

WAGE DETERMINATION NO: 94-2577 REV (21): WI, LACROSSE

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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.: 1994-2577

Revision No.: 21

Date Of Last Revision: 12/02/2002

William W.Gross Division of
 Director Wage Determinations

State: Wisconsin

Area: Wisconsin Counties of Adams, Barron, Buffalo, Chippewa, Clark, Crawford, Dunn, Eau Claire, Grant, Jackson, Juneau, La Crosse, Monroe, Pepin, Richland, Trempealeau, Vernon, Wood

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	8.99
Accounting Clerk II	11.02
Accounting Clerk III	13.66
Accounting Clerk IV	17.19
Court Reporter	11.97
Dispatcher, Motor Vehicle	12.70
Document Preparation Clerk	9.38
Duplicating Machine Operator	9.38
Film/Tape Librarian	11.40
General Clerk I	7.06
General Clerk II	8.60
General Clerk III	9.82
General Clerk IV	12.71
Housing Referral Assistant	14.43
Key Entry Operator I	8.98
Key Entry Operator II	12.10
Messenger (Courier)	6.84
Order Clerk I	9.61
Order Clerk II	11.29
Personnel Assistant (Employment) I	7.88
Personnel Assistant (Employment) II	8.86
Personnel Assistant (Employment) III	10.42
Personnel Assistant (Employment) IV	13.90
Production Control Clerk	14.90
Rental Clerk	10.33
Scheduler, Maintenance	11.20
Secretary I	10.54
Secretary II	12.78
Secretary III	14.43
Secretary IV	15.75

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Secretary V	20.97
Service Order Dispatcher	10.51
Stenographer I	8.84
Stenographer II	11.88
Supply Technician	15.75
Survey Worker (Interviewer)	12.02
Switchboard Operator-Receptionist	9.44
Test Examiner	12.78
Test Proctor	12.78
Travel Clerk I	11.09
Travel Clerk II	11.96
Travel Clerk III	12.83
Word Processor I	10.17
Word Processor II	13.66
Word Processor III	14.55
Automatic Data Processing Occupations	
Computer Data Librarian	9.41
Computer Operator I	9.92
Computer Operator II	11.98
Computer Operator III	15.53
Computer Operator IV	18.65
Computer Operator V	22.02
Computer Programmer I (1)	12.69
Computer Programmer II (1)	17.23
Computer Programmer III (1)	20.25
Computer Programmer IV (1)	21.85
Computer Systems Analyst I (1)	22.61
Computer Systems Analyst II (1)	26.57
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	10.72
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	16.13
Automotive Glass Installer	14.68
Automotive Worker	12.86
Electrician, Automotive	15.32
Mobile Equipment Servicer	13.22
Motor Equipment Metal Mechanic	16.13
Motor Equipment Metal Worker	14.68
Motor Vehicle Mechanic	14.23
Motor Vehicle Mechanic Helper	12.74
Motor Vehicle Upholstery Worker	14.02
Motor Vehicle Wrecker	14.68
Painter, Automotive	15.32
Radiator Repair Specialist	14.68
Tire Repairer	12.77
Transmission Repair Specialist	16.13
Food Preparation and Service Occupations	
Baker	10.81
Cook I	9.80
Cook II	10.81
Dishwasher	7.15
Food Service Worker	7.63
Meat Cutter	12.43
Waiter/Waitress	7.64

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Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	16.20
Furniture Handler	12.11
Furniture Refinisher	16.20
Furniture Refinisher Helper	13.47
Furniture Repairer, Minor	14.82
Upholsterer	16.20
General Services and Support Occupations	
Cleaner, Vehicles	7.13
Elevator Operator	8.62
Gardener	11.38
House Keeping Aid I	7.55
House Keeping Aid II	8.25
Janitor	8.62
Laborer, Grounds Maintenance	9.59
Maid or Houseman	7.88
Pest Controller	10.00
Refuse Collector	8.80
Tractor Operator	10.79
Window Cleaner	9.23
Health Occupations	
Dental Assistant	10.96
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	10.64
Licensed Practical Nurse II	11.94
Licensed Practical Nurse III	13.35
Medical Assistant	10.16
Medical Laboratory Technician	12.88
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	8.49
Nursing Assistant II	9.54
Nursing Assistant III	10.41
Nursing Assistant IV	11.68
Pharmacy Technician	12.19
Phlebotomist	12.93
Registered Nurse I	15.60
Registered Nurse II	19.09
Registered Nurse II, Specialist	19.09
Registered Nurse III	23.10
Registered Nurse III, Anesthetist	23.10
Registered Nurse IV	27.68
Information and Arts Occupations	
Audiovisual Librarian	15.36
Exhibits Specialist I	16.29
Exhibits Specialist II	20.24
Exhibits Specialist III	24.67
Illustrator I	16.29
Illustrator II	20.24
Illustrator III	24.67
Librarian	20.80
Library Technician	13.20
Photographer I	12.02
Photographer II	15.32

