

WAGE DETERMINATION NO: 94-2289 REV (20) AREA: MN,ST. CLOUD

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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF
LABOR

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WASHINGTON D.C. 20210

Wage Determination No.: 1994-

2289

William W.Gross

Division of

Revision No.: 20

Director

Wage Determinations |

Date Of Last Revision:

08/23/2002

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 TITLE

MINIMUM

WAGE RATE

Administrative Support and Clerical Occupations

Accounting Clerk I

10.22

Accounting Clerk II

12.01

Accounting Clerk III

15.14

Accounting Clerk IV

17.60

Court Reporter

13.89

Dispatcher, Motor Vehicle

14.17

Document Preparation Clerk

10.22

Duplicating Machine Operator

10.22

Film/Tape Librarian

12.68

General Clerk I
8.97
General Clerk II
10.08
General Clerk III
12.88
General Clerk IV
15.36
Housing Referral Assistant
14.85
Key Entry Operator I
9.77
Key Entry Operator II
12.34
Messenger (Courier)
8.33
Order Clerk I
9.56
Order Clerk II
12.50
Personnel Assistant (Employment) I
10.47
Personnel Assistant (Employment) II
11.77
Personnel Assistant (Employment) III
14.12
Personnel Assistant (Employment) IV
17.07
Production Control Clerk
15.72
Rental Clerk
11.24
Scheduler, Maintenance
12.36
Secretary I
12.92
Secretary II
14.52
Secretary III
14.85
Secretary IV
17.10
Secretary V
18.28
Service Order Dispatcher
12.61
Stenographer I
11.00
Stenographer II
12.36
Supply Technician
17.10
Survey Worker (Interviewer)
13.89
Switchboard Operator-Receptionist
9.02

Test Examiner
13.89
Test Proctor
13.89
Travel Clerk I
10.15
Travel Clerk II
10.94
Travel Clerk III
11.74
Word Processor I
11.50
Word Processor II
12.93
Word Processor III
15.95
Automatic Data Processing Occupations
Computer Data Librarian
9.85
Computer Operator I
10.72
Computer Operator II
12.41
Computer Operator III
14.14
Computer Operator IV
15.71
Computer Operator V
17.39
Computer Programmer I (1)
15.88
Computer Programmer II (1)
20.85
Computer Programmer III (1)
24.61
Computer Programmer IV (1)
27.62
Computer Systems Analyst I (1)
24.49
Computer Systems Analyst II (1)
27.62
Computer Systems Analyst III (1)
27.62
Peripheral Equipment Operator
8.73
Automotive Service Occupations
Automotive Body Repairer, Fiberglass
15.33
Automotive Glass Installer
14.11
Automotive Worker
14.11
Electrician, Automotive
14.72
Mobile Equipment Servicer
13.03

Motor Equipment Metal Mechanic
15.33
Motor Equipment Metal Worker
14.11
Motor Vehicle Mechanic
17.63
Motor Vehicle Mechanic Helper
12.42
Motor Vehicle Upholstery Worker
13.64
Motor Vehicle Wrecker
14.11
Painter, Automotive
14.72
Radiator Repair Specialist
14.11
Tire Repairer
12.59
Transmission Repair Specialist
15.33
Food Preparation and Service Occupations
Baker
10.98
Cook I
9.91
Cook II
10.80
Dishwasher
7.45
Food Service Worker
8.20
Meat Cutter
12.30
Waiter/Waitress
7.90
Furniture Maintenance and Repair Occupations
Electrostatic Spray Painter
14.72
Furniture Handler
12.31
Furniture Refinisher
16.19
Furniture Refinisher Helper
13.66
Furniture Repairer, Minor
15.00
Upholsterer
16.19
General Services and Support Occupations
Cleaner, Vehicles
8.10
Elevator Operator
8.20
Gardener
10.51
House Keeping Aid I
7.37

