

ATTACHMENT J44B

Department of Labor Wage Rate Determination

The following applicable Department of Labor Wage Determinations are provided for the following Counties:

Bexar County and Val Verde County

El Paso County

Harris County

Tarrant County

Taylor County and Tom Green County

Wichita County

Bexar County and Val Verde County

WAGE DETERMINATION NO: 94-2521 REV (20) AREA: TX, SAN ANTONIO

WAGE DETERMINATION NO: 94-2521 REV (20) AREA: TX, SAN ANTONIO

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

Wage Determination No.: 1994-2521

William W. Gross

Division of

Revision No.: 20

Director

Wage Determinations

Date Of Last Revision: 09/19/2000

State: Texas

Area: Texas Counties of Atascosa, Bandera, Bexar, Comal, De Witt, Dimmit, Edwards, Frio, Gillespie, Gonzales, Guadalupe, Karnes, Kendall, Kerr, Kinney, La Salle, Maverick, McMullen, Medina, Real, Uvalde, Val Verde, Wilson, Zavala

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

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	7.50
Accounting Clerk II	8.80
Accounting Clerk III	10.14
Accounting Clerk IV	12.60
Court Reporter	11.36
Dispatcher, Motor Vehicle	11.36
Document Preparation Clerk	9.44
Duplicating Machine Operator	9.44
Film/Tape Librarian	10.09
General Clerk I	6.99
General Clerk II	7.95
General Clerk III	9.77
General Clerk IV	14.10
Housing Referral Assistant	12.78
Key Entry Operator I	7.28
Key Entry Operator II	8.57
Messenger (Courier)	6.99
Order Clerk I	8.28
Order Clerk II	9.72
Personnel Assistant (Employment) I	8.16
Personnel Assistant (Employment) II	10.19
Personnel Assistant (Employment) III	12.36
Personnel Assistant (Employment) IV	14.46
Production Control Clerk	12.78
Rental Clerk	10.09
Scheduler, Maintenance	10.09
Secretary I	10.09

Secretary II	11.36
Secretary III	12.78
Secretary IV	15.64
Secretary V	17.33
Service Order Dispatcher	10.09
Stenographer I	9.27
Stenographer II	10.33
Supply Technician	15.64
Survey Worker (Interviewer)	11.36
Switchboard Operator-Receptionist	7.66
Test Examiner	11.36
Test Proctor	11.36
Travel Clerk I	8.32
Travel Clerk II	8.82
Travel Clerk III	9.27
Word Processor I	9.27
Word Processor II	10.73
Word Processor III	12.03
Automatic Data Processing Occupations	
Computer Data Librarian	9.25
Computer Operator I	8.23
Computer Operator II	9.65
Computer Operator III	14.45
Computer Operator IV	16.02
Computer Operator V	17.76
Computer Programmer I (1)	13.54
Computer Programmer II (1)	17.46
Computer Programmer III (1)	19.41
Computer Programmer IV (1)	22.44
Computer Systems Analyst I (1)	18.73
Computer Systems Analyst II (1)	24.84
Computer Systems Analyst III (1)	27.63
Peripheral Equipment Operator	9.25
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	14.38
Automotive Glass Installer	12.91
Automotive Worker	12.91
Electrician, Automotive	13.66
Mobile Equipment Servicer	11.51
Motor Equipment Metal Mechanic	14.38
Motor Equipment Metal Worker	12.91
Motor Vehicle Mechanic	14.38
Motor Vehicle Mechanic Helper	10.91
Motor Vehicle Upholstery Worker	12.20
Motor Vehicle Wrecker	12.91
Painter, Automotive	13.66
Radiator Repair Specialist	12.91
Tire Repairer	11.12
Transmission Repair Specialist	14.38
Food Preparation and Service Occupations	

Baker	9.41
Cook I	7.93
Cook II	9.41
Dishwasher	5.82
Food Service Worker	5.82
Meat Cutter	9.41
Waiter/Waitress	6.16
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	13.66
Furniture Handler	9.71
Furniture Refinisher	13.66
Furniture Refinisher Helper	10.91
Furniture Repairer, Minor	12.20
Upholsterer	13.66
General Services and Support Occupations	
Cleaner, Vehicles	5.82
Elevator Operator	5.82
Gardener	7.33
House Keeping Aid I	5.46
House Keeping Aid II	5.82
Janitor	5.82
Laborer, Grounds Maintenance	6.16
Maid or Houseman	5.46
Pest Controller	7.78
Refuse Collector	5.82
Tractor Operator	6.97
Window Cleaner	6.16
Health Occupations	
Dental Assistant	10.93
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	13.75
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	17.40
Registered Nurse III	20.05
Registered Nurse III, Anesthetist	20.05
Registered Nurse IV	24.02
Information and Arts Occupations	

Audiovisual Librarian	16.06
Exhibits Specialist I	14.31
Exhibits Specialist II	15.49
Exhibits Specialist III	17.63
Illustrator I	14.31
Illustrator II	15.49
Illustrator III	17.63
Librarian	15.78
Library Technician	11.45
Photographer I	11.70
Photographer II	14.31
Photographer III	15.49
Photographer IV	17.63
Photographer V	21.39
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.05
Counter Attendant	6.05
Dry Cleaner	7.50
Finisher, Flatwork, Machine	6.05
Presser, Hand	6.05
Presser, Machine, Drycleaning	6.05
Presser, Machine, Shirts	6.05
Presser, Machine, Wearing Apparel, Laundry	6.05
Sewing Machine Operator	7.95
Tailor	8.41
Washer, Machine	6.57
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	13.66
Tool and Die Maker	16.34
Material Handling and Packing Occupations	
Forklift Operator	8.89
Fuel Distribution System Operator	11.51
Material Coordinator	10.33
Material Expediter	10.33
Material Handling Laborer	7.72
Order Filler	8.67
Production Line Worker (Food Processing)	9.75
Shipping Packer	8.45
Shipping/Receiving Clerk	8.45
Stock Clerk (Shelf Stocker; Store Worker II)	8.45
Store Worker I	7.94
Tools and Parts Attendant	9.75
Warehouse Specialist	9.75
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	15.01
Aircraft Mechanic Helper	11.58
Aircraft Quality Control Inspector	15.50
Aircraft Servicer	12.87
Aircraft Worker	13.44
Appliance Mechanic	13.66

Bicycle Repairer	11.12
Cable Splicer	14.38
Carpenter, Maintenance	13.66
Carpet Layer	12.91
Electrician, Maintenance	14.72
Electronics Technician, Maintenance I	16.24
Electronics Technician, Maintenance II	21.07
Electronics Technician, Maintenance III	22.11
Fabric Worker	12.20
Fire Alarm System Mechanic	14.38
Fire Extinguisher Repairer	11.51
Fuel Distribution System Mechanic	14.38
General Maintenance Worker	13.33
Heating, Refrigeration and Air Conditioning Mechanic	14.38
Heavy Equipment Mechanic	14.38
Heavy Equipment Operator	14.38
Instrument Mechanic	14.38
Laborer	5.82
Locksmith	13.66
Machinery Maintenance Mechanic	14.38
Machinist, Maintenance	14.38
Maintenance Trades Helper	10.91
Millwright	14.38
Office Appliance Repairer	13.66
Painter, Aircraft	13.66
Painter, Maintenance	13.66
Pipefitter, Maintenance	14.38
Plumber, Maintenance	13.66
Pneudraulic Systems Mechanic	14.38
Rigger	14.38
Scale Mechanic	12.91
Sheet-Metal Worker, Maintenance	14.38
Small Engine Mechanic	12.91
Telecommunication Mechanic I	14.38
Telecommunication Mechanic II	15.14
Telephone Lineman	14.38
Welder, Combination, Maintenance	14.38
Well Driller	14.38
Woodcraft Worker	14.38
Woodworker	11.51
Miscellaneous Occupations	
Animal Caretaker	6.57
Carnival Equipment Operator	6.97
Carnival Equipment Repairer	7.33
Carnival Worker	5.82
Cashier	7.18
Desk Clerk	8.80
Embalmer	16.57
Lifeguard	7.69
Mortician	16.57

