

94-2287 MN, MINNEAPOLIS

09/30/03

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WASHINGTON D.C. 20210

William W.Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2287  
Revision No.: 25  
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States: **Minnesota**, Wisconsin

Area: **Minnesota** Counties of Anoka, Carver, Chisago, Dakota, Hennepin, Isanti,  
Ramsey, Scott, Washington, Wright  
Wisconsin Counties of Pierce, Polk, St Croix

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

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.36
01012 - Accounting Clerk II	13.01
01013 - Accounting Clerk III	14.89
01014 - Accounting Clerk IV	17.47
01030 - Court Reporter	18.34
01050 - Dispatcher, Motor Vehicle	17.56
01060 - Document Preparation Clerk	14.05
01070 - Messenger (Courier)	11.25
01090 - Duplicating Machine Operator	12.90
01110 - Film/Tape Librarian	14.16
01115 - General Clerk I	12.13
01116 - General Clerk II	13.42
01117 - General Clerk III	14.05
01118 - General Clerk IV	16.59
01120 - Housing Referral Assistant	18.56
01131 - Key Entry Operator I	12.39
01132 - Key Entry Operator II	13.81
01191 - Order Clerk I	12.40
01192 - Order Clerk II	14.39
01261 - Personnel Assistant (Employment) I	12.57
01262 - Personnel Assistant (Employment) II	14.99
01263 - Personnel Assistant (Employment) III	17.19
01264 - Personnel Assistant (Employment) IV	19.54
01270 - Production Control Clerk	17.97
01290 - Rental Clerk	14.44
01300 - Scheduler, Maintenance	15.33
01311 - Secretary I	15.33
01312 - Secretary II	16.82
01313 - Secretary III	18.56
01314 - Secretary IV	20.12
01315 - Secretary V	24.27
01320 - Service Order Dispatcher	16.00
01341 - Stenographer I	14.88
01342 - Stenographer II	16.71

01400 - Supply Technician	20.12
01420 - Survey Worker (Interviewer)	15.41
01460 - Switchboard Operator-Receptionist	12.90
01510 - Test Examiner	16.82
01520 - Test Proctor	16.82
01531 - Travel Clerk I	11.08
01532 - Travel Clerk II	11.95
01533 - Travel Clerk III	12.83
01611 - Word Processor I	13.31
01612 - Word Processor II	15.76
01613 - Word Processor III	16.73
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	13.92
03041 - Computer Operator I	14.88
03042 - Computer Operator II	16.81
03043 - Computer Operator III	19.12
03044 - Computer Operator IV	21.40
03045 - Computer Operator V	23.84
03071 - Computer Programmer I (1)	20.10
03072 - Computer Programmer II (1)	23.54
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	14.88
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	23.66
05010 - Automotive Glass Installer	18.20
05040 - Automotive Worker	18.98
05070 - Electrician, Automotive	19.80
05100 - Mobile Equipment Servicer	16.68
05130 - Motor Equipment Metal Mechanic	20.57
05160 - Motor Equipment Metal Worker	18.98
05190 - Motor Vehicle Mechanic	19.73
05220 - Motor Vehicle Mechanic Helper	15.92
05250 - Motor Vehicle Upholstery Worker	17.63
05280 - Motor Vehicle Wrecker	18.98
05310 - Painter, Automotive	18.99
05340 - Radiator Repair Specialist	18.79
05370 - Tire Repairer	16.12
05400 - Transmission Repair Specialist	20.57
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	9.93
07010 - Baker	13.30
07041 - Cook I	12.22
07042 - Cook II	13.30
07070 - Dishwasher	9.93
07130 - Meat Cutter	15.30
07250 - Waiter/Waitress	10.54
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	18.83
09040 - Furniture Handler	15.26
09070 - Furniture Refinisher	18.83
09100 - Furniture Refinisher Helper	16.92
09110 - Furniture Repairer, Minor	18.54
09130 - Upholsterer	18.83

