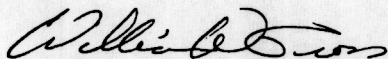


REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

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.: 1998-0642  
Revision No.: 13  
Date of Last Revision: 01/05/2005

States: Alabama, Alaska, Arizona, California, Colorado, Connecticut, District of Columbia, Florida, Georgia, Idaho, Illinois, Indiana, Iowa, Kansas, Louisiana, Maine, Maryland, Massachusetts, Michigan, Minnesota, Mississippi, Missouri, Montana, Nebraska, Nevada, New Hampshire, New Jersey, New Mexico, New York, North Carolina, Ohio, Oklahoma, Oregon, Pennsylvania, Rhode Island, South Carolina, South Dakota, Tennessee, Texas, Utah, Virginia, Washington, West Virginia, Wisconsin

Area: Alaska Statewide

Alabama Statewide

Arizona Statewide

California - All Counties except : San Joaquin

Colorado Counties of Adams, Alamosa, Arapahoe, Archuleta, Baca, Bent, Boulder, Broomfield, Chaffee, Cheyenne, Clear Creek, Conejos, Costilla, Crowley, Custer, Delta, Denver, Dolores, Douglas, Eagle, El Paso, Elbert, Fremont, Garfield, Gilpin, Grand, Gunnison, Hinsdale, Huerfano, Jackson, Jefferson, Kiowa, Kit Carson, La Plata, Lake, Larimer, Las Animas, Lincoln, Logan, Mesa, Mineral, Moffat, Montezuma, Montrose, Morgan, Otero, Ouray, Park, Phillips, Pitkin, Prowers, Pueblo, Rio Blanco, Rio Grande, Routt, Saguache, San Juan, San Miguel, Sedgwick, Summit, Teller, Washington, Weld, Yuma

Connecticut Statewide

District of Columbia Statewide

Florida Statewide

Georgia Statewide

Iowa - All Counties except : Page

Idaho Statewide

Illinois - All Counties except : Peoria

Indiana Statewide

Kansas Statewide

Louisiana Statewide

Massachusetts Statewide

Maryland Statewide

Maine Statewide

Michigan Statewide

Minnesota - All Counties except : Jackson

Missouri Statewide

Mississippi Statewide

Montana Statewide

North Carolina Statewide

Nebraska Statewide

New Hampshire Statewide

New Jersey Statewide

New Mexico Statewide

Nevada Statewide

New York - All Counties except : Monroe, New York

Ohio - All Counties except : Mahoning

Oklahoma Statewide

Oregon Statewide

Pennsylvania - All Counties except : Dauphin, Montgomery

Rhode Island Statewide

South Carolina Statewide

South Dakota Statewide

Tennessee - All Counties except : Sumner, Williamson

Texas - All Counties except : Collin, Coryell, Lampasas, Oldham

Utah Statewide  
 Virginia Statewide  
 Washington Statewide  
 Wisconsin Statewide  
 West Virginia Statewide

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

Employed on contracts for debt collection services:

| CODE | OCCUPATION TITLE                                       | MINIMUM WAGE RATE |
|------|--|-------------------|
|      | Collection Specialists :                               |                   |
|      | Alaska Statewide                                       | 16.11             |
|      | Alabama Statewide                                      | 12.04             |
|      | Arizona Statewide                                      | 12.43             |
|      | California - All Counties except: Lathrop, San Joaquin | 15.34             |
|      | Montana Statewide                                      | 11.79             |
|      | Nebraska Statewide                                     | 12.28             |
|      | California Counties of Lathrop, San Joaquin            | 14.59             |
|      | Colorado Statewide                                     | 14.55             |
|      | Connecticut Statewide                                  | 16.29             |
|      | District of Columbia Statewide                         | 15.60             |
|      | Florida Statewide                                      | 13.67             |
|      | Georgia Statewide                                      | 13.27             |
|      | Iowa All Counties except: Page                         | 12.75             |
|      | Idaho Statewide  | 12.65             |
|      | Illinois All Counties except: Peoria                   | 14.28             |
|      | Illinois County of Peoria                              | 12.89             |
|      | Indiana Statewide                                      | 13.48             |
|      | Kansas Statewide                                       | 11.70             |
|      | Lousiana Statewide                                     | 11.77             |
|      | Massachusetts Statewide                                | 15.67             |
|      | Maryland Statewide                                     | 13.40             |
|      | Maine Statewide  | 13.22             |
|      | Michigan Statewide                                     | 15.17             |
|      | Minnesota All Counties except: Jackson                 | 15.60             |
|      | Minnesota County of Jackson                            | 11.16             |
|      | Missouri Statewide                                     | 12.71             |
|      | Mississippi Statewide                                  | 11.11             |
|      | Ohio All Counties except: Mahoning                     | 12.39             |
|      | New Hampshire Statewide                                | 14.09             |
|      | Nevada Statewide                                       | 12.92             |
|      | New York All Counties except: Monroe, New York         | 12.50             |
|      | New York County of Monroe                              | 13.78             |
|      | New Jersey Statewide                                   | 15.07             |
|      | New York County of New York                            | 16.91             |
|      | Ohio County of Mahoning                                | 13.59             |
|      | Oklahoma Statewide                                     | 12.24             |
|      | Oregon Statewide                                       | 13.59             |
|      | Pennsylvania All Counties except: Dauphin, Montgomery, | 12.77             |

|   |       |
|---|-------|
| Ft. Washington  |       |
| Pennsylvania County of Dauphin                                | 13.41 |
| Pennsylvania Counties of Ft. Washington, Montgomery           | 12.97 |
| Rhode Island Statewide  | 13.99 |
| South Carolina Statewide                                      | 12.57 |
| South Dakota Statewide  | 11.47 |
| Texas All Counties except: Collin, Corryell, Lampasas, Oldham | 13.98 |
| Utah Statewide  | 12.89 |
| Texas County of Oldham  | 10.54 |
| Texas County of Lampasas                                      | 12.46 |
| Texas County of Collin  | 15.52 |
| Texas County of Coryell                                       | 11.73 |
| Washington Statewide  | 14.68 |
| West Virginia Statewide                                       | 11.26 |
| Wisconsin Statewide   | 13.31 |
| Iowa County of Page   | 12.28 |
| New Mexico Statewide  | 12.19 |
| North Carolina Statewide                                      | 13.22 |
| Tennessee All Counties except: Sumner, Williamson             | 12.91 |
| Tennessee Counties of Sumner, Williamson                      | 13.38 |
| Virginia Statewide  | 13.15 |

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 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 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)

**\*\* OCCUPATIONS NOT INCLUDED IN THE SCA DIRECTORY OF OCCUPATIONS \*\***

**Collection Specialists**

Responsibilities include using judgement to determine the appropriate and most expedient way of resolving a portfolio of delinquent accounts in order to maximize collection. Requests and analyze credit reports for use in determining ways to resolve delinquent debt accounts. Determines whether write-off tools are recommended to immediate supervisor when debts are uncollectible, i.e., in case a bankruptcy. Monitors payments made by debtors and minimizes delinquents/the number of accounts that are delinquent.