Park Attendant (Aide)	9.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.69
Recreation Specialist	12.20
Recycling Worker	6.92
Sales Clerk	7.69
School Crossing Guard (Crosswalk Attendant)	5.82
Sport Official	7.69
Survey Party Chief (Chief of Party)	13.04
Surveying Aide	8.95
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.69
Swimming Pool Operator	8.25
Vending Machine Attendant	6.92
Vending Machine Repairer	8.25
Vending Machine Repairer Helper	6.92
Personal Needs Occupations	
Child Care Attendant	8.59
Child Care Center Clerk	10.97
Chore Aid	5.67
Homemaker	11.90
Plant and System Operation Occupations	
Boiler Tender	14.38
Sewage Plant Operator	13.66
Stationary Engineer	14.38
Ventilation Equipment Tender	10.91
Water Treatment Plant Operator	13.66
Protective Service Occupations	
Alarm Monitor	8.95
Corrections Officer	12.71
Court Security Officer	12.71
Detention Officer	12.71
Firefighter	14.80
Guard I	5.55
Guard II	8.01
Police Officer	15.35
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	11.54
Hatch Tender	11.54
Line Handler	11.54
Stevedore I	10.91
Stevedore II	12.21
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.07
Air Traffic Control Specialist, Station (2)	17.98
Air Traffic Control Specialist, Terminal (2)	19.79
Archeological Technician I	11.19
Archeological Technician II	12.52
Archeological Technician III	15.49
Cartographic Technician	15.49
Civil Engineering Technician	15.49
Computer Based Training (CBT) Specialist/ Instructor	18.23

Drafter I	10.39
Drafter II	11.70
Drafter III	15.56
Drafter IV	17.82
Engineering Technician I	9.68
Engineering Technician II	12.08
Engineering Technician III	13.55
Engineering Technician IV	14.91
Engineering Technician V	17.53
Engineering Technician VI	19.91
Environmental Technician	15.49
Flight Simulator/Instructor (Pilot)	24.84
Graphic Artist	18.23
Instructor	15.42
Laboratory Technician	12.38
Mathematical Technician	15.49
Paralegal/Legal Assistant I	11.82
Paralegal/Legal Assistant II	15.64
Paralegal/Legal Assistant III	19.12
Paralegal/Legal Assistant IV	23.12
Photooptics Technician	15.49
Technical Writer	20.36
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
W Observer, Combined Upper Air and Surface Programs (3)	13.99
Weather Observer, Senior (3)	15.55
Weather Observer, Upper Air (3)	13.99
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	9.74
Parking and Lot Attendant	7.24
Shuttle Bus Driver	9.16
Taxi Driver	8.66
Truckdriver, Heavy Truck	11.51
Truckdriver, Light Truck	9.16
Truckdriver, Medium Truck	9.74
Truckdriver, Tractor-Trailer	11.51

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 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 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 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 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, or 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 area or equipment being used.

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

**** 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(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order 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 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.

[HOME]	[SEARCH]	[PREV]	[CURR_LIST]	[NEXT]
[FIRST]	[REV]	[ERR]	[EXT_DOC]	[LAST_DOC]
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WAGE DETERMINATION NO: 94-2511 REV (17) AREA: TX,EL PASO

WAGE DETERMINATION NO: 94-2511 REV (17) AREA: TX,EL PASO REGISTER OF WAGE DETERMINATI
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 WASHINGTON D.C. 20210

William W.Gross Division of
 Director Wage Determinations

Wage Determination No.: 1994-2511
 Revision No.: 17
 Date Of Last Revision: 09/19/2000

States: New Mexico, Texas
 Area: New Mexico Counties of Chaves, Dona Ana, Eddy, Grant, Hidalgo, Lincoln, Luna, Sierra
 Texas Counties of Culberson, El Paso, Hudspeth

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

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	6.21
Accounting Clerk II	8.05
Accounting Clerk III	10.71
Accounting Clerk IV	12.47
Court Reporter	11.31
Dispatcher, Motor Vehicle	11.31
Document Preparation Clerk	8.88
Duplicating Machine Operator	8.88
Film/Tape Librarian	8.85
General Clerk I	6.54
General Clerk II	8.12
General Clerk III	8.88
General Clerk IV	9.04
Housing Referral Assistant	12.71
Key Entry Operator I	6.69
Key Entry Operator II	7.90
Messenger (Courier)	6.54
Order Clerk I	6.55
Order Clerk II	9.08
Personnel Assistant (Employment) I	7.76
Personnel Assistant (Employment) II	9.12
Personnel Assistant (Employment) III	10.53
Personnel Assistant (Employment) IV	10.71
Production Control Clerk	12.32
Rental Clerk	8.85
Scheduler, Maintenance	8.85
Secretary I	8.85
Secretary II	11.31
Secretary III	12.71
Secretary IV	15.02
Secretary V	15.99
Service Order Dispatcher	8.85
Stenographer I	9.87
Stenographer II	10.58

Supply Technician	13.53
Survey Worker (Interviewer)	11.31
Switchboard Operator-Receptionist	6.47
Test Examiner	11.31
Test Proctor	11.31
Travel Clerk I	7.82
Travel Clerk II	8.33
Travel Clerk III	8.87
Word Processor I	7.90
Word Processor II	8.85
Word Processor III	11.31
Automatic Data Processing Occupations	
Computer Data Librarian	7.41
Computer Operator I	7.41
Computer Operator II	10.97
Computer Operator III	12.71
Computer Operator IV	14.11
Computer Operator V	15.67
Computer Programmer I (1)	13.15
Computer Programmer II (1)	17.63
Computer Programmer III (1)	20.11
Computer Programmer IV (1)	24.29
Computer Systems Analyst I (1)	19.52
Computer Systems Analyst II (1)	23.42
Computer Systems Analyst III (1)	27.42
Peripheral Equipment Operator	7.41
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	15.63
Automotive Glass Installer	13.69
Automotive Worker	13.69
Electrician, Automotive	14.67
Mobile Equipment Servicer	11.73
Motor Equipment Metal Mechanic	15.63
Motor Equipment Metal Worker	13.69
Motor Vehicle Mechanic	16.49
Motor Vehicle Mechanic Helper	10.75
Motor Vehicle Upholstery Worker	12.70
Motor Vehicle Wrecker	13.69
Painter, Automotive	14.67
Radiator Repair Specialist	13.69
Tire Repairer	11.33
Transmission Repair Specialist	15.63
Food Preparation and Service Occupations	
Baker	10.41
Cook I	8.92
Cook II	10.41
Dishwasher	5.95
Food Service Worker	5.95
Meat Cutter	10.41
Waiter/Waitress	6.69
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	14.67
Furniture Handler	8.80
Furniture Refinisher	14.67
Furniture Refinisher Helper	10.75
Furniture Repairer, Minor	11.95
Upholsterer	14.67
General Services and Support Occupations	
Cleaner, Vehicles	5.95
Elevator Operator	5.95
Gardener	8.92
House Keeping Aid I	5.81
House Keeping Aid II	6.30
Janitor	5.95
Laborer, Grounds Maintenance	6.69

Maid or Houseman	5.35
Pest Controller	9.66
Refuse Collector	5.95
Tractor Operator	8.19
Window Cleaner	6.69
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
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Medical Laboratory Technician	9.77
Medical Record Clerk	9.77
Medical Record Technician	13.54
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Nursing Assistant IV	9.77
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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	15.02
Exhibits Specialist I	15.14
Exhibits Specialist II	18.93
Exhibits Specialist III	22.50
Illustrator I	15.14
Illustrator II	18.93
Illustrator III	22.50
Librarian	15.99
Library Technician	11.31
Photographer I	11.81
Photographer II	15.14
Photographer III	18.93
Photographer IV	22.50
Photographer V	25.66
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	5.80
Counter Attendant	5.80
Dry Cleaner	6.86
Finisher, Flatwork, Machine	5.80
Presser, Hand	5.80
Presser, Machine, Drycleaning	5.80
Presser, Machine, Shirts	5.80
Presser, Machine, Wearing Apparel, Laundry	5.80
Sewing Machine Operator	7.28
Tailor	7.68
Washer, Machine	6.15
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	14.67
Tool and Die Maker	18.42
Material Handling and Packing Occupations	
Forklift Operator	10.39
Fuel Distribution System Operator	11.73
Material Coordinator	12.20
Material Expediter	12.20
Material Handling Laborer	7.53
Order Filler	10.19
Production Line Worker (Food Processing)	10.86

