

WD 05-2573 (Rev.-4) was first posted on www.wdol.gov on 10/02/2007

REGISTER OF WAGE DETERMINATIONS UNDER LABOR		U.S. DEPARTMENT OF
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS
ADMINISTRATION		
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
		Wage Determination No.: 2005-
2573		
William W.Gross		Revision No.: 4
Director		Date Of Revision:
09/27/2007		

States: Kentucky, Ohio, West Virginia

Area: Kentucky Counties of Boyd, Carter, Elliott, Floyd, Greenup,
 Johnson, Lawrence,
 Lewis, Magoffin, Martin, Pike
 Ohio Counties of Monroe, Morgan, Noble, Washington
 West Virginia - All Counties except : Berkeley, Jefferson
 Note: West Virginia include all counties except Berkeley and Jefferson
 counties.

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

OCCUPATION CODE - TITLE	MINIMUM
WAGE RATE	
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
11.96	
01012 - Accounting Clerk II	
18.04	
01013 - Accounting Clerk III	
20.19	
01020 - Administrative Assistant	
16.51	
01040 - Court Reporter	
18.66	
01051 - Data Entry Operator I	
11.12	
01052 - Data Entry Operator II	
12.18	
01060 - Dispatcher, Motor Vehicle	
14.02	

01070 - Document Preparation Clerk
11.14
01090 - Duplicating Machine Operator
11.19
01111 - General Clerk I
10.56
01112 - General Clerk II
12.02
01113 - General Clerk III
13.50
01120 - Housing Referral Assistant
14.85
01141 - Messenger Courier
9.11
01191 - Order Clerk I
10.23
01192 - Order Clerk II
12.16
01261 - Personnel Assistant (Employment) I
12.32
01262 - Personnel Assistant (Employment) II
15.43
01263 - Personnel Assistant (Employment) III
17.34
01270 - Production Control Clerk
17.47
01280 - Receptionist
9.39
01290 - Rental Clerk
11.99
01300 - Scheduler, Maintenance
11.99
01311 - Secretary I
11.99
01312 - Secretary II
13.41
01313 - Secretary III
14.63
01320 - Service Order Dispatcher
13.19
01410 - Supply Technician
16.51
01420 - Survey Worker
13.41
01531 - Travel Clerk I
11.50
01532 - Travel Clerk II
12.27
01533 - Travel Clerk III
13.08
01611 - Word Processor I
11.44
01612 - Word Processor II
12.85
01613 - Word Processor III
14.36
05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass
15.24
05010 - Automotive Electrician
14.52
05040 - Automotive Glass Installer
14.02
05070 - Automotive Worker
14.02
05110 - Mobile Equipment Servicer
12.99
05130 - Motor Equipment Metal Mechanic
15.03
05160 - Motor Equipment Metal Worker
14.02
05190 - Motor Vehicle Mechanic
15.03
05220 - Motor Vehicle Mechanic Helper
12.44
05250 - Motor Vehicle Upholstery Worker
13.53
05280 - Motor Vehicle Wrecker
14.02
05310 - Painter, Automotive
14.52
05340 - Radiator Repair Specialist
14.02
05370 - Tire Repairer
12.55
05400 - Transmission Repair Specialist
15.04
07000 - Food Preparation And Service Occupations
07010 - Baker
9.39
07041 - Cook I
8.97
07042 - Cook II
9.70
07070 - Dishwasher
7.16
07130 - Food Service Worker
7.42
07210 - Meat Cutter
10.64
07260 - Waiter/Waitress
7.65
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter
14.72
09040 - Furniture Handler
11.58
09080 - Furniture Refinisher
14.72
09090 - Furniture Refinisher Helper
12.62
09110 - Furniture Repairer, Minor
13.71

