

**WAGE DETERMINATION NO: 94-2103 REV (30) AREA: DC,DISTRICT-WIDE**

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WAGE DETERMINATION NO: 94-2103 REV (30) AREA: DC,DISTRICT-WIDE  
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF  
LABOR

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WASHINGTON D.C. 20210

2103

Wage Determination No.: 1994-

William W.Gross  
Director  
06/03/2003

Division of  
Wage Determinations

Revision No.: 30  
Date Of Last Revision:

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States: District of Columbia, **Maryland**, Virginia  
Area: District of Columbia Statewide  
**Maryland** Counties of Calvert, Charles, Frederick, **Montgomery**, Prince  
George's, St  
Mary's  
Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church,  
Fauquier, King  
George, Loudoun, Prince William, Stafford

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

OCCUPATION CODE - TITLE

MINIMUM

WAGE RATE

01000 - Administrative Support and Clerical Occupations

01011 - Accounting Clerk I

11.18

01012 - Accounting Clerk II

12.74

01013 - Accounting Clerk III

14.30

01014 - Accounting Clerk IV

16.37

01030 - Court Reporter

16.43

01050 - Dispatcher, Motor Vehicle

16.09

01060 - Document Preparation Clerk

12.42

01070 - Messenger (Courier)

10.23

01090 - Duplicating Machine Operator

12.42

01110 - Film/Tape Librarian

14.65

01115 - General Clerk I

11.68

01116 - General Clerk II  
13.72  
01117 - General Clerk III  
15.32  
01118 - General Clerk IV  
18.74  
01120 - Housing Referral Assistant  
19.04  
01131 - Key Entry Operator I  
10.80  
01132 - Key Entry Operator II  
12.07  
01191 - Order Clerk I  
14.74  
01192 - Order Clerk II  
16.29  
01261 - Personnel Assistant (Employment) I  
13.05  
01262 - Personnel Assistant (Employment) II  
14.24  
01263 - Personnel Assistant (Employment) III  
16.42  
01264 - Personnel Assistant (Employment) IV  
19.60  
01270 - Production Control Clerk  
17.28  
01290 - Rental Clerk  
15.42  
01300 - Scheduler, Maintenance  
15.26  
01311 - Secretary I  
15.26  
01312 - Secretary II  
16.56  
01313 - Secretary III  
19.04  
01314 - Secretary IV  
20.15  
01315 - Secretary V  
23.47  
01320 - Service Order Dispatcher  
15.44  
01341 - Stenographer I  
14.68  
01342 - Stenographer II  
16.47  
01400 - Supply Technician  
20.15  
01420 - Survey Worker (Interviewer)  
14.94  
01460 - Switchboard Operator-Receptionist  
10.96  
01510 - Test Examiner  
16.56  
01520 - Test Proctor  
16.56

01531 - Travel Clerk I  
11.63  
01532 - Travel Clerk II  
12.49  
01533 - Travel Clerk III  
13.41  
01611 - Word Processor I  
11.80  
01612 - Word Processor II  
14.22  
01613 - Word Processor III  
16.65  
03000 - Automatic Data Processing Occupations  
03010 - Computer Data Librarian  
12.86  
03041 - Computer Operator I  
14.30  
03042 - Computer Operator II  
15.82  
03043 - Computer Operator III  
18.60  
03044 - Computer Operator IV  
20.44  
03045 - Computer Operator V  
22.94  
03071 - Computer Programmer I (1)  
19.64  
03072 - Computer Programmer II (1)  
23.05  
03073 - Computer Programmer III (1)  
26.99  
03074 - Computer Programmer IV (1)  
27.62  
03101 - Computer Systems Analyst I (1)  
27.62  
03102 - Computer Systems Analyst II (1)  
27.62  
03103 - Computer Systems Analyst III (1)  
27.62  
03160 - Peripheral Equipment Operator  
14.30  
05000 - Automotive Service Occupations  
05005 - Automotive Body Repairer, Fiberglass  
22.73  
05010 - Automotive Glass Installer  
17.88  
05040 - Automotive Worker  
17.88  
05070 - Electrician, Automotive  
18.95  
05100 - Mobile Equipment Servicer  
15.69  
05130 - Motor Equipment Metal Mechanic  
19.98  
05160 - Motor Equipment Metal Worker  
17.88