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Photographer III	19.03
Photographer IV	23.22
Photographer V	28.18
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	8.31
Counter Attendant	8.31
Dry Cleaner	10.25
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	11.35
Tailor	12.07
Washer, Machine	9.22
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	15.32
Tool and Die Maker	18.72
Material Handling and Packing Occupations	
Forklift Operator	12.82
Fuel Distribution System Operator	13.92
Material Coordinator	14.89
Material Expediter	14.89
Material Handling Laborer	10.05
Order Filler	10.33
Production Line Worker (Food Processing)	11.85
Shipping Packer	11.85
Shipping/Receiving Clerk	11.01
Stock Clerk (Shelf Stocker; Store Worker II)	12.36
Store Worker I	9.99
Tools and Parts Attendant	11.85
Warehouse Specialist	11.85
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	16.99
Aircraft Mechanic Helper	13.07
Aircraft Quality Control Inspector	17.78
Aircraft Servicer	14.64
Aircraft Worker	15.43
Appliance Mechanic	15.32
Bicycle Repairer	12.77
Cable Splicer	18.55
Carpenter, Maintenance	15.78
Carpet Layer	15.43
Electrician, Maintenance	19.52
Electronics Technician, Maintenance I	13.08
Electronics Technician, Maintenance II	16.86
Electronics Technician, Maintenance III	18.96
Fabric Worker	14.64
Fire Alarm System Mechanic	16.99
Fire Extinguisher Repairer	13.86
Fuel Distribution System Mechanic	16.99
General Maintenance Worker	14.68
Heating, Refrigeration and Air Conditioning Mechanic	16.81
Heavy Equipment Mechanic	17.70

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Heavy Equipment Operator	18.55
Instrument Mechanic	16.99
Laborer	9.82
Locksmith	16.20
Machinery Maintenance Mechanic	16.99
Machinist, Maintenance	17.81
Maintenance Trades Helper	12.74
Millwright	16.99
Office Appliance Repairer	16.20
Painter, Aircraft	15.32
Painter, Maintenance	15.32
Pipefitter, Maintenance	21.22
Plumber, Maintenance	17.62
Pneudraulic Systems Mechanic	16.99
Rigger	16.99
Scale Mechanic	15.43
Sheet-Metal Worker, Maintenance	16.13
Small Engine Mechanic	15.43
Telecommunication Mechanic I	16.99
Telecommunication Mechanic II	17.78
Telephone Lineman	16.99
Welder, Combination, Maintenance	16.13
Well Driller	16.99
Woodcraft Worker	16.99
Woodworker	13.86
Miscellaneous Occupations	
Animal Caretaker	8.50
Carnival Equipment Operator	8.52
Carnival Equipment Repairer	8.98
Carnival Worker	7.07
Cashier	7.86
Desk Clerk	9.63
Embalmer	17.93
Lifeguard	9.42
Mortician	17.93
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.42
Recreation Specialist	14.66
Recycling Worker	10.60
Sales Clerk	9.19
School Crossing Guard (Crosswalk Attendant)	7.50
Sport Official	9.42
Survey Party Chief (Chief of Party)	14.10
Surveying Aide	8.24
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.83
Swimming Pool Operator	10.50
Vending Machine Attendant	9.03
Vending Machine Repairer	10.50
Vending Machine Repairer Helper	9.03
Personal Needs Occupations	
Child Care Attendant	9.63
Child Care Center Clerk	12.00
Chore Aid	7.41
Homemaker	15.33

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Plant and System Operation Occupations	
Boiler Tender	16.99
Sewage Plant Operator	16.14
Stationary Engineer	16.99
Ventilation Equipment Tender	13.07
Water Treatment Plant Operator	16.20
Protective Service Occupations	
Alarm Monitor	8.85
Corrections Officer	14.42
Court Security Officer	14.98
Detention Officer	14.42
Firefighter	14.16
Guard I	8.41
Guard II	9.40
Police Officer	18.64
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	13.77
Hatch Tender	13.77
Line Handler	13.77
Stevedore I	11.41
Stevedore II	14.39
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	14.61
Archeological Technician II	16.34
Archeological Technician III	20.24
Cartographic Technician	21.51
Civil Engineering Technician	20.24
Computer Based Training (CBT) Specialist/ Instructor	24.31
Drafter I	10.50
Drafter II	12.78
Drafter III	16.29
Drafter IV	20.24
Engineering Technician I	12.27
Engineering Technician II	14.18
Engineering Technician III	17.01
Engineering Technician IV	20.77
Engineering Technician V	23.25
Engineering Technician VI	27.57
Environmental Technician	20.24
Flight Simulator/Instructor (Pilot)	29.42
Graphic Artist	20.29
Instructor	17.16
Laboratory Technician	13.50
Mathematical Technician	20.24
Paralegal/Legal Assistant I	13.59
Paralegal/Legal Assistant II	16.74
Paralegal/Legal Assistant III	20.46
Paralegal/Legal Assistant IV	24.76
Photooptics Technician	19.03
Technical Writer	19.83
Unexploded (UXO) Safety Escort	17.93

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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)	12.71
Weather Observer, Senior (3)	14.70
Weather Observer, Upper Air (3)	12.71
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	11.89
Parking and Lot Attendant	9.09
Shuttle Bus Driver	11.87
Taxi Driver	9.42
Truckdriver, Heavy Truck	14.72
Truckdriver, Light Truck	10.91
Truckdriver, Medium Truck	11.45
Truckdriver, Tractor-Trailer	14.72

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 8 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 ordinance, 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

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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.

