

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

William W. Gross Director Division of Wage  
Determinations

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

Wage Determination No.: 1994-2507  
Revision No.: 22  
Date of Last Revision: 09/22/2003

State: Texas

Area: Texas Counties of Aransas, Bee, Calhoun, Goliad, Jim Wells, Kleberg, Live Oak, Nueces, Refugio, San Patricio, Victoria

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

**OCCUPATION CODE - TITLE**

**MINIMUM WAGE RATE**

**01000 - Administrative Support and Clerical Occupations**

01011 - Accounting Clerk I	8 .24
01012 - Accounting Clerk II	10 .07
01013 - Accounting Clerk III	11 .78
01014 - Accounting Clerk IV	13 .01
01030 - Court Reporter	11 .60
01050 - Dispatcher, Motor Vehicle	10 .81
01060 - Document Preparation Clerk	9 .86
01070 - Messenger (Courier)	8 .71
01090 - Duplicating Machine Operator	9 .86
01110 - Film/Tape Librarian	9 .55
01115 - General Clerk I	8 .81
01116 - General Clerk II	9 .24
01117 - General Clerk III	13 .33
01118 - General Clerk IV	15 .06
01120 - Housing Referral Assistant	15 .91
01131 - Key Entry Operator I	9 .60
01132 - Key Entry Operator II	12 .12
01191 - Order Clerk I	8 .88
01192 - Order Clerk II	9 .90
01261 - Personnel Assistant (Employment) I	8 .01
01262 - Personnel Assistant (Employment) II	8 .99
01263 - Personnel Assistant (Employment) III	12 .98
01264 - Personnel Assistant (Employment) IV	14 .64
01270 - Production Control Clerk	14 .92
01290 - Rental Clerk	10 .63
01300 - Scheduler, Maintenance	10 .86
01311 - Secretary I	10 .86
01312 - Secretary II	14 .33

01313 - Secretary III	15 .91
01314 - Secretary IV	17 .66
01315 - Secretary V	19 .60
01320 - Service Order Dispatcher	11 .08
01341 - Stenographer I	8 .24
01342 - Stenographer II	9 .24
01400 - Supply Technician	15 .59
01420 - Survey Worker (Interviewer)	11 .60
01460 - Switchboard Operator-Receptionist	9 .13
01510 - Test Examiner	14 .33
01520 - Test Proctor	14 .33
01531 - Travel Clerk I	9 .08
01532 - Travel Clerk II	9 .85
01533 - Travel Clerk III	10 .31
01611 - Word Processor I	9 .54
01612 - Word Processor II	11 .05
01613 - Word Processor III	12 .37

**03000 - Automatic Data Processing Occupations**

03010 - Computer Data Librarian	10 .30
03041 - Computer Operator I	10 .75
03042 - Computer Operator II	12 .78
03043 - Computer Operator III	14 .06
03044 - Computer Operator IV	16 .73
03045 - Computer Operator V	18 .57
03071 - Computer Programmer I (1)	14 .20
03072 - Computer Programmer II (1)	17 .63
03073 - Computer Programmer III (1)	22 .32
03074 - Computer Programmer IV (1)	26 .91
03101 - Computer Systems Analyst I (1)	20 .35
03102 - Computer Systems Analyst II (1)	26 .89
03103 - Computer Systems Analyst III (1)	27 .62
03160 - Peripheral Equipment Operator	10 .75

**05000 - Automotive Service Occupations**

05005 - Automotive Body Repairer, Fiberglass	17 .34
05010 - Automotive Glass Installer	15 .94
05040 - Automotive Worker	15 .94
05070 - Electrician, Automotive	16 .65
05100 - Mobile Equipment Servicer	14 .56
05130 - Motor Equipment Metal Mechanic	17 .34
05160 - Motor Equipment Metal Worker	15 .94
05190 - Motor Vehicle Mechanic	17 .34
05220 - Motor Vehicle Mechanic Helper	13 .82
05250 - Motor Vehicle Upholstery Worker	15 .25
05280 - Motor Vehicle Wrecker	15 .94

