

94-2103 DC,DISTRICT-WIDE

WAGE DETERMINATION NO: 94-2103 REV (34) AREA: DC,DISTRICT-WIDE

HEALTH AND WELFARE LEVEL - INSURANCE ONLY **OTHER WELFARE LEVEL WD:94-2104

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT ADMINISTRATION By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS WAGE AND HOUR DIVISION WASHINGTON D.C. 20210 Wage Determination No.: 1994- 2103 Revision No.: 34 Date Of Revision:
William W.Gross Division of Director Wage Determinations		
05/23/2005		

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide
Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince George's, St Mary's
Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, King George, Loudoun, Prince William, Stafford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	12.16
01012 - Accounting Clerk II	12.86
01013 - Accounting Clerk III	14.89
01014 - Accounting Clerk IV	16.65
01030 - Court Reporter	17.02
01050 - Dispatcher, Motor Vehicle	16.50

01060 - Document Preparation Clerk
12.75
01070 - Messenger (Courier)
10.23
01090 - Duplicating Machine Operator
12.75
01110 - Film/Tape Librarian
15.10
01115 - General Clerk I
11.68
01116 - General Clerk II
13.72
01117 - General Clerk III
15.32
01118 - General Clerk IV
18.74
01120 - Housing Referral Assistant
19.30
01131 - Key Entry Operator I
12.67
01132 - Key Entry Operator II
13.82
01191 - Order Clerk I
14.74
01192 - Order Clerk II
16.29
01261 - Personnel Assistant (Employment) I
13.05
01262 - Personnel Assistant (Employment) II
15.10
01263 - Personnel Assistant (Employment) III
17.02
01264 - Personnel Assistant (Employment) IV
19.60
01270 - Production Control Clerk
18.89
01290 - Rental Clerk
15.42
01300 - Scheduler, Maintenance
15.26
01311 - Secretary I
16.11
01312 - Secretary II
17.31
01313 - Secretary III
19.30
01314 - Secretary IV
21.45
01315 - Secretary V
23.75
01320 - Service Order Dispatcher
15.82
01341 - Stenographer I
15.15

01342 - Stenographer II
16.47
01400 - Supply Technician
21.45
01420 - Survey Worker (Interviewer)
16.43
01460 - Switchboard Operator-Receptionist
12.06
01510 - Test Examiner
17.31
01520 - Test Proctor
17.31
01531 - Travel Clerk I
11.63
01532 - Travel Clerk II
12.49
01533 - Travel Clerk III
13.41
01611 - Word Processor I
12.75
01612 - Word Processor II
15.10
01613 - Word Processor III
17.02
03000 - Automatic Data Processing Occupations
03010 - Computer Data Librarian
15.10
03041 - Computer Operator I
15.10
03042 - Computer Operator II
17.02
03043 - Computer Operator III
18.89
03044 - Computer Operator IV
21.09
03045 - Computer Operator V
23.35
03071 - Computer Programmer I (1)
19.64
03072 - Computer Programmer II (1)
23.33
03073 - Computer Programmer III (1)
27.62
03074 - Computer Programmer IV (1)
27.62
03101 - Computer Systems Analyst I (1)
27.62
03102 - Computer Systems Analyst II (1)
27.62
03103 - Computer Systems Analyst III (1)
27.62
03160 - Peripheral Equipment Operator
15.10
05000 - Automotive Service Occupations

