

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.: 1994-2175
Revision No.: 18
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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 Island, Warren, Whiteside

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	
Accounting Clerk II	7.02
Accounting Clerk III	9.20
Accounting Clerk IV	13.46
Court Reporter	16.02
Dispatcher, Motor Vehicle	10.82
Document Preparation Clerk	9.47
Duplicating Machine Operator	10.71
Film/Tape Librarian	10.71
General Clerk I	9.44
General Clerk II	7.65
General Clerk III	8.60
General Clerk IV	10.71
Housing Referral Assistant	12.24
Key Entry Operator I	13.17
Key Entry Operator II	8.17
Messenger (Courier)	12.76
Order Clerk I	6.78
Order Clerk II	8.98
Personnel Assistant (Employment) I	12.73
Personnel Assistant (Employment) II	8.40
Personnel Assistant (Employment) III	9.44
Personnel Assistant (Employment) IV	10.82
Production Control Clerk	13.17
Rental Clerk	13.17
Scheduler, Maintenance	9.44
Secretary I	9.44
Secretary II	9.44
Secretary III	10.82
Secretary IV	13.17
Secretary V	17.42
Service Order Dispatcher	19.28
	9.44

Stenographer I	10.18
Stenographer II	11.36
Supply Technician	17.42
Survey Worker (Interviewer)	10.82
Switchboard Operator-Receptionist	8.68
Test Examiner	10.82
Test Proctor	10.82
Travel Clerk I	9.76
Travel Clerk II	10.57
Travel Clerk III	11.35
Word Processor I	10.02
Word Processor II	12.48
Word Processor III	13.95

Automatic Data Processing Occupations

Computer Data Librarian	12.08
Computer Operator I	9.85
Computer Operator II	13.00
Computer Operator III	15.87
Computer Operator IV	18.17
Computer Operator V	20.12
Computer Programmer I (1)	13.77
Computer Programmer II (1)	17.06
Computer Programmer III (1)	19.09
Computer Programmer IV (1)	24.09
Computer Systems Analyst I (1)	18.56
Computer Systems Analyst II (1)	22.00
Computer Systems Analyst III (1)	24.19
Peripheral Equipment Operator	13.35

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	17.60
Automotive Glass Installer	16.50
Automotive Worker	16.50
Electrician, Automotive	17.08
Mobile Equipment Servicer	15.40
Motor Equipment Metal Mechanic	17.60
Motor Equipment Metal Worker	16.50
Motor Vehicle Mechanic	17.60
Motor Vehicle Mechanic Helper	14.86
Motor Vehicle Upholstery Worker	16.01
Motor Vehicle Wrecker	16.50
Painter, Automotive	17.05
Radiator Repair Specialist	16.50
Tire Repairer	14.88
Transmission Repair Specialist	17.60

Food Preparation and Service Occupations

Baker	11.89
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Cook I	
Cook II	11.11
Dishwasher	11.89
Food Service Worker	9.51
Meat Cutter	9.51
Waiter/Waitress	11.89
	9.93
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	
Furniture Handler	17.05
Furniture Refinisher	13.78
Furniture Refinisher Helper	17.05
Furniture Repairer, Minor	14.86
Upholsterer	15.97
	17.05
General Services and Support Occupations	
Cleaner, Vehicles	
Elevator Operator	9.51
Gardener	9.51
House Keeping Aid I	11.11
House Keeping Aid II	9.11
Janitor	9.51
Laborer, Grounds Maintenance	9.51
Maid or Houseman	9.93
Pest Controller	9.11
Refuse Collector	11.51
Tractor Operator	9.51
Window Cleaner	10.71
	9.93
Health Occupations	
Dental Assistant	
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	10.93
Licensed Practical Nurse II	8.71
Licensed Practical Nurse III	9.77
Medical Assistant	10.44
Medical Laboratory Technician	9.34
Medical Record Clerk	9.34
Medical Record Technician	9.34
Nursing Assistant I	12.93
Nursing Assistant II	6.78
Nursing Assistant III	7.62
Nursing Assistant IV	8.31
Pharmacy Technician	9.34
Phlebotomist	11.63
Registered Nurse I	9.34
Registered Nurse II	12.93
Registered Nurse II, Specialist	15.81
Registered Nurse III	15.81
	19.14

Registered Nurse III, Anesthetist
Registered Nurse IV

19.14
22.94

Information and Arts Occupations

Audiovisual Librarian	17.42
Exhibits Specialist I	15.90
Exhibits Specialist II	20.29
Exhibits Specialist III	24.81
Illustrator I	15.90
Illustrator II	20.29
Illustrator III	24.81
Librarian	19.28
Library Technician	12.08
Photographer I	12.40
Photographer II	15.90
Photographer III	20.29
Photographer IV	24.81
Photographer V	26.10

Laundry, Dry Cleaning, Pressing and Related Occupations

Assembler	6.41
Counter Attendant	6.41
Dry Cleaner	8.46
Finisher, Flatwork, Machine	6.41
Presser, Hand	6.41
Presser, Machine, Drycleaning	6.41
Presser, Machine, Shirts	6.41
Presser, Machine, Wearing Apparel, Laundry	6.41
Sewing Machine Operator	9.10
Tailor	9.74
Washer, Machine	7.17

