

WD 05-3003 (Rev.-11) was first posted on www.wdol.gov on 06/17/2011

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

Diane C. Koplewski Division of
Director Wage Determinations

Wage Determination No.: 2005-3003
Revision No.: 11
Date Of Revision: 06/13/2011

State: Wisconsin

Area: Wisconsin County of Kenosha

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		28.01
01040 - Court Reporter		20.25
01051 - Data Entry Operator I		14.81
01052 - Data Entry Operator II		16.15
01060 - Dispatcher, Motor Vehicle		22.93
01070 - Document Preparation Clerk		13.67
01090 - Duplicating Machine Operator		13.67
01111 - General Clerk I		12.73
01112 - General Clerk II		13.89
01113 - General Clerk III		16.34
01120 - Housing Referral Assistant		22.12
01141 - Messenger Courier		11.93
01191 - Order Clerk I		15.99
01192 - Order Clerk II		17.58
01261 - Personnel Assistant (Employment) I		17.84
01262 - Personnel Assistant (Employment) II		19.95
01263 - Personnel Assistant (Employment) III		22.24
01270 - Production Control Clerk		21.43
01280 - Receptionist		13.53
01290 - Rental Clerk		17.41
01300 - Scheduler, Maintenance		18.36
01311 - Secretary I		18.36
01312 - Secretary II		19.84
01313 - Secretary III		22.12
01320 - Service Order Dispatcher		21.04
01410 - Supply Technician		28.01
01420 - Survey Worker		19.19
01531 - Travel Clerk I		13.20
01532 - Travel Clerk II		14.27
01533 - Travel Clerk III		15.44
01611 - Word Processor I		15.50
01612 - Word Processor II		17.41
01613 - Word Processor III		19.47
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.52
05010 - Automotive Electrician		25.16
05040 - Automotive Glass Installer		23.16
05070 - Automotive Worker		24.21

05110 - Mobile Equipment Servicer	22.29
05130 - Motor Equipment Metal Mechanic	28.64
05160 - Motor Equipment Metal Worker	24.21
05190 - Motor Vehicle Mechanic	28.63
05220 - Motor Vehicle Mechanic Helper	19.29
05250 - Motor Vehicle Upholstery Worker	21.34
05280 - Motor Vehicle Wrecker	22.01
05310 - Painter, Automotive	22.87
05340 - Radiator Repair Specialist	22.01
05370 - Tire Repairer	16.09
05400 - Transmission Repair Specialist	28.64
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.85
07041 - Cook I	13.34
07042 - Cook II	15.03
07070 - Dishwasher	10.19
07130 - Food Service Worker	10.52
07210 - Meat Cutter	18.66
07260 - Waiter/Waitress	9.89
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.74
09040 - Furniture Handler	15.34
09080 - Furniture Refinisher	20.42
09090 - Furniture Refinisher Helper	17.22
09110 - Furniture Repairer, Minor	18.96
09130 - Upholsterer	20.42
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.10
11060 - Elevator Operator	12.10
11090 - Gardener	15.23
11122 - Housekeeping Aide	12.75
11150 - Janitor	12.75
11210 - Laborer, Grounds Maintenance	13.50
11240 - Maid or Houseman	12.11
11260 - Pruner	12.35
11270 - Tractor Operator	14.51
11330 - Trail Maintenance Worker	13.50
11360 - Window Cleaner	13.03
12000 - Health Occupations	
12010 - Ambulance Driver	17.39
12011 - Breath Alcohol Technician	18.40
12012 - Certified Occupational Therapist Assistant	24.95
12015 - Certified Physical Therapist Assistant	24.61
12020 - Dental Assistant	15.74
12025 - Dental Hygienist	34.27
12030 - EKG Technician	26.94
12035 - Electroneurodiagnostic Technologist	26.94
12040 - Emergency Medical Technician	17.39
12071 - Licensed Practical Nurse I	18.53
12072 - Licensed Practical Nurse II	20.72
12073 - Licensed Practical Nurse III	23.10
12100 - Medical Assistant	15.83
12130 - Medical Laboratory Technician	19.40
12160 - Medical Record Clerk	16.98
12190 - Medical Record Technician	18.38
12195 - Medical Transcriptionist	17.07
12210 - Nuclear Medicine Technologist	34.34
12221 - Nursing Assistant I	11.40
12222 - Nursing Assistant II	12.82
12223 - Nursing Assistant III	13.99
12224 - Nursing Assistant IV	15.71