05005 - Automotive Body Repairer, Fiberglass
22.73
05010 - Automotive Glass Installer
17.88
05040 - Automotive Worker
17.88
05070 - Electrician, Automotive
18.95
05100 - Mobile Equipment Servicer
15.69
05130 - Motor Equipment Metal Mechanic
19.98
05160 - Motor Equipment Metal Worker
17.88
05190 - Motor Vehicle Mechanic
20.07
05220 - Motor Vehicle Mechanic Helper
16.81
05250 - Motor Vehicle Upholstery Worker
17.88
05280 - Motor Vehicle Wrecker
17.88
05310 - Painter, Automotive
18.95
05340 - Radiator Repair Specialist
17.88
05370 - Tire Repairer
14.43
05400 - Transmission Repair Specialist
19.98
07000 - Food Preparation and Service Occupations
(not set) - Food Service Worker
9.91
07010 - Baker
12.25
07041 - Cook I
11.53
07042 - Cook II
12.79
07070 - Dishwasher
9.76
07130 - Meat Cutter
16.07
07250 - Waiter/Waitress
8.59
09000 - Furniture Maintenance and Repair Occupations
09010 - Electrostatic Spray Painter
18.05
09040 - Furniture Handler
12.55
09070 - Furniture Refinisher
18.05
09100 - Furniture Refinisher Helper
13.85

09110 - Furniture Repairer, Minor
16.01
09130 - Upholsterer
18.05
11030 - General Services and Support Occupations
11030 - Cleaner, Vehicles
9.67
11060 - Elevator Operator
9.79
11090 - Gardener
14.27
11121 - House Keeping Aid I
9.97
11122 - House Keeping Aid II
10.77
11150 - Janitor
10.12
11210 - Laborer, Grounds Maintenance
11.65
11240 - Maid or Houseman
9.97
11270 - Pest Controller
12.49
11300 - Refuse Collector
11.69
11330 - Tractor Operator
14.00
11360 - Window Cleaner
10.51
12000 - Health Occupations
12020 - Dental Assistant
16.90
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver
15.83
12071 - Licensed Practical Nurse I
15.86
12072 - Licensed Practical Nurse II
17.79
12073 - Licensed Practical Nurse III
19.92
12100 - Medical Assistant
12.94
12130 - Medical Laboratory Technician
16.32
12160 - Medical Record Clerk
14.96
12190 - Medical Record Technician
16.47
12221 - Nursing Assistant I
9.32
12222 - Nursing Assistant II
10.48
12223 - Nursing Assistant III
11.94

12224 - Nursing Assistant IV
13.40
12250 - Pharmacy Technician
13.02
12280 - Phlebotomist
13.40
12311 - Registered Nurse I
24.92
12312 - Registered Nurse II
29.47
12313 - Registered Nurse II, Specialist
29.47
12314 - Registered Nurse III
35.65
12315 - Registered Nurse III, Anesthetist
35.65
12316 - Registered Nurse IV
42.73
13000 - Information and Arts Occupations
13002 - Audiovisual Librarian
20.85
13011 - Exhibits Specialist I
17.98
13012 - Exhibits Specialist II
23.33
13013 - Exhibits Specialist III
28.07
13041 - Illustrator I
18.73
13042 - Illustrator II
23.42
13043 - Illustrator III
28.82
13047 - Librarian
24.54
13050 - Library Technician
17.18
13071 - Photographer I
14.67
13072 - Photographer II
17.18
13073 - Photographer III
21.52
13074 - Photographer IV
26.05
13075 - Photographer V
29.15
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations
15010 - Assembler
8.71
15030 - Counter Attendant
8.71
15040 - Dry Cleaner
10.94

15070 - Finisher, Flatwork, Machine
8.71
15090 - Presser, Hand
8.71
15100 - Presser, Machine, Drycleaning
8.71
15130 - Presser, Machine, Shirts
8.71
15160 - Presser, Machine, Wearing Apparel, Laundry
8.71
15190 - Sewing Machine Operator
11.73
15220 - Tailor
12.43
15250 - Washer, Machine
9.31
19000 - Machine Tool Operation and Repair Occupations
19010 - Machine-Tool Operator (Toolroom)
18.95
19040 - Tool and Die Maker
23.05
21000 - Material Handling and Packing Occupations
21010 - Fuel Distribution System Operator
19.38
21020 - Material Coordinator
19.05
21030 - Material Expediter
19.05
21040 - Material Handling Laborer
11.50
21050 - Order Filler
13.21
21071 - Forklift Operator
16.04
21080 - Production Line Worker (Food Processing)
15.93
21100 - Shipping/Receiving Clerk
13.15
21130 - Shipping Packer
13.15
21140 - Store Worker I
9.06
21150 - Stock Clerk (Shelf Stocker; Store Worker II)
13.05
21210 - Tools and Parts Attendant
16.99
21400 - Warehouse Specialist
16.04
23000 - Mechanics and Maintenance and Repair Occupations
23010 - Aircraft Mechanic
22.24
23040 - Aircraft Mechanic Helper
14.71
23050 - Aircraft Quality Control Inspector

