

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT ID CODE	PAGE OF PAGES 1 3
2. AMENDMENT/MODIFICATION NO. P00006	3. EFFECTIVE DATE 07/25/2005	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
6. ISSUED BY Immigration and Customs Enforcement Office of Procurement-Laguna PO Box 30080 Sheryl Wright Laguna Niguel CA 92607	CODE ICELAG	7. ADMINISTERED BY (If other than Item 6) Immigration & Customs Enforcement Office of Procurement-Laguna P.O. Box 30080 Sheryl Wright Laguna Niguel CA 92607	CODE PRO-LAGUNA
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) CHURCH WORLD SERVICE INC 475 RIVERSIDE DR STE 700 NEW YORK NY 101150002		(X) 9A. AMENDMENT OF SOLICITATION NO.	9B. DATED (SEE ITEM 11)
CODE 0060967540000	FACILITY CODE	X 10A. MODIFICATION OF CONTRACT/ORDER NO. ACB4C0007	10B. DATED (SEE ITEM 13) 03/01/2004

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers is extended. is not extended.
Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing Items 8 and 15, and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment number. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required.)

N/A

13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.

(X)	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO THE AUTHORITY OF:
X	D. OTHER (Specify type of modification and authority) Unilateral - FAR 52.217-9, FAR 52.222-41, & FAR 52.222-43

E. IMPORTANT: Contractor is not. is required to sign this document and return _____ copies to the issuing office.

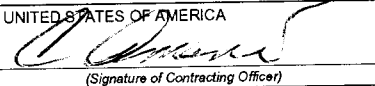
14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)

Tax ID Number: 134080201
DUNS Number: 006096754

In accordance with FAR 52.217-9 Option to Extend the Term of the Contract, this modification is issued to exercise the First Option Period of the contract for the period of July 25, 2005 through July 24, 2006, and confirms the preliminary notice of intent letter of May 24, 2005.

In accordance with FAR 52.222-41, Service Contract Act of 1965, as Amended (May 1989) and FAR 52.222-43 Fair Labor Standards Act and Service Contract Act - Price Adjustments (Multiple Year and Option, remove all Wage Determinations in Attachment 2 and replace with Continued ...

Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER (Type or print)	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Carol Amano
15B. CONTRACTOR/OFFEROR (Signature of person authorized to sign)	15C. DATE SIGNED
16B. UNITED STATES OF AMERICA  (Signature of Contracting Officer)	16C. DATE SIGNED 6/24/05

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
ACB4C0007/P00006

PAGE 2 OF 3

NAME OF OFFEROR OR CONTRACTOR
CHURCH WORLD SERVICE INC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	<p>Wage Determinations No. 94-2381 Rev (31) Area: NY, Rochester (Batavia), No. 94-2511 Rev (26) Area: Tx, El Paso, No. 94-2519 Rev (23) Area: TX, Rio Grande Valley (Port Isabella), No. 94-2119 Rev (27) Area: FL, Miami, No. 94-2057 Rev (37) Area: CA, San Diego (El Centro), No. 94-2047 Rev(27) Area: CA Los Angeles/Santa Ana (San Pedro), No. 94-2023 Rev (30) Area: AZ, Phoenix (Florence), No. 94-2462 Rev (26) Area: PR. Island-wide.</p> <p>LIST OF CHANGES: Total Amount for this Modification: \$0.00 As a result of this modification, the total contract amount is changed from \$1,278,024.18 to \$2,865,542.14, for an increase of \$1,587,517.96.</p> <p>CHANGES FOR LINE ITEM NUMBER: 0001A - Batavia, NY Exercised option</p> <p>CHANGES FOR LINE ITEM NUMBER: 0002A - Miami, FL Exercised option</p> <p>CHANGES FOR LINE ITEM NUMBER: 0003A - San Juan, Puerto Rico Exercised option</p> <p>CHANGES FOR LINE ITEM NUMBER: 0004A - Los Fresnos, TX Exercised option</p> <p>CHANGES FOR LINE ITEM NUMBER: 0005A - San Pedro, CA Exercised option</p> <p>CHANGES FOR LINE ITEM NUMBER: 0006A - Florence, AZ Exercised option</p> <p>CHANGES FOR LINE ITEM NUMBER: 0007A - El Centro, CA Exercised option</p> <p>CHANGES FOR LINE ITEM NUMBER: 0008A - El Paso, TX Exercised option</p> <p>.</p> <p>FOB: Destination Discount Terms: b2Low</p> <p>Continued ...</p>				

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
ACB4C0007/P00006

PAGE OF
3 3

NAME OF OFFEROR OR CONTRACTOR
CHURCH WORLD SERVICE INC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Period of Performance: 07/25/2005 to 07/24/2006				

ACB4C0007
P00006

94-2381 NY, ROCHESTER

WAGE DETERMINATION NO: 94-2381 REV (31) AREA: NY, ROCHESTER

HEALTH AND WELFARE LEVEL - INSURANCE ONLY **OTHER WELFARE LEVEL WD:94-2382

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2381
Revision No.: 31
Date Of Revision: 05/23/2005

State: New York

Area: New York Counties of Genesee, Livingston, Monroe, Ontario, Orleans, Schuyler,
Seneca, Steuben, Wayne, Yates

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	12.36
01012 - Accounting Clerk II	13.50
01013 - Accounting Clerk III	14.98
01014 - Accounting Clerk IV	18.71
01030 - Court Reporter	18.00
01050 - Dispatcher, Motor Vehicle	14.60
01060 - Document Preparation Clerk	13.72
01070 - Messenger (Courier)	11.27
01090 - Duplicating Machine Operator	14.56
01110 - Film/Tape Librarian	12.47
01115 - General Clerk I	12.08
01116 - General Clerk II	13.57
01117 - General Clerk III	13.91
01118 - General Clerk IV	15.71
01120 - Housing Referral Assistant	19.40
01131 - Key Entry Operator I	11.42
01132 - Key Entry Operator II	12.90
01191 - Order Clerk I	11.20
01192 - Order Clerk II	16.05
01261 - Personnel Assistant (Employment) I	12.89
01262 - Personnel Assistant (Employment) II	15.06
01263 - Personnel Assistant (Employment) III	17.12
01264 - Personnel Assistant (Employment) IV	19.08
01270 - Production Control Clerk	19.03
01290 - Rental Clerk	11.24
01300 - Scheduler, Maintenance	14.11
01311 - Secretary I	14.11
01312 - Secretary II	16.28
01313 - Secretary III	19.40
01314 - Secretary IV	21.45
01315 - Secretary V	24.75

NY 2005

01320 - Service Order Dispatcher	12.14
01341 - Stenographer I	13.43
01342 - Stenographer II	16.10
01400 - Supply Technician	19.60
01420 - Survey Worker (Interviewer)	14.44
01460 - Switchboard Operator-Receptionist	12.17
01510 - Test Examiner	14.87
01520 - Test Proctor	14.87
01531 - Travel Clerk I	10.46
01532 - Travel Clerk II	11.06
01533 - Travel Clerk III	11.67
01611 - Word Processor I	13.36
01612 - Word Processor II	14.56
01613 - Word Processor III	16.30
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	14.37
03041 - Computer Operator I	14.37
03042 - Computer Operator II	16.40
03043 - Computer Operator III	18.95
03044 - Computer Operator IV	23.31
03045 - Computer Operator V	25.55
03071 - Computer Programmer I (1)	20.64
03072 - Computer Programmer II (1)	25.55
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	14.37
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	18.71
05010 - Automotive Glass Installer	17.10
05040 - Automotive Worker	17.10
05070 - Electrician, Automotive	17.88
05100 - Mobile Equipment Servicer	15.49
05130 - Motor Equipment Metal Mechanic	18.71
05160 - Motor Equipment Metal Worker	17.10
05190 - Motor Vehicle Mechanic	18.71
05220 - Motor Vehicle Mechanic Helper	14.63
05250 - Motor Vehicle Upholstery Worker	16.28
05280 - Motor Vehicle wrecker	17.10
05310 - Painter, Automotive	17.88
05340 - Radiator Repair Specialist	17.10
05370 - Tire Repairer	14.97
05400 - Transmission Repair Specialist	18.71
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	10.66
07010 - Baker	13.25
07041 - Cook I	11.39
07042 - Cook II	13.25
07070 - Dishwasher	9.59
07130 - Meat Cutter	15.52
07250 - Waiter/waitress	10.36
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	17.88
09040 - Furniture Handler	12.94
09070 - Furniture Refinisher	17.88
09100 - Furniture Refinisher Helper	14.63
09110 - Furniture Repairer, Minor	16.28
09130 - Upholsterer	17.88
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.59
11060 - Elevator Operator	9.64

NY 2005

11090 - Gardener	12.76
11121 - House Keeping Aid I	8.99
11122 - House Keeping Aid II	9.60
11150 - Janitor	10.60
11210 - Laborer, Grounds Maintenance	10.79
11240 - Maid or Houseman	8.99
11270 - Pest Controller	13.85
11300 - Refuse Collector	10.59
11330 - Tractor Operator	12.32
11360 - Window Cleaner	11.25
12000 - Health Occupations	
12020 - Dental Assistant	15.02
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.31
12071 - Licensed Practical Nurse I	12.55
12072 - Licensed Practical Nurse II	14.08
12073 - Licensed Practical Nurse III	15.75
12100 - Medical Assistant	14.39
12130 - Medical Laboratory Technician	12.36
12160 - Medical Record Clerk	11.65
12190 - Medical Record Technician	14.04
12221 - Nursing Assistant I	9.45
12222 - Nursing Assistant II	10.61
12223 - Nursing Assistant III	11.58
12224 - Nursing Assistant IV	13.00
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	13.00
12311 - Registered Nurse I	18.95
12312 - Registered Nurse II	23.20
12313 - Registered Nurse II, Specialist	23.20
12314 - Registered Nurse III	28.06
12315 - Registered Nurse III, Anesthetist	28.06
12316 - Registered Nurse IV	33.61
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	20.01
13011 - Exhibits Specialist I	18.59
13012 - Exhibits Specialist II	22.88
13013 - Exhibits Specialist III	24.99
13041 - Illustrator I	18.49
13042 - Illustrator II	22.76
13043 - Illustrator III	24.86
13047 - Librarian	25.37
13050 - Library Technician	15.07
13071 - Photographer I	13.43
13072 - Photographer II	16.23
13073 - Photographer III	19.98
13074 - Photographer IV	21.82
13075 - Photographer V	23.39
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.35
15030 - Counter Attendant	7.35
15040 - Dry Cleaner	8.74
15070 - Finisher, Flatwork, Machine	7.35
15090 - Presser, Hand	7.35
15100 - Presser, Machine, Drycleaning	7.35
15130 - Presser, Machine, Shirts	7.35
15160 - Presser, Machine, Wearing Apparel, Laundry	7.35
15190 - Sewing Machine Operator	9.23
15220 - Tailor	9.91
15250 - Washer, Machine	7.77
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	12.88
19040 - Tool and Die Maker	22.18
21000 - Material Handling and Packing Occupations	

NY 2005

21010 - Fuel Distribution System Operator	20.61
21020 - Material Coordinator	19.75
21030 - Material Expediter	19.75
21040 - Material Handling Laborer	11.30
21050 - Order Filler	12.09
21071 - Forklift Operator	15.20
21080 - Production Line Worker (Food Processing)	15.53
21100 - Shipping/Receiving Clerk	12.23
21130 - Shipping Packer	12.23
21140 - Store Worker I	10.89
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.77
21210 - Tools and Parts Attendant	15.53
21400 - Warehouse Specialist	15.53
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	21.21
23040 - Aircraft Mechanic Helper	16.11
23050 - Aircraft Quality Control Inspector	24.15
23060 - Aircraft Servicer	18.15
23070 - Aircraft Worker	19.16
23100 - Appliance Mechanic	19.67
23120 - Bicycle Repairer	14.97
23125 - Cable Splicer	28.64
23130 - Carpenter, Maintenance	17.88
23140 - Carpet Layer	18.81
23160 - Electrician, Maintenance	22.82
23181 - Electronics Technician, Maintenance I	22.19
23182 - Electronics Technician, Maintenance II	23.18
23183 - Electronics Technician, Maintenance III	24.25
23260 - Fabric Worker	17.83
23290 - Fire Alarm System Mechanic	20.91
23310 - Fire Extinguisher Repairer	16.80
23340 - Fuel Distribution System Mechanic	24.90
23370 - General Maintenance Worker	18.19
23400 - Heating, Refrigeration and Air Conditioning Mechanic	18.80
23430 - Heavy Equipment Mechanic	18.71
23440 - Heavy Equipment Operator	19.91
23460 - Instrument Mechanic	20.91
23470 - Laborer	13.44
23500 - Locksmith	19.88
23530 - Machinery Maintenance Mechanic	18.86
23550 - Machinist, Maintenance	18.94
23580 - Maintenance Trades Helper	14.63
23640 - Millwright	21.62
23700 - Office Appliance Repairer	19.88
23740 - Painter, Aircraft	19.67
23760 - Painter, Maintenance	17.88
23790 - Pipefitter, Maintenance	25.88
23800 - Plumber, Maintenance	21.24
23820 - Pneudraulic Systems Mechanic	20.91
23850 - Rigger	20.91
23870 - Scale Mechanic	18.86
23890 - Sheet-Metal Worker, Maintenance	20.85
23910 - Small Engine Mechanic	17.10
23930 - Telecommunication Mechanic I	26.09
23931 - Telecommunication Mechanic II	27.19
23950 - Telephone Lineman	27.09
23960 - welder, Combination, Maintenance	18.71
23965 - well Driller	20.91
23970 - woodcraft worker	20.91
23980 - woodworker	15.49
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.03
24580 - Child Care Center Clerk	12.51

