WAGE DETERMINATION NO: 94-3031 REV (5) AREA: ,

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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
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| WASHINGTON D.C. 20210
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| Wage Determination No.: 1994-3031
William W.Gross Division of | Revision No.: 5
Director Wage Determinations | Date Of Last Revision: 11/13/2003

State: **Michigan**
Area: **Michigan** County of **Muskegon**

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	10.05
01012 - Accounting Clerk II	12.63
01013 - Accounting Clerk III	14.75
01014 - Accounting Clerk IV	17.06
01030 - Court Reporter	15.60
01050 - Dispatcher, Motor Vehicle	15.61
01060 - Document Preparation Clerk	11.90
01070 - Messenger (Courier)	9.36
01090 - Duplicating Machine Operator	11.74
01110 - Film/Tape Librarian	13.89
01115 - General Clerk I	9.26
01116 - General Clerk II	10.41
01117 - General Clerk III	11.37
01118 - General Clerk IV	14.99
01120 - Housing Referral Assistant	18.68
01131 - Key Entry Operator I	10.65
01132 - Key Entry Operator II	11.91
01191 - Order Clerk I	10.85
01192 - Order Clerk II	12.89
01261 - Personnel Assistant (Employment) I	11.73
01262 - Personnel Assistant (Employment) II	13.24
01263 - Personnel Assistant (Employment) III	14.70
01264 - Personnel Assistant (Employment) IV	17.46
01270 - Production Control Clerk	18.68
01290 - Rental Clerk	13.89
01300 - Scheduler, Maintenance	14.45
01311 - Secretary I	14.45
01312 - Secretary II	15.60
01313 - Secretary III	17.52
01314 - Secretary IV	19.27
01315 - Secretary V	21.39
01320 - Service Order Dispatcher	13.22
01341 - Stenographer I	10.99
01342 - Stenographer II	14.05
01400 - Supply Technician	19.27
01420 - Survey Worker (Interviewer)	14.19
01460 - Switchboard Operator-Receptionist	11.43

01510 - Test Examiner	15.60
01520 - Test Proctor	15.60
01531 - Travel Clerk I	9.47
01532 - Travel Clerk II	10.27
01533 - Travel Clerk III	11.13
01611 - Word Processor I	11.48
01612 - Word Processor II	13.89
01613 - Word Processor III	15.44
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	14.30
03041 - Computer Operator I	12.59
03042 - Computer Operator II	14.84
03043 - Computer Operator III	16.64
03044 - Computer Operator IV	17.17
03045 - Computer Operator V	17.69
03071 - Computer Programmer I (1)	16.38
03072 - Computer Programmer II (1)	18.74
03073 - Computer Programmer III (1)	22.29
03074 - Computer Programmer IV (1)	27.06
03101 - Computer Systems Analyst I (1)	22.74
03102 - Computer Systems Analyst II (1)	26.37
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	14.92
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	21.07
05010 - Automotive Glass Installer	18.58
05040 - Automotive Worker	18.58
05070 - Electrician, Automotive	19.18
05100 - Mobile Equipment Servicer	17.40
05130 - Motor Equipment Metal Mechanic	19.77
05160 - Motor Equipment Metal Worker	18.58
05190 - Motor Vehicle Mechanic	19.77
05220 - Motor Vehicle Mechanic Helper	16.81
05250 - Motor Vehicle Upholstery Worker	17.99
05280 - Motor Vehicle Wrecker	18.58
05310 - Painter, Automotive	21.10
05340 - Radiator Repair Specialist	18.58
05370 - Tire Repairer	16.81
05400 - Transmission Repair Specialist	19.77
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	10.00
07010 - Baker	12.65
07041 - Cook I	11.90
07042 - Cook II	12.65
07070 - Dishwasher	10.00
07130 - Meat Cutter	14.12
07250 - Waiter/Waitress	10.61
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	19.18
09040 - Furniture Handler	15.66
09070 - Furniture Refinisher	19.18
09100 - Furniture Refinisher Helper	16.81
09110 - Furniture Repairer, Minor	17.99
09130 - Upholsterer	19.18
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	10.00
11060 - Elevator Operator	12.65
11090 - Gardener	11.90
11121 - House Keeping Aid I	9.68
11122 - House Keeping Aid II	11.80
11150 - Janitor	13.75
11210 - Laborer, Grounds Maintenance	10.61

