

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210



William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2255
Revision No.: 18
Date of Last Revision: 06/06/2002

Applicable in the state of Massachusetts in the areas listed below:

BRISTOL COUNTY: Mansfield, Norton, Rayham

ESSEX COUNTY: Lynn, Lynnfield, Nahant, Saugus

MIDDLESEX COUNTY: Entire County

NORFOLK COUNTY: Bellingham, Braintree, Brookline, Canton, Cohasset, Dedham, Dover, Foxborough, Franklin, Holbrook, Medfield, Medway, Millis, Milton, Needham, Norfolk, Norwood, Quincy, Randolph, Sharon, Stoughton, Walpole, Wellesley, Westwood, Weymouth, Wrentham

PLYMOUTH COUNTY: Carver, Duxbury, Hanover, Hanson, Hingham, Hull, Kingston, Lakeville, Marshfield, Middleborough, Norwell, Pembroke, Plymouth, Plympton, Rockland, Scituate

SUFFOLK COUNTY: Entire County

WORCESTER COUNTY: Berlin, Bolton, Harvard, Hopedale, Lancaster, Mendon, Milford, Southborough, Upton

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

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	Administrative Support and Clerical Occupations	
01011	Accounting Clerk I	11.44
01012	Accounting Clerk II	12.48
01013	Accounting Clerk III	13.58
01014	Accounting Clerk IV	16.61
01030	Court Reporter	14.95
01050	Dispatcher, Motor Vehicle	14.95
01060	Document Preparation Clerk	12.96
01070	Messenger (Courier)	9.74
01090	Duplicating Machine Operator	12.96
01110	Film/Tape Librarian	14.60
01115	General Clerk I	10.34
01116	General Clerk II	11.62
01117	General Clerk III	13.73
01118	General Clerk IV	15.03
01120	Housing Referral Assistant	16.97
01131	Key Entry Operator I	12.59
01132	Key Entry Operator II	15.38
01191	Order Clerk I	10.51
01192	Order Clerk II	12.59
01261	Personnel Assistant (Employment) I	12.41
01262	Personnel Assistant (Employment) II	13.94
01263	Personnel Assistant (Employment) III	15.21

01264	Personnel Assistant (Employment) IV	18.04
01270	Production Control Clerk	16.97
01290	Rental Clerk	13.89
01300	Scheduler, Maintenance	14.07
01311	Secretary I	14.31
01312	Secretary II	14.97
01313	Secretary III	16.64
01314	Secretary IV	18.39
01315	Secretary V	25.30
01320	Service Order Dispatcher	13.89
01341	Stenographer I	11.95
01342	Stenographer II	13.89
01400	Supply Technician	18.39
01420	Survey Worker (Interviewer)	14.72
01460	Switchboard Operator-Receptionist	12.23
01510	Test Examiner	14.97
01520	Test Proctor	14.97
01531	Travel Clerk I	12.09
01532	Travel Clerk II	13.08
01533	Travel Clerk III	14.09
01611	Word Processor I	13.78
01612	Word Processor II	15.03
01613	Word Processor III	17.78

03000 Automatic Data Processing Occupations

03010	Computer Data Librarian	13.85
03041	Computer Operator I	12.94
03042	Computer Operator II	14.47
03043	Computer Operator III	17.55
03044	Computer Operator IV	22.08
03045	Computer Operator V	24.72
03071	Computer Programmer I (1)	19.09
03072	Computer Programmer II (1)	21.78
03073	Computer Programmer III (1)	25.86
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	26.90
03102	Computer Systems Analyst II (1)	27.62
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	12.94

05000 Automotive Service Occupations

05005	Automotive Body Repairer, Fiberglass	18.90
05010	Automotive Glass Installer	17.82
05040	Automotive Worker	16.24
05070	Electrician, Automotive	17.02
05100	Mobile Equipment Servicer	14.72
05130	Motor Equipment Metal Mechanic	17.75
05160	Motor Equipment Metal Worker	16.24
05190	Motor Vehicle Mechanic	17.31

05220	Motor Vehicle Mechanic Helper	13.91
05250	Motor Vehicle Upholstery Worker	15.45
05280	Motor Vehicle Wrecker	16.24
05310	Painter, Automotive	17.02
05340	Radiator Repair Specialist	16.24
05370	Tire Repairer	14.22
05400	Transmission Repair Specialist	17.75
07000	Food Preparation and Service Occupations	
	Food Service Worker	9.22
07010	Baker	13.05
07041	Cook I	11.80
07042	Cook II	13.01
07070	Dishwasher	9.22
07130	Meat Cutter	14.72
07250	Waiter/Waitress	9.79
09000	Furniture Maintenance and Repair Occupations	
09010	Electrostatic Spray Painter	17.02
09040	Furniture Handler	13.14
09070	Furniture Refinisher	17.02
09100	Furniture Refinisher Helper	13.91
09110	Furniture Repairer, Minor	15.45
09130	Upholsterer	17.02
11030	General Services and Support Occupations	
11030	Cleaner, Vehicles	10.30
11060	Elevator Operator	10.60
11090	Gardener	13.57
11121	House Keeping Aid I	9.53
11122	House Keeping Aid II	10.60
11150	Janitor	10.60
11210	Laborer, Grounds Maintenance	11.26
11240	Maid or Houseman	11.80
11270	Pest Controller	13.62
11300	Refuse Collector	10.60
11330	Tractor Operator	12.81
11360	Window Cleaner	11.39
12000	Health Occupations	
12020	Dental Assistant	14.34
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.60
12071	Licensed Practical Nurse I	14.04
12072	Licensed Practical Nurse II	15.76
12073	Licensed Practical Nurse III	17.45
12100	Medical Assistant	11.65
12130	Medical Laboratory Technician	12.82
12160	Medical Record Clerk	11.65

