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WAGE DETERMINATION NO: 94-2025 REV (21) AREA: AZ,TUSCON

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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

Director

Wage Determinations

Wage Determination No.: **1994-2025** William W.

Date Of Last Revision: 09/13/2000

State: Arizona

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

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

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	6.77
Accounting Clerk II	7.92
Accounting Clerk III	9.21
Accounting Clerk IV	11.13
Court Reporter	10.15
Dispatcher, Motor Vehicle	10.15
Document Preparation Clerk	6.57
Duplicating Machine Operator	6.57
Film/Tape Librarian	8.89
General Clerk I	5.68
General Clerk II	6.47
General Clerk III	8.25
General Clerk IV	11.75
Housing Referral Assistant	12.44
Key Entry Operator I	7.46
Key Entry Operator II	8.61
Messenger (Courier)	5.68
Order Clerk I	6.86
Order Clerk II	9.22
Personnel Assistant (Employment) I	7.32
Personnel Assistant (Employment) II	8.23
Personnel Assistant (Employment) III	9.40
Personnel Assistant (Employment) IV	11.52
Production Control Clerk	12.44
Rental Clerk	8.89
Scheduler, Maintenance	8.89
Secretary I	8.89
Secretary II	10.15
Secretary III	12.44
Secretary IV	14.33
Secretary V	15.56
Service Order Dispatcher	8.89
Stenographer I	8.04
Stenographer II	9.00

Supply Technician	14.33
Survey Worker (Interviewer)	10.15
Switchboard Operator-Receptionist	6.57
Test Examiner	10.15
Test Proctor	10.15
Travel Clerk I	8.31
Travel Clerk II	8.71
Travel Clerk III	9.14
Word Processor I	8.02
Word Processor II	10.40
Word Processor III	11.64
Automatic Data Processing Occupations	
Computer Data Librarian	11.08
Computer Operator I	7.44
Computer Operator II	10.08
Computer Operator III	12.01
Computer Operator IV	13.34
Computer Operator V	14.78
Computer Programmer I (1)	12.41
Computer Programmer II (1)	15.37
Computer Programmer III (1)	16.09
Computer Programmer IV (1)	18.97
Computer Systems Analyst I (1)	16.09
Computer Systems Analyst II (1)	18.97
Computer Systems Analyst III (1)	23.53
Peripheral Equipment Operator	11.08
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	16.79
Automotive Glass Installer	15.17
Automotive Worker	15.17
Electrician, Automotive	16.79
Mobile Equipment Servicer	13.54
Motor Equipment Metal Mechanic	16.79
Motor Equipment Metal Worker	15.17
Motor Vehicle Mechanic	16.79
Motor Vehicle Mechanic Helper	12.60
Motor Vehicle Upholstery Worker	14.37
Motor Vehicle Wrecker	15.17
Painter, Automotive	15.98
Radiator Repair Specialist	15.17
Tire Repairer	13.08
Transmission Repair Specialist	16.79
Food Preparation and Service Occupations	
Baker	11.12
Cook I	8.67
Cook II	11.12
Dishwasher	6.25
Food Service Worker	6.25
Meat Cutter	9.83
Waiter/Waitress	6.86
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	15.98
Furniture Handler	10.70
Furniture Refinisher	15.98
Furniture Refinisher Helper	12.60
Furniture Repairer, Minor	14.37
Upholsterer	15.98
General Services and Support Occupations	
Cleaner, Vehicles	6.25
Elevator Operator	6.25

Gardener	8.67
House Keeping Aid I	5.65
House Keeping Aid II	6.25
Janitor	6.25
Laborer, Grounds Maintenance	6.86
Maid or Houseman	5.65
Pest Controller	9.20
Refuse Collector	6.25
Tractor Operator	8.07
Window Cleaner	6.86
Health Occupations	
Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	8.71
Licensed Practical Nurse II	9.77
Licensed Practical Nurse III	10.93
Medical Assistant	9.77
Medical Laboratory Technician	9.77
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	7.10
Nursing Assistant II	7.98
Nursing Assistant III	8.71
Nursing Assistant IV	9.77
Pharmacy Technician	12.19
Phlebotomist	9.77
Registered Nurse I	13.54
Registered Nurse II	16.57
Registered Nurse II, Specialist	16.57
Registered Nurse III	20.05
Registered Nurse III, Anesthetist	20.05
Registered Nurse IV	24.02
Information and Arts Occupations	
Audiovisual Librarian	15.37
Exhibits Specialist I	14.31
Exhibits Specialist II	15.46
Exhibits Specialist III	18.92
Illustrator I	14.31
Illustrator II	15.46
Illustrator III	18.92
Librarian	15.56
Library Technician	12.41
Photographer I	11.16
Photographer II	14.31
Photographer III	15.46
Photographer IV	18.92
Photographer V	22.87
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.00
Counter Attendant	6.00
Dry Cleaner	7.25
Finisher, Flatwork, Machine	6.00
Presser, Hand	6.00
Presser, Machine, Drycleaning	6.00
Presser, Machine, Shirts	6.00
Presser, Machine, Wearing Apparel, Laundry	6.00
Sewing Machine Operator	7.69
Tailor	8.12
Washer, Machine	6.34
Machine Tool Operation and Repair Occupations	