NY 2005

24600 - Chore Aid	8.99
24630 - Homemaker	13.91
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	22.34
25040 - Sewage Plant Operator	18.78
25070 - Stationary Engineer	22.34
25190 - Ventilation Equipment Tender	16.83
25210 - Water Treatment Plant Operator	18.78
27000 - Protective Service Occupations	
(not set) - Police Officer	22.11
27004 - Alarm Monitor	16.67
27006 - Corrections Officer	22.49
27010 - Court Security Officer	22.20
27040 - Detention Officer	22.49
27070 - Firefighter	21.41
27101 - Guard I	13.30
27102 - Guard II	17.01
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	20.56
28020 - Hatch Tender	20.56
28030 - Line Handler	20.56
28040 - Stevedore I	19.72
28050 - Stevedore II	21.68
29000 - Technical Occupations	
21150 - Graphic Artist	20.16
29010 - Air Traffic Control Specialist, Center (2)	31.49
29011 - Air Traffic Control Specialist, Station (2)	21.71
29012 - Air Traffic Control Specialist, Terminal (2)	23.92
29023 - Archeological Technician I	17.48
29024 - Archeological Technician II	19.67
29025 - Archeological Technician III	24.29
29030 - Cartographic Technician	24.79
29035 - Computer Based Training (CBT) Specialist/ Instructor	28.84
29040 - Civil Engineering Technician	21.19
29061 - Drafter I	14.52
29062 - Drafter II	16.32
29063 - Drafter III	19.73
29064 - Drafter IV	24.29
29081 - Engineering Technician I	15.24
29082 - Engineering Technician II	17.14
29083 - Engineering Technician III	20.70
29084 - Engineering Technician IV	24.65
29085 - Engineering Technician V	27.35
29086 - Engineering Technician VI	29.33
29090 - Environmental Technician	18.62
29100 - Flight Simulator/Instructor (Pilot)	30.38
29160 - Instructor	25.10
29210 - Laboratory Technician	19.00
29240 - Mathematical Technician	24.29
29361 - Paralegal/Legal Assistant I	16.13
29362 - Paralegal/Legal Assistant II	19.89
29363 - Paralegal/Legal Assistant III	24.32
29364 - Paralegal/Legal Assistant IV	29.44
29390 - Photooptics Technician	20.76
29480 - Technical Writer	24.55
29491 - Unexploded Ordnance (UXO) Technician I	20.02
29492 - Unexploded Ordnance (UXO) Technician II	24.22
29493 - Unexploded Ordnance (UXO) Technician III	29.03
29494 - Unexploded (UXO) Safety Escort	20.02
29495 - Unexploded (UXO) Sweep Personnel	20.02
29620 - Weather Observer, Senior (3)	20.89
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	18.81
29622 - Weather Observer, Upper Air (3)	18.81

NY 2005

31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	16.49
31260 - Parking and Lot Attendant	8.89
31290 - Shuttle Bus Driver	13.40
31300 - Taxi Driver	11.47
31361 - Truckdriver, Light Truck	12.52
31362 - Truckdriver, Medium Truck	17.53
31363 - Truckdriver, Heavy Truck	17.46
31364 - Truckdriver, Tractor-Trailer	17.89
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	10.80
99030 - Cashier	8.19
99041 - Carnival Equipment Operator	11.62
99042 - Carnival Equipment Repairer	12.04
99043 - Carnival worker	9.59
99050 - Desk Clerk	10.03
99095 - Embalmer	19.02
99300 - Lifeguard	10.52
99310 - Mortician	20.05
99350 - Park Attendant (Aide)	13.21
99400 - Photofinishing worker (Photo Lab Tech., Darkroom Tech)	10.28
99500 - Recreation Specialist	13.91
99510 - Recycling worker	13.84
99610 - Sales Clerk	10.31
99620 - School Crossing Guard (Crosswalk Attendant)	9.98
99630 - Sport Official	9.99
99658 - Survey Party Chief (Chief of Party)	21.46
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	18.45
99660 - Surveying Aide	13.44
99690 - Swimming Pool Operator	14.58
99720 - Vending Machine Attendant	11.25
99730 - Vending Machine Repairer	14.40
99740 - Vending Machine Repairer Helper	11.25

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.87 an hour or \$114.80 a week or \$497.47 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 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

NY 2005

entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

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

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

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

operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

NY 2005

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

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(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

NY 2005

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

- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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94-2119 FL,MIAMI

WAGE DETERMINATION NO: 94-2119 REV (27) AREA: FL,MIAMI

HEALTH AND WELFARE LEVEL - INSURANCE ONLY **OTHER WELFARE LEVEL WD:94-2120

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W.Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2119
Revision No.: 27
Date Of Revision: 05/23/2005

State: Florida

Area: Florida Counties of Collier, Dade, Monroe

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	9.52
01012 - Accounting Clerk II	11.69
01013 - Accounting Clerk III	14.17
01014 - Accounting Clerk IV	15.86
01030 - Court Reporter	14.94
01050 - Dispatcher, Motor Vehicle	13.75
01060 - Document Preparation Clerk	11.24
01070 - Messenger (Courier)	10.87
01090 - Duplicating Machine Operator	10.22
01110 - Film/Tape Librarian	11.85
01115 - General Clerk I	9.19
01116 - General Clerk II	10.35
01117 - General Clerk III	11.75
01118 - General Clerk IV	12.56
01120 - Housing Referral Assistant	18.02
01131 - Key Entry Operator I	10.34
01132 - Key Entry Operator II	12.84
01191 - Order Clerk I	10.69
01192 - Order Clerk II	11.83
01261 - Personnel Assistant (Employment) I	12.43
01262 - Personnel Assistant (Employment) II	14.31
01263 - Personnel Assistant (Employment) III	16.43
01264 - Personnel Assistant (Employment) IV	18.19
01270 - Production Control Clerk	15.63
01290 - Rental Clerk	13.08
01300 - Scheduler, Maintenance	14.60
01311 - Secretary I	14.45
01312 - Secretary II	15.12
01313 - Secretary III	17.40
01314 - Secretary IV	20.30
01315 - Secretary V	23.77

Miami 2005

01320 - Service Order Dispatcher	11.99
01341 - Stenographer I	14.36
01342 - Stenographer II	15.10
01400 - Supply Technician	20.30
01420 - Survey Worker (Interviewer)	14.80
01460 - Switchboard Operator-Receptionist	10.76
01510 - Test Examiner	15.12
01520 - Test Proctor	15.12
01531 - Travel Clerk I	10.19
01532 - Travel Clerk II	10.78
01533 - Travel Clerk III	11.39
01611 - Word Processor I	11.83
01612 - Word Processor II	13.08
01613 - Word Processor III	16.98
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	13.35
03041 - Computer Operator I	13.50
03042 - Computer Operator II	15.12
03043 - Computer Operator III	17.73
03044 - Computer Operator IV	20.75
03045 - Computer Operator V	21.65
03071 - Computer Programmer I (1)	20.69
03072 - Computer Programmer II (1)	23.09
03073 - Computer Programmer III (1)	27.53
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	13.50
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	15.69
05010 - Automotive Glass Installer	14.80
05040 - Automotive Worker	14.80
05070 - Electrician, Automotive	15.85
05100 - Mobile Equipment Servicer	12.72
05130 - Motor Equipment Metal Mechanic	16.91
05160 - Motor Equipment Metal Worker	14.80
05190 - Motor Vehicle Mechanic	16.54
05220 - Motor Vehicle Mechanic Helper	11.67
05250 - Motor Vehicle Upholstery Worker	13.75
05280 - Motor Vehicle wrecker	14.80
05310 - Painter, Automotive	15.85
05340 - Radiator Repair Specialist	14.80
05370 - Tire Repairer	11.41
05400 - Transmission Repair Specialist	16.89
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.54
07010 - Baker	12.22
07041 - Cook I	11.06
07042 - Cook II	12.88
07070 - Dishwasher	8.03
07130 - Meat Cutter	12.22
07250 - Waiter/waitress	8.01
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	14.72
09040 - Furniture Handler	6.83
09070 - Furniture Refinisher	14.72
09100 - Furniture Refinisher Helper	10.84
09110 - Furniture Repairer, Minor	12.77
09130 - Upholsterer	14.72
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	8.53
11060 - Elevator Operator	7.88

Miami 2005

11090 - Gardener	12.06
11121 - House Keeping Aid I	7.20
11122 - House Keeping Aid II	7.77
11150 - Janitor	9.04
11210 - Laborer, Grounds Maintenance	10.95
11240 - Maid or Houseman	7.05
11270 - Pest Controller	14.45
11300 - Refuse Collector	12.08
11330 - Tractor Operator	13.11
11360 - Window Cleaner	10.23
12000 - Health Occupations	
12020 - Dental Assistant	11.96
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.06
12071 - Licensed Practical Nurse I	14.60
12072 - Licensed Practical Nurse II	16.40
12073 - Licensed Practical Nurse III	18.36
12100 - Medical Assistant	11.36
12130 - Medical Laboratory Technician	14.36
12160 - Medical Record Clerk	14.00
12190 - Medical Record Technician	13.23
12221 - Nursing Assistant I	7.32
12222 - Nursing Assistant II	8.25
12223 - Nursing Assistant III	9.70
12224 - Nursing Assistant IV	10.78
12250 - Pharmacy Technician	11.90
12280 - Phlebotomist	12.94
12311 - Registered Nurse I	25.20
12312 - Registered Nurse II	28.79
12313 - Registered Nurse II, Specialist	28.79
12314 - Registered Nurse III	35.92
12315 - Registered Nurse III, Anesthetist	35.92
12316 - Registered Nurse IV	40.18
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	18.44
13011 - Exhibits Specialist I	16.61
13012 - Exhibits Specialist II	19.87
13013 - Exhibits Specialist III	24.31
13041 - Illustrator I	20.10
13042 - Illustrator II	24.05
13043 - Illustrator III	29.41
13047 - Librarian	23.47
13050 - Library Technician	13.27
13071 - Photographer I	15.54
13072 - Photographer II	17.83
13073 - Photographer III	21.32
13074 - Photographer IV	27.00
13075 - Photographer V	32.66
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.61
15030 - Counter Attendant	8.61
15040 - Dry Cleaner	10.55
15070 - Finisher, Flatwork, Machine	8.61
15090 - Presser, Hand	8.61
15100 - Presser, Machine, Drycleaning	8.61
15130 - Presser, Machine, Shirts	8.61
15160 - Presser, Machine, Wearing Apparel, Laundry	8.61
15190 - Sewing Machine Operator	11.06
15220 - Tailor	11.57
15250 - Washer, Machine	9.33
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	14.72
19040 - Tool and Die Maker	18.61
21000 - Material Handling and Packing Occupations	

Miami 2005

21010 - Fuel Distribution System Operator	15.49
21020 - Material Coordinator	16.52
21030 - Material Expediter	16.52
21040 - Material Handling Laborer	10.47
21050 - Order Filler	10.07
21071 - Forklift Operator	12.05
21080 - Production Line Worker (Food Processing)	13.28
21100 - Shipping/Receiving Clerk	12.76
21130 - Shipping Packer	12.76
21140 - Store Worker I	8.20
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	12.51
21210 - Tools and Parts Attendant	14.76
21400 - Warehouse Specialist	14.76
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	21.06
23040 - Aircraft Mechanic Helper	14.53
23050 - Aircraft Quality Control Inspector	22.35
23060 - Aircraft Servicer	17.12
23070 - Aircraft Worker	18.45
23100 - Appliance Mechanic	14.87
23120 - Bicycle Repairer	11.41
23125 - Cable Splicer	19.02
23130 - Carpenter, Maintenance	14.72
23140 - Carpet Layer	14.14
23160 - Electrician, Maintenance	17.31
23181 - Electronics Technician, Maintenance I	17.60
23182 - Electronics Technician, Maintenance II	21.03
23183 - Electronics Technician, Maintenance III	24.35
23260 - Fabric Worker	13.19
23290 - Fire Alarm System Mechanic	17.26
23310 - Fire Extinguisher Repairer	11.95
23340 - Fuel Distribution System Mechanic	20.59
23370 - General Maintenance Worker	13.74
23400 - Heating, Refrigeration and Air Conditioning Mechanic	16.52
23430 - Heavy Equipment Mechanic	17.23
23440 - Heavy Equipment Operator	18.20
23460 - Instrument Mechanic	16.22
23470 - Laborer	10.24
23500 - Locksmith	14.72
23530 - Machinery Maintenance Mechanic	16.92
23550 - Machinist, Maintenance	15.73
23580 - Maintenance Trades Helper	10.84
23640 - Millwright	18.99
23700 - Office Appliance Repairer	15.73
23740 - Painter, Aircraft	15.54
23760 - Painter, Maintenance	14.72
23790 - Pipefitter, Maintenance	17.73
23800 - Plumber, Maintenance	16.86
23820 - Pneudraulic Systems Mechanic	16.22
23850 - Rigger	16.22
23870 - Scale Mechanic	14.15
23890 - Sheet-Metal Worker, Maintenance	16.18
23910 - Small Engine Mechanic	14.26
23930 - Telecommunication Mechanic I	19.24
23931 - Telecommunication Mechanic II	20.42
23950 - Telephone Lineman	19.24
23960 - welder, Combination, Maintenance	15.69
23965 - well Driller	15.69
23970 - woodcraft worker	16.22
23980 - woodworker	11.81
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.03
24580 - Child Care Center Clerk	11.52