09130 - Upholsterer
14.72
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles
7.89
11060 - Elevator Operator
7.99
11090 - Gardener
10.47
11122 - Housekeeping Aide
8.43
11150 - Janitor
8.99
11210 - Laborer, Grounds Maintenance
8.46
11240 - Maid or Houseman
7.48
11260 - Pruner
7.94
11270 - Tractor Operator
9.68
11330 - Trail Maintenance Worker
8.46
11360 - Window Cleaner
9.43
12000 - Health Occupations
12010 - Ambulance Driver
10.93
12011 - Breath Alcohol Technician
13.92
12012 - Certified Occupational Therapist Assistant
17.61
12015 - Certified Physical Therapist Assistant
16.80
12020 - Dental Assistant
12.57
12025 - Dental Hygienist
20.00
12030 - EKG Technician
16.90
12035 - Electroneurodiagnostic Technologist
16.90
12040 - Emergency Medical Technician
12.02
12071 - Licensed Practical Nurse I
12.41
12072 - Licensed Practical Nurse II
13.92
12073 - Licensed Practical Nurse III
15.52
12100 - Medical Assistant
9.93
12130 - Medical Laboratory Technician
14.75
12160 - Medical Record Clerk
10.77

12190 - Medical Record Technician
13.54
12195 - Medical Transcriptionist
11.38
12210 - Nuclear Medicine Technologist
26.05
12221 - Nursing Assistant I
8.82
12222 - Nursing Assistant II
9.93
12223 - Nursing Assistant III
10.82
12224 - Nursing Assistant IV
12.15
12235 - Optical Dispenser
14.94
12236 - Optical Technician
11.02
12250 - Pharmacy Technician
13.41
12280 - Phlebotomist
12.15
12305 - Radiologic Technologist
18.54
12311 - Registered Nurse I
19.00
12312 - Registered Nurse II
23.24
12313 - Registered Nurse II, Specialist
23.24
12314 - Registered Nurse III
28.12
12315 - Registered Nurse III, Anesthetist
28.12
12316 - Registered Nurse IV
33.71
12317 - Scheduler (Drug and Alcohol Testing)
16.70
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I
14.13
13012 - Exhibits Specialist II
17.51
13013 - Exhibits Specialist III
21.41
13041 - Illustrator I
14.13
13042 - Illustrator II
17.51
13043 - Illustrator III
21.41
13047 - Librarian
19.53
13050 - Library Aide/Clerk
8.42
13054 - Library Information Technology Systems Administrator
18.16

13058 - Library Technician
13.41
13061 - Media Specialist I
12.73
13062 - Media Specialist II
14.24
13063 - Media Specialist III
15.88
13071 - Photographer I
13.62
13072 - Photographer II
15.23
13073 - Photographer III
18.87
13074 - Photographer IV
23.08
13075 - Photographer V
27.93
13110 - Video Teleconference Technician
12.63
14000 - Information Technology Occupations
14041 - Computer Operator I
12.36
14042 - Computer Operator II
13.82
14043 - Computer Operator III
15.40
14044 - Computer Operator IV
17.12
14045 - Computer Operator V
19.28
14071 - Computer Programmer I (1)
15.53
14072 - Computer Programmer II (1)
19.23
14073 - Computer Programmer III (1)
23.54
14074 - Computer Programmer IV (1)
27.62
14101 - Computer Systems Analyst I (1)
25.94
14102 - Computer Systems Analyst II (1)
27.62
14103 - Computer Systems Analyst III (1)
27.62
14150 - Peripheral Equipment Operator
12.36
14160 - Personal Computer Support Technician
17.12
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated)
21.89
15020 - Aircrew Training Devices Instructor (Rated)
26.49
15030 - Air Crew Training Devices Instructor (Pilot)
31.40

15050 - Computer Based Training Specialist / Instructor
22.34
15060 - Educational Technologist
22.62
15070 - Flight Instructor (Pilot)
31.40
15080 - Graphic Artist
18.11
15090 - Technical Instructor
16.97
15095 - Technical Instructor/Course Developer
20.75
15110 - Test Proctor
13.69
15120 - Tutor
13.69
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler
8.36
16030 - Counter Attendant
8.36
16040 - Dry Cleaner
10.60
16070 - Finisher, Flatwork, Machine
8.36
16090 - Presser, Hand
8.36
16110 - Presser, Machine, Drycleaning
8.36
16130 - Presser, Machine, Shirts
8.36
16160 - Presser, Machine, Wearing Apparel, Laundry
8.36
16190 - Sewing Machine Operator
11.34
16220 - Tailor
12.05
16250 - Washer, Machine
9.06
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room)
15.25
19040 - Tool And Die Maker
17.40
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator
13.91
21030 - Material Coordinator
17.47
21040 - Material Expediter
17.47
21050 - Material Handling Laborer
9.44
21071 - Order Filler
10.71
21080 - Production Line Worker (Food Processing)
13.91

