

APPLICABLE DEPARTMENT OF LABOR
WAGE DETERMINATIONS AND
COLLECTIVE BARGAINING AGREEMENTS

10th Judicial Circuit

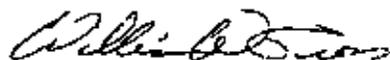
10th Judicial Circuit

<u>State</u>	<u>City</u>	<u>County</u>	<u>Wage Det.</u>	<u>Date</u>	<u>Union</u>
Colorado	Denver	Denver	1998-0448 Rev 3	7/29/2003	United Government Security Officer of America Local 53
Kansas	Wichita	Sedgwick	1994-2215 Rev 20	5/29/2002	N/A
	Kansas City	Wyandotte	1994-2307 Rev 23	5/29/2002	N/A
	Topeka	Shawnee	2002-0432 Rev 1	11/12/2002	United Government Security Officer of American Local 154
New Mexico	Albuquerque	Bernalillo	1998-0410 Rev 5	7/29/2003	International Guards Union of America Local 126
	Las Cruces	Dona Ana	1998-0410 Rev 5	7/29/2003	International Guards Union of America Local 126
	Santa Fe	Santa Fe	1998-0410 Rev 5	7/29/2003	International Guards Union of America Local 126
	Roswell	Chaves	1998-0410 Rev 5	7/29/2003	International Guards Union of America Local 126

<u>State</u>	<u>City</u>	<u>County</u>	<u>Wage Det.</u>	<u>Date</u>	<u>Union</u>
Oklahoma	Tulsa	Tulsa	1998-0476 Rev 4	7/29/2003	United Government Security Officers of America Local 66
	Muskogee	Muskogee	1998-0476 Rev 4	7/29/2003	United Government Security Officers of America Local 66
	Okmulgee	Okmulgee	1998-0476 Rev 4	7/29/2003	United Government Security Officers of America Local 66
	McAlester	Pittsburg	1998-0476 Rev 4	7/29/2003	United Government Security Officers of America Local 66
	Oklahoma City	Oklahoma	1999-0330 Rev 3	7/29/2003	United Government Security Officers of America Local 130
	Lawton	Comanche	1999-0330 Rev 3	7/29/2003	United Government Security Officers of America Local 130
Utah	Salt Lake City	Salt Lake City	1994-2531 Rev 21	10/22/2002	N/A
Wyoming	Cheyenne	Laramie	1994-2587 Rev 20	5/28/2002	N/A
	Casper	Natroma	1994-2587 Rev 20	5/28/2002	N/A

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.: 1998-0448
Revision No.: 3
Date of Last Revision: 07/29/2003

State: Colorado

Area: Colorado County of Denver

Employed on Department of Justice contracts for court security officers services.

Collective Bargaining Agreement between Akai Security, Incorporated and United Government Security Officers of America, Local #53 effective June 13, 2003 through September 30, 2004.

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).

94-2215 KS, WICHITA

06/04/02

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

William W. Grosse
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2215
Revision No.: 20
Date Of Last Revision: 05/29/2002

State: Kansas

Area: Kansas Counties of Allen, Barber, Barton, Bourbon, Butler, Chase, Chautauqua, Cherokee, Cheyenne, Clark, Comanche, Cowley, Crawford, Decatur, Edwards, Elk, Ellis, Ellsworth, Finney, Ford, Gove, Graham, Grant, Gray, Greeley, Greenwood, Hamilton, Ha Harvey, Haskell, Hodgeman, Jewell, Kearny, Kingman, Kiowa, Labette, Lane, Lincoln, L Marion, McPherson, Meade, Mitchell, Montgomery, Morton, Neosho, Ness, Norton, Osborn Pawnee, Phillips, Pratt, Rawlins, Reno, Rice, Rocks, Rush, Russell, Scott, Sedgwick, Seward, Sheridan, Sherman, Smith, Stafford, Stanton, Stevens, Sumner, Thomas, Trego, Wallace, Wichita, Wilson, Woodson

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

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	10.57
Accounting Clerk II	11.52
Accounting Clerk III	14.57
Accounting Clerk IV	16.28
Court Reporter	15.51
Dispatcher, Motor Vehicle	14.87
Document Preparation Clerk	11.59
Duplicating Machine Operator	11.59
Film/Tape Librarian	10.66
General Clerk I	7.81
General Clerk II	9.29
General Clerk III	12.05
General Clerk IV	13.64
Housing Referral Assistant	14.83
Key Entry Operator I	9.62
Key Entry Operator II	10.51
Messenger (Courier)	8.26
Order Clerk I	10.14
Order Clerk II	10.81
Personnel Assistant (Employment) I	11.14
Personnel Assistant (Employment) II	12.52
Personnel Assistant (Employment) III	14.40
Personnel Assistant (Employment) IV	16.71
Production Control Clerk	16.88
Rental Clerk	10.66
Scheduler, Maintenance	10.66
Secretary I	10.66
Secretary II	12.26
Secretary III	14.23
Secretary IV	17.21
Secretary V	19.05
Service Order Dispatcher	12.87
Stenographer I	12.00
Stenographer II	13.49
Supply Technician	17.21
Survey Worker (Interviewer)	13.37
Switchboard Operator-Receptionist	9.91

Test Examiner	12.26
Test Proctor	12.26
Travel Clerk I	9.55
Travel Clerk II	10.04
Travel Clerk III	10.83
Word Processor I	9.64
Word Processor II	10.75
Word Processor III	11.87
Automatic Data Processing Occupations	
Computer Data Librarian	11.05
Computer Operator I	12.37
Computer Operator II	13.36
Computer Operator III	17.10
Computer Operator IV	18.34
Computer Operator V	20.29
Computer Programmer I (1)	14.58
Computer Programmer II (1)	19.37
Computer Programmer III (1)	21.94
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (2)	22.84
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	12.71
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	19.95
Automotive Glass Installer	18.15
Automotive Worker	18.15
Electrician, Automotive	18.96
Mobile Equipment Servicer	16.17
Motor Equipment Metal Mechanic	19.95
Motor Equipment Metal Worker	18.15
Motor Vehicle Mechanic	20.17
Motor Vehicle Mechanic Helper	15.16
Motor Vehicle Upholstery Worker	17.16
Motor Vehicle Wrecker	18.15
Fainter, Automotive	18.96
Radiator Repair Specialist	18.15
Tire Repairer	15.62
Transmission Repair Specialist	19.95
Food Preparation and Service Occupations	
Baker	10.68
Cook I	9.51
Cook II	10.68
Dishwasher	7.32
Food Service Worker	7.32
Meat Cutter	12.13
Waiter/Waitress	7.91
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	18.96
Furniture Handler	13.37
Furniture Refinisher	18.96
Furniture Refinisher Helper	15.16
Furniture Repairer, Minor	17.16
Upholsterer	18.96
General Services and Support Occupations	
Cleaner, Vehicles	8.12
Elevator Operator	8.44
Gardener	10.17
House Keeping Aid I	7.17
House Keeping Aid II	8.43
Janitor	8.44
Laborer, Grounds Maintenance	9.15
Maid or Houseman	7.18
Pest Controller	11.11
Refuse Collector	7.39