Miami 2005

24600 - Chore Aid	8.40
24630 - Homemaker	12.81
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	17.44
25040 - Sewage Plant Operator	16.71
25070 - Stationary Engineer	18.04
25190 - Ventilation Equipment Tender	12.90
25210 - Water Treatment Plant Operator	17.14
27000 - Protective Service Occupations	
(not set) - Police Officer	25.59
27004 - Alarm Monitor	15.57
27006 - Corrections Officer	17.74
27010 - Court Security Officer	22.87
27040 - Detention Officer	20.76
27070 - Firefighter	21.91
27101 - Guard I	8.91
27102 - Guard II	13.13
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	20.94
28020 - Hatch Tender	19.22
28030 - Line Handler	19.22
28040 - Stevedore I	16.87
28050 - Stevedore II	24.67
29000 - Technical Occupations	
21150 - Graphic Artist	23.60
29010 - Air Traffic Control Specialist, Center (2)	32.91
29011 - Air Traffic Control Specialist, Station (2)	22.70
29012 - Air Traffic Control Specialist, Terminal (2)	25.00
29023 - Archeological Technician I	13.40
29024 - Archeological Technician II	15.10
29025 - Archeological Technician III	18.63
29030 - Cartographic Technician	23.31
29035 - Computer Based Training (CBT) Specialist/ Instructor	27.62
29040 - Civil Engineering Technician	24.14
29061 - Drafter I	14.79
29062 - Drafter II	17.30
29063 - Drafter III	19.48
29064 - Drafter IV	23.31
29081 - Engineering Technician I	14.22
29082 - Engineering Technician II	18.34
29083 - Engineering Technician III	20.70
29084 - Engineering Technician IV	22.12
29085 - Engineering Technician V	27.07
29086 - Engineering Technician VI	32.73
29090 - Environmental Technician	17.31
29100 - Flight Simulator/Instructor (Pilot)	29.45
29160 - Instructor	24.50
29210 - Laboratory Technician	15.86
29240 - Mathematical Technician	23.31
29361 - Paralegal/Legal Assistant I	17.75
29362 - Paralegal/Legal Assistant II	21.70
29363 - Paralegal/Legal Assistant III	26.54
29364 - Paralegal/Legal Assistant IV	32.09
29390 - Photooptics Technician	23.25
29480 - Technical Writer	23.29
29491 - Unexploded Ordnance (UXO) Technician I	20.92
29492 - Unexploded Ordnance (UXO) Technician II	25.31
29493 - Unexploded Ordnance (UXO) Technician III	30.34
29494 - Unexploded (UXO) Safety Escort	20.92
29495 - Unexploded (UXO) Sweep Personnel	20.92
29620 - Weather Observer, Senior (3)	19.49
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	17.73
29622 - Weather Observer, Upper Air (3)	17.73

Miami 2005

31000 - Transportation/ Mobile Equipment Operation Occupations	15.04
31030 - Bus Driver	8.60
31260 - Parking and Lot Attendant	12.95
31290 - Shuttle Bus Driver	9.33
31300 - Taxi Driver	12.42
31361 - Truckdriver, Light Truck	16.46
31362 - Truckdriver, Medium Truck	17.46
31363 - Truckdriver, Heavy Truck	17.46
31364 - Truckdriver, Tractor-Trailer	17.46
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	9.41
99030 - Cashier	8.85
99041 - Carnival Equipment Operator	10.90
99042 - Carnival Equipment Repairer	11.89
99043 - Carnival worker	7.27
99050 - Desk Clerk	9.30
99095 - Embalmer	18.58
99300 - Lifeguard	10.99
99310 - Mortician	24.16
99350 - Park Attendant (Aide)	13.81
99400 - Photofinishing worker (Photo Lab Tech., Darkroom Tech)	9.85
99500 - Recreation Specialist	15.47
99510 - Recycling worker	17.16
99610 - Sales Clerk	10.96
99620 - School Crossing Guard (Crosswalk Attendant)	7.82
99630 - Sport Official	10.61
99658 - Survey Party Chief (Chief of Party)	16.92
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.39
99660 - Surveying Aide	7.62
99690 - Swimming Pool Operator	16.68
99720 - Vending Machine Attendant	12.85
99730 - Vending Machine Repairer	16.68
99740 - Vending Machine Repairer Helper	12.85

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.87 an hour or \$114.80 a week or \$497.47 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 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

Miami 2005

entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

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

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Miami 2005

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

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

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Miami 2005

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- 6) The contractor informs the affected employees.

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Puerto Rico

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94-2461 PR, ISLAND-WIDE

WAGE DETERMINATION NO: 94-2461 REV (26) AREA: PR, ISLAND-WIDE

HEALTH AND WELFARE LEVEL - INSURANCE ONLY **OTHER WELFARE LEVEL WD:94-2462

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2461
Revision No.: 26
Date Of Revision: 05/23/2005

State: Puerto Rico
Area: Puerto Rico Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	8.49
01012 - Accounting Clerk II	9.07
01013 - Accounting Clerk III	11.73
01014 - Accounting Clerk IV	14.27
01030 - Court Reporter	9.54
01050 - Dispatcher, Motor Vehicle	10.80
01060 - Document Preparation Clerk	9.04
01070 - Messenger (Courier)	7.47
01090 - Duplicating Machine Operator	9.04
01110 - Film/Tape Librarian	7.47
01115 - General Clerk I	7.15
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01117 - General Clerk III	11.02
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01120 - Housing Referral Assistant	12.74
01131 - Key Entry Operator I	7.84
01132 - Key Entry Operator II	9.87
01191 - Order Clerk I	9.21
01192 - Order Clerk II	10.85
01261 - Personnel Assistant (Employment) I	8.40
01262 - Personnel Assistant (Employment) II	10.26
01263 - Personnel Assistant (Employment) III	11.72
01264 - Personnel Assistant (Employment) IV	13.13
01270 - Production Control Clerk	13.03
01290 - Rental Clerk	7.47
01300 - Scheduler, Maintenance	7.94
01311 - Secretary I	7.94
01312 - Secretary II	9.43
01313 - Secretary III	12.74
01314 - Secretary IV	13.23
01315 - Secretary V	14.66
01320 - Service Order Dispatcher	9.30

Puerto Rico

01341	- Stenographer I	7.33
01342	- Stenographer II	8.22
01400	- Supply Technician	13.23
01420	- Survey Worker (Interviewer)	8.67
01460	- Switchboard Operator-Receptionist	7.57
01510	- Test Examiner	9.43
01520	- Test Proctor	9.43
01531	- Travel Clerk I	9.48
01532	- Travel Clerk II	10.42
01533	- Travel Clerk III	11.46
01611	- Word Processor I	7.95
01612	- Word Processor II	9.33
01613	- Word Processor III	10.44
03000	- Automatic Data Processing Occupations	
03010	- Computer Data Librarian	9.52
03041	- Computer Operator I	9.70
03042	- Computer Operator II	10.85
03043	- Computer Operator III	13.57
03044	- Computer Operator IV	18.31
03045	- Computer Operator V	20.28
03071	- Computer Programmer I (1)	14.86
03072	- Computer Programmer II (1)	18.95
03073	- Computer Programmer III (1)	22.59
03074	- Computer Programmer IV (1)	27.32
03101	- Computer Systems Analyst I (1)	20.21
03102	- Computer Systems Analyst II (1)	25.54
03103	- Computer Systems Analyst III (1)	27.62
03160	- Peripheral Equipment Operator	9.70
05000	- Automotive Service Occupations	
05005	- Automotive Body Repairer, Fiberglass	11.83
05010	- Automotive Glass Installer	10.79
05040	- Automotive Worker	10.79
05070	- Electrician, Automotive	11.32
05100	- Mobile Equipment Servicer	9.76
05130	- Motor Equipment Metal Mechanic	11.83
05160	- Motor Equipment Metal Worker	10.79
05190	- Motor Vehicle Mechanic	11.83
05220	- Motor Vehicle Mechanic Helper	9.22
05250	- Motor Vehicle Upholstery Worker	10.57
05280	- Motor Vehicle Wrecker	10.79
05310	- Painter, Automotive	12.45
05340	- Radiator Repair Specialist	10.79
05370	- Tire Repairer	9.43
05400	- Transmission Repair Specialist	11.83
07000	- Food Preparation and Service Occupations	
(not set)	- Food Service Worker	6.01
07010	- Baker	7.68
07041	- Cook I	6.22
07042	- Cook II	7.50
07070	- Dishwasher	6.17
07130	- Meat Cutter	7.54
07250	- Waiter/Waitress	6.44
09000	- Furniture Maintenance and Repair Occupations	
09010	- Electrostatic Spray Painter	11.32
09040	- Furniture Handler	8.23
09070	- Furniture Refinisher	11.32
09100	- Furniture Refinisher Helper	9.22
09110	- Furniture Repairer, Minor	10.68
09130	- Upholsterer	11.32
11030	- General Services and Support Occupations	
11030	- Cleaner, Vehicles	6.70
11060	- Elevator Operator	6.55
11090	- Gardener	6.97

Puerto Rico

11121 - House Keeping Aid I	6.94
11122 - House Keeping Aid II	7.06
11150 - Janitor	6.55
11210 - Laborer, Grounds Maintenance	6.80
11240 - Maid or Houseman	6.94
11270 - Pest Controller	7.04
11300 - Refuse Collector	6.24
11330 - Tractor Operator	6.99
11360 - Window Cleaner	6.71
12000 - Health Occupations	
12020 - Dental Assistant	10.93
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
12071 - Licensed Practical Nurse I	8.71
12072 - Licensed Practical Nurse II	9.77
12073 - Licensed Practical Nurse III	10.93
12100 - Medical Assistant	10.75
12130 - Medical Laboratory Technician	9.77
12160 - Medical Record Clerk	9.77
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	7.29
12222 - Nursing Assistant II	8.19
12223 - Nursing Assistant III	8.94
12224 - Nursing Assistant IV	10.03
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	10.03
12311 - Registered Nurse I	13.54
12312 - Registered Nurse II	16.57
12313 - Registered Nurse II, Specialist	16.57
12314 - Registered Nurse III	20.05
12315 - Registered Nurse III, Anesthetist	20.05
12316 - Registered Nurse IV	24.02
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	13.10
13011 - Exhibits Specialist I	11.20
13012 - Exhibits Specialist II	13.10
13013 - Exhibits Specialist III	15.76
13041 - Illustrator I	12.32
13042 - Illustrator II	14.41
13043 - Illustrator III	17.34
13047 - Librarian	13.69
13050 - Library Technician	8.87
13071 - Photographer I	11.43
13072 - Photographer II	14.73
13073 - Photographer III	17.24
13074 - Photographer IV	20.74
13075 - Photographer V	22.80
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.34
15030 - Counter Attendant	7.34
15040 - Dry Cleaner	8.07
15070 - Finisher, Flatwork, Machine	7.34
15090 - Presser, Hand	7.34
15100 - Presser, Machine, Drycleaning	7.34
15130 - Presser, Machine, Shirts	7.34
15160 - Presser, Machine, Wearing Apparel, Laundry	7.43
15190 - Sewing Machine Operator	8.32
15220 - Tailor	8.56
15250 - Washer, Machine	7.58
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	11.37
19040 - Tool and Die Maker	12.46
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	10.02

Puerto Rico

21020 - Material Coordinator	11.62
21030 - Material Expediter	11.62
21040 - Material Handling Laborer	7.84
21050 - Order Filler	7.92
21071 - Forklift Operator	8.59
21080 - Production Line Worker (Food Processing)	8.59
21100 - Shipping/Receiving Clerk	8.95
21130 - Shipping Packer	8.54
21140 - Store Worker I	6.69
21150 - Stock Clerk (Shelf Stocker; Store worker II)	9.09
21210 - Tools and Parts Attendant	8.59
21400 - Warehouse Specialist	8.59
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	16.52
23040 - Aircraft Mechanic Helper	12.83
23050 - Aircraft Quality Control Inspector	17.25
23060 - Aircraft Servicer	14.72
23070 - Aircraft Worker	15.03
23100 - Appliance Mechanic	12.88
23120 - Bicycle Repairer	9.43
23125 - Cable Splicer	13.01
23130 - Carpenter, Maintenance	11.32
23140 - Carpet Layer	10.80
23160 - Electrician, Maintenance	11.83
23181 - Electronics Technician, Maintenance I	12.02
23182 - Electronics Technician, Maintenance II	14.26
23183 - Electronics Technician, Maintenance III	14.97
23260 - Fabric Worker	11.42
23290 - Fire Alarm System Mechanic	13.44
23310 - Fire Extinguisher Repairer	11.09
23340 - Fuel Distribution System Mechanic	13.44
23370 - General Maintenance Worker	10.80
23400 - Heating, Refrigeration and Air Conditioning Mechanic	11.83
23430 - Heavy Equipment Mechanic	11.83
23440 - Heavy Equipment Operator	11.83
23460 - Instrument Mechanic	11.83
23470 - Laborer	7.84
23500 - Locksmith	11.32
23530 - Machinery Maintenance Mechanic	12.90
23550 - Machinist, Maintenance	10.29
23580 - Maintenance Trades Helper	9.22
23640 - Millwright	16.47
23700 - Office Appliance Repairer	11.32
23740 - Painter, Aircraft	12.45
23760 - Painter, Maintenance	11.32
23790 - Pipefitter, Maintenance	11.83
23800 - Plumber, Maintenance	11.32
23820 - Pneudraulic Systems Mechanic	13.44
23850 - Rigger	11.83
23870 - Scale Mechanic	12.86
23890 - Sheet-Metal Worker, Maintenance	11.83
23910 - Small Engine Mechanic	11.44
23930 - Telecommunication Mechanic I	14.31
23931 - Telecommunication Mechanic II	14.96
23950 - Telephone Lineman	14.31
23960 - welder, Combination, Maintenance	11.83
23965 - well Driller	11.83
23970 - woodcraft worker	11.83
23980 - woodworker	9.76
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.05
24580 - Child Care Center Clerk	8.77
24600 - Chore Aid	6.54