Machine-Tool Operator (Toolroom)	15.98
Tool and Die Maker	19.23
Material Handling and Packing Occupations	
Forklift Operator	7.97
Fuel Distribution System Operator	13.54
Material Coordinator	14.37
Material Expediter	14.37
Material Handling Laborer	7.12
Order Filler	9.21
Production Line Worker (Food Processing)	8.30
Shipping Packer	7.80
Shipping/Receiving Clerk	7.80
Stock Clerk (Shelf Stocker; Store Worker II)	9.72
Store Worker I	8.95
Tools and Parts Attendant	9.65
Warehouse Specialist	8.30
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	16.79
Aircraft Mechanic Helper	12.60
Aircraft Quality Control Inspector	17.60
Aircraft Servicer	14.37
Aircraft Worker	15.17
Appliance Mechanic	15.98
Bicycle Repairer	13.08
Cable Splicer	16.79
Carpenter, Maintenance	15.98
Carpet Layer	15.17
Electrician, Maintenance	16.79
Electronics Technician, Maintenance I	10.66
Electronics Technician, Maintenance II	15.98
Electronics Technician, Maintenance III	16.79
Fabric Worker	14.37
Fire Alarm System Mechanic	16.79
Fire Extinguisher Repairer	13.54
Fuel Distribution System Mechanic	16.79
General Maintenance Worker	15.17
Heating, Refrigeration and Air Conditioning Mechanic	16.79
Heavy Equipment Mechanic	16.79
Heavy Equipment Operator	16.79
Instrument Mechanic	16.79
Laborer	6.25
Locksmith	15.98
Machinery Maintenance Mechanic	16.79
Machinist, Maintenance	16.79
Maintenance Trades Helper	12.60
Millwright	16.79
Office Appliance Repairer	15.98
Painter, Aircraft	15.98
Painter, Maintenance	15.98
Pipefitter, Maintenance	16.79
Plumber, Maintenance	15.98
Pneudraulic Systems Mechanic	16.79
Rigger	16.79
Scale Mechanic	15.17
Sheet-Metal Worker, Maintenance	16.79
Small Engine Mechanic	15.17
Telecommunication Mechanic I	16.79
Telecommunication Mechanic II	17.60
Telephone Lineman	16.79
Welder, Combination, Maintenance	16.79

Well Driller	16.79
Woodcraft Worker	16.79
Woodworker	13.54
Miscellaneous Occupations	
Animal Caretaker	7.46
Carnival Equipment Operator	8.07
Carnival Equipment Repairer	8.67
Carnival Worker	6.25
Cashier	5.33
Desk Clerk	5.92
Embalmer	18.66
Lifeguard	5.33
Mortician	18.66
Park Attendant (Aide)	6.62
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	6.57
Recreation Specialist	8.21
Recycling Worker	8.07
Sales Clerk	5.33
School Crossing Guard (Crosswalk Attendant)	6.25
Sport Official	5.33
Survey Party Chief (Chief of Party)	8.67
Surveying Aide	5.33
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	6.62
Swimming Pool Operator	9.72
Vending Machine Attendant	8.07
Vending Machine Repairer	9.72
Vending Machine Repairer Helper	8.07
Personal Needs Occupations	
Child Care Attendant	5.92
Child Care Center Clerk	7.39
Chore Aid	5.65
Homemaker	8.21
Plant and System Operation Occupations	
Boiler Tender	16.79
Sewage Plant Operator	15.98
Stationary Engineer	16.79
Ventilation Equipment Tender	12.60
Water Treatment Plant Operator	15.98
Protective Service Occupations	
Alarm Monitor	6.82
Corrections Officer	18.00
Court Security Officer	19.14
Detention Officer	18.00
Firefighter	18.02
Guard I	5.33
Guard II	6.82
Police Officer	21.39
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	9.96
Hatch Tender	9.96
Line Handler	9.96
Stevedore I	9.43
Stevedore II	10.48
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.07
Air Traffic Control Specialist, Station (2)	17.98
Air Traffic Control Specialist, Terminal (2)	19.75
Archeological Technician I	11.39
Archeological Technician II	12.74
Archeological Technician III	15.78

