

94-2087 CT,HARTFORD

01/27/04

\*\*\*FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL\*\*\*

WASHINGTON D.C. 20210

2087

William W.Gross  
Director  
01/16/2004

Division of  
Wage Determinations

Wage Determination No.: 1994-

Revision No.: 24  
Date Of Last Revision:

Applicable in the state of **Connecticut** in the Hartford Standard Metropolitan Statistical Area as follows:

HARTFORD COUNTY - Avon Town, Bloomfield Town, Canton Town, East Granby Town, East Hartford Town, East Windsor Town, Enfield Town, Farmington Town, Glastonbury Town, Granby Town, Hartford City, Manchester Town, Marlborough Town, Newington Town, Rocky Hill Town, Simsbury Town, South Windsor Town, Suffield Town, West Hartford Town, Wethersfield Town, Windsor Town, Windsor Locks Town

LITCHFIELD COUNTY - New Hartford Town

MIDDLESEX COUNTY - Cromwell Town, East Hampton Town, Portland Town

NEW LONDON COUNTY - Colchester Town

TOLLAND COUNTY - Andover City, Bolton Coty, Columbia Town, Coventry City, Ellington City, Hebron Town, Stafford Town, Tolland Town, Vernon City, Willington Town

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

OCCUPATION CODE - TITLE MINIMUM  
WAGE RATE

01000 - Administrative Support and Clerical Occupations

01011 - Accounting Clerk I  
9.79

01012 - Accounting Clerk II  
12.59

01013 - Accounting Clerk III  
15.25

01014 - Accounting Clerk IV  
18.48

01030 - Court Reporter  
14.10  
01050 - Dispatcher, Motor Vehicle  
11.20  
01060 - Document Preparation Clerk  
14.41  
01070 - Messenger (Courier)  
11.12  
01090 - Duplicating Machine Operator  
14.41  
01110 - Film/Tape Librarian  
12.81  
01115 - General Clerk I  
11.73  
01116 - General Clerk II  
13.16  
01117 - General Clerk III  
16.04  
01118 - General Clerk IV  
17.84  
01120 - Housing Referral Assistant  
19.80  
01131 - Key Entry Operator I  
12.63  
01132 - Key Entry Operator II  
17.16  
01191 - Order Clerk I  
12.30  
01192 - Order Clerk II  
13.68  
01261 - Personnel Assistant (Employment) I  
12.51  
01262 - Personnel Assistant (Employment) II  
14.06  
01263 - Personnel Assistant (Employment) III  
17.06  
01264 - Personnel Assistant (Employment) IV  
19.83  
01270 - Production Control Clerk  
18.32  
01290 - Rental Clerk  
12.78  
01300 - Scheduler, Maintenance  
14.52  
01311 - Secretary I  
14.52  
01312 - Secretary II  
16.80  
01313 - Secretary III  
19.12  
01314 - Secretary IV  
21.51  
01315 - Secretary V  
24.85  
01320 - Service Order Dispatcher  
14.83

01341 - Stenographer I  
13.46  
01342 - Stenographer II  
15.11  
01400 - Supply Technician  
19.10  
01420 - Survey Worker (Interviewer)  
15.55  
01460 - Switchboard Operator-Receptionist  
11.02  
01510 - Test Examiner  
17.40  
01520 - Test Proctor  
17.40  
01531 - Travel Clerk I  
11.24  
01532 - Travel Clerk II  
12.25  
01533 - Travel Clerk III  
13.33  
01611 - Word Processor I  
13.31  
01612 - Word Processor II  
15.54  
01613 - Word Processor III  
16.96  
03000 - Automatic Data Processing Occupations  
03010 - Computer Data Librarian  
13.61  
03041 - Computer Operator I  
13.61  
03042 - Computer Operator II  
16.19  
03043 - Computer Operator III  
20.39  
03044 - Computer Operator IV  
22.85  
03045 - Computer Operator V  
25.36  
03071 - Computer Programmer I (1)  
18.14  
03072 - Computer Programmer II (1)  
22.40  
03073 - Computer Programmer III (1)  
27.62  
03074 - Computer Programmer IV (1)  
27.62  
03101 - Computer Systems Analyst I (1)  
24.37  
03102 - Computer Systems Analyst II (1)  
27.62  
03103 - Computer Systems Analyst III (1)  
27.62  
03160 - Peripheral Equipment Operator  
13.61  
05000 - Automotive Service Occupations

