

REGISTER OF WAGE DETERMINATIONS UNDER THE
SERVICE CONTRACT ACT

By direction of the Secretary of Labor

William W. Gross Director Division of Wage
Determinations

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

Wage Determination No.: 2005-2289

Revision No.: 3

Date of Last Revision: 05/29/2007

State: Minnesota

Area: Minnesota Counties of Benton, Big Stone, Blue Earth, Brown, Chippewa, Cottonwood, Dodge, Douglas, Faribault, Fillmore, Freeborn, Goodhue, Grant, Houston, Jackson, Kandiyohi, Lac Qui Parle, Le Sueur, Lincoln, Lyon, Martin, McLeod, Meeker, Mille Lacs, Morrison, Mower, Murray, Nicollet, Nobles, Olmsted, Pipestone, Pope, Redwood, Renville, Rice, Rock, Sherburne, Sibley, Stearns, Steele, Stevens, Swift, Todd, Traverse, Wabasha, Waseca, Watonwan, Winona, Yellow Medicine

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I	12 .56
01012 - Accounting Clerk II	15 .14
01013 - Accounting Clerk III	17 .60
01020 - Administrative Assistant	17 .81
01040 - Court Reporter	14 .96
01051 - Data Entry Operator I	10 .57
01052 - Data Entry Operator II	13 .35
01060 - Dispatcher, Motor Vehicle	15 .24
01070 - Document Preparation Clerk	11 .45
01090 - Duplicating Machine Operator	11 .86
01111 - General Clerk I	10 .54
01112 - General Clerk II	12 .88
01113 - General Clerk III	15 .36
01120 - Housing Referral Assistant	16 .34
01141 - Messenger Courier	10 .58
01191 - Order Clerk I	10 .32
01192 - Order Clerk II	13 .49
01261 - Personnel Assistant (Employment) I	12 .94
01262 - Personnel Assistant (Employment) II	14 .36
01263 - Personnel Assistant (Employment) III	17 .07
01270 - Production Control Clerk	17 .49
01280 - Receptionist	10 .69
01290 - Rental Clerk	11 .24
01300 - Scheduler, Maintenance	13 .31
01311 - Secretary I	13 .31
01312 - Secretary II	14 .96

01313 - Secretary III	16 .50
01320 - Service Order Dispatcher	13 .56
01410 - Supply Technician	17 .81
01420 - Survey Worker	14 .96
01531 - Travel Clerk I	12 .37
01532 - Travel Clerk II	13 .35
01533 - Travel Clerk III	14 .34
01611 - Word Processor I	11 .78
01612 - Word Processor II	13 .24
01613 - Word Processor III	15 .95

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass	16 .86
05010 - Automotive Electrician	16 .19
05040 - Automotive Glass Installer	15 .52
05070 - Automotive Worker	15 .52
05110 - Mobile Equipment Servicer	14 .33
05130 - Motor Equipment Metal Mechanic	16 .86
05160 - Motor Equipment Metal Worker	15 .52
05190 - Motor Vehicle Mechanic	17 .63
05220 - Motor Vehicle Mechanic Helper	13 .66
05250 - Motor Vehicle Upholstery Worker	15 .00
05280 - Motor Vehicle Wrecker	15 .52
05310 - Painter, Automotive	16 .19
05340 - Radiator Repair Specialist	15 .52
05370 - Tire Repairer	12 .59
05400 - Transmission Repair Specialist	16 .86

07000 - Food Preparation And Service Occupations

07010 - Baker	11 .72
07041 - Cook I	11 .19
07042 - Cook II	12 .19
07070 - Dishwasher	7 .50
07130 - Food Service Worker	8 .79
07210 - Meat Cutter	15 .17
07260 - Waiter/Waitress	8 .69

09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter	14 .86
09040 - Furniture Handler	12 .31
09080 - Furniture Refinisher	16 .19
09090 - Furniture Refinisher Helper	13 .66
09110 - Furniture Repairer, Minor	15 .00
09130 - Upholsterer	16 .19

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles	9 .18
11060 - Elevator Operator	9 .18
11090 - Gardener	12 .20
11122 - Housekeeping Aide	9 .35
11150 - Janitor	10 .21
11210 - Laborer, Grounds Maintenance	10 .94
11240 - Maid or Houseman	8 .80
11260 - Pruner	10 .04
11270 - Tractor Operator	12 .19
11330 - Trail Maintenance Worker	10 .94
11360 - Window Cleaner	11 .12

12000 - Health Occupations

12010 - Ambulance Driver	14 .49
12011 - Breath Alcohol Technician	14 .49
12012 - Certified Occupational Therapist Assistant	19 .89
12015 - Certified Physical Therapist Assistant	17 .35
12020 - Dental Assistant	15 .81
12025 - Dental Hygienist	30 .96
12030 - EKG Technician	21 .97
12035 - Electroneurodiagnostic Technologist	21 .97
12040 - Emergency Medical Technician	14 .49
12071 - Licensed Practical Nurse I	12 .87
12072 - Licensed Practical Nurse II	14 .46
12073 - Licensed Practical Nurse III	16 .16
12100 - Medical Assistant	13 .30
12130 - Medical Laboratory Technician	14 .63
12160 - Medical Record Clerk	10 .99
12190 - Medical Record Technician	13 .84
12195 - Medical Transcriptionist	13 .41
12210 - Nuclear Medicine Technologist	31 .86
12221 - Nursing Assistant I	9 .19
12222 - Nursing Assistant II	10 .34
12223 - Nursing Assistant III	11 .28
12224 - Nursing Assistant IV	12 .67
12235 - Optical Dispenser	14 .49
12236 - Optical Technician	10 .93
12250 - Pharmacy Technician	13 .70
12280 - Phlebotomist	13 .38
12305 - Radiologic Technologist	22 .31
12311 - Registered Nurse I	17 .96
12312 - Registered Nurse II	21 .98
12313 - Registered Nurse II, Specialist	21 .98
12314 - Registered Nurse III	26 .59
12315 - Registered Nurse III, Anesthetist	26 .59
12316 - Registered Nurse IV	31 .86