12235 - Optical Dispenser	15.59
12236 - Optical Technician	17.48
12250 - Pharmacy Technician	15.58
12280 - Phlebotomist	15.71
12305 - Radiologic Technologist	31.10
12311 - Registered Nurse I	29.17
12312 - Registered Nurse II	32.57
12313 - Registered Nurse II, Specialist	32.57
12314 - Registered Nurse III	38.43
12315 - Registered Nurse III, Anesthetist	38.43
12316 - Registered Nurse IV	46.07
12317 - Scheduler (Drug and Alcohol Testing)	23.53
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.51
13012 - Exhibits Specialist II	26.56
13013 - Exhibits Specialist III	32.46
13041 - Illustrator I	21.63
13042 - Illustrator II	26.57
13043 - Illustrator III	32.62
13047 - Librarian	33.32
13050 - Library Aide/Clerk	14.14
13054 - Library Information Technology Systems Administrator	31.44
13058 - Library Technician	17.76
13061 - Media Specialist I	21.16
13062 - Media Specialist II	23.66
13063 - Media Specialist III	26.39
13071 - Photographer I	18.50
13072 - Photographer II	20.70
13073 - Photographer III	25.64
13074 - Photographer IV	31.35
13075 - Photographer V	37.94
13110 - Video Teleconference Technician	17.89
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.11
14042 - Computer Operator II	20.25
14043 - Computer Operator III	22.58
14044 - Computer Operator IV	25.09
14045 - Computer Operator V	27.79
14071 - Computer Programmer I	(see 1) 25.49
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	18.11
14160 - Personal Computer Support Technician	25.09
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	36.22
15020 - Aircrew Training Devices Instructor (Rated)	41.82
15030 - Air Crew Training Devices Instructor (Pilot)	46.94
15050 - Computer Based Training Specialist / Instructor	36.22
15060 - Educational Technologist	30.14
15070 - Flight Instructor (Pilot)	46.94
15080 - Graphic Artist	26.41
15090 - Technical Instructor	27.45
15095 - Technical Instructor/Course Developer	26.88
15110 - Test Proctor	17.84
15120 - Tutor	17.74
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	

16010 - Assembler	9.53
16030 - Counter Attendant	9.53
16040 - Dry Cleaner	12.42
16070 - Finisher, Flatwork, Machine	9.53
16090 - Presser, Hand	9.53
16110 - Presser, Machine, Drycleaning	9.53
16130 - Presser, Machine, Shirts	9.53
16160 - Presser, Machine, Wearing Apparel, Laundry	9.53
16190 - Sewing Machine Operator	13.37
16220 - Tailor	14.31
16250 - Washer, Machine	10.54
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.75
19040 - Tool And Die Maker	28.57
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.49
21030 - Material Coordinator	21.74
21040 - Material Expediter	21.74
21050 - Material Handling Laborer	17.17
21071 - Order Filler	13.80
21080 - Production Line Worker (Food Processing)	16.49
21110 - Shipping Packer	16.36
21130 - Shipping/Receiving Clerk	16.36
21140 - Store Worker I	13.87
21150 - Stock Clerk	18.17
21210 - Tools And Parts Attendant	16.49
21410 - Warehouse Specialist	16.59
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.96
23021 - Aircraft Mechanic I	28.13
23022 - Aircraft Mechanic II	29.96
23023 - Aircraft Mechanic III	31.40
23040 - Aircraft Mechanic Helper	20.38
23050 - Aircraft, Painter	25.50
23060 - Aircraft Servicer	23.85
23080 - Aircraft Worker	25.02
23110 - Appliance Mechanic	23.19
23120 - Bicycle Repairer	16.09
23125 - Cable Splicer	27.69
23130 - Carpenter, Maintenance	31.86
23140 - Carpet Layer	29.49
23160 - Electrician, Maintenance	34.00
23181 - Electronics Technician Maintenance I	26.30
23182 - Electronics Technician Maintenance II	27.75
23183 - Electronics Technician Maintenance III	29.24
23260 - Fabric Worker	22.50
23290 - Fire Alarm System Mechanic	24.80
23310 - Fire Extinguisher Repairer	21.36
23311 - Fuel Distribution System Mechanic	27.14
23312 - Fuel Distribution System Operator	21.66
23370 - General Maintenance Worker	23.74
23380 - Ground Support Equipment Mechanic	28.13
23381 - Ground Support Equipment Servicer	23.85
23382 - Ground Support Equipment Worker	25.02
23391 - Gunsmith I	21.36
23392 - Gunsmith II	24.07
23393 - Gunsmith III	26.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.18
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	26.46

