WAGE DETERMINATION NO: 94-2521 REV (27) AREA: TX,SAN ANTONIO
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
| WASHINGTON D.C. 20210

| Wage Determination No.: **1994-2521**
William W.Gross Division of | Revision No.: 27
Director Wage Determinations | Date Of Last Revision: 07/16/2004

State: Texas
Area: Texas Counties of Atascosa, Bandera, Bexar, Comal, De Witt, Edwards, Gillespie, Gonzales, Guadalupe, Karnes, Kendall, Kerr, Kinney, McMullen, Medina, Real, Uvalde, Val Verde, Wilson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	9.01
01012 - Accounting Clerk II	10.57
01013 - Accounting Clerk III	12.19
01014 - Accounting Clerk IV	14.37
01030 - Court Reporter	13.75
01050 - Dispatcher, Motor Vehicle	13.63
01060 - Document Preparation Clerk	11.62
01070 - Messenger (Courier)	8.84
01090 - Duplicating Machine Operator	11.12
01110 - Film/Tape Librarian	11.10
01115 - General Clerk I	8.43
01116 - General Clerk II	9.58
01117 - General Clerk III	10.71
01118 - General Clerk IV	15.45
01120 - Housing Referral Assistant	16.30
01131 - Key Entry Operator I	9.03
01132 - Key Entry Operator II	10.40
01191 - Order Clerk I	9.58
01192 - Order Clerk II	11.12
01261 - Personnel Assistant (Employment) I	11.35
01262 - Personnel Assistant (Employment) II	13.71
01263 - Personnel Assistant (Employment) III	15.38
01264 - Personnel Assistant (Employment) IV	18.00
01270 - Production Control Clerk	14.17
01290 - Rental Clerk	11.10
01300 - Scheduler, Maintenance	12.95
01311 - Secretary I	13.07
01312 - Secretary II	14.62
01313 - Secretary III	16.30
01314 - Secretary IV	19.79
01315 - Secretary V	21.92
01320 - Service Order Dispatcher	12.07
01341 - Stenographer I	11.22

01342 - Stenographer II	12.50
01400 - Supply Technician	19.79
01420 - Survey Worker (Interviewer)	12.50
01460 - Switchboard Operator-Receptionist	9.69
01510 - Test Examiner	14.62
01520 - Test Proctor	14.62
01531 - Travel Clerk I	9.74
01532 - Travel Clerk II	10.31
01533 - Travel Clerk III	10.84
01611 - Word Processor I	11.12
01612 - Word Processor II	12.24
01613 - Word Processor III	14.50
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	10.18
03041 - Computer Operator I	11.45
03042 - Computer Operator II	13.43
03043 - Computer Operator III	17.17
03044 - Computer Operator IV	19.04
03045 - Computer Operator V	21.11
03071 - Computer Programmer I (1)	18.72
03072 - Computer Programmer II (1)	23.80
03073 - Computer Programmer III (1)	26.83
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	23.08
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	11.70
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	15.78
05010 - Automotive Glass Installer	13.31
05040 - Automotive Worker	13.31
05070 - Electrician, Automotive	14.09
05100 - Mobile Equipment Servicer	11.87
05130 - Motor Equipment Metal Mechanic	14.83
05160 - Motor Equipment Metal Worker	13.31
05190 - Motor Vehicle Mechanic	14.83
05220 - Motor Vehicle Mechanic Helper	11.25
05250 - Motor Vehicle Upholstery Worker	12.58
05280 - Motor Vehicle Wrecker	13.31
05310 - Painter, Automotive	14.09
05340 - Radiator Repair Specialist	13.31
05370 - Tire Repairer	11.12
05400 - Transmission Repair Specialist	14.83
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	7.36
07010 - Baker	9.41
07041 - Cook I	8.72
07042 - Cook II	10.35
07070 - Dishwasher	7.36
07130 - Meat Cutter	11.96
07250 - Waiter/Waitress	6.78
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	13.66
09040 - Furniture Handler	9.71
09070 - Furniture Refinisher	13.66
09100 - Furniture Refinisher Helper	10.91
09110 - Furniture Repairer, Minor	12.20
09130 - Upholsterer	13.66
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	7.42