Puerto Rico

24630 - Homemaker	10.75
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	13.44
25040 - Sewage Plant Operator	11.32
25070 - Stationary Engineer	13.44
25190 - Ventilation Equipment Tender	9.32
25210 - Water Treatment Plant Operator	12.45
27000 - Protective Service Occupations	
(not set) - Police Officer	10.06
27004 - Alarm Monitor	6.84
27006 - Corrections Officer	9.62
27010 - Court Security Officer	9.38
27040 - Detention Officer	9.62
27070 - Firefighter	8.59
27101 - Guard I	6.50
27102 - Guard II	6.84
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	10.06
28020 - Hatch Tender	10.06
28030 - Line Handler	10.06
28040 - Stevedore I	9.28
28050 - Stevedore II	11.04
29000 - Technical Occupations	
21150 - Graphic Artist	15.42
29010 - Air Traffic Control Specialist, Center (2)	30.50
29011 - Air Traffic Control Specialist, Station (2)	21.03
29012 - Air Traffic Control Specialist, Terminal (2)	23.16
29023 - Archeological Technician I	10.40
29024 - Archeological Technician II	11.77
29025 - Archeological Technician III	14.53
29030 - Cartographic Technician	15.34
29035 - Computer Based Training (CBT) Specialist/ Instructor	19.34
29040 - Civil Engineering Technician	13.10
29061 - Drafter I	8.77
29062 - Drafter II	11.05
29063 - Drafter III	14.09
29064 - Drafter IV	15.34
29081 - Engineering Technician I	10.03
29082 - Engineering Technician II	12.43
29083 - Engineering Technician III	13.96
29084 - Engineering Technician IV	16.37
29085 - Engineering Technician V	21.07
29086 - Engineering Technician VI	24.54
29090 - Environmental Technician	14.81
29100 - Flight Simulator/Instructor (Pilot)	25.54
29160 - Instructor	17.33
29210 - Laboratory Technician	12.83
29240 - Mathematical Technician	15.34
29361 - Paralegal/Legal Assistant I	10.84
29362 - Paralegal/Legal Assistant II	13.93
29363 - Paralegal/Legal Assistant III	16.45
29364 - Paralegal/Legal Assistant IV	21.66
29390 - Photooptics Technician	16.87
29480 - Technical Writer	19.00
29491 - Unexploded Ordnance (UXO) Technician I	19.38
29492 - Unexploded Ordnance (UXO) Technician II	23.45
29493 - Unexploded Ordnance (UXO) Technician III	28.11
29494 - Unexploded (UXO) Safety Escort	19.38
29495 - Unexploded (UXO) Sweep Personnel	19.38
29620 - Weather Observer, Senior (3)	12.73
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	12.20
29622 - Weather Observer, Upper Air (3)	12.20
31000 - Transportation/ Mobile Equipment Operation Occupations	

Puerto Rico

31030 - Bus Driver	8.86
31260 - Parking and Lot Attendant	6.42
31290 - Shuttle Bus Driver	8.01
31300 - Taxi Driver	8.85
31361 - Truckdriver, Light Truck	7.70
31362 - Truckdriver, Medium Truck	9.96
31363 - Truckdriver, Heavy Truck	9.61
31364 - Truckdriver, Tractor-Trailer	9.61
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	6.65
99030 - Cashier	6.36
99041 - Carnival Equipment Operator	7.74
99042 - Carnival Equipment Repairer	8.14
99043 - Carnival worker	7.16
99050 - Desk Clerk	7.15
99095 - Embalmer	15.82
99300 - Lifeguard	9.58
99310 - Mortician	15.82
99350 - Park Attendant (Aide)	12.08
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.16
99500 - Recreation Specialist	9.77
99510 - Recycling worker	7.92
99610 - Sales Clerk	6.94
99620 - School Crossing Guard (Crosswalk Attendant)	6.61
99630 - Sport Official	8.34
99658 - Survey Party Chief (Chief of Party)	10.14
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	9.22
99660 - Surveying Aide	8.47
99690 - Swimming Pool Operator	8.45
99720 - Vending Machine Attendant	7.25
99730 - Vending Machine Repairer	8.45
99740 - Vending Machine Repairer Helper	8.70

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.87 an hour or \$114.80 a week or \$497.47 a month

VACATION: 3 weeks paid vacation after 1 year of service with a contractor or successor; and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M.

Puerto Rico

at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

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

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the wage
Page 7

Puerto Rico

and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(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

Puerto Rico

the
request.

- 5) The contracting officer transmits the wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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Port Isabella 2005
Port Isabella 2005

94-2519 TX,RIO GRANDE VALLEY

WAGE DETERMINATION NO: 94-2519 REV (23) AREA: TX,RIO GRANDE VALLEY

HEALTH AND WELFARE LEVEL - INSURANCE ONLY **OTHER WELFARE LEVEL WD:94-2520

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W.Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2519
Revision No.: 23
Date Of Revision: 05/23/2005

State: Texas

Area: Texas Counties of Brooks, Cameron, Dimmit, Duval, Frio, Hidalgo, Jim Hogg,
Kenedy, La Salle, Maverick, Starr, Webb, Willacy, Zapata, Zavala

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	7.99
01012 - Accounting Clerk II	8.71
01013 - Accounting Clerk III	9.78
01014 - Accounting Clerk IV	12.45
01030 - Court Reporter	10.43
01050 - Dispatcher, Motor Vehicle	11.28
01060 - Document Preparation Clerk	9.04
01070 - Messenger (Courier)	7.55
01090 - Duplicating Machine Operator	9.11
01110 - Film/Tape Librarian	9.90
01115 - General Clerk I	6.86
01116 - General Clerk II	7.99
01117 - General Clerk III	10.19
01118 - General Clerk IV	11.63
01120 - Housing Referral Assistant	11.90
01131 - Key Entry Operator I	9.00
01132 - Key Entry Operator II	9.82
01191 - Order Clerk I	9.00
01192 - Order Clerk II	9.82
01261 - Personnel Assistant (Employment) I	10.02
01262 - Personnel Assistant (Employment) II	10.70
01263 - Personnel Assistant (Employment) III	11.97
01264 - Personnel Assistant (Employment) IV	13.39
01270 - Production Control Clerk	11.03
01290 - Rental Clerk	10.20
01300 - Scheduler, Maintenance	9.90
01311 - Secretary I	10.62
01312 - Secretary II	11.78
01313 - Secretary III	13.08
01314 - Secretary IV	14.52
01315 - Secretary V	16.12

Port Isabella 2005

01320 - Service Order Dispatcher	9.65
01341 - Stenographer I	9.10
01342 - Stenographer II	10.09
01400 - Supply Technician	14.52
01420 - Survey Worker (Interviewer)	10.62
01460 - Switchboard Operator-Receptionist	9.11
01510 - Test Examiner	10.62
01520 - Test Proctor	10.62
01531 - Travel Clerk I	9.47
01532 - Travel Clerk II	10.37
01533 - Travel Clerk III	11.08
01611 - Word Processor I	9.18
01612 - Word Processor II	10.85
01613 - Word Processor III	11.36
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	10.16
03041 - Computer Operator I	10.16
03042 - Computer Operator II	12.23
03043 - Computer Operator III	14.66
03044 - Computer Operator IV	16.36
03045 - Computer Operator V	18.16
03071 - Computer Programmer I (1)	13.50
03072 - Computer Programmer II (1)	16.72
03073 - Computer Programmer III (1)	20.13
03074 - Computer Programmer IV (1)	25.12
03101 - Computer Systems Analyst I (1)	21.24
03102 - Computer Systems Analyst II (1)	25.17
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	11.53
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	13.12
05010 - Automotive Glass Installer	11.41
05040 - Automotive Worker	11.41
05070 - Electrician, Automotive	12.19
05100 - Mobile Equipment Servicer	10.13
05130 - Motor Equipment Metal Mechanic	12.83
05160 - Motor Equipment Metal Worker	11.41
05190 - Motor Vehicle Mechanic	12.83
05220 - Motor Vehicle Mechanic Helper	9.62
05250 - Motor Vehicle Upholstery Worker	10.78
05280 - Motor Vehicle wrecker	11.41
05310 - Painter, Automotive	12.19
05340 - Radiator Repair Specialist	11.41
05370 - Tire Repairer	9.40
05400 - Transmission Repair Specialist	12.83
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	7.23
07010 - Baker	7.69
07041 - Cook I	8.08
07042 - Cook II	8.63
07070 - Dishwasher	6.54
07130 - Meat Cutter	10.65
07250 - Waiter/waitress	6.75
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	11.99
09040 - Furniture Handler	8.25
09070 - Furniture Refinisher	11.99
09100 - Furniture Refinisher Helper	9.29
09110 - Furniture Repairer, Minor	10.71
09130 - Upholsterer	11.89
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	7.68
11060 - Elevator Operator	6.84

Port Isabella 2005

11090 - Gardener	9.19
11121 - House Keeping Aid I	6.48
11122 - House Keeping Aid II	6.84
11150 - Janitor	7.96
11210 - Laborer, Grounds Maintenance	7.44
11240 - Maid or Houseman	6.48
11270 - Pest Controller	11.02
11300 - Refuse Collector	8.26
11330 - Tractor Operator	8.67
11360 - Window Cleaner	8.54
12000 - Health Occupations	
12020 - Dental Assistant	12.02
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
12071 - Licensed Practical Nurse I	12.68
12072 - Licensed Practical Nurse II	14.22
12073 - Licensed Practical Nurse III	15.91
12100 - Medical Assistant	10.95
12130 - Medical Laboratory Technician	12.69
12160 - Medical Record Clerk	11.22
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	7.96
12222 - Nursing Assistant II	8.95
12223 - Nursing Assistant III	9.77
12224 - Nursing Assistant IV	10.95
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	12.36
12311 - Registered Nurse I	20.35
12312 - Registered Nurse II	24.90
12313 - Registered Nurse II, Specialist	24.90
12314 - Registered Nurse III	30.13
12315 - Registered Nurse III, Anesthetist	30.13
12316 - Registered Nurse IV	36.10
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	15.65
13011 - Exhibits Specialist I	14.46
13012 - Exhibits Specialist II	17.90
13013 - Exhibits Specialist III	21.32
13041 - Illustrator I	14.46
13042 - Illustrator II	17.90
13043 - Illustrator III	21.32
13047 - Librarian	19.83
13050 - Library Technician	9.94
13071 - Photographer I	12.13
13072 - Photographer II	13.56
13073 - Photographer III	16.82
13074 - Photographer IV	19.38
13075 - Photographer V	24.18
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	6.98
15030 - Counter Attendant	6.98
15040 - Dry Cleaner	8.34
15070 - Finisher, Flatwork, Machine	6.98
15090 - Presser, Hand	6.98
15100 - Presser, Machine, Drycleaning	6.98
15130 - Presser, Machine, Shirts	6.98
15160 - Presser, Machine, Wearing Apparel, Laundry	6.98
15190 - Sewing Machine Operator	8.78
15220 - Tailor	9.24
15250 - Washer, Machine	7.42
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	13.84
19040 - Tool and Die Maker	16.75
21000 - Material Handling and Packing Occupations	

Port Isabella 2005

21010 - Fuel Distribution System Operator	11.00
21020 - Material Coordinator	13.09
21030 - Material Expediter	12.99
21040 - Material Handling Laborer	8.90
21050 - Order Filler	8.43
21071 - Forklift Operator	9.24
21080 - Production Line Worker (Food Processing)	9.29
21100 - Shipping/Receiving Clerk	9.03
21130 - Shipping Packer	9.03
21140 - Store Worker I	8.86
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	11.82
21210 - Tools and Parts Attendant	9.29
21400 - Warehouse Specialist	9.29
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	12.52
23040 - Aircraft Mechanic Helper	9.29
23050 - Aircraft Quality Control Inspector	15.85
23060 - Aircraft Servicer	11.21
23070 - Aircraft Worker	11.23
23100 - Appliance Mechanic	12.88
23120 - Bicycle Repairer	9.40
23125 - Cable Splicer	17.15
23130 - Carpenter, Maintenance	11.71
23140 - Carpet Layer	10.96
23160 - Electrician, Maintenance	12.70
23181 - Electronics Technician, Maintenance I	12.65
23182 - Electronics Technician, Maintenance II	14.54
23183 - Electronics Technician, Maintenance III	17.58
23260 - Fabric Worker	10.35
23290 - Fire Alarm System Mechanic	12.52
23310 - Fire Extinguisher Repairer	10.00
23340 - Fuel Distribution System Mechanic	14.91
23370 - General Maintenance Worker	11.71
23400 - Heating, Refrigeration and Air Conditioning Mechanic	12.33
23430 - Heavy Equipment Mechanic	14.74
23440 - Heavy Equipment Operator	11.41
23460 - Instrument Mechanic	12.52
23470 - Laborer	7.66
23500 - Locksmith	11.71
23530 - Machinery Maintenance Mechanic	13.55
23550 - Machinist, Maintenance	12.32
23580 - Maintenance Trades Helper	9.24
23640 - Millwright	12.52
23700 - Office Appliance Repairer	11.99
23740 - Painter, Aircraft	11.71
23760 - Painter, Maintenance	11.71
23790 - Pipefitter, Maintenance	12.32
23800 - Plumber, Maintenance	11.99
23820 - Pneudraulic Systems Mechanic	12.52
23850 - Rigger	13.04
23870 - Scale Mechanic	11.23
23890 - Sheet-Metal Worker, Maintenance	12.32
23910 - Small Engine Mechanic	12.11
23930 - Telecommunication Mechanic I	14.91
23931 - Telecommunication Mechanic II	15.65
23950 - Telephone Lineman	13.77
23960 - welder, Combination, Maintenance	12.32
23965 - well Driller	12.52
23970 - woodcraft worker	12.32
23980 - woodworker	10.00
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.23
24580 - Child Care Center Clerk	9.66

