance Worker	15.30
Heating, Refrigeration and Air Conditioning Mechanic	16.61
Heavy Equipment Mechanic	17.25
Heavy Equipment Operator	16.81
Instrument Mechanic	17.44
Laborer	8.45
Locksmith	15.99
Machinery Maintenance Mechanic	16.99
Machinist, Maintenance	19.15
Maintenance Trades Helper	13.13
Millwright	16.61
Office Appliance Repairer	15.99
Painter, Aircraft	15.99
Painter, Maintenance	15.99
Pipefitter, Maintenance	16.61
Plumber, Maintenance	15.99
Pneumatic Systems Mechanic	16.61
Rigger	16.61
Scale Mechanic	15.30
Sheet-Metal Worker, Maintenance	16.61
Small Engine Mechanic	15.30
Telecommunication Mechanic I	16.90
Telecommunication Mechanic II	17.64
Telephone Lineman	16.90
Welder, Combination, Maintenance	16.61
Well Driller	18.16
Woodcraft Worker	16.61
Woodworker	13.97
Miscellaneous Occupations	
Animal Caretaker	7.43
Carnival Equipment Operator	8.65
Carnival Equipment Repairer	9.29
Carnival Worker	7.28
Cashier	6.90
Desk Clerk	8.46
Embalmer	15.82
Lifeguard	9.42
Mortician	18.88
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.08
Recreation Specialist	11.72
Recycling Worker	10.50
Sales Clerk	8.70
School Crossing Guard (Crosswalk Attendant)	7.35
Sport Official	8.29
Survey Party Chief (Chief of Party)	14.37
Surveying Aide	9.65
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.62
Swimming Pool Operator	11.14
Vending Machine Attendant	9.48
Vending Machine Repairer	11.14

ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either 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) a uniform 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 (\$.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 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 contract officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 14- (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 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 occupational classification and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed occupational 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 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 action, together with the agency's recommendations and pertinent information including 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) 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 contract 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.

94-3025

06/04/02

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
 WASHINGTON D.C. 20210

William W.Gross Director	Division of Wage Determinations	Wage Determination No.: 1994-3025 Revision No.: 7 Date Of Last Revision: 05/29/2002
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State: South Dakota

Area: South Dakota Counties of Aurora, Beadle, Bon Homme, Brookings, Brown, Brule, Buffalo, Campbell, Charles Mix, Clark, Clay, Codington, Davison, Day, Deuel, Douglas, Edmunds, Faulk, Grant, Hamlin, Hand, Hanson, Hughes, Hutchinson, Hyde, Jerauld, Kingsbury, Lake, Lincoln, Marshall, McCook, McPherson, Miner, Minnehaha, Moody, Potter, Roberts, Sanborn, Spink, Sully, Turner, Union, Walworth, Yankton

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

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	8.91
Accounting Clerk II	10.14
Accounting Clerk III	12.60
Accounting Clerk IV	14.78
Court Reporter	10.65
Dispatcher, Motor Vehicle	12.24
Document Preparation Clerk	9.37
Duplicating Machine Operator	9.37
Film/Tape Librarian	10.52
General Clerk I	7.20
General Clerk II	8.58
General Clerk III	10.72
General Clerk IV	12.86
Housing Referral Assistant	14.15
Key Entry Operator I	8.94
Key Entry Operator II	10.80
Messenger (Courier)	6.92
Order Clerk I	8.79
Order Clerk II	10.37
Personnel Assistant (Employment) I	7.45
Personnel Assistant (Employment) II	8.87
Personnel Assistant (Employment) III	11.09
Personnel Assistant (Employment) IV	14.20
Production Control Clerk	12.40
Rental Clerk	6.31
Scheduler, Maintenance	9.48
Secretary I	9.48
Secretary II	11.04
Secretary III	14.15
Secretary IV	16.40
Secretary V	18.21
Service Order Dispatcher	10.52
Stenographer I	8.14
Stenographer II	9.14
Supply Technician	16.40
Survey Worker (Interviewer)	8.83
Switchboard Operator-Receptionist	9.61
Test Examiner	11.04
Test Proctor	11.04
Travel Clerk I	9.36

Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.00
Licensed Practical Nurse I	9.76
Licensed Practical Nurse II	10.94
Licensed Practical Nurse III	12.27
Medical Assistant	9.77
Medical Laboratory Technician	11.77
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	8.02
Nursing Assistant II	9.01
Nursing Assistant III	9.83
Nursing Assistant IV	11.04
Pharmacy Technician	12.19
Phlebotomist	11.32
Registered Nurse I	15.77
Registered Nurse II	19.30
Registered Nurse II, Specialist	19.30
Registered Nurse III	23.35
Registered Nurse III, Anesthetist	23.35
Registered Nurse IV	27.97
Information and Arts Occupations	
Audiovisual Librarian	15.36
Exhibits Specialist I	13.30
Exhibits Specialist II	16.62
Exhibits Specialist III	20.34
Illustrator I	13.30
Illustrator II	16.62
Illustrator III	20.34
Librarian	17.71
Library Technician	11.89
Photographer I	11.51
Photographer II	12.94
Photographer III	16.17
Photographer IV	19.78
Photographer V	23.91
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.31
Counter Attendant	7.31
Dry Cleaner	8.76
Finisher, Flatwork, Machine	7.31
Presser, Hand	7.31
Presser, Machine, Drycleaning	7.31
Presser, Machine, Shirts	7.31
Presser, Machine, Wearing Apparel, Laundry	7.31
Sewing Machine Operator	9.27
Tailor	9.80
Washer, Machine	7.83
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	12.53
Tool and Die Maker	15.86
Material Handling and Packing Occupations	
Forklift Operator	11.02
Fuel Distribution System Operator	11.79
Material Coordinator	12.17
Material Expediter	12.17
Material Handling Laborer	9.22
Order Filler	9.64
Production Line Worker (Food Processing)	10.67
Shipping Packer	10.21
Shipping/Receiving Clerk	10.17
Stock Clerk (Shelf Stocker; Store Worker II)	10.42
Store Worker I	8.74
Tools and Parts Attendant	10.94

Warehouse Specialist	10.94
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	14.44
Aircraft Mechanic Helper	10.94
Aircraft Quality Control Inspector	15.10
Aircraft Servicer	12.40
Aircraft Worker	13.13
Appliance Mechanic	13.78
Bicycle Repairer	10.36
Cable Splicer	16.61
Carpenter, Maintenance	12.53
Carpet Layer	13.13
Electrician, Maintenance	16.54
Electronics Technician, Maintenance I	13.93
Electronics Technician, Maintenance II	14.22
Electronics Technician, Maintenance III	15.32
Fabric Worker	12.40
Fire Alarm System Mechanic	14.44
Fire Extinguisher Repairer	11.67
Fuel Distribution System Mechanic	14.44
General Maintenance Worker	11.61
Heating, Refrigeration and Air Conditioning Mechanic	14.19
Heavy Equipment Mechanic	14.80
Heavy Equipment Operator	14.73
Instrument Mechanic	14.59
Laborer	9.21
Locksmith	13.78
Machinery Maintenance Mechanic	14.35
Machinist, Maintenance	13.13
Maintenance Trades Helper	10.12
Millwright	14.44
Office Appliance Repairer	13.78
Painter, Aircraft	13.61
Painter, Maintenance	12.53
Pipefitter, Maintenance	16.27
Plumber, Maintenance	14.41
Pneumatic Systems Mechanic	14.44
Rigger	14.44
Scale Mechanic	13.13
Sheet-Metal Worker, Maintenance	13.13
Small Engine Mechanic	13.13
Telecommunication Mechanic I	15.10
Telecommunication Mechanic II	15.79
Telephone Lineman	15.10
Welder, Combination, Maintenance	13.13
Well Driller	14.44
Woodcraft Worker	14.44
Woodworker	10.72
Miscellaneous Occupations	
Animal Caretaker	8.56
Carnival Equipment Operator	8.56
Carnival Equipment Repairer	9.14
Carnival Worker	7.03
Cashier	7.14
Desk Clerk	6.72
Embalmer	17.40
Lifeguard	9.42
Mortician	17.40
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.54
Recreation Specialist	12.08
Recycling Worker	8.79
Sales Clerk	9.04
School Crossing Guard (Crosswalk Attendant)	7.73
Sport Official	8.54

