

94-2273 MI,DETROIT

06/10/03

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WASHINGTON D.C. 20210

William W.Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2273
Revision No.: 25
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State: **Michigan**

Area: **Michigan** Counties of Genesee, Lapeer, Macomb, Monroe, Oakland, St Clair, Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	10.01
01012 - Accounting Clerk II	11.21
01013 - Accounting Clerk III	14.40
01014 - Accounting Clerk IV	18.41
01030 - Court Reporter	16.15
01050 - Dispatcher, Motor Vehicle	16.15
01060 - Document Preparation Clerk	13.61
01070 - Messenger (Courier)	11.21
01090 - Duplicating Machine Operator	13.28
01110 - Film/Tape Librarian	13.06
01115 - General Clerk I	9.99
01116 - General Clerk II	11.11
01117 - General Clerk III	13.25
01118 - General Clerk IV	14.83
01120 - Housing Referral Assistant	17.29
01131 - Key Entry Operator I	10.66
01132 - Key Entry Operator II	13.74
01191 - Order Clerk I	12.15
01192 - Order Clerk II	15.69
01261 - Personnel Assistant (Employment) I	14.75
01262 - Personnel Assistant (Employment) II	16.58
01263 - Personnel Assistant (Employment) III	19.33
01264 - Personnel Assistant (Employment) IV	21.57
01270 - Production Control Clerk	18.56
01290 - Rental Clerk	14.36
01300 - Scheduler, Maintenance	14.36
01311 - Secretary I	15.82
01312 - Secretary II	16.99
01313 - Secretary III	18.85
01314 - Secretary IV	21.72
01315 - Secretary V	24.11
01320 - Service Order Dispatcher	15.50
01341 - Stenographer I	13.55
01342 - Stenographer II	15.18
01400 - Supply Technician	19.06

01420 - Survey Worker (Interviewer)	16.15
01460 - Switchboard Operator-Receptionist	11.75
01510 - Test Examiner	16.15
01520 - Test Proctor	16.15
01531 - Travel Clerk I	10.50
01532 - Travel Clerk II	11.39
01533 - Travel Clerk III	12.33
01611 - Word Processor I	11.62
01612 - Word Processor II	13.71
01613 - Word Processor III	18.81
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	13.07
03041 - Computer Operator I	13.34
03042 - Computer Operator II	14.63
03043 - Computer Operator III	16.74
03044 - Computer Operator IV	19.67
03045 - Computer Operator V	21.80
03071 - Computer Programmer I (1)	17.66
03072 - Computer Programmer II (1)	25.23
03073 - Computer Programmer III (1)	27.62
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	15.36
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	23.13
05010 - Automotive Glass Installer	21.67
05040 - Automotive Worker	21.67
05070 - Electrician, Automotive	22.41
05100 - Mobile Equipment Servicer	20.27
05130 - Motor Equipment Metal Mechanic	23.13
05160 - Motor Equipment Metal Worker	21.67
05190 - Motor Vehicle Mechanic	23.13
05220 - Motor Vehicle Mechanic Helper	19.56
05250 - Motor Vehicle Upholstery Worker	20.96
05280 - Motor Vehicle Wrecker	21.67
05310 - Painter, Automotive	22.41
05340 - Radiator Repair Specialist	21.67
05370 - Tire Repairer	19.58
05400 - Transmission Repair Specialist	23.13
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	11.64
07010 - Baker	14.94
07041 - Cook I	13.96
07042 - Cook II	14.94
07070 - Dishwasher	11.64
07130 - Meat Cutter	16.26
07250 - Waiter/Waitress	12.36
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	21.31
09040 - Furniture Handler	17.09
09070 - Furniture Refinisher	21.31
09100 - Furniture Refinisher Helper	18.64
09110 - Furniture Repairer, Minor	19.98
09130 - Upholsterer	21.31
11030 - General Services and Support Occupations	