05005 - Automotive Body Repairer, Fiberglass  
19.36  
05010 - Automotive Glass Installer  
19.45  
05040 - Automotive Worker  
17.68  
05070 - Electrician, Automotive  
18.43  
05100 - Mobile Equipment Servicer  
16.23  
05130 - Motor Equipment Metal Mechanic  
19.19  
05160 - Motor Equipment Metal Worker  
17.68  
05190 - Motor Vehicle Mechanic  
18.71  
05220 - Motor Vehicle Mechanic Helper  
15.47  
05250 - Motor Vehicle Upholstery Worker  
16.97  
05280 - Motor Vehicle Wrecker  
17.68  
05310 - Painter, Automotive  
18.50  
05340 - Radiator Repair Specialist  
17.68  
05370 - Tire Repairer  
15.68  
05400 - Transmission Repair Specialist  
19.19  
07000 - Food Preparation and Service Occupations  
(not set) - Food Service Worker  
9.94  
07010 - Baker  
12.99  
07041 - Cook I  
12.09  
07042 - Cook II  
13.17  
07070 - Dishwasher  
9.94  
07130 - Meat Cutter  
17.25  
07250 - Waiter/Waitress  
10.21  
09000 - Furniture Maintenance and Repair Occupations  
09010 - Electrostatic Spray Painter  
18.43  
09040 - Furniture Handler  
13.89  
09070 - Furniture Refinisher  
18.43  
09100 - Furniture Refinisher Helper  
15.47  
09110 - Furniture Repairer, Minor  
16.97

09130 - Upholsterer  
18.43  
11030 - General Services and Support Occupations  
11030 - Cleaner, Vehicles  
9.86  
11060 - Elevator Operator  
11.13  
11090 - Gardener  
14.40  
11121 - House Keeping Aid I  
10.74  
11122 - House Keeping Aid II  
11.02  
11150 - Janitor  
11.69  
11210 - Laborer, Grounds Maintenance  
12.34  
11240 - Maid or Houseman  
10.74  
11270 - Pest Controller  
13.72  
11300 - Refuse Collector  
11.64  
11330 - Tractor Operator  
13.73  
11360 - Window Cleaner  
11.81  
12000 - Health Occupations  
12020 - Dental Assistant  
14.52  
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver  
14.52  
12071 - Licensed Practical Nurse I  
12.12  
12072 - Licensed Practical Nurse II  
13.60  
12073 - Licensed Practical Nurse III  
15.21  
12100 - Medical Assistant  
13.60  
12130 - Medical Laboratory Technician  
13.61  
12160 - Medical Record Clerk  
12.87  
12190 - Medical Record Technician  
15.32  
12221 - Nursing Assistant I  
9.16  
12222 - Nursing Assistant II  
10.29  
12223 - Nursing Assistant III  
11.22  
12224 - Nursing Assistant IV  
12.59  
12250 - Pharmacy Technician  
12.19

12280 - Phlebotomist  
12.59  
12311 - Registered Nurse I  
17.95  
12312 - Registered Nurse II  
21.97  
12313 - Registered Nurse II, Specialist  
21.97  
12314 - Registered Nurse III  
26.58  
12315 - Registered Nurse III, Anesthetist  
26.58  
12316 - Registered Nurse IV  
31.83  
13000 - Information and Arts Occupations  
13002 - Audiovisual Librarian  
20.68  
13011 - Exhibits Specialist I  
16.62  
13012 - Exhibits Specialist II  
20.68  
13013 - Exhibits Specialist III  
22.10  
13041 - Illustrator I  
15.71  
13042 - Illustrator II  
19.55  
13043 - Illustrator III  
21.18  
13047 - Librarian  
24.49  
13050 - Library Technician  
14.64  
13071 - Photographer I  
14.87  
13072 - Photographer II  
18.49  
13073 - Photographer III  
21.27  
13074 - Photographer IV  
25.96  
13075 - Photographer V  
31.48  
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations  
15010 - Assembler  
7.80  
15030 - Counter Attendant  
7.80  
15040 - Dry Cleaner  
9.86  
15070 - Finisher, Flatwork, Machine  
7.80  
15090 - Presser, Hand  
7.80  
15100 - Presser, Machine, Drycleaning  
8.58

