

SCA NO: 94-2167 REV-22 REVISED 06/18/02

WAGE DETERMINATION NO: 94-2167 REV (22) AREA: IL,CHICAGO

HEALTH AND WELFARE LEVEL - INSURANCE ONLY **OTHER WELFARE LEVEL WD: 94-2168**

*****THIS IS AN INFORMATIONAL DISPLAY OF AN SCA WAGE DETERMINATION AND*****
SHOULD NOT BE USED IN A FEDERAL SERVICE SOLICITATION OR CONTRACT

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 Division of
Director Wage Determinations

Wage Determination No.: 1994-2167
Revision No.: 22
Date Of Last Revision: 05/31/2001

State: Illinois

Area: Illinois Counties of Cook, De Kalb, Du Page, Kane, Lake, Lee, McHenry

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	10.01
Accounting Clerk II	12.10
Accounting Clerk III	13.13
Accounting Clerk IV	14.86
Court Reporter	13.40
Dispatcher, Motor Vehicle	15.14
Document Preparation Clerk	12.47
Duplicating Machine Operator	12.47
Film/Tape Librarian	11.77
General Clerk I	10.38
General Clerk II	10.86
General Clerk III	13.04
General Clerk IV	15.30
Housing Referral Assistant	16.98
Key Entry Operator I	9.70
Key Entry Operator II	13.14
Messenger (Courier)	9.18
Order Clerk I	10.84
Order Clerk II	13.79
Personnel Assistant (Employment) I	11.32
Personnel Assistant (Employment) II	12.73
Personnel Assistant (Employment) III	16.10
Personnel Assistant (Employment) IV	17.71
Production Control Clerk	15.71
Rental Clerk	13.45
Scheduler, Maintenance	13.66
Secretary I	13.66
Secretary II	15.30
Secretary III	16.98
Secretary IV	20.08
Secretary V	25.46
Service Order Dispatcher	13.96
Stenographer I	11.75

Stenographer II	13.20
Supply Technician	20.08
Survey Worker (Interviewer)	13.40
Switchboard Operator-Receptionist	10.36
Test Examiner	14.64
Test Proctor	14.64
Travel Clerk I	9.40
Travel Clerk II	10.17
Travel Clerk III	10.99
Word Processor I	11.88
Word Processor II	15.53
Word Processor III	18.90
Automatic Data Processing Occupations	
Computer Data Librarian	10.89
Computer Operator I	12.52
Computer Operator II	13.99
Computer Operator III	17.12
Computer Operator IV	19.46
Computer Operator V	21.55
Computer Programmer I (1)	20.34
Computer Programmer II (1)	21.49
Computer Programmer III (1)	25.62
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	25.79
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	12.60
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	19.97
Automotive Glass Installer	20.95
Automotive Worker	20.95
Electrician, Automotive	21.96
Mobile Equipment Servicer	18.95
Motor Equipment Metal Mechanic	22.96
Motor Equipment Metal Worker	20.95
Motor Vehicle Mechanic	22.96
Motor Vehicle Mechanic Helper	17.93
Motor Vehicle Upholstery Worker	19.96
Motor Vehicle Wrecker	20.95
Painter, Automotive	21.96
Radiator Repair Specialist	20.95
Tire Repairer	15.92
Transmission Repair Specialist	22.96
Food Preparation and Service Occupations	
Baker	13.06
Cook I	11.95
Cook II	13.06
Dishwasher	9.25
Food Service Worker	9.25
Meat Cutter	13.06
Waiter/Waitress	9.96
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	19.10
Furniture Handler	13.83
Furniture Refinisher	19.10
Furniture Refinisher Helper	15.59
Furniture Repairer, Minor	17.36
Upholsterer	19.10
General Services and Support Occupations	
Cleaner, Vehicles	9.25
Elevator Operator	10.64
Gardener	13.69
House Keeping Aid I	8.69
House Keeping Aid II	9.36
Janitor	9.95