Shipping Packer	9.49
Shipping/Receiving Clerk	9.49
Stock Clerk (Shelf Stocker; Store Worker II)	9.85
Store Worker I	8.54
Tools and Parts Attendant	10.86
Warehouse Specialist	10.86
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	15.63
Aircraft Mechanic Helper	10.75
Aircraft Quality Control Inspector	16.62
Aircraft Servicer	12.70
Aircraft Worker	13.69
Appliance Mechanic	14.67
Bicycle Repairer	11.33
Cable Splicer	15.63
Carpenter, Maintenance	14.67
Carpet Layer	13.69
Electrician, Maintenance	15.67
Electronics Technician, Maintenance I	13.25
Electronics Technician, Maintenance II	16.28
Electronics Technician, Maintenance III	17.32
Fabric Worker	12.70
Fire Alarm System Mechanic	15.63
Fire Extinguisher Repairer	11.73
Fuel Distribution System Mechanic	15.63
General Maintenance Worker	13.69
Heating, Refrigeration and Air Conditioning Mechanic	15.63
Heavy Equipment Mechanic	15.63
Heavy Equipment Operator	15.63
Instrument Mechanic	15.63
Laborer	7.51
Locksmith	14.67
Machinery Maintenance Mechanic	15.63
Machinist, Maintenance	15.98
Maintenance Trades Helper	10.75
Millwright	15.63
Office Appliance Repairer	14.67
Painter, Aircraft	14.67
Painter, Maintenance	14.67
Pipefitter, Maintenance	15.63
Plumber, Maintenance	14.67
Pneudraulic Systems Mechanic	15.63
Rigger	15.63
Scale Mechanic	13.69
Sheet-Metal Worker, Maintenance	15.63
Small Engine Mechanic	13.69
Telecommunication Mechanic I	15.63
Telecommunication Mechanic II	16.62
Telephone Lineman	15.63
Welder, Combination, Maintenance	15.63
Well Driller	15.63
Woodcraft Worker	15.63
Woodworker	11.73
Miscellaneous Occupations	
Animal Caretaker	7.43
Carnival Equipment Operator	8.19
Carnival Equipment Repairer	8.92
Carnival Worker	5.95
Cashier	6.11
Desk Clerk	9.41
Embalmer	16.57
Lifeguard	7.49
Mortician	16.57
Park Attendant (Aide)	9.41
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.49

Recreation Specialist	11.65
Recycling Worker	8.19
Sales Clerk	7.49
School Crossing Guard (Crosswalk Attendant)	5.95
Sport Official	7.49
Survey Party Chief (Chief of Party)	13.04
Surveying Aide	9.03
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.65
Swimming Pool Operator	10.41
Vending Machine Attendant	8.19
Vending Machine Repairer	10.41
Vending Machine Repairer Helper	8.19
Personal Needs Occupations	
Child Care Attendant	8.41
Child Care Center Clerk	10.49
Chore Aid	5.35
Homemaker	11.65
Plant and System Operation Occupations	
Boiler Tender	15.63
Sewage Plant Operator	14.67
Stationary Engineer	15.63
Ventilation Equipment Tender	10.75
Water Treatment Plant Operator	14.67
Protective Service Occupations	
Alarm Monitor	8.41
Corrections Officer	14.19
Court Security Officer	15.73
Detention Officer	14.19
Firefighter	14.95
Guard I	5.33
Guard II	8.41
Police Officer	18.07
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	13.82
Hatch Tender	13.82
Line Handler	13.82
Stevedore I	13.46
Stevedore II	16.46
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.07
Air Traffic Control Specialist, Station (2)	17.98
Air Traffic Control Specialist, Terminal (2)	19.79
Archeological Technician I	13.67
Archeological Technician II	15.28
Archeological Technician III	18.93
Cartographic Technician	18.93
Civil Engineering Technician	18.93
Computer Based Training (CBT) Specialist/ Instructor	19.52
Drafter I	10.40
Drafter II	12.18
Drafter III	15.80
Drafter IV	20.75
Engineering Technician I	9.84
Engineering Technician II	12.83
Engineering Technician III	16.06
Engineering Technician IV	19.77
Engineering Technician V	23.26
Engineering Technician VI	26.51
Environmental Technician	18.11
Flight Simulator/Instructor (Pilot)	23.42
Graphic Artist	19.52
Instructor	18.85
Laboratory Technician	12.71
Mathematical Technician	18.93
Paralegal/Legal Assistant I	11.31

Paralegal/Legal Assistant II	15.02
Paralegal/Legal Assistant III	16.53
Paralegal/Legal Assistant IV	22.22
Photooptics Technician	18.93
Technical Writer	22.80
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)	12.71
Weather Observer, Senior (3)	14.35
Weather Observer, Upper Air (3)	12.71
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	11.90
Parking and Lot Attendant	6.30
Shuttle Bus Driver	9.45
Taxi Driver	8.69
Truckdriver, Heavy Truck	12.22
Truckdriver, Light Truck	9.45
Truckdriver, Medium Truck	10.82
Truckdriver, Tractor-Trailer	12.22

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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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).

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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 nitroglycerine 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, they 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 contracting 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 classifications listed in the wage determination. Such conformed classes of employees shall be paid monetary wages and furnished the fringe benefits as are determined. Such conformance 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/or 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 classification and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order of priority 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 to the agency, together with the agency's recommendations and pertinent information including 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.

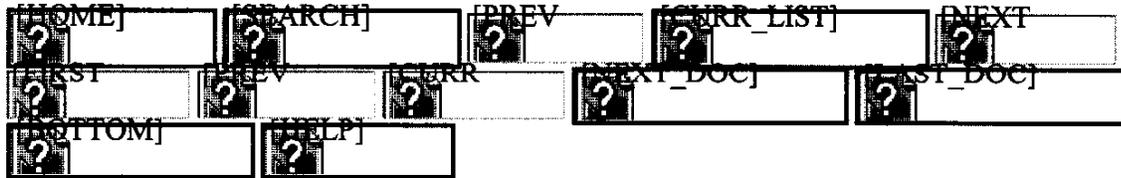
officer that additional time will be required to process the request.

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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[HOME]	[SEARCH]	[PREV]	[CHRR_LIST]	[NEXT]
[FIRST]	[PREV]	[ERR]	[NEXT_DOC]	[LAST_DOC]
[HELP]	[HELP]			



WAGE DETERMINATION NO: 94-2515 REV (19) AREA: TX,HOUSTON

WAGE DETERMINATION NO: 94-2515 REV (19) AREA: TX,HOUSTON
 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
 Director Wage Determinations

Wage Determination No.: 1994-2515
 Revision No.: 19
 Date Of Last Revision: 09/19/2000

State: Texas

Area: Texas Counties of Austin, Brazoria, Chambers, Colorado, Fort Bend, Galveston, Harris, Houston, Jackson, Lavaca, Liberty, Madison, Matagorda, Montgomery, San Jacin Trinity, Walker, Waller, Washington, Wharton

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

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.78
Accounting Clerk II	9.87
Accounting Clerk III	11.72
Accounting Clerk IV	14.35
Court Reporter	12.96
Dispatcher, Motor Vehicle	12.96
Document Preparation Clerk	10.60
Duplicating Machine Operator	10.60
Film/Tape Librarian	11.50
General Clerk I	7.80
General Clerk II	8.58
General Clerk III	11.54
General Clerk IV	12.04
Housing Referral Assistant	13.60
Key Entry Operator I	8.40
Key Entry Operator II	10.74
Messenger (Courier)	7.80
Order Clerk I	10.12
Order Clerk II	10.49
Personnel Assistant (Employment) I	9.93
Personnel Assistant (Employment) II	10.69
Personnel Assistant (Employment) III	13.60
Personnel Assistant (Employment) IV	14.53
Production Control Clerk	14.15
Rental Clerk	11.50
Scheduler, Maintenance	11.50
Secretary I	11.50
Secretary II	12.96
Secretary III	14.15
Secretary IV	17.14
Secretary V	21.17
Service Order Dispatcher	11.50
Stenographer I	10.23