Survey Party Chief (Chief of Party)	12.83
Surveying Aide	8.33
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.83
Swimming Pool Operator	11.28
Vending Machine Attendant	9.44
Vending Machine Repairer	11.28
Vending Machine Repairer Helper	9.44
Personal Needs Occupations	
Child Care Attendant	8.72
Child Care Center Clerk	10.87
Chore Aid	8.24
Homemaker	15.28
Plant and System Operation Occupations	
Boiler Tender	14.44
Sewage Plant Operator	13.78
Stationary Engineer	14.44
Ventilation Equipment Tender	10.94
Water Treatment Plant Operator	13.78
Protective Service Occupations	
Alarm Monitor	10.07
Corrections Officer	14.27
Court Security Officer	15.22
Detention Officer	14.27
Firefighter	14.43
Guard I	9.40
Guard II	12.92
Police Officer	17.54
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	11.44
Hatch Tender	11.44
Line Handler	11.44
Stevadore I	10.87
Stevadore II	12.01
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	12.00
Archeological Technician II	13.41
Archeological Technician III	16.62
Cartographic Technician	16.41
Civil Engineering Technician	15.23
Computer Based Training (CBT) Specialist/ Instructor	19.08
Drafter I	9.22
Drafter II	11.84
Drafter III	13.30
Drafter IV	16.62
Engineering Technician I	9.22
Engineering Technician II	11.84
Engineering Technician III	13.30
Engineering Technician IV	16.62
Engineering Technician V	20.34
Engineering Technician VI	24.45
Environmental Technician	16.16
Flight Simulator/Instructor (Pilot)	22.75
Graphic Artist	16.30
Instructor	17.16
Laboratory Technician	12.84
Mathematical Technician	16.62
Paralegal/Legal Assistant I	14.23
Paralegal/Legal Assistant II	17.36
Paralegal/Legal Assistant III	21.24
Paralegal/Legal Assistant IV	25.66
Photooptics Technician	16.69
Technical Writer	19.23

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)	14.65
Weather Observer, Senior (3)	15.36
Weather Observer, Upper Air	14.65
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	12.40
Parking and Lot Attendant	8.13
Shuttle Bus Driver	11.07
Taxi Driver	9.50
Truckdriver, Heavy Truck	15.57
Truckdriver, Light Truck	10.77
Truckdriver, Medium Truck	11.67
Truckdriver, Tractor-Trailer	15.57

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: ~~\$2.36~~ an hour or ~~\$94.40~~ 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).

HEALTH & WELFARE & PENSION PAYMENTS:

These payments are due on all hours "paid for" up to a maximum 40 hours per week. Such benefits do not stop, but continue to accrue and are paid to employees while on sick leave holiday, vacation, etc. For example:

- a. An employee who works four days, 40 hours per week is entitled to 40 hours of health & welfare and pension payments. If an employee works three days, 12 hours per day, then such employee is entitled to 36 hours of health and welfare and pension benefits.

b. An employee who works 32 hours and also receives eight hours of holiday pay is entitled to the maximum of 40 hours of health & welfare and pension payments in that work week. If the employee works more than 32 hours and also receives eight hours of holiday pay, the employee is still only entitled to the maximum of 40 hours of health and welfare and pension payments.

c. If an employee is off work for two weeks on vacation and receives 80 hours of vacation pay, the employee must also receive 80 hours of health and welfare and pension benefits during the vacation period. However, if an employee is entitled to two weeks paid vacation but does not take a vacation and works the full 52 weeks in the year, the employee is entitled to 54 weeks of pay during the year (i.e., 52 weeks for work plus two weeks vacation pay) but is due health and welfare and pension payments for only 52 weeks during the year.

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 ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, 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 ordnance, (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 ordnance, 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 ordnance, 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.

94-2485 SD, STATEWIDE 06/10/03
FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
WASHINGTON D.C. 20210

William W. Gross Director Division of Wage Determinations | Wage Determination No.: 1994-2485
Revision No.: 20
Date Of Last Revision: 05/30/2003

State: South Dakota

Area: South Dakota Counties of Bennett, Butte, Corson, Custer, Dewey, Fall River, Gregory, Haakon, Harding, Jackson, Jones, Lawrence, Lyman, Meade, Mellette, Pennington, Perkins, Shannon, Stanley, Todd, Tripp, Ziebach