11030 - Cleaner, Vehicles	11.64
11060 - Elevator Operator	13.41
11090 - Gardener	15.80
11121 - House Keeping Aid I	11.04
11122 - House Keeping Aid II	12.18
11150 - Janitor	13.41
11210 - Laborer, Grounds Maintenance	14.59
11240 - Maid or Houseman	11.03
11270 - Pest Controller	15.90
11300 - Refuse Collector	13.32
11330 - Tractor Operator	15.13
11360 - Window Cleaner	14.24
12000 - Health Occupations	
12020 - Dental Assistant	13.70
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.49
12071 - Licensed Practical Nurse I	13.33
12072 - Licensed Practical Nurse II	14.97
12073 - Licensed Practical Nurse III	16.86
12100 - Medical Assistant	11.93
12130 - Medical Laboratory Technician	15.71
12160 - Medical Record Clerk	12.03
12190 - Medical Record Technician	15.98
12221 - Nursing Assistant I	8.67
12222 - Nursing Assistant II	9.73
12223 - Nursing Assistant III	13.04
12224 - Nursing Assistant IV	14.54
12250 - Pharmacy Technician	13.35
12280 - Phlebotomist	12.66
12311 - Registered Nurse I	19.70
12312 - Registered Nurse II	24.10
12313 - Registered Nurse II, Specialist	24.10
12314 - Registered Nurse III	27.68
12315 - Registered Nurse III, Anesthetist	27.68
12316 - Registered Nurse IV	35.53
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	22.88
13011 - Exhibits Specialist I	18.68
13012 - Exhibits Specialist II	24.19
13013 - Exhibits Specialist III	28.05
13041 - Illustrator I	23.35
13042 - Illustrator II	24.80
13043 - Illustrator III	28.75
13047 - Librarian	27.42
13050 - Library Technician	13.41
13071 - Photographer I	16.52
13072 - Photographer II	20.75
13073 - Photographer III	26.88
13074 - Photographer IV	31.16
13075 - Photographer V	35.09
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.12
15030 - Counter Attendant	8.12
15040 - Dry Cleaner	11.03
15070 - Finisher, Flatwork, Machine	8.12
15090 - Presser, Hand	8.12
15100 - Presser, Machine, Drycleaning	8.12
15130 - Presser, Machine, Shirts	8.12

15160 - Presser, Machine, Wearing Apparel, Laundry	8.12
15190 - Sewing Machine Operator	12.01
15220 - Tailor	12.98
15250 - Washer, Machine	9.09
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	22.40
19040 - Tool and Die Maker	26.66
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	18.80
21020 - Material Coordinator	23.53
21030 - Material Expediter	23.53
21040 - Material Handling Laborer	18.05
21050 - Order Filler	12.52
21071 - Forklift Operator	19.36
21080 - Production Line Worker (Food Processing)	16.96
21100 - Shipping/Receiving Clerk	13.31
21130 - Shipping Packer	14.23
21140 - Store Worker I	13.44
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	16.90
21210 - Tools and Parts Attendant	19.56
21400 - Warehouse Specialist	16.96
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	20.60
23040 - Aircraft Mechanic Helper	17.43
23050 - Aircraft Quality Control Inspector	23.37
23060 - Aircraft Servicer	18.66
23070 - Aircraft Worker	19.32
23100 - Appliance Mechanic	21.31
23120 - Bicycle Repairer	18.66
23125 - Cable Splicer	22.81
23130 - Carpenter, Maintenance	25.10
23140 - Carpet Layer	20.64
23160 - Electrician, Maintenance	26.54
23181 - Electronics Technician, Maintenance I	18.79
23182 - Electronics Technician, Maintenance II	27.03
23183 - Electronics Technician, Maintenance III	29.82
23260 - Fabric Worker	21.97
23290 - Fire Alarm System Mechanic	22.57
23310 - Fire Extinguisher Repairer	19.31
23340 - Fuel Distribution System Mechanic	22.20
23370 - General Maintenance Worker	20.64
23400 - Heating, Refrigeration and Air Conditioning Mechanic	22.20
23430 - Heavy Equipment Mechanic	22.20
23440 - Heavy Equipment Operator	22.87
23460 - Instrument Mechanic	22.20
23470 - Laborer	14.31
23500 - Locksmith	21.31
23530 - Machinery Maintenance Mechanic	25.26
23550 - Machinist, Maintenance	24.60
23580 - Maintenance Trades Helper	18.73
23640 - Millwright	26.21
23700 - Office Appliance Repairer	21.31
23740 - Painter, Aircraft	24.55
23760 - Painter, Maintenance	25.31
23790 - Pipefitter, Maintenance	29.11
23800 - Plumber, Maintenance	26.16
23820 - Pneudraulic Systems Mechanic	22.20

