

STANDARD FORM 98 Rev. Feb. 1973 U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION	NOTICE OF INTENTION TO MAKE A SERVICE CONTRACT AND RESPONSE TO NOTICE (See Instructions on Reverse)	1. NOTICE NO. MOU C4102029						
Administrator Wage and Hour Division U.S. Department of Labor Washington, D.C. 20210	2. Estimated solicitation date (use numerals)							
5. PLACE(S) OF PERFORMANCE OSAGE COUNTY, KS		<table border="1"> <tr> <td>Month</td> <td>Day</td> <td>Year</td> </tr> <tr> <td>12</td> <td>17</td> <td>01</td> </tr> </table>	Month	Day	Year	12	17	01
Month	Day	Year						
12	17	01						
		3. Estimated date bids or proposals to be opened or negotiations begun (use numerals)						
		<table border="1"> <tr> <td>Month</td> <td>Day</td> <td>Year</td> </tr> <tr> <td>01</td> <td>17</td> <td>01</td> </tr> </table>	Month	Day	Year	01	17	01
Month	Day	Year						
01	17	01						
		4. Date contract performance to begin (use numerals)						
		<table border="1"> <tr> <td>Month</td> <td>Day</td> <td>Year</td> </tr> <tr> <td>01</td> <td>31</td> <td>01</td> </tr> </table>	Month	Day	Year	01	31	01
Month	Day	Year						
01	31	01						
		6. SERVICES TO BE PERFORMED (Describe) MOWING & TRIMMING						
7. INFORMATION ABOUT PERFORMANCE								
A. <input type="checkbox"/> Services now performed by a contractor B. <input type="checkbox"/> Services now performed by Federal Employees C. <input checked="" type="checkbox"/> Services not presently being performed								
8. IF BOX A IN ITEM 7 IS MARKED, COMPLETE ITEM 8 AS APPLICABLE.								
a. Name and address of incumbent contractor NONE	b. Number(s) of any wage determination(s) in incumbent's contract NONE							
c. Name(s) of union(s) if services are being performed under collective bargaining agreement(s). Important: Attach copies of current applicable collective bargaining agreements NA		RESPONSE TO NOTICE (by Department of Labor)						
9. OFFICIAL SUBMITTING NOTICE		A. <input checked="" type="checkbox"/> The attached wage determination(s) listed below apply to procurement. 1994-2213 (R24)						
SIGNED: <i>Marilyn C. Rogers</i>	DATE 03 DEC 01	B. <input type="checkbox"/> As of this date, no wage determination applicable to the specified locality and classes of employees is in effect.						
TYPED OR PRINT NAME MARILYN C. ROGERS - CONTRACTOR INDUSTRIAL RELATIONS SPECIALIST	TELEPHONE NO. 816-983-3723	C. <input type="checkbox"/> From information supplied, the Service Contract Act does not apply (see attached explanation).						
10. TYPE OR PRINT NAME AND TITLE OF PERSON TO WHOM RESPONSE IS TO BE SENT		D. <input type="checkbox"/> Notice returned for additional information (see attached explanation).						
NAME AND ADDRESS OF DEPARTMENT OR AGENCY, BUREAU, DIVISION, ETC. District Engineer US Army Corps of Engineers ATTN: CENWK-OC/ROGERS 601 E 12 St, Rm 715 Kansas City MO 64106-2896		SIGNED: <i>Marilyn C. Rogers</i> (U.S. Department of Labor) 03 DEC 01 (Date)						

94-2213 KS, TOPEKA 11/20/01

***FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH
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I WASHINGTON D.C. 20210

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I Wage Determination No. : 1994-2213

William W.Gross Division of I Revision No. : 24

Director Wage Determinations! Date Of Last Revision: 11/15/2001

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State: Kansas

Area: Kansas Counties of Brown, Clay, Cloud, Coffey, Dickinson, Geary, Jackson,

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Jefferson, Lyon, Marshall, Morr~s, Nemaha, Osage, Ottawa, Pottawatomie,
Republic, Riley, Saline, Shawnee, Wabaunsee, Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE MINIMUM WAGE RATE