11060 - Elevator Operator	7.36
11090 - Gardener	10.20
11121 - House Keeping Aid I	7.61
11122 - House Keeping Aid II	8.10
11150 - Janitor	8.10
11210 - Laborer, Grounds Maintenance	8.57
11240 - Maid or Houseman	7.61
11270 - Pest Controller	10.84
11300 - Refuse Collector	7.04
11330 - Tractor Operator	9.70
11360 - Window Cleaner	8.57
12000 - Health Occupations	
12020 - Dental Assistant	11.98
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.52
12071 - Licensed Practical Nurse I	11.02
12072 - Licensed Practical Nurse II	12.36
12073 - Licensed Practical Nurse III	13.84
12100 - Medical Assistant	11.83
12130 - Medical Laboratory Technician	12.28
12160 - Medical Record Clerk	11.24
12190 - Medical Record Technician	13.75
12221 - Nursing Assistant I	8.06
12222 - Nursing Assistant II	9.06
12223 - Nursing Assistant III	9.89
12224 - Nursing Assistant IV	11.09
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	11.24
12311 - Registered Nurse I	18.84
12312 - Registered Nurse II	22.61
12313 - Registered Nurse II, Specialist	23.73
12314 - Registered Nurse III	27.35
12315 - Registered Nurse III, Anesthetist	27.35
12316 - Registered Nurse IV	32.75
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	17.67
13011 - Exhibits Specialist I	16.05
13012 - Exhibits Specialist II	17.58
13013 - Exhibits Specialist III	20.01
13041 - Illustrator I	16.05
13042 - Illustrator II	17.58
13043 - Illustrator III	20.01
13047 - Librarian	21.97
13050 - Library Technician	11.45
13071 - Photographer I	11.70
13072 - Photographer II	14.31
13073 - Photographer III	15.49
13074 - Photographer IV	17.63
13075 - Photographer V	21.39
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.18
15030 - Counter Attendant	7.18
15040 - Dry Cleaner	8.74
15070 - Finisher, Flatwork, Machine	7.18
15090 - Presser, Hand	7.18
15100 - Presser, Machine, Drycleaning	7.18
15130 - Presser, Machine, Shirts	7.18
15160 - Presser, Machine, Wearing Apparel, Laundry	7.18
15190 - Sewing Machine Operator	9.22
15220 - Tailor	9.69
15250 - Washer, Machine	7.80

19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	14.53
19040 - Tool and Die Maker	17.11
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	11.51
21020 - Material Coordinator	12.20
21030 - Material Expediter	12.20
21040 - Material Handling Laborer	9.52
21050 - Order Filler	10.08
21071 - Forklift Operator	11.25
21080 - Production Line Worker (Food Processing)	11.25
21100 - Shipping/Receiving Clerk	9.78
21130 - Shipping Packer	10.33
21140 - Store Worker I	8.52
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	11.37
21210 - Tools and Parts Attendant	11.25
21400 - Warehouse Specialist	11.25
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	18.16
23040 - Aircraft Mechanic Helper	12.74
23050 - Aircraft Quality Control Inspector	18.19
23060 - Aircraft Servicer	14.27
23070 - Aircraft Worker	15.21
23100 - Appliance Mechanic	14.53
23120 - Bicycle Repairer	11.12
23125 - Cable Splicer	15.17
23130 - Carpenter, Maintenance	13.66
23140 - Carpet Layer	12.91
23160 - Electrician, Maintenance	18.62
23181 - Electronics Technician, Maintenance I	17.86
23182 - Electronics Technician, Maintenance II	21.07
23183 - Electronics Technician, Maintenance III	22.11
23260 - Fabric Worker	12.97
23290 - Fire Alarm System Mechanic	15.17
23310 - Fire Extinguisher Repairer	12.12
23340 - Fuel Distribution System Mechanic	15.82
23370 - General Maintenance Worker	13.33
23400 - Heating, Refrigeration and Air Conditioning Mechanic	16.75
23430 - Heavy Equipment Mechanic	14.59
23440 - Heavy Equipment Operator	14.38
23460 - Instrument Mechanic	15.17
23470 - Laborer	8.10
23500 - Locksmith	13.66
23530 - Machinery Maintenance Mechanic	15.82
23550 - Machinist, Maintenance	14.38
23580 - Maintenance Trades Helper	10.91
23640 - Millwright	18.29
23700 - Office Appliance Repairer	14.53
23740 Painter, Aircraft	14.08
23760 - Painter, Maintenance	13.66
23790 - Pipefitter, Maintenance	16.07
23800 - Plumber, Maintenance	16.07
23820 - Pneudraulic Systems Mechanic	15.17
23850 - Rigger	15.17
23870 - Scale Mechanic	13.83
23890 - Sheet-Metal Worker, Maintenance	14.38
23910 - Small Engine Mechanic	14.20
23930 - Telecommunication Mechanic I	16.54
23931 - Telecommunication Mechanic II	17.41
23950 - Telephone Lineman	16.54

