


WAGE DETERMINATION NO: 94-2379 REV (22) AREA: NY,POUGHKEEPSIE

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REGISTER OF WAGE DETERMINATIONS UNDER

U.S. DEPARTMENT OF LABOR

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

WASHINGTON D.C. 20210

 William W.Gross
 Director

 Division of
 Wage Determinations

Wage Determination No.: 1994-2379

Revision No.: 22

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 State: **New York**

 Area: **New York** Counties of Delaware, Dutchess, **Orange**, Sullivan, Ulster

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.15
01012 - Accounting Clerk II	12.27
01013 - Accounting Clerk III	14.71
01014 - Accounting Clerk IV	17.92
01030 - Court Reporter	13.76
01050 - Dispatcher, Motor Vehicle	13.76
01060 - Document Preparation Clerk	13.10
01070 - Messenger (Courier)	9.91
01090 - Duplicating Machine Operator	13.10
01110 - Film/Tape Librarian	12.27
01115 - General Clerk I	8.47
01116 - General Clerk II	10.62
01117 - General Clerk III	13.32
01118 - General Clerk IV	15.02
01120 - Housing Referral Assistant	15.33
01131 - Key Entry Operator I	11.04
01132 - Key Entry Operator II	12.83
01191 - Order Clerk I	11.85
01192 - Order Clerk II	16.06
01261 - Personnel Assistant (Employment) I	10.92
01262 - Personnel Assistant (Employment) II	12.27
01263 - Personnel Assistant (Employment) III	13.76
01264 - Personnel Assistant (Employment) IV	15.33
01270 - Production Control Clerk	15.33
01290 - Rental Clerk	12.27
01300 - Scheduler, Maintenance	12.27
01311 - Secretary I	12.27
01312 - Secretary II	13.76
01313 - Secretary III	15.33
01314 - Secretary IV	16.31
01315 - Secretary V	18.87
01320 - Service Order Dispatcher	12.27
01341 - Stenographer I	12.27
01342 - Stenographer II	13.76
01400 - Supply Technician	16.31
01420 - Survey Worker (Interviewer)	13.16
01460 - Switchboard Operator-Receptionist	11.64
01510 - Test Examiner	12.27

01520 - Test Proctor	12.27
01531 - Travel Clerk I	10.63
01532 - Travel Clerk II	11.24
01533 - Travel Clerk III	11.86
01611 - Word Processor I	11.10
01612 - Word Processor II	13.95
01613 - Word Processor III	15.68
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	12.77
03041 - Computer Operator I	12.77
03042 - Computer Operator II	15.61
03043 - Computer Operator III	18.58
03044 - Computer Operator IV	19.32
03045 - Computer Operator V	21.55
03071 - Computer Programmer I (1)	15.96
03072 - Computer Programmer II (1)	19.69
03073 - Computer Programmer III (1)	24.02
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	24.34
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	12.77
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	17.06
05010 - Automotive Glass Installer	17.27
05040 - Automotive Worker	17.27
05070 - Electrician, Automotive	18.67
05100 - Mobile Equipment Servicer	14.72
05130 - Motor Equipment Metal Mechanic	19.28
05160 - Motor Equipment Metal Worker	17.28
05190 - Motor Vehicle Mechanic	19.28
05220 - Motor Vehicle Mechanic Helper	14.26
05250 - Motor Vehicle Upholstery Worker	16.26
05280 - Motor Vehicle Wrecker	17.28
05310 - Painter, Automotive	18.36
05340 - Radiator Repair Specialist	17.28
05370 - Tire Repairer	10.21
05400 - Transmission Repair Specialist	19.28
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	9.81
07010 - Baker	10.91
07041 - Cook I	10.74
07042 - Cook II	12.97
07070 - Dishwasher	8.39
07130 - Meat Cutter	14.65
07250 - Waiter/Waitress	8.11
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	14.05
09040 - Furniture Handler	10.70
09070 - Furniture Refinisher	15.14
09100 - Furniture Refinisher Helper	11.63
09110 - Furniture Repairer, Minor	13.19
09130 - Upholsterer	13.98
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.86
11060 - Elevator Operator	10.26
11090 - Gardener	10.21
11121 - House Keeping Aid I	8.81
11122 - House Keeping Aid II	9.54
11150 - Janitor	11.29
11210 - Laborer, Grounds Maintenance	10.44
11240 - Maid or Houseman	10.20
11270 - Pest Controller	10.55

