

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.: 1994-2563
Revision No.: 16
Date of Last Revision: 06/04/2000

State: Washington

Area: Washington Counties of King, Snohomish, Whatcom

** Fringe Benefits Required Follow the Occupational Listing **

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.53
Accounting Clerk II	10.69
Accounting Clerk III	12.43
Accounting Clerk IV	15.27
Court Reporter	12.87
Dispatcher, Motor Vehicle	12.87
Document Preparation Clerk	11.36
Duplicating Machine Operator	11.36
Film/Tape Librarian	11.02
General Clerk I	8.56
General Clerk II	9.49
General Clerk III	11.36
General Clerk IV	13.40
Housing Referral Assistant	14.31
Key Entry Operator I	10.40
Key Entry Operator II	12.69
Messenger (Courier)	8.56
Order Clerk I	8.78
Order Clerk II	10.45
Personnel Assistant (Employment) I	9.81
Personnel Assistant (Employment) II	11.02
Personnel Assistant (Employment) III	13.49
Personnel Assistant (Employment) IV	14.28
Production Control Clerk	14.31
Rental Clerk	11.02
Scheduler, Maintenance	11.02
Secretary I	11.02
Secretary II	12.87
Secretary III	14.31
Secretary IV	15.88
Secretary V	20.03
Service Order Dispatcher	11.02
Stenographer I	12.04

WAGE DETERMINATION NO.: 1994-2563 (Rev. 16)

ISSUE DATE: 06/04/2000

Page 2 of 10

Stenographer II	13.52
Supply Technician	15.88
Survey Worker (Interviewer)	12.87
Switchboard Operator-Receptionist	10.04
Test Examiner	12.87
Test Proctor	12.87
Travel Clerk I	9.69
Travel Clerk II	10.20
Travel Clerk III	10.75
Word Processor I	11.26
Word Processor II	12.64
Word Processor III	17.05

Automatic Data Processing Occupations

Computer Data Librarian	11.71
Computer Operator I	11.71
Computer Operator II	12.59
Computer Operator III	15.11
Computer Operator IV	16.34
Computer Operator V	18.09
Computer Programmer I (1)	12.24
Computer Programmer II (1)	15.94
Computer Programmer III (1)	20.91
Computer Programmer IV (1)	21.77
Computer Systems Analyst I (1)	20.31
Computer Systems Analyst II (1)	22.97
Computer Systems Analyst III (1)	27.04
Peripheral Equipment Operator	12.24

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	19.68
Automotive Glass Installer	18.42
Automotive Worker	18.42
Electrician, Automotive	19.03
Mobile Equipment Servicer	17.19
Motor Equipment Metal Mechanic	19.68
Motor Equipment Metal Worker	18.42
Motor Vehicle Mechanic	19.62
Motor Vehicle Mechanic Helper	16.56
Motor Vehicle Upholstery Worker	17.81
Motor Vehicle Wrecker	18.42
Painter, Automotive	19.03
Radiator Repair Specialist	18.42
Tire Repairer	16.61
Transmission Repair Specialist	19.68

Food Preparation and Service Occupations

Baker	11.82
Cook I	11.03

WAGE DETERMINATION NO.: 1994-2563 (Rev. 16) ISSUE DATE: 06/04/2000

Page 3 of 10

Cook II	11.82
Dishwasher	9.38
Food Service Worker	9.38
Meat Cutter	11.82
Waiter/Waitress	11.91
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	21.06
Furniture Handler	16.94
Furniture Refinisher	21.06
Furniture Refinisher Helper	18.25
Furniture Repairer, Minor	19.54
Upholsterer	21.06
General Services and Support Occupations	
Cleaner, Vehicles	9.38
Elevator Operator	9.38
Gardener	11.06
House Keeping Aid I	8.82
House Keeping Aid II	9.38
Janitor	9.38
Laborer, Grounds Maintenance	9.84
Maid or Houseman	8.82
Pest Controller	11.44
Refuse Collector	9.38
Tractor Operator	10.66
Window Cleaner	9.84
Health Occupations	
Dental Assistant	10.63
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.94
Licensed Practical Nurse I	12.68
Licensed Practical Nurse II	14.23
Licensed Practical Nurse III	15.93
Medical Assistant	10.38
Medical Laboratory Technician	10.38
Medical Record Clerk	10.38
Medical Record Technician	13.41
Nursing Assistant I	6.90
Nursing Assistant II	8.49
Nursing Assistant III	9.26
Nursing Assistant IV	10.39
Pharmacy Technician	11.95
Phlebotomist	10.38
Registered Nurse I	17.87
Registered Nurse II	21.80
Registered Nurse II, Specialist	21.80
Registered Nurse III	25.91
Registered Nurse III, Anesthetist	25.91