Stenographer II	12.09
Supply Technician	17.14
Survey Worker (Interviewer)	12.96
Switchboard Operator-Receptionist	8.77
Test Examiner	12.96
Test Proctor	12.96
Travel Clerk I	9.71
Travel Clerk II	10.46
Travel Clerk III	11.21
Word Processor I	9.57
Word Processor II	11.76
Word Processor III	15.02
Automatic Data Processing Occupations	
Computer Data Librarian	10.89
Computer Operator I	10.07
Computer Operator II	12.21
Computer Operator III	13.87
Computer Operator IV	18.89
Computer Operator V	19.72
Computer Programmer I (1)	16.22
Computer Programmer II (1)	17.97
Computer Programmer III (1)	21.92
Computer Programmer IV (1)	22.73
Computer Systems Analyst I (1)	21.01
Computer Systems Analyst II (1)	26.01
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	10.89
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	17.43
Automotive Glass Installer	15.92
Automotive Worker	15.92
Electrician, Automotive	16.65
Mobile Equipment Servicer	14.40
Motor Equipment Metal Mechanic	17.43
Motor Equipment Metal Worker	15.92
Motor Vehicle Mechanic	16.99
Motor Vehicle Mechanic Helper	13.58
Motor Vehicle Upholstery Worker	15.11
Motor Vehicle Wrecker	15.92
Painter, Automotive	16.65
Radiator Repair Specialist	17.43
Tire Repairer	14.40
Transmission Repair Specialist	17.43
Food Preparation and Service Occupations	
Baker	8.14
Cook I	7.38
Cook II	8.14
Dishwasher	5.42
Food Service Worker	5.42
Meat Cutter	8.14
Waiter/Waitress	5.91
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	16.65
Furniture Handler	11.60
Furniture Refinisher	11.48
Furniture Refinisher Helper	13.58
Furniture Repairer, Minor	15.11
Upholsterer	16.65
General Services and Support Occupations	
Cleaner, Vehicles	5.42
Elevator Operator	5.42
Gardener	7.38
House Keeping Aid I	5.33
House Keeping Aid II	5.42
Janitor	5.42

Laborer, Grounds Maintenance	5.91
Maid or Houseman	5.33
Pest Controller	7.70
Refuse Collector	5.42
Tractor Operator	6.94
Window Cleaner	5.91
Health Occupations	
Dental Assistant	11.75
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.75
Licensed Practical Nurse I	9.36
Licensed Practical Nurse II	10.51
Licensed Practical Nurse III	11.75
Medical Assistant	10.51
Medical Laboratory Technician	10.51
Medical Record Clerk	10.51
Medical Record Technician	14.56
Nursing Assistant I	6.01
Nursing Assistant II	8.33
Nursing Assistant III	9.00
Nursing Assistant IV	10.51
Pharmacy Technician	13.10
Phlebotomist	10.51
Registered Nurse I	14.56
Registered Nurse II	17.93
Registered Nurse II, Specialist	19.05
Registered Nurse III	22.55
Registered Nurse III, Anesthetist	22.55
Registered Nurse IV	25.83
Information and Arts Occupations	
Audiovisual Librarian	17.14
Exhibits Specialist I	17.60
Exhibits Specialist II	22.56
Exhibits Specialist III	26.40
Illustrator I	17.60
Illustrator II	22.56
Illustrator III	26.40
Librarian	21.17
Library Technician	12.96
Photographer I	13.93
Photographer II	17.60
Photographer III	22.56
Photographer IV	26.40
Photographer V	30.06
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.71
Counter Attendant	6.71
Dry Cleaner	8.65
Finisher, Flatwork, Machine	6.71
Presser, Hand	6.71
Presser, Machine, Drycleaning	6.71
Presser, Machine, Shirts	6.71
Presser, Machine, Wearing Apparel, Laundry	6.71
Sewing Machine Operator	9.13
Tailor	9.86
Washer, Machine	7.36
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	16.65
Tool and Die Maker	19.20
Material Handling and Packing Occupations	
Forklift Operator	12.23
Fuel Distribution System Operator	14.40
Material Coordinator	15.11
Material Expediter	15.11
Material Handling Laborer	10.19
Order Filler	10.40

Production Line Worker (Food Processing)	12.23
Shipping Packer	12.08
Shipping/Receiving Clerk	10.51
Stock Clerk (Shelf Stocker; Store Worker II)	9.82
Store Worker I	9.51
Tools and Parts Attendant	13.58
warehouse specialist	10.64
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	17.43
Aircraft Mechanic Helper	13.58
Aircraft Quality Control Inspector	18.20
Aircraft Servicer	15.11
Aircraft Worker	15.92
Appliance Mechanic	16.65
Bicycle Repairer	13.91
Cable Splicer	17.43
Carpenter, Maintenance	16.65
Carpet Layer	15.92
Electrician, Maintenance	18.70
Electronics Technician, Maintenance I	13.23
Electronics Technician, Maintenance II	18.84
Electronics Technician, Maintenance III	22.11
Fabric Worker	15.11
Fire Alarm System Mechanic	17.43
Fire Extinguisher Repairer	14.40
Fuel Distribution System Mechanic	17.43
General Maintenance Worker	15.46
Heating, Refrigeration and Air Conditioning Mechanic	17.43
Heavy Equipment Mechanic	17.43
Heavy Equipment Operator	17.43
Instrument Mechanic	17.43
Laborer	6.34
Locksmith	16.65
Machinery Maintenance Mechanic	18.42
Machinist, Maintenance	20.16
Maintenance Trades Helper	13.58
Millwright	17.43
Office Appliance Repairer	16.65
Painter, Aircraft	16.65
Painter, Maintenance	16.65
Pipefitter, Maintenance	18.64
Plumber, Maintenance	16.54
Pneudraulic Systems Mechanic	17.43
Rigger	17.43
Scale Mechanic	15.92
Sheet-Metal Worker, Maintenance	17.43
Small Engine Mechanic	15.92
Telecommunication Mechanic I	17.43
Telecommunication Mechanic II	18.20
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Welder, Combination, Maintenance	17.43
Well Driller	17.43
Woodcraft Worker	17.43
Woodworker	8.49
Miscellaneous Occupations	
Animal Caretaker	6.40
Carnival Equipment Operator	6.94
Carnival Equipment Repairer	7.38
Carnival Worker	5.42
Cashier	7.89
Desk Clerk	9.68
Embalmer	17.81
Lifeguard	8.62
Mortician	17.81
Park Attendant (Aide)	10.82

Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.62
Recreation Specialist	13.40
Recycling Worker	7.99
Sales Clerk	8.62
School Crossing Guard (Crosswalk Attendant)	5.42
Sport Official	8.62
Survey Party Chief (Chief of Party)	16.22
Surveying Aide	9.65
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.20
Swimming Pool Operator	9.36
Vending Machine Attendant	7.79
Vending Machine Repairer	9.36
Vending Machine Repairer Helper	7.99
Personal Needs Occupations	
Child Care Attendant	9.68
Child Care Center Clerk	12.06
Chore Aid	5.33
Homemaker	13.40
Plant and System Operation Occupations	
Boiler Tender	17.43
Sewage Plant Operator	16.65
Stationary Engineer	17.43
Ventilation Equipment Tender	13.58
Water Treatment Plant Operator	16.65
Protective Service Occupations	
Alarm Monitor	12.43
Corrections Officer	13.53
Court Security Officer	13.55
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Hatch Tender	12.47
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Stevedore I	11.85
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Technical Occupations	
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Air Traffic Control Specialist, Terminal (2)	21.28
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Archeological Technician II	18.24
Archeological Technician III	22.56
Cartographic Technician	22.56
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Engineering Technician I	11.70
Engineering Technician II	14.54
Engineering Technician III	16.92
Engineering Technician IV	21.48
Engineering Technician V	28.05
Engineering Technician VI	31.88
Environmental Technician	22.51
Flight Simulator/Instructor (Pilot)	26.01
Graphic Artist	21.01
Instructor	16.39
Laboratory Technician	12.06
Mathematical Technician	22.51

Paralegal/Legal Assistant I	13.60
Paralegal/Legal Assistant II	16.34
Paralegal/Legal Assistant III	20.34
Paralegal/Legal Assistant IV	21.17
Photooptics Technician	22.51
Technical Writer	19.83
Unexploded (UXO) Safety Escort	17.81
Unexploded (UXO) Sweep Personnel	17.81
Unexploded Ordnance (UXO) Technician I	17.81
Unexploded Ordnance (UXO) Technician II	21.55
Unexploded Ordnance (UXO) Technician III	25.83
Weather Observer, Combined Upper Air and Surface Programs (3)	13.77
Weather Observer, Senior (3)	16.70
Weather Observer, Upper Air	13.77
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	12.09
Parking and Lot Attendant	7.36
Shuttle Bus Driver	8.44
Taxi Driver	8.01
Truckdriver, Heavy Truck	12.33
Truckdriver, Light Truck	9.41
Truckdriver, Medium Truck	12.09
Truckdriver, Tractor-Trailer	13.77

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**** 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 contracting 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 classifications listed in the wage determination. Such conformed classes of employees shall be paid monetary wages and furnished the fringe benefits as are determined. Such conformance 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 occupational classification and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order of priority 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 to the agency, together with the agency's recommendations and pertinent information including 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 proposed action.