11300 - Refuse Collector	11.29
11330 - Tractor Operator	13.22
11360 - Window Cleaner	11.29
12000 - Health Occupations	
12020 - Dental Assistant	13.95
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.55
12071 - Licensed Practical Nurse I	13.99
12072 - Licensed Practical Nurse II	15.71
12073 - Licensed Practical Nurse III	17.57
12100 - Medical Assistant	13.10
12130 - Medical Laboratory Technician	15.71
12160 - Medical Record Clerk	15.41
12190 - Medical Record Technician	17.29
12221 - Nursing Assistant I	8.20
12222 - Nursing Assistant II	9.22
12223 - Nursing Assistant III	11.09
12224 - Nursing Assistant IV	11.96
12250 - Pharmacy Technician	12.79
12280 - Phlebotomist	14.28
12311 - Registered Nurse I	19.79
12312 - Registered Nurse II	24.20
12313 - Registered Nurse II, Specialist	24.20
12314 - Registered Nurse III	29.28
12315 - Registered Nurse III, Anesthetist	29.28
12316 - Registered Nurse IV	35.09
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	14.18
13011 - Exhibits Specialist I	15.74
13012 - Exhibits Specialist II	17.18
13013 - Exhibits Specialist III	19.34
13041 - Illustrator I	15.74
13042 - Illustrator II	17.18
13043 - Illustrator III	19.34
13047 - Librarian	18.87
13050 - Library Technician	13.45
13071 - Photographer I	12.43
13072 - Photographer II	15.52
13073 - Photographer III	16.95
13074 - Photographer IV	19.06
13075 - Photographer V	23.08
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.77
15030 - Counter Attendant	7.77
15040 - Dry Cleaner	11.02
15070 - Finisher, Flatwork, Machine	7.77
15090 - Presser, Hand	7.77
15100 - Presser, Machine, Drycleaning	7.77
15130 - Presser, Machine, Shirts	7.77
15160 - Presser, Machine, Wearing Apparel, Laundry	7.77
15190 - Sewing Machine Operator	11.03
15220 - Tailor	11.85
15250 - Washer, Machine	8.56
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	15.09
19040 - Tool and Die Maker	19.10
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	13.59
21020 - Material Coordinator	15.94
21030 - Material Expediter	15.94
21040 - Material Handling Laborer	13.35
21050 - Order Filler	10.46
21071 - Forklift Operator	15.00
21080 - Production Line Worker (Food Processing)	12.13

21100 - Shipping/Receiving Clerk	12.47
21130 - Shipping Packer	11.81
21140 - Store Worker I	9.08
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	12.47
21210 - Tools and Parts Attendant	15.00
21400 - Warehouse Specialist	13.96
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	19.98
23040 - Aircraft Mechanic Helper	14.19
23050 - Aircraft Quality Control Inspector	20.79
23060 - Aircraft Servicer	16.09
23070 - Aircraft Worker	17.10
23100 - Appliance Mechanic	17.40
23120 - Bicycle Repairer	10.66
23125 - Cable Splicer	19.55
23130 - Carpenter, Maintenance	18.31
23140 - Carpet Layer	16.95
23160 - Electrician, Maintenance	28.30
23181 - Electronics Technician, Maintenance I	13.60
23182 - Electronics Technician, Maintenance III	18.43
23183 - Electronics Technician, Maintenance IIII	20.76
23260 - Fabric Worker	15.22
23290 - Fire Alarm System Mechanic	19.05
23310 - Fire Extinguisher Repairer	14.58
23340 - Fuel Distribution System Mechanic	19.05
23370 - General Maintenance Worker	14.62
23400 - Heating, Refrigeration and Air Conditioning Mechanic	17.96
23430 - Heavy Equipment Mechanic	19.93
23440 - Heavy Equipment Operator	20.33
23460 - Instrument Mechanic	19.05
23470 - Laborer	12.47
23500 - Locksmith	16.65
23530 - Machinery Maintenance Mechanic	19.59
23550 - Machinist, Maintenance	15.45
23580 - Maintenance Trades Helper	12.15
23640 - Millwright	19.05
23700 - Office Appliance Repairer	17.93
23740 - Painter, Aircraft	18.32
23760 - Painter, Maintenance	15.82
23790 - Pipefitter, Maintenance	22.73
23800 - Plumber, Maintenance	20.57
23820 - Pneudraulic Systems Mechanic	19.05
23850 - Rigger	18.32
23870 - Scale Mechanic	16.81
23890 - Sheet-Metal Worker, Maintenance	18.65
23910 - Small Engine Mechanic	15.83
23930 - Telecommunication Mechanic I	20.91
23931 - Telecommunication Mechanic II	21.85
23950 - Telephone Lineman	20.91
23960 - Welder, Combination, Maintenance	16.60
23965 - Well Driller	16.74
23970 - Woodcraft Worker	19.05
23980 - Woodworker	12.13
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.62
24580 - Child Care Center Clerk	14.49
24600 - Chore Aid	9.37
24630 - Homemaker	17.65
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	21.31
25040 - Sewage Plant Operator	18.37
25070 - Stationary Engineer	21.51
25190 - Ventilation Equipment Tender	14.07