WAGE DETERMINATION NO.: 1994-2563 (Rev. 16) ----- ISSUE DATE: 06/04/2000

Page 4 of 10

Registered Nurse IV	29.01
Information and Arts Occupations	
Audiovisual Librarian	15.88
Exhibits Specialist I	16.36
Exhibits Specialist II	18.66
Exhibits Specialist III	22.95
Illustrator I	16.36
Illustrator II	18.66
Illustrator III	22.95
Librarian	20.03
Library Technician	12.87
Photographer I	26.37
Photographer II	16.69
Photographer III	18.66
Photographer IV	22.95
Photographer V	28.22
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.68
Counter Attendant	7.68
Dry Cleaner	9.86
Finisher, Flatwork, Machine	7.68
Presser, Hand	7.68
Presser, Machine, Drycleaning	7.68
Presser, Machine, Shirts	7.68
Presser, Machine, Wearing Apparel, Laundry	7.68
Sewing Machine Operator	10.55
Tailor	11.23
Washer, Machine	8.49
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	21.09
Tool and Die Maker	23.67
Material Handling and Packing Occupations	
Forklift Operator	15.35
Fuel Distribution System Operator	18.70
Material Coordinator	17.56
Material Expediter	17.56
Material Handling Laborer	14.96
Order Filler	11.06
Production Line Worker (Food Processing)	14.21
Shipping Packer	13.03
Shipping/Receiving Clerk	13.03
Stock Clerk (Shelf Stocker, Store Worker II)	14.73
Store Worker I	12.36
Tools and Parts Attendant	14.68
Warehouse Specialist	14.21

WAGE DETERMINATION NO.: 1994-2563 (Rev. 16) ISSUE DATE: 06/04/2000

Page 5 of 10

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	21.71
Aircraft Mechanic Helper	18.25
Aircraft Quality Control Inspector	27.53
Aircraft Servicer	19.54
Aircraft Worker	20.41
Appliance Mechanic	21.06
Bicycle Repairer	18.25
Cable Splicer	21.71
Carpenter, Maintenance	21.06
Carpet Layer	21.06
Electrician, Maintenance	23.45
Electronics Technician, Maintenance I	18.38
Electronics Technician, Maintenance II	19.72
Electronics Technician, Maintenance III	24.31
Fabric Worker	19.54
Fire Alarm System Mechanic	21.71
Fire Extinguisher Repairer	18.89
Fuel Distribution System Mechanic	21.71
General Maintenance Worker	17.86
Heating, Refrigeration and Air Conditioning Mechanic	21.71
Heavy Equipment Mechanic	21.71
Heavy Equipment Operator	21.71
Instrument Mechanic	21.71
Laborer	10.34
Locksmith	20.96
Machinery Maintenance Mechanic	21.75
Machinist, Maintenance	20.97
Maintenance Trades Helper	17.93
Milwright	21.71
Office Appliance Repairer	21.06
Painter, Aircraft	21.06
Painter, Maintenance	21.06
Pipefitter, Maintenance	22.64
Plumber, Maintenance	21.06
Pneudraulic Systems Mechanic	21.71
Rigger	21.71
Scale Mechanic	20.41
Sheet-Metal Worker, Maintenance	21.71
Small Engine Mechanic	18.55
Telecommunication Mechanic I	21.71
Telecommunication Mechanic II	22.37
Telephone Lineman	21.71
Welder, Combination, Maintenance	21.71
Well Driller	21.71
Woodcraft Worker	21.71
Woodworker	18.89