23.43
23060 - Aircraft Servicer
17.82
23070 - Aircraft Worker
18.09
23100 - Appliance Mechanic
18.95
23120 - Bicycle Repairer
14.43
23125 - Cable Splicer
24.68
23130 - Carpenter, Maintenance
18.95
23140 - Carpet Layer
17.80
23160 - Electrician, Maintenance
22.59
23181 - Electronics Technician, Maintenance I
19.42
23182 - Electronics Technician, Maintenance II
21.92
23183 - Electronics Technician, Maintenance III
23.87
23260 - Fabric Worker
16.61
23290 - Fire Alarm System Mechanic
19.98
23310 - Fire Extinguisher Repairer
15.69
23340 - Fuel Distribution System Mechanic
21.05
23370 - General Maintenance Worker
17.28
23400 - Heating, Refrigeration and Air Conditioning Mechanic
20.87
23430 - Heavy Equipment Mechanic
19.98
23440 - Heavy Equipment Operator
20.76
23460 - Instrument Mechanic
19.98
23470 - Laborer
14.27
23500 - Locksmith
18.95
23530 - Machinery Maintenance Mechanic
20.51
23550 - Machinist, Maintenance
21.52
23580 - Maintenance Trades Helper
14.54
23640 - Millwright
21.85
23700 - Office Appliance Repairer

18.95
23740 - Painter, Aircraft
21.29
23760 - Painter, Maintenance
18.95
23790 - Pipefitter, Maintenance
22.76
23800 - Plumber, Maintenance
20.99
23820 - Pneudraulic Systems Mechanic
19.98
23850 - Rigger
19.98
23870 - Scale Mechanic
17.88
23890 - Sheet-Metal Worker, Maintenance
19.98
23910 - Small Engine Mechanic
20.05
23930 - Telecommunication Mechanic I
22.21
23931 - Telecommunication Mechanic II
23.41
23950 - Telephone Lineman
22.21
23960 - Welder, Combination, Maintenance
19.98
23965 - Well Driller
19.98
23970 - Woodcraft Worker
19.98
23980 - Woodworker
15.32
24000 - Personal Needs Occupations
24570 - Child Care Attendant
11.58
24580 - Child Care Center Clerk
16.15
24600 - Chore Aid
9.29
24630 - Homemaker
16.75
25000 - Plant and System Operation Occupations
25010 - Boiler Tender
22.57
25040 - Sewage Plant Operator
19.52
25070 - Stationary Engineer
22.57
25190 - Ventilation Equipment Tender
15.24
25210 - Water Treatment Plant Operator
19.72
27000 - Protective Service Occupations

(not set) - Police Officer
23.19
27004 - Alarm Monitor
16.79
27006 - Corrections Officer
18.10
27010 - Court Security Officer
20.72
27040 - Detention Officer
18.29
27070 - Firefighter
20.97
27101 - Guard I
11.51
27102 - Guard II
15.16
28000 - Stevedoring/Longshoremen Occupations
28010 - Blocker and Bracer
19.89
28020 - Hatch Tender
19.89
28030 - Line Handler
19.89
28040 - Stevedore I
18.71
28050 - Stevedore II
21.11
29000 - Technical Occupations
21150 - Graphic Artist
22.81
29010 - Air Traffic Control Specialist, Center (2)
32.70
29011 - Air Traffic Control Specialist, Station (2)
22.54
29012 - Air Traffic Control Specialist, Terminal (2)
24.82
29023 - Archeological Technician I
15.78
29024 - Archeological Technician II
17.58
29025 - Archeological Technician III
21.94
29030 - Cartographic Technician
23.33
29035 - Computer Based Training (CBT) Specialist/ Instructor
31.26
29040 - Civil Engineering Technician
22.19
29061 - Drafter I
14.31
29062 - Drafter II
16.57
29063 - Drafter III
18.53