12317 - Scheduler (Drug and Alcohol Testing) 17 .96

13000 - Information And Arts Occupations

13011 - Exhibits Specialist I 16 .09

13012 - Exhibits Specialist II 19 .95

13013 - Exhibits Specialist III 24 .34

13041 - Illustrator I 16 .09

13042 - Illustrator II 19 .95

13043 - Illustrator III 24 .34

13047 - Librarian 22 .08

13050 - Library Aide/Clerk 12 .82

13054 - Library Information Technology Systems Administrator 19 .95

13058 - Library Technician 16 .40

13061 - Media Specialist I 14 .11

13062 - Media Specialist II 16 .09

13063 - Media Specialist III 17 .94

13071 - Photographer I 15 .31

13072 - Photographer II 16 .50

13073 - Photographer III 21 .18

13074 - Photographer IV 24 .93

13075 - Photographer V 27 .49

13110 - Video Teleconference Technician 14 .39

14000 - Information Technology Occupations

14041 - Computer Operator I 12 .83

14042 - Computer Operator II 14 .85

14043 - Computer Operator III 16 .92

14044 - Computer Operator IV 18 .80

14045 - Computer Operator V 20 .81

14071 - Computer Programmer I (1) 17 .07

14072 - Computer Programmer II (1) 22 .42

14073 - Computer Programmer III (1) 26 .46

14074 - Computer Programmer IV (1) 27 .62

14101 - Computer Systems Analyst I (1) 26 .98

14102 - Computer Systems Analyst II (1) 27 .62

14103 - Computer Systems Analyst III (1) 27 .62

14150 - Peripheral Equipment Operator 12 .78

14160 - Personal Computer Support Technician 18 .80

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated) 23 .15

15020 - Aircrew Training Devices Instructor (Rated) 28 .01

15030 - Air Crew Training Devices Instructor (Pilot) 30 .81

15050 - Computer Based Training Specialist / Instructor 27 .35

15060 - Educational Technologist 20 .74

15070 - Flight Instructor (Pilot) 30 .81

15080 - Graphic Artist	19 .69
15090 - Technical Instructor	16 .96
15095 - Technical Instructor/Course Developer	20 .74
15110 - Test Proctor	14 .52
15120 - Tutor	14 .52

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations

16010 - Assembler	10 .05
16030 - Counter Attendant	10 .05
16040 - Dry Cleaner	12 .62
16070 - Finisher, Flatwork, Machine	10 .05
16090 - Presser, Hand	10 .05
16110 - Presser, Machine, Drycleaning	10 .05
16130 - Presser, Machine, Shirts	10 .05
16160 - Presser, Machine, Wearing Apparel, Laundry	10 .05
16190 - Sewing Machine Operator	13 .38
16220 - Tailor	14 .12
16250 - Washer, Machine	11 .13

19000 - Machine Tool Operation And Repair Occupations

19010 - Machine-Tool Operator (Tool Room)	21 .56
19040 - Tool And Die Maker	24 .94

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator	14 .28
21030 - Material Coordinator	17 .49
21040 - Material Expediter	17 .49
21050 - Material Handling Laborer	13 .98
21071 - Order Filler	11 .15
21080 - Production Line Worker (Food Processing)	14 .28
21110 - Shipping Packer	12 .98
21130 - Shipping/Receiving Clerk	12 .61
21140 - Store Worker I	13 .19
21150 - Stock Clerk	17 .03
21210 - Tools And Parts Attendant	14 .28
21410 - Warehouse Specialist	14 .67

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder	22 .07
23021 - Aircraft Mechanic I	21 .24
23022 - Aircraft Mechanic II	22 .07
23023 - Aircraft Mechanic III	22 .92
23040 - Aircraft Mechanic Helper	16 .06
23050 - Aircraft, Painter	19 .64
23060 - Aircraft Servicer	17 .63
23080 - Aircraft Worker	18 .24

23110 - Appliance Mechanic	17 .54
23120 - Bicycle Repairer	12 .59
23125 - Cable Splicer	21 .24
23130 - Carpenter, Maintenance	17 .44
23140 - Carpet Layer	19 .28
23160 - Electrician, Maintenance	26 .33
23181 - Electronics Technician Maintenance I	18 .80
23182 - Electronics Technician Maintenance II	20 .26
23183 - Electronics Technician Maintenance III	21 .15
23260 - Fabric Worker	18 .30
23290 - Fire Alarm System Mechanic	21 .24
23310 - Fire Extinguisher Repairer	17 .34
23311 - Fuel Distribution System Mechanic	21 .24
23312 - Fuel Distribution System Operator	18 .04
23370 - General Maintenance Worker	15 .27
23380 - Ground Support Equipment Mechanic	21 .24
23381 - Ground Support Equipment Servicer	17 .63
23382 - Ground Support Equipment Worker	18 .24
23391 - Gunsmith I	16 .93
23392 - Gunsmith II	18 .80
23393 - Gunsmith III	20 .40
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21 .24
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22 .07
23430 - Heavy Equipment Mechanic	20 .29
23440 - Heavy Equipment Operator	19 .34
23460 - Instrument Mechanic	21 .24
23465 - Laboratory/Shelter Mechanic	19 .64
23470 - Laborer	11 .65
23510 - Locksmith	20 .26
23530 - Machinery Maintenance Mechanic	19 .88
23550 - Machinist, Maintenance	19 .39
23580 - Maintenance Trades Helper	14 .25
23591 - Metrology Technician I	21 .24
23592 - Metrology Technician II	22 .07
23593 - Metrology Technician III	22 .92
23640 - Millwright	21 .24
23710 - Office Appliance Repairer	20 .26
23760 - Painter, Maintenance	17 .37
23790 - Pipefitter, Maintenance	24 .35
23810 - Plumber, Maintenance	22 .31
23820 - Pneudraulic Systems Mechanic	21 .24
23850 - Rigger	21 .24
23870 - Scale Mechanic	19 .28
23890 - Sheet-Metal Worker, Maintenance	23 .42
23910 - Small Engine Mechanic	18 .78
23931 - Telecommunications Mechanic I	20 .04

23932 - Telecommunications Mechanic II	23 .98
23950 - Telephone Lineman	20 .04
23960 - Welder, Combination, Maintenance	19 .39
23965 - Well Driller	21 .24
23970 - Woodcraft Worker	21 .24
23980 - Woodworker	17 .34