23430 - Heavy Equipment Mechanic	28.00
23440 - Heavy Equipment Operator	35.02
23460 - Instrument Mechanic	24.82
23465 - Laboratory/Shelter Mechanic	25.18
23470 - Laborer	13.71
23510 - Locksmith	23.57
23530 - Machinery Maintenance Mechanic	23.74
23550 - Machinist, Maintenance	27.46
23580 - Maintenance Trades Helper	18.31
23591 - Metrology Technician I	24.82
23592 - Metrology Technician II	26.08
23593 - Metrology Technician III	28.51
23640 - Millwright	28.64
23710 - Office Appliance Repairer	23.57
23760 - Painter, Maintenance	23.57
23790 - Pipefitter, Maintenance	31.00
23810 - Plumber, Maintenance	28.39
23820 - Pneudraulic Systems Mechanic	26.76
23850 - Rigger	28.51
23870 - Scale Mechanic	24.07
23890 - Sheet-Metal Worker, Maintenance	29.21
23910 - Small Engine Mechanic	21.10
23931 - Telecommunications Mechanic I	27.78
23932 - Telecommunications Mechanic II	30.87
23950 - Telephone Lineman	26.00
23960 - Welder, Combination, Maintenance	20.42
23965 - Well Driller	26.00
23970 - Woodcraft Worker	26.76
23980 - Woodworker	20.80
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.53
24580 - Child Care Center Clerk	14.36
24610 - Chore Aide	9.53
24620 - Family Readiness And Support Services Coordinator	16.09
24630 - Homemaker	17.56
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.80
25040 - Sewage Plant Operator	27.75
25070 - Stationary Engineer	30.80
25190 - Ventilation Equipment Tender	23.04
25210 - Water Treatment Plant Operator	27.75
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.57
27007 - Baggage Inspector	12.10
27008 - Corrections Officer	28.69
27010 - Court Security Officer	28.69
27030 - Detection Dog Handler	16.99
27040 - Detention Officer	28.69
27070 - Firefighter	27.04
27101 - Guard I	12.10
27102 - Guard II	16.99
27131 - Police Officer I	30.33
27132 - Police Officer II	33.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.72
28042 - Carnival Equipment Repairer	13.48
28043 - Carnival Equipment Worker	10.02
28210 - Gate Attendant/Gate Tender	16.44
28310 - Lifeguard	13.10
28350 - Park Attendant (Aide)	18.37

28510 - Recreation Aide/Health Facility Attendant	10.81
28515 - Recreation Specialist	19.46
28630 - Sports Official	14.64
28690 - Swimming Pool Operator	16.58
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.68
29020 - Hatch Tender	24.68
29030 - Line Handler	24.68
29041 - Stevedore I	23.32
29042 - Stevedore II	26.05
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.20
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.03
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.77
30021 - Archeological Technician I	17.92
30022 - Archeological Technician II	20.81
30023 - Archeological Technician III	24.84
30030 - Cartographic Technician	26.33
30040 - Civil Engineering Technician	25.64
30061 - Drafter/CAD Operator I	18.09
30062 - Drafter/CAD Operator II	20.81
30063 - Drafter/CAD Operator III	21.99
30064 - Drafter/CAD Operator IV	28.96
30081 - Engineering Technician I	18.16
30082 - Engineering Technician II	20.39
30083 - Engineering Technician III	22.81
30084 - Engineering Technician IV	28.26
30085 - Engineering Technician V	34.56
30086 - Engineering Technician VI	45.66
30090 - Environmental Technician	23.93
30210 - Laboratory Technician	22.13
30240 - Mathematical Technician	26.13
30361 - Paralegal/Legal Assistant I	20.60
30362 - Paralegal/Legal Assistant II	26.08
30363 - Paralegal/Legal Assistant III	31.89
30364 - Paralegal/Legal Assistant IV	38.59
30390 - Photo-Optics Technician	26.33
30461 - Technical Writer I	27.48
30462 - Technical Writer II	33.60
30463 - Technical Writer III	40.66
30491 - Unexploded Ordnance (UXO) Technician I	24.91
30492 - Unexploded Ordnance (UXO) Technician II	30.14
30493 - Unexploded Ordnance (UXO) Technician III	36.13
30494 - Unexploded (UXO) Safety Escort	24.91
30495 - Unexploded (UXO) Sweep Personnel	24.91
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 21.99
30621 - Weather Observer, Senior	(see 2) 24.44
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	17.27
31030 - Bus Driver	22.93
31043 - Driver Courier	18.78
31260 - Parking and Lot Attendant	11.21
31290 - Shuttle Bus Driver	17.30
31310 - Taxi Driver	12.55
31361 - Truckdriver, Light	17.30
31362 - Truckdriver, Medium	22.69
31363 - Truckdriver, Heavy	24.00
31364 - Truckdriver, Tractor-Trailer	24.00
99000 - Miscellaneous Occupations	
99030 - Cashier	9.94

99050 - Desk Clerk	12.28
99095 - Embalmer	24.84
99251 - Laboratory Animal Caretaker I	11.56
99252 - Laboratory Animal Caretaker II	12.72
99310 - Mortician	33.52
99410 - Pest Controller	17.55
99510 - Photofinishing Worker	14.41
99710 - Recycling Laborer	17.42
99711 - Recycling Specialist	20.04
99730 - Refuse Collector	16.29
99810 - Sales Clerk	13.81
99820 - School Crossing Guard	13.99
99830 - Survey Party Chief	25.47
99831 - Surveying Aide	15.15
99832 - Surveying Technician	20.76
99840 - Vending Machine Attendant	14.57
99841 - Vending Machine Repairer	16.63
99842 - Vending Machine Repairer Helper	14.57

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.59 per hour or \$143.60 per week or \$622.27 per 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 NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) 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/>.