Cartographic Technician	15.78
Civil Engineering Technician	15.78
Computer Based Training (CBT) Specialist/ Instructor	16.09
Drafter I	9.94
Drafter II	11.16
Drafter III	14.31
Drafter IV	15.46
Engineering Technician I	11.12
Engineering Technician II	12.48
Engineering Technician III	13.97
Engineering Technician IV	15.78
Engineering Technician V	19.31
Engineering Technician VI	23.36
Environmental Technician	15.78
Flight Simulator/Instructor (Pilot)	18.97
Graphic Artist	16.09
Instructor	19.31
Laboratory Technician	14.21
Mathematical Technician	15.78
Paralegal/Legal Assistant I	13.36
Paralegal/Legal Assistant II	15.92
Paralegal/Legal Assistant III	16.78
Paralegal/Legal Assistant IV	19.25
Photooptics Technician	15.78
Technical Writer	23.36
Unexploded (UXO) Safety Escort	16.57
Unexploded (UXO) Sweep Personnel	16.57
Unexploded Ordnance (UXO) Technician I	16.57
Unexploded Ordnance (UXO) Technician II	20.05
Unexploded Ordnance (UXO) Technician III	24.02
Weather Observer, Combined Upper Air and Surface Programs (3)	12.01
Weather Observer, Senior (3)	13.34
Weather Observer, Upper Air (3)	12.01
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	9.99
Parking and Lot Attendant	11.33
Shuttle Bus Driver	8.29
Taxi Driver	7.71
Truckdriver, Heavy Truck	10.45
Truckdriver, Light Truck	8.29
Truckdriver, Medium Truck	9.99
Truckdriver, Tractor-Trailer	10.81

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$1.92 an hour or \$76.80 a week or \$332.80 a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or success weeks after 5 years, and 4 weeks after 15 years. Length of service includes the who of continuous service with the present contractor or successor, wherever employed, a 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 Ki Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Co Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitu any of the named holidays another day off with pay in accordance with a plan communi 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, o 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. rate of basic pay plus a night pay differential amounting to 10 percent of the rate basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a r tour of duty, you will earn a night differential and receive an additional 10% of ba for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours week) and Sunday is part of your regularly scheduled workweek, you are paid at your basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday wo which is not overtime (i.e. occasional work on Sunday outside the normal tour of dut considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees emp in a position that represents a high degree of hazard including working with or in c proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screenin blending, dying, mixing, and pressing of sensitive explosives pyrotechnic compositio as lead azide, black powder and photoflash power. All dry-house activities involvin propellants or explosives. Demilitarization, modification, renovation, demolition, maintenance operations on sensitive explosives and incendiary materials. All operat involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that repr a low degree of hazard. Including working with or in close proximity to explosives incendiary materials which involves potential injury such as laceration of hands, fa arms of the employee engaged in the operation and, possibly adjacent employees, irri of the skin, minor burns and the like; minimal damage to immediate or adjacent work equipment being used.

All operations involving, unloading, storage, and hauling of explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglyce covered under high degree hazard.)

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (eith the terms of the Government contract, by the employer, by the state or local law, et the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) uniforms is an expense that may not be borne by an employee where such cost reduces hourly rate below that required by the wage determination. The Department of Labor w accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequat 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 responsib of the employee, all contractors and subcontractors subject to this wage determinati 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 c reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per wee \$.67 cents per day). However, in those instances where the uniforms furnished are m "wash and wear" materials, may be routinely washed and dried with other personal gar and do not require any special treatment such as dry cleaning, daily washing, or com laundering in order to meet the cleanliness or appearance standards set by the terms Government contract, by the contractor, by law, or by the nature of the work, there 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 Third Supplement, dated March 1997, unless otherwise indicated. This publication ma 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 contra officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form (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), classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classification listed in the wage determination. Such conformed classes of employees shall be paid 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 on such unlisted class(es) of employees. The conformed classification, wage rate, and/ fringe benefits shall be retroactive to the commencement date of the contract. {See 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(s).
- 2) After contract award, the contractor prepares a written report listing in order of proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative 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 on 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) 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 contractor 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 required 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 in an established wage determination. Conformances may not be used to artificially combine, or subdivide classifications listed in the wage determination.

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