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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WAGE DETERMINATION NO: 94-2513 REV (17) AREA: TX,FORT WORTH

WAGE DETERMINATION NO: 94-2513 REV (17) AREA: TX,FORT WORTH
 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.: 1994-2513
 Revision No.: 17
 Date Of Last Revision: 09/19/2000

State: Texas
 Area: Texas Counties of Erath, Hood, Jack, Johnson, Montague, Palo Pinto, Parker, Somervell, Tarrant, Wise

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

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	8.80
Accounting Clerk II	9.50
Accounting Clerk III	11.33
Accounting Clerk IV	13.73
Court Reporter	11.99
Dispatcher, Motor Vehicle	10.40
Document Preparation Clerk	9.94
Duplicating Machine Operator	9.94
Film/Tape Librarian	10.97
General Clerk I	8.07
General Clerk II	8.27
General Clerk III	9.94
General Clerk IV	10.97
Housing Referral Assistant	13.67
Key Entry Operator I	7.90
Key Entry Operator II	9.52
messenger (Courier)	8.07
Order Clerk I	8.77
Order Clerk II	10.58
Personnel Assistant (Employment) I	8.95
Personnel Assistant (Employment) II	10.67
Personnel Assistant (Employment) III	12.40
Personnel Assistant (Employment) IV	15.43
Production Control Clerk	13.67
Rental Clerk	10.69
Scheduler, Maintenance	10.69
Secretary I	10.69
Secretary II	11.99
Secretary III	13.67
Secretary IV	16.45
Secretary V	20.04
Service Order Dispatcher	10.41
Stenographer I	11.00
Stenographer II	11.78

Supply Technician	15.80
Survey Worker (Interviewer)	11.99
Switchboard Operator-Receptionist	8.69
Test Examiner	11.99
Test Proctor	11.99
Travel Clerk I	9.71
Travel Clerk II	10.46
Travel Clerk III	11.21
Word Processor I	10.17
Word Processor II	12.84
Word Processor III	13.27
Automatic Data Processing Occupations	
Computer Data Librarian	9.57
Computer Operator I	9.57
Computer Operator II	11.75
Computer Operator III	14.57
Computer Operator IV	16.36
Computer Operator V	16.77
Computer Programmer I (1)	12.31
Computer Programmer II (1)	16.44
Computer Programmer III (1)	18.94
Computer Programmer IV (1)	23.73
Computer Systems Analyst I (1)	19.30
Computer Systems Analyst II (1)	23.65
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	9.57
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	15.81
Automotive Glass Installer	14.72
Automotive Worker	14.72
Electrician, Automotive	15.81
Mobile Equipment Servicer	11.79
Motor Equipment Metal Mechanic	15.81
Motor Equipment Metal Worker	14.72
Motor Vehicle Mechanic	15.81
Motor Vehicle Mechanic Helper	11.79
Motor Vehicle Upholstery Worker	14.06
Motor Vehicle Wrecker	14.06
Painter, Automotive	14.72
Radiator Repair Specialist	14.06
Tire Repairer	11.39
Transmission Repair Specialist	15.81
Food Preparation and Service Occupations	
Baker	10.24
Cook I	9.05
Cook II	10.24
Dishwasher	6.53
Food Service Worker	6.53
Meat Cutter	10.24
Waiter/Waitress	7.19
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	14.72
Furniture Handler	11.79
Furniture Refinisher	14.72
Furniture Refinisher Helper	11.79
Furniture Repairer, Minor	12.94
Upholsterer	14.06
General Services and Support Occupations	
Cleaner, Vehicles	6.53
Elevator Operator	6.53
Gardener	9.05
House Keeping Aid I	5.67
House Keeping Aid II	6.53
Janitor	6.53
Laborer, Grounds Maintenance	7.19

Maid or Houseman	5.66
Pest Controller	9.69
Refuse Collector	6.53
Tractor Operator	8.45
Window Cleaner	7.19
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	20.25
Registered Nurse III, Anesthetist	20.25
Registered Nurse IV	24.02
Information and Arts Occupations	
Audiovisual Librarian	14.79
Exhibits Specialist I	15.53
Exhibits Specialist II	19.14
Exhibits Specialist III	21.10
Illustrator I	15.53
Illustrator II	19.14
Illustrator III	21.10
Librarian	20.04
Library Technician	11.99
Photographer I	12.76
Photographer II	15.53
Photographer III	19.14
Photographer IV	21.10
Photographer V	24.60
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.71
Counter Attendant	6.71
Dry Cleaner	8.65
Finisher, Flatwork, Machine	6.71
Presser, Hand	6.71
Presser, Machine, Drycleaning	6.71
Presser, Machine, Shirts	6.71
Presser, Machine, Wearing Apparel, Laundry	6.71
Sewing Machine Operator	9.13
Tailor	9.86
Washer, Machine	7.36
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	14.06
Tool and Die Maker	18.68
Material Handling and Packing Occupations	
Forklift Operator	10.76
Fuel Distribution System Operator	13.83
Material Coordinator	12.38
Material Expediter	12.38
Material Handling Laborer	9.62
Order Filler	8.66
Production Line Worker (Food Processing)	10.76

Shipping Packer	8.54
Shipping/Receiving Clerk	10.76
Stock Clerk (Shelf Stocker; Store Worker II)	11.23
Store Worker I	8.65
Tools and Parts Attendant	10.76
Warehouse Specialist	10.76
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	15.81
Aircraft Mechanic Helper	11.79
Aircraft Quality Control Inspector	18.80
Aircraft Servicer	13.37
Aircraft Worker	14.06
Appliance Mechanic	14.37
Bicycle Repairer	11.39
Cable Splicer	15.81
Carpenter, Maintenance	14.72
Carpet Layer	14.06
Electrician, Maintenance	15.81
Electronics Technician, Maintenance I	13.09
Electronics Technician, Maintenance II	19.27
Electronics Technician, Maintenance III	19.91
Fabric Worker	11.79
Fire Alarm System Mechanic	15.81
Fire Extinguisher Repairer	13.37
Fuel Distribution System Mechanic	15.81
General Maintenance Worker	14.06
Heating, Refrigeration and Air Conditioning Mechanic	15.81
Heavy Equipment Mechanic	15.81
Heavy Equipment Operator	15.81
Instrument Mechanic	15.81
Laborer	10.46
Locksmith	14.72
Machinery Maintenance Mechanic	15.81
Machinist, Maintenance	15.81
Maintenance Trades Helper	11.79
Millwright	15.81
Office Appliance Repairer	13.37
Painter, Aircraft	14.72
Painter, Maintenance	14.72
Pipefitter, Maintenance	15.81
Plumber, Maintenance	14.72
Pneudraulic Systems Mechanic	15.81
Rigger	15.81
Scale Mechanic	14.06
Sheet-Metal Worker, Maintenance	15.81
Small Engine Mechanic	13.37
Telecommunication Mechanic I	15.81
Telecommunication Mechanic II	16.51
Telephone Lineman	15.81
Welder, Combination, Maintenance	15.81
Well Driller	15.81
Woodcraft Worker	15.81
Woodworker	14.06
Miscellaneous Occupations	
Animal Caretaker	7.81
Carnival Equipment Operator	8.45
Carnival Equipment Repairer	9.05
Carnival Worker	6.53
Cashier	7.96
Desk Clerk	9.75
Embalmer	16.57
Lifeguard	8.69
Mortician	16.57
Park Attendant (Aide)	10.91
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.69