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	8.41
01012 - Accounting Clerk II	9.57
01013 - Accounting Clerk III	11.89
01014 - Accounting Clerk IV	13.95
01030 - Court Reporter	11.50
01050 - Dispatcher, Motor Vehicle	11.13
01060 - Document Preparation Clerk	9.37
01070 - Messenger (Courier)	6.67
01090 - Duplicating Machine Operator	9.37
01110 - Film/Tape Librarian	9.87
01115 - General Clerk I	7.00
01116 - General Clerk II	8.33
01117 - General Clerk III	10.42
01118 - General Clerk IV	12.50
01120 - Housing Referral Assistant	14.72
01131 - Key Entry Operator I	8.74
01132 - Key Entry Operator II	10.52
01191 - Order Clerk I	8.16
01192 - Order Clerk II	9.58
01261 - Personnel Assistant (Employment) I	8.60
01262 - Personnel Assistant (Employment) II	10.24
01263 - Personnel Assistant (Employment) III	11.13
01264 - Personnel Assistant (Employment) IV	14.26
01270 - Production Control Clerk	12.40
01290 - Rental Clerk	8.31
01300 - Scheduler, Maintenance	9.84
01311 - Secretary I	9.84
01312 - Secretary II	11.50
01313 - Secretary III	14.72
01314 - Secretary IV	17.07
01315 - Secretary V	18.94
01320 - Service Order Dispatcher	9.56
01341 - Stenographer I	8.79
01342 - Stenographer II	9.88
01400 - Supply Technician	17.07
01420 - Survey Worker (Interviewer)	8.03
01460 - Switchboard Operator-Receptionist	8.62
01510 - Test Examiner	11.50
01520 - Test Proctor	11.50
01531 - Travel Clerk I	8.38
01532 - Travel Clerk II	8.90
01533 - Travel Clerk III	9.43
01611 - Word Processor I	7.98

01612 - Word Processor II	9.84
01613 - Word Processor III	11.82
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	11.55
03041 - Computer Operator I	7.58
03042 - Computer Operator II	9.73
03043 - Computer Operator III	11.58
03044 - Computer Operator IV	12.14
03045 - Computer Operator V	15.26
03071 - Computer Programmer I (1)	14.82
03072 - Computer Programmer II (1)	17.42
03073 - Computer Programmer III (1)	20.43
03074 - Computer Programmer IV (1)	24.74
03101 - Computer Systems Analyst I (1)	19.89
03102 - Computer Systems Analyst II (1)	23.96
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	10.99
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	14.64
05010 - Automotive Glass Installer	11.94
05040 - Automotive Worker	11.94
05070 - Electrician, Automotive	12.53
05100 - Mobile Equipment Servicer	10.72
05130 - Motor Equipment Metal Mechanic	13.13
05160 - Motor Equipment Metal Worker	11.94
05190 - Motor Vehicle Mechanic	13.13
05220 - Motor Vehicle Mechanic Helper	10.12
05250 - Motor Vehicle Upholstery Worker	11.33
05280 - Motor Vehicle Wrecker	11.94
05310 - Painter, Automotive	12.53
05340 - Radiator Repair Specialist	11.94
05370 - Tire Repairer	10.36
05400 - Transmission Repair Specialist	13.13
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	7.09
07010 - Baker	10.25
07041 - Cook I	9.14
07042 - Cook II	10.25
07070 - Dishwasher	7.03
07130 - Meat Cutter	10.25
07250 - Waiter/Waitress	7.54
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	13.78
09040 - Furniture Handler	9.81
09070 - Furniture Refinisher	13.78
09100 - Furniture Refinisher Helper	11.13
09110 - Furniture Repairer, Minor	12.46
09130 - Upholsterer	12.53
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	7.35
11060 - Elevator Operator	8.05
11090 - Gardener	9.52
11121 - House Keeping Aid I	7.36
11122 - House Keeping Aid II	8.51
11150 - Janitor	8.09
11210 - Laborer, Grounds Maintenance	7.85
11240 - Maid or Houseman	7.52
11270 - Pest Controller	10.38
11300 - Refuse Collector	8.08
11330 - Tractor Operator	8.91
11360 - Window Cleaner	8.64
12000 - Health Occupations	
12020 - Dental Assistant	10.93
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.84
12071 - Licensed Practical Nurse I	9.27