25210 - Water Treatment Plant Operator	19.56
27000 - Protective Service Occupations	
(not set) - Police Officer	27.71
27004 - Alarm Monitor	13.96
27006 - Corrections Officer	24.86
27010 - Court Security Officer	25.03
27040 - Detention Officer	24.86
27070 - Firefighter	25.03
27101 - Guard I	9.68
27102 - Guard II	13.96
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	14.67
28020 - Hatch Tender	14.67
28030 - Line Handler	14.67
28040 - Stevedore I	12.47
28050 - Stevedore II	14.06
29000 - Technical Occupations	
21150 - Graphic Artist	17.18
29010 - Air Traffic Control Specialist, Center (2)	32.80
29011 - Air Traffic Control Specialist, Station (2)	22.63
29012 - Air Traffic Control Specialist, Terminal (2)	24.92
29023 - Archeological Technician I	11.24
29024 - Archeological Technician II	12.65
29025 - Archeological Technician III	15.62
29030 - Cartographic Technician	16.08
29035 - Computer Based Training (CBT) Specialist/ Instructor	24.34
29040 - Civil Engineering Technician	19.77
29061 - Drafter I	9.34
29062 - Drafter II	11.48
29063 - Drafter III	14.31
29064 - Drafter IV	15.62
29081 - Engineering Technician I	11.83
29082 - Engineering Technician II	14.52
29083 - Engineering Technician III	18.11
29084 - Engineering Technician IV	19.77
29085 - Engineering Technician V	22.24
29086 - Engineering Technician VI	24.46
29090 - Environmental Technician	16.32
29100 - Flight Simulator/Instructor (Pilot)	29.18
29160 - Instructor	20.43
29210 - Laboratory Technician	14.06
29240 - Mathematical Technician	15.62
29361 - Paralegal/Legal Assistant I	11.37
29362 - Paralegal/Legal Assistant II	13.43
29363 - Paralegal/Legal Assistant III	16.49
29364 - Paralegal/Legal Assistant IV	20.08
29390 - Photooptics Technician	15.62
29480 - Technical Writer	26.91
29491 - Unexploded Ordnance (UXO) Technician I	20.85
29492 - Unexploded Ordnance (UXO) Technician II	25.23
29493 - Unexploded Ordnance (UXO) Technician III	30.24
29494 - Unexploded (UXO) Safety Escort	20.85
29495 - Unexploded (UXO) Sweep Personnel	19.61
29620 - Weather Observer, Senior (3)	15.62
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	14.91
29622 - Weather Observer, Upper Air (3)	14.91
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	16.73
31260 - Parking and Lot Attendant	9.20
31290 - Shuttle Bus Driver	14.37
31300 - Taxi Driver	11.78
31361 - Truckdriver, Light Truck	14.37
31362 - Truckdriver, Medium Truck	15.28

31363 - Truckdriver, Heavy Truck	17.13
31364 - Truckdriver, Tractor-Trailer	19.07
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	8.63
99030 - Cashier	10.30
99041 - Carnival Equipment Operator	12.68
99042 - Carnival Equipment Repairer	13.57
99043 - Carnival Worker	10.05
99050 - Desk Clerk	10.82
99095 - Embalmer	23.01
99300 - Lifeguard	10.96
99310 - Mortician	23.14
99350 - Park Attendant (Aide)	13.76
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.25
99500 - Recreation Specialist	13.03
99510 - Recycling Worker	12.13
99610 - Sales Clerk	9.99
99620 - School Crossing Guard (Crosswalk Attendant)	10.26
99630 - Sport Official	10.96
99658 - Survey Party Chief (Chief of Party)	16.35
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.86
99660 - Surveying Aide	10.73
99690 - Swimming Pool Operator	12.74
99720 - Vending Machine Attendant	9.05
99730 - Vending Machine Repairer	11.85
99740 - Vending Machine Repairer Helper	9.79

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 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) 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.

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