24000 - Personal Needs Occupations

24570 - Child Care Attendant	8 .61
24580 - Child Care Center Clerk	10 .73
24610 - Chore Aide	10 .04
24620 - Family Readiness And Support Services Coordinator	11 .15
24630 - Homemaker	13 .72

25000 - Plant And System Operations Occupations

25010 - Boiler Tender	21 .18
25040 - Sewage Plant Operator	19 .51
25070 - Stationary Engineer	21 .18
25190 - Ventilation Equipment Tender	18 .00
25210 - Water Treatment Plant Operator	19 .51

27000 - Protective Service Occupations

27004 - Alarm Monitor	15 .79
27007 - Baggage Inspector	12 .22
27008 - Corrections Officer	18 .25
27010 - Court Security Officer	19 .92
27030 - Detection Dog Handler	15 .79
27040 - Detention Officer	18 .25
27070 - Firefighter	17 .74
27101 - Guard I	12 .22
27102 - Guard II	15 .79
27131 - Police Officer I	21 .67
27132 - Police Officer II	24 .09

28000 - Recreation Occupations

28041 - Carnival Equipment Operator	9 .68
28042 - Carnival Equipment Repairer	10 .09
28043 - Carnival Equipment Worker	8 .20
28210 - Gate Attendant/Gate Tender	12 .14
28310 - Lifeguard	10 .82
28350 - Park Attendant (Aide)	13 .58
28510 - Recreation Aide/Health Facility Attendant	9 .91
28515 - Recreation Specialist	12 .11
28630 - Sports Official	10 .82
28690 - Swimming Pool Operator	15 .33

29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer	19 .28
29020 - Hatch Tender	19 .28
29030 - Line Handler	19 .28
29041 - Stevedore I	18 .18
29042 - Stevedore II	19 .68

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center (HFO) (2)	32 .38
30011 - Air Traffic Control Specialist, Station (HFO) (2)	22 .33
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	24 .59
30021 - Archeological Technician I	14 .45
30022 - Archeological Technician II	16 .26
30023 - Archeological Technician III	21 .47
30030 - Cartographic Technician	22 .54
30040 - Civil Engineering Technician	19 .61
30061 - Drafter/CAD Operator I	16 .17
30062 - Drafter/CAD Operator II	18 .15
30063 - Drafter/CAD Operator III	19 .31
30064 - Drafter/CAD Operator IV	23 .76
30081 - Engineering Technician I	14 .70
30082 - Engineering Technician II	16 .35
30083 - Engineering Technician III	18 .36
30084 - Engineering Technician IV	22 .79
30085 - Engineering Technician V	24 .28
30086 - Engineering Technician VI	32 .32
30090 - Environmental Technician	22 .54
30210 - Laboratory Technician	15 .97
30240 - Mathematical Technician	22 .54
30361 - Paralegal/Legal Assistant I	18 .00
30362 - Paralegal/Legal Assistant II	22 .33
30363 - Paralegal/Legal Assistant III	23 .96
30364 - Paralegal/Legal Assistant IV	28 .71
30390 - Photo-Optics Technician	22 .54
30461 - Technical Writer I	21 .47
30462 - Technical Writer II	26 .25
30463 - Technical Writer III	31 .76
30491 - Unexploded Ordnance (UXO) Technician I	20 .58
30492 - Unexploded Ordnance (UXO) Technician II	24 .90
30493 - Unexploded Ordnance (UXO) Technician III	29 .85
30494 - Unexploded (UXO) Safety Escort	20 .58
30495 - Unexploded (UXO) Sweep Personnel	20 .58
30620 - Weather Observer, Combined Upper Air Or Surface Programs (3)	16 .19
30621 - Weather Observer, Senior (3)	18 .00

31000 - Transportation/Mobile Equipment Operation Occupations

31020 - Bus Aide	10 .25
31030 - Bus Driver	13 .58
31043 - Driver Courier	12 .63
31260 - Parking and Lot Attendant	10 .89
31290 - Shuttle Bus Driver	12 .87
31310 - Taxi Driver	11 .51
31361 - Truckdriver, Light	12 .87
31362 - Truckdriver, Medium	15 .77
31363 - Truckdriver, Heavy	16 .48
31364 - Truckdriver, Tractor-Trailer	16 .48

99000 - Miscellaneous Occupations

99030 - Cashier	7 .92
99050 - Desk Clerk	8 .41
99095 - Embalmer	20 .58
99251 - Laboratory Animal Caretaker I	9 .17
99252 - Laboratory Animal Caretaker II	10 .07
99310 - Mortician	20 .58
99410 - Pest Controller	12 .58
99510 - Photofinishing Worker	10 .82
99710 - Recycling Laborer	13 .07
99711 - Recycling Specialist	14 .18
99730 - Refuse Collector	12 .00
99810 - Sales Clerk	10 .57
99820 - School Crossing Guard	10 .91
99830 - Survey Party Chief	20 .87
99831 - Surveying Aide	12 .21
99832 - Surveying Technician	15 .94
99840 - Vending Machine Attendant	14 .85
99841 - Vending Machine Repairer	16 .24
99842 - Vending Machine Repairer Helper	14 .85

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.16 per hour or \$126.40 per week or \$547.73 per month

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

HOLIDAYS: HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29

CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A link to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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By direction of the Secretary of Labor

William W. Gross Director Division of Wage
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U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 2005-2287

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Date of Last Revision: 05/29/2007

States: Minnesota, Wisconsin

Area: Minnesota Counties of Anoka, Carver, Chisago, Dakota, Hennepin, Isanti, Ramsey, Scott, Washington, Wright
Wisconsin Counties of Pierce, Polk, St Croix

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

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I	14 .63
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01070 - Document Preparation Clerk	14 .40
01090 - Duplicating Machine Operator	13 .70
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01112 - General Clerk II	14 .05
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07260 - Waiter/Waitress	10 .54

09000 - Furniture Maintenance And Repair Occupations

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09090 - Furniture Refinisher Helper	17 .10
09110 - Furniture Repairer, Minor	18 .54
09130 - Upholsterer	18 .83

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles	11 .45
11060 - Elevator Operator	12 .09