Tractor Operator	9.52
Window Cleaner	9.12
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
Medical Assistant	9.77
Medical Laboratory Technician	11.24
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	7.43
Nursing Assistant II	8.76
Nursing Assistant III	9.57
Nursing Assistant IV	10.72
Pharmacy Technician	12.19
Phlebotomist	11.24
Registered Nurse I	14.96
Registered Nurse II	18.31
Registered Nurse II, Specialist	18.31
Registered Nurse III	22.16
Registered Nurse III, Anesthetist	22.16
Registered Nurse IV	26.54
Information and Arts Occupations	
Audiovisual Librarian	17.21
Exhibits Specialist I	15.56
Exhibits Specialist II	19.26
Exhibits Specialist III	23.49
Illustrator I	15.56
Illustrator II	19.26
Illustrator III	23.49
Librarian	19.35
Library Technician	13.09
Photographer I	12.94
Photographer II	15.56
Photographer III	19.26
Photographer IV	23.49
Photographer V	28.50
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.23
Counter Attendant	7.23
Dry Cleaner	8.26
Finisher, Flatwork, Machine	7.23
Presser, Hand	7.23
Presser, Machine, Drycleaning	7.23
Presser, Machine, Shirts	7.23
Presser, Machine, Wearing Apparel, Laundry	7.23
Sewing Machine Operator	8.91
Tailor	9.55
Washer, Machine	8.94
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	18.96
Tool and Die Maker	24.75
Material Handling and Packing Occupations	
Forklift Operator	15.00
Fuel Distribution System Operator	16.17
Material Coordinator	16.88
Material Expediter	16.88
Material Handling Laborer	9.88
Order Filler	11.75
Production Line Worker (Food Processing)	13.40
Shipping Packer	15.04
Shipping/Receiving Clerk	16.54
Stock Clerk (Shelf Stocker; Store Worker II)	14.69

Store Worker I	11.49
Tools and Parts Attendant	14.75
Warehouse Specialist	14.75
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	20.27
Aircraft Mechanic Helper	15.16
Aircraft Quality Control Inspector	20.75
Aircraft Servicer	17.16
Aircraft Worker	18.15
Appliance Mechanic	18.96
Bicycle Repairer	15.62
Cable Splicer	20.53
Carpenter, Maintenance	18.96
Carpet Layer	18.15
Electrician, Maintenance	20.17
Electronics Technician, Maintenance I	20.02
Electronics Technician, Maintenance II	24.57
Electronics Technician, Maintenance III	30.71
Fabric Worker	17.16
Fire Alarm System Mechanic	19.95
Fire Extinguisher Repairer	16.17
Fuel Distribution System Mechanic	19.95
General Maintenance Worker	18.15
Heating, Refrigeration and Air Conditioning Mechanic	19.95
Heavy Equipment Mechanic	19.95
Heavy Equipment Operator	19.95
Instrument Mechanic	19.95
Laborer	10.12
Locksmith	18.96
Machinery Maintenance Mechanic	21.70
Machinist, Maintenance	19.95
Maintenance Trades Helper	15.16
Millwright	20.56
Office Appliance Repairer	18.96
Painter, Aircraft	18.96
Painter, Maintenance	18.96
Pipefitter, Maintenance	20.69
Plumber, Maintenance	19.66
Pneumatic Systems Mechanic	19.95
Rigger	19.95
Scale Mechanic	18.15
Sheet-Metal Worker, Maintenance	19.95
Small Engine Mechanic	18.15
Telecommunication Mechanic I	20.17
Telecommunication Mechanic II	21.09
Telephone Lineman	19.95
Welder, Combination, Maintenance	19.95
Well Driller	19.95
Woodcraft Worker	19.95
Woodworker	16.17
Miscellaneous Occupations	
Animal Caretaker	8.41
Carnival Equipment Operator	9.30
Carnival Equipment Repairer	9.82
Carnival Worker	7.56
Cashier	7.62
Desk Clerk	9.27
Embalmer	17.39
Lifeguard	9.42
Mortician	18.88
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.11
Recreation Specialist	12.92
Recycling Worker	9.09
Sales Clerk	9.85

School Crossing Guard (Crosswalk Attendant)	7.32
Sport Official	9.11
Survey Party Chief (Chief of Party)	16.11
Surveying Aide	10.54
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.46
Swimming Pool Operator	10.79
Vending Machine Attendant	9.09
Vending Machine Repairer	10.79
Vending Machine Repairer Helper	9.09
Personal Needs Occupations	
Child Care Attendant	9.27
Child Care Center Clerk	11.59
Chore Aid	7.93
Homemaker	14.77
Plant and System Operation Occupations	
Boiler Tender	21.95
Sewage Plant Operator	20.86
Stationary Engineer	21.95
Ventilation Equipment Tender	15.16
Water Treatment Plant Operator	18.96
Protective Service Occupations	
Alarm Monitor	14.94
Corrections Officer	14.42
Court Security Officer	15.21
Detention Officer	14.42
Firefighter	14.43
Guard I	10.03
Guard II	17.18
Police Officer	17.54
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	15.00
Hatch Tender	15.00
Line Handler	15.88
Stevedore I	14.42
Stevedore II	17.60
Technical Occupations	
Air Traffic Control Specialist, Center (2)	27.31
Air Traffic Control Specialist, Station (2)	18.83
Air Traffic Control Specialist, Terminal (2)	20.74
Archaeological Technician I	15.29
Archaeological Technician II	17.13
Archaeological Technician III	21.19
Cartographic Technician	22.11
Civil Engineering Technician	19.65
Computer Based Training (CBT) Specialist/ Instructor	22.84
Drafter I	11.64
Drafter II	13.07
Drafter III	15.72
Drafter IV	19.45
Engineering Technician I	15.77
Engineering Technician II	17.71
Engineering Technician III	21.87
Engineering Technician IV	23.56
Engineering Technician V	32.10
Engineering Technician VI	38.81
Environmental Technician	17.58
Flight Simulator/Instructor (Pilot)	27.62
Graphic Artist	19.77
Instructor	19.82
Laboratory Technician	16.39
Mathematical Technician	21.60
Paralegal/Legal Assistant I	12.80
Paralegal/Legal Assistant II	17.87
Paralegal/Legal Assistant III	21.80
Paralegal/Legal Assistant IV	26.45

Photooptics Technician	20.49
Technical Writer	24.75
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)	18.19
Weather Observer, Upper Air (3)	16.39
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	10.69
Parking and Lot Attendant	7.51
Shuttle Bus Driver	9.77
Taxi Driver	7.56
Truckdriver, Heavy Truck	11.95
Truckdriver, Light Truck	9.50
Truckdriver, Medium Truck	10.22
Truckdriver, Tractor-Trailer	15.15