Administrative Support and Clerical Occupations

Accounting Clerk I 9.24

Accounting Clerk II 10.46

Accounting Clerk III 12.14

Accounting Clerk IV 14.61

Court Reporter 12.85

Dispatcher, Motor Vehicle 12.98

Document Preparation Clerk 10.14

Duplicating Machine Operator 10.14

Film/Tape Librarian 11.11

General Clerk I 6.84

General Clerk II 7.69

General Clerk III 10.14

General Clerk IV 11.11

Housing Referral Assis tant 14.28

Key Entry Operator I 8.90

Key ~ntry Operator II 9.01

Messenger (Courier) 8.37

Order Clerk I 10.67

Order Clerk II 12.10

Personnel Assistant (Employment) I 8.72

Personnel Assistant (Employment) II 9.80

Personnel Assistant (Employment) III 12.44

Personnel Assistant (Employment) IV 13.82

Prod~ction Control Clerk 13.83

Rental Clerk 11.11

Scheduler, Maintenance 11.11

Secretary I 10.12

Secretary II 12.85 ~

Secretary III 14.28

Secretary IV 18.01

Secretary V 19.94

Service Order Dispatcher 10.22

Stenographer I 9.18

Stenographer I: 10.37

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Supply Technician 18.01

Survey Worker (Interviewer) 11.18

Switchboard Operator-Receptionist 9.67
Test Examiner 12.85
Test Proctor 12.85
Travel Clerk I 8.83
Travel Clerk II 9.28
Travel Clerk III 10.01
Word Processor I 10.13
Word Processor II 10.93
Word Processor III 13.85
Automatic Data Processing Occupations
Computer Data Librarian 10.09
Computer Operator I 8.81
Computer Operator II 13.15
Computer Operator III 13.97
Computer Operator IV 15.95
Computer Operator V 17.67
Computer Programmer I (1) 13.46
Computer Programmer II (1) 15.65
Computer Programmer III (1) 20.33
Computer Programmer IV (1) 21.88
Computer Systems Analyst I (1) 18.32
Computer Systems Analyst II (1) 20.70
Computer Systems Analyst III (1) 25.05
Peripheral Equipment Operator 13.00
Automotive Service Occupations
Automotive Body Repairer, Fiberglass 15.85
Automotive Glass Installer 14.61
Automotive Worker 14.61
Electrician, Automotive 15.26
Mobile Equipment Servicer 13.40
Motor Equipment Metal Mechanic 15.85
Motor Equipment Metal Worker 14.61
Motor Vehicle Mechanic 15.85
Motor Vehicle Mechanic Helper 12.83
Motor Vehicle Upholstery Worker 14.03
Motor Vehicle Wrecker 14.61
Painter, Automotive 15.26
Radiator Repair Specialist 14.61
Tire Repairer 12.95
Transmission Repair Specialist 15.85
Food Preparation and Service Occupations
Baker 9.82
Cook I 9.01
Cook II 9.82
Dishwasher 7.02
Food Service Worker 7.02
Meat Cutter 9.82
Waiter/Waitress 7.52
Furniture Maintenance and Repair Occupations ~
Electrostatic Spray Painter 15.26
Furniture Handler 12.56
Furniture Refinisher 15.26
Furniture Refinisher Helper 12.83
Furniture Repairer, Minor 14.03
Upholsterer 15.26

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General Services and Support Occupations