05190 - Motor Vehicle Mechanic  
20.07  
05220 - Motor Vehicle Mechanic Helper  
16.81  
05250 - Motor Vehicle Upholstery Worker  
17.88  
05280 - Motor Vehicle Wrecker  
17.88  
05310 - Painter, Automotive  
18.95  
05340 - Radiator Repair Specialist  
17.88  
05370 - Tire Repairer  
14.43  
05400 - Transmission Repair Specialist  
19.98  
07000 - Food Preparation and Service Occupations  
(not set) - Food Service Worker  
9.01  
07010 - Baker  
11.87  
07041 - Cook I  
10.93  
07042 - Cook II  
12.46  
07070 - Dishwasher  
9.22  
07130 - Meat Cutter  
16.07  
07250 - Waiter/Waitress  
8.59  
09000 - Furniture Maintenance and Repair Occupations  
09010 - Electrostatic Spray Painter  
18.05  
09040 - Furniture Handler  
12.55  
09070 - Furniture Refinisher  
18.05  
09100 - Furniture Refinisher Helper  
13.85  
09110 - Furniture Repairer, Minor  
16.01  
09130 - Upholsterer  
18.05  
11030 - General Services and Support Occupations  
11030 - Cleaner, Vehicles  
9.67  
11060 - Elevator Operator  
9.79  
11090 - Gardener  
12.98  
11121 - House Keeping Aid I  
9.13  
11122 - House Keeping Aid II  
9.39  
11150 - Janitor  
10.12

11210 - Laborer, Grounds Maintenance  
10.75  
11240 - Maid or Houseman  
9.28  
11270 - Pest Controller  
12.44  
11300 - Refuse Collector  
10.88  
11330 - Tractor Operator  
12.73  
11360 - Window Cleaner  
10.51  
12000 - Health Occupations  
12020 - Dental Assistant  
15.80  
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver  
13.08  
12071 - Licensed Practical Nurse I  
14.63  
12072 - Licensed Practical Nurse II  
16.42  
12073 - Licensed Practical Nurse III  
18.38  
12100 - Medical Assistant  
12.94  
12130 - Medical Laboratory Technician  
15.32  
12160 - Medical Record Clerk  
13.60  
12190 - Medical Record Technician  
14.97  
12221 - Nursing Assistant I  
8.46  
12222 - Nursing Assistant II  
9.52  
12223 - Nursing Assistant III  
11.94  
12224 - Nursing Assistant IV  
13.40  
12250 - Pharmacy Technician  
11.84  
12280 - Phlebotomist  
11.21  
12311 - Registered Nurse I  
24.00  
12312 - Registered Nurse II  
26.70  
12313 - Registered Nurse II, Specialist  
26.70  
12314 - Registered Nurse III  
34.48  
12315 - Registered Nurse III, Anesthetist  
34.48  
12316 - Registered Nurse IV  
41.33  
13000 - Information and Arts Occupations

13002 - Audiovisual Librarian  
18.95  
13011 - Exhibits Specialist I  
17.98  
13012 - Exhibits Specialist II  
22.48  
13013 - Exhibits Specialist III  
27.29  
13041 - Illustrator I  
18.73  
13042 - Illustrator II  
23.42  
13043 - Illustrator III  
28.82  
13047 - Librarian  
22.33  
13050 - Library Technician  
16.28  
13071 - Photographer I  
13.93  
13072 - Photographer II  
15.64  
13073 - Photographer III  
19.56  
13074 - Photographer IV  
24.08  
13075 - Photographer V  
26.50  
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations  
15010 - Assembler  
8.71  
15030 - Counter Attendant  
8.71  
15040 - Dry Cleaner  
9.94  
15070 - Finisher, Flatwork, Machine  
8.71  
15090 - Presser, Hand  
8.71  
15100 - Presser, Machine, Drycleaning  
8.71  
15130 - Presser, Machine, Shirts  
8.71  
15160 - Presser, Machine, Wearing Apparel, Laundry  
8.71  
15190 - Sewing Machine Operator  
10.67  
15220 - Tailor  
12.43  
15250 - Washer, Machine  
9.31  
19000 - Machine Tool Operation and Repair Occupations  
19010 - Machine-Tool Operator (Toolroom)  
18.95  
19040 - Tool and Die Maker  
23.05  
21000 - Material Handling and Packing Occupations