Port Isabella 2005

24600 - Chore Aid	6.13
24630 - Homemaker	12.27
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	12.32
25040 - Sewage Plant Operator	11.71
25070 - Stationary Engineer	12.32
25190 - Ventilation Equipment Tender	9.29
25210 - Water Treatment Plant Operator	10.47
27000 - Protective Service Occupations	
(not set) - Police Officer	18.92
27004 - Alarm Monitor	10.56
27006 - Corrections Officer	13.28
27010 - Court Security Officer	14.91
27040 - Detention Officer	14.37
27070 - Firefighter	14.34
27101 - Guard I	8.03
27102 - Guard II	12.84
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	11.42
28020 - Hatch Tender	11.42
28030 - Line Handler	11.42
28040 - Stevedore I	10.37
28050 - Stevedore II	11.65
29000 - Technical Occupations	
21150 - Graphic Artist	14.95
29010 - Air Traffic Control Specialist, Center (2)	31.49
29011 - Air Traffic Control Specialist, Station (2)	21.71
29012 - Air Traffic Control Specialist, Terminal (2)	23.92
29023 - Archeological Technician I	12.69
29024 - Archeological Technician II	13.43
29025 - Archeological Technician III	16.56
29030 - Cartographic Technician	16.56
29035 - Computer Based Training (CBT) Specialist/ Instructor	21.24
29040 - Civil Engineering Technician	16.56
29061 - Drafter I	10.63
29062 - Drafter II	11.95
29063 - Drafter III	13.35
29064 - Drafter IV	16.56
29081 - Engineering Technician I	11.39
29082 - Engineering Technician II	12.80
29083 - Engineering Technician III	14.30
29084 - Engineering Technician IV	17.74
29085 - Engineering Technician V	20.42
29086 - Engineering Technician VI	25.48
29090 - Environmental Technician	16.56
29100 - Flight Simulator/Instructor (Pilot)	25.17
29160 - Instructor	19.52
29210 - Laboratory Technician	14.54
29240 - Mathematical Technician	16.56
29361 - Paralegal/Legal Assistant I	13.65
29362 - Paralegal/Legal Assistant II	15.69
29363 - Paralegal/Legal Assistant III	18.12
29364 - Paralegal/Legal Assistant IV	20.90
29390 - Photooptics Technician	16.56
29480 - Technical Writer	24.36
29491 - Unexploded Ordnance (UXO) Technician I	20.02
29492 - Unexploded Ordnance (UXO) Technician II	24.83
29493 - Unexploded Ordnance (UXO) Technician III	29.76
29494 - Unexploded (UXO) Safety Escort	20.53
29495 - Unexploded (UXO) Sweep Personnel	20.53
29620 - Weather Observer, Senior (3)	16.36
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	14.72
29622 - Weather Observer, Upper Air (3)	14.72

Port Isabella 2005

31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	12.69
31260 - Parking and Lot Attendant	7.41
31290 - Shuttle Bus Driver	10.45
31300 - Taxi Driver	7.08
31361 - Truckdriver, Light Truck	10.30
31362 - Truckdriver, Medium Truck	11.15
31363 - Truckdriver, Heavy Truck	13.26
31364 - Truckdriver, Tractor-Trailer	13.26
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	9.36
99030 - Cashier	8.20
99041 - Carnival Equipment Operator	7.66
99042 - Carnival Equipment Repairer	8.09
99043 - Carnival worker	7.37
99050 - Desk Clerk	6.89
99095 - Embalmer	21.69
99300 - Lifeguard	10.52
99310 - Mortician	21.69
99350 - Park Attendant (Aide)	13.21
99400 - Photofinishing worker (Photo Lab Tech., Darkroom Tech)	8.49
99500 - Recreation Specialist	11.12
99510 - Recycling worker	10.35
99610 - Sales Clerk	8.85
99620 - School Crossing Guard (Crosswalk Attendant)	8.67
99630 - Sport Official	10.52
99658 - Survey Party Chief (Chief of Party)	13.75
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.51
99660 - Surveying Aide	9.35
99690 - Swimming Pool Operator	9.84
99720 - Vending Machine Attendant	8.67
99730 - Vending Machine Repairer	9.84
99740 - Vending Machine Repairer Helper	8.67

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.87 an hour or \$114.80 a week or \$497.47 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 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 eight paid holidays per year: New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor 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.

Port Isabella 2005

at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

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

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the wage
Page 7

Port Isabella 2005

and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(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.

San Pedro

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94-2047 CA, LOS ANGELES/SANTA ANA

WAGE DETERMINATION NO: 94-2047 REV (27) AREA: CA, LOS ANGELES/SANTA ANA

HEALTH AND WELFARE LEVEL - INSURANCE ONLY **OTHER WELFARE LEVEL WD:94-2048

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W.Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2047
Revision No.: 27
Date Of Revision: 05/23/2005

State: California

Area: California Counties of Los Angeles, Orange

OCCUPATION NOTES:

Heating, Air Conditioning and Refrigeration: wage rates and fringe benefits can be found on Wage Determinations 1986-0879.

Laundry: wage rates and fringe benefits can be found on Wage Determination 1977-1297.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	12.10
01012 - Accounting Clerk II	13.35
01013 - Accounting Clerk III	14.99
01014 - Accounting Clerk IV	16.80
01030 - Court Reporter	16.84
01050 - Dispatcher, Motor Vehicle	20.37
01060 - Document Preparation Clerk	13.50
01070 - Messenger (Courier)	9.65
01090 - Duplicating Machine Operator	12.82
01110 - Film/Tape Librarian	15.83
01115 - General Clerk I	9.65
01116 - General Clerk II	10.69
01117 - General Clerk III	14.11
01118 - General Clerk IV	15.15
01120 - Housing Referral Assistant	20.12
01131 - Key Entry Operator I	11.28
01132 - Key Entry Operator II	12.98
01191 - Order Clerk I	14.12
01192 - Order Clerk II	15.40
01261 - Personnel Assistant (Employment) I	13.70
01262 - Personnel Assistant (Employment) II	14.95
01263 - Personnel Assistant (Employment) III	18.48

San Pedro

01264 - Personnel Assistant (Employment) IV	22.26
01270 - Production Control Clerk	19.06
01290 - Rental Clerk	14.95
01300 - Scheduler, Maintenance	15.77
01311 - Secretary I	15.77
01312 - Secretary II	18.40
01313 - Secretary III	20.24
01314 - Secretary IV	22.59
01315 - Secretary V	25.48
01320 - Service Order Dispatcher	16.19
01341 - Stenographer I	13.56
01342 - Stenographer II	15.24
01400 - Supply Technician	22.59
01420 - Survey Worker (Interviewer)	16.84
01460 - Switchboard Operator-Receptionist	14.51
01510 - Test Examiner	18.40
01520 - Test Proctor	18.40
01531 - Travel Clerk I	12.45
01532 - Travel Clerk II	13.50
01533 - Travel Clerk III	14.48
01611 - Word Processor I	14.57
01612 - Word Processor II	16.35
01613 - Word Processor III	18.29
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	14.94
03041 - Computer Operator I	14.94
03042 - Computer Operator II	17.10
03043 - Computer Operator III	19.53
03044 - Computer Operator IV	23.05
03045 - Computer Operator V	25.52
03071 - Computer Programmer I (1)	19.20
03072 - Computer Programmer II (1)	24.07
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	15.04
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	21.08
05010 - Automotive Glass Installer	19.73
05040 - Automotive Worker	19.73
05070 - Electrician, Automotive	20.56
05100 - Mobile Equipment Servicer	17.77
05130 - Motor Equipment Metal Mechanic	21.08
05160 - Motor Equipment Metal Worker	19.73
05190 - Motor Vehicle Mechanic	21.08
05220 - Motor Vehicle Mechanic Helper	16.45
05250 - Motor Vehicle Upholstery Worker	18.91
05280 - Motor Vehicle wrecker	19.73
05310 - Painter, Automotive	20.56
05340 - Radiator Repair Specialist	19.73
05370 - Tire Repairer	15.47
05400 - Transmission Repair Specialist	21.08
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.90
07010 - Baker	11.95
07041 - Cook I	12.74
07042 - Cook II	14.12
07070 - Dishwasher	8.18
07130 - Meat Cutter	13.15
07250 - Waiter/Waitress	8.96
09000 - Furniture Maintenance and Repair Occupations	

San Pedro

09010 - Electrostatic Spray Painter	18.59
09040 - Furniture Handler	12.42
09070 - Furniture Refinisher	18.59
09100 - Furniture Refinisher Helper	14.82
09110 - Furniture Repairer, Minor	17.04
09130 - Upholsterer	18.59
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.64
11060 - Elevator Operator	9.73
11090 - Gardener	14.20
11121 - House Keeping Aid I	8.77
11122 - House Keeping Aid II	9.73
11150 - Janitor	10.96
11210 - Laborer, Grounds Maintenance	10.93
11240 - Maid or Houseman	8.77
11270 - Pest Controller	13.96
11300 - Refuse Collector	11.62
11330 - Tractor Operator	13.18
11360 - Window Cleaner	12.42
12000 - Health Occupations	
12020 - Dental Assistant	14.92
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	17.68
12071 - Licensed Practical Nurse I	15.23
12072 - Licensed Practical Nurse II	17.06
12073 - Licensed Practical Nurse III	18.37
12100 - Medical Assistant	13.47
12130 - Medical Laboratory Technician	17.18
12160 - Medical Record Clerk	14.54
12190 - Medical Record Technician	17.53
12221 - Nursing Assistant I	8.48
12222 - Nursing Assistant II	9.54
12223 - Nursing Assistant III	10.41
12224 - Nursing Assistant IV	11.69
12250 - Pharmacy Technician	14.65
12280 - Phlebotomist	12.86
12311 - Registered Nurse I	25.96
12312 - Registered Nurse II	31.74
12313 - Registered Nurse II, Specialist	31.74
12314 - Registered Nurse III	38.41
12315 - Registered Nurse III, Anesthetist	38.41
12316 - Registered Nurse IV	46.04
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	20.59
13011 - Exhibits Specialist I	23.63
13012 - Exhibits Specialist II	29.25
13013 - Exhibits Specialist III	34.77
13041 - Illustrator I	21.88
13042 - Illustrator II	27.11
13043 - Illustrator III	33.62
13047 - Librarian	26.56
13050 - Library Technician	16.47
13071 - Photographer I	16.42
13072 - Photographer II	19.86
13073 - Photographer III	26.61
13074 - Photographer IV	30.51
13075 - Photographer V	36.92
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.52
19040 - Tool and Die Maker	23.95
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	17.91
21020 - Material Coordinator	18.87
21030 - Material Expediter	18.87

San Pedro

21040 - Material Handling Laborer	13.02
21050 - Order Filler	12.38
21071 - Forklift Operator	14.46
21080 - Production Line Worker (Food Processing)	14.46
21100 - Shipping/Receiving Clerk	12.73
21130 - Shipping Packer	12.73
21140 - Store Worker I	9.91
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	14.15
21210 - Tools and Parts Attendant	14.46
21400 - Warehouse Specialist	14.46
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	22.33
23040 - Aircraft Mechanic Helper	15.60
23050 - Aircraft Quality Control Inspector	23.19
23060 - Aircraft Servicer	17.94
23070 - Aircraft Worker	18.72
23100 - Appliance Mechanic	18.59
23120 - Bicycle Repairer	15.47
23125 - Cable Splicer	25.85
23130 - Carpenter, Maintenance	22.40
23140 - Carpet Layer	17.96
23160 - Electrician, Maintenance	28.35
23181 - Electronics Technician, Maintenance I	19.22
23182 - Electronics Technician, Maintenance II	22.81
23183 - Electronics Technician, Maintenance III	26.53
23260 - Fabric Worker	20.33
23290 - Fire Alarm System Mechanic	20.30
23310 - Fire Extinguisher Repairer	16.01
23340 - Fuel Distribution System Mechanic	21.73
23370 - General Maintenance Worker	17.78
23430 - Heavy Equipment Mechanic	23.58
23440 - Heavy Equipment Operator	24.39
23460 - Instrument Mechanic	24.29
23470 - Laborer	12.49
23500 - Locksmith	18.59
23530 - Machinery Maintenance Mechanic	21.97
23550 - Machinist, Maintenance	23.08
23580 - Maintenance Trades Helper	14.82
23640 - Millwright	21.56
23700 - Office Appliance Repairer	19.89
23740 - Painter, Aircraft	18.59
23760 - Painter, Maintenance	18.59
23790 - Pipefitter, Maintenance	21.22
23800 - Plumber, Maintenance	20.39
23820 - Pneudraulic Systems Mechanic	20.30
23850 - Rigger	21.90
23870 - Scale Mechanic	17.95
23890 - Sheet-Metal Worker, Maintenance	19.75
23910 - Small Engine Mechanic	17.78
23930 - Telecommunication Mechanic I	20.30
23931 - Telecommunication Mechanic II	21.41
23950 - Telephone Lineman	22.59
23960 - welder, Combination, Maintenance	19.75
23965 - well Driller	20.77
23970 - woodcraft Worker	19.75
23980 - woodworker	16.01
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.36
24580 - Child Care Center Clerk	14.17
24600 - Chore Aid	10.13
24630 - Homemaker	16.98
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	24.00

San Pedro

25040 - Sewage Plant Operator	25.70
25070 - Stationary Engineer	24.00
25190 - Ventilation Equipment Tender	17.36
25210 - Water Treatment Plant Operator	25.70
27000 - Protective Service Occupations	
(not set) - Police Officer	31.11
27004 - Alarm Monitor	21.42
27006 - Corrections Officer	23.19
27010 - Court Security Officer	25.03
27040 - Detention Officer	23.19
27070 - Firefighter	27.63
27101 - Guard I	9.61
27102 - Guard II	19.55
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	17.59
28020 - Hatch Tender	17.59
28030 - Line Handler	17.59
28040 - Stevedore I	18.60
28050 - Stevedore II	19.75
29000 - Technical Occupations	
21150 - Graphic Artist	23.34
29010 - Air Traffic Control Specialist, Center (2)	34.29
29011 - Air Traffic Control Specialist, Station (2)	23.65
29012 - Air Traffic Control Specialist, Terminal (2)	26.04
29023 - Archeological Technician I	18.35
29024 - Archeological Technician II	20.53
29025 - Archeological Technician III	25.44
29030 - Cartographic Technician	29.26
29035 - Computer Based Training (CBT) Specialist/ Instructor	30.38
29040 - Civil Engineering Technician	26.21
29061 - Drafter I	17.40
29062 - Drafter II	20.27
29063 - Drafter III	23.58
29064 - Drafter IV	29.26
29081 - Engineering Technician I	15.26
29082 - Engineering Technician II	17.01
29083 - Engineering Technician III	19.43
29084 - Engineering Technician IV	23.66
29085 - Engineering Technician V	31.71
29086 - Engineering Technician VI	38.38
29090 - Environmental Technician	22.15
29100 - Flight Simulator/Instructor (Pilot)	36.76
29160 - Instructor	27.28
29210 - Laboratory Technician	18.59
29240 - Mathematical Technician	24.77
29361 - Paralegal/Legal Assistant I	18.29
29362 - Paralegal/Legal Assistant II	22.15
29363 - Paralegal/Legal Assistant III	27.08
29364 - Paralegal/Legal Assistant IV	32.78
29390 - Photooptics Technician	23.33
29480 - Technical Writer	30.40
29491 - Unexploded Ordnance (UXO) Technician I	21.79
29492 - Unexploded Ordnance (UXO) Technician II	26.37
29493 - Unexploded Ordnance (UXO) Technician III	31.61
29494 - Unexploded (UXO) Safety Escort	21.79
29495 - Unexploded (UXO) Sweep Personnel	21.79
29620 - Weather Observer, Senior (3)	20.99
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	18.88
29622 - Weather Observer, Upper Air (3)	18.88
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	16.22
31260 - Parking and Lot Attendant	8.49
31290 - Shuttle Bus Driver	12.32

San Pedro

31300 - Taxi Driver	12.03
31361 - Truckdriver, Light Truck	12.32
31362 - Truckdriver, Medium Truck	17.07
31363 - Truckdriver, Heavy Truck	18.25
31364 - Truckdriver, Tractor-Trailer	18.25
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	10.49
99030 - Cashier	12.13
99041 - Carnival Equipment Operator	11.01
99042 - Carnival Equipment Repairer	11.86
99043 - Carnival worker	8.35
99050 - Desk Clerk	12.65
99095 - Embalmer	19.16
99300 - Lifeguard	11.45
99310 - Mortician	23.46
99350 - Park Attendant (Aide)	14.38
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	14.25
99500 - Recreation Specialist	16.23
99510 - Recycling worker	15.32
99610 - Sales Clerk	12.02
99620 - School Crossing Guard (Crosswalk Attendant)	9.01
99630 - Sport Official	11.45
99658 - Survey Party Chief (Chief of Party)	30.93
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	23.28
99660 - Surveying Aide	17.01
99690 - Swimming Pool Operator	14.03
99720 - Vending Machine Attendant	11.75
99730 - Vending Machine Repairer	14.03
99740 - Vending Machine Repairer Helper	11.75

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.87 an hour or \$114.80 a week or \$497.47 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

San Pedro

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 employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The

San Pedro

relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(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.