11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.98
11060 - Elevator Operator	11.42
11090 - Gardener	13.45
11121 - House Keeping Aid I	9.42
11122 - House Keeping Aid II	11.54
11150 - Janitor	11.42
11210 - Laborer, Grounds Maintenance	11.83
11240 - Maid or Houseman	10.10
11270 - Pest Controller	12.69
11300 - Refuse Collector	12.56
11330 - Tractor Operator	12.90
11360 - Window Cleaner	12.21
12000 - Health Occupations	
12020 - Dental Assistant	15.55
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.94
12071 - Licensed Practical Nurse I	12.39
12072 - Licensed Practical Nurse II	13.90
12073 - Licensed Practical Nurse III	15.55
12100 - Medical Assistant	12.92
12130 - Medical Laboratory Technician	13.90
12160 - Medical Record Clerk	11.49
12190 - Medical Record Technician	13.84
12221 - Nursing Assistant I	9.43
12222 - Nursing Assistant II	10.71
12223 - Nursing Assistant III	11.25
12224 - Nursing Assistant IV	12.46
12250 - Pharmacy Technician	13.55
12280 - Phlebotomist	12.64
12311 - Registered Nurse I	16.95
12312 - Registered Nurse II	20.73
12313 - Registered Nurse II, Specialist	20.73
12314 - Registered Nurse III	25.09
12315 - Registered Nurse III, Anesthetist	25.09
12316 - Registered Nurse IV	29.95
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	19.34
13011 - Exhibits Specialist I	16.87
13012 - Exhibits Specialist II	21.63
13013 - Exhibits Specialist III	25.46
13041 - Illustrator I	17.36
13042 - Illustrator II	22.26
13043 - Illustrator III	26.20
13047 - Librarian	24.88
13050 - Library Technician	15.54
13071 - Photographer I	16.96
13072 - Photographer II	18.28
13073 - Photographer III	23.44
13074 - Photographer IV	27.59
13075 - Photographer V	30.45
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	9.07
15030 - Counter Attendant	9.07
15040 - Dry Cleaner	11.43
15070 - Finisher, Flatwork, Machine	9.07
15090 - Presser, Hand	9.07
15100 - Presser, Machine, Drycleaning	9.07

15130	- Presser, Machine, Shirts	9.07
15160	- Presser, Machine, Wearing Apparel, Laundry	9.07
15190	- Sewing Machine Operator	12.11
15220	- Tailor	12.79
15250	- Washer, Machine	10.07
19000	- Machine Tool Operation and Repair Occupations	
19010	- Machine-Tool Operator (Toolroom)	18.19
19040	- Tool and Die Maker	23.08
21000	- Material Handling and Packing Occupations	
21010	- Fuel Distribution System Operator	18.69
21020	- Material Coordinator	20.31
21030	- Material Expediter	20.31
21040	- Material Handling Laborer	16.04
21050	- Order Filler	13.50
21071	- Forklift Operator	16.36
21080	- Production Line Worker (Food Processing)	16.40
21100	- Shipping/Receiving Clerk	15.31
21130	- Shipping Packer	15.31
21140	- Store Worker I	11.79
21150	- Stock Clerk (Shelf Stocker; Store Worker II)	15.23
21210	- Tools and Parts Attendant	16.40
21400	- Warehouse Specialist	18.67
23000	- Mechanics and Maintenance and Repair Occupations	
23010	- Aircraft Mechanic	20.97
23040	- Aircraft Mechanic Helper	16.92
23050	- Aircraft Quality Control Inspector	21.78
23060	- Aircraft Servicer	18.54
23070	- Aircraft Worker	19.34
23100	- Appliance Mechanic	20.17
23120	- Bicycle Repairer	17.12
23125	- Cable Splicer	24.27
23130	- Carpenter, Maintenance	20.76
23140	- Carpet Layer	21.25
23160	- Electrician, Maintenance	25.03
23181	- Electronics Technician, Maintenance I	19.55
23182	- Electronics Technician, Maintenance II	21.95
23183	- Electronics Technician, Maintenance III	24.87
23260	- Fabric Worker	18.54
23290	- Fire Alarm System Mechanic	20.97
23310	- Fire Extinguisher Repairer	17.90
23340	- Fuel Distribution System Mechanic	20.97
23370	- General Maintenance Worker	19.34
23400	- Heating, Refrigeration and Air Conditioning Mechanic	20.97
23430	- Heavy Equipment Mechanic	20.97
23440	- Heavy Equipment Operator	22.18
23460	- Instrument Mechanic	21.57
23470	- Laborer	11.57
23500	- Locksmith	20.17
23530	- Machinery Maintenance Mechanic	21.09
23550	- Machinist, Maintenance	19.98
23580	- Maintenance Trades Helper	14.72
23640	- Millwright	23.07
23700	- Office Appliance Repairer	20.77
23740	- Painter, Aircraft	20.17
23760	- Painter, Maintenance	21.49
23790	- Pipefitter, Maintenance	25.87
23800	- Plumber, Maintenance	21.72