21010 - Fuel Distribution System Operator  
19.38  
21020 - Material Coordinator  
17.12  
21030 - Material Expediter  
17.12  
21040 - Material Handling Laborer  
11.50  
21050 - Order Filler  
13.21  
21071 - Forklift Operator  
14.58  
21080 - Production Line Worker (Food Processing)  
14.08  
21100 - Shipping/Receiving Clerk  
13.09  
21130 - Shipping Packer  
13.02  
21140 - Store Worker I  
9.06  
21150 - Stock Clerk (Shelf Stocker; Store Worker II)  
13.01  
21210 - Tools and Parts Attendant  
16.99  
21400 - Warehouse Specialist  
15.76  
23000 - Mechanics and Maintenance and Repair Occupations  
23010 - Aircraft Mechanic  
22.24  
23040 - Aircraft Mechanic Helper  
14.71  
23050 - Aircraft Quality Control Inspector  
23.43  
23060 - Aircraft Servicer  
17.82  
23070 - Aircraft Worker  
18.09  
23100 - Appliance Mechanic  
18.95  
23120 - Bicycle Repairer  
14.43  
23125 - Cable Splicer  
22.51  
23130 - Carpenter, Maintenance  
18.95  
23140 - Carpet Layer  
17.61  
23160 - Electrician, Maintenance  
22.59  
23181 - Electronics Technician, Maintenance I  
16.88  
23182 - Electronics Technician, Maintenance II  
21.92  
23183 - Electronics Technician, Maintenance III  
23.87  
23260 - Fabric Worker  
16.55

23290 - Fire Alarm System Mechanic  
19.98  
23310 - Fire Extinguisher Repairer  
15.69  
23340 - Fuel Distribution System Mechanic  
20.93  
23370 - General Maintenance Worker  
17.28  
23400 - Heating, Refrigeration and Air Conditioning Mechanic  
19.25  
23430 - Heavy Equipment Mechanic  
19.98  
23440 - Heavy Equipment Operator  
20.28  
23460 - Instrument Mechanic  
19.98  
23470 - Laborer  
11.79  
23500 - Locksmith  
18.95  
23530 - Machinery Maintenance Mechanic  
20.51  
23550 - Machinist, Maintenance  
21.52  
23580 - Maintenance Trades Helper  
14.54  
23640 - Millwright  
19.70  
23700 - Office Appliance Repairer  
18.95  
23740 - Painter, Aircraft  
21.29  
23760 - Painter, Maintenance  
18.95  
23790 - Pipefitter, Maintenance  
20.94  
23800 - Plumber, Maintenance  
19.86  
23820 - Pneudraulic Systems Mechanic  
19.98  
23850 - Rigger  
19.98  
23870 - Scale Mechanic  
17.88  
23890 - Sheet-Metal Worker, Maintenance  
19.98  
23910 - Small Engine Mechanic  
20.05  
23930 - Telecommunication Mechanic I  
19.41  
23931 - Telecommunication Mechanic II  
20.45  
23950 - Telephone Lineman  
20.93  
23960 - Welder, Combination, Maintenance  
19.98

23965 - Well Driller  
19.98  
23970 - Woodcraft Worker  
19.98  
23980 - Woodworker  
15.32  
24000 - Personal Needs Occupations  
24570 - Child Care Attendant  
11.37  
24580 - Child Care Center Clerk  
15.86  
24600 - Chore Aid  
8.86  
24630 - Homemaker  
16.45  
25000 - Plant and System Operation Occupations  
25010 - Boiler Tender  
22.20  
25040 - Sewage Plant Operator  
19.52  
25070 - Stationary Engineer  
22.20  
25190 - Ventilation Equipment Tender  
13.85  
25210 - Water Treatment Plant Operator  
19.72  
27000 - Protective Service Occupations  
(not set) - Police Officer  
21.76  
27004 - Alarm Monitor  
15.26  
27006 - Corrections Officer  
17.69  
27010 - Court Security Officer  
19.46  
27040 - Detention Officer  
18.29  
27070 - Firefighter  
19.72  
27101 - Guard I  
9.51  
27102 - Guard II  
12.53  
28000 - Stevedoring/Longshoremen Occupations  
28010 - Blocker and Bracer  
16.76  
28020 - Hatch Tender  
16.76  
28030 - Line Handler  
16.76  
28040 - Stevedore I  
15.76  
28050 - Stevedore II  
17.78  
29000 - Technical Occupations  
21150 - Graphic Artist  
20.52