San Pedro

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.

Florence

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94-2023 AZ, PHOENIX

WAGE DETERMINATION NO: 94-2023 REV (30) AREA: AZ, PHOENIX

HEALTH AND WELFARE LEVEL - INSURANCE ONLY **OTHER WELFARE LEVEL WD:94-2024

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2023
Revision No.: 30
Date Of Revision: 05/23/2005

State: Arizona

Area: Arizona Counties of Apache, Coconino, Gila, Maricopa, Navajo, Pinal, Yavapai

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.16
01012 - Accounting Clerk II	12.30
01013 - Accounting Clerk III	14.02
01014 - Accounting Clerk IV	15.85
01030 - Court Reporter	15.17
01050 - Dispatcher, Motor Vehicle	12.91
01060 - Document Preparation Clerk	11.52
01070 - Messenger (Courier)	10.24
01090 - Duplicating Machine Operator	11.52
01110 - Film/Tape Librarian	12.15
01115 - General Clerk I	8.78
01116 - General Clerk II	10.21
01117 - General Clerk III	11.20
01118 - General Clerk IV	13.32
01120 - Housing Referral Assistant	16.44
01131 - Key Entry Operator I	9.80
01132 - Key Entry Operator II	11.02
01191 - Order Clerk I	10.66
01192 - Order Clerk II	14.86
01261 - Personnel Assistant (Employment) I	10.94
01262 - Personnel Assistant (Employment) II	13.54
01263 - Personnel Assistant (Employment) III	15.62
01264 - Personnel Assistant (Employment) IV	17.42
01270 - Production Control Clerk	16.43
01290 - Rental Clerk	11.47
01300 - Scheduler, Maintenance	13.66
01311 - Secretary I	13.66
01312 - Secretary II	14.86
01313 - Secretary III	16.44
01314 - Secretary IV	19.01
01315 - Secretary V	23.35

Florence

01320 - Service Order Dispatcher	11.28
01341 - Stenographer I	11.73
01342 - Stenographer II	13.18
01400 - Supply Technician	19.01
01420 - Survey Worker (Interviewer)	12.54
01460 - Switchboard Operator-Receptionist	11.12
01510 - Test Examiner	14.86
01520 - Test Proctor	14.86
01531 - Travel Clerk I	11.14
01532 - Travel Clerk II	12.02
01533 - Travel Clerk III	12.93
01611 - Word Processor I	12.21
01612 - Word Processor II	13.94
01613 - Word Processor III	15.49
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	12.16
03041 - Computer Operator I	11.25
03042 - Computer Operator II	14.25
03043 - Computer Operator III	16.38
03044 - Computer Operator IV	18.51
03045 - Computer Operator V	20.19
03071 - Computer Programmer I (1)	20.91
03072 - Computer Programmer II (1)	24.91
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	11.25
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	18.62
05010 - Automotive Glass Installer	15.63
05040 - Automotive Worker	15.63
05070 - Electrician, Automotive	16.34
05100 - Mobile Equipment Servicer	13.37
05130 - Motor Equipment Metal Mechanic	18.25
05160 - Motor Equipment Metal Worker	15.78
05190 - Motor Vehicle Mechanic	17.37
05220 - Motor Vehicle Mechanic Helper	12.16
05250 - Motor Vehicle Upholstery Worker	14.59
05280 - Motor Vehicle wrecker	15.78
05310 - Painter, Automotive	17.80
05340 - Radiator Repair Specialist	15.76
05370 - Tire Repairer	12.92
05400 - Transmission Repair Specialist	17.37
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.31
07010 - Baker	11.36
07041 - Cook I	9.94
07042 - Cook II	11.50
07070 - Dishwasher	7.56
07130 - Meat Cutter	16.13
07250 - Waiter/waitress	7.22
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	16.50
09040 - Furniture Handler	10.88
09070 - Furniture Refinisher	16.50
09100 - Furniture Refinisher Helper	12.16
09110 - Furniture Repairer, Minor	14.59
09130 - Upholsterer	16.50
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	7.83
11060 - Elevator Operator	8.06

Florence

11090 - Gardener	12.96
11121 - House Keeping Aid I	7.54
11122 - House Keeping Aid II	8.70
11150 - Janitor	10.14
11210 - Laborer, Grounds Maintenance	9.37
11240 - Maid or Houseman	7.54
11270 - Pest Controller	13.19
11300 - Refuse Collector	10.74
11330 - Tractor Operator	11.82
11360 - Window Cleaner	10.96
12000 - Health Occupations	
12020 - Dental Assistant	13.56
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.53
12071 - Licensed Practical Nurse I	14.13
12072 - Licensed Practical Nurse II	15.72
12073 - Licensed Practical Nurse III	17.60
12100 - Medical Assistant	11.06
12130 - Medical Laboratory Technician	14.74
12160 - Medical Record Clerk	12.22
12190 - Medical Record Technician	15.57
12221 - Nursing Assistant I	9.24
12222 - Nursing Assistant II	10.37
12223 - Nursing Assistant III	10.94
12224 - Nursing Assistant IV	12.30
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	12.30
12311 - Registered Nurse I	20.71
12312 - Registered Nurse II	25.35
12313 - Registered Nurse II, Specialist	25.35
12314 - Registered Nurse III	30.68
12315 - Registered Nurse III, Anesthetist	30.68
12316 - Registered Nurse IV	36.74
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	20.92
13011 - Exhibits Specialist I	15.53
13012 - Exhibits Specialist II	19.16
13013 - Exhibits Specialist III	23.37
13041 - Illustrator I	18.79
13042 - Illustrator II	23.18
13043 - Illustrator III	28.27
13047 - Librarian	21.60
13050 - Library Technician	12.80
13071 - Photographer I	14.72
13072 - Photographer II	16.96
13073 - Photographer III	20.94
13074 - Photographer IV	25.54
13075 - Photographer V	30.98
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.70
15030 - Counter Attendant	7.70
15040 - Dry Cleaner	9.62
15070 - Finisher, Flatwork, Machine	7.70
15090 - Presser, Hand	7.70
15100 - Presser, Machine, Drycleaning	7.70
15130 - Presser, Machine, Shirts	7.70
15160 - Presser, Machine, Wearing Apparel, Laundry	7.70
15190 - Sewing Machine Operator	10.25
15220 - Tailor	10.90
15250 - Washer, Machine	8.37
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	16.74
19040 - Tool and Die Maker	22.78
21000 - Material Handling and Packing Occupations	

Florence

21010 - Fuel Distribution System Operator	14.14
21020 - Material Coordinator	16.43
21030 - Material Expediter	16.43
21040 - Material Handling Laborer	11.91
21050 - Order Filler	10.52
21071 - Forklift Operator	13.52
21080 - Production Line Worker (Food Processing)	13.52
21100 - Shipping/Receiving Clerk	13.89
21130 - Shipping Packer	13.45
21140 - Store Worker I	8.00
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	12.24
21210 - Tools and Parts Attendant	14.00
21400 - Warehouse Specialist	14.00
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	22.04
23040 - Aircraft Mechanic Helper	15.43
23050 - Aircraft Quality Control Inspector	26.36
23060 - Aircraft Servicer	18.51
23070 - Aircraft Worker	19.83
23100 - Appliance Mechanic	16.50
23120 - Bicycle Repairer	12.92
23125 - Cable Splicer	21.98
23130 - Carpenter, Maintenance	16.50
23140 - Carpet Layer	15.63
23160 - Electrician, Maintenance	19.99
23181 - Electronics Technician, Maintenance I	12.68
23182 - Electronics Technician, Maintenance II	21.46
23183 - Electronics Technician, Maintenance III	23.61
23260 - Fabric Worker	14.59
23290 - Fire Alarm System Mechanic	18.20
23310 - Fire Extinguisher Repairer	14.71
23340 - Fuel Distribution System Mechanic	20.21
23370 - General Maintenance Worker	15.63
23400 - Heating, Refrigeration and Air Conditioning Mechanic	18.76
23430 - Heavy Equipment Mechanic	18.72
23440 - Heavy Equipment Operator	17.83
23460 - Instrument Mechanic	19.98
23470 - Laborer	9.04
23500 - Locksmith	16.50
23530 - Machinery Maintenance Mechanic	20.68
23550 - Machinist, Maintenance	17.49
23580 - Maintenance Trades Helper	12.16
23640 - Millwright	19.60
23700 - Office Appliance Repairer	16.93
23740 - Painter, Aircraft	22.46
23760 - Painter, Maintenance	16.50
23790 - Pipefitter, Maintenance	18.75
23800 - Plumber, Maintenance	17.81
23820 - Pneudraulic Systems Mechanic	18.20
23850 - Rigger	18.20
23870 - Scale Mechanic	15.65
23890 - Sheet-Metal Worker, Maintenance	17.37
23910 - Small Engine Mechanic	15.63
23930 - Telecommunication Mechanic I	18.23
23931 - Telecommunication Mechanic II	22.06
23950 - Telephone Lineman	18.23
23960 - welder, Combination, Maintenance	17.37
23965 - well Driller	18.30
23970 - woodcraft worker	18.20
23980 - woodworker	13.37
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.75
24580 - Child Care Center Clerk	13.87

Florence

24600 - Chore Aid	8.77
24630 - Homemaker	16.71
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	21.49
25040 - Sewage Plant Operator	19.64
25070 - Stationary Engineer	21.49
25190 - Ventilation Equipment Tender	12.16
25210 - Water Treatment Plant Operator	19.64
27000 - Protective Service Occupations	
(not set) - Police Officer	24.11
27004 - Alarm Monitor	15.60
27006 - Corrections Officer	19.52
27010 - Court Security Officer	19.52
27040 - Detention Officer	19.77
27070 - Firefighter	19.82
27101 - Guard I	10.07
27102 - Guard II	15.15
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	15.65
28020 - Hatch Tender	15.65
28030 - Line Handler	15.65
28040 - Stevedore I	13.92
28050 - Stevedore II	17.40
29000 - Technical Occupations	
21150 - Graphic Artist	20.44
29010 - Air Traffic Control Specialist, Center (2)	31.49
29011 - Air Traffic Control Specialist, Station (2)	21.71
29012 - Air Traffic Control Specialist, Terminal (2)	23.92
29023 - Archeological Technician I	15.21
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29025 - Archeological Technician III	21.08
29030 - Cartographic Technician	22.61
29035 - Computer Based Training (CBT) Specialist/ Instructor	28.44
29040 - Civil Engineering Technician	19.28
29061 - Drafter I	14.16
29062 - Drafter II	15.90
29063 - Drafter III	18.33
29064 - Drafter IV	22.61
29081 - Engineering Technician I	15.61
29082 - Engineering Technician II	17.26
29083 - Engineering Technician III	21.48
29084 - Engineering Technician IV	25.33
29085 - Engineering Technician V	27.52
29086 - Engineering Technician VI	31.49
29090 - Environmental Technician	18.59
29100 - Flight Simulator/Instructor (Pilot)	30.38
29160 - Instructor	21.67
29210 - Laboratory Technician	18.63
29240 - Mathematical Technician	23.35
29361 - Paralegal/Legal Assistant I	15.92
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29363 - Paralegal/Legal Assistant III	23.00
29364 - Paralegal/Legal Assistant IV	27.91
29390 - Photooptics Technician	24.41
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29492 - Unexploded Ordnance (UXO) Technician II	24.22
29493 - Unexploded Ordnance (UXO) Technician III	29.03
29494 - Unexploded (UXO) Safety Escort	20.02
29495 - Unexploded (UXO) Sweep Personnel	20.02
29620 - Weather Observer, Senior (3)	17.80
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	14.75
29622 - Weather Observer, Upper Air (3)	14.75

Florence

31000 - Transportation/ Mobile Equipment Operation Occupations	17.45
31030 - Bus Driver	8.71
31260 - Parking and Lot Attendant	13.61
31290 - Shuttle Bus Driver	9.50
31300 - Taxi Driver	13.61
31361 - Truckdriver, Light Truck	18.71
31362 - Truckdriver, Medium Truck	19.17
31363 - Truckdriver, Heavy Truck	19.17
31364 - Truckdriver, Tractor-Trailer	19.17
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	9.19
99030 - Cashier	10.59
99041 - Carnival Equipment Operator	11.29
99042 - Carnival Equipment Repairer	12.36
99043 - Carnival worker	8.06
99050 - Desk Clerk	9.75
99095 - Embalmer	18.23
99300 - Lifeguard	10.52
99310 - Mortician	21.46
99350 - Park Attendant (Aide)	13.21
99400 - Photofinishing worker (Photo Lab Tech., Darkroom Tech)	11.30
99500 - Recreation Specialist	13.51
99510 - Recycling worker	15.03
99610 - Sales Clerk	11.62
99620 - School Crossing Guard (Crosswalk Attendant)	7.96
99630 - Sport Official	10.52
99658 - Survey Party Chief (Chief of Party)	22.51
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	19.11
99660 - Surveying Aide	13.56
99690 - Swimming Pool Operator	15.60
99720 - Vending Machine Attendant	12.31
99730 - Vending Machine Repairer	15.60
99740 - Vending Machine Repairer Helper	12.31

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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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.