29064 - Drafter IV
23.33
29081 - Engineering Technician I
17.67
29082 - Engineering Technician II
19.84
29083 - Engineering Technician III
22.54
29084 - Engineering Technician IV
27.49
29085 - Engineering Technician V
33.62
29086 - Engineering Technician VI
40.67
29090 - Environmental Technician
21.22
29100 - Flight Simulator/Instructor (Pilot)
36.95
29160 - Instructor
26.54
29210 - Laboratory Technician
18.56
29240 - Mathematical Technician
23.70
29361 - Paralegal/Legal Assistant I
20.03
29362 - Paralegal/Legal Assistant II
24.82
29363 - Paralegal/Legal Assistant III
30.35
29364 - Paralegal/Legal Assistant IV
36.73
29390 - Photooptics Technician
23.33
29480 - Technical Writer
28.55
29491 - Unexploded Ordnance (UXO) Technician I
20.78
29492 - Unexploded Ordnance (UXO) Technician II
25.14
29493 - Unexploded Ordnance (UXO) Technician III
30.13
29494 - Unexploded (UXO) Safety Escort
20.78
29495 - Unexploded (UXO) Sweep Personnel
20.78
29620 - Weather Observer, Senior (3)
21.32
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)
18.30
29622 - Weather Observer, Upper Air (3)
18.30
31000 - Transportation/ Mobile Equipment Operation Occupations
31030 - Bus Driver

15.95
31260 - Parking and Lot Attendant
8.62
31290 - Shuttle Bus Driver
13.45
31300 - Taxi Driver
12.71
31361 - Truckdriver, Light Truck
13.89
31362 - Truckdriver, Medium Truck
17.09
31363 - Truckdriver, Heavy Truck
18.40
31364 - Truckdriver, Tractor-Trailer
18.40
99000 - Miscellaneous Occupations
99020 - Animal Caretaker
10.47
99030 - Cashier
9.82
99041 - Carnival Equipment Operator
12.35
99042 - Carnival Equipment Repairer
13.30
99043 - Carnival Worker
8.31
99050 - Desk Clerk
9.78
99095 - Embalmer
19.79
99300 - Lifeguard
10.92
99310 - Mortician
24.77
99350 - Park Attendant (Aide)
13.71
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)
11.12
99500 - Recreation Specialist
16.99
99510 - Recycling Worker
15.47
99610 - Sales Clerk
11.08
99620 - School Crossing Guard (Crosswalk Attendant)
11.37
99630 - Sport Official
11.24
99658 - Survey Party Chief (Chief of Party)
18.39
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)
17.48
99660 - Surveying Aide
11.43

99690 - Swimming Pool Operator
13.93
99720 - Vending Machine Attendant
10.73
99730 - Vending Machine Repairer
13.93
99740 - Vending Machine Repairer Helper
11.34

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.87 an hour or \$114.80 a week or \$497.47 a month

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

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

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

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

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M.

at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

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

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to 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
ordance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

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

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

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage

rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such

unlisted class(es)
of employees. The conformed classification, wage rate, and/or fringe
benefits shall
be retroactive to the commencement date of the contract. {See Section
4.6 (C)(vi)}

When multiple wage determinations are included in a contract, a separate
SF 1444
should be prepared for each wage determination to which a class(es) is
to be
conformed.

The process for preparing a conformance request is as follows:

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

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

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