Laborer, Grounds Maintenance	11.47
Maid or Houseman	8.54
Pest Controller	13.03
Refuse Collector	10.64
Tractor Operator	12.78
Window Cleaner	10.61
Health Occupations	
Dental Assistant	11.42
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.96
Licensed Practical Nurse I	12.14
Licensed Practical Nurse II	13.64
Licensed Practical Nurse III	15.25
Medical Assistant	10.74
Medical Laboratory Technician	12.35
Medical Record Clerk	10.74
Medical Record Technician	14.14
Nursing Assistant I	7.41
Nursing Assistant II	8.33
Nursing Assistant III	9.14
Nursing Assistant IV	10.39
Pharmacy Technician	12.72
Phlebotomist	10.20
Registered Nurse I	16.26
Registered Nurse II	22.15
Registered Nurse II, Specialist	22.15
Registered Nurse III	27.60
Registered Nurse III, Anesthetist	27.60
Registered Nurse IV	29.69
Information and Arts Occupations	
Audiovisual Librarian	17.98
Exhibits Specialist I	16.47
Exhibits Specialist II	20.40
Exhibits Specialist III	24.95
Illustrator I	16.80
Illustrator II	20.81
Illustrator III	25.45
Librarian	21.52
Library Technician	15.50
Photographer I	14.66
Photographer II	16.57
Photographer III	20.40
Photographer IV	24.95
Photographer V	30.19
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.65
Counter Attendant	7.65
Dry Cleaner	8.80
Finisher, Flatwork, Machine	7.65
Presser, Hand	7.65
Presser, Machine, Drycleaning	7.65
Presser, Machine, Shirts	7.65
Presser, Machine, Wearing Apparel, Laundry	7.65
Sewing Machine Operator	9.51
Tailor	10.22
Washer, Machine	8.49
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	19.10
Tool and Die Maker	24.45
Material Handling and Packing Occupations	
Forklift Operator	14.31
Fuel Distribution System Operator	17.22
Material Coordinator	19.74
Material Expediter	19.74
Material Handling Laborer	16.43
Order Filler	10.96

Production Line Worker (Food Processing)	12.99
Shipping Packer	14.43
Shipping/Receiving Clerk	14.43
Stock Clerk (Shelf Stocker; Store Worker II)	13.53
Store Worker I	10.73
Tools and Parts Attendant	16.25
Warehouse Specialist	14.65
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	21.23
Aircraft Mechanic Helper	16.72
Aircraft Quality Control Inspector	22.05
Aircraft Servicer	18.45
Aircraft Worker	19.37
Appliance Mechanic	19.10
Bicycle Repairer	15.92
Cable Splicer	22.63
Carpenter, Maintenance	21.96
Carpet Layer	20.95
Electrician, Maintenance	26.18
Electronics Technician, Maintenance I	19.51
Electronics Technician, Maintenance II	20.33
Electronics Technician, Maintenance III	23.12
Fabric Worker	17.36
Fire Alarm System Mechanic	19.97
Fire Extinguisher Repairer	16.48
Fuel Distribution System Mechanic	19.97
General Maintenance Worker	16.07
Heating, Refrigeration and Air Conditioning Mechanic	19.97
Heavy Equipment Mechanic	21.41
Heavy Equipment Operator	24.46
Instrument Mechanic	19.97
Laborer	11.94
Locksmith	19.10
Machinery Maintenance Mechanic	19.97
Machinist, Maintenance	21.61
Maintenance Trades Helper	13.97
Millwright	21.92
Office Appliance Repairer	19.97
Painter, Aircraft	19.97
Painter, Maintenance	19.97
Pipefitter, Maintenance	25.53
Plumber, Maintenance	23.71
Pneudraulic Systems Mechanic	19.97
Rigger	23.16
Scale Mechanic	18.22
Sheet-Metal Worker, Maintenance	22.31
Small Engine Mechanic	18.22
Telecommunication Mechanic I	20.98
Telecommunication Mechanic II	21.80
Telephone Lineman	20.98
Welder, Combination, Maintenance	19.97
Well Driller	22.96
Woodcraft Worker	19.97
Woodworker	16.38
Miscellaneous Occupations	
Animal Caretaker	10.67
Carnival Equipment Operator	12.83
Carnival Equipment Repairer	13.74
Carnival Worker	9.25
Cashier	8.08
Desk Clerk	8.62
Embalmer	17.48
Lifeguard	9.46
Mortician	20.93
Park Attendant (Aide)	11.88

Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.15
Recreation Specialist	11.93
Recycling Worker	13.07
Sales Clerk	9.62
School Crossing Guard (Crosswalk Attendant)	9.77
Sport Official	9.46
Survey Party Chief (Chief of Party)	14.88
Surveying Aide	9.30
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.76
Swimming Pool Operator	13.06
Vending Machine Attendant	11.36
Vending Machine Repairer	13.06
Vending Machine Repairer Helper	11.36
Personal Needs Occupations	
Child Care Attendant	9.41
Child Care Center Clerk	12.36
Chore Aid	8.72
Homemaker	13.88
Plant and System Operation Occupations	
Boiler Tender	19.97
Sewage Plant Operator	19.10
Stationary Engineer	24.30
Ventilation Equipment Tender	15.59
Water Treatment Plant Operator	19.10
Protective Service Occupations	
Alarm Monitor	14.99
Corrections Officer	18.93
Court Security Officer	20.53
Detention Officer	18.93
Firefighter	21.13
Guard I	8.59
Guard II	14.91
Police Officer	21.22
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	17.05
Hatch Tender	15.19
Line Handler	15.19
Stevedore I	14.42
Stevedore II	15.85
Technical Occupations	
Air Traffic Control Specialist, Center (2)	28.33
Air Traffic Control Specialist, Station (2)	19.54
Air Traffic Control Specialist, Terminal (2)	21.51
Archeological Technician I	14.69
Archeological Technician II	16.53
Archeological Technician III	20.40
Cartographic Technician	26.98
Civil Engineering Technician	20.40
Computer Based Training (CBT) Specialist/ Instructor	21.84
Drafter I	11.80
Drafter II	13.26
Drafter III	16.80
Drafter IV	20.81
Engineering Technician I	11.28
Engineering Technician II	12.68
Engineering Technician III	16.14
Engineering Technician IV	19.30
Engineering Technician V	24.20
Engineering Technician VI	29.28
Environmental Technician	18.32
Flight Simulator/Instructor (Pilot)	28.56
Graphic Artist	21.84
Instructor	20.80
Laboratory Technician	16.39
Mathematical Technician	19.30

Paralegal/Legal Assistant I	15.41
Paralegal/Legal Assistant II	20.68
Paralegal/Legal Assistant III	25.29
Paralegal/Legal Assistant IV	30.60
Photooptics Technician	19.30
Technical Writer	23.69
Unexploded (UXO) Safety Escort	18.01
Unexploded (UXO) Sweep Personnel	18.01
Unexploded Ordnance (UXO) Technician I	18.01
Unexploded Ordnance (UXO) Technician II	21.79
Unexploded Ordnance (UXO) Technician III	26.11
Weather Observer, Combined Upper Air and Surface Programs (3)	14.88
Weather Observer, Senior (3)	16.53
Weather Observer, Upper Air	14.88
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	17.04
Parking and Lot Attendant	12.59
Shuttle Bus Driver	16.04
Taxi Driver	15.18
Truckdriver, Heavy Truck	18.05
Truckdriver, Light Truck	16.04
Truckdriver, Medium Truck	17.04
Truckdriver, Tractor-Trailer	18.05

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.02 an hour or \$80.80 a week or \$350.13 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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Colu 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 commuica 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 basi 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 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 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 ra

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 employ 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 comme

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 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 occupation 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 split, combine, or subdivide classifications listed in the wage determination.

SCA NO: 94-2168 REV-21 REVISD 06/18/02

WAGE DETERMINATION NO: 94-2168 REV (21) AREA: IL,CHICAGO

HEALTH AND WELFARE LEVEL - TOTAL BENEFIT **OTHER WELFARE LEVEL WD: 94-2167**

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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
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William W.Gross Director	Division of Wage Determinations		Wage Determination No.: 1994-2168 Revision No.: 21 Date Of Last Revision: 04/11/2001
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State: Illinois