11090 - Gardener	15 .62
11122 - Housekeeping Aide	12 .34
11150 - Janitor	12 .34
11210 - Laborer, Grounds Maintenance	12 .76
11240 - Maid or Houseman	10 .56
11260 - Pruner	12 .34
11270 - Tractor Operator	13 .91
11330 - Trail Maintenance Worker	12 .76
11360 - Window Cleaner	13 .20

12000 - Health Occupations

12010 - Ambulance Driver	16 .97
12011 - Breath Alcohol Technician	17 .59
12012 - Certified Occupational Therapist Assistant	19 .43
12015 - Certified Physical Therapist Assistant	19 .43
12020 - Dental Assistant	17 .66
12025 - Dental Hygienist	27 .22
12030 - EKG Technician	21 .46
12035 - Electroneurodiagnostic Technologist	21 .46
12040 - Emergency Medical Technician	16 .97
12071 - Licensed Practical Nurse I	15 .26
12072 - Licensed Practical Nurse II	17 .26
12073 - Licensed Practical Nurse III	19 .25
12100 - Medical Assistant	15 .70
12130 - Medical Laboratory Technician	17 .47
12160 - Medical Record Clerk	14 .17
12190 - Medical Record Technician	15 .36
12195 - Medical Transcriptionist	15 .38
12210 - Nuclear Medicine Technologist	30 .09
12221 - Nursing Assistant I	10 .51
12222 - Nursing Assistant II	11 .83
12223 - Nursing Assistant III	12 .56
12224 - Nursing Assistant IV	14 .82
12235 - Optical Dispenser	16 .01
12236 - Optical Technician	15 .26
12250 - Pharmacy Technician	15 .53
12280 - Phlebotomist	14 .82
12305 - Radiologic Technologist	24 .24
12311 - Registered Nurse I	22 .57
12312 - Registered Nurse II	27 .59
12313 - Registered Nurse II, Specialist	27 .59
12314 - Registered Nurse III	33 .40
12315 - Registered Nurse III, Anesthetist	33 .40
12316 - Registered Nurse IV	39 .88
12317 - Scheduler (Drug and Alcohol Testing)	17 .54

13000 - Information And Arts Occupations

13011 - Exhibits Specialist I	20 .47
13012 - Exhibits Specialist II	26 .14
13013 - Exhibits Specialist III	30 .90
13041 - Illustrator I	21 .81
13042 - Illustrator II	27 .01
13043 - Illustrator III	33 .05
13047 - Librarian	33 .12
13050 - Library Aide/Clerk	13 .54
13054 - Library Information Technology Systems Administrator	25 .74
13058 - Library Technician	16 .68
13061 - Media Specialist I	18 .14
13062 - Media Specialist II	19 .95
13063 - Media Specialist III	21 .95
13071 - Photographer I	18 .62
13072 - Photographer II	20 .83
13073 - Photographer III	25 .80
13074 - Photographer IV	31 .57
13075 - Photographer V	36 .08
13110 - Video Teleconference Technician	14 .91

14000 - Information Technology Occupations

14041 - Computer Operator I	16 .49
14042 - Computer Operator II	18 .94
14043 - Computer Operator III	21 .95
14044 - Computer Operator IV	24 .75
14045 - Computer Operator V	26 .17
14071 - Computer Programmer I (1)	24 .24
14072 - Computer Programmer II (1)	27 .62
14073 - Computer Programmer III (1)	27 .62
14074 - Computer Programmer IV (1)	27 .62
14101 - Computer Systems Analyst I (1)	27 .62
14102 - Computer Systems Analyst II (1)	27 .62
14103 - Computer Systems Analyst III (1)	27 .62
14150 - Peripheral Equipment Operator	16 .49
14160 - Personal Computer Support Technician	24 .75

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated)	33 .34
15020 - Aircrew Training Devices Instructor (Rated)	35 .03
15030 - Air Crew Training Devices Instructor (Pilot)	37 .28
15050 - Computer Based Training Specialist / Instructor	33 .87
15060 - Educational Technologist	27 .92
15070 - Flight Instructor (Pilot)	37 .28
15080 - Graphic Artist	24 .15
15090 - Technical Instructor	21 .14

15095 - Technical Instructor/Course Developer	25 .87
15110 - Test Proctor	18 .24
15120 - Tutor	18 .24

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations

16010 - Assembler	9 .83
16030 - Counter Attendant	9 .83
16040 - Dry Cleaner	12 .38
16070 - Finisher, Flatwork, Machine	9 .83
16090 - Presser, Hand	9 .83
16110 - Presser, Machine, Drycleaning	9 .83
16130 - Presser, Machine, Shirts	9 .83
16160 - Presser, Machine, Wearing Apparel, Laundry	9 .83
16190 - Sewing Machine Operator	13 .11
16220 - Tailor	13 .85
16250 - Washer, Machine	10 .90

19000 - Machine Tool Operation And Repair Occupations

19010 - Machine-Tool Operator (Tool Room)	21 .12
19040 - Tool And Die Maker	26 .80

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator	17 .74
21030 - Material Coordinator	20 .31
21040 - Material Expediter	20 .31
21050 - Material Handling Laborer	16 .04
21071 - Order Filler	13 .50
21080 - Production Line Worker (Food Processing)	17 .74
21110 - Shipping Packer	18 .04
21130 - Shipping/Receiving Clerk	18 .04
21140 - Store Worker I	12 .65
21150 - Stock Clerk	16 .35
21210 - Tools And Parts Attendant	17 .74
21410 - Warehouse Specialist	18 .67

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder	24 .08
23021 - Aircraft Mechanic I	23 .18
23022 - Aircraft Mechanic II	24 .08
23023 - Aircraft Mechanic III	25 .02
23040 - Aircraft Mechanic Helper	17 .92
23050 - Aircraft, Painter	22 .19
23060 - Aircraft Servicer	20 .35
23080 - Aircraft Worker	21 .24
23110 - Appliance Mechanic	21 .12
23120 - Bicycle Repairer	17 .12