21110 - Shipping Packer
13.13
21130 - Shipping/Receiving Clerk
13.13
21140 - Store Worker I
11.01
21150 - Stock Clerk
14.12
21210 - Tools And Parts Attendant
13.91
21410 - Warehouse Specialist
13.91
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder
21.93
23021 - Aircraft Mechanic I
20.98
23022 - Aircraft Mechanic II
21.93
23023 - Aircraft Mechanic III
22.67
23040 - Aircraft Mechanic Helper
16.95
23050 - Aircraft, Painter
19.59
23060 - Aircraft Servicer
18.41
23080 - Aircraft Worker
19.09
23110 - Appliance Mechanic
16.19
23120 - Bicycle Repairer
12.72
23125 - Cable Splicer
22.37
23130 - Carpenter, Maintenance
16.42
23140 - Carpet Layer
15.63
23160 - Electrician, Maintenance
19.70
23181 - Electronics Technician Maintenance I
12.72
23182 - Electronics Technician Maintenance II
20.25
23183 - Electronics Technician Maintenance III
21.24
23260 - Fabric Worker
14.98
23290 - Fire Alarm System Mechanic
17.53
23310 - Fire Extinguisher Repairer
15.15
23311 - Fuel Distribution System Mechanic
19.94
23312 - Fuel Distribution System Operator
15.50

23370 - General Maintenance Worker
15.63
23380 - Ground Support Equipment Mechanic
20.98
23381 - Ground Support Equipment Servicer
18.76
23382 - Ground Support Equipment Worker
19.45
23391 - Gunsmith I
13.86
23392 - Gunsmith II
15.86
23393 - Gunsmith III
17.72
23410 - Heating, Ventilation And Air-Conditioning Mechanic
16.98
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research
Facility)
17.75
23430 - Heavy Equipment Mechanic
17.61
23440 - Heavy Equipment Operator
17.05
23460 - Instrument Mechanic
17.86
23465 - Laboratory/Shelter Mechanic
16.89
23470 - Laborer
9.44
23510 - Locksmith
16.19
23530 - Machinery Maintenance Mechanic
19.62
23550 - Machinist, Maintenance
17.52
23580 - Maintenance Trades Helper
12.94
23591 - Metrology Technician I
17.86
23592 - Metrology Technician II
18.67
23593 - Metrology Technician III
19.30
23640 - Millwright
19.65
23710 - Office Appliance Repairer
17.02
23760 - Painter, Maintenance
17.17
23790 - Pipefitter, Maintenance
19.07
23810 - Plumber, Maintenance
18.41
23820 - Pneudraulic Systems Mechanic
17.86
23850 - Rigger
19.65

23870 - Scale Mechanic
16.34
23890 - Sheet-Metal Worker, Maintenance
18.81
23910 - Small Engine Mechanic
15.62
23931 - Telecommunications Mechanic I
20.28
23932 - Telecommunications Mechanic II
21.00
23950 - Telephone Lineman
20.28
23960 - Welder, Combination, Maintenance
17.70
23965 - Well Driller
17.53
23970 - Woodcraft Worker
17.86
23980 - Woodworker
14.72
24000 - Personal Needs Occupations
24570 - Child Care Attendant
7.14
24580 - Child Care Center Clerk
8.91
24610 - Chore Aide
7.00
24620 - Family Readiness And Support Services Coordinator
8.74
24630 - Homemaker
9.48
25000 - Plant And System Operations Occupations
25010 - Boiler Tender
19.69
25040 - Sewage Plant Operator
16.85
25070 - Stationary Engineer
19.69
25190 - Ventilation Equipment Tender
14.03
25210 - Water Treatment Plant Operator
16.19
27000 - Protective Service Occupations
27004 - Alarm Monitor
9.78
27007 - Baggage Inspector
8.69
27008 - Corrections Officer
13.67
27010 - Court Security Officer
15.06
27030 - Detection Dog Handler
9.84
27040 - Detention Officer
13.67
27070 - Firefighter
16.40