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: ~~\$2.36~~ ^{\$2.36} an hour or ~~\$94.40~~ ^{\$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 success weeks after 10 years, and 4 after 20 years. Length of service includes the whole sp 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 Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, L Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor substitute for any of the named holidays another day off with pay in accordance with 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, o 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. rate of basic pay plus a night pay differential amounting to 10 percent of the rate basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a r tour of duty, you will earn a night differential and receive an additional 10% of ba for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours week) and Sunday is part of your regularly scheduled workweek, you are paid at your basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday wo which is not overtime (i.e. occasional work on Sunday outside the normal tour of dut considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees emp 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 su screening, blending, drying, mixing, and pressing of sensitive ordnance, explosives, a pyrotechnic compositions such as lead azide, black powder and photoflash powder. Al house activities involving propellants or explosives. Demilitarization, modificatio renovation, demolition, and maintenance operations on sensitive ordnance, explosives incendiary materials. All operations involving regrading and cleaning of artillery

A 4 percent differential is applicable to employees employed in a position that repr a low degree of hazard when working with, or in close proximity to ordance, (or empl possibly adjacent to) explosives and incendiary materials which involves potential i 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 adj work area or equipment being used. All operations involving, unloading, storage, an hauling of ordance, explosive, and incendiary ordance material other than small arm ammunition. These differentials are only applicable to work that has been specifica designated by the agency for ordance, explosives, and incendiary material differenti

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (eith the terms of the Government contract, by the employer, by the state or local law, at the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) uniforms is an expense that may not be borne by an employee where such cost reduces hourly rate below that required by the wage determination. The Department of Labor w accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequat 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 responsib of the employee, all contractors and subcontractors subject to this wage determinati 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 c reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per wee \$.67 cents per day). However, in those instances where the uniforms furnished are m "wash and wear" materials, may be routinely washed and dried with other personal gar and do not require any special treatment such as dry cleaning, daily washing, or com laundering in order to meet the cleanliness or appearance standards set by the terms Government contract, by the contractor, by law, or by the nature of the work, there 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 Third Supplement, dated March 1997, unless otherwise indicated. This publication ma 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 contra officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form (SF 1444))

Conformance Process:

The contracting officer shall require that any class of service employee which is no 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), classified by the contractor so as to provide a reasonable relationship (i.e., appro level of skill comparison) between such unlisted classifications and the classificat listed in the wage determination. Such conformed classes of employees shall be paid 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 wo such unlisted class(es) of employees. The conformed classification, wage rate, and/ fringe benefits shall be retroactive to the commencement date of the contract. (See 4.6 (C)(vi)) When multiple wage determinations are included in a contract, a separa 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 occupa and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order p classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), incl information regarding the agreement or disagreement of the authorized representative employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later tha 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 action, together with the agency's recommendations and pertinent information includi position of the contractor and the employees, to the Wage and Hour Division, Employm Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disa the action via transmittal to the agency contracting officer, or notifies the contra 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 Occupat (the Directory) should be used to compare job definitions to insure that duties requ are not performed by a classification already listed in the wage determination. Rem it is not the job title, but the required tasks that determine whether a class is in in an established wage determination. Conformances may not be used to artificially combine, or subdivide classifications listed in the wage determination.

94-2307 MO. KANSAS CITY 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.: 1994-2307
 Revision No.: 23
 Date Of Last Revision: 05/29/2002

States: Kansas, Missouri

Area: Kansas Counties of Anderson, Atchison, Doniphan, Douglas, Franklin, Johnson, Leavenworth, Linn, Miami, Wyandotte
 Missouri Counties of Adair, Andrew, Atchison, Bates, Buchanan, Caldwell, Carroll, Co Chariton, Clay, Clinton, Cooper, Daviess, De Kalb, Gentry, Grundy, Harrison, Henry, Howard, Jackson, Johnson, Lafayette, Linn, Livingston, Macon, Mercer, Nodaway, Petti Platte, Putnam, Ray, Saline, Schuyler, Sullivan, Worth

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.46
Accounting Clerk II	11.70
Accounting Clerk III	13.47
Accounting Clerk IV	16.15
Court Reporter	12.84
Dispatcher, Motor Vehicle	14.39
Document Preparation Clerk	10.51
Duplicating Machine Operator	10.51
Film/Tape Librarian	10.02
General Clerk I	8.88
General Clerk II	10.51
General Clerk III	12.20
General Clerk IV	14.42
Housing Referral Assistant	17.00
Key Entry Operator I	9.37
Key Entry Operator II	11.74
Messenger (Courier)	8.63
Order Clerk I	10.43
Order Clerk II	13.33
Personnel Assistant (Employment) I	12.45
Personnel Assistant (Employment) II	14.19
Personnel Assistant (Employment) III	15.77
Personnel Assistant (Employment) IV	17.15
Production Control Clerk	15.35
Rental Clerk	11.91
Scheduler, Maintenance	12.45
Secretary I	12.45
Secretary II	14.56
Secretary III	17.00
Secretary IV	20.18
Secretary V	22.71
Service Order Dispatcher	19.25
Stenographer I	10.43
Stenographer II	11.91
Supply Technician	20.18
Survey Worker (Interviewer)	12.84
Switchboard Operator-Receptionist	10.23
Test Examiner	14.56
Test Proctor	14.56

Travel Clerk I	9.87
Travel Clerk II	10.67
Travel Clerk III	11.45
Word Processor I	11.06
Word Processor II	13.52
Word Processor III	14.08
Automatic Data Processing Occupations	
Computer Data Librarian	11.72
Computer Operator I	12.63
Computer Operator II	13.56
Computer Operator III	16.95
Computer Operator IV	20.02
Computer Operator V	21.75
Computer Programmer I (1)	18.58
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Computer Systems Analyst I (1)	23.34
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	13.56
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	20.03
Automotive Glass Installer	18.59
Automotive Worker	18.59
Electrician, Automotive	19.32
Mobile Equipment Servicer	16.51
Motor Equipment Metal Mechanic	20.03
Motor Equipment Metal Worker	18.59
Motor Vehicle Mechanic	20.03
Motor Vehicle Mechanic Helper	15.47
Motor Vehicle Upholstery Worker	17.54
Motor Vehicle Wrecker	18.59
Painter, Automotive	19.32
Radiator Repair Specialist	18.59
Tire Repairer	15.18
Transmission Repair Specialist	20.03
Food Preparation and Service Occupations	
Baker	11.13
Cook I	9.88
Cook II	11.13
Dishwasher	7.42
Food Service Worker	8.16
Meat Cutter	12.72
Waiter/Waitress	8.04
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	18.38
Furniture Handler	13.64
Furniture Refinisher	18.38
Furniture Refinisher Helper	14.72
Furniture Repairer, Minor	16.69
Upholsterer	18.38
General Services and Support Occupations	
Cleaner, Vehicles	8.57
Elevator Operator	10.79
Gardener	12.14
House Keeping Aid I	7.51
House Keeping Aid II	9.42
Janitor	9.83
Laborer, Grounds Maintenance	10.12
Maid or Houseman	7.70
Pest Controller	12.18
Refuse Collector	9.38
Tractor Operator	11.65
Window Cleaner	10.63