WAGE DETERMINATION NO.: 1994-2563 (Rev. 16) - - - - - ISSUE DATE: 06/04/2000

Page 6 of 10

Miscellaneous Occupations

Animal Caretaker	10.32
Carnival Equipment Operator	10.66
Carnival Equipment Repairer	11.07
Carnival Worker	9.38
Cashier	8.81
Desk Clerk	10.81
Embalmer	16.94
Lifeguard	9.62
Mortician	16.94
Park Attendant (Aide)	12.08
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.62
Recreation Specialist	14.96
Recycling Worker	10.69
Sales Clerk	9.62
School Crossing Guard (Crosswalk Attendant)	9.38
Sport Official	9.62
Survey Party Chief (Chief of Party)	21.28
Surveying Aide	10.32
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.14
Swimming Pool Operator	11.82
Vending Machine Attendant	10.69
Vending Machine Repairer	10.78
Vending Machine Repairer Helper	10.69

Personal Needs Occupations

Child Care Attendant	7.01
Child Care Center Clerk	8.74
Chore Aid	9.06
Homemaker	13.95

Plant and System Operation Occupations

Boiler Tender	21.71
Sewage Plant Operator	21.09
Stationary Engineer	21.71
Ventilation Equipment Tender	18.25
Water Treatment Plant Operator	21.09

Protective Service Occupations

Alarm Monitor	12.61
Corrections Officer	16.15
Court Security Officer	19.26
Detention Officer	16.15
Firefighter	19.55
Guard I	7.01
Guard II	12.61
Police Officer	22.10

WAGE DETERMINATION NO.: 1994-2563 (Rev. 16) ISSUE DATE: 06/04/2000

Page 7 of 10

Stevedoring/Longshoremen Occupations

Blocker and Bracer	15.81
Hatch Tender	15.81
Line Handler	15.81
Stevedore I	15.28
Stevedore II	16.33

Technical Occupations

Air Traffic Control Specialist, Center (2)	26.66
Air Traffic Control Specialist, Station (2)	18.39
Air Traffic Control Specialist, Terminal (2)	20.24
Archeological Technician I	13.47
Archeological Technician II	15.07
Archeological Technician III	18.66
Cartographic Technician	18.66
Civil Engineering Technician	18.66
Computer Based Training (CBT) Specialist/ Instructor	20.31
Drafter I	11.26
Drafter II	13.23
Drafter III	17.18
Drafter IV	18.66
Engineering Technician I	12.87
Engineering Technician II	14.44
Engineering Technician III	17.35
Engineering Technician IV	21.41
Engineering Technician V	25.78
Engineering Technician VI	31.19
Environmental Technician	17.12
Flight Simulator/Instructor (Pilot)	22.97
Graphic Artist	20.30
Instructor	16.42
Laboratory Technician	14.66
Mathematical Technician	18.66
Paralegal/Legal Assistant I	12.87
Paralegal/Legal Assistant II	15.88
Paralegal/Legal Assistant III	17.53
Paralegal/Legal Assistant IV	23.49
Photooptics Technician	18.66
Technical Writer	17.80
Unexploded (UXO) Safety Escort	16.94
Unexploded (UXO) Sweep Personnel	16.94
Unexploded Ordnance (UXO) Technician I	16.94
Unexploded Ordnance (UXO) Technician II	20.50
Unexploded Ordnance (UXO) Technician III	24.57
Weather Observer, Combined Upper Air and Surface Programs (3)	15.11
Weather Observer, Senior (3)	16.89
Weather Observer, Upper Air (3)	15.11

WAGE DETERMINATION NO.: 1994-2563 (Rev. 16)-----ISSUE DATE: 06/04/2000

Page 8 of 10

Transportation/ Mobile Equipment Operation Occupations

Bus Driver	16.72
Parking and Lot Attendant	8.68
Shuttle Bus Driver	10.26
Taxi Driver	8.96
Truckdriver, Heavy Truck	17.54
Truckdriver, Light Truck	10.26
Truckdriver, Medium Truck	16.72
Truckdriver, Tractor-Trailer	17.54

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, 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).

**** 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

WAGE DETERMINATION NO.: 1994-2563 (Rev. 16) - - - - - ISSUE DATE: 06/04/2000

Page 9 of 10

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.