12072	- Licensed Practical Nurse II	10.39
12073	- Licensed Practical Nurse III	11.63
12100	- Medical Assistant	9.96
12130	- Medical Laboratory Technician	12.93
12160	- Medical Record Clerk	9.77
12190	- Medical Record Technician	13.54
12221	- Nursing Assistant I	8.43
12222	- Nursing Assistant II	9.45
12223	- Nursing Assistant III	10.32
12224	- Nursing Assistant IV	11.57
12250	- Pharmacy Technician	12.19
12280	- Phlebotomist	11.68
12311	- Registered Nurse I	14.66
12312	- Registered Nurse II	17.94
12313	- Registered Nurse II, Specialist	17.94
12314	- Registered Nurse III	21.71
12315	- Registered Nurse III, Anesthetist	21.71
12316	- Registered Nurse IV	26.01
13000	- Information and Arts Occupations	
13002	- Audiovisual Librarian	16.01
13011	- Exhibits Specialist I	12.81
13012	- Exhibits Specialist II	16.01
13013	- Exhibits Specialist III	19.59
13041	- Illustrator I	12.81
13042	- Illustrator II	16.01
13043	- Illustrator III	19.59
13047	- Librarian	18.27
13050	- Library Technician	11.61
13071	- Photographer I	11.40
13072	- Photographer II	12.81
13073	- Photographer III	16.01
13074	- Photographer IV	19.59
13075	- Photographer V	23.68
15000	- Laundry, Dry Cleaning, Pressing and Related Occupations	
15010	- Assembler	6.78
15030	- Counter Attendant	6.78
15040	- Dry Cleaner	7.62
15070	- Finisher, Flatwork, Machine	6.78
15090	- Presser, Hand	6.78
15100	- Presser, Machine, Drycleaning	6.78
15130	- Presser, Machine, Shirts	6.78
15160	- Presser, Machine, Wearing Apparel, Laundry	6.78
15190	- Sewing Machine Operator	8.86
15220	- Tailor	9.37
15250	- Washer, Machine	7.34
19000	- Machine Tool Operation and Repair Occupations	
19010	- Machine-Tool Operator (Toolroom)	13.00
19040	- Tool and Die Maker	16.45
21000	- Material Handling and Packing Occupations	
21010	- Fuel Distribution System Operator	11.79
21020	- Material Coordinator	11.33
21030	- Material Expediter	11.33
21040	- Material Handling Laborer	9.22
21050	- Order Filler	9.64
21071	- Forklift Operator	11.44
21080	- Production Line Worker (Food Processing)	10.79
21100	- Shipping/Receiving Clerk	9.39
21130	- Shipping Packer	10.04
21140	- Store Worker I	8.74
21150	- Stock Clerk (Shelf Stocker; Store Worker II)	11.28
21210	- Tools and Parts Attendant	11.16
21400	- Warehouse Specialist	11.16
23000	- Mechanics and Maintenance and Repair Occupations	
23010	- Aircraft Mechanic	14.44
23040	- Aircraft Mechanic Helper	10.79

23050 - Aircraft Quality Control Inspector	15.11
23060 - Aircraft Servicer	12.30
23070 - Aircraft Worker	13.05
23100 - Appliance Mechanic	13.77
23120 - Bicycle Repairer	10.36
23125 - Cable Splicer	17.37
23130 - Carpenter, Maintenance	12.53
23140 - Carpet Layer	13.05
23160 - Electrician, Maintenance	15.19
23181 - Electronics Technician, Maintenance I	13.05
23182 - Electronics Technician, Maintenance II	13.31
23183 - Electronics Technician, Maintenance III	14.35
23260 - Fabric Worker	12.30
23290 - Fire Alarm System Mechanic	14.44
23310 - Fire Extinguisher Repairer	11.55
23340 - Fuel Distribution System Mechanic	14.44
23370 - General Maintenance Worker	11.61
23400 - Heating, Refrigeration and Air Conditioning Mechanic	14.68
23430 - Heavy Equipment Mechanic	15.53
23440 - Heavy Equipment Operator	13.53
23460 - Instrument Mechanic	14.44
23470 - Laborer	9.21
23500 - Locksmith	13.77
23530 - Machinery Maintenance Mechanic	15.67
23550 - Machinist, Maintenance	13.13
23580 - Maintenance Trades Helper	10.12
23640 - Millwright	14.44
23700 - Office Appliance Repairer	13.77
23740 - Painter, Aircraft	13.77
23760 - Painter, Maintenance	12.82
23790 - Pipefitter, Maintenance	15.63
23800 - Plumber, Maintenance	14.41
23820 - Pneumatic Systems Mechanic	14.44
23850 - Rigger	14.44
23870 - Scale Mechanic	13.05
23890 - Sheet-Metal Worker, Maintenance	13.13
23910 - Small Engine Mechanic	13.05
23930 - Telecommunication Mechanic I	15.10
23931 - Telecommunication Mechanic II	15.79
23950 - Telephone Lineman	14.44
23960 - Welder, Combination, Maintenance	13.13
23965 - Well Driller	14.44
23970 - Woodcraft Worker	14.44
23980 - Woodworker	11.02
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.72
24580 - Child Care Center Clerk	12.39
24600 - Chore Aid	8.09
24630 - Homemaker	15.00
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	14.44
25040 - Sewage Plant Operator	13.78
25070 - Stationary Engineer	14.44
25190 - Ventilation Equipment Tender	10.79
25210 - Water Treatment Plant Operator	13.77
27000 - Protective Service Occupations	
(not set) - Police Officer	17.54
27004 - Alarm Monitor	10.07
27006 - Corrections Officer	14.27
27010 - Court Security Officer	15.22
27040 - Detention Officer	14.27
27070 - Firefighter	14.43
27101 - Guard I	8.66
27102 - Guard II	11.93
28000 - Stevedoring/Longshoremen Occupations	