Health Occupations	
Dental Assistant	12.10
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.16
Licensed Practical Nurse I	11.45
Licensed Practical Nurse II	12.89
Licensed Practical Nurse III	14.40
Medical Assistant	11.31
Medical Laboratory Technician	12.00
Medical Record Clerk	12.44
Medical Record Technician	13.62
Nursing Assistant I	7.98
Nursing Assistant II	8.98
Nursing Assistant III	9.79
Nursing Assistant IV	10.99
Pharmacy Technician	12.26
Phlebotomist	10.21
Registered Nurse I	16.74
Registered Nurse II	21.32
Registered Nurse II, Specialist	21.32
Registered Nurse III	27.03
Registered Nurse III, Anesthetist	27.03
Registered Nurse IV	31.01
Information and Arts Occupations	
Audiovisual Librarian	17.42
Exhibits Specialist I	18.48
Exhibits Specialist II	21.73
Exhibits Specialist III	25.85
Illustrator I	16.95
Illustrator II	19.75
Illustrator III	23.50
Librarian	22.55
Library Technician	21.72
Photographer I	12.22
Photographer II	15.71
Photographer III	16.93
Photographer IV	20.69
Photographer V	25.05
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.19
Counter Attendant	7.19
Dry Cleaner	9.32
Finisher, Flatwork, Machine	7.19
Presser, Hand	7.19
Presser, Machine, Drycleaning	7.19
Presser, Machine, Shirts	7.19
Presser, Machine, Wearing Apparel, Laundry	7.19
Sewing Machine Operator	10.00
Tailor	20.67
Washer, Machine	7.97
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	18.38
Tool and Die Maker	24.88
Material Handling and Packing Occupations	
Forklift Operator	13.47
Fuel Distribution System Operator	15.71
Material Coordinator	18.25
Material Expediter	18.25
Material Handling Laborer	14.72
Order Filler	12.29
Production Line Worker (Food Processing)	15.32
Shipping Packer	11.32
Shipping/Receiving Clerk	11.32
Stock Clerk (Shelf Stocker; Store Worker II)	14.43
Store Worker I	10.73
Tools and Parts Attendant	15.32

Warehouse Specialist	15.32
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	19.06
Aircraft Mechanic Helper	14.72
Aircraft Quality Control Inspector	19.69
Aircraft Servicer	16.69
Aircraft Worker	17.69
Appliance Mechanic	18.38
Bicycle Repairer	15.18
Cable Splicer	23.09
Carpenter, Maintenance	19.33
Carpet Layer	17.69
Electrician, Maintenance	22.89
Electronics Technician, Maintenance I	17.46
Electronics Technician, Maintenance II	26.65
Electronics Technician, Maintenance III	27.20
Fabric Worker	16.69
Fire Alarm System Mechanic	19.06
Fire Extinguisher Repairer	15.71
Fuel Distribution System Mechanic	19.06
General Maintenance Worker	17.69
Heating, Refrigeration and Air Conditioning Mechanic	19.06
Heavy Equipment Mechanic	19.06
Heavy Equipment Operator	19.20
Instrument Mechanic	19.06
Laborer	9.52
Locksmith	18.38
Machinery Maintenance Mechanic	19.06
Machinist, Maintenance	19.06
Maintenance Trades Helper	14.72
Millwright	22.41
Office Appliance Repairer	18.38
Painter, Aircraft	20.22
Painter, Maintenance	18.38
Pipefitter, Maintenance	25.84
Plumber, Maintenance	20.98
Pneumatic Systems Mechanic	19.06
Rigger	19.06
Scale Mechanic	17.69
Sheet-Metal Worker, Maintenance	22.02
Small Engine Mechanic	17.69
Telecommunication Mechanic I	20.35
Telecommunication Mechanic II	21.00
Telephone Lineman	20.35
Welder, Combination, Maintenance	19.06
Well Driller	19.06
Woodcraft Worker	19.06
Woodworker	15.71
Miscellaneous Occupations	
Animal Caretaker	8.65
Carnival Equipment Operator	10.65
Carnival Equipment Repairer	11.36
Carnival Worker	8.61
Cashier	7.40
Desk Clerk	8.17
Ebalsmer	17.51
Lifeguard	9.48
Mortician	18.04
Park Attendant (Aide)	11.91
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.65
Recreation Specialist	13.26
Recycling Worker	11.72
Sales Clerk	9.03
School Crossing Guard (Crosswalk Attendant)	8.61
Sport Official	8.41

Survey Party Chief (Chief of Party)	15.54
Surveying Aide	9.66
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.23
Swimming Pool Operator	13.26
Vending Machine Attendant	11.03
Vending Machine Repairer	13.26
Vending Machine Repairer Helper	11.03
Personal Needs Occupations	
Child Care Attendant	8.12
Child Care Center Clerk	11.46
Chore Aid	7.97
Homemaker	13.00
Plant and System Operation Occupations	
Boiler Tender	19.12
Sewage Plant Operator	18.44
Stationary Engineer	19.93
Ventilation Equipment Tender	14.72
Water Treatment Plant Operator	18.38
Protective Service Occupations	
Alarm Monitor	12.88
Corrections Officer	15.72
Court Security Officer	17.49
Detention Officer	15.72
Firefighter	16.92
Guard I	9.87
Guard II	16.07
Police Officer	16.65
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	21.17
Hatch Tender	18.40
Line Handler	18.40
Stevedore I	17.38
Stevedore II	19.13
Technical Occupations	
Air Traffic Control Specialist, Center (2)	28.38
Air Traffic Control Specialist, Station (2)	19.57
Air Traffic Control Specialist, Terminal (2)	21.56
Archeological Technician I	13.06
Archeological Technician II	14.60
Archeological Technician III	18.09
Cartographic Technician	20.86
Civil Engineering Technician	18.62
Computer Based Training (CBT) Specialist/ Instructor	23.65
Drafter I	14.52
Drafter II	15.70
Drafter III	19.48
Drafter IV	22.71
Engineering Technician I	15.54
Engineering Technician II	19.09
Engineering Technician III	21.95
Engineering Technician IV	24.41
Engineering Technician V	29.54
Engineering Technician VI	32.73
Environmental Technician	18.62
Flight Simulator/Instructor (Pilot)	26.93
Graphic Artist	20.91
Instructor	22.12
Laboratory Technician	16.63
Mathematical Technician	18.62
Paralegal/Legal Assistant I	13.46
Paralegal/Legal Assistant II	17.52
Paralegal/Legal Assistant III	21.42
Paralegal/Legal Assistant IV	25.92
Photooptics Technician	16.93
Technical Writer	21.41