05310 - Painter, Automotive	16 .65
05340 - Radiator Repair Specialist	15 .94
05370 - Tire Repairer	14 .07
05400 - Transmission Repair Specialist	17 .34
<b>07000 - Food Preparation and Service Occupations</b>	
(not set) - Food Service Worker	6 .35
07010 - Baker	8 .37
07041 - Cook I	7 .19
07042 - Cook II	8 .37
07070 - Dishwasher	6 .19
07130 - Meat Cutter	11 .65
07250 - Waiter/Waitress	6 .34
<b>09000 - Furniture Maintenance and Repair Occupations</b>	
09010 - Electrostatic Spray Painter	16 .65
09040 - Furniture Handler	13 .82
09070 - Furniture Refinisher	16 .65
09100 - Furniture Refinisher Helper	13 .82
09110 - Furniture Repairer, Minor	15 .25
09130 - Upholsterer	16 .65
<b>11030 - General Services and Support Occupations</b>	
11030 - Cleaner, Vehicles	7 .42
11060 - Elevator Operator	7 .89
11090 - Gardener	9 .46
11121 - House Keeping Aid I	6 .82
11122 - House Keeping Aid II	7 .29
11150 - Janitor	7 .94
11210 - Laborer, Grounds Maintenance	8 .18
11240 - Maid or Houseman	6 .66
11270 - Pest Controller	9 .60
11300 - Refuse Collector	7 .89
11330 - Tractor Operator	9 .39
11360 - Window Cleaner	8 .49
<b>12000 - Health Occupations</b>	
12020 - Dental Assistant	10 .93
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13 .12
12071 - Licensed Practical Nurse I	11 .28
12072 - Licensed Practical Nurse II	12 .65
12073 - Licensed Practical Nurse III	14 .15
12100 - Medical Assistant	10 .75
12130 - Medical Laboratory Technician	11 .22
12160 - Medical Record Clerk	9 .79
12190 - Medical Record Technician	13 .54

12221 - Nursing Assistant I	8 .35
12222 - Nursing Assistant II	9 .38
12223 - Nursing Assistant III	10 .23
12224 - Nursing Assistant IV	11 .49
12250 - Pharmacy Technician	12 .19
12280 - Phlebotomist	11 .83
12311 - Registered Nurse I	17 .14
12312 - Registered Nurse II	20 .98
12313 - Registered Nurse II, Specialist	20 .98
12314 - Registered Nurse III	25 .38
12315 - Registered Nurse III, Anesthetist	25 .38
12316 - Registered Nurse IV	30 .41

**13000 - Information and Arts Occupations**

13002 - Audiovisual Librarian	15 .80
13011 - Exhibits Specialist I	16 .89
13012 - Exhibits Specialist II	20 .60
13013 Exhibits Specialist III	25 .21
13041 - Illustrator I	16 .89
13042 - Illustrator II	20 .60
13043 - Illustrator III	25 .21
13047 - Librarian	20 .58
13050 - Library Technician	10 .73
13071 - Photographer I	13 .47
13072 - Photographer II	16 .43
13073 - Photographer III	19 .23
13074 - Photographer IV	23 .46
13075 - Photographer V	28 .47

**15000 - Laundry, Dry Cleaning, Pressing and Related Occupations**

15010 - Assembler	6 .83
15030 - Counter Attendant	6 .83
15040 - Dry Cleaner	8 .02
15070 - Finisher, Flatwork, Machine	6 .83
15090 - Presser, Hand	6 .83
15100 - Presser, Machine, Drycleaning	6 .83
15130 - Presser, Machine, Shirts	6 .83
15160 - Presser, Machine, Wearing Apparel, Laundry	6 .83
15190 - Sewing Machine Operator	8 .45
15220 - Tailor	8 .91
15250 - Washer, Machine	7 .22

**19000 - Machine Tool Operation and Repair Occupations**

19010 - Machine-Tool Operator (Toolroom)	17 .07
19040 - Tool and Die Maker	19 .94