Recreation Specialist	13.52
Recycling Worker	8.41
Sales Clerk	8.69
School Crossing Guard (Crosswalk Attendant)	6.53
Sport Official	8.69
Survey Party Chief (Chief of Party)	15.76
Surveying Aide	7.95
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	9.97
Swimming Pool Operator	10.24
Vending Machine Attendant	8.45
Vending Machine Repairer	10.24
Vending Machine Repairer Helper	8.45
Personal Needs Occupations	
Child Care Attendant	9.75
Child Care Center Clerk	12.17
Chore Aid	5.66
Homemaker	13.52
Plant and System Operation Occupations	
Boiler Tender	15.81
Sewage Plant Operator	14.72
Stationary Engineer	15.81
Ventilation Equipment Tender	11.20
Water Treatment Plant Operator	14.72
Protective Service Occupations	
Alarm Monitor	8.99
Corrections Officer	15.87
Court Security Officer	15.87
Detention Officer	15.87
Firefighter	14.22
Guard I	6.99
Guard II	14.50
Police Officer	16.75
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	13.06
Hatch Tender	13.06
Line Handler	13.06
Stevedore I	12.35
Stevedore II	13.74
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.07
Air Traffic Control Specialist, Station (2)	17.98
Air Traffic Control Specialist, Terminal (2)	19.79
Archeological Technician I	13.82
Archeological Technician II	15.46
Archeological Technician III	19.14
Cartographic Technician	19.14
Civil Engineering Technician	19.14
Computer Based Training (CBT) Specialist/ Instructor	19.30
Drafter I	11.59
Drafter II	12.76
Drafter III	15.53
Drafter IV	19.41
Engineering Technician I	11.59
Engineering Technician II	14.13
Engineering Technician III	15.06
Engineering Technician IV	16.97
Engineering Technician V	18.70
Engineering Technician VI	21.80
Environmental Technician	16.64
Flight Simulator/Instructor (Pilot)	23.65
Graphic Artist	19.30
Instructor	17.14
Laboratory Technician	13.59
Mathematical Technician	16.97
Paralegal/Legal Assistant I	11.95

Paralegal/Legal Assistant II	16.45
Paralegal/Legal Assistant III	19.05
Paralegal/Legal Assistant IV	23.05
Photooptics Technician	16.97
Technical Writer	18.42
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)	14.57
Weather Observer, Senior (3)	16.19
Weather Observer, Upper Air (3)	14.57
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	12.39
Parking and Lot Attendant	6.75
Shuttle Bus Driver	9.37
Taxi Driver	8.26
Truckdriver, Heavy Truck	13.04
Truckdriver, Light Truck	9.37
Truckdriver, Medium Truck	12.39
Truckdriver, Tractor-Trailer	13.68

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, irri 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 nitroglycerine 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, they 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:

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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 classifications 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/or 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 occupational classification and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order of priority the occupational 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 to the agency, 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.

- 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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WAGE DETERMINATION NO: 94-2517 REV (19) AREA: TX,NORTHWEST TEXAS

WAGE DETERMINATION NO: 94-2517 REV (19) AREA: TX,NORTHWEST TEXAS REGISTER OF WAGE DET
 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 Determation No.: 1994-2517 Revision No.: 19 Date of Last Revision: 09/19/2000
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States: New Mexico, Oklahoma, Texas
 Area: New Mexico Counties of Curry, Lea, Quay, Roosevelt, Union
 Oklahoma Counties of Beaver, Cimarron, Texas
 Texas Counties of Andrews, Armstrong, Bailey, Borden, Brewster, Briscoe, Brown, Call
 Carson, Castro, Childress, Cochran, Coke, Coleman, Collingsworth, Comanche, Concho,
 Crane, Crockett, Crosby, Dallam, Dawson, Deaf Smith, Dickens, Donley, Eastland, Ecto
 Fisher, Floyd, Foard, Gaines, Garza, Glasscock, Gray, Hale, Hall, Hansford, Hardeman
 Hartley, Haskell, Hemphill, Hockley, Howard, Hutchinson, Irion, Jeff Davis, Jones, K
 Kimble, King, Knox, Lamb, Lipscomb, Loving, Lubbock, Lynn, Martin, McCulloch, Menard
 Midland, Mitchell, Moore, Motley, Nolan, Ochiltree, Oldham, Parmer, Pecos, Potter,
 Presidio, Randall, Reagan, Reeves, Roberts, Runnels, Schleicher, Scurry, Shackelford
 Sherman, Stephens, Sterling, Stonewall, Sutton, Swisher, Taylor, Terrell, Terry,
 Throckmorton, Tom Green, Upton, Ward, Wheeler, Winkler, Yoakum, Young

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	7.45
Accounting Clerk II	8.14
Accounting Clerk III	10.17
Accounting Clerk IV	11.94
Court Reporter	13.39
Dispatcher, Motor Vehicle	9.28
Document Preparation Clerk	11.95
Duplicating Machine Operator	11.95
Film/Tape Librarian	9.85
General Clerk I	6.45
General Clerk II	7.25
General Clerk III	12.84
General Clerk IV	13.20
Housing Referral Assistant	11.80
Key Entry Operator I	6.51
Key Entry Operator II	8.25
Messenger (Courier)	6.45
Order Clerk I	8.45
Order Clerk II	9.25
Personnel Assistant (Employment) I	8.77
Personnel Assistant (Employment) II	9.85
Personnel Assistant (Employment) III	13.39
Personnel Assistant (Employment) IV	13.57
Production Control Clerk	11.80
Rental Clerk	9.85

Scheduler, Maintenance	9.85
Secretary I	9.85
Secretary II	14.02
Secretary III	14.16
Secretary IV	15.73
Secretary V	17.43
Service Order Dispatcher	8.07
Stenographer I	10.44
Stenographer II	10.85
Supply Technician	12.85
Survey Worker (Interviewer)	13.39
Switchboard Operator-Receptionist	7.66
Test Examiner	13.39
Test Proctor	13.39
Travel Clerk I	7.84
Travel Clerk II	8.43
Travel Clerk III	8.99
Word Processor I	9.37
Word Processor II	11.73
Word Processor III	13.13
Automatic Data Processing Occupations	
Computer Data Librarian	10.33
Computer Operator I	7.28
Computer Operator II	9.28
Computer Operator III	12.47
Computer Operator IV	13.85
Computer Operator V	15.34
Computer Programmer I (1)	12.55
Computer Programmer II (1)	15.60
Computer Programmer III (1)	19.02
Computer Programmer IV (1)	23.02
Computer Systems Analyst I (1)	17.85
Computer Systems Analyst II (1)	22.38
Computer Systems Analyst III (1)	24.35
Peripheral Equipment Operator	9.28
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	17.49
Automotive Glass Installer	15.42
Automotive Worker	15.42
Electrician, Automotive	16.47
Mobile Equipment Servicer	13.35
Motor Equipment Metal Mechanic	17.49
Motor Equipment Metal Worker	15.42
Motor Vehicle Mechanic	17.72
Motor Vehicle Mechanic Helper	12.33
Motor Vehicle Upholstery Worker	14.40
Motor Vehicle Wrecker	15.42
Painter, Automotive	16.47
Radiator Repair Specialist	15.42
Tire Repairer	12.90
Transmission Repair Specialist	17.49
Food Preparation and Service Occupations	
Baker	8.74
Cook I	7.62
Cook II	8.74
Dishwasher	5.36
Food Service Worker	5.36
Meat Cutter	8.74
Waiter/Waitress	5.90
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	16.47
Furniture Handler	10.26
Furniture Refinisher	16.47
Furniture Refinisher Helper	12.33
Furniture Repairer, Minor	14.40

Upholsterer	16.47
General Services and Support Occupations	
Cleaner, Vehicles	5.36
Elevator Operator	5.36
Gardener	6.17
House Keeping Aid I	5.36
House Keeping Aid II	5.87
Janitor	5.36
Laborer, Grounds Maintenance	5.90
Maid or Houseman	5.33
Pest Controller	7.89
Refuse Collector	6.17
Tractor Operator	7.08
Window Cleaner	5.90
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	11.52
Exhibits Specialist I	12.80
Exhibits Specialist II	15.61
Exhibits Specialist III	16.46
Illustrator I	12.80
Illustrator II	15.61
Illustrator III	16.46
Librarian	15.66
Library Technician	12.28
Photographer I	11.14
Photographer II	15.63
Photographer III	16.46
Photographer IV	20.08
Photographer V	24.35
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	5.74
Counter Attendant	5.74
Dry Cleaner	6.90
Finisher, Flatwork, Machine	5.74
Presser, Hand	5.74
Presser, Machine, Drycleaning	5.74
Presser, Machine, Shirts	5.74
Presser, Machine, Wearing Apparel, Laundry	5.74
Sewing Machine Operator	7.28
Tailor	7.67
Washer, Machine	6.11
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	16.47