Unexploded (UXO) Safety Escort	18.04
Unexploded (UXO) Sweep Personnel	18.04
Unexploded Ordnance (UXO) Technician I	18.04
Unexploded Ordnance (UXO) Technician II	21.83
Unexploded Ordnance (UXO) Technician III	26.16
Weather Observer, Combined Upper Air and Surface Programs (3)	15.72
Weather Observer, Senior (3)	19.15
Weather Observer, Upper Air (3)	15.72
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	15.27
Parking and Lot Attendant	8.67
Shuttle Bus Driver	12.71
Taxi Driver	10.65
Truckdriver, Heavy Truck	17.81
Truckdriver, Light Truck	12.71
Truckdriver, Medium Truck	17.05
Truckdriver, Tractor-Trailer	17.81

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: ~~\$2.36~~ ^{\$2.36} an hour or ~~\$94.40~~ ^{\$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 success weeks after 8 years, and 4 weeks after 15 years. Length of service includes the who of continuous service with the present contractor or successor, wherever employed, a 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 Ki Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Co Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitu any of the named holidays another day off with pay in accordance with a plan communi 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, o 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. rate of basic pay plus a night pay differential amounting to 10 percent of the rate basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a r tour of duty, you will earn a night differential and receive an additional 10% of ba for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours week) and Sunday is part of your regularly scheduled workweek, you are paid at your basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday wo which is not overtime (i.e. occasional work on Sunday outside the normal tour of dut considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees emp 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 su screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, a pyrotechnic compositions such as lead azide, black powder and photoflash powder. Al house activities involving propellants or explosives. Demilitarization, modificatio renovation, demolition, and maintenance operations on sensitive ordnance, explosives incendiary materials. All operations involving regrading and cleaning of artillery

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

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

**** 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, at the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) uniforms is an expense that may not be borne by an employee where such cost reduces 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 (\$6.7 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 gear 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 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 (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), 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 monetary wages and furnished the fringe benefits as are determined. Such conformance process shall be initiated by the contractor prior to the performance of contract work on 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 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 occupa and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order p classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), incl information regarding the agreement or disagreement of the authorized representative employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later tha days after such unlisted classes) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report action, together with the agency's recommendations and pertinent information includi position of the contractor and the employees, to the Wage and Hour Division, Employm Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disa the action via transmittal to the agency contracting officer, or notifies the contra 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 Occupat (the Directory) should be used to compare job definitions to insure that duties requ are not performed by a classification already listed in the wage determination. Rem it is not the job title, but the required tasks that determine whether a class is in in an established wage determination. Conformances may not be used to artificially 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.: 2002-0432
Revision No.: 1
Date of Last Revision: 11/12/2002

State: Kansas

Area: Kansas County of Shawnee

Employed on US Marshall Service Contract for Court Security Officers
Services in the above locality:

Collective Bargaining Agreement between Akal Security, Inc. and United Government Security Officers of America Local Union No. 154 effective September 30, 2002 through September 30, 2004.

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).

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.: 1998-0410
Revision No.: 5
Date of Last Revision: 07/29/2003

State: New Mexico

Area: New Mexico Counties of Bernalillo, Chaves, Dona Ana, Santa Fe

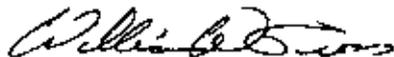
Employed on Department of Justice contracts for Court Security Services.

Collective Bargaining Agreement between AKAL Security, Incorporated and International Guards Union of America, Local No. 126 effective June 13, 2003 through September 30, 2008.

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).

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.: 1998-0476
Revision No.: 4
Date of Last Revision: 07/29/2003

State: Oklahoma

Area: Oklahoma Counties of Muskogee, Okmulgee, Pittsburg, Tulsa

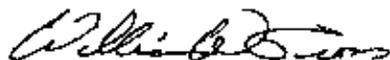
Employed on U.S. Department of Justice contracts for court security officers services.

Collective Bargaining Agreement between Akal Security, Incorporated and United Government Security Officers of America, Local #68, Oklahoma effective June 13, 2003 through September 30, 2004.

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).

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.: 1999-0330
Revision No.: 3
Date of Last Revision: 07/29/2003

State: Oklahoma

Area: Oklahoma Counties of Comanche, Oklahoma

Employed on Justice contracts for Court Security Services.

Collective Bargaining Agreement between Akal Security, Inc. and United Government Security Officers of America, Local 130 effective June 13, 2003 through September 30, 2004.

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).

94-2531 UT, STATEWIDE 10/29/02
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WASHINGTON D.C. 20210

William W. Gross Director Division of Wage Determinations
Wage Determination No.: 1994-2531
Revision No.: 21
Date Of Last Revision: 10/22/2002

State: Utah
Area: Utah Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	8.34
Accounting Clerk II	9.49
Accounting Clerk III	11.68
Accounting Clerk IV	13.72
Court Reporter	12.11
Dispatcher, Motor Vehicle	13.92
Document Preparation Clerk	9.34
Duplicating Machine Operator	9.34
Film/Tape Librarian	9.78
General Clerk I	7.99
General Clerk II	9.35
General Clerk III	9.91
General Clerk IV	11.93
Housing Referral Assistant	14.18
Key Entry Operator I	9.34
Key Entry Operator II	11.09
Messenger (Courier)	8.45
Order Clerk I	11.22
Order Clerk II	12.96
Personnel Assistant (Employment) I	10.74
Personnel Assistant (Employment) II	11.84
Personnel Assistant (Employment) III	12.44
Personnel Assistant (Employment) IV	13.82
Production Control Clerk	13.51
Rental Clerk	9.78
Scheduler, Maintenance	11.04
Secretary I	11.04
Secretary II	12.42
Secretary III	14.18
Secretary IV	16.86
Secretary V	18.28
Service Order Dispatcher	12.38
Stenographer I	11.39
Stenographer II	12.80
Supply Technician	16.86
Survey Worker (Interviewer)	11.00
Switchboard Operator-Receptionist	9.18
Test Examiner	12.42
Test Proctor	12.42
Travel Clerk I	9.56
Travel Clerk II	10.21
Travel Clerk III	10.76
Word Processor I	10.66
Word Processor II	14.44
Word Processor III	16.01