House Keeping Aid II
7.83
Janitor
9.43
Laborer, Grounds Maintenance
9.05
Maid or Houseman
7.37
Pest Controller
10.57
Refuse Collector
8.20
Tractor Operator
10.08
Window Cleaner
8.69
Health Occupations
Dental Assistant
13.13
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver
12.15
Licensed Practical Nurse I
10.55
Licensed Practical Nurse II
11.85
Licensed Practical Nurse III
13.25
Medical Assistant
10.99
Medical Laboratory Technician
10.99
Medical Record Clerk
9.99
Medical Record Technician
13.84
Nursing Assistant I
7.91
Nursing Assistant II
8.89
Nursing Assistant III
9.70
Nursing Assistant IV
10.89
Pharmacy Technician
12.45
Phlebotomist
12.19
Registered Nurse I
13.91
Registered Nurse II
17.02
Registered Nurse II, Specialist
17.02
Registered Nurse III
20.59
Registered Nurse III, Anesthetist
20.59

Registered Nurse IV
24.68
Information and Arts Occupations
Audiovisual Librarian
15.70
Exhibits Specialist I
15.82
Exhibits Specialist II
19.61
Exhibits Specialist III
23.93
Illustrator I
14.74
Illustrator II
18.28
Illustrator III
22.30
Librarian
19.48
Library Technician
12.52
Photographer I
15.31
Photographer II
16.50
Photographer III
21.18
Photographer IV
24.93
Photographer V
27.49
Laundry, Dry Cleaning, Pressing and Related Occupations
Assembler
8.31
Counter Attendant
8.31
Dry Cleaner
10.26
Finisher, Flatwork, Machine
8.31
Presser, Hand
8.31
Presser, Machine, Drycleaning
8.31
Presser, Machine, Shirts
8.31
Presser, Machine, Wearing Apparel, Laundry
8.31
Sewing Machine Operator
10.94
Tailor
12.07
Washer, Machine
9.22
Machine Tool Operation and Repair Occupations
Machine-Tool Operator (Toolroom)
17.82

Tool and Die Maker
20.61
Material Handling and Packing Occupations
Forklift Operator
14.28
Fuel Distribution System Operator
14.33
Material Coordinator
15.30
Material Expediter
15.30
Material Handling Laborer
13.98
Order Filler
11.15
Production Line Worker (Food Processing)
13.67
Shipping Packer
12.98
Shipping/Receiving Clerk
11.84
Stock Clerk (Shelf Stocker; Store Worker II)
14.37
Store Worker I
11.42
Tools and Parts Attendant
13.66
Warehouse Specialist
14.67
Mechanics and Maintenance and Repair Occupations
Aircraft Mechanic
19.33
Aircraft Mechanic Helper
13.66
Aircraft Quality Control Inspector
20.44
Aircraft Servicer
15.00
Aircraft Worker
15.52
Appliance Mechanic
16.19
Bicycle Repairer
12.59
Cable Splicer
18.58
Carpenter, Maintenance
16.92
Carpet Layer
15.52
Electrician, Maintenance
19.23
Electronics Technician, Maintenance I
14.06
Electronics Technician, Maintenance II
18.43

Electronics Technician, Maintenance III
20.44
Fabric Worker
15.00
Fire Alarm System Mechanic
16.86
Fire Extinguisher Repairer
14.33
Fuel Distribution System Mechanic
16.86
General Maintenance Worker
14.41
Heating, Refrigeration and Air Conditioning Mechanic
16.95
Heavy Equipment Mechanic
16.40
Heavy Equipment Operator
16.18
Instrument Mechanic
16.86
Laborer
9.86
Locksmith
16.19
Machinery Maintenance Mechanic
19.33
Machinist, Maintenance
17.63
Maintenance Trades Helper
14.25
Millwright
16.90
Office Appliance Repairer
16.19
Painter, Aircraft
16.19
Painter, Maintenance
14.77
Pipefitter, Maintenance
19.39
Plumber, Maintenance
17.76
Pneudraulic Systems Mechanic
16.86
Rigger
16.86
Scale Mechanic
15.52
Sheet-Metal Worker, Maintenance
17.63
Small Engine Mechanic
15.52
Telecommunication Mechanic I
16.02
Telecommunication Mechanic II
19.16