27101 - Guard I
8.69
27102 - Guard II
9.84
27131 - Police Officer I
16.15
27132 - Police Officer II
17.97
28000 - Recreation Occupations
28041 - Carnival Equipment Operator
9.41
28042 - Carnival Equipment Repairer
9.85
28043 - Carnival Equipment Worker
7.70
28210 - Gate Attendant/Gate Tender
12.36
28310 - Lifeguard
10.82
28350 - Park Attendant (Aide)
13.66
28510 - Recreation Aide/Health Facility Attendant
10.09
28515 - Recreation Specialist
11.04
28630 - Sports Official
9.46
28690 - Swimming Pool Operator
13.18
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer
15.21
29020 - Hatch Tender
15.21
29030 - Line Handler
15.21
29041 - Stevedore I
14.41
29042 - Stevedore II
15.56
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (2)
32.97
30011 - Air Traffic Control Specialist, Station (HFO) (2)
22.74
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)
25.03
30021 - Archeological Technician I
16.95
30022 - Archeological Technician II
18.94
30023 - Archeological Technician III
23.48
30030 - Cartographic Technician
23.90
30040 - Civil Engineering Technician
17.60

30061 - Drafter/CAD Operator I
16.78
30062 - Drafter/CAD Operator II
20.47
30063 - Drafter/CAD Operator III
21.49
30064 - Drafter/CAD Operator IV
22.56
30081 - Engineering Technician I
14.25
30082 - Engineering Technician II
15.99
30083 - Engineering Technician III
19.55
30084 - Engineering Technician IV
23.78
30085 - Engineering Technician V
29.63
30086 - Engineering Technician VI
35.53
30090 - Environmental Technician
17.30
30210 - Laboratory Technician
18.49
30240 - Mathematical Technician
24.49
30361 - Paralegal/Legal Assistant I
15.35
30362 - Paralegal/Legal Assistant II
17.94
30363 - Paralegal/Legal Assistant III
21.96
30364 - Paralegal/Legal Assistant IV
26.57
30390 - Photo-Optics Technician
24.54
30461 - Technical Writer I
16.58
30462 - Technical Writer II
21.19
30463 - Technical Writer III
24.53
30491 - Unexploded Ordnance (UXO) Technician I
20.95
30492 - Unexploded Ordnance (UXO) Technician II
25.35
30493 - Unexploded Ordnance (UXO) Technician III
30.39
30494 - Unexploded (UXO) Safety Escort
20.95
30495 - Unexploded (UXO) Sweep Personnel
20.95
30620 - Weather Observer, Combined Upper Air Or Surface Programs (3)
17.81
30621 - Weather Observer, Senior (3)
19.80
31000 - Transportation/Mobile Equipment Operation Occupations

31020 - Bus Aide
8.45
31030 - Bus Driver
11.58
31043 - Driver Courier
9.68
31260 - Parking and Lot Attendant
8.02
31290 - Shuttle Bus Driver
10.51
31310 - Taxi Driver
8.48
31361 - Truckdriver, Light
10.44
31362 - Truckdriver, Medium
12.63
31363 - Truckdriver, Heavy
14.43
31364 - Truckdriver, Tractor-Trailer
14.43
99000 - Miscellaneous Occupations
99030 - Cashier
6.80
99050 - Desk Clerk
7.38
99095 - Embalmer
20.91
99251 - Laboratory Animal Caretaker I
8.22
99252 - Laboratory Animal Caretaker II
8.87
99310 - Mortician
26.70
99410 - Pest Controller
11.57
99510 - Photofinishing Worker
10.09
99710 - Recycling Laborer
11.68
99711 - Recycling Specialist
13.46
99730 - Refuse Collector
10.58
99810 - Sales Clerk
9.61
99820 - School Crossing Guard
9.46
99830 - Survey Party Chief
15.12
99831 - Surveying Aide
9.36
99832 - Surveying Technician
12.84
99840 - Vending Machine Attendant
11.40
99841 - Vending Machine Repairer
12.83

99842 - Vending Machine Repairer Helper
11.40

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.16 per hour or \$126.40 per week or \$547.73 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 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 4174)

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) AIR TRAFFIC CONTROLLERS AND 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 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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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.