12190	Medical Record Technician	14.04
12221	Nursing Assistant I	8.29
12222	Nursing Assistant II	9.32
12223	Nursing Assistant III	9.80
12224	Nursing Assistant IV	11.41
12250	Pharmacy Technician	12.64
12280	Phlebotomist	11.14
12311	Registered Nurse I	21.05
12312	Registered Nurse II	23.44
12313	Registered Nurse II, Specialist	23.44
12314	Registered Nurse III	29.17
12315	Registered Nurse III, Anesthetist	29.17
12316	Registered Nurse IV	34.97
13000	Information and Arts Occupations	
13002	Audiovisual Librarian	19.61
13011	Exhibits Specialist I	18.46
13012	Exhibits Specialist II	23.47
13013	Exhibits Specialist III	28.71
13041	Illustrator I	17.87
13042	Illustrator II	22.71
13043	Illustrator III	27.77
13047	Librarian	27.49
13050	Library Technician	14.72
13071	Photographer I	14.03
13072	Photographer II	18.37
13073	Photographer III	23.35
13074	Photographer IV	28.55
13075	Photographer V	34.54
15000	Laundry, Dry Cleaning, Pressing and Related Occupations	
15010	Assembler	8.08
15030	Counter Attendant	8.08
15040	Dry Cleaner	10.72
15070	Finisher, Flatwork, Machine	8.08
15090	Presser, Hand	8.08
15100	Presser, Machine, Drycleaning	8.08
15130	Presser, Machine, Shirts	8.08
15160	Presser, Machine, Wearing Apparel, Laundry	8.08
15190	Sewing Machine Operator	11.43
15220	Tailor	11.96
15250	Washer, Machine	8.98
19000	Machine Tool Operation and Repair Occupations	
19010	Machine-Tool Operator (Toolroom)	17.22
19040	Tool and Die Maker	20.35
21000	Material Handling and Packing Occupations	
21010	Fuel Distribution System Operator	16.19

21020	Material Coordinator	16.87
21030	Material Expediter	16.87
21040	Material Handling Laborer	11.65
21050	Order Filler	12.48
21071	Forklift Operator	13.52
21080	Production Line Worker (Food Processing)	14.87
21100	Shipping/Receiving Clerk	13.90
21130	Shipping Packer	13.90
21140	Store Worker I	10.58
21150	Stock Clerk (Shelf Stocker; Store Worker II)	12.54
21210	Tools and Parts Attendant	14.87
21400	Warehouse Specialist	14.26
23000	Mechanics and Maintenance and Repair Occupations	
23010	Aircraft Mechanic	19.53
23040	Aircraft Mechanic Helper	15.30
23050	Aircraft Quality Control Inspector	20.26
23060	Aircraft Servicer	16.99
23070	Aircraft Worker	17.86
23100	Appliance Mechanic	17.33
23120	Bicycle Repairer	14.22
23125	Cable Splicer	21.24
23130	Carpenter, Maintenance	21.53
23140	Carpet Layer	20.55
23160	Electrician, Maintenance	23.62
23181	Electronics Technician, Maintenance I	13.99
23182	Electronics Technician, Maintenance II	19.38
23183	Electronics Technician, Maintenance III	21.60
23260	Fabric Worker	15.45
23290	Fire Alarm System Mechanic	19.53
23310	Fire Extinguisher Repairer	16.19
23340	Fuel Distribution System Mechanic	19.53
23370	General Maintenance Worker	16.24
23400	Heating, Refrigeration and Air Conditioning Mechanic	20.03
23430	Heavy Equipment Mechanic	20.20
23440	Heavy Equipment Operator	22.90
23460	Instrument Mechanic	21.42
23470	Laborer	12.85
23500	Locksmith	17.02
23530	Machinery Maintenance Mechanic	20.06
23550	Machinist, Maintenance	20.12
23580	Maintenance Trades Helper	13.91
23640	Millwright	19.53
23700	Office Appliance Repairer	19.06
23740	Painter, Aircraft	17.19
23760	Painter, Maintenance	17.02
23790	Pipefitter, Maintenance	22.32
23800	Plumber, Maintenance	21.53
23820	Pneudraulic Systems Mechanic	19.53