29010 - Air Traffic Control Specialist, Center (2)  
29.85  
29011 - Air Traffic Control Specialist, Station (2)  
20.59  
29012 - Air Traffic Control Specialist, Terminal (2)  
22.67  
29023 - Archeological Technician I  
15.52  
29024 - Archeological Technician II  
17.35  
29025 - Archeological Technician III  
21.51  
29030 - Cartographic Technician  
22.87  
29035 - Computer Based Training (CBT) Specialist/ Instructor  
25.84  
29040 - Civil Engineering Technician  
19.56  
29061 - Drafter I  
13.01  
29062 - Drafter II  
16.29  
29063 - Drafter III  
18.30  
29064 - Drafter IV  
22.87  
29081 - Engineering Technician I  
16.15  
29082 - Engineering Technician II  
18.75  
29083 - Engineering Technician III  
22.54  
29084 - Engineering Technician IV  
25.86  
29085 - Engineering Technician V  
31.62  
29086 - Engineering Technician VI  
38.26  
29090 - Environmental Technician  
19.29  
29100 - Flight Simulator/Instructor (Pilot)  
30.54  
29160 - Instructor  
23.97  
29210 - Laboratory Technician  
16.87  
29240 - Mathematical Technician  
23.39  
29361 - Paralegal/Legal Assistant I  
18.38  
29362 - Paralegal/Legal Assistant II  
23.44  
29363 - Paralegal/Legal Assistant III  
28.68  
29364 - Paralegal/Legal Assistant IV  
34.69

29390 - Photooptics Technician  
22.87  
29480 - Technical Writer  
25.08  
29491 - Unexploded Ordnance (UXO) Technician I  
18.97  
29492 - Unexploded Ordnance (UXO) Technician II  
22.96  
29493 - Unexploded Ordnance (UXO) Technician III  
27.51  
29494 - Unexploded (UXO) Safety Escort  
18.97  
29495 - Unexploded (UXO) Sweep Personnel  
18.97  
29620 - Weather Observer, Senior (3)  
21.32  
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)  
18.30  
29622 - Weather Observer, Upper Air (3)  
18.30  
31000 - Transportation/ Mobile Equipment Operation Occupations  
31030 - Bus Driver  
15.95  
31260 - Parking and Lot Attendant  
8.62  
31290 - Shuttle Bus Driver  
12.94  
31300 - Taxi Driver  
10.99  
31361 - Truckdriver, Light Truck  
12.37  
31362 - Truckdriver, Medium Truck  
15.72  
31363 - Truckdriver, Heavy Truck  
18.40  
31364 - Truckdriver, Tractor-Trailer  
18.40  
99000 - Miscellaneous Occupations  
99020 - Animal Caretaker  
9.33  
99030 - Cashier  
8.53  
99041 - Carnival Equipment Operator  
11.78  
99042 - Carnival Equipment Repairer  
12.69  
99043 - Carnival Worker  
7.93  
99050 - Desk Clerk  
9.78  
99095 - Embalmer  
19.04  
99300 - Lifeguard  
9.97  
99310 - Mortician  
22.94

99350 - Park Attendant (Aide)  
12.52  
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)  
9.81  
99500 - Recreation Specialist  
15.94  
99510 - Recycling Worker  
14.06  
99610 - Sales Clerk  
10.49  
99620 - School Crossing Guard (Crosswalk Attendant)  
11.37  
99630 - Sport Official  
11.24  
99658 - Survey Party Chief (Chief of Party)  
16.41  
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)  
15.60  
99660 - Surveying Aide  
10.20  
99690 - Swimming Pool Operator  
13.54  
99720 - Vending Machine Attendant  
10.43  
99730 - Vending Machine Repairer  
13.54  
99740 - Vending Machine Repairer Helper  
11.02

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 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

ordance, 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 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.

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