23125 - Cable Splicer	27 .89
23130 - Carpenter, Maintenance	24 .24
23140 - Carpet Layer	22 .01
23160 - Electrician, Maintenance	29 .59
23181 - Electronics Technician Maintenance I	21 .50
23182 - Electronics Technician Maintenance II	24 .14
23183 - Electronics Technician Maintenance III	27 .35
23260 - Fabric Worker	20 .35
23290 - Fire Alarm System Mechanic	24 .43
23310 - Fire Extinguisher Repairer	19 .10
23311 - Fuel Distribution System Mechanic	24 .62
23312 - Fuel Distribution System Operator	21 .94
23370 - General Maintenance Worker	21 .24
23380 - Ground Support Equipment Mechanic	23 .18
23381 - Ground Support Equipment Servicer	20 .35
23382 - Ground Support Equipment Worker	21 .24
23391 - Gunsmith I	19 .10
23392 - Gunsmith II	21 .24
23393 - Gunsmith III	23 .18
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21 .87
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22 .72
23430 - Heavy Equipment Mechanic	21 .87
23440 - Heavy Equipment Operator	24 .66
23460 - Instrument Mechanic	22 .24
23465 - Laboratory/Shelter Mechanic	22 .33
23470 - Laborer	13 .59
23510 - Locksmith	20 .17
23530 - Machinery Maintenance Mechanic	21 .53
23550 - Machinist, Maintenance	21 .98
23580 - Maintenance Trades Helper	16 .19
23591 - Metrology Technician I	22 .24
23592 - Metrology Technician II	23 .11
23593 - Metrology Technician III	24 .00
23640 - Millwright	25 .44
23710 - Office Appliance Repairer	21 .42
23760 - Painter, Maintenance	21 .49
23790 - Pipefitter, Maintenance	27 .02
23810 - Plumber, Maintenance	22 .69
23820 - Pneudraulic Systems Mechanic	23 .18
23850 - Rigger	23 .07
23870 - Scale Mechanic	21 .24
23890 - Sheet-Metal Worker, Maintenance	23 .80
23910 - Small Engine Mechanic	21 .24
23931 - Telecommunications Mechanic I	24 .87
23932 - Telecommunications Mechanic II	25 .84
23950 - Telephone Lineman	24 .43

23960 - Welder, Combination, Maintenance	22 .63
23965 - Well Driller	23 .07
23970 - Woodcraft Worker	23 .18
23980 - Woodworker	19 .10

24000 - Personal Needs Occupations

24570 - Child Care Attendant	13 .15
24580 - Child Care Center Clerk	18 .03
24610 - Chore Aide	10 .21
24620 - Family Readiness And Support Services Coordinator	14 .71
24630 - Homemaker	20 .05

25000 - Plant And System Operations Occupations

25010 - Boiler Tender	23 .01
25040 - Sewage Plant Operator	20 .17
25070 - Stationary Engineer	23 .01
25190 - Ventilation Equipment Tender	17 .28
25210 - Water Treatment Plant Operator	20 .17

27000 - Protective Service Occupations

27004 - Alarm Monitor	18 .57
27007 - Baggage Inspector	12 .36
27008 - Corrections Officer	18 .54
27010 - Court Security Officer	21 .99
27030 - Detection Dog Handler	17 .29
27040 - Detention Officer	19 .08
27070 - Firefighter	20 .84
27101 - Guard I	12 .36
27102 - Guard II	17 .29
27131 - Police Officer I	25 .82
27132 - Police Officer II	28 .68

28000 - Recreation Occupations

28041 - Carnival Equipment Operator	12 .15
28042 - Carnival Equipment Repairer	12 .21
28043 - Carnival Equipment Worker	9 .93
28210 - Gate Attendant/Gate Tender	12 .66
28310 - Lifeguard	11 .28
28350 - Park Attendant (Aide)	14 .16
28510 - Recreation Aide/Health Facility Attendant	10 .33
28515 - Recreation Specialist	16 .18
28630 - Sports Official	11 .28
28690 - Swimming Pool Operator	17 .70

29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer	23 .62
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29020 - Hatch Tender	23 .62
29030 - Line Handler	23 .62
29041 - Stevedore I	22 .81
29042 - Stevedore II	24 .68

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center (HFO) (2)	33 .76
30011 - Air Traffic Control Specialist, Station (HFO) (2)	23 .28
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25 .64
30021 - Archeological Technician I	19 .31
30022 - Archeological Technician II	21 .70
30023 - Archeological Technician III	27 .26
30030 - Cartographic Technician	29 .12
30040 - Civil Engineering Technician	22 .44
30061 - Drafter/CAD Operator I	19 .40
30062 - Drafter/CAD Operator II	21 .70
30063 - Drafter/CAD Operator III	24 .20
30064 - Drafter/CAD Operator IV	29 .33
30081 - Engineering Technician I	18 .28
30082 - Engineering Technician II	21 .13
30083 - Engineering Technician III	23 .63
30084 - Engineering Technician IV	29 .27
30085 - Engineering Technician V	31 .24
30086 - Engineering Technician VI	39 .24
30090 - Environmental Technician	22 .39
30210 - Laboratory Technician	19 .17
30240 - Mathematical Technician	23 .33
30361 - Paralegal/Legal Assistant I	19 .70
30362 - Paralegal/Legal Assistant II	24 .82
30363 - Paralegal/Legal Assistant III	26 .31
30364 - Paralegal/Legal Assistant IV	31 .91
30390 - Photo-Optics Technician	29 .12
30461 - Technical Writer I	22 .80
30462 - Technical Writer II	27 .90
30463 - Technical Writer III	30 .64
30491 - Unexploded Ordnance (UXO) Technician I	21 .46
30492 - Unexploded Ordnance (UXO) Technician II	25 .96
30493 - Unexploded Ordnance (UXO) Technician III	31 .12
30494 - Unexploded (UXO) Safety Escort	21 .46
30495 - Unexploded (UXO) Sweep Personnel	21 .46
30620 - Weather Observer, Combined Upper Air Or Surface Programs (3)	21 .31
30621 - Weather Observer, Senior (3)	23 .36

31000 - Transportation/Mobile Equipment Operation Occupations

31020 - Bus Aide	11 .79
31030 - Bus Driver	15 .64

31043 - Driver Courier	14 .85
31260 - Parking and Lot Attendant	9 .02
31290 - Shuttle Bus Driver	17 .50
31310 - Taxi Driver	12 .91
31361 - Truckdriver, Light	15 .91
31362 - Truckdriver, Medium	20 .09
31363 - Truckdriver, Heavy	20 .42
31364 - Truckdriver, Tractor-Trailer	20 .39