Telephone Lineman
16.86
Welder, Combination, Maintenance
17.63
Well Driller
19.33
Woodcraft Worker
16.86
Woodworker
13.03
Miscellaneous Occupations
Animal Caretaker
8.34
Carnival Equipment Operator
9.68
Carnival Equipment Repairer
10.09
Carnival Worker
8.20
Cashier
6.97
Desk Clerk
8.41
Embalmer
18.42
Lifeguard
9.68
Mortician
18.42
Park Attendant (Aide)
12.15
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)
8.20
Recreation Specialist
12.11
Recycling Worker
9.68
Sales Clerk
9.04
School Crossing Guard (Crosswalk Attendant)
8.20
Sport Official
9.68
Survey Party Chief (Chief of Party)
20.87
Surveying Aide
12.21
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)
15.94
Swimming Pool Operator
11.52
Vending Machine Attendant
10.14
Vending Machine Repairer
11.52
Vending Machine Repairer Helper
10.14

Personal Needs Occupations

Child Care Attendant

8.41

Child Care Center Clerk

10.48

Chore Aid

8.07

Homemaker

13.40

Plant and System Operation Occupations

Boiler Tender

16.86

Sewage Plant Operator

17.36

Stationary Engineer

16.86

Ventilation Equipment Tender

13.66

Water Treatment Plant Operator

17.36

Protective Service Occupations

Alarm Monitor

14.10

Corrections Officer

16.96

Court Security Officer

17.51

Detention Officer

17.10

Firefighter

14.43

Guard I

11.64

Guard II

15.79

Police Officer

20.17

Stevedoring/Longshoremen Occupations

Blocker and Bracer

15.58

Hatch Tender

15.58

Line Handler

15.58

Stevedore I

13.66

Stevedore II

14.78

Technical Occupations

Air Traffic Control Specialist, Center (2)

28.98

Air Traffic Control Specialist, Station (2)

19.98

Air Traffic Control Specialist, Terminal (2)

22.01

Archeological Technician I

13.14

Archeological Technician II
14.78
Archeological Technician III
19.58
Cartographic Technician
19.11
Civil Engineering Technician
19.61
Computer Based Training (CBT) Specialist/ Instructor
22.84
Drafter I
14.53
Drafter II
16.17
Drafter III
18.15
Drafter IV
22.54
Engineering Technician I
14.70
Engineering Technician II
16.35
Engineering Technician III
18.36
Engineering Technician IV
22.79
Engineering Technician V
24.28
Engineering Technician VI
32.32
Environmental Technician
17.40
Flight Simulator/Instructor (Pilot)
26.74
Graphic Artist
19.69
Instructor
18.85
Laboratory Technician
13.20
Mathematical Technician
19.69
Paralegal/Legal Assistant I
14.86
Paralegal/Legal Assistant II
18.43
Paralegal/Legal Assistant III
19.78
Paralegal/Legal Assistant IV
23.71
Photooptics Technician
18.35
Technical Writer
23.41
Unexploded (UXO) Safety Escort
18.42

Unexploded (UXO) Sweep Personnel
18.42
Unexploded Ordnance (UXO) Technician I
18.42
Unexploded Ordnance (UXO) Technician II
22.28
Unexploded Ordnance (UXO) Technician III
26.71
Weather Observer, Combined Upper Air and Surface Programs (3)
13.18
Weather Observer, Senior (3)
14.63
Weather Observer, Upper Air (3)
13.18
Transportation/ Mobile Equipment Operation Occupations
Bus Driver
11.36
Parking and Lot Attendant
10.20
Shuttle Bus Driver
10.20
Taxi Driver
9.82
Truckdriver, Heavy Truck
14.98
Truckdriver, Light Truck
10.66
Truckdriver, Medium Truck
13.07
Truckdriver, Tractor-Trailer
14.98

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 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 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.

**** 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) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), 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 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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Filename: 94-2289-8-021.doc
Directory: C:\Documents and Settings\Eddie.T.Shaw\Local
Settings\Temporary Internet Files\OLKF2
Template: C:\Documents and Settings\Eddie.T.Shaw\Application
Data\Microsoft\Templates\Normal.dot
Title: BRS Document Viewer
Subject:
Author: Eddie.T.Shaw
Keywords:
Comments:
Creation Date: 12/16/2002 1:27 PM
Change Number: 1
Last Saved On:
Last Saved By:
Total Editing Time: 2 Minutes
Last Printed On: 12/16/2002 1:29 PM
As of Last Complete Printing
Number of Pages: 16
Number of Words: 4,834 (approx.)
Number of Characters: 27,556 (approx.)