



WAGE DETERMINATION NO: 94-2175 REV (23) AREA: IL,ROCK-ISLAND

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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
 WASHINGTON D.C. 20210

William W.Gross	Division of	Wage Determination No.: 1994-2175
Director	Wage Determinations	Revision No.: 23
		Date Of Last Revision: 05/29/2002

States: Illinois, **Iowa**
 Area: **Iowa** Counties of Des Moines, Henry, Lee, Louisa, Muscatine, Scott
 Illinois Counties of Bureau, Carroll, Henderson, Henry, Jo Daviess, Mercer, **Rock Isl**

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

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	8.70
Accounting Clerk II	11.40
Accounting Clerk III	16.68
Accounting Clerk IV	19.85
Court Reporter	11.90
Dispatcher, Motor Vehicle	11.98
Document Preparation Clerk	11.58
Duplicating Machine Operator	11.58
Film/Tape Librarian	9.44
General Clerk I	9.68
General Clerk II	10.88
General Clerk III	13.55
General Clerk IV	15.49
Housing Referral Assistant	14.69
Key Entry Operator I	9.27
Key Entry Operator II	14.48
Messenger (Courier)	7.50
Order Clerk I	10.33
Order Clerk II	14.64
Personnel Assistant (Employment) I	10.41
Personnel Assistant (Employment) II	11.69
Personnel Assistant (Employment) III	13.41
Personnel Assistant (Employment) IV	16.32
Production Control Clerk	14.59
Rental Clerk	10.53
Scheduler, Maintenance	10.53
Secretary I	10.53
Secretary II	12.07
Secretary III	14.69
Secretary IV	19.43
Secretary V	21.50
Service Order Dispatcher	11.95
Stenographer I	11.20
Stenographer II	12.50

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Supply Technician	19.43
Survey Worker (Interviewer)	11.90
Switchboard Operator-Receptionist	9.33
Test Examiner	12.07
Test Proctor	12.07
Travel Clerk I	10.33
Travel Clerk II	11.24
Travel Clerk III	12.14
Word Processor I	10.13
Word Processor II	12.62
Word Processor III	14.10
Automatic Data Processing Occupations	
Computer Data Librarian	12.08
Computer Operator I	11.33
Computer Operator II	14.95
Computer Operator III	18.25
Computer Operator IV	20.89
Computer Operator V	23.14
Computer Programmer I (1)	15.47
Computer Programmer II (1)	19.17
Computer Programmer III (1)	21.45
Computer Programmer IV (1)	27.07
Computer Systems Analyst I (1)	20.73
Computer Systems Analyst II (1)	24.58
Computer Systems Analyst III (1)	27.02
Peripheral Equipment Operator	13.35
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	17.60
Automotive Glass Installer	16.78
Automotive Worker	16.78
Electrician, Automotive	17.40
Mobile Equipment Servicer	15.40
Motor Equipment Metal Mechanic	18.01
Motor Equipment Metal Worker	16.78
Motor Vehicle Mechanic	17.60
Motor Vehicle Mechanic Helper	14.86
Motor Vehicle Upholstery Worker	16.17
Motor Vehicle Wrecker	16.78
Painter, Automotive	17.05
Radiator Repair Specialist	16.78
Tire Repairer	14.88
Transmission Repair Specialist	17.60
Food Preparation and Service Occupations	
Baker	11.89
Cook I	11.11
Cook II	11.89
Dishwasher	9.51
Food Service Worker	9.51
Meat Cutter	11.89
Waiter/Waitress	9.93
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	17.05
Furniture Handler	13.78
Furniture Refinisher	17.40
Furniture Refinisher Helper	15.16
Furniture Repairer, Minor	16.30
Upholsterer	17.40
General Services and Support Occupations	
Cleaner, Vehicles	9.51
Elevator Operator	9.51