Tool and Die Maker	24.00
Material Handling and Packing Occupations	
Forklift Operator	11.66
Fuel Distribution System Operator	13.35
Material Coordinator	13.72
Material Expediter	13.72
Material Handling Laborer	9.52
Order Filler	10.07
Production Line Worker (Food Processing)	12.60
Shipping Packer	8.91
Shipping/Receiving Clerk	8.91
Stock Clerk (Shelf Stocker; Store Worker II)	9.64
Store Worker I	8.29
Tools and Parts Attendant	10.25
Warehouse Specialist	12.60
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	17.49
Aircraft Mechanic Helper	12.33
Aircraft Quality Control Inspector	20.49
Aircraft Servicer	14.40
Aircraft Worker	15.42
Appliance Mechanic	16.47
Bicycle Repairer	12.90
Cable Splicer	17.49
Carpenter, Maintenance	16.47
Carpet Layer	15.42
Electrician, Maintenance	19.36
Electronics Technician, Maintenance I	17.23
Electronics Technician, Maintenance II	21.02
Electronics Technician, Maintenance III	22.35
Fabric Worker	14.40
Fire Alarm System Mechanic	17.49
Fire Extinguisher Repairer	13.35
Fuel Distribution System Mechanic	17.49
General Maintenance Worker	13.82
Heating, Refrigeration and Air Conditioning Mechanic	17.49
Heavy Equipment Mechanic	17.49
Heavy Equipment Operator	17.49
Instrument Mechanic	17.49
Laborer	10.36
Locksmith	16.47
Machinery Maintenance Mechanic	17.72
Machinist, Maintenance	17.84
Maintenance Trades Helper	12.33
Millwright	17.49
Office Appliance Repairer	16.47
Painter, Aircraft	16.47
Painter, Maintenance	16.47
Pipefitter, Maintenance	17.49
Plumber, Maintenance	16.47
Pneudraulic Systems Mechanic	17.49
Rigger	17.49
Scale Mechanic	15.42
Sheet-Metal Worker, Maintenance	17.49
Small Engine Mechanic	15.42
Telecommunication Mechanic I	17.49
Telecommunication Mechanic II	18.51
Telephone Lineman	17.49
Welder, Combination, Maintenance	17.49
Well Driller	17.49
Woodcraft Worker	17.49
Woodworker	13.82
Miscellaneous Occupations	
Animal Caretaker	6.49
Carnival Equipment Operator	7.08

Carnival Equipment Repairer	6.17
Carnival Worker	5.36
Cashier	7.03
Desk Clerk	8.60
Embalmer	16.57
Lifeguard	7.66
Mortician	16.57
Park Attendant (Aide)	9.63
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.66
Recreation Specialist	10.38
Recycling Worker	8.15
Sales Clerk	7.66
School Crossing Guard (Crosswalk Attendant)	5.36
Sport Official	7.66
Survey Party Chief (Chief of Party)	13.25
Surveying Aide	9.23
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.65
Swimming Pool Operator	7.30
Vending Machine Attendant	7.08
Vending Machine Repairer	8.74
Vending Machine Repairer Helper	7.08
Personal Needs Occupations	
Child Care Attendant	8.60
Child Care Center Clerk	10.72
Chore Aid	5.33
Homemaker	11.91
Plant and System Operation Occupations	
Boiler Tender	17.49
Sewage Plant Operator	16.47
Stationary Engineer	17.49
Ventilation Equipment Tender	12.33
Water Treatment Plant Operator	16.47
Protective Service Occupations	
Alarm Monitor	9.57
Corrections Officer	11.87
Court Security Officer	12.32
Detention Officer	11.87
Firefighter	11.87
Guard I	7.11
Guard II	9.57
Police Officer	14.75
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	15.77
Hatch Tender	15.77
Line Handler	15.77
Stevedore I	14.72
Stevedore II	16.83
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.07
Air Traffic Control Specialist, Station (2)	17.98
Air Traffic Control Specialist, Terminal (2)	19.79
Archeological Technician I	11.88
Archeological Technician II	13.30
Archeological Technician III	16.46
Cartographic Technician	16.46
Civil Engineering Technician	16.46
Computer Based Training (CBT) Specialist/ Instructor	17.85
Drafter I	9.37
Drafter II	11.14
Drafter III	15.63
Drafter IV	16.46
Engineering Technician I	10.47
Engineering Technician II	11.65
Engineering Technician III	13.09
Engineering Technician IV	16.85

Engineering Technician V	20.56
Engineering Technician VI	24.93
Environmental Technician	13.85
Flight Simulator/Instructor (Pilot)	22.38
Graphic Artist	17.85
Instructor	16.46
Laboratory Technician	12.47
Mathematical Technician	16.85
Paralegal/Legal Assistant I	13.39
Paralegal/Legal Assistant II	13.71
Paralegal/Legal Assistant III	16.77
Paralegal/Legal Assistant IV	20.29
Photooptics Technician	16.85
Technical Writer	12.38
Unexploded (UXO) Safety Escort	16.57
Unexploded (UXO) Sweep Personnel	16.57
Unexploded Ordnance (UXO) Technician I	16.57
Unexploded Ordnance (UXO) Technician II	20.25
Unexploded Ordnance (UXO) Technician III	24.02
Weather Observer, Combined Upper Air and Surface Programs (3)	12.47
Weather Observer, Senior (3)	13.85
Weather Observer, Upper Air (3)	12.47
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	10.64
Parking and Lot Attendant	5.33
Shuttle Bus Driver	7.41
Taxi Driver	6.82
Truckdriver, Heavy Truck	11.03
Truckdriver, Light Truck	7.80
Truckdriver, Medium Truck	10.64
Truckdriver, Tractor-Trailer	11.71

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 8 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.) (Sec 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 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 nitroglycerine 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 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 (\$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 contracting 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 classifications listed in the wage determination. Such conformed classes of employees shall be paid monetary wages and furnished the fringe benefits as are determined. Such conformance 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 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 occupational classification and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order of priority the occupational 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 action, together with the agency's recommendations and pertinent information including 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.

[HOME]	[SEARCH]	[PREV]	[ERR_LIST]	[NEXT]
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WAGE DETERMINATION NO: 94-2525 REV (17) AREA: TX,WICHITA FALLS

WAGE DETERMINATION NO: 94-2525 REV (17) AREA: TX,WICHITA FALLS
 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.: 1994-2525
 Revision No.: 17
 Date Of Last Revision: 09/28/2000

States: Oklahoma, Texas
 Area: Oklahoma Counties of Comanche, Cotton, Greer, Harmon, Jackson, Jefferson, Kiow
 Stephens, Tillman
 Texas Counties of Archer, Baylor, Clay, Wichita, Wilbarger

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

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	8.61
Accounting Clerk II	9.72
Accounting Clerk III	10.91
Accounting Clerk IV	12.20
Court Reporter	13.34
Dispatcher, Motor Vehicle	10.70
Document Preparation Clerk	8.00
Duplicating Machine Operator	8.00
Film/Tape Librarian	10.33
General Clerk I	7.21
General Clerk II	8.10
General Clerk III	8.80
General Clerk IV	9.88
Housing Referral Assistant	13.01
Key Entry Operator I	6.68
Key Entry Operator II	7.98
Messenger (Courier)	6.56
Order Clerk I	9.26
Order Clerk II	10.11
Personnel Assistant (Employment) I	9.39
Personnel Assistant (Employment) II	10.58
Personnel Assistant (Employment) III	11.86
Personnel Assistant (Employment) IV	13.27
Production Control Clerk	13.01
Rental Clerk	10.33
Scheduler, Maintenance	10.02
Secretary I	10.33
Secretary II	11.63
Secretary III	14.26
Secretary IV	14.50
Secretary V	15.34
Service Order Dispatcher	11.02
Stenographer I	12.61