23850 - Rigger	22.20
23870 - Scale Mechanic	20.64
23890 - Sheet-Metal Worker, Maintenance	24.28
23910 - Small Engine Mechanic	20.64
23930 - Telecommunication Mechanic I	23.69
23931 - Telecommunication Mechanic II	24.39
23950 - Telephone Lineman	22.20
23960 - Welder, Combination, Maintenance	23.68
23965 - Well Driller	22.20
23970 - Woodcraft Worker	25.64
23980 - Woodworker	19.31
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.48
24580 - Child Care Center Clerk	13.59
24600 - Chore Aid	11.03
24630 - Homemaker	12.88
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	24.91
25040 - Sewage Plant Operator	22.55
25070 - Stationary Engineer	24.91
25190 - Ventilation Equipment Tender	18.64
25210 - Water Treatment Plant Operator	21.31
27000 - Protective Service Occupations	
(not set) - Police Officer	21.60
27004 - Alarm Monitor	16.45
27006 - Corrections Officer	18.32
27010 - Court Security Officer	19.30
27040 - Detention Officer	18.32
27070 - Firefighter	17.99
27101 - Guard I	9.95
27102 - Guard II	15.90
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	19.29
28020 - Hatch Tender	19.29
28030 - Line Handler	19.29
28040 - Stevedore I	18.66
28050 - Stevedore II	19.94
29000 - Technical Occupations	
21150 - Graphic Artist	25.30
29010 - Air Traffic Control Specialist, Center (2)	30.71
29011 - Air Traffic Control Specialist, Station (2)	21.18
29012 - Air Traffic Control Specialist, Terminal (2)	23.33
29023 - Archeological Technician I	19.09
29024 - Archeological Technician II	21.35
29025 - Archeological Technician III	26.46
29030 - Cartographic Technician	21.64
29035 - Computer Based Training (CBT) Specialist/ Instructor	27.62
29040 - Civil Engineering Technician	25.74
29061 - Drafter I	12.40
29062 - Drafter II	15.29
29063 - Drafter III	19.21
29064 - Drafter IV	26.46
29081 - Engineering Technician I	11.95
29082 - Engineering Technician II	16.99
29083 - Engineering Technician III	21.57
29084 - Engineering Technician IV	25.74
29085 - Engineering Technician V	29.76

29086 - Engineering Technician VI	31.83
29090 - Environmental Technician	20.68
29100 - Flight Simulator/Instructor (Pilot)	30.91
29160 - Instructor	29.72
29210 - Laboratory Technician	19.22
29240 - Mathematical Technician	26.46
29361 - Paralegal/Legal Assistant I	18.30
29362 - Paralegal/Legal Assistant II	20.31
29363 - Paralegal/Legal Assistant III	24.85
29364 - Paralegal/Legal Assistant IV	30.00
29390 - Photooptics Technician	26.46
29480 - Technical Writer	24.97
29491 - Unexploded Ordnance (UXO) Technician I	19.52
29492 - Unexploded Ordnance (UXO) Technician II	23.62
29493 - Unexploded Ordnance (UXO) Technician III	28.31
29494 - Unexploded (UXO) Safety Escort	19.52
29495 - Unexploded (UXO) Sweep Personnel	19.52
29620 - Weather Observer, Senior (3)	18.22
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	16.39
29622 - Weather Observer, Upper Air (3)	16.39
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	15.79
31260 - Parking and Lot Attendant	10.36
31290 - Shuttle Bus Driver	15.71
31300 - Taxi Driver	12.42
31361 - Truckdriver, Light Truck	12.00
31362 - Truckdriver, Medium Truck	18.16
31363 - Truckdriver, Heavy Truck	21.21
31364 - Truckdriver, Tractor-Trailer	21.85
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	12.98
99030 - Cashier	9.16
99041 - Carnival Equipment Operator	13.47
99042 - Carnival Equipment Repairer	13.95
99043 - Carnival Worker	11.64
99050 - Desk Clerk	9.42
99095 - Embalmer	20.83
99300 - Lifeguard	10.26
99310 - Mortician	24.19
99350 - Park Attendant (Aide)	12.88
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.03
99500 - Recreation Specialist	13.05
99510 - Recycling Worker	15.41
99610 - Sales Clerk	10.46
99620 - School Crossing Guard (Crosswalk Attendant)	11.64
99630 - Sport Official	9.30
99658 - Survey Party Chief (Chief of Party)	16.99
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.52
99660 - Surveying Aide	8.83
99690 - Swimming Pool Operator	14.94
99720 - Vending Machine Attendant	11.06
99730 - Vending Machine Repairer	13.90
99740 - Vending Machine Repairer Helper	11.06

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 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.