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Gardener	11.35
House Keeping Aid I	9.11
House Keeping Aid II	9.51
Janitor	9.51
Laborer, Grounds Maintenance	10.15
Maid or Houseman	9.11
Pest Controller	11.51
Refuse Collector	12.03
Tractor Operator	10.95
Window Cleaner	9.93
Health Occupations	
Dental Assistant	11.95
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	10.70
Licensed Practical Nurse II	12.00
Licensed Practical Nurse III	12.83
Medical Assistant	9.91
Medical Laboratory Technician	10.74
Medical Record Clerk	9.34
Medical Record Technician	12.93
Nursing Assistant I	8.58
Nursing Assistant II	9.66
Nursing Assistant III	10.53
Nursing Assistant IV	11.84
Pharmacy Technician	11.63
Phlebotomist	10.43
Registered Nurse I	16.36
Registered Nurse II	20.00
Registered Nurse II, Specialist	20.00
Registered Nurse III	24.21
Registered Nurse III, Anesthetist	24.21
Registered Nurse IV	29.02
Information and Arts Occupations	
Audiovisual Librarian	19.16
Exhibits Specialist I	17.49
Exhibits Specialist II	22.32
Exhibits Specialist III	24.81
Illustrator I	17.49
Illustrator II	22.32
Illustrator III	24.81
Librarian	19.28
Library Technician	12.08
Photographer I	12.56
Photographer II	16.10
Photographer III	20.55
Photographer IV	25.13
Photographer V	26.44
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	8.11
Counter Attendant	8.11
Dry Cleaner	9.31
Finisher, Flatwork, Machine	8.11
Presser, Hand	8.11
Presser, Machine, Drycleaning	8.11
Presser, Machine, Shirts	8.11
Presser, Machine, Wearing Apparel, Laundry	8.11
Sewing Machine Operator	10.01
Tailor	10.71
Washer, Machine	9.06
Machine Tool Operation and Repair Occupations	

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Machine-Tool Operator (Toolroom)	17.05
Tool and Die Maker	19.63
Material Handling and Packing Occupations	
Forklift Operator	12.98
Fuel Distribution System Operator	16.94
Material Coordinator	19.21
Material Expediter	19.21
Material Handling Laborer	13.08
Order Filler	9.58
Production Line Worker (Food Processing)	16.15
Shipping Packer	12.07
Shipping/Receiving Clerk	11.76
Stock Clerk (Shelf Stocker; Store Worker II)	15.65
Store Worker I	13.64
Tools and Parts Attendant	16.15
Warehouse Specialist	16.15
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	18.01
Aircraft Mechanic Helper	15.09
Aircraft Quality Control Inspector	19.28
Aircraft Servicer	16.21
Aircraft Worker	16.78
Appliance Mechanic	17.05
Bicycle Repairer	14.88
Cable Splicer	21.24
Carpenter, Maintenance	17.05
Carpet Layer	16.50
Electrician, Maintenance	20.26
Electronics Technician, Maintenance I	17.23
Electronics Technician, Maintenance II	18.77
Electronics Technician, Maintenance III	19.37
Fabric Worker	16.17
Fire Alarm System Mechanic	18.01
Fire Extinguisher Repairer	15.56
Fuel Distribution System Mechanic	19.36
General Maintenance Worker	16.50
Heating, Refrigeration and Air Conditioning Mechanic	17.60
Heavy Equipment Mechanic	17.60
Heavy Equipment Operator	19.43
Instrument Mechanic	18.01
Laborer	10.34
Locksmith	17.40
Machinery Maintenance Mechanic	17.60
Machinist, Maintenance	17.60
Maintenance Trades Helper	14.86
Millwright	20.11
Office Appliance Repairer	17.40
Painter, Aircraft	17.05
Painter, Maintenance	17.05
Pipefitter, Maintenance	21.19
Plumber, Maintenance	19.61
Pneudraulic Systems Mechanic	18.01
Rigger	18.01
Scale Mechanic	16.78
Sheet-Metal Worker, Maintenance	17.60
Small Engine Mechanic	18.15
Telecommunication Mechanic I	17.60
Telecommunication Mechanic II	20.76
Telephone Lineman	18.01
Welder, Combination, Maintenance	17.60

