WAGE DETERMINATION NO: 94-2331 REV (24) AREA: NV,LAS VEGAS

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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
| WASHINGTON D.C. 20210

| Wage Determination No.: **1994-2331**
William W.Gross Division of | Revision No.: 24
Director Wage Determinations | Date Of Last Revision: 08/23/2004

States: Arizona, Nevada
Area: Arizona County of Mohave
Nevada Counties of Clark, Esmeralda, Lincoln, Nye

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	10.03
01012 - Accounting Clerk II	11.26
01013 - Accounting Clerk III	13.46
01014 - Accounting Clerk IV	15.48
01030 - Court Reporter	15.10
01050 - Dispatcher, Motor Vehicle	13.72
01060 - Document Preparation Clerk	11.09
01070 - Messenger (Courier)	10.40
01090 - Duplicating Machine Operator	11.09
01110 - Film/Tape Librarian	12.01
01115 - General Clerk I	9.01
01116 - General Clerk II	10.63
01117 - General Clerk III	12.82
01118 - General Clerk IV	13.75
01120 - Housing Referral Assistant	15.92
01131 - Key Entry Operator I	10.55
01132 - Key Entry Operator II	14.69
01191 - Order Clerk I	11.36
01192 - Order Clerk II	12.56
01261 - Personnel Assistant (Employment) I	12.60
01262 - Personnel Assistant (Employment) II	13.58
01263 - Personnel Assistant (Employment) III	14.03
01264 - Personnel Assistant (Employment) IV	16.97
01270 - Production Control Clerk	14.67
01290 - Rental Clerk	12.09
01300 - Scheduler, Maintenance	13.54
01311 - Secretary I	13.54
01312 - Secretary II	14.12
01313 - Secretary III	15.87
01314 - Secretary IV	19.00
01315 - Secretary V	23.00
01320 - Service Order Dispatcher	12.79
01341 - Stenographer I	12.90
01342 - Stenographer II	13.89

01400 - Supply Technician	19.06
01420 - Survey Worker (Interviewer)	11.98
01460 - Switchboard Operator-Receptionist	11.36
01510 - Test Examiner	14.00
01520 - Test Proctor	14.12
01531 - Travel Clerk I	11.22
01532 - Travel Clerk II	11.91
01533 - Travel Clerk III	12.77
01611 - Word Processor I	12.27
01612 - Word Processor II	13.95
01613 - Word Processor III	15.59
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	15.83
03041 - Computer Operator I	14.08
03042 - Computer Operator II	16.07
03043 - Computer Operator III	16.85
03044 - Computer Operator IV	18.67
03045 - Computer Operator V	20.67
03071 - Computer Programmer I (1)	18.01
03072 - Computer Programmer II (1)	22.40
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	24.16
03101 - Computer Systems Analyst I (1)	26.51
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	15.83
03160 - Peripheral Equipment Operator	15.83
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	19.22
05010 - Automotive Glass Installer	17.87
05040 - Automotive Worker	17.87
05070 - Electrician, Automotive	18.45
05100 - Mobile Equipment Servicer	16.33
05130 - Motor Equipment Metal Mechanic	19.22
05160 - Motor Equipment Metal Worker	17.87
05190 - Motor Vehicle Mechanic	18.74
05220 - Motor Vehicle Mechanic Helper	15.57
05250 - Motor Vehicle Upholstery Worker	17.11
05280 - Motor Vehicle Wrecker	17.87
05310 - Painter, Automotive	18.45
05340 - Radiator Repair Specialist	17.87
05370 - Tire Repairer	15.78
05400 - Transmission Repair Specialist	19.22
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	10.24
07010 - Baker	13.61
07041 - Cook I	12.49
07042 - Cook II	13.61
07070 - Dishwasher	10.24
07130 - Meat Cutter	16.52
07250 - Waiter/Waitress	10.74
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	18.45
09040 - Furniture Handler	14.79
09070 - Furniture Refinisher	16.46
09100 - Furniture Refinisher Helper	15.57
09110 - Furniture Repairer, Minor	17.11
09130 - Upholsterer	15.48
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	10.24
11060 - Elevator Operator	10.24