28010 - Blocker and Bracer	13.05
28020 - Hatch Tender	13.05
28030 - Line Handler	13.05
28040 - Stevedore I	10.87
28050 - Stevedore II	13.77
29000 - Technical Occupations	
21150 - Graphic Artist	16.30
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	11.56
29024 - Archeological Technician II	12.92
29025 - Archeological Technician III	16.01
29030 - Cartographic Technician	15.11
29035 - Computer Based Training (CBT) Specialist/ Instructor	16.30
29040 - Civil Engineering Technician	16.01
29061 - Drafter I	8.88
29062 - Drafter II	11.40
29063 - Drafter III	12.81
29064 - Drafter IV	16.01
29081 - Engineering Technician I	9.59
29082 - Engineering Technician II	12.32
29083 - Engineering Technician III	13.84
29084 - Engineering Technician IV	17.30
29085 - Engineering Technician V	21.17
29086 - Engineering Technician VI	25.45
29090 - Environmental Technician	16.01
29100 - Flight Simulator/Instructor (Pilot)	21.41
29160 - Instructor	17.73
29210 - Laboratory Technician	13.85
29240 - Mathematical Technician	16.01
29361 - Paralegal/Legal Assistant I	11.79
29362 - Paralegal/Legal Assistant II	14.38
29363 - Paralegal/Legal Assistant III	17.59
29364 - Paralegal/Legal Assistant IV	21.26
29390 - Photooptics Technician	16.53
29480 - Technical Writer	22.11
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)	16.01
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	14.21
29622 - Weather Observer, Upper Air (3)	14.21
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	12.30
31260 - Parking and Lot Attendant	8.53
31290 - Shuttle Bus Driver	11.55
31300 - Taxi Driver	10.42
31361 - Truckdriver, Light Truck	10.43
31362 - Truckdriver, Medium Truck	11.30
31363 - Truckdriver, Heavy Truck	13.87
31364 - Truckdriver, Tractor-Trailer	13.87
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	8.96
99030 - Cashier	7.12
99041 - Carnival Equipment Operator	8.56
99042 - Carnival Equipment Repairer	9.14
99043 - Carnival Worker	7.03
99050 - Desk Clerk	8.72
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)	8.92
99500 - Recreation Specialist	12.08
99510 - Recycling Worker	9.87
99610 - Sales Clerk	8.98
99620 - School Crossing Guard (Crosswalk Attendant)	8.08
99630 - Sport Official	8.92
99658 - Survey Party Chief (Chief of Party)	14.46
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.11
99660 - Surveying Aide	9.32
99690 - Swimming Pool Operator	11.79
99720 - Vending Machine Attendant	9.87
99730 - Vending Machine Repairer	11.79
99740 - Vending Machine Repairer Helper	9.87

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 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 ordnance, 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 ordnance, (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 ordnance, 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 ordnance, 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) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency' (FGE) for each proposed classification), job description), and rationale for proposed wage rate), 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.