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WAGE DETERMINATION NO: 94-2379 REV (15) AREA: NY,POUGHKEEPSIE

WAGE DETERMINATION NO: 94-2379 REV (15) AREA: NY,POUGHKEEPSIE
 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	Division of	Wage Determination No.: 1994-2379
Director	Wage Determinations	Revision No.: 15
		Date Of Last Revision: 09/15/2000

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	7.35
Accounting Clerk II	8.82
Accounting Clerk III	10.01
Accounting Clerk IV	12.89
Court Reporter	8.99
Dispatcher, Motor Vehicle	8.99
Document Preparation Clerk	9.23
Duplicating Machine Operator	9.23
Film/Tape Librarian	8.02
General Clerk I	6.73
General Clerk II	7.33
General Clerk III	9.23
General Clerk IV	10.37
Housing Referral Assistant	10.02
Key Entry Operator I	7.74
Key Entry Operator II	8.95
Messenger (Courier)	7.06
Order Clerk I	7.74
Order Clerk II	10.49
Personnel Assistant (Employment) I	7.14
Personnel Assistant (Employment) II	8.02
Personnel Assistant (Employment) III	8.99
Personnel Assistant (Employment) IV	10.02
Production Control Clerk	10.02
Rental Clerk	8.02
Scheduler, Maintenance	8.02
Secretary I	8.02
Secretary II	8.99
Secretary III	10.02
Secretary IV	10.65
Secretary V	12.32
Service Order Dispatcher	8.02
Stenographer I	8.02

Stenographer II	8.99
Supply Technician	10.65
Survey Worker (Interviewer)	8.99
Switchboard Operator-Receptionist	8.37
Test Examiner	8.02
Test Proctor	8.02
Travel Clerk I	8.40
Travel Clerk II	8.89
Travel Clerk III	9.37
Word Processor I	7.82
Word Processor II	9.83
Word Processor III	10.99
Automatic Data Processing Occupations	
Computer Data Librarian	8.40
Computer Operator I	8.40
Computer Operator II	10.27
Computer Operator III	12.13
Computer Operator IV	12.71
Computer Operator V	14.08
Computer Programmer I (1)	11.47
Computer Programmer II (1)	14.15
Computer Programmer III (1)	17.26
Computer Programmer IV (1)	20.89
Computer Systems Analyst I (1)	15.90
Computer Systems Analyst II (1)	19.26
Computer Systems Analyst III (1)	22.69
Peripheral Equipment Operator	8.40
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	13.86
Automotive Glass Installer	12.42
Automotive Worker	12.42
Electrician, Automotive	13.42
Mobile Equipment Servicer	10.57
Motor Equipment Metal Mechanic	13.86
Motor Equipment Metal Worker	12.42
Motor Vehicle Mechanic	13.86
Motor Vehicle Mechanic Helper	10.24
Motor Vehicle Upholstery Worker	11.69
Motor Vehicle Wrecker	12.42
Painter, Automotive	13.19
Radiator Repair Specialist	12.42
Tire Repairer	10.21
Transmission Repair Specialist	13.86
Food Preparation and Service Occupations	
Baker	9.57
Cook I	7.93
Cook II	9.57
Dishwasher	8.11
Food Service Worker	8.11
Meat Cutter	9.57
Waiter/Waitress	8.11
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	13.76
Furniture Handler	9.59
Furniture Refinisher	13.76
Furniture Refinisher Helper	10.57
Furniture Repairer, Minor	11.99
Upholsterer	13.76
General Services and Support Occupations	
Cleaner, Vehicles	8.11