15130 - Presser, Machine, Shirts  
7.80  
15160 - Presser, Machine, Wearing Apparel, Laundry  
7.80  
15190 - Sewing Machine Operator  
10.38  
15220 - Tailor  
12.52  
15250 - Washer, Machine  
8.40  
19000 - Machine Tool Operation and Repair Occupations  
19010 - Machine-Tool Operator (Toolroom)  
18.43  
19040 - Tool and Die Maker  
21.43  
21000 - Material Handling and Packing Occupations  
21010 - Fuel Distribution System Operator  
17.85  
21020 - Material Coordinator  
19.52  
21030 - Material Expediter  
19.52  
21040 - Material Handling Laborer  
13.94  
21050 - Order Filler  
12.93  
21071 - Forklift Operator  
15.47  
21080 - Production Line Worker (Food Processing)  
15.47  
21100 - Shipping/Receiving Clerk  
14.63  
21130 - Shipping Packer  
14.89  
21140 - Store Worker I  
10.47  
21150 - Stock Clerk (Shelf Stocker; Store Worker II)  
14.14  
21210 - Tools and Parts Attendant  
15.47  
21400 - Warehouse Specialist  
15.47  
23000 - Mechanics and Maintenance and Repair Occupations  
23010 - Aircraft Mechanic  
21.52  
23040 - Aircraft Mechanic Helper  
17.35  
23050 - Aircraft Quality Control Inspector  
22.30  
23060 - Aircraft Servicer  
19.03  
23070 - Aircraft Worker  
19.83  
23100 - Appliance Mechanic  
18.43  
23120 - Bicycle Repairer  
15.68

23125 - Cable Splicer  
24.28  
23130 - Carpenter, Maintenance  
19.15  
23140 - Carpet Layer  
17.83  
23160 - Electrician, Maintenance  
21.64  
23181 - Electronics Technician, Maintenance I  
20.33  
23182 - Electronics Technician, Maintenance II  
21.19  
23183 - Electronics Technician, Maintenance III  
22.07  
23260 - Fabric Worker  
17.75  
23290 - Fire Alarm System Mechanic  
20.08  
23310 - Fire Extinguisher Repairer  
16.97  
23340 - Fuel Distribution System Mechanic  
21.11  
23370 - General Maintenance Worker  
17.68  
23400 - Heating, Refrigeration and Air Conditioning Mechanic  
21.11  
23430 - Heavy Equipment Mechanic  
20.60  
23440 - Heavy Equipment Operator  
21.64  
23460 - Instrument Mechanic  
20.08  
23470 - Laborer  
11.65  
23500 - Locksmith  
19.27  
23530 - Machinery Maintenance Mechanic  
20.09  
23550 - Machinist, Maintenance  
19.19  
23580 - Maintenance Trades Helper  
15.47  
23640 - Millwright  
22.49  
23700 - Office Appliance Repairer  
19.27  
23740 - Painter, Aircraft  
19.91  
23760 - Painter, Maintenance  
18.43  
23790 - Pipefitter, Maintenance  
20.00  
23800 - Plumber, Maintenance  
18.88  
23820 - Pneudraulic Systems Mechanic  
20.08



23850 - Rigger  
20.08  
23870 - Scale Mechanic  
18.49  
23890 - Sheet-Metal Worker, Maintenance  
19.44  
23910 - Small Engine Mechanic  
17.68  
23930 - Telecommunication Mechanic I  
19.31  
23931 - Telecommunication Mechanic II  
20.02  
23950 - Telephone Lineman  
19.31  
23960 - Welder, Combination, Maintenance  
19.19  
23965 - Well Driller  
19.19  
23970 - Woodcraft Worker  
20.08  
23980 - Woodworker  
16.97  
24000 - Personal Needs Occupations  
24570 - Child Care Attendant  
9.92  
24580 - Child Care Center Clerk  
13.91  
24600 - Chore Aid  
9.59  
24630 - Homemaker  
16.50  
25000 - Plant and System Operation Occupations  
25010 - Boiler Tender  
20.48  
25040 - Sewage Plant Operator  
18.79  
25070 - Stationary Engineer  
20.48  
25190 - Ventilation Equipment Tender  
16.17  
25210 - Water Treatment Plant Operator  
18.79  
27000 - Protective Service Occupations  
(not set) - Police Officer  
24.25  
27004 - Alarm Monitor  
12.89  
27006 - Corrections Officer  
24.00  
27010 - Court Security Officer  
24.00  
27040 - Detention Officer  
24.00  
27070 - Firefighter  
24.28  
27101 - Guard I  
10.42