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Well Driller	18.01
Woodcraft Worker	20.24
Woodworker	16.00
Miscellaneous Occupations	
Animal Caretaker	8.59
Carnival Equipment Operator	10.71
Carnival Equipment Repairer	11.11
Carnival Worker	9.51
Cashier	7.96
Desk Clerk	9.74
Embalmer	17.40
Lifeguard	9.42
Mortician	20.96
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.42
Recreation Specialist	13.51
Recycling Worker	13.56
Sales Clerk	9.26
School Crossing Guard (Crosswalk Attendant)	9.51
Sport Official	9.42
Survey Party Chief (Chief of Party)	19.94
Surveying Aide	10.33
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.32
Swimming Pool Operator	11.89
Vending Machine Attendant	10.72
Vending Machine Repairer	11.89
Vending Machine Repairer Helper	10.72
Personal Needs Occupations	
Child Care Attendant	9.74
Child Care Center Clerk	13.55
Chore Aid	9.11
Homemaker	13.51
Plant and System Operation Occupations	
Boiler Tender	18.01
Sewage Plant Operator	17.45
Stationary Engineer	18.01
Ventilation Equipment Tender	14.94
Water Treatment Plant Operator	17.05
Protective Service Occupations	
Alarm Monitor	14.47
Corrections Officer	16.12
Court Security Officer	16.53
Detention Officer	16.12
Firefighter	16.12
Guard I	9.97
Guard II	14.47
Police Officer	18.21
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	17.92
Hatch Tender	17.92
Line Handler	17.92
Stevedore I	17.34
Stevedore II	18.52
Technical Occupations	
Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	16.59
Archeological Technician II	18.56
Archeological Technician III	23.00

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Cartographic Technician	22.18
Civil Engineering Technician	20.29
Computer Based Training (CBT) Specialist/ Instructor	20.42
Drafter I	11.87
Drafter II	15.69
Drafter III	21.11
Drafter IV	26.17
Engineering Technician I	13.71
Engineering Technician II	15.39
Engineering Technician III	17.22
Engineering Technician IV	21.38
Engineering Technician V	28.62
Engineering Technician VI	32.35
Environmental Technician	16.76
Flight Simulator/Instructor (Pilot)	24.20
Graphic Artist	18.56
Instructor	19.39
Laboratory Technician	15.87
Mathematical Technician	18.44
Paralegal/Legal Assistant I	14.84
Paralegal/Legal Assistant II	15.69
Paralegal/Legal Assistant III	17.63
Paralegal/Legal Assistant IV	19.80
Photooptics Technician	16.98
Technical Writer	23.89
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	15.47
Weather Observer, Senior (3)	17.17
Weather Observer, Upper Air (3)	15.47
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	12.15
Parking and Lot Attendant	10.44
Shuttle Bus Driver	13.26
Taxi Driver	10.70
Truckdriver, Heavy Truck	15.29
Truckdriver, Light Truck	12.36
Truckdriver, Medium Truck	12.88
Truckdriver, Tractor-Trailer	16.15

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or success weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years. Length of includes the whole span of continuous service with the present contractor or success wherever employed, and with the predecessor contractors in the performance of simila at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Day, Columbus Day, Veterans' Day, Thanksgiving Day, the Day before Christmas, and Ch Day. (A contractor may substitute for any of the named holidays another day of with 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, o professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is

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entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. rate of basic pay plus a night pay differential amounting to 10 percent of the rate basic pay.

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

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees emp in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work su screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, a pyrotechnic compositions such as lead azide, black powder and photoflash powder. Al house activities involving propellants or explosives. Demilitarization, modificatio renovation, demolition, and maintenance operations on sensitive ordnance, explosives incendiary materials. All operations involving regrading and cleaning of artillery A 4 percent differential is applicable to employees employed in a position that repr a low degree of hazard when working with, or in close proximity to ordnance, (or empl possibly adjacent to) explosives and incendiary materials which involves potential i such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adj work area or equipment being used. All operations involving, unloading, storage, an hauling of ordnance, explosive, and incendiary ordnance material other than small arm ammunition. These differentials are only applicable to work that has been specifica designated by the agency for ordnance, explosives, and incendiary material differenti

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequat number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsib of the employee, all contractors and subcontractors subject to this wage determinati shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual c reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per wee \$.67 cents per day). However, in those instances where the uniforms furnished are m "wash and wear" materials, may be routinely washed and dried with other personal gar and do not require any special treatment such as dry cleaning, daily washing, or com laundering in order to meet the cleanliness or appearance standards set by the terms Government contract, by the contractor, by law, or by the nature of the work, there requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is no

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

The process for preparing a conformance request is as follows:

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

Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupat (the Directory) should be used to compare job definitions to insure that duties requ are not performed by a classification already listed in the wage determination. Rem it is not the job title, but the required tasks that determine whether a class is in in an established wage determination. Conformances may not be used to artificially combine, or subdivide classifications listed in the wage determination.

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