**21000 - Material Handling and Packing Occupations**

21010 - Fuel Distribution System Operator	14 .54
21020 - Material Coordinator	14 .81
21030 - Material Expediter	14 .81
21040 - Material Handling Laborer	9 .71
21050 - Order Filler	10 .19
21071 - Forklift Operator	10 .70
21080 - Production Line Worker (Food Processing)	10 .70
21100 - Shipping/Receiving Clerk	10 .05
21130 - Shipping Packer	10 .05
21140 - Store Worker I	11 .00
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	14 .93
21210 - Tools and Parts Attendant	11 .77
21400 - Warehouse Specialist	11 .77

**23000 - Mechanics and Maintenance and Repair Occupations**

23010 - Aircraft Mechanic	19 .07
23040 - Aircraft Mechanic Helper	15 .20
23050 - Aircraft Quality Control Inspector	19 .91
23060 - Aircraft Servicer	16 .78
23070 - Aircraft Worker	17 .53
23100 - Appliance Mechanic	16 .65
23120 - Bicycle Repairer	13 .35
23125 - Cable Splicer	19 .07
23130 - Carpenter, Maintenance	16 .01
23140 - Carpet Layer	15 .28
23160 - Electrician, Maintenance	17 .34
23181 - Electronics Technician, Maintenance I	13 .86
23182 - Electronics Technician, Maintenance II	20 .67
23183 - Electronics Technician, Maintenance III	23 .04
23260 - Fabric Worker	14 .58
23290 - Fire Alarm System Mechanic	17 .34
23310 - Fire Extinguisher Repairer	15 .25
23340 - Fuel Distribution System Mechanic	19 .07
23370 - General Maintenance Worker	12 .02
23400 - Heating, Refrigeration and Air Conditioning Mechanic	17 .34
23430 - Heavy Equipment Mechanic	17 .79
23440 - Heavy Equipment Operator	17 .34
23460 - Instrument Mechanic	17 .34
23470 - Laborer	12 .71
23500 - Locksmith	17 .53
23530 - Machinery Maintenance Mechanic	21 .16
23550 - Machinist, Maintenance	20 .96
23580 - Maintenance Trades Helper	13 .82
23640 - Millwright	17 .34
23700 - Office Appliance Repairer	16 .65

23740 - Painter, Aircraft	16 .65
23760 - Painter, Maintenance	16 .65
23790 - Pipefitter, Maintenance	17 .88
23800 - Plumber, Maintenance	17 .17
23820 - Pseudraulic Systems Mechanic	17 .34
23850 - Rigger	17 .34
23870 - Scale Mechanic	15 .94
23890 - Sheet-Metal Worker, Maintenance	17 .34
23910 - Small Engine Mechanic	15 .94
23930 - Telecommunication Mechanic I	19 .07
23931 - Telecommunication Mechanic II	19 .83
23950 - Telephone Lineman	19 .07
23960 - Welder, Combination, Maintenance	17 .34
23965 - Well Driller	17 .34
23970 - Woodcraft Worker	17 .34
23980 - Woodworker	15 .94
<b>24000 - Personal Needs Occupations</b>	
24570 - Child Care Attendant	8 .99
24580 - Child Care Center Clerk	11 .21
24600 - Chore Aid	6 .53
24630 - Homemaker	13 .71
<b>25000 - Plant and System Operation Occupations</b>	
25010 - Boiler Tender	20 .98
25040 - Sewage Plant Operator	18 .32
25070 - Stationary Engineer	20 .98
25190 - Ventilation Equipment Tender	13 .82
25210 - Water Treatment Plant Operator	16 .65
<b>27000 - Protective Service Occupations</b>	
(not set) - Police Officer	21 .79
27004 - Alarm Monitor	10 .72
27006 - Corrections Officer	19 .97
27010 - Court Security Officer	19 .97
27040 - Detention Officer	19 .97
27070 - Firefighter	18 .49
27101 - Guard I	8 .14
27102 - Guard II	10 .27
<b>28000 - Stevedoring/Longshoremen Occupations</b>	
28010 - Blocker and Bracer	13 .75
28020 - Hatch Tender	13 .75
28030 - Line Handler	13 .75
28040 - Stevedore I	11 .91
28050 - Stevedore II	12 .56