Automatic Data Processing Occupations	
Computer Data Librarian	8.56
Computer Operator I	10.19
Computer Operator II	12.88
Computer Operator III	16.74
Computer Operator IV	18.24
Computer Operator V	20.21
Computer Programmer I (1)	16.64
Computer Programmer II (1)	19.24
Computer Programmer III (1)	23.63
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	20.34
Computer Systems Analyst II (1)	24.12
Computer Systems Analyst III (1)	28.17
Peripheral Equipment Operator	10.19
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	15.86
Automotive Glass Installer	14.46
Automotive Worker	14.43
Electrician, Automotive	15.23
Mobile Equipment Servicer	12.84
Motor Equipment Metal Mechanic	15.86
Motor Equipment Metal Worker	14.43
Motor Vehicle Mechanic	15.02
Motor Vehicle Mechanic Helper	11.89
Motor Vehicle Upholstery Worker	13.64
Motor Vehicle Wracker	14.43
Painter, Automotive	15.23
Radiator Repair Specialist	14.43
Tire Repairer	12.41
Transmission Repair Specialist	15.86
Food Preparation and Service Occupations	
Baker	10.08
Cook I	9.91
Cook II	10.08
Dishwasher	6.60
Food Service Worker	7.58
Meat Cutter	12.75
Waiter/Waitress	7.51
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	15.76
Furniture Handler	11.34
Furniture Refinisher	15.76
Furniture Refinisher Helper	11.89
Furniture Repairer, Minor	13.64
Upholsterer	15.76
General Services and Support Occupations	
Cleaner, Vehicles	7.51
Elevator Operator	7.43
Gardener	10.90
House Keeping Aid I	7.41
House Keeping Aid II	7.52
Janitor	8.54
Laborer, Grounds Maintenance	9.05
Maid or Houseman	7.41
Pest Controller	10.45
Refuse Collector	8.33
Tractor Operator	10.54
Window Cleaner	8.09
Health Occupations	
Dental Assistant	11.19
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	10.96
Licensed Practical Nurse II	12.31
Licensed Practical Nurse III	13.77

Medical Assistant	9.78
Medical Laboratory Technician	10.35
Medical Record Clerk	11.24
Medical Record Technician	13.54
Nursing Assistant I	7.41
Nursing Assistant II	8.33
Nursing Assistant III	9.10
Nursing Assistant IV	10.20
Pharmacy Technician	12.19
Phlebotomist	11.57
Registered Nurse I	16.99
Registered Nurse II	21.00
Registered Nurse II, Specialist	21.00
Registered Nurse III	27.97
Registered Nurse III, Anesthetist	27.97
Registered Nurse IV	31.23
Information and Arts Occupations	
Audiovisual Librarian	19.38
Exhibits Specialist I	14.54
Exhibits Specialist II	17.70
Exhibits Specialist III	21.59
Illustrator I	15.75
Illustrator II	19.17
Illustrator III	23.39
Librarian	18.55
Library Technician	10.72
Photographer I	13.70
Photographer II	15.99
Photographer III	19.47
Photographer IV	23.75
Photographer V	28.82
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.48
Counter Attendant	7.48
Dry Cleaner	9.00
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	9.61
Tailor	10.13
Washer, Machine	7.98
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	16.41
Tool and Die Maker	18.54
Material Handling and Packing Occupations	
Forklift Operator	11.95
Fuel Distribution System Operator	12.84
Material Coordinator	15.07
Material Expediter	15.07
Material Handling Laborer	11.67
Order Filler	10.28
Production Line Worker (Food Processing)	11.98
Shipping Packer	10.92
Shipping/Receiving Clerk	10.68
Stock Clerk (Shelf Stocker; Store Worker II)	12.01
Store Worker I	8.95
Tools and Parts Attendant	11.95
Warehouse Specialist	11.95
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	17.30
Aircraft Mechanic Helper	11.92
Aircraft Quality Control Inspector	17.31
Aircraft Servicer	13.74

Aircraft Worker	14.66
Appliance Mechanic	15.23
Bicycle Repairer	12.41
Cable Splicer	20.06
Carpenter, Maintenance	15.23
Carpet Layer	16.59
Electrician, Maintenance	18.42
Electronics Technician, Maintenance I	14.77
Electronics Technician, Maintenance II	23.20
Electronics Technician, Maintenance III	25.14
Fabric Worker	13.74
Fire Alarm System Mechanic	16.49
Fire Extinguisher Repairer	12.84
Fuel Distribution System Mechanic	17.45
General Maintenance Worker	13.99
Heating, Refrigeration and Air Conditioning Mechanic	16.40
Heavy Equipment Mechanic	17.26
Heavy Equipment Operator	17.20
Instrument Mechanic	17.20
Laborer	8.33
Locksmith	15.23
Machinery Maintenance Mechanic	18.78
Machinist, Maintenance	15.86
Maintenance Trades Helper	11.89
Millwright	16.01
Office Appliance Repairer	15.58
Painter, Aircraft	15.23
Painter, Maintenance	15.23
Pipefitter, Maintenance	17.68
Plumber, Maintenance	16.98
Pneumatic Systems Mechanic	16.49
Rigger	15.86
Scale Mechanic	14.66
Sheet-Metal Worker, Maintenance	17.45
Small Engine Mechanic	14.43
Telecommunication Mechanic I	15.86
Telecommunication Mechanic II	16.49
Telephone Lineman	16.49
Welder, Combination, Maintenance	15.86
Well Driller	15.86
Woodcraft Worker	15.86
Woodworker	12.84
Miscellaneous Occupations	
Animal Caretaker	8.58
Carnival Equipment Operator	9.22
Carnival Equipment Repairer	9.87
Carnival Worker	7.26
Cashier	7.36
Desk Clerk	8.65
Enhalmer	17.40
Lifeguard	9.42
Mortician	17.40
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.69
Recreation Specialist	12.24
Recycling Worker	10.54
Sales Clerk	9.54
School Crossing Guard (Crosswalk Attendant)	8.33
Sport Official	8.69
Survey Party Chief (Chief of Party)	15.13
Surveying Aide	10.77
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.75
Swimming Pool Operator	11.09
Vending Machine Attendant	9.16
Vending Machine Repairer	11.09

Vending Machine Repairer Helper	9.16
Personal Needs Occupations	
Child Care Attendant	8.85
Child Care Center Clerk	11.05
Chore Aid	6.59
Kossmaker	12.24
Plant and System Operation Occupations	
Boiler Tender	18.77
Sewage Plant Operator	16.05
Stationary Engineer	18.77
Ventilation Equipment Tender	11.92
Water Treatment Plant Operator	15.96
Protective Service Occupations	
Alarm Monitor	12.42
Corrections Officer	19.80
Court Security Officer	19.14
Detention Officer	18.00
Firefighter	18.02
Guard I	7.76
Guard II	12.42
Police Officer	21.39
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	15.62
Hatch Tender	15.62
Line Handler	15.62
Stevedore I	14.72
Stevedore II	17.18
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	15.26
Archeological Technician II	17.06
Archeological Technician III	21.14
Cartographic Technician	20.36
Civil Engineering Technician	17.70
Computer Based Training (CBT) Specialist/ Instructor	22.23
Drafter I	11.13
Drafter II	14.87
Drafter III	17.37
Drafter IV	21.14
Engineering Technician I	11.28
Engineering Technician II	13.77
Engineering Technician III	16.62
Engineering Technician IV	21.15
Engineering Technician V	23.28
Engineering Technician VI	26.68
Environmental Technician	18.58
Flight Simulator/Instructor (Pilot)	24.12
Graphic Artist	19.33
Instructor	17.16
Laboratory Technician	15.47
Mathematical Technician	20.26
Paralegal/Legal Assistant I	13.48
Paralegal/Legal Assistant II	16.04
Paralegal/Legal Assistant III	17.81
Paralegal/Legal Assistant IV	24.35
Photooptics Technician	20.26
Technical Writer	22.80
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	25.01
Weather Observer, Combined Upper Air and Surface Programs (3)	16.80