Elevator Operator	8.11
Gardener	7.93
House Keeping Aid I	6.33
House Keeping Aid II	6.85
Janitor	8.11
Laborer, Grounds Maintenance	8.11
Maid or Houseman	7.33
Pest Controller	7.93
Refuse Collector	8.11
Tractor Operator	10.27
Window Cleaner	8.11
Health Occupations	
Dental Assistant	11.48
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.48
Licensed Practical Nurse I	9.14
Licensed Practical Nurse II	10.26
Licensed Practical Nurse III	11.48
Medical Assistant	10.26
Medical Laboratory Technician	10.26
Medical Record Clerk	10.26
Medical Record Technician	14.22
Nursing Assistant I	7.45
Nursing Assistant II	8.38
Nursing Assistant III	9.14
Nursing Assistant IV	10.26
Pharmacy Technician	12.79
Phlebotomist	10.26
Registered Nurse I	14.22
Registered Nurse II	17.39
Registered Nurse II, Specialist	17.39
Registered Nurse III	21.04
Registered Nurse III, Anesthetist	21.04
Registered Nurse IV	25.22
Information and Arts Occupations	
Audiovisual Librarian	10.65
Exhibits Specialist I	11.83
Exhibits Specialist II	12.91
Exhibits Specialist III	14.53
Illustrator I	11.83
Illustrator II	12.91
Illustrator III	14.53
Librarian	12.32
Library Technician	8.79
Photographer I	9.49
Photographer II	11.83
Photographer III	12.91
Photographer IV	14.53
Photographer V	17.58
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.76
Counter Attendant	6.76
Dry Cleaner	8.71
Finisher, Flatwork, Machine	6.76
Presser, Hand	6.76
Presser, Machine, Drycleaning	6.76
Presser, Machine, Shirts	6.76
Presser, Machine, Wearing Apparel, Laundry	6.76
Sewing Machine Operator	9.37
Tailor	10.04
Washer, Machine	7.42

Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	13.76
Tool and Die Maker	17.46
Material Handling and Packing Occupations	
Forklift Operator	10.00
Fuel Distribution System Operator	11.03
Material Coordinator	10.41
Material Expediter	10.41
Material Handling Laborer	9.59
Order Filler	8.34
Production Line Worker (Food Processing)	9.12
Shipping Packer	8.85
Shipping/Receiving Clerk	8.51
Stock Clerk (Shelf Stocker; Store Worker II)	8.70
Store Worker I	8.00
Tools and Parts Attendant	10.57
Warehouse Specialist	9.12
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	15.45
Aircraft Mechanic Helper	10.57
Aircraft Quality Control Inspector	16.10
Aircraft Servicer	11.99
Aircraft Worker	12.74
Appliance Mechanic	13.76
Bicycle Repairer	10.66
Cable Splicer	15.45
Carpenter, Maintenance	13.76
Carpet Layer	12.74
Electrician, Maintenance	15.45
Electronics Technician, Maintenance I	10.12
Electronics Technician, Maintenance II	13.76
Electronics Technician, Maintenance III	15.45
Fabric Worker	11.24
Fire Alarm System Mechanic	15.45
Fire Extinguisher Repairer	11.03
Fuel Distribution System Mechanic	15.45
General Maintenance Worker	11.06
Heating, Refrigeration and Air Conditioning Mechanic	15.45
Heavy Equipment Mechanic	15.45
Heavy Equipment Operator	15.45
Instrument Mechanic	15.45
Laborer	8.90
Locksmith	13.76
Machinery Maintenance Mechanic	15.45
Machinist, Maintenance	15.45
Maintenance Trades Helper	10.82
Millwright	15.45
Office Appliance Repairer	13.76
Painter, Aircraft	13.76
Painter, Maintenance	13.76
Pipefitter, Maintenance	15.45
Plumber, Maintenance	13.76
Pneudraulic Systems Mechanic	15.45
Rigger	13.76
Scale Mechanic	12.74
Sheet-Metal Worker, Maintenance	15.45
Small Engine Mechanic	12.74
Telecommunication Mechanic I	15.45
Telecommunication Mechanic II	16.10
Telephone Lineman	15.45