Machine Tool Operation and Repair Occupations

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	15.40
Material Coordinator	17.34
Material Expediter	17.34
Material Handling Laborer	12.03
Order Filler	9.58
Production Line Worker (Food Processing)	16.15
Shipping Packer	10.97
Shipping/Receiving Clerk	11.76
Stock Clerk (Shelf Stocker; Store Worker II)	14.59
Store Worker I	12.89
Tools and Parts Attendant	16.15

Warehouse Specialist	16.15
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	17.60
Aircraft Mechanic Helper	14.86
Aircraft Quality Control Inspector	18.99
Aircraft Servicer	15.97
Aircraft Worker	16.50
Appliance Mechanic	17.05
Bicycle Repairer	14.88
Cable Splicer	17.60
Carpenter, Maintenance	17.05
Carpet Layer	16.50
Electrician, Maintenance	18.36
Electronics Technician, Maintenance I	16.38
Electronics Technician, Maintenance II	17.84
Electronics Technician, Maintenance III	18.41
Fabric Worker	15.97
Fire Alarm System Mechanic	17.60
Fire Extinguisher Repairer	15.50
Fuel Distribution System Mechanic	17.60
General Maintenance Worker	16.50
Heating, Refrigeration and Air Conditioning Mechanic	17.60
Heavy Equipment Mechanic	17.60
Heavy Equipment Operator	17.08
Instrument Mechanic	17.60
Laborer	9.51
Locksmith	17.05
Machinery Maintenance Mechanic	17.60
Machinist, Maintenance	17.60
Maintenance Trades Helper	14.86
Millwright	17.60
Office Appliance Repairer	17.05
Painter, Aircraft	17.05
Painter, Maintenance	17.05
Pipefitter, Maintenance	18.43
Plumber, Maintenance	17.05
Pneudraulic Systems Mechanic	17.60
Rigger	16.50
Scale Mechanic	17.60
Sheet-Metal Worker, Maintenance	17.60
Small Engine Mechanic	16.50
Telecommunication Mechanic I	17.60
Telecommunication Mechanic II	18.14
Telephone Lineman	17.60
Welder, Combination, Maintenance	17.60
Well Driller	17.60
Woodcraft Worker	17.60
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	16.57
Lifeguard	8.68
Mortician	16.57
Park Attendant (Aide)	10.90
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.68
Recreation Specialist	13.51
Recycling Worker	10.72
Sales Clerk	8.68
School Crossing Guard (Crosswalk Attendant)	9.51
Sport Official	8.68
Survey Party Chief (Chief of Party)	18.13
Surveying Aide	8.59
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.91
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	12.15
Chore Aid	9.11
Homemaker	13.51

Plant and System Operation Occupations

Boiler Tender	17.60
Sewage Plant Operator	17.05
Stationary Engineer	17.60
Ventilation Equipment Tender	14.86
Water Treatment Plant Operator	17.05

Protective Service Occupations

Alarm Monitor	14.47
Corrections Officer	16.12
Court Security Officer	16.12
Detention Officer	16.12
Firefighter	16.12
Guard I	9.97
Guard II	14.47
Police Officer	17.54

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)	26.07
Air Traffic Control Specialist, Station (2)	17.98
Air Traffic Control Specialist, Terminal (2)	19.79
Archeological Technician I	14.63
Archeological Technician II	16.37
Archeological Technician III	20.29
Cartographic Technician	20.29
Civil Engineering Technician	20.29
Computer Based Training (CBT) Specialist/ Instructor	18.56
Drafter I	9.38
Drafter II	12.40
Drafter III	16.69
Drafter IV	20.69
Engineering Technician I	11.70
Engineering Technician II	13.13
Engineering Technician III	14.69
Engineering Technician IV	18.25
Engineering Technician V	24.43
Engineering Technician VI	27.61
Environmental Technician	16.76
Flight Simulator/Instructor (Pilot)	22.00
Graphic Artist	18.56
Instructor	18.56
Laboratory Technician	15.87
Mathematical Technician	16.76
Paralegal/Legal Assistant I	13.17
Paralegal/Legal Assistant II	13.92
Paralegal/Legal Assistant III	15.64
Paralegal/Legal Assistant IV	17.56
Photooptics Technician	16.76
Technical Writer	23.89
Unexploded (UXO) Safety Escort	16.57
Unexploded (UXO) Sweep Personnel	16.57
Unexploded Ordnance (UXO) Technician I	16.57
Unexploded Ordnance (UXO) Technician II	20.05
Unexploded Ordnance (UXO) Technician III	24.02
Weather Observer, Combined Upper Air and Surface Programs (3)	13.64
Weather Observer, Senior (3)	15.15
Weather Observer, Upper Air (3)	13.64

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	11.55
Parking and Lot Attendant	9.49
Shuttle Bus Driver	11.08
Taxi Driver	10.70
Truckdriver, Heavy Truck	15.29
Truckdriver, Light Truck	11.08
Truckdriver, Medium Truck	11.55
Truckdriver, Tractor-Trailer	16.15

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$1.92 an hour or \$76.80 a week or \$332.80 a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 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 twelve 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, the Day before Christmas, and Christmas Day. (A contractor may substitute for any of the named holidays another day of 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 including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, dying, mixing, and pressing of sensitive explosives pyrotechnic compositions such as lead azide, black powder and photoflash power. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive explosives and incendiary materials. All operations involving regarging and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, 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 explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is covered under high degree hazard.)

**** 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 ****

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.