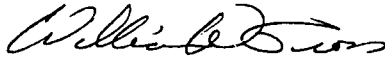


REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

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.: 10  
Date of Last Revision: 12/19/2003

States: Arizona, California, Colorado, District of Columbia, Florida, Georgia, Illinois, Iowa, Maryland, Massachusetts, Minnesota, Missouri, Nebraska, Nevada, New Jersey, New York, Ohio, Oklahoma, Oregon, Pennsylvania, South Dakota, Tennessee, Texas, Virginia, Wisconsin

Area: Arizona Counties of Maricopa, Pima  
California Counties of Alameda, Los Angeles, San Joaquin  
Colorado County of Denver  
District of Columbia Statewide  
Florida Counties of Broward, Dade, Palm Beach  
Georgia Counties of Bartow, Cobb, De Kalb, Fulton, Gwinnett  
Iowa Counties of Linn, Page, Polk, Scott  
Illinois Counties of Cook, Du Page, Ogle, Peoria  
Massachusetts Counties of Essex, Plymouth  
Maryland County of Baltimore  
Minnesota Counties of Anoka, Hennepin, Jackson, Ramsey  
Missouri Counties of Johnson, St Louis  
Nebraska Counties of Dodge, Lancaster, Madison, Pierce, Sarpy  
New Jersey Counties of Middlesex, Sussex  
Nevada County of Clark  
New York Counties of Broome, Erie, Monroe, New York, Wyoming  
Ohio Counties of Delaware, Franklin, Hamilton, Mahoning, Union  
Oklahoma Counties of Creek, Osage  
Oregon County of Josephine  
Pennsylvania Counties of Dauphin, Montgomery  
South Dakota Statewide  
Tennessee Counties of Knox, Sumner, Williamson  
Texas Counties of Collin, Coryell, Fort Bend, Harris, Lampasas, Montgomery, Oldham, Tarrant  
Virginia Counties of Caroline, Chesterfield, Fredericksburg, Richmond, Rockingham, Spotsylvania  
Wisconsin Counties of Dane, Milwaukee

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

Employed on contracts for debt collection services:

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
	Collection Specialists :	
	Alameda County, California	14.88
	Anoka, Hennepin, Ramsey Counties, Minnesota	13.77
	Broward, Palm Beach Counties, Florida	12.80
	Clark County, Nevada	11.44
	Collin County, Texas	14.19
	Coryell County, Texas	10.35
	Creek, Osage Counties, Oklahoma	11.87
	Dade County, Florida	13.23
	Dane County, Wisconsin	12.26
	Dauphin County, Pennsylvania	13.01

Denver County, Colorado	12.83
District of Columbia, Maryland, Virginia	13.77
Dodge, Douglas, Lancaster, Madison, Pierce, Sarpy Counties, Nebraska	10.84
Dublin, Delaware, Franklin, Union Counties, Ohio	10.93
Endicott, Broome County, New York	11.03
Eric, Wyoming Counties, New York	11.75
Essex, Plymouth Counties, Massachusetts	13.77
Fort Washington, Montgomery County, Pennsylvania	12.58
Fredericksburg, Caroline, Chesterfield, Richmond, Spottsylvania Counties, Virginia	12.47
Hamilton County, Ohio	11.97
Houston, Fort Bend, Harris, Montgomery Counties, Texas	12.33
Hunt Valley, Baltimore County, Maryland	12.58
Jackson County, Minnesota	9.85
Johnson County, Missouri	12.05
Josephine County, Oregon	12.51
Knox County, Tennessee	11.52
Lampasas County, Texas	10.99
Lathrop and San Joaquin Counties, California	12.87
Linn County, Iowa	12.22
Los Angeles County, California	13.85
Mahoning County, Ohio	12.10
Maricopa County, Arizona	11.62
Middlesex County, New Jersey	13.41
Monroe County, New York	12.31
New York County, New York	16.40
Oldham County, Texas	9.30
Page County, Iowa	10.84
Peoria County, Illinois	11.37
Pima County, Arizona	11.99
Polk County, Iowa	11.40
Rockbridge County, Virginia	11.60
Scott County, Iowa	11.21
Skokie, Cook, Du Page Counties, Illinois	13.23
St. Louis, Missouri	11.39
Statewide, South Dakota	11.12
Sunmer, Williamson Counties, Tennessee	12.84
Sussex County, New Jersey	14.59
Tarrant County, Texas	13.38
Ventura County, California	13.17
Waukesha County, Wisconsin	11.21

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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, 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.