WAGE DETERMINATION NO: 94-2523 REV (22) AREA: TX,WACO

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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.: **1994-2523**
William W.Gross Division of | Revision No.: 22
Director Wage Determinations | Date Of Last Revision: 09/02/2004

State: Texas
Area: Texas Counties of Anderson, Bell, Bosque, Brazos, Coryell, Falls, Freestone, Hamilton, Hill, Leon, Limestone, McLennan, Mills, Robertson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	9.05
01012 - Accounting Clerk II	9.89
01013 - Accounting Clerk III	11.98
01014 - Accounting Clerk IV	13.48
01030 - Court Reporter	13.22
01050 - Dispatcher, Motor Vehicle	12.08
01060 - Document Preparation Clerk	10.01
01070 Messenger (Courier)	8.39
01090 - Duplicating Machine Operator	10.01
01110 - Film/Tape Librarian	11.44
01115 - General Clerk I	9.06
01116 - General Clerk II	10.19
01117 - General Clerk III	12.55
01118 - General Clerk IV	14.06
01120 - Housing Referral Assistant	13.67
01131 - Key Entry Operator I	9.29
01132 - Key Entry Operator II	12.35
01191 - Order Clerk I	9.77
01192 - Order Clerk II	10.67
01261 - Personnel Assistant (Employment) I	11.04
01262 - Personnel Assistant (Employment) II	12.73
01263 - Personnel Assistant (Employment) III	14.33
01264 - Personnel Assistant (Employment) IV	17.03
01270 - Production Control Clerk	15.01
01290 - Rental Clerk	10.40
01300 - Scheduler, Maintenance	10.75
01311 - Secretary I	10.75
01312 - Secretary II	12.62
01313 - Secretary III	13.67
01314 - Secretary IV	14.75
01315 - Secretary V	16.53
01320 - Service Order Dispatcher	10.40
01341 - Stenographer I	10.45
01342 - Stenographer II	13.36

01400 - Supply Technician	15.42
01420 - Survey Worker (Interviewer)	12.62
01460 - Switchboard Operator-Receptionist	9.07
01510 - Test Examiner	12.62
01520 - Test Proctor	12.62
01531 - Travel Clerk I	10.34
01532 - Travel Clerk II	11.31
01533 - Travel Clerk III	12.24
01611 - Word Processor I	10.38
01612 - Word Processor II	11.73
01613 - Word Processor III	13.62
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	10.88
03041 - Computer Operator I	10.88
03042 - Computer Operator II	15.19
03043 - Computer Operator III	17.91
03044 - Computer Operator IV	19.84
03045 - Computer Operator V	21.96
03071 - Computer Programmer I (1)	16.92
03072 - Computer Programmer II (1)	20.33
03073 - Computer Programmer III (1)	22.94
03074 - Computer Programmer IV (1)	26.76
03101 - Computer Systems Analyst I (1)	22.76
03102 - Computer Systems Analyst II (1)	24.33
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	12.71
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	15.59
05010 - Automotive Glass Installer	13.40
05040 - Automotive Worker	13.40
05070 - Electrician, Automotive	14.17
05100 - Mobile Equipment Servicer	11.73
05130 - Motor Equipment Metal Mechanic	14.95
05160 - Motor Equipment Metal Worker	13.40
05190 - Motor Vehicle Mechanic	14.95
05220 - Motor Vehicle Mechanic Helper	10.90
05250 - Motor Vehicle Upholstery Worker	12.56
05280 - Motor Vehicle Wrecker	13.40
05310 - Painter, Automotive	14.17
05340 - Radiator Repair Specialist	13.40
05370 - Tire Repairer	11.33
05400 - Transmission Repair Specialist	14.95
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	6.96
07010 - Baker	9.89
07041 - Cook I	8.70
07042 - Cook II	9.89
07070 - Dishwasher	6.73
07130 - Meat Cutter	10.96
07250 - Waiter/Waitress	6.84
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	14.17
09040 - Furniture Handler	9.23
09070 - Furniture Refinisher	14.17
09100 - Furniture Refinisher Helper	10.90
09110 - Furniture Repairer, Minor	12.56
09130 - Upholsterer	14.17
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	7.48
11060 - Elevator Operator	7.48

11090 - Gardener	9.91
11121 - House Keeping Aid I	7.49
11122 - House Keeping Aid II	8.41
11150 - Janitor	8.11
11210 - Laborer, Grounds Maintenance	8.96
11240 - Maid or Houseman	7.06
11270 - Pest Controller	12.20
11300 - Refuse Collector	8.09
11330 - Tractor Operator	9.20
11360 - Window Cleaner	8.90
12000 - Health Occupations	
12020 - Dental Assistant	10.93
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.02
12071 - Licensed Practical Nurse I	11.47
12072 - Licensed Practical Nurse II	12.86
12073 - Licensed Practical Nurse III	14.39
12100 - Medical