



WAGE DETERMINATION NO: 94-2025 REV (30) AREA: AZ,TUSCON

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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
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WASHINGTON D.C. 20210

2025

Wage Determination No.: 1994-

William W.Gross
Director
08/16/2004

Division of
Wage Determinations

Revision No.: 30
Date Of Last Revision:

State: **Arizona**

Area: **Arizona** Counties of Cochise, Graham, Greenlee, Pima, Santa Cruz

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

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	9.35
01012 - Accounting Clerk II	10.93
01013 - Accounting Clerk III	12.87
01014 - Accounting Clerk IV	13.96
01030 - Court Reporter	13.11
01050 - Dispatcher, Motor Vehicle	13.87
01060 - Document Preparation Clerk	9.28
01070 - Messenger (Courier)	9.09
01090 - Duplicating Machine Operator	9.28
01110 - Film/Tape Librarian	11.02
01115 - General Clerk I	7.49
01116 - General Clerk II	8.54
01117 - General Clerk III	10.32

01118 - General Clerk IV
14.08
01120 - Housing Referral Assistant
16.06
01131 - Key Entry Operator I
10.20
01132 - Key Entry Operator II
11.77
01191 - Order Clerk I
10.71
01192 - Order Clerk II
12.19
01261 - Personnel Assistant (Employment) I
10.41
01262 - Personnel Assistant (Employment) II
11.70
01263 - Personnel Assistant (Employment) III
13.16
01264 - Personnel Assistant (Employment) IV
16.12
01270 - Production Control Clerk
14.31
01290 - Rental Clerk
10.21
01300 - Scheduler, Maintenance
11.47
01311 - Secretary I
11.47
01312 - Secretary II
12.48
01313 - Secretary III
15.29
01314 - Secretary IV
17.61
01315 - Secretary V
19.12
01320 - Service Order Dispatcher
12.14
01341 - Stenographer I
10.35
01342 - Stenographer II
11.47
01400 - Supply Technician
18.50
01420 - Survey Worker (Interviewer)
10.15
01460 - Switchboard Operator-Receptionist
9.26
01510 - Test Examiner
13.11
01520 - Test Proctor
13.11
01531 - Travel Clerk I
10.02
01532 - Travel Clerk II
10.50

01533 - Travel Clerk III
11.03
01611 - Word Processor I
11.65
01612 - Word Processor II
15.10
01613 - Word Processor III
16.92
03000 - Automatic Data Processing Occupations
03010 - Computer Data Librarian
12.74
03041 - Computer Operator I
10.19
03042 - Computer Operator II
13.78
03043 - Computer Operator III
16.42
03044 - Computer Operator IV
18.26
03045 - Computer Operator V
20.21
03071 - Computer Programmer I (1)
17.47
03072 - Computer Programmer II (1)
21.47
03073 - Computer Programmer III (1)
22.65
03074 - Computer Programmer IV (1)
26.70
03101 - Computer Systems Analyst I (1)
20.42
03102 - Computer Systems Analyst II (1)
24.07
03103 - Computer Systems Analyst III (1)
27.62
03160 - Peripheral Equipment Operator
12.89
05000 - Automotive Service Occupations
05005 - Automotive Body Repairer, Fiberglass
17.68
05010 - Automotive Glass Installer
15.17
05040 - Automotive Worker
15.17
05070 - Electrician, Automotive
16.79
05100 - Mobile Equipment Servicer
13.54
05130 - Motor Equipment Metal Mechanic
16.79
05160 - Motor Equipment Metal Worker
15.17
05190 - Motor Vehicle Mechanic
16.79
05220 - Motor Vehicle Mechanic Helper
12.60

05250 - Motor Vehicle Upholstery Worker
14.37
05280 - Motor Vehicle Wrecker
15.17
05310 - Painter, Automotive
15.98
05340 - Radiator Repair Specialist
15.17
05370 - Tire Repairer
13.08
05400 - Transmission Repair Specialist
16.79
07000 - Food Preparation and Service Occupations
(not set) - Food Service Worker
7.29
07010 - Baker
11.28
07041 - Cook I
9.48
07042 - Cook II
12.16
07070 - Dishwasher
6.69
07130 - Meat Cutter
15.73
07250 - Waiter/Waitress
6.86
09000 - Furniture Maintenance and Repair Occupations
09010 - Electrostatic Spray Painter
15.98
09040 - Furniture Handler
10.70
09070 - Furniture Refinisher
15.98
09100 - Furniture Refinisher Helper
12.60
09110 - Furniture Repairer, Minor
14.37
09130 - Upholsterer
15.98
11030 - General Services and Support Occupations
11030 - Cleaner, Vehicles
7.77
11060 - Elevator Operator
8.27
11090 - Gardener
10.94
11121 - House Keeping Aid I
7.24
11122 - House Keeping Aid II
8.02
11150 - Janitor
8.86
11210 - Laborer, Grounds Maintenance
8.66
11240 - Maid or Houseman
7.24