Welder, Combination, Maintenance	15.45
Well Driller	15.45
Woodcraft Worker	15.45
Woodworker	11.03
Miscellaneous Occupations	
Animal Caretaker	6.33
Carnival Equipment Operator	10.23
Carnival Equipment Repairer	10.95
Carnival Worker	8.11
Cashier	7.68
Desk Clerk	9.41
Embalmer	17.39
Lifeguard	8.37
Mortician	17.39
Park Attendant (Aide)	10.53
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.37
Recreation Specialist	13.03
Recycling Worker	7.93
Sales Clerk	8.37
School Crossing Guard (Crosswalk Attendant)	8.11
Sport Official	8.37
Survey Party Chief (Chief of Party)	10.82
Surveying Aide	7.00
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	9.70
Swimming Pool Operator	9.57
Vending Machine Attendant	6.80
Vending Machine Repairer	8.90
Vending Machine Repairer Helper	7.35
Personal Needs Occupations	
Child Care Attendant	9.41
Child Care Center Clerk	11.73
Chore Aid	7.33
Homemaker	13.03
Plant and System Operation Occupations	
Boiler Tender	15.45
Sewage Plant Operator	13.76
Stationary Engineer	15.45
Ventilation Equipment Tender	10.57
Water Treatment Plant Operator	13.76
Protective Service Occupations	
Alarm Monitor	9.12
Corrections Officer	18.18
Court Security Officer	18.18
Detention Officer	18.18
Firefighter	16.38
Guard I	6.32
Guard II	9.12
Police Officer	20.49
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	11.03
Hatch Tender	11.03
Line Handler	11.03
Stevedore I	10.39
Stevedore II	11.76
Technical Occupations	
Air Traffic Control Specialist, Center (2)	27.36
Air Traffic Control Specialist, Station (2)	18.87
Air Traffic Control Specialist, Terminal (2)	20.78
Archeological Technician I	9.29
Archeological Technician II	10.45

Archeological Technician III	12.91
Cartographic Technician	12.91
Civil Engineering Technician	12.91
Computer Based Training (CBT) Specialist/ Instructor	15.90
Drafter I	7.72
Drafter II	9.49
Drafter III	11.83
Drafter IV	12.91
Engineering Technician I	7.72
Engineering Technician II	9.49
Engineering Technician III	11.83
Engineering Technician IV	12.91
Engineering Technician V	14.53
Engineering Technician VI	17.58
Environmental Technician	12.91
Flight Simulator/Instructor (Pilot)	19.26
Graphic Artist	15.90
Instructor	15.90
Laboratory Technician	10.65
Mathematical Technician	12.91
Paralegal/Legal Assistant I	8.99
Paralegal/Legal Assistant II	10.65
Paralegal/Legal Assistant III	13.03
Paralegal/Legal Assistant IV	15.86
Photooptics Technician	12.91
Technical Writer	17.58
Unexploded (UXO) Safety Escort	17.39
Unexploded (UXO) Sweep Personnel	17.39
Unexploded Ordnance (UXO) Technician I	17.39
Unexploded Ordnance (UXO) Technician II	21.04
Unexploded Ordnance (UXO) Technician III	25.22
Weather Observer, Combined Upper Air and Surface Programs (3)	12.13
Weather Observer, Senior (3)	12.71
Weather Observer, Upper Air (3)	12.13
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	10.93
Parking and Lot Attendant	7.00
Shuttle Bus Driver	10.69
Taxi Driver	10.02
Truckdriver, Heavy Truck	11.97
Truckdriver, Light Truck	10.69
Truckdriver, Medium Truck	11.37
Truckdriver, Tractor-Trailer	13.38

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 eleven paid holidays per year: **New** Year's Day, Martin Luther Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, L Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor substitute for any of the named holidays another day off with pay in accordance with 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, 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 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 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 work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty 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 including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, dying, mixing, and pressing of sensitive explosives pyrotechnic compositions as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, maintenance operations on sensitive explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, arms of the employee engaged in the operation and, possibly adjacent employees, irritation 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 nitroglycerin covered under high degree hazard.)

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either the terms of the Government contract, by the employer, by the state or local law, or 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 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 (\$0.67 cents per day). However, in those instances where the uniforms furnished are "wash and wear" materials, may be routinely washed and dried with other personal gear 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 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 contract 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 no 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., appro level of skill comparison) between such unlisted classifications and the classificat 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 wo 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 separa 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 occupa and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order p classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), incl 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 tha 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 action, together with the agency's recommendations and pertinent information includi position of the contractor and the employees, to the Wage and Hour Division, Employm 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 disa the action via transmittal to the agency contracting officer, or notifies the contra 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 Occupat (the Directory) should be used to compare job definitions to insure that duties requ are not performed by a classification already listed in the wage determination. Rem it is not the job title, but the required tasks that determine whether a class is in 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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