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at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

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

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the wage
Page 7

Florence

and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(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

Florence

the
request.

5) The contracting officer transmits the wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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94-2057 CA, SAN DIEGO

WAGE DETERMINATION NO: 94-2057 REV (37) AREA: CA, SAN DIEGO

HEALTH AND WELFARE LEVEL - INSURANCE ONLY **OTHER WELFARE LEVEL WD:94-2058

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W.Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2057
Revision No.: 37
Date Of Revision: 05/23/2005

State: California

Area: California Counties of Imperial, San Diego

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.34
01012 - Accounting Clerk II	12.37
01013 - Accounting Clerk III	14.45
01014 - Accounting Clerk IV	17.29
01030 - Court Reporter	16.65
01050 - Dispatcher, Motor Vehicle	16.07
01060 - Document Preparation Clerk	13.13
01070 - Messenger (Courier)	10.86
01090 - Duplicating Machine Operator	13.13
01110 - Film/Tape Librarian	14.11
01115 - General Clerk I	9.35
01116 - General Clerk II	10.50
01117 - General Clerk III	12.74
01118 - General Clerk IV	13.83
01120 - Housing Referral Assistant	20.30
01131 - Key Entry Operator I	10.96
01132 - Key Entry Operator II	12.43
01191 - Order Clerk I	11.70
01192 - Order Clerk II	14.59
01261 - Personnel Assistant (Employment) I	13.39
01262 - Personnel Assistant (Employment) II	15.60
01263 - Personnel Assistant (Employment) III	18.79
01264 - Personnel Assistant (Employment) IV	21.98
01270 - Production Control Clerk	18.37
01290 - Rental Clerk	13.94
01300 - Scheduler, Maintenance	14.34
01311 - Secretary I	14.34
01312 - Secretary II	17.70
01313 - Secretary III	20.30
01314 - Secretary IV	24.51
01315 - Secretary V	27.77

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01320 - Service Order Dispatcher	14.76
01341 - Stenographer I	12.43
01342 - Stenographer II	14.34
01400 - Supply Technician	24.51
01420 - Survey Worker (Interviewer)	16.07
01460 - Switchboard Operator-Receptionist	12.08
01510 - Test Examiner	16.65
01520 - Test Proctor	16.65
01531 - Travel Clerk I	11.49
01532 - Travel Clerk II	12.56
01533 - Travel Clerk III	13.79
01611 - Word Processor I	12.67
01612 - Word Processor II	15.57
01613 - Word Processor III	18.97
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	13.74
03041 - Computer Operator I	13.74
03042 - Computer Operator II	15.91
03043 - Computer Operator III	17.80
03044 - Computer Operator IV	20.90
03045 - Computer Operator V	23.14
03071 - Computer Programmer I (1)	21.65
03072 - Computer Programmer II (1)	26.83
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	13.78
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	20.38
05010 - Automotive Glass Installer	21.12
05040 - Automotive Worker	21.12
05070 - Electrician, Automotive	21.93
05100 - Mobile Equipment Servicer	19.44
05130 - Motor Equipment Metal Mechanic	22.70
05160 - Motor Equipment Metal Worker	21.12
05190 - Motor Vehicle Mechanic	22.30
05220 - Motor Vehicle Mechanic Helper	18.23
05250 - Motor Vehicle Upholstery Worker	20.34
05280 - Motor Vehicle wrecker	21.12
05310 - Painter, Automotive	22.34
05340 - Radiator Repair Specialist	21.12
05370 - Tire Repairer	15.52
05400 - Transmission Repair Specialist	22.70
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.67
07010 - Baker	12.00
07041 - Cook I	11.04
07042 - Cook II	12.00
07070 - Dishwasher	8.30
07130 - Meat Cutter	15.10
07250 - Waiter/waitress	8.96
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	18.13
09040 - Furniture Handler	13.02
09070 - Furniture Refinisher	18.13
09100 - Furniture Refinisher Helper	15.06
09110 - Furniture Repairer, Minor	16.81
09130 - Upholsterer	18.13
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	11.83
11060 - Elevator Operator	9.93

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11090 - Gardener	14.69
11121 - House Keeping Aid I	8.99
11122 - House Keeping Aid II	9.93
11150 - Janitor	10.09
11210 - Laborer, Grounds Maintenance	11.94
11240 - Maid or Houseman	8.99
11270 - Pest Controller	13.15
11300 - Refuse Collector	12.67
11330 - Tractor Operator	12.54
11360 - Window Cleaner	11.70
12000 - Health Occupations	
12020 - Dental Assistant	16.07
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	16.34
12071 - Licensed Practical Nurse I	14.15
12072 - Licensed Practical Nurse II	15.87
12073 - Licensed Practical Nurse III	17.80
12100 - Medical Assistant	13.02
12130 - Medical Laboratory Technician	17.15
12160 - Medical Record Clerk	15.16
12190 - Medical Record Technician	14.58
12221 - Nursing Assistant I	8.80
12222 - Nursing Assistant II	9.95
12223 - Nursing Assistant III	10.78
12224 - Nursing Assistant IV	12.13
12250 - Pharmacy Technician	16.58
12280 - Phlebotomist	14.34
12311 - Registered Nurse I	27.72
12312 - Registered Nurse II	32.65
12313 - Registered Nurse II, Specialist	32.65
12314 - Registered Nurse III	38.79
12315 - Registered Nurse III, Anesthetist	38.79
12316 - Registered Nurse IV	46.49
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	22.71
13011 - Exhibits Specialist I	17.60
13012 - Exhibits Specialist II	20.51
13013 - Exhibits Specialist III	25.09
13041 - Illustrator I	18.21
13042 - Illustrator II	21.12
13043 - Illustrator III	25.95
13047 - Librarian	25.37
13050 - Library Technician	15.76
13071 - Photographer I	14.32
13072 - Photographer II	18.44
13073 - Photographer III	21.48
13074 - Photographer IV	26.28
13075 - Photographer V	31.80
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.32
15030 - Counter Attendant	8.32
15040 - Dry Cleaner	10.23
15070 - Finisher, Flatwork, Machine	8.32
15090 - Presser, Hand	8.32
15100 - Presser, Machine, Drycleaning	8.32
15130 - Presser, Machine, Shirts	8.32
15160 - Presser, Machine, Wearing Apparel, Laundry	8.32
15190 - Sewing Machine Operator	10.89
15220 - Tailor	11.53
15250 - Washer, Machine	8.92
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.13
19040 - Tool and Die Maker	22.25
21000 - Material Handling and Packing Occupations	

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21010 - Fuel Distribution System Operator	20.42
21020 - Material Coordinator	18.04
21030 - Material Expediter	18.04
21040 - Material Handling Laborer	11.88
21050 - Order Filler	10.93
21071 - Forklift Operator	14.37
21080 - Production Line Worker (Food Processing)	14.37
21100 - Shipping/Receiving Clerk	12.76
21130 - Shipping Packer	12.96
21140 - Store Worker I	10.61
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.96
21210 - Tools and Parts Attendant	14.25
21400 - Warehouse Specialist	14.37
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	21.01
23040 - Aircraft Mechanic Helper	15.53
23050 - Aircraft Quality Control Inspector	21.91
23060 - Aircraft Servicer	17.33
23070 - Aircraft Worker	17.99
23100 - Appliance Mechanic	19.76
23120 - Bicycle Repairer	15.52
23125 - Cable Splicer	21.57
23130 - Carpenter, Maintenance	20.45
23140 - Carpet Layer	17.45
23160 - Electrician, Maintenance	21.81
23181 - Electronics Technician, Maintenance I	14.60
23182 - Electronics Technician, Maintenance II	21.21
23183 - Electronics Technician, Maintenance III	25.41
23260 - Fabric Worker	16.81
23290 - Fire Alarm System Mechanic	19.42
23310 - Fire Extinguisher Repairer	16.36
23340 - Fuel Distribution System Mechanic	23.85
23370 - General Maintenance Worker	17.45
23400 - Heating, Refrigeration and Air Conditioning Mechanic	20.21
23430 - Heavy Equipment Mechanic	22.09
23440 - Heavy Equipment Operator	25.72
23460 - Instrument Mechanic	20.89
23470 - Laborer	10.95
23500 - Locksmith	18.13
23530 - Machinery Maintenance Mechanic	22.42
23550 - Machinist, Maintenance	18.96
23580 - Maintenance Trades Helper	15.06
23640 - Millwright	27.53
23700 - Office Appliance Repairer	19.76
23740 - Painter, Aircraft	18.46
23760 - Painter, Maintenance	18.13
23790 - Pipefitter, Maintenance	21.41
23800 - Plumber, Maintenance	20.69
23820 - Pneudraulic Systems Mechanic	20.89
23850 - Rigger	19.59
23870 - Scale Mechanic	18.63
23890 - Sheet-Metal Worker, Maintenance	18.76
23910 - Small Engine Mechanic	17.45
23930 - Telecommunication Mechanic I	20.89
23931 - Telecommunication Mechanic II	24.22
23950 - Telephone Lineman	20.89
23960 - welder, Combination, Maintenance	18.76
23965 - well Driller	19.74
23970 - woodcraft worker	20.89
23980 - woodworker	16.06
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.60
24580 - Child Care Center Clerk	13.39

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24600 - Chore Aid	9.19
24630 - Homemaker	16.79
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	22.70
25040 - Sewage Plant Operator	23.28
25070 - Stationary Engineer	22.75
25190 - Ventilation Equipment Tender	17.69
25210 - Water Treatment Plant Operator	23.28
27000 - Protective Service Occupations	
(not set) - Police Officer	27.26
27004 - Alarm Monitor	20.95
27006 - Corrections Officer	22.18
27010 - Court Security Officer	22.94
27040 - Detention Officer	22.96
27070 - Firefighter	20.71
27101 - Guard I	10.54
27102 - Guard II	20.14
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	19.98
28020 - Hatch Tender	18.63
28030 - Line Handler	18.63
28040 - Stevedore I	17.86
28050 - Stevedore II	21.99
29000 - Technical Occupations	
21150 - Graphic Artist	20.28
29010 - Air Traffic Control Specialist, Center (2)	33.59
29011 - Air Traffic Control Specialist, Station (2)	22.88
29012 - Air Traffic Control Specialist, Terminal (2)	25.19
29023 - Archeological Technician I	17.17
29024 - Archeological Technician II	19.21
29025 - Archeological Technician III	23.80
29030 - Cartographic Technician	22.77
29035 - Computer Based Training (CBT) Specialist/ Instructor	30.38
29040 - Civil Engineering Technician	24.93
29061 - Drafter I	13.34
29062 - Drafter II	14.98
29063 - Drafter III	19.27
29064 - Drafter IV	22.46
29081 - Engineering Technician I	14.99
29082 - Engineering Technician II	16.83
29083 - Engineering Technician III	20.26
29084 - Engineering Technician IV	24.68
29085 - Engineering Technician V	30.06
29086 - Engineering Technician VI	36.39
29090 - Environmental Technician	18.82
29100 - Flight Simulator/Instructor (Pilot)	31.94
29160 - Instructor	23.75
29210 - Laboratory Technician	19.29
29240 - Mathematical Technician	23.52
29361 - Paralegal/Legal Assistant I	17.98
29362 - Paralegal/Legal Assistant II	22.54
29363 - Paralegal/Legal Assistant III	27.57
29364 - Paralegal/Legal Assistant IV	33.35
29390 - Photooptics Technician	23.43
29480 - Technical Writer	31.17
29491 - Unexploded Ordnance (UXO) Technician I	21.08
29492 - Unexploded Ordnance (UXO) Technician II	25.51
29493 - Unexploded Ordnance (UXO) Technician III	30.57
29494 - Unexploded (UXO) Safety Escort	21.08
29495 - Unexploded (UXO) Sweep Personnel	21.08
29620 - Weather Observer, Senior (3)	19.32
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	17.40
29622 - Weather Observer, Upper Air (3)	17.40

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31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	15.77
31260 - Parking and Lot Attendant	8.66
31290 - Shuttle Bus Driver	12.50
31300 - Taxi Driver	9.65
31361 - Truckdriver, Light Truck	12.50
31362 - Truckdriver, Medium Truck	16.44
31363 - Truckdriver, Heavy Truck	17.47
31364 - Truckdriver, Tractor-Trailer	17.47
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	11.46
99030 - Cashier	10.94
99041 - Carnival Equipment Operator	13.96
99042 - Carnival Equipment Repairer	14.87
99043 - Carnival worker	10.00
99050 - Desk Clerk	10.32
99095 - Embalmer	21.58
99300 - Lifeguard	11.08
99310 - Mortician	21.58
99350 - Park Attendant (Aide)	13.91
99400 - Photofinishing worker (Photo Lab Tech., Darkroom Tech)	11.63
99500 - Recreation Specialist	13.95
99510 - Recycling worker	15.92
99610 - Sales Clerk	12.32
99620 - School Crossing Guard (Crosswalk Attendant)	9.50
99630 - Sport Official	11.08
99658 - Survey Party Chief (Chief of Party)	21.91
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	19.92
99660 - Surveying Aide	14.31
99690 - Swimming Pool Operator	13.69
99720 - Vending Machine Attendant	12.90
99730 - Vending Machine Repairer	14.93
99740 - Vending Machine Repairer Helper	12.46

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.87 an hour or \$114.80 a week or \$497.47 a month

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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.