11240 - Maid or Houseman	9.46
11270 - Pest Controller	14.69
11300 - Refuse Collector	12.11
11330 - Tractor Operator	11.52
11360 - Window Cleaner	14.63
12000 - Health Occupations	
12020 - Dental Assistant	12.68
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.17
12071 - Licensed Practical Nurse I	12.40
12072 - Licensed Practical Nurse II	13.94
12073 - Licensed Practical Nurse III	15.55
12100 - Medical Assistant	11.70
12130 - Medical Laboratory Technician	13.64
12160 - Medical Record Clerk	11.24
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	7.96
12222 - Nursing Assistant II	8.96
12223 - Nursing Assistant III	10.43
12224 - Nursing Assistant IV	10.97
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	11.34
12311 - Registered Nurse I	17.58
12312 - Registered Nurse II	22.68
12313 - Registered Nurse II, Specialist	22.68
12314 - Registered Nurse III	23.86
12315 - Registered Nurse III, Anesthetist	23.86
12316 - Registered Nurse IV	28.60
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	16.95
13011 - Exhibits Specialist I	15.73
13012 - Exhibits Specialist II	19.34
13013 - Exhibits Specialist III	23.61
13041 - Illustrator I	14.75
13042 - Illustrator II	17.44
13043 - Illustrator III	21.44
13047 - Librarian	22.61
13050 - Library Technician	14.30
13071 - Photographer I	13.16
13072 - Photographer II	16.16
13073 - Photographer III	17.99
13074 - Photographer IV	21.55
13075 - Photographer V	25.82
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.16
15030 - Counter Attendant	8.16
15040 - Dry Cleaner	9.59
15070 - Finisher, Flatwork, Machine	8.16
15090 - Presser, Hand	8.16
15100 - Presser, Machine, Drycleaning	8.16
15130 - Presser, Machine, Shirts	8.16
15160 - Presser, Machine, Wearing Apparel, Laundry	8.16
15190 - Sewing Machine Operator	12.01
15220 - Tailor	12.36
15250 - Washer, Machine	8.78
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	21.79
19040 - Tool and Die Maker	24.45
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	17.40
21020 - Material Coordinator	16.58
21030 - Material Expediter	16.58
21040 - Material Handling Laborer	15.24

21050 - Order Filler	15.12
21071 - Forklift Operator	15.66
21080 - Production Line Worker (Food Processing)	15.66
21100 - Shipping/Receiving Clerk	15.66
21130 - Shipping Packer	15.66
21140 - Store Worker I	14.00
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	15.11
21210 - Tools and Parts Attendant	15.66
21400 - Warehouse Specialist	15.66
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	19.77
23040 - Aircraft Mechanic Helper	16.81
23050 - Aircraft Quality Control Inspector	20.36
23060 - Aircraft Servicer	17.99
23070 - Aircraft Worker	18.58
23100 - Appliance Mechanic	19.18
23120 - Bicycle Repairer	16.81
23125 - Cable Splicer	23.66
23130 - Carpenter, Maintenance	19.18
23140 - Carpet Layer	19.06
23160 - Electrician, Maintenance	19.77
23181 - Electronics Technician, Maintenance I	19.48
23182 - Electronics Technician, Maintenance II	20.10
23183 - Electronics Technician, Maintenance III	20.88
23260 - Fabric Worker	17.99
23290 - Fire Alarm System Mechanic	19.77
23310 - Fire Extinguisher Repairer	17.40
23340 - Fuel Distribution System Mechanic	19.77
23370 - General Maintenance Worker	18.58
23400 - Heating, Refrigeration and Air Conditioning Mechanic	20.60
23430 - Heavy Equipment Mechanic	19.77
23440 - Heavy Equipment Operator	19.77
23460 - Instrument Mechanic	19.77
23470 - Laborer	11.04
23500 - Locksmith	19.18
23530 - Machinery Maintenance Mechanic	22.95
23550 - Machinist, Maintenance	19.77
23580 - Maintenance Trades Helper	16.81
23640 - Millwright	23.36
23700 - Office Appliance Repairer	19.18
23740 - Painter, Aircraft	26.70
23760 - Painter, Maintenance	19.18
23790 - Pipefitter, Maintenance	23.40
23800 - Plumber, Maintenance	21.10
23820 - Pneudraulic Systems Mechanic	19.77
23850 - Rigger	19.77
23870 - Scale Mechanic	18.58
23890 - Sheet-Metal Worker, Maintenance	20.06
23910 - Small Engine Mechanic	18.58
23930 - Telecommunication Mechanic I	19.77
23931 - Telecommunication Mechanic II	20.36
23950 - Telephone Lineman	19.77
23960 - Welder, Combination, Maintenance	19.77
23965 - Well Driller	19.77
23970 - Woodcraft Worker	19.77
23980 - Woodworker	17.40
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.53
24580 - Child Care Center Clerk	9.96
24600 - Chore Aid	9.46
24630 - Homemaker	10.05
25000 - Plant and System Operation Occupations	