**29000 - Technical Occupations**

21150 - Graphic Artist	17 .34
29010 - Air Traffic Control Specialist, Center (2)	29 .36
29011 - Air Traffic Control Specialist, Station (2)	20 .24
29012 - Air Traffic Control Specialist, Terminal (2)	22 .29
29023 - Archeological Technician I	17 .12
29024 - Archeological Technician II	19 .15
29025 - Archeological Technician III	23 .71
29030 - Cartographic Technician	21 .12
29035 - Computer Based Training (CBT) Specialist/ Instructor	20 .35
29040 - Civil Engineering Technician	21 .15
29061 - Drafter I	12 .88
29062 - Drafter II	16 .59
29063 - Drafter III	20 .26
29064 - Drafter IV	23 .71
29081 - Engineering Technician I	13 .81
29082 - Engineering Technician II	15 .54
29083 - Engineering Technician III	18 .97
29084 - Engineering Technician IV	22 .19
29085 - Engineering Technician V	27 .07
29086 - Engineering Technician VI	32 .85
29090 - Environmental Technician	20 .30
29100 - Flight Simulator/Instructor (Pilot)	26 .89
29160 - Instructor	18 .81
29210 - Laboratory Technician	12 .24
29240 - Mathematical Technician	24 .32
29361 - Paralegal/Legal Assistant I	14 .93
29362 - Paralegal/Legal Assistant II	16 .79
29363 - Paralegal/Legal Assistant III	18 .67
29364 - Paralegal/Legal Assistant IV	22 .57
29390 - Photooptics Technician	19 .23
29480 - Technical Writer	22 .86
29491 - Unexploded Ordnance (UXO) Technician I	18 .66
29492 - Unexploded Ordnance (UXO) Technician II	22 .57
29493 - Unexploded Ordnance (UXO) Technician III	27 .05
29494 - Unexploded (UXO) Safety Escort	18 .66
29495 - Unexploded (UXO) Sweep Personnel	18 .66
29620 - Weather Observer, Senior (3)	15 .25
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	13 .02
29622 - Weather Observer, Upper Air (3)	13 .02

**31000 - Transportation/ Mobile Equipment Operation Occupations**

31030 - Bus Driver	11 .00
31260 - Parking and Lot Attendant	5 .86

31290 - Shuttle Bus Driver	8 .43
31300 - Taxi Driver	7 .89
31361 - Truckdriver, Light Truck	8 .43
31362 - Truckdriver, Medium Truck	13 .92
31363 - Truckdriver, Heavy Truck	14 .28
31364 - Truckdriver, Tractor-Trailer	14 .94
<b>99000 - Miscellaneous Occupations</b>	
99020 - Animal Caretaker	7 .77
99030 - Cashier	8 .44
99041 - Carnival Equipment Operator	10 .05
99042 - Carnival Equipment Repairer	10 .47
99043 - Carnival Worker	8 .18
99050 - Desk Clerk	8 .99
99095 - Embalmer	18 .66
99300 - Lifeguard	9 .80
99310 - Mortician	18 .23
99350 - Park Attendant (Aide)	11 .84
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8 .30
99500 - Recreation Specialist	12 .46
99510 - Recycling Worker	9 .54
99610 - Sales Clerk	9 .21
99620 - School Crossing Guard (Crosswalk Attendant)	6 .35
99630 - Sport Official	9 .69
99658 - Survey Party Chief (Chief of Party)	15 .47
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12 .80
99660 - Surveying Aide	10 .40
99690 - Swimming Pool Operator	10 .03
99720 - Vending Machine Attendant	8 .68
99730 - Vending Machine Repairer	10 .03
99740 Vending Machine Repairer Helper	8 .68

---

**ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:**

**HEALTH & WELFARE:** \$2.36 an hour or \$94.40 a week or \$409.07 a month

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

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

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

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

**\*\* UNIFORM ALLOWANCE \*\***

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

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

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**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.