Weather Observer, Senior (3)	18.66
Weather Observer, Upper Air (3)	16.80
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	13.50
Parking and Lot Attendant	7.64
Shuttle Bus Driver	9.67
Taxi Driver	8.60
Truckdriver, Heavy Truck	16.35
Truckdriver, Light Truck	9.67
Truckdriver, Medium Truck	15.87
Truckdriver, Tractor-Trailer	16.35

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 success weeks after 5 years, and 4 weeks after 15 years. Length of service includes the who of continuous service with the present contractor or successor, wherever employed, a 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 Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, L Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor substitute for any of the named holidays another day off with pay in accordance with 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, o 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. rate of basic pay plus a night pay differential amounting to 10 percent of the rate basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a r tour of duty, you will earn a night differential and receive an additional 10% of ba for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours week) and Sunday is part of your regularly scheduled workweek, you are paid at your basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday wo which is not overtime (i.e. occasional work on Sunday outside the normal tour of dut considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees emp 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 su screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, a pyrotechnic compositions such as lead azide, black powder and photoflash powder. Al house activities involving propellants or explosives. Demilitarization, modificatio renovation, demolition, and maintenance operations on sensitive ordnance, explosives incendiary materials. All operations involving regrading and cleaning of artillery

A 4 percent differential is applicable to employees employed in a position that repr a low degree of hazard when working with, or in close proximity to ordnance, (or empl possibly adjacent to) explosives and incendiary materials which involves potential i 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 adj work area or equipment being used. All operations involving, unloading, storage, an hauling of ordnance, explosive, and incendiary ordnance material other than small arm

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

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (with the terms of the Government contract, by the employer, by the state or local law, at the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) uniforms is an expense that may not be borne by an employee where such cost reduces 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 (\$0.67 cents per day). However, in those instances where the uniforms furnished are "wash and wear" materials, may be routinely washed and dried with other personal gear 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 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 (SF 1444))

Conformance Process:

The contracting officer shall require that any class of service employees 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), 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 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 fringe benefits shall be retroactive to the commencement date of the contract. (See 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).
- 2) After contract award, the contractor prepares a written report listing in order of priority (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 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 on the 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) 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 contractor 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 required 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 in an established wage determination. Conformances may not be used to artificially combine, or subdivide classifications listed in the wage determination.

94-2587 WY, STATEWIDE 06/04/02
FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH OOL
WASHINGTON D.C. 20210

William W. Gross Director
Division of Wage Determinations

Wage Determination No.: 1994-2587
Revision No.: 20
Date Of Last Revision: 05/28/2002

States: Nebraska, Wyoming

Area: Nebraska Counties of Banner, Box Butte, Cheyenne, Dawes, Deuel, Garden, Kimbal, Morrill, Scotts Bluff, Sheridan, Sioux
Wyoming Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	10.40
Accounting Clerk II	10.95
Accounting Clerk III	14.48
Accounting Clerk IV	14.89
Court Reporter	12.43
Dispatcher, Motor Vehicle	12.38
Document Preparation Clerk	10.41
Duplicating Machine Operator	10.41
Film/Tape Librarian	9.62
General Clerk I	7.46
General Clerk II	10.04
General Clerk III	10.89
General Clerk IV	12.24
Housing Referral Assistant	11.99
Key Entry Operator I	7.76
Key Entry Operator II	8.60
Messenger (Courier)	7.46
Order Clerk I	9.53
Order Clerk II	9.77
Personnel Assistant (Employment) I	10.81
Personnel Assistant (Employment) II	12.14
Personnel Assistant (Employment) III	13.07
Personnel Assistant (Employment) IV	14.49
Production Control Clerk	14.20
Rental Clerk	9.62
Scheduler, Maintenance	9.62
Secretary I	9.62
Secretary II	10.82
Secretary III	11.99
Secretary IIII	13.32
Secretary IV	14.76
Secretary V	12.38
Service Order Dispatcher	12.51
Stenographer I	12.51
Stenographer II	13.87
Supply Technician	13.32
Survey Worker (Interviewer)	10.82
Switchboard Operator-Receptionist	8.42
Test Examiner	10.82
Test Proctor	10.82
Travel Clerk I	8.37
Travel Clerk II	8.88
Travel Clerk III	9.35

Word Processor I	8.43
Word Processor II	10.27
Word Processor III	12.48
Automatic Data Processing Occupations	
Computer Data Librarian	7.99
Computer Operator I	8.23
Computer Operator II	9.20
Computer Operator III	10.41
Computer Operator IV	11.92
Computer Operator V	12.62
Computer Programmer I (1)	10.49
Computer Programmer II (1)	13.03
Computer Programmer III (1)	15.50
Computer Programmer IV (1)	18.30
Computer Systems Analyst I (1)	15.44
Computer Systems Analyst II (1)	17.91
Computer Systems Analyst III (1)	20.80
Peripheral Equipment Operator	9.50
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	19.52
Automotive Glass Installer	17.56
Automotive Worker	17.56
Electrician, Automotive	18.55
Mobile Equipment Servicer	15.62
Motor Equipment Metal Mechanic	19.52
Motor Equipment Metal Worker	17.56
Motor Vehicle Mechanic	19.52
Motor Vehicle Mechanic Helper	14.65
Motor Vehicle Upholstery Worker	16.59
Motor Vehicle Wrecker	17.56
Painter, Automotive	16.55
Radiator Repair Specialist	17.56
Tire Repairer	15.09
Transmission Repair Specialist	19.52
Food Preparation and Service Occupations	
Baker	10.22
Cook I	8.79
Cook II	10.22
Dishwasher	7.62
Food Service Worker	7.62
Meat Cutter	11.63
Waiter/Waitress	7.97
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	18.55
Furniture Handler	13.47
Furniture Refinisher	18.55
Furniture Refinisher Helper	14.65
Furniture Repairer, Minor	16.59
Upholsterer	18.55
General Services and Support Occupations	
Cleaner, Vehicles	7.62
Elevator Operator	7.82
Gardener	8.05
House Keeping Aid I	7.99
House Keeping Aid II	8.18
Janitor	7.82
Laborer, Grounds Maintenance	8.05
Maid or Houseman	7.19
Pest Controller	8.93
Refuse Collector	8.76
Tractor Operator	9.31
Window Cleaner	8.25
Health Occupations	
Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93