27102 - Guard II  
14.78  
28000 - Stevedoring/Longshoremen Occupations  
28010 - Blocker and Bracer  
18.49  
28020 - Hatch Tender  
18.49  
28030 - Line Handler  
18.49  
28040 - Stevedore I  
18.67  
28050 - Stevedore II  
20.26  
29000 - Technical Occupations  
21150 - Graphic Artist  
19.33  
29010 - Air Traffic Control Specialist, Center (2)  
29.94  
29011 - Air Traffic Control Specialist, Station (2)  
20.65  
29012 - Air Traffic Control Specialist, Terminal (2)  
22.74  
29023 - Archeological Technician I  
14.12  
29024 - Archeological Technician II  
15.80  
29025 - Archeological Technician III  
19.58  
29030 - Cartographic Technician  
20.17  
29035 - Computer Based Training (CBT) Specialist/ Instructor  
23.40  
29040 - Civil Engineering Technician  
22.05  
29061 - Drafter I  
10.53  
29062 - Drafter II  
12.04  
29063 - Drafter III  
15.74  
29064 - Drafter IV  
19.58  
29081 - Engineering Technician I  
11.32  
29082 - Engineering Technician II  
12.93  
29083 - Engineering Technician III  
16.90  
29084 - Engineering Technician IV  
21.03  
29085 - Engineering Technician V  
24.18  
29086 - Engineering Technician VI  
27.80  
29090 - Environmental Technician  
18.73

29100 - Flight Simulator/Instructor (Pilot)  
27.62  
29160 - Instructor  
20.74  
29210 - Laboratory Technician  
18.21  
29240 - Mathematical Technician  
19.58  
29361 - Paralegal/Legal Assistant I  
17.49  
29362 - Paralegal/Legal Assistant II  
22.55  
29363 - Paralegal/Legal Assistant III  
27.52  
29364 - Paralegal/Legal Assistant IV  
33.39  
29390 - Photooptics Technician  
19.58  
29480 - Technical Writer  
25.31  
29491 - Unexploded Ordnance (UXO) Technician I  
19.67  
29492 - Unexploded Ordnance (UXO) Technician II  
23.80  
29493 - Unexploded Ordnance (UXO) Technician III  
28.52  
29494 - Unexploded (UXO) Safety Escort  
19.67  
29495 - Unexploded (UXO) Sweep Personnel  
19.67  
29620 - Weather Observer, Senior (1,3)  
19.14  
29621 - Weather Observer, Combined Upper Air and Surface Programs  
(1,3) 17.20  
29622 - Weather Observer, Upper Air (1,3)  
17.20  
31000 - Transportation/ Mobile Equipment Operation Occupations  
31030 - Bus Driver  
16.97  
31260 - Parking and Lot Attendant  
9.11  
31290 - Shuttle Bus Driver  
14.43  
31300 - Taxi Driver  
15.47  
31361 - Truckdriver, Light Truck  
19.50  
31362 - Truckdriver, Medium Truck  
13.60  
31363 - Truckdriver, Heavy Truck  
18.40  
31364 - Truckdriver, Tractor-Trailer  
19.50  
99000 - Miscellaneous Occupations  
99020 - Animal Caretaker  
10.75

99030 - Cashier  
9.22  
99041 - Carnival Equipment Operator  
11.36  
99042 - Carnival Equipment Repairer  
11.92  
99043 - Carnival Worker  
9.62  
99050 - Desk Clerk  
11.13  
99095 - Embalmer  
20.97  
99300 - Lifeguard  
10.33  
99310 - Mortician  
22.98  
99350 - Park Attendant (Aide)  
12.98  
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)  
10.96  
99500 - Recreation Specialist  
15.40  
99510 - Recycling Worker  
13.13  
99610 - Sales Clerk  
10.76  
99620 - School Crossing Guard (Crosswalk Attendant)  
12.60  
99630 - Sport Official  
10.33  
99658 - Survey Party Chief (Chief of Party)  
14.78  
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)  
13.44  
99660 - Surveying Aide  
8.96  
99690 - Swimming Pool Operator  
14.37  
99720 - Vending Machine Attendant  
12.56  
99730 - Vending Machine Repairer  
14.37  
99740 - Vending Machine Repairer Helper  
12.56

---

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, 4 weeks after 15 years, and 5 weeks after 25

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 eleven 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, 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 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 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.