99000 - Miscellaneous Occupations

99030 - Cashier	10 .01
99050 - Desk Clerk	10 .62
99095 - Embalmer	23 .10
99251 - Laboratory Animal Caretaker I	11 .12
99252 - Laboratory Animal Caretaker II	11 .90
99310 - Mortician	24 .88
99410 - Pest Controller	16 .90
99510 - Photofinishing Worker	12 .27
99710 - Recycling Laborer	16 .55
99711 - Recycling Specialist	17 .75
99730 - Refuse Collector	15 .20
99810 - Sales Clerk	11 .35
99820 - School Crossing Guard	10 .92
99830 - Survey Party Chief	28 .14
99831 - Surveying Aide	18 .69
99832 - Surveying Technician	21 .49
99840 - Vending Machine Attendant	15 .05
99841 - Vending Machine Repairer	17 .25
99842 - Vending Machine Repairer Helper	15 .05

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.16 per hour or \$126.40 per week or \$547.73 per month

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

HOLIDAYS: HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A link to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE
SERVICE CONTRACT ACT

By direction of the Secretary of Labor

William W. Gross Director Division of Wage
Determinations

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

Wage Determination No.: 2005-2285

Revision No.: 3

Date of Last Revision: 05/29/2007

States: Minnesota, Wisconsin

Area: Minnesota Counties of Aitkin, Becker, Beltrami, Carlton, Cass, Clay, Clearwater, Cook, Crow Wing, Hubbard, Itasca, Kanabec, Kittson, Koochiching, Lake, Lake of The Woods, Mahanomen, Marshall, Norman, Otter Tail, Pennington, Pine, Polk, Red Lake, Roseau, St Louis, Wadena, Wilkin

Wisconsin Counties of Ashland, Bayfield, Burnett, Douglas, Iron, Price, Rusk, Sawyer, Taylor, Washburn

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I	13 .02
01012 - Accounting Clerk II	15 .04
01013 - Accounting Clerk III	17 .89
01020 - Administrative Assistant	18 .71
01040 - Court Reporter	15 .87
01051 - Data Entry Operator I	11 .34
01052 - Data Entry Operator II	12 .43
01060 - Dispatcher, Motor Vehicle	18 .53
01070 - Document Preparation Clerk	12 .54
01090 - Duplicating Machine Operator	12 .54
01111 - General Clerk I	10 .33
01112 - General Clerk II	11 .59
01113 - General Clerk III	13 .01
01120 - Housing Referral Assistant	15 .65
01141 - Messenger Courier	8 .37
01191 - Order Clerk I	12 .77
01192 - Order Clerk II	13 .81
01261 - Personnel Assistant (Employment) I	12 .99
01262 - Personnel Assistant (Employment) II	15 .17
01263 - Personnel Assistant (Employment) III	16 .92
01270 - Production Control Clerk	17 .22
01280 - Receptionist	9 .94
01290 - Rental Clerk	9 .97
01300 - Scheduler, Maintenance	14 .93
01311 - Secretary I	15 .24
01312 - Secretary II	15 .87

01313 - Secretary III	17 .09
01320 - Service Order Dispatcher	14 .44
01410 - Supply Technician	17 .01
01420 - Survey Worker	11 .69
01531 - Travel Clerk I	11 .58
01532 - Travel Clerk II	12 .49
01533 - Travel Clerk III	13 .40
01611 - Word Processor I	11 .72
01612 - Word Processor II	13 .08
01613 - Word Processor III	14 .63

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass	17 .40
05010 - Automotive Electrician	15 .43
05040 - Automotive Glass Installer	14 .99
05070 - Automotive Worker	14 .99
05110 - Mobile Equipment Servicer	13 .70
05130 - Motor Equipment Metal Mechanic	15 .92
05160 - Motor Equipment Metal Worker	14 .99
05190 - Motor Vehicle Mechanic	15 .68
05220 - Motor Vehicle Mechanic Helper	14 .50
05250 - Motor Vehicle Upholstery Worker	14 .24
05280 - Motor Vehicle Wrecker	14 .99
05310 - Painter, Automotive	15 .20
05340 - Radiator Repair Specialist	14 .99
05370 - Tire Repairer	13 .24
05400 - Transmission Repair Specialist	15 .92

07000 - Food Preparation And Service Occupations

07010 - Baker	11 .74
07041 - Cook I	10 .48
07042 - Cook II	11 .28
07070 - Dishwasher	7 .72
07130 - Food Service Worker	9 .08
07210 - Meat Cutter	14 .36
07260 - Waiter/Waitress	7 .39

09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter	16 .84
09040 - Furniture Handler	12 .24
09080 - Furniture Refinisher	16 .84
09090 - Furniture Refinisher Helper	14 .60
09110 - Furniture Repairer, Minor	15 .77
09130 - Upholsterer	16 .84

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles	9 .13
11060 - Elevator Operator	9 .02
11090 - Gardener	11 .98
11122 - Housekeeping Aide	9 .02
11150 - Janitor	9 .80
11210 - Laborer, Grounds Maintenance	11 .00
11240 - Maid or Houseman	8 .51
11260 - Pruner	9 .80
11270 - Tractor Operator	11 .86
11330 - Trail Maintenance Worker	11 .00
11360 - Window Cleaner	10 .28