23960 - Welder, Combination, Maintenance	14.38
23965 - Well Driller	14.38
23970 - Woodcraft Worker	15.17
23980 - Woodworker	11.51
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.45
24580 - Child Care Center Clerk	12.07
24600 - Chore Aid	6.52
24630 - Homemaker	13.69
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	18.19
25040 - Sewage Plant Operator	15.03
25070 Stationary Engineer	18.19
25190 - Ventilation Equipment Tender	12.13
25210 - Water Treatment Plant Operator	15.03
27000 - Protective Service Occupations	
(not set) - Police Officer	20.47
27004 - Alarm Monitor	12.06
27006 - Corrections Officer	19.04
27010 Court Security Officer	19.04
27040 - Detention Officer	19.04
27070 - Firefighter	18.13
27101 - Guard I	7.72
27102 - Guard II	11.14
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	12.69
28020 - Hatch Tender	12.69
28030 - Line Handler	12.69
28040 - Stevedore I	11.42
28050 - Stevedore II	12.95
29000 - Technical Occupations	
21150 - Graphic Artist	18.23
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	12.69
29024 - Archeological Technician II	14.20
29025 - Archeological Technician III	17.58
29030 - Cartographic Technician	20.22
29035 - Computer Based Training (CBT) Specialist/ Instructor	21.66
29040 - Civil Engineering Technician	15.56
29061 - Drafter I	11.79
29062 - Drafter II	13.28
29063 - Drafter III	17.66
29064 - Drafter IV	20.22
29081 - Engineering Technician I	12.25
29082 - Engineering Technician II	14.79
29083 - Engineering Technician III	16.55
29084 - Engineering Technician IV	18.88
29085 - Engineering Technician V	22.19
29086 - Engineering Technician VI	25.20
29090 - Environmental Technician	16.21
29100 - Flight Simulator/Instructor (Pilot)	27.64
29160 - Instructor	19.52
29210 - Laboratory Technician	14.98
29240 - Mathematical Technician	18.74
29361 - Paralegal/Legal Assistant I	15.07
29362 - Paralegal/Legal Assistant II	19.79
29363 - Paralegal/Legal Assistant III	24.19
29364 - Paralegal/Legal Assistant IV	29.25

29390 - Photooptics Technician	17.04
29480 - Technical Writer	21.48
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)	17.11
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	15.39
29622 - Weather Observer, Upper Air (3)	15.39
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	11.09
31260 - Parking and Lot Attendant	7.31
31290 - Shuttle Bus Driver	11.72
31300 - Taxi Driver	9.53
31361 - Truckdriver, Light Truck	11.72
31362 - Truckdriver, Medium Truck	12.45
31363 - Truckdriver, Heavy Truck	14.56
31364 - Truckdriver, Tractor-Trailer	14.56
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	8.51
99030 - Cashier	7.80
99041 - Carnival Equipment Operator	8.76
99042 - Carnival Equipment Repairer	9.21
99043 - Carnival Worker	7.31
99050 - Desk Clerk	8.80
99095 - Embalmer	16.85
99300 - Lifeguard	10.19
99310 - Mortician	20.39
99350 - Park Attendant (Aide)	12.79
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.56
99500 - Recreation Specialist	12.20
99510 - Recycling Worker	8.37
99610 - Sales Clerk	9.91
99620 - School Crossing Guard (Crosswalk Attendant)	8.10
99630 - Sport Official	10.19
99658 - Survey Party Chief (Chief of Party)	16.24
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.52
99660 - Surveying Aide	11.32
99690 - Swimming Pool Operator	9.60
99720 - Vending Machine Attendant	8.05
99730 - Vending Machine Repairer	9.60
99740 - Vending Machine Repairer Helper	8.05

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 **

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