Cleaner, Vehicles 7.18
Elevator Operator 8.04
Gardener 10.37
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House Keeping Aid I 6.80
House Keeping Aid II 7.88
Janitor 7.66
Laborer, Grounds Maintenance 11.26
Maid or Houseman 6.74
Pest Controller 10.03
Refuse Collector 8.04
Tractor Operator 9.93
Window Cleaner ~ 9.04
Health Occupations
Dental Assistant 10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver 10.93
Licensed Practical Nurse I 9.79
Licensed Practical Nurse II 10.99
Licensed Practical Nurse III 12.29
Medical Assistant 9.77
Medical Laboratory Technician 11.77
Medical Record Clerk 9.77
Medical Record Technician 13.54
Nursing Assistant I 7.36
Nursing Assistant II 8.27
Nursing Assistant III 9.03
Nursing Assistant IV 10.12
Pharmacy Technician 12.19
Phlebotomist 10.99
Registered Nurse I 14.88
Registered Nurse II 18.21
Registered Nurse II, Specialist 18.21
Registered Nurse III 22.03
Registered Nurse III, Anesthetist 22.03
Registered Nurse IV 26.40
Information and Arts Occupations
Audiovisual Librarian 16.02
Exhibits Specialist I 12.71
Exhibits Specialist II 15.74
Exhibits Specialist III 19.25
Illustrator I 12.71
Illustrator II 15.74
Illustrator III 19.25
Librarian 20.00
Library Technician 11.18
Photographer I 11.36
Photographer II 12.71
Photographer III 15.74
Photographer IV 19.25
Photographer V 23.29
Laundry, Dry Cleaning, Pressing and Related Occupations. ~.
Assembler 6.53
Counter Attendant 6.53
Dry Cleaner 8.26
Finisher, Flatwork, Machine 6.53

Presser, Hand 6.53
Presser, Machine, Drycleaning 6.53
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Presser, Machine, Shirts 6.53
Presser, Machine, Wearing Apparel, Laundry 6.53
Sewing Machine Operator 9.41
Tailor 9.81
Washer, Machine 7.15
Machine Tool Operation and Repair Occupations
Machine-Tool Operator (Toolroom) 15.26
Tool and Die Maker 17.69
Material Handling and Packing Occupations
Forklift Operator 12.59
Fuel Distribution System Operator 13.40
Material Coordinator 15.12
Material Expediter 15.12
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Material Handling Laborer 12.52
Order Filler 11.11
Production Line Worker (Food Processing) 12.42
Shipping Packer 11.18
Shipping/Receiving Clerk 11.18
Stock Clerk (Shelf Stocker; Store Worker II) 12.50
Store Worker I 9.46
Tools and Parts Attendant 12.73
Warehouse Specialist 12.58
Mechanics and Maintenance and Repair Occupations
Aircraft Mechanic 15.85
Aircraft Mechanic Helper 12.83
Aircraft Quality Control Inspector 16.47
Aircraft Servicer 14.03
Aircraft Worker 14.61
Appliance Mechanic 15.26
Bicycle Repairer 12.95
Cable Splicer 18.23
Carpenter, Maintenance 15.26
Carpet Layer 16.65
Electrician, Maintenance 17.77
Electronics Technician, Maintenance I 16.14
Electronics Technician, Maintenance II 16.85
Electronics Technician, Maintenance III 17.49
Fabric Worker 14.03
Fire Alarm System Mechanic 15.85
Fire Extinguisher Repairer 13.40
Fuel Distribution System Mechanic 15.85
General Maintenance Worker 14.61
Heating, Refrigeration and Air Conditioning Mechanic 15.85
Heavy Equipment Mechanic 15.85
Heavy Equipment Operator 15.85
Instrument Mechanic 18.23
Laborer 9.25
Locksmith 15.30 ,
Machinery Maintenance Mechanic 15.85
Machinist, Maintenance 15.85
Maintenance Trades Helper 12.83 ,