23850	Rigger	19.53
23870	Scale Mechanic	17.86
23890	Sheet-Metal Worker, Maintenance	21.69
23910	Small Engine Mechanic	16.24
23930	Telecommunication Mechanic I	21.69
23931	Telecommunication Mechanic II	23.30
23950	Telephone Lineman	21.24
23960	Welder, Combination, Maintenance	17.75
23965	Well Driller	17.75
23970	Woodcraft Worker	17.75
23980	Woodworker	15.31
24000	Personal Needs Occupations	
24570	Child Care Attendant	11.94
24580	Child Care Center Clerk	13.30
24600	Chore Aid	11.80
24630	Homemaker	19.09
25000	Plant and System Operation Occupations	
25010	Boiler Tender	19.90
25040	Sewage Plant Operator	18.72
25070	Stationary Engineer	19.90
25190	Ventilation Equipment Tender	15.30
25210	Water Treatment Plant Operator	17.02
27000	Protective Service Occupations	
	Police Officer	22.29
27004	Alarm Monitor	14.13
27006	Corrections Officer	19.04
27010	Court Security Officer	19.04
27040	Detention Officer	19.04
27070	Firefighter	18.69
27101	Guard I	9.62
27102	Guard II	15.12
28000	Stevedoring/Longshoremen Occupations	
28010	Blocker and Bracer	18.67
28020	Hatch Tender	18.67
28030	Line Handler	18.67
28040	Stevedore I	16.32
28050	Stevedore II	18.24
29000	Technical Occupations	
21150	Graphic Artist	21.99
29010	Air Traffic Control Specialist, Center (2)	29.50
29011	Air Traffic Control Specialist, Station (2)	20.34
29012	Air Traffic Control Specialist, Terminal (2)	22.40
29023	Archeological Technician I	17.51
29024	Archeological Technician II	19.60

29025	Archeological Technician III	24.26
29030	Cartographic Technician	22.08
29035	Computer Based Training (CBT) Specialist/ Instructor	24.87
29040	Civil Engineering Technician	21.30
29061	Drafter I	12.68
29062	Drafter II	14.57
29063	Drafter III	19.09
29064	Drafter IV	24.26
29081	Engineering Technician I	14.28
29082	Engineering Technician II	16.04
29083	Engineering Technician III	19.35
29084	Engineering Technician IV	22.88
29085	Engineering Technician V	23.75
29086	Engineering Technician VI	26.29
29090	Environmental Technician	21.48
29100	Flight Simulator/Instructor (Pilot)	27.62
29160	Instructor	24.19
29210	Laboratory Technician	17.15
29240	Mathematical Technician	19.04
29361	Paralegal/Legal Assistant I	14.80
29362	Paralegal/Legal Assistant II	18.72
29363	Paralegal/Legal Assistant III	22.74
29364	Paralegal/Legal Assistant IV	27.51
29390	Photooptics Technician	20.87
29480	Technical Writer	27.55
29491	Unexploded Ordnance (UXO) Technician I	18.75
29492	Unexploded Ordnance (UXO) Technician II	22.68
29493	Unexploded Ordnance (UXO) Technician III	27.19
29494	Unexploded (UXO) Safety Escort	18.75
29495	Unexploded (UXO) Sweep Personnel	18.75
29620	Weather Observer, Senior (3)	21.57
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	19.43
29622	Weather Observer, Upper Air (3)	19.43
31000	Transportation/ Mobile Equipment Operation Occupations	
31030	Bus Driver	15.89
31260	Parking and Lot Attendant	9.98
31290	Shuttle Bus Driver	15.21
31300	Taxi Driver	12.03
31361	Truckdriver, Light Truck	13.84
31362	Truckdriver, Medium Truck	17.18
31363	Truckdriver, Heavy Truck	18.40
31364	Truckdriver, Tractor-Trailer	19.04
99000	Miscellaneous Occupations	
99020	Animal Caretaker	10.48
99030	Cashier	11.25
99041	Carnival Equipment Operator	11.14

99042	Carnival Equipment Repairer	11.80
99043	Carnival Worker	9.22
99050	Desk Clerk	13.70
99095	Embalmer	17.18
99300	Lifeguard	12.23
99310	Mortician	21.74
99350	Park Attendant (Aide)	15.30
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	12.66
99500	Recreation Specialist	19.09
99510	Recycling Worker	12.81
99610	Sales Clerk	12.23
99620	School Crossing Guard (Crosswalk Attendant)	9.22
99630	Sport Official	12.23
99658	Survey Party Chief (Chief of Party)	19.15
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	17.41
99660	Surveying Aide	12.67
99690	Swimming Pool Operator	13.19
99720	Vending Machine Attendant	11.28
99730	Vending Machine Repairer	13.19
99740	Vending Machine Repairer Helper	11.28

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 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 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 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.

**** 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(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), 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.