11090 - Gardener	12.49
11121 - House Keeping Aid I	10.09
11122 - House Keeping Aid II	10.62
11150 - Janitor	10.61
11210 - Laborer, Grounds Maintenance	11.28
11240 - Maid or Houseman	10.09
11270 - Pest Controller	13.99
11300 - Refuse Collector	11.27
11330 - Tractor Operator	11.87
11360 - Window Cleaner	11.13
12000 - Health Occupations	
12020 - Dental Assistant	15.82
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	15.67
12071 - Licensed Practical Nurse I	13.37
12072 - Licensed Practical Nurse II	15.03
12073 - Licensed Practical Nurse III	16.81
12100 - Medical Assistant	12.40
12130 - Medical Laboratory Technician	14.43
12160 - Medical Record Clerk	10.57
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	8.73
12222 - Nursing Assistant II	9.81
12223 - Nursing Assistant III	10.70
12224 - Nursing Assistant IV	11.99
12250 - Pharmacy Technician	12.20
12280 - Phlebotomist	13.81
12311 - Registered Nurse I	18.70
12312 - Registered Nurse II	22.89
12313 - Registered Nurse II, Specialist	22.89
12314 - Registered Nurse III	27.69
12315 - Registered Nurse III, Anesthetist	27.69
12316 - Registered Nurse IV	33.19
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	21.77
13011 - Exhibits Specialist I	19.56
13012 - Exhibits Specialist II	23.86
13013 - Exhibits Specialist III	25.05
13041 - Illustrator I	18.65
13042 - Illustrator II	23.13
13043 - Illustrator III	25.52
13047 - Librarian	24.95
13050 - Library Technician	14.06
13071 - Photographer I	13.94
13072 - Photographer II	15.77
13073 - Photographer III	19.25
13074 - Photographer IV	23.47
13075 - Photographer V	28.48
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	9.91
15030 - Counter Attendant	9.91
15040 - Dry Cleaner	12.83
15070 - Finisher, Flatwork, Machine	9.91
15090 - Presser, Hand	9.91
15100 - Presser, Machine, Drycleaning	9.90
15130 - Presser, Machine, Shirts	9.91
15160 - Presser, Machine, Wearing Apparel, Laundry	9.91
15190 - Sewing Machine Operator	13.80
15220 - Tailor	14.77
15250 - Washer, Machine	10.88
19000 - Machine Tool Operation and Repair Occupations	

19010 - Machine-Tool Operator (Toolroom)	18.93
19040 - Tool and Die Maker	21.88
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	17.96
21020 - Material Coordinator	15.79
21030 - Material Expediter	14.67
21040 - Material Handling Laborer	11.36
21050 - Order Filler	13.11
21071 - Forklift Operator	14.94
21080 - Production Line Worker (Food Processing)	15.09
21100 - Shipping/Receiving Clerk	13.32
21130 - Shipping Packer	14.22
21140 - Store Worker I	13.28
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	16.59
21210 - Tools and Parts Attendant	15.14
21400 - Warehouse Specialist	15.14
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	19.94
23040 - Aircraft Mechanic Helper	16.15
23050 - Aircraft Quality Control Inspector	20.74
23060 - Aircraft Servicer	17.75
23070 - Aircraft Worker	18.54
23100 - Appliance Mechanic	18.45
23120 - Bicycle Repairer	15.78
23125 - Cable Splicer	26.74
23130 - Carpenter, Maintenance	19.44
23140 - Carpet Layer	20.89
23160 - Electrician, Maintenance	22.43
23181 - Electronics Technician, Maintenance I	17.28
23182 - Electronics Technician, Maintenance II	23.20
23183 - Electronics Technician, Maintenance III	25.55
23260 - Fabric Worker	17.22
23290 - Fire Alarm System Mechanic	19.22
23310 - Fire Extinguisher Repairer	16.33
23340 - Fuel Distribution System Mechanic	21.14
23370 - General Maintenance Worker	17.87
23400 - Heating, Refrigeration and Air Conditioning Mechanic	19.22
23430 - Heavy Equipment Mechanic	20.82
23440 - Heavy Equipment Operator	23.58
23460 - Instrument Mechanic	21.14
23470 - Laborer	11.36
23500 - Locksmith	19.06
23530 - Machinery Maintenance Mechanic	22.96
23550 - Machinist, Maintenance	19.22
23580 - Maintenance Trades Helper	18.96
23640 - Millwright	19.17
23700 - Office Appliance Repairer	18.88
23740 - Painter, Aircraft	22.10
23760 - Painter, Maintenance	21.22
23790 - Pipefitter, Maintenance	21.69
23800 - Plumber, Maintenance	21.03
23820 - Pneudraulic Systems Mechanic	18.12
23850 - Rigger	21.74
23870 - Scale Mechanic	17.97
23890 - Sheet-Metal Worker, Maintenance	22.91
23910 - Small Engine Mechanic	17.87
23930 - Telecommunication Mechanic I	20.63
23931 - Telecommunication Mechanic II	24.33
23950 - Telephone Lineman	20.63
23960 - Welder, Combination, Maintenance	19.22