Licensed Practical Nurse I	10.07
Licensed Practical Nurse II	11.29
Licensed Practical Nurse III	12.64
Medical Assistant	9.77
Medical Laboratory Technician	12.88
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	8.15
Nursing Assistant II	9.22
Nursing Assistant III	10.00
Nursing Assistant IV	11.22
Pharmacy Technician	12.19
Phlebotomist	11.25
Registered Nurse I	14.70
Registered Nurse II	17.93
Registered Nurse II, Specialist	17.93
Registered Nurse III	21.74
Registered Nurse III, Anesthetist	21.74
Registered Nurse IV	26.06
Information and Arts Occupations	
Audiovisual Librarian	17.62
Exhibits Specialist I	10.52
Exhibits Specialist II	12.72
Exhibits Specialist III	15.98
Illustrator I	9.15
Illustrator II	11.06
Illustrator III	13.81
Librarian	17.79
Library Technician	9.22
Photographer I	9.30
Photographer II	12.33
Photographer III	15.40
Photographer IV	18.83
Photographer V	22.71
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.61
Counter Attendant	6.61
Dry Cleaner	7.40
Finisher, Flatwork, Machine	6.61
Presser, Hand	6.61
Presser, Machine, Drycleaning	6.61
Presser, Machine, Shirts	6.61
Presser, Machine, Wearing Apparel, Laundry	6.61
Sewing Machine Operator	7.83
Tailor	8.97
Washer, Machine	6.93
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	18.55
Tool and Die Maker	22.25
Material Handling and Packing Occupations	
Forklift Operator	16.22
Fuel Distribution System Operator	15.62
Material Coordinator	14.73
Material Expediter	14.73
Material Handling Laborer	10.79
Order Filler	11.08
Production Line Worker (Food Processing)	12.11
Shipping Packer	11.18
Shipping/Receiving Clerk	10.42
Stock Clerk (Shelf Stocker; Store Worker II)	12.04
Store Worker I	10.55
Tools and Parts Attendant	13.61
Warehouse Specialist	15.90
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	19.52

Aircraft Mechanic Helper	14.65
Aircraft Quality Control Inspector	20.49
Aircraft Servicer	16.59
Aircraft Worker	17.56
Appliance Mechanic	18.55
Bicycle Repairer	15.09
Cable Splicer	22.22
Carpenter, Maintenance	18.55
Carpet Layer	17.56
Electrician, Maintenance	19.52
Electronics Technician, Maintenance I	18.65
Electronics Technician, Maintenance II	19.76
Electronics Technician, Maintenance III	20.73
Fabric Worker	16.59
Fire Alarm System Mechanic	19.52
Fire Extinguisher Repairer	15.62
Fuel Distribution System Mechanic	19.52
General Maintenance Worker	17.56
Heating, Refrigeration and Air Conditioning Mechanic	19.52
Heavy Equipment Mechanic	19.52
Heavy Equipment Operator	19.52
Instrument Mechanic	20.24
Laborer	9.81
Locksmith	18.55
Machinery Maintenance Mechanic	21.69
Machinist, Maintenance	19.51
Maintenance Trades Helper	14.65
Millwright	19.52
Office Appliance Repairer	18.55
Painter, Aircraft	18.55
Painter, Maintenance	18.55
Pipefitter, Maintenance	19.52
Plumber, Maintenance	18.55
Pneumatic Systems Mechanic	19.52
Rigger	19.52
Scale Mechanic	17.56
Sheet-Metal Worker, Maintenance	19.52
Small Engine Mechanic	17.56
Telecommunication Mechanic I	19.52
Telecommunication Mechanic II	20.49
Telephone Lineman	19.52
Welder, Combination, Maintenance	19.52
Well Driller	19.52
Woodcraft Worker	19.52
Woodworker	15.62
Miscellaneous Occupations	
Animal Caretaker	9.03
Carnival Equipment Operator	8.81
Carnival Equipment Repairer	9.36
Carnival Worker	7.62
Cashier	7.32
Desk Clerk	8.32
Embalmer	17.93
Lifeguard	9.42
Mortician	18.20
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.54
Recreation Specialist	11.59
Recycling Worker	11.60
Sales Clerk	8.28
School Crossing Guard (Crosstalk Attendant)	8.80
Sport Official	9.42
Survey Party Chief (Chief of Party)	9.32
Surveying Aide	7.05
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	8.46

Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	12.94
Weather Observer, Senior (3)	14.39
Weather Observer, Upper Air (3)	12.94
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	10.79
Parking and Lot Attendant	7.99
Shuttle Bus Driver	11.47
Taxi Driver	9.90
Truckdriver, Heavy Truck	13.87
Truckdriver, Light Truck	10.45
Truckdriver, Medium Truck	11.85
Truckdriver, Tractor-Trailer	13.87

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

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HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther Ki Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Co Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitu any of the named holidays another day off with pay in accordance with a plan communi 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, o 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. rate of basic pay plus a night pay differential amounting to 10 percent of the rate basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a r tour of duty, you will earn a night differential and receive an additional 10% of ba for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours week) and Sunday is part of your regularly scheduled workweek, you are paid at your basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday wo which is not overtime (i.e. occasional work on Sunday outside the normal tour of dut considered overtime work).

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A 4 percent differential is applicable to employees employed in a position that repr a low degree of hazard when working with, or in close proximity to ordnance, (or empl possibly adjacent to) explosives and incendiary materials which involves potential i 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 arm ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differentials.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (with the terms of the Government contract, by the employer, by the state or local law, at the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) uniforms is an expense that may not be borne by an employee where such cost reduces 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 (\$0.67 cents per day). However, in those instances where the uniforms furnished are "wash and wear" materials, may be routinely washed and dried with other personal gear 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 Third Supplement, dated March 1997, unless otherwise indicated. This publication was 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 (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), 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 monetary wages and furnished the fringe benefits as are determined. Such conformance process shall be initiated by the contractor prior to the performance of contract work on 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 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(s).

2) After contract award, the contractor prepares a written report listing in order p classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), incl information regarding the agreement or disagreement of the authorized representative employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later tha 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 action, together with the agency's recommendations and pertinent information includi position of the contractor and the employees, to the Wage and Hour Division, Employm Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disa the action via transmittal to the agency contracting officer, or notifies the contra officer that additional time will be required to process the request.

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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 Occupat (the Directory) should be used to compare job definitions to insure that duties requ are not performed by a classification already listed in the wage determination. Rem it is not the job title, but the required tasks that determine whether a class is in in an established wage determination. Conformances may not be used to artificially combine, or subdivide classifications listed in the wage determination.