12000 - Health Occupations

12010 - Ambulance Driver	12 .02
12011 - Breath Alcohol Technician	14 .86
12012 - Certified Occupational Therapist Assistant	16 .95
12015 - Certified Physical Therapist Assistant	16 .95
12020 - Dental Assistant	13 .05
12025 - Dental Hygienist	22 .82
12030 - EKG Technician	20 .60
12035 - Electroneurodiagnostic Technologist	20 .60
12040 - Emergency Medical Technician	12 .02
12071 - Licensed Practical Nurse I	13 .25
12072 - Licensed Practical Nurse II	14 .86
12073 - Licensed Practical Nurse III	16 .63
12100 - Medical Assistant	11 .22
12130 - Medical Laboratory Technician	15 .66
12160 - Medical Record Clerk	11 .09
12190 - Medical Record Technician	14 .74
12195 - Medical Transcriptionist	11 .09
12210 - Nuclear Medicine Technologist	32 .78
12221 - Nursing Assistant I	9 .43
12222 - Nursing Assistant II	10 .59
12223 - Nursing Assistant III	11 .57
12224 - Nursing Assistant IV	12 .98
12235 - Optical Dispenser	11 .56
12236 - Optical Technician	10 .33
12250 - Pharmacy Technician	12 .19
12280 - Phlebotomist	12 .98
12305 - Radiologic Technologist	22 .45
12311 - Registered Nurse I	19 .59
12312 - Registered Nurse II	23 .97
12313 - Registered Nurse II, Specialist	23 .97
12314 - Registered Nurse III	29 .00
12315 - Registered Nurse III, Anesthetist	29 .00
12316 - Registered Nurse IV	34 .74

12317 - Scheduler (Drug and Alcohol Testing) 18 .48

13000 - Information And Arts Occupations

13011 - Exhibits Specialist I 16 .93
13012 - Exhibits Specialist II 20 .98
13013 - Exhibits Specialist III 24 .96
13041 - Illustrator I 16 .93
13042 - Illustrator II 20 .98
13043 - Illustrator III 23 .33
13047 - Librarian 22 .60
13050 - Library Aide/Clerk 11 .05
13054 - Library Information Technology Systems Administrator 21 .05
13058 - Library Technician 15 .68
13061 - Media Specialist I 13 .71
13062 - Media Specialist II 16 .47
13063 - Media Specialist III 18 .36
13071 - Photographer I 13 .64
13072 - Photographer II 17 .01
13073 - Photographer III 21 .08
13074 - Photographer IV 25 .78
13075 - Photographer V 30 .49
13110 - Video Teleconference Technician 14 .72

14000 - Information Technology Occupations

14041 - Computer Operator I 13 .59
14042 - Computer Operator II 15 .70
14043 - Computer Operator III 19 .43
14044 - Computer Operator IV 21 .60
14045 - Computer Operator V 23 .90
14071 - Computer Programmer I (1) 16 .67
14072 - Computer Programmer II (1) 19 .74
14073 - Computer Programmer III (1) 23 .29
14074 - Computer Programmer IV (1) 26 .39
14101 - Computer Systems Analyst I (1) 24 .49
14102 - Computer Systems Analyst II (1) 27 .62
14103 - Computer Systems Analyst III (1) 27 .62
14150 - Peripheral Equipment Operator 12 .96
14160 - Personal Computer Support Technician 21 .60

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated) 22 .81
15020 - Aircrew Training Devices Instructor (Rated) 27 .62
15030 - Air Crew Training Devices Instructor (Pilot) 30 .38
15050 - Computer Based Training Specialist / Instructor 24 .49
15060 - Educational Technologist 23 .76
15070 - Flight Instructor (Pilot) 30 .38

15080 - Graphic Artist	16 .94
15090 - Technical Instructor	18 .13
15095 - Technical Instructor/Course Developer	22 .17
15110 - Test Proctor	14 .62
15120 - Tutor	14 .62

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations

16010 - Assembler	9 .83
16030 - Counter Attendant	9 .83
16040 - Dry Cleaner	12 .38
16070 - Finisher, Flatwork, Machine	9 .83
16090 - Presser, Hand	9 .83
16110 - Presser, Machine, Drycleaning	9 .83
16130 - Presser, Machine, Shirts	9 .83
16160 - Presser, Machine, Wearing Apparel, Laundry	9 .83
16190 - Sewing Machine Operator	13 .11
16220 - Tailor	13 .85
16250 - Washer, Machine	10 .90

19000 - Machine Tool Operation And Repair Occupations

19010 - Machine-Tool Operator (Tool Room)	19 .16
19040 - Tool And Die Maker	23 .53

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator	15 .59
21030 - Material Coordinator	17 .22
21040 - Material Expediter	17 .22
21050 - Material Handling Laborer	11 .90
21071 - Order Filler	10 .09
21080 - Production Line Worker (Food Processing)	15 .59
21110 - Shipping Packer	14 .21
21130 - Shipping/Receiving Clerk	13 .42
21140 - Store Worker I	13 .83
21150 - Stock Clerk	17 .08
21210 - Tools And Parts Attendant	15 .59
21410 - Warehouse Specialist	15 .59

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder	23 .40
23021 - Aircraft Mechanic I	22 .29
23022 - Aircraft Mechanic II	23 .40
23023 - Aircraft Mechanic III	24 .57
23040 - Aircraft Mechanic Helper	17 .99
23050 - Aircraft, Painter	20 .23
23060 - Aircraft Servicer	20 .13
23080 - Aircraft Worker	20 .98

23110 - Appliance Mechanic	19 .16
23120 - Bicycle Repairer	13 .24
23125 - Cable Splicer	23 .72
23130 - Carpenter, Maintenance	19 .53
23140 - Carpet Layer	18 .46
23160 - Electrician, Maintenance	23 .78
23181 - Electronics Technician Maintenance I	23 .88
23182 - Electronics Technician Maintenance II	24 .76
23183 - Electronics Technician Maintenance III	25 .41
23260 - Fabric Worker	17 .80
23290 - Fire Alarm System Mechanic	21 .10
23310 - Fire Extinguisher Repairer	17 .62
23311 - Fuel Distribution System Mechanic	23 .55
23312 - Fuel Distribution System Operator	20 .59
23370 - General Maintenance Worker	16 .01
23380 - Ground Support Equipment Mechanic	22 .29
23381 - Ground Support Equipment Servicer	19 .44
23382 - Ground Support Equipment Worker	20 .24
23391 - Gunsmith I	17 .62
23392 - Gunsmith II	18 .71
23393 - Gunsmith III	20 .60
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18 .76
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19 .62
23430 - Heavy Equipment Mechanic	21 .80
23440 - Heavy Equipment Operator	20 .64
23460 - Instrument Mechanic	21 .10
23465 - Laboratory/Shelter Mechanic	19 .26
23470 - Laborer	11 .30
23510 - Locksmith	19 .30
23530 - Machinery Maintenance Mechanic	22 .47
23550 - Machinist, Maintenance	18 .24
23580 - Maintenance Trades Helper	15 .11
23591 - Metrology Technician I	21 .10
23592 - Metrology Technician II	21 .73
23593 - Metrology Technician III	22 .38
23640 - Millwright	21 .10
23710 - Office Appliance Repairer	19 .16
23760 - Painter, Maintenance	21 .56
23790 - Pipefitter, Maintenance	24 .27
23810 - Plumber, Maintenance	20 .49
23820 - Pneudraulic Systems Mechanic	21 .10
23850 - Rigger	21 .10
23870 - Scale Mechanic	18 .71
23890 - Sheet-Metal Worker, Maintenance	22 .90
23910 - Small Engine Mechanic	16 .25
23931 - Telecommunications Mechanic I	21 .45