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Page 7

El Centro

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

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El Centro

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94-2511 TX,EL PASO

WAGE DETERMINATION NO: 94-2511 REV (26) AREA: TX,EL PASO

HEALTH AND WELFARE LEVEL - INSURANCE ONLY **OTHER WELFARE LEVEL WD:94-2512

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W.Gross Division of
Director Wage Determinations

Wage Determination No.: 1994-2511
Revision No.: 26
Date Of Revision: 05/23/2005

States: New Mexico, Texas

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	8.60
01012 - Accounting Clerk II	10.14
01013 - Accounting Clerk III	13.49
01014 - Accounting Clerk IV	15.70
01030 - Court Reporter	12.97
01050 - Dispatcher, Motor Vehicle	11.97
01060 - Document Preparation Clerk	10.58
01070 - Messenger (Courier)	7.78
01090 - Duplicating Machine Operator	10.58
01110 - Film/Tape Librarian	10.00
01115 - General Clerk I	7.60
01116 - General Clerk II	9.17
01117 - General Clerk III	10.18
01118 - General Clerk IV	10.97
01120 - Housing Referral Assistant	14.58
01131 - Key Entry Operator I	8.50
01132 - Key Entry Operator II	10.05
01191 - Order Clerk I	8.89
01192 - Order Clerk II	11.20
01261 - Personnel Assistant (Employment) I	9.82
01262 - Personnel Assistant (Employment) II	11.56
01263 - Personnel Assistant (Employment) III	13.33
01264 - Personnel Assistant (Employment) IV	13.56
01270 - Production Control Clerk	13.14
01290 - Rental Clerk	8.85
01300 - Scheduler, Maintenance	10.15
01311 - Secretary I	10.15
01312 - Secretary II	12.97
01313 - Secretary III	14.58

El Paso

01314	- Secretary IV	17.23
01315	- Secretary V	18.34
01320	- Service Order Dispatcher	8.85
01341	- Stenographer I	10.86
01342	- Stenographer II	11.65
01400	- Supply Technician	17.23
01420	- Survey Worker (Interviewer)	12.88
01460	- Switchboard Operator-Receptionist	8.55
01510	- Test Examiner	12.97
01520	- Test Proctor	12.97
01531	- Travel Clerk I	9.66
01532	- Travel Clerk II	10.33
01533	- Travel Clerk III	11.00
01611	- Word Processor I	9.37
01612	- Word Processor II	10.50
01613	- Word Processor III	13.41
03000	- Automatic Data Processing Occupations	
03010	- Computer Data Librarian	8.94
03041	- Computer Operator I	9.49
03042	- Computer Operator II	12.77
03043	- Computer Operator III	14.80
03044	- Computer Operator IV	16.43
03045	- Computer Operator V	18.24
03071	- Computer Programmer I (1)	16.45
03072	- Computer Programmer II (1)	22.06
03073	- Computer Programmer III (1)	25.16
03074	- Computer Programmer IV (1)	27.62
03101	- Computer Systems Analyst I (1)	21.50
03102	- Computer Systems Analyst II (1)	25.79
03103	- Computer Systems Analyst III (1)	27.62
03160	- Peripheral Equipment Operator	9.49
05000	- Automotive Service Occupations	
05005	- Automotive Body Repairer, Fiberglass	15.63
05010	- Automotive Glass Installer	13.69
05040	- Automotive Worker	13.69
05070	- Electrician, Automotive	14.67
05100	- Mobile Equipment Servicer	11.73
05130	- Motor Equipment Metal Mechanic	15.63
05160	- Motor Equipment Metal worker	13.69
05190	- Motor Vehicle Mechanic	16.49
05220	- Motor Vehicle Mechanic Helper	10.75
05250	- Motor Vehicle Upholstery Worker	12.70
05280	- Motor Vehicle Wrecker	13.69
05310	- Painter, Automotive	14.67
05340	- Radiator Repair Specialist	13.69
05370	- Tire Repairer	11.33
05400	- Transmission Repair Specialist	15.63
07000	- Food Preparation and Service Occupations	
(not set)	- Food Service Worker	6.96
07010	- Baker	10.41
07041	- Cook I	9.48
07042	- Cook II	11.06
07070	- Dishwasher	6.37
07130	- Meat Cutter	10.41
07250	- Waiter/waitress	7.02
09000	- Furniture Maintenance and Repair Occupations	
09010	- Electrostatic Spray Painter	14.67
09040	- Furniture Handler	8.80
09070	- Furniture Refinisher	14.67
09100	- Furniture Refinisher Helper	10.75
09110	- Furniture Repairer, Minor	11.95
09130	- Upholsterer	14.67
11030	- General Services and Support Occupations	

El Paso

11030 - Cleaner, Vehicles	6.66
11060 - Elevator Operator	7.06
11090 - Gardener	10.70
11121 - House Keeping Aid I	6.68
11122 - House Keeping Aid II	7.25
11150 - Janitor	7.42
11210 - Laborer, Grounds Maintenance	8.02
11240 - Maid or Houseman	6.60
11270 - Pest Controller	10.97
11300 - Refuse Collector	6.88
11330 - Tractor Operator	9.82
11360 - Window Cleaner	8.34
12000 - Health Occupations	
12020 - Dental Assistant	11.25
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.30
12071 - Licensed Practical Nurse I	12.12
12072 - Licensed Practical Nurse II	13.60
12073 - Licensed Practical Nurse III	15.21
12100 - Medical Assistant	10.35
12130 - Medical Laboratory Technician	12.33
12160 - Medical Record Clerk	9.77
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	7.46
12222 - Nursing Assistant II	8.39
12223 - Nursing Assistant III	9.16
12224 - Nursing Assistant IV	10.27
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	12.29
12311 - Registered Nurse I	17.92
12312 - Registered Nurse II	21.94
12313 - Registered Nurse II, Specialist	21.94
12314 - Registered Nurse III	26.54
12315 - Registered Nurse III, Anesthetist	26.54
12316 - Registered Nurse IV	31.79
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	19.93
13011 - Exhibits Specialist I	19.15
13012 - Exhibits Specialist II	23.08
13013 - Exhibits Specialist III	26.14
13041 - Illustrator I	19.15
13042 - Illustrator II	23.08
13043 - Illustrator III	26.14
13047 - Librarian	21.41
13050 - Library Technician	11.31
13071 - Photographer I	11.81
13072 - Photographer II	15.14
13073 - Photographer III	18.93
13074 - Photographer IV	22.50
13075 - Photographer V	25.66
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	6.61
15030 - Counter Attendant	6.61
15040 - Dry Cleaner	8.05
15070 - Finisher, Flatwork, Machine	6.61
15090 - Presser, Hand	6.61
15100 - Presser, Machine, Drycleaning	6.61
15130 - Presser, Machine, Shirts	6.61
15160 - Presser, Machine, Wearing Apparel, Laundry	6.61
15190 - Sewing Machine Operator	8.52
15220 - Tailor	9.37
15250 - Washer, Machine	7.09
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	14.67

El Paso

19040 - Tool and Die Maker	18.42
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	12.90
21020 - Material Coordinator	12.20
21030 - Material Expediter	12.20
21040 - Material Handling Laborer	7.84
21050 - Order Filler	10.19
21071 - Forklift Operator	10.39
21080 - Production Line Worker (Food Processing)	10.86
21100 - Shipping/Receiving Clerk	9.87
21130 - Shipping Packer	9.87
21140 - Store Worker I	8.54
21150 - Stock Clerk (Shelf Stocker; Store worker II)	11.04
21210 - Tools and Parts Attendant	10.86
21400 - Warehouse Specialist	10.86
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	18.57
23040 - Aircraft Mechanic Helper	12.77
23050 - Aircraft Quality Control Inspector	19.75
23060 - Aircraft Servicer	15.09
23070 - Aircraft Worker	16.27
23100 - Appliance Mechanic	14.67
23120 - Bicycle Repairer	11.33
23125 - Cable Splicer	17.19
23130 - Carpenter, Maintenance	14.67
23140 - Carpet Layer	13.69
23160 - Electrician, Maintenance	16.97
23181 - Electronics Technician, Maintenance I	15.24
23182 - Electronics Technician, Maintenance II	18.72
23183 - Electronics Technician, Maintenance III	19.92
23260 - Fabric Worker	12.70
23290 - Fire Alarm System Mechanic	15.63
23310 - Fire Extinguisher Repairer	11.73
23340 - Fuel Distribution System Mechanic	17.19
23370 - General Maintenance Worker	13.69
23400 - Heating, Refrigeration and Air Conditioning Mechanic	15.63
23430 - Heavy Equipment Mechanic	17.19
23440 - Heavy Equipment Operator	15.63
23460 - Instrument Mechanic	15.63
23470 - Laborer	7.84
23500 - Locksmith	14.67
23530 - Machinery Maintenance Mechanic	16.14
23550 - Machinist, Maintenance	15.98
23580 - Maintenance Trades Helper	10.75
23640 - Millwright	17.19
23700 - Office Appliance Repairer	14.67
23740 - Painter, Aircraft	14.67
23760 - Painter, Maintenance	14.67
23790 - Pipefitter, Maintenance	15.75
23800 - Plumber, Maintenance	14.78
23820 - Pneudraulic Systems Mechanic	15.63
23850 - Rigger	15.63
23870 - Scale Mechanic	13.69
23890 - Sheet-Metal Worker, Maintenance	15.63
23910 - Small Engine Mechanic	13.76
23930 - Telecommunication Mechanic I	18.70
23931 - Telecommunication Mechanic II	19.89
23950 - Telephone Lineman	17.19
23960 - welder, Combination, Maintenance	15.63
23965 - well Driller	15.63
23970 - woodcraft worker	15.63
23980 - woodworker	11.73
24000 - Personal Needs Occupations	

El Paso

24570 - Child Care Attendant	8.41
24580 - Child Care Center Clerk	10.49
24600 - Chore Aid	6.23
24630 - Homemaker	12.70
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	15.63
25040 - Sewage Plant Operator	14.67
25070 - Stationary Engineer	15.63
25190 - Ventilation Equipment Tender	10.75
25210 - Water Treatment Plant Operator	14.67
27000 - Protective Service Occupations	
(not set) - Police Officer	19.88
27004 - Alarm Monitor	12.33
27006 - Corrections Officer	17.48
27010 - Court Security Officer	17.48
27040 - Detention Officer	17.48
27070 - Firefighter	19.83
27101 - Guard I	6.60
27102 - Guard II	10.38
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	15.20
28020 - Hatch Tender	15.20
28030 - Line Handler	15.20
28040 - Stevedore I	14.81
28050 - Stevedore II	18.11
29000 - Technical Occupations	
21150 - Graphic Artist	19.52
29010 - Air Traffic Control Specialist, Center (2)	30.50
29011 - Air Traffic Control Specialist, Station (2)	21.03
29012 - Air Traffic Control Specialist, Terminal (2)	23.16
29023 - Archeological Technician I	17.29
29024 - Archeological Technician II	19.33
29025 - Archeological Technician III	23.95
29030 - Cartographic Technician	22.84
29035 - Computer Based Training (CBT) Specialist/ Instructor	21.50
29040 - Civil Engineering Technician	18.93
29061 - Drafter I	13.16
29062 - Drafter II	15.41
29063 - Drafter III	19.99
29064 - Drafter IV	26.25
29081 - Engineering Technician I	11.29
29082 - Engineering Technician II	14.72
29083 - Engineering Technician III	18.43
29084 - Engineering Technician IV	22.69
29085 - Engineering Technician V	26.70
29086 - Engineering Technician VI	30.43
29090 - Environmental Technician	18.11
29100 - Flight Simulator/Instructor (Pilot)	25.79
29160 - Instructor	20.38
29210 - Laboratory Technician	15.08
29240 - Mathematical Technician	24.90
29361 - Paralegal/Legal Assistant I	14.31
29362 - Paralegal/Legal Assistant II	19.00
29363 - Paralegal/Legal Assistant III	20.91
29364 - Paralegal/Legal Assistant IV	28.11
29390 - Photooptics Technician	20.82
29480 - Technical writer	28.84
29491 - Unexploded Ordnance (UXO) Technician I	19.38
29492 - Unexploded Ordnance (UXO) Technician II	23.45
29493 - Unexploded Ordnance (UXO) Technician III	28.11
29494 - Unexploded (UXO) Safety Escort	19.38
29495 - Unexploded (UXO) Sweep Personnel	19.38
29620 - weather observer, Senior (3)	18.15

El Paso

29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	16.08
29622 - Weather Observer, Upper Air (3)	16.08
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	12.42
31260 - Parking and Lot Attendant	6.82
31290 - Shuttle Bus Driver	11.32
31300 - Taxi Driver	9.55
31361 - Truckdriver, Light Truck	11.32
31362 - Truckdriver, Medium Truck	12.96
31363 - Truckdriver, Heavy Truck	13.90
31364 - Truckdriver, Tractor-Trailer	13.90
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	8.02
99030 - Cashier	6.89
99041 - Carnival Equipment Operator	9.30
99042 - Carnival Equipment Repairer	10.13
99043 - Carnival worker	6.75
99050 - Desk Clerk	9.41
99095 - Embalmer	19.38
99300 - Lifeguard	10.19
99310 - Mortician	19.38
99350 - Park Attendant (Aide)	12.79
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.24
99500 - Recreation Specialist	11.65
99510 - Recycling worker	9.47
99610 - Sales Clerk	8.91
99620 - School Crossing Guard (Crosswalk Attendant)	7.01
99630 - Sport Official	9.06
99658 - Survey Party Chief (Chief of Party)	14.34
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.72
99660 - Surveying Aide	9.93
99690 - Swimming Pool Operator	10.77
99720 - Vending Machine Attendant	8.47
99730 - Vending Machine Repairer	10.77
99740 - Vending Machine Repairer Helper	8.47

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.87 an hour or \$114.80 a week or \$497.47 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)

El Paso

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 employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

El Paso

All terms and conditions of this Collective Bargaining Agreement apply EXCLUDING Section 41.02 of this agreement.

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El Paso

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