25010 - Boiler Tender	22.10
25040 - Sewage Plant Operator	19.52
25070 - Stationary Engineer	22.10
25190 - Ventilation Equipment Tender	16.81
25210 - Water Treatment Plant Operator	19.81
27000 - Protective Service Occupations	
(not set) - Police Officer	21.63
27004 - Alarm Monitor	16.39
27006 - Corrections Officer	18.58
27010 - Court Security Officer	18.58
27040 - Detention Officer	18.58
27070 - Firefighter	16.88
27101 - Guard I	10.64
27102 - Guard II	16.05
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	17.56
28020 - Hatch Tender	17.56
28030 - Line Handler	17.56
28040 - Stevedore I	16.78
28050 - Stevedore II	17.94
29000 - Technical Occupations	
21150 - Graphic Artist	18.60
29010 - Air Traffic Control Specialist, Center (2)	29.10
29011 - Air Traffic Control Specialist, Station (2)	20.07
29012 - Air Traffic Control Specialist, Terminal (2)	22.09
29023 - Archeological Technician I	11.76
29024 - Archeological Technician II	13.14
29025 - Archeological Technician III	16.28
29030 - Cartographic Technician	17.60
29035 - Computer Based Training (CBT) Specialist/ Instructor	21.92
29040 - Civil Engineering Technician	17.01
29061 - Drafter I	11.96
29062 - Drafter II	13.39
29063 - Drafter III	15.24
29064 - Drafter IV	17.83
29081 - Engineering Technician I	12.65
29082 - Engineering Technician II	13.64
29083 - Engineering Technician III	16.00
29084 - Engineering Technician IV	18.88
29085 - Engineering Technician V	23.70
29086 - Engineering Technician VI	27.00
29090 - Environmental Technician	18.27
29100 - Flight Simulator/Instructor (Pilot)	26.37
29160 - Instructor	20.59
29210 - Laboratory Technician	17.17
29240 - Mathematical Technician	17.83
29361 - Paralegal/Legal Assistant I	16.48
29362 - Paralegal/Legal Assistant II	18.38
29363 - Paralegal/Legal Assistant III	22.45
29364 - Paralegal/Legal Assistant IV	27.20
29390 - Photooptics Technician	17.83
29480 - Technical Writer	20.75
29491 - Unexploded Ordnance (UXO) Technician I	18.49
29492 - Unexploded Ordnance (UXO) Technician II	22.37
29493 - Unexploded Ordnance (UXO) Technician III	26.81
29494 - Unexploded (UXO) Safety Escort	18.49
29495 - Unexploded (UXO) Sweep Personnel	18.49
29620 - Weather Observer, Senior (3)	17.45
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	15.70
29622 - Weather Observer, Upper Air	15.70
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	16.31

31361 - Truckdriver, Light Truck	15.61
31362 - Truckdriver, Medium Truck	16.41
31363 - Truckdriver, Heavy Truck	16.41
31364 - Truckdriver, Tractor-Trailer	
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	11.14
99030 - Cashier	7.49
99041 - Carnival Equipment Operator	11.56
99042 - Carnival Equipment Repairer	11.99
99043 - Carnival Worker	10.00
99050 - Desk Clerk	8.18
99095 - Embalmer	17.43
99300 - Lifeguard	8.18
99310 - Mortician	28.05
99350 - Park Attendant (Aide)	10.29
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.99
99500 - Recreation Specialist	10.01
99510 - Recycling Worker	13.94
99610 - Sales Clerk	8.18
99620 - School Crossing Guard (Crosswalk Attendant)	10.00
99630 - Sport Official	6.47
99658 - Survey Party Chief (Chief of Party)	16.57
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.17
99660 - Surveying Aide	8.61
99690 - Swimming Pool Operator	13.41
99720 - Vending Machine Attendant	12.21
99730 - Vending Machine Repairer	13.39
99740 - Vending Machine Repairer Helper	12.21

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 thirteen 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, Day after Thanksgiving, Christmas Eve, 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 ordance, 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 ordance, (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 ordance, 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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