23965 - Well Driller	20.63
23970 - Woodcraft Worker	19.72
23980 - Woodworker	16.81
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.74
24580 - Child Care Center Clerk	17.75
24600 - Chore Aid	9.73
24630 - Homemaker	19.78
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	21.14
25040 - Sewage Plant Operator	23.80
25070 - Stationary Engineer	21.14
25190 - Ventilation Equipment Tender	17.11
25210 - Water Treatment Plant Operator	23.80
27000 - Protective Service Occupations	
(not set) - Police Officer	23.83
27004 - Alarm Monitor	16.72
27006 - Corrections Officer	22.31
27010 - Court Security Officer	20.03
27040 - Detention Officer	22.31
27070 - Firefighter	18.05
27101 - Guard I	10.65
27102 - Guard II	17.88
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	19.93
28020 - Hatch Tender	19.93
28030 - Line Handler	19.95
28040 - Stevedore I	17.39
28050 - Stevedore II	20.74
29000 - Technical Occupations	
21150 - Graphic Artist	23.68
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	14.61
29024 - Archeological Technician II	16.33
29025 - Archeological Technician III	20.29
29030 - Cartographic Technician	23.66
29035 - Computer Based Training (CBT) Specialist/ Instructor	24.16
29040 - Civil Engineering Technician	22.64
29061 - Drafter I	15.60
29062 - Drafter II	18.01
29063 - Drafter III	20.29
29064 - Drafter IV	24.86
29081 - Engineering Technician I	14.00
29082 - Engineering Technician II	16.87
29083 - Engineering Technician III	23.33
29084 - Engineering Technician IV	24.00
29085 - Engineering Technician V	28.41
29086 - Engineering Technician VI	34.46
29090 - Environmental Technician	19.85
29100 - Flight Simulator/Instructor (Pilot)	27.17
29160 - Instructor	20.85
29210 - Laboratory Technician	19.66
29240 - Mathematical Technician	21.81
29361 - Paralegal/Legal Assistant I	16.75
29362 - Paralegal/Legal Assistant II	17.94
29363 - Paralegal/Legal Assistant III	22.39
29364 - Paralegal/Legal Assistant IV	27.06
29390 - Photooptics Technician	22.48

29480 - Technical Writer	20.85
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)	18.77
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	16.92
29622 - Weather Observer, Upper Air (3)	16.92
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	15.32
31260 - Parking and Lot Attendant	11.11
31290 - Shuttle Bus Driver	15.69
31300 - Taxi Driver	12.92
31361 - Truckdriver, Light Truck	13.55
31362 - Truckdriver, Medium Truck	15.32
31363 - Truckdriver, Heavy Truck	17.20
31364 - Truckdriver, Tractor-Trailer	17.20
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	11.36
99030 - Cashier	10.29
99041 - Carnival Equipment Operator	11.87
99042 - Carnival Equipment Repairer	12.49
99043 - Carnival Worker	10.24
99050 - Desk Clerk	12.74
99095 - Embalmer	18.23
99300 - Lifeguard	11.17
99310 - Mortician	19.03
99350 - Park Attendant (Aide)	14.09
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.17
99500 - Recreation Specialist	13.62
99510 - Recycling Worker	13.06
99610 - Sales Clerk	11.42
99620 - School Crossing Guard (Crosswalk Attendant)	10.65
99630 - Sport Official	11.17
99658 - Survey Party Chief (Chief of Party)	26.47
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	20.65
99660 - Surveying Aide	15.06
99690 - Swimming Pool Operator	15.10
99720 - Vending Machine Attendant	11.45
99730 - Vending Machine Repairer	16.65
99740 - Vending Machine Repairer Helper	14.49

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:
HEALTH & WELFARE: $2.59 an hour or $103.60 a week or $448.93 a month
VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)
HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)
THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):
1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is

entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).
HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, 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 ordance, (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. Al operations involving, unloading, storage, and hauling of ordance, 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 ordance, 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 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) and computes a proposed rate).
2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), 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 th 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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