23932 - Telecommunications Mechanic II	22 .13
23950 - Telephone Lineman	19 .50
23960 - Welder, Combination, Maintenance	18 .98
23965 - Well Driller	19 .60
23970 - Woodcraft Worker	20 .88
23980 - Woodworker	15 .41

24000 - Personal Needs Occupations

24570 - Child Care Attendant	10 .18
24580 - Child Care Center Clerk	12 .68
24610 - Chore Aide	10 .40
24620 - Family Readiness And Support Services Coordinator	11 .34
24630 - Homemaker	16 .21

25000 - Plant And System Operations Occupations

25010 - Boiler Tender	20 .63
25040 - Sewage Plant Operator	21 .71
25070 - Stationary Engineer	20 .63
25190 - Ventilation Equipment Tender	17 .55
25210 - Water Treatment Plant Operator	21 .71

27000 - Protective Service Occupations

27004 - Alarm Monitor	14 .40
27007 - Baggage Inspector	10 .20
27008 - Corrections Officer	18 .99
27010 - Court Security Officer	18 .49
27030 - Detection Dog Handler	12 .41
27040 - Detention Officer	18 .99
27070 - Firefighter	15 .58
27101 - Guard I	10 .20
27102 - Guard II	12 .41
27131 - Police Officer I	22 .07
27132 - Police Officer II	24 .53

28000 - Recreation Occupations

28041 - Carnival Equipment Operator	8 .30
28042 - Carnival Equipment Repairer	8 .67
28043 - Carnival Equipment Worker	7 .34
28210 - Gate Attendant/Gate Tender	12 .14
28310 - Lifeguard	10 .82
28350 - Park Attendant (Aide)	13 .58
28510 - Recreation Aide/Health Facility Attendant	9 .91
28515 - Recreation Specialist	11 .65
28630 - Sports Official	10 .82
28690 - Swimming Pool Operator	12 .53

29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer	19 .97
29020 - Hatch Tender	19 .97
29030 - Line Handler	19 .97
29041 - Stevedore I	17 .74
29042 - Stevedore II	20 .77

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center (HFO) (2)	32 .38
30011 - Air Traffic Control Specialist, Station (HFO) (2)	22 .33
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	24 .59
30021 - Archeological Technician I	16 .56
30022 - Archeological Technician II	18 .65
30023 - Archeological Technician III	23 .01
30030 - Cartographic Technician	21 .87
30040 - Civil Engineering Technician	22 .91
30061 - Drafter/CAD Operator I	14 .53
30062 - Drafter/CAD Operator II	18 .62
30063 - Drafter/CAD Operator III	19 .67
30064 - Drafter/CAD Operator IV	23 .07
30081 - Engineering Technician I	14 .07
30082 - Engineering Technician II	16 .36
30083 - Engineering Technician III	18 .30
30084 - Engineering Technician IV	22 .68
30085 - Engineering Technician V	27 .75
30086 - Engineering Technician VI	32 .76
30090 - Environmental Technician	21 .01
30210 - Laboratory Technician	18 .28
30240 - Mathematical Technician	21 .87
30361 - Paralegal/Legal Assistant I	13 .67
30362 - Paralegal/Legal Assistant II	16 .09
30363 - Paralegal/Legal Assistant III	19 .69
30364 - Paralegal/Legal Assistant IV	23 .82
30390 - Photo-Optics Technician	22 .79
30461 - Technical Writer I	14 .63
30462 - Technical Writer II	17 .89
30463 - Technical Writer III	21 .65
30491 - Unexploded Ordnance (UXO) Technician I	20 .58
30492 - Unexploded Ordnance (UXO) Technician II	24 .90
30493 - Unexploded Ordnance (UXO) Technician III	29 .85
30494 - Unexploded (UXO) Safety Escort	20 .58
30495 - Unexploded (UXO) Sweep Personnel	20 .58
30620 - Weather Observer, Combined Upper Air Or Surface Programs (3)	15 .14
30621 - Weather Observer, Senior (3)	16 .83

31000 - Transportation/Mobile Equipment Operation Occupations

31020 - Bus Aide	10 .40
31030 - Bus Driver	16 .02
31043 - Driver Courier	13 .14
31260 - Parking and Lot Attendant	11 .83
31290 - Shuttle Bus Driver	15 .42
31310 - Taxi Driver	13 .95
31361 - Truckdriver, Light	13 .92
31362 - Truckdriver, Medium	14 .48
31363 - Truckdriver, Heavy	18 .05
31364 - Truckdriver, Tractor-Trailer	18 .05

99000 - Miscellaneous Occupations

99030 - Cashier	7 .79
99050 - Desk Clerk	8 .41
99095 - Embalmer	22 .02
99251 - Laboratory Animal Caretaker I	10 .68
99252 - Laboratory Animal Caretaker II	11 .25
99310 - Mortician	22 .06
99410 - Pest Controller	11 .14
99510 - Photofinishing Worker	10 .82
99710 - Recycling Laborer	12 .11
99711 - Recycling Specialist	12 .79
99730 - Refuse Collector	12 .43
99810 - Sales Clerk	9 .71
99820 - School Crossing Guard	10 .12
99830 - Survey Party Chief	18 .03
99831 - Surveying Aide	12 .12
99832 - Surveying Technician	15 .84
99840 - Vending Machine Attendant	11 .23
99841 - Vending Machine Repairer	12 .53
99842 - Vending Machine Repairer Helper	11 .29

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.16 per hour or \$126.40 per week or \$547.73 per month

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29

CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A link to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.