Area: Illinois Counties of Cook, De Kalb, Du Page, Kane, Lake, Lee, McHenry

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Heavy Equipment Mechanic	21.41
Heavy Equipment Operator	24.46
Instrument Mechanic	19.97
Laborer	11.94
Locksmith	19.10
Machinery Maintenance Mechanic	19.97
Machinist, Maintenance	21.61
Maintenance Trades Helper	13.97
Millwright	21.92
Office Appliance Repairer	19.97
Painter, Aircraft	19.97
Painter, Maintenance	19.97
Pipefitter, Maintenance	25.53
Plumber, Maintenance	23.71
Pneudraulic Systems Mechanic	19.97
Rigger	23.16
Scale Mechanic	18.22
Sheet-Metal Worker, Maintenance	22.31
Small Engine Mechanic	18.22
Telecommunication Mechanic I	20.98
Telecommunication Mechanic II	21.80
Telephone Lineman	20.98
Welder, Combination, Maintenance	19.97
Well Driller	22.96
Woodcraft Worker	19.97
Woodworker	16.38
Miscellaneous Occupations	
Animal Caretaker	10.67
Carnival Equipment Operator	12.83
Carnival Equipment Repairer	13.74
Carnival Worker	9.25
Cashier	8.08
Desk Clerk	8.62
Embalmer	17.48
Lifeguard	9.46
Mortician	20.93

Park Attendant (Aide)	11.88
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.15
Recreation Specialist	11.93
Recycling Worker	13.07
Sales Clerk	9.62
School Crossing Guard (Crosswalk Attendant)	9.77
Sport Official	9.46
Survey Party Chief (Chief of Party)	14.88
Surveying Aide	9.30
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.76
Swimming Pool Operator	13.06
Vending Machine Attendant	11.36
Vending Machine Repairer	13.06
Vending Machine Repairer Helper	11.36
Personal Needs Occupations	
Child Care Attendant	9.41
Child Care Center Clerk	12.36
Chore Aid	8.72
Homemaker	13.88
Plant and System Operation Occupations	
Boiler Tender	19.97
Sewage Plant Operator	19.10
Stationary Engineer	24.30
Ventilation Equipment Tender	15.59
Water Treatment Plant Operator	19.10
Protective Service Occupations	
Alarm Monitor	14.99
Corrections Officer	18.93
Court Security Officer	20.53
Detention Officer	18.93
Firefighter	21.13
Guard I	8.59
Guard II	14.91
Police Officer	21.22
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	17.05
Hatch Tender	15.19
Line Handler	15.19
Stevedore I	14.42
Stevedore II	15.85
Technical Occupations	
Air Traffic Control Specialist, Center (2)	28.33
Air Traffic Control Specialist, Station (2)	19.54
Air Traffic Control Specialist, Terminal (2)	21.51
Archeological Technician I	14.69
Archeological Technician II	16.53
Archeological Technician III	20.40
Cartographic Technician	26.98
Civil Engineering Technician	20.40
Computer Based Training (CBT) Specialist/ Instructor	21.84
Drafter I	11.80
Drafter II	13.26
Drafter III	16.80
Drafter IV	20.81
Engineering Technician I	11.28
Engineering Technician II	12.68
Engineering Technician III	16.14
Engineering Technician IV	19.30
Engineering Technician V	24.20
Engineering Technician VI	29.28
Environmental Technician	18.32
Flight Simulator/Instructor (Pilot)	28.56
Graphic Artist	21.84
Instructor	20.80
Laboratory Technician	16.39

Mathematical Technician	19.30
Paralegal/Legal Assistant I	15.41
Paralegal/Legal Assistant II	20.68
Paralegal/Legal Assistant III	25.29
Paralegal/Legal Assistant IV	30.60
Photooptics Technician	19.30
Technical Writer	23.69
Unexploded (UXO) Safety Escort	18.01
Unexploded (UXO) Sweep Personnel	18.01
Unexploded Ordnance (UXO) Technician I	18.01
Unexploded Ordnance (UXO) Technician II	21.79
Unexploded Ordnance (UXO) Technician III	26.11
Weather Observer, Combined Upper Air and Surface Programs (3)	14.88
Weather Observer, Senior (3)	16.53
Weather Observer, Upper Air	14.88
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	17.04
Parking and Lot Attendant	12.59
Shuttle Bus Driver	16.04
Taxi Driver	15.18
Truckdriver, Heavy Truck	18.05
Truckdriver, Light Truck	16.04
Truckdriver, Medium Truck	17.04
Truckdriver, Tractor-Trailer	18.05

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plan, civic and personal leave, severance pay, and savings and thrift plans. Minimum employee contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

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 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 a 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 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 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, dying, 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.

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 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 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, 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 com-

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 a 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 contract 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 classification 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 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 of priority the 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 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 to the Wage and Hour Division, 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 that 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.