Millwright 18.23
Office Appliance Repairer 15.26
Painter, Aircraft 15.26
Painter, Maintenance 17.29
Pipefitter, Maintenance 18.23
Plumber, Maintenance 17.55
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Pneudraulic Systems Mechanic 15.85
Rigger 16.51
Scale Mechanic 14.61
Sheet-Metal Worker, Maintenance 17.82
Small Engine Mechanic 14.61
Telecommunication Mechanic I 18.19
Telecommunication Mechanic II 21.74
Telephone Lineman 18.19
Welder, Combination, Maintenance 15.85
Well Driller 15.85
Woodcraft Worker 15.85
Woodworker 14.03
Miscellaneous Occupations
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Anlmal Caretaker 8.12
Carnival Equipment Operator 10.05
Carnival Equipment Repairer 10.37
Carnival Worker 8.04
Cashier 6.70
Desk Clerk 8.22
Embalmer 16.43
Lifeguard 9.02
Mortician 16.43
Park Attendant (Aide) 11.32
Photofinishing Worker (Photo Lab Tech., Darkroom Tech) 10.57
Recreation Specialist 11.39
Recycling Worker 9.93
Sales Clerk 8.69
School Crossing Guard (Crosswalk Attendant) 7.00
Sport Official 8.66
Survey Party Chief (Chief of Party) 18.70
Surveying Aide 11.70
Surveying Technician (Instr. Person/Surveyor Asst./Instr.) 14.62
Swimming Pool Operator 9.82
Vending Machine Attendant 8.63
Vending Machine Repairer 9.82
Vending Machine Repairer Helper 8.63
Personal Needs Occupations
Child Care Attendant 8.22
Child Care Center Clerk 11.88
Chore Aid 7.64
Homemaker 13.09
Plant and System Operation Occupations
Boiler Tender 15.85
Sewage Plant Operator 15.26
Stationary Engineer 18.23
Ventilation Equipment Tender 12.99
Water Treatment Plant Operator 15.26
Protective Service Occupations

Alarm Monitor 8.89
Corrections Officer 13.67
Court Security Officer 15.21
Detention Officer 13.67
Firefighter 14.43
Guard I 9.05
Guard II 9.84
Police Officer 17.54
Stevedoring/Longshoremen Occupations
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Blocker and Bracer 16.26
Hatch Tender 14.14
Line Handler 14.14
Stevedore I 15.44
Stevedore II 16.79
Technical Occupations
Air Traffic Control Specialist, Center (2) 27.00
Air Traffic Control Specialist, Station (2) 18.62
Air Traffic Control Specialist, Terminal (2) 20.50
Archeological Technician I 11.70
Archeological Technician II 13.08
Archeological Technician III 16.21
Cartographic Technician 18.97
Civil Engineerir:g Technician 15.74
Computer Based Training (CBT) Specialist/ Instructor 22.08
Drafter I 12.07
Drafter II 12.35
Drafter III 13.82
Drafter IV 17.11
Engineering Technician I 14.69
Engineering Technician II 15.03
Engineering Technician III 16.80
Engineering Technician IV 20.82
Engineering Technician V 25.46
Engineering Technician VI 30.81
Environmental Technician 17.51
Flight Simulator/Instructor (Pilot) 24.38
Graphic Artist 18.32
Instructor 21.07
Laboratory Technician 15.33
Mathematical Technician 15.74
Paralegal/Legal Assistant I 12.86
Paralegal/Legal Assistant II 16.22
Paralegal/Legal Assistant III 19.83
Paralegal/Legal Assistant IV 23.97
Photooptics Technician 16.55
Technical Writer 19.83
Unexploded (UXO) Safety Escort 17.16
Unexploded (UXO) Sweep Personnel 17.16
Unexploded Ordnance (UXO) Technician I 17.16
Unexploded Ordnance (UXO) Technician II 20.76
Unexploded Ordnance (UXO) Technician III 24.88
Weather Obser'ver, Combined Upper Air and Surface Programs (3) 13.72
Weather Observer, Senior (3) 15.67
Weather Observer, Upper Air (3) 13.72
Transportation/ Mobile Equipment Operation Occupations

Bus Driver 13.77
Parking and Lot Attendant 10.02
Shuttle Bus Driver 13.14
Taxi Driver 12.60
Truckdriver, Heavy Truck 14.33 ~
Truckdriver, Light Truck 13.14
Truckdriver, Medium Truck 13.77
Truckdriver, Tractor-Trailer 14.33

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.02 an hour or \$80.80 a week or \$350.13 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 contract; r 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 ~n close proximity to~ ordnance, (or employees possibly adjacent to) explosives and incendiary fl!l.aterials 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 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

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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.