23820 - Pneudraulic Systems Mechanic	21.57
23850 - Rigger	23.07
23870 - Scale Mechanic	19.89
23890 - Sheet-Metal Worker, Maintenance	20.36
23910 - Small Engine Mechanic	19.34
23930 - Telecommunication Mechanic I	20.97
23931 - Telecommunication Mechanic II	21.17
23950 - Telephone Lineman	20.97
23960 - Welder, Combination, Maintenance	20.57
23965 - Well Driller	20.97
23970 - Woodcraft Worker	20.97
23980 - Woodworker	17.72
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.51
24580 - Child Care Center Clerk	14.90
24600 - Chore Aid	9.74
24630 - Homemaker	16.57
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	21.02
25040 - Sewage Plant Operator	20.17
25070 - Stationary Engineer	21.02
25190 - Ventilation Equipment Tender	16.92
25210 - Water Treatment Plant Operator	20.17
27000 - Protective Service Occupations	
(not set) - Police Officer	24.60
27004 - Alarm Monitor	15.31
27006 - Corrections Officer	18.47
27010 - Court Security Officer	20.60
27040 - Detention Officer	19.08
27070 - Firefighter	19.07
27101 - Guard I	11.09
27102 - Guard II	15.35
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	21.30
28020 - Hatch Tender	21.30
28030 - Line Handler	21.30
28040 - Stevedore I	20.54
28050 - Stevedore II	22.22
29000 - Technical Occupations	
21150 - Graphic Artist	24.15
29010 - Air Traffic Control Specialist, Center (2)	30.22
29011 - Air Traffic Control Specialist, Station (2)	20.83
29012 - Air Traffic Control Specialist, Terminal (2)	22.94
29023 - Archeological Technician I	19.12
29024 - Archeological Technician II	21.44
29025 - Archeological Technician III	26.55
29030 - Cartographic Technician	24.14
29035 - Computer Based Training (CBT) Specialist/ Instructor	28.77
29040 - Civil Engineering Technician	22.14
29061 - Drafter I	15.28
29062 - Drafter II	19.21
29063 - Drafter III	21.13
29064 - Drafter IV	26.55
29081 - Engineering Technician I	16.04
29082 - Engineering Technician II	18.94
29083 - Engineering Technician III	21.16
29084 - Engineering Technician IV	25.86

29085 - Engineering Technician V	27.42
29086 - Engineering Technician VI	34.43
29090 - Environmental Technician	19.63
29100 - Flight Simulator/Instructor (Pilot)	28.52
29160 - Instructor	21.82
29210 - Laboratory Technician	16.53
29240 - Mathematical Technician	22.13
29361 - Paralegal/Legal Assistant I	18.48
29362 - Paralegal/Legal Assistant II	23.28
29363 - Paralegal/Legal Assistant III	24.68
29364 - Paralegal/Legal Assistant IV	29.93
29390 - Photooptics Technician	26.55
29480 - Technical Writer	25.48
29491 - Unexploded Ordnance (UXO) Technician I	19.20
29492 - Unexploded Ordnance (UXO) Technician II	23.24
29493 - Unexploded Ordnance (UXO) Technician III	27.85
29494 - Unexploded (UXO) Safety Escort	19.84
29495 - Unexploded (UXO) Sweep Personnel	19.84
29620 - Weather Observer, Senior (3)	21.24
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	19.37
29622 - Weather Observer, Upper Air (3)	19.37
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	15.18
31260 - Parking and Lot Attendant	8.76
31290 - Shuttle Bus Driver	15.37
31300 - Taxi Driver	12.91
31361 - Truckdriver, Light Truck	14.46
31362 - Truckdriver, Medium Truck	18.26
31363 - Truckdriver, Heavy Truck	18.56
31364 - Truckdriver, Tractor-Trailer	18.54
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	11.12
99030 - Cashier	8.85
99041 - Carnival Equipment Operator	12.15
99042 - Carnival Equipment Repairer	12.21
99043 - Carnival Worker	9.93
99050 - Desk Clerk	10.62
99095 - Embalmer	19.47
99300 - Lifeguard	10.14
99310 - Mortician	19.20
99350 - Park Attendant (Aide)	12.67
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	12.27
99500 - Recreation Specialist	14.71
99510 - Recycling Worker	14.67
99610 - Sales Clerk	10.55
99620 - School Crossing Guard (Crosswalk Attendant)	10.92
99630 - Sport Official	10.14
99658 - Survey Party Chief (Chief of Party)	24.34
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	18.59
99660 - Surveying Aide	16.16
99690 - Swimming Pool Operator	16.09
99720 - Vending Machine Attendant	14.04
99730 - Vending Machine Repairer	16.09
99740 - Vending Machine Repairer Helper	14.04

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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 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.