Stenographer II	13.36
Supply Technician	14.50
Survey Worker (Interviewer)	11.63
Switchboard Operator-Receptionist	7.91
Test Examiner	11.63
Test Proctor	11.63
Travel Clerk I	7.72
Travel Clerk II	8.27
Travel Clerk III	8.68
Word Processor I	9.08
Word Processor II	10.15
Word Processor III	11.43
Automatic Data Processing Occupations	
Computer Data Librarian	9.76
Computer Operator I	9.87
Computer Operator II	11.06
Computer Operator III	12.73
Computer Operator IV	16.68
Computer Operator V	18.52
Computer Programmer I (1)	13.83
Computer Programmer II (1)	16.80
Computer Programmer III (1)	20.56
Computer Programmer IV (1)	22.61
Computer Systems Analyst I (1)	17.13
Computer Systems Analyst II (1)	21.37
Computer Systems Analyst III (1)	23.07
Peripheral Equipment Operator	9.76
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	16.77
Automotive Glass Installer	15.05
Automotive Worker	15.05
Electrician, Automotive	15.89
Mobile Equipment Servicer	13.35
Motor Equipment Metal Mechanic	16.77
Motor Equipment Metal Worker	15.05
Motor Vehicle Mechanic	16.77
Motor Vehicle Mechanic Helper	12.47
Motor Vehicle Upholstery Worker	14.18
Motor Vehicle Wrecker	15.05
Painter, Automotive	15.89
Radiator Repair Specialist	15.05
Tire Repairer	12.90
Transmission Repair Specialist	16.77
Food Preparation and Service Occupations	
Baker	10.49
Cook I	9.32
Cook II	10.49
Dishwasher	6.96
Food Service Worker	6.96
Meat Cutter	11.93
Waiter/Waitress	7.55
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	15.89
Furniture Handler	11.43
Furniture Refinisher	15.89
Furniture Refinisher Helper	12.47
Furniture Repairer, Minor	14.18
Upholsterer	15.89
General Services and Support Occupations	
Cleaner, Vehicles	7.08
Elevator Operator	7.21
Gardener	8.90
House Keeping Aid I	6.45
House Keeping Aid II	7.11
Janitor	6.96

Laborer, Grounds Maintenance	8.10
Maid or Houseman	6.45
Pest Controller	11.37
Refuse Collector	6.96
Tractor Operator	9.32
Window Cleaner	7.55
Health Occupations	
Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	9.23
Licensed Practical Nurse II	10.37
Licensed Practical Nurse III	11.60
Medical Assistant	9.80
Medical Laboratory Technician	10.37
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	10.37
Registered Nurse I	13.99
Registered Nurse II	17.18
Registered Nurse II, Specialist	17.18
Registered Nurse III	20.71
Registered Nurse III, Anesthetist	20.71
Registered Nurse IV	24.82
Information and Arts Occupations	
Audiovisual Librarian	16.24
Exhibits Specialist I	13.42
Exhibits Specialist II	15.00
Exhibits Specialist III	18.34
Illustrator I	13.42
Illustrator II	15.00
Illustrator III	18.34
Librarian	17.24
Library Technician	11.63
Photographer I	12.18
Photographer II	13.69
Photographer III	15.29
Photographer IV	18.34
Photographer V	22.20
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	5.94
Counter Attendant	5.94
Dry Cleaner	7.49
Finisher, Flatwork, Machine	5.94
Presser, Hand	5.94
Presser, Machine, Drycleaning	5.94
Presser, Machine, Shirts	5.94
Presser, Machine, Wearing Apparel, Laundry	5.94
Sewing Machine Operator	8.02
Tailor	8.49
Washer, Machine	6.45
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	15.89
Tool and Die Maker	22.22
Material Handling and Packing Occupations	
Forklift Operator	13.39
Fuel Distribution System Operator	15.36
Material Coordinator	11.70
Material Expediter	11.70
Material Handling Laborer	9.03
Order Filler	9.74

Production Line Worker (Food Processing)	10.29
Shipping Packer	10.03
Shipping/Receiving Clerk	10.07
Stock Clerk (Shelf Stocker; Store Worker II)	10.33
Store Worker I	8.21
Tools and Parts Attendant	11.43
Warehouse Specialist	10.29
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	16.77
Aircraft Mechanic Helper	12.47
Aircraft Quality Control Inspector	18.80
Aircraft Servicer	14.18
Aircraft Worker	15.05
Appliance Mechanic	15.89
Bicycle Repairer	12.90
Cable Splicer	19.28
Carpenter, Maintenance	15.89
Carpet Layer	15.05
Electrician, Maintenance	19.33
Electronics Technician, Maintenance I	16.08
Electronics Technician, Maintenance II	16.93
Electronics Technician, Maintenance III	17.95
Fabric Worker	14.18
Fire Alarm System Mechanic	16.77
Fire Extinguisher Repairer	13.35
Fuel Distribution System Mechanic	16.77
General Maintenance Worker	15.05
Heating, Refrigeration and Air Conditioning Mechanic	16.77
Heavy Equipment Mechanic	16.77
Heavy Equipment Operator	15.55
Instrument Mechanic	16.77
Laborer	9.83
Locksmith	15.89
Machinery Maintenance Mechanic	16.77
Machinist, Maintenance	16.97
Maintenance Trades Helper	12.47
Millwright	16.77
Office Appliance Repairer	15.89
Painter, Aircraft	15.89
Painter, Maintenance	15.89
Pipefitter, Maintenance	16.77
Plumber, Maintenance	15.89
Pneudraulic Systems Mechanic	16.77
Rigger	16.77
Scale Mechanic	15.05
Sheet-Metal Worker, Maintenance	16.77
Small Engine Mechanic	15.05
Telecommunication Mechanic I	19.28
Telecommunication Mechanic II	20.24
Telephone Lineman	19.28
Welder, Combination, Maintenance	16.77
Well Driller	16.77
Woodcraft Worker	16.77
Woodworker	13.35
Miscellaneous Occupations	
Animal Caretaker	8.11
Carnival Equipment Operator	8.70
Carnival Equipment Repairer	9.32
Carnival worker	6.96
Cashier	6.48
Desk Clerk	7.89
Embalmer	16.57
Lifeguard	8.09
Mortician	16.57
Park Attendant (Aide)	10.21

Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.09
Recreation Specialist	10.95
Recycling Worker	8.70
Sales Clerk	8.09
School Crossing Guard (Crosswalk Attendant)	6.96
Sport Official	8.09
Survey Party Chief (Chief of Party)	13.21
Surveying Aide	8.87
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.14
Swimming Pool Operator	9.79
Vending Machine Attendant	8.70
Vending Machine Repairer	10.49
Vending Machine Repairer Helper	8.70
Personal Needs Occupations	
Child Care Attendant	7.90
Child Care Center Clerk	9.85
Chore Aid	6.85
Homemaker	10.98
Plant and System Operation Occupations	
Boiler Tender	16.77
Sewage Plant Operator	15.89
Stationary Engineer	16.77
Ventilation Equipment Tender	12.47
Water Treatment Plant Operator	15.89
Protective Service Occupations	
Alarm Monitor	8.67
Corrections Officer	11.45
Court Security Officer	12.33
Detention Officer	11.45
Firefighter	11.85
Guard I	7.64
Guard II	10.68
Police Officer	14.75
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	14.27
Hatch Tender	12.41
Line Handler	12.41
Stevedore I	11.70
Stevedore II	13.10
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.07
Air Traffic Control Specialist, Station (2)	17.98
Air Traffic Control Specialist, Terminal (2)	19.79
Archeological Technician I	10.82
Archeological Technician II	12.10
Archeological Technician III	15.00
Cartographic Technician	15.00
Civil Engineering Technician	15.00
Computer Based Training (CBT) Specialist/ Instructor	17.13
Drafter I	10.69
Drafter II	13.26
Drafter III	14.92
Drafter IV	16.64
Engineering Technician I	10.22
Engineering Technician II	12.66
Engineering Technician III	14.23
Engineering Technician IV	15.83
Engineering Technician V	19.44
Engineering Technician VI	23.54
Environmental Technician	14.89
Flight Simulator/Instructor (Pilot)	21.37
Graphic Artist	14.89
Instructor	18.10
Laboratory Technician	11.60
Mathematical Technician	17.24

Paralegal/Legal Assistant I	13.38
Paralegal/Legal Assistant II	16.67
Paralegal/Legal Assistant III	20.40
Paralegal/Legal Assistant IV	24.66
Photooptics Technician	17.24
Technical Writer	19.67
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)	11.36
Weather Observer, Senior (3)	12.63
Weather Observer, Upper Air (3)	11.36
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	10.87
Parking and Lot Attendant	10.29
Shuttle Bus Driver	10.29
Taxi Driver	9.62
Truckdriver, Heavy Truck	12.89
Truckdriver, Light Truck	10.29
Truckdriver, Medium Truck	10.87
Truckdriver, Tractor-Trailer	12.89

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 10 years, and 4 after 15 years. Length of service includes the whole sp continuous service with the present contractor or successor, wherever employed, and 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 (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 (\$.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 contracting 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 classifications listed in the wage determination. Such conformed classes of employees shall be paid monetary wages and furnished the fringe benefits as are determined. Such conformance 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 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 priority 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 to the contracting officer, together with the agency's recommendations and pertinent information including 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 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 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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