11270 - Pest Controller
12.27
11300 - Refuse Collector
7.91
11330 - Tractor Operator
10.19
11360 - Window Cleaner
9.71
12000 - Health Occupations
12020 - Dental Assistant
11.45
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver
13.32
12071 - Licensed Practical Nurse I
12.69
12072 - Licensed Practical Nurse II
14.25
12073 - Licensed Practical Nurse III
15.93
12100 - Medical Assistant
11.55
12130 - Medical Laboratory Technician
12.54
12160 - Medical Record Clerk
9.77
12190 - Medical Record Technician
13.54
12221 - Nursing Assistant I
8.42
12222 - Nursing Assistant II
9.46
12223 - Nursing Assistant III
10.33
12224 - Nursing Assistant IV
11.69
12250 - Pharmacy Technician
12.19
12280 - Phlebotomist
13.46
12311 - Registered Nurse I
18.52
12312 - Registered Nurse II
22.67
12313 - Registered Nurse II, Specialist
22.67
12314 - Registered Nurse III
27.43
12315 - Registered Nurse III, Anesthetist
27.43
12316 - Registered Nurse IV
32.84
13000 - Information and Arts Occupations
13002 - Audiovisual Librarian
17.90
13011 - Exhibits Specialist I
15.36

13012 - Exhibits Specialist II
16.60
13013 - Exhibits Specialist III
20.31
13041 - Illustrator I
16.84
13042 - Illustrator II
18.19
13043 - Illustrator III
22.26
13047 - Librarian
19.82
13050 - Library Technician
15.39
13071 - Photographer I
11.60
13072 - Photographer II
14.88
13073 - Photographer III
16.08
13074 - Photographer IV
19.67
13075 - Photographer V
23.79
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations
15010 - Assembler
7.12
15030 - Counter Attendant
7.12
15040 - Dry Cleaner
8.46
15070 - Finisher, Flatwork, Machine
7.12
15090 - Presser, Hand
7.12
15100 - Presser, Machine, Drycleaning
7.12
15130 - Presser, Machine, Shirts
7.12
15160 - Presser, Machine, Wearing Apparel, Laundry
7.12
15190 - Sewing Machine Operator
9.46
15220 - Tailor
10.74
15250 - Washer, Machine
7.54
19000 - Machine Tool Operation and Repair Occupations
19010 - Machine-Tool Operator (Toolroom)
15.98
19040 - Tool and Die Maker
19.23
21000 - Material Handling and Packing Occupations
21010 - Fuel Distribution System Operator
15.54
21020 - Material Coordinator
16.53

21030 - Material Expediter
16.53
21040 - Material Handling Laborer
9.34
21050 - Order Filler
9.52
21071 - Forklift Operator
11.41
21080 - Production Line Worker (Food Processing)
11.41
21100 - Shipping/Receiving Clerk
9.94
21130 - Shipping Packer
10.03
21140 - Store Worker I
10.54
21150 - Stock Clerk (Shelf Stocker; Store Worker II)
13.68
21210 - Tools and Parts Attendant
11.41
21400 - Warehouse Specialist
11.41
23000 - Mechanics and Maintenance and Repair Occupations
23010 - Aircraft Mechanic
19.55
23040 - Aircraft Mechanic Helper
14.67
23050 - Aircraft Quality Control Inspector
20.49
23060 - Aircraft Servicer
16.73
23070 - Aircraft Worker
17.67
23100 - Appliance Mechanic
15.98
23120 - Bicycle Repairer
13.08
23125 - Cable Splicer
21.24
23130 - Carpenter, Maintenance
15.98
23140 - Carpet Layer
15.17
23160 - Electrician, Maintenance
16.79
23181 - Electronics Technician, Maintenance I
14.84
23182 - Electronics Technician, Maintenance II
18.38
23183 - Electronics Technician, Maintenance III
19.31
23260 - Fabric Worker
14.69
23290 - Fire Alarm System Mechanic
16.79
23310 - Fire Extinguisher Repairer
13.82

23340 - Fuel Distribution System Mechanic
19.28
23370 - General Maintenance Worker
15.17
23400 - Heating, Refrigeration and Air Conditioning Mechanic
17.03
23430 - Heavy Equipment Mechanic
17.83
23440 - Heavy Equipment Operator
17.07
23460 - Instrument Mechanic
16.79
23470 - Laborer
9.34
23500 - Locksmith
15.98
23530 - Machinery Maintenance Mechanic
17.49
23550 - Machinist, Maintenance
16.79
23580 - Maintenance Trades Helper
12.60
23640 - Millwright
16.79
23700 - Office Appliance Repairer
16.41
23740 - Painter, Aircraft
20.22
23760 - Painter, Maintenance
15.98
23790 - Pipefitter, Maintenance
16.79
23800 - Plumber, Maintenance
16.34
23820 - Pneudraulic Systems Mechanic
16.79
23850 - Rigger
16.79
23870 - Scale Mechanic
15.17
23890 - Sheet-Metal Worker, Maintenance
16.79
23910 - Small Engine Mechanic
15.17
23930 - Telecommunication Mechanic I
16.79
23931 - Telecommunication Mechanic II
20.24
23950 - Telephone Lineman
16.79
23960 - Welder, Combination, Maintenance
16.79
23965 - Well Driller
17.48
23970 - Woodcraft Worker
16.79

23980 - Woodworker
13.54
24000 - Personal Needs Occupations
24570 - Child Care Attendant
7.41
24580 - Child Care Center Clerk
9.40
24600 - Chore Aid
9.05
24630 - Homemaker
11.60
25000 - Plant and System Operation Occupations
25010 - Boiler Tender
18.47
25040 - Sewage Plant Operator
16.86
25070 - Stationary Engineer
18.47
25190 - Ventilation Equipment Tender
12.93
25210 - Water Treatment Plant Operator
17.78
27000 - Protective Service Occupations
(not set) - Police Officer
21.39
27004 - Alarm Monitor
10.91
27006 - Corrections Officer
18.00
27010 - Court Security Officer
19.14
27040 - Detention Officer
18.00
27070 - Firefighter
18.02
27101 - Guard I
8.54
27102 - Guard II
10.91
28000 - Stevedoring/Longshoremen Occupations
28010 - Blocker and Bracer
13.86
28020 - Hatch Tender
13.86
28030 - Line Handler
13.86
28040 - Stevedore I
11.41
28050 - Stevedore II
14.59
29000 - Technical Occupations
21150 - Graphic Artist
16.23
29010 - Air Traffic Control Specialist, Center (2)
29.55
29011 - Air Traffic Control Specialist, Station (2)
20.53

29012 - Air Traffic Control Specialist, Terminal (2)
22.56
29023 - Archeological Technician I
13.03
29024 - Archeological Technician II
14.56
29025 - Archeological Technician III
18.04
29030 - Cartographic Technician
19.59
29035 - Computer Based Training (CBT) Specialist/ Instructor
19.44
29040 - Civil Engineering Technician
20.89
29061 - Drafter I
12.10
29062 - Drafter II
13.59
29063 - Drafter III
17.43
29064 - Drafter IV
18.83
29081 - Engineering Technician I
13.27
29082 - Engineering Technician II
14.89
29083 - Engineering Technician III
16.67
29084 - Engineering Technician IV
18.83
29085 - Engineering Technician V
23.05
29086 - Engineering Technician VI
27.88
29090 - Environmental Technician
17.36
29100 - Flight Simulator/Instructor (Pilot)
24.07
29160 - Instructor
19.31
29210 - Laboratory Technician
15.18
29240 - Mathematical Technician
17.36
29361 - Paralegal/Legal Assistant I
16.68
29362 - Paralegal/Legal Assistant II
19.87
29363 - Paralegal/Legal Assistant III
20.94
29364 - Paralegal/Legal Assistant IV
24.04
29390 - Photooptics Technician
18.83
29480 - Technical Writer
23.36

29491 - Unexploded Ordnance (UXO) Technician I
19.38
29492 - Unexploded Ordnance (UXO) Technician II
23.45
29493 - Unexploded Ordnance (UXO) Technician III
27.62
29494 - Unexploded (UXO) Safety Escort
19.38
29495 - Unexploded (UXO) Sweep Personnel
19.38
29620 - Weather Observer, Senior (3)
16.22
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)
14.60
29622 - Weather Observer, Upper Air (3)
14.60
31000 - Transportation/ Mobile Equipment Operation Occupations
31030 - Bus Driver
11.70
31260 - Parking and Lot Attendant
11.33
31290 - Shuttle Bus Driver
12.07
31300 - Taxi Driver
9.24
31361 - Truckdriver, Light Truck
12.07
31362 - Truckdriver, Medium Truck
14.54
31363 - Truckdriver, Heavy Truck
15.28
31364 - Truckdriver, Tractor-Trailer
15.28
99000 - Miscellaneous Occupations
99020 - Animal Caretaker
8.58
99030 - Cashier
8.86
99041 - Carnival Equipment Operator
8.40
99042 - Carnival Equipment Repairer
9.02
99043 - Carnival Worker
7.29
99050 - Desk Clerk
8.28
99095 - Embalmer
19.02
99300 - Lifeguard
8.54
99310 - Mortician
19.02
99350 - Park Attendant (Aide)
10.59
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)
9.15

99500 - Recreation Specialist
8.86
99510 - Recycling Worker
10.21
99610 - Sales Clerk
8.54
99620 - School Crossing Guard (Crosswalk Attendant)
6.88
99630 - Sport Official
8.54
99658 - Survey Party Chief (Chief of Party)
15.09
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)
10.59
99660 - Surveying Aide
8.54
99690 - Swimming Pool Operator
11.96
99720 - Vending Machine Attendant
9.93
99730 - Vending Machine Repairer
11.88
99740 - Vending Machine Repairer Helper
9.93

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)

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 ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage

rates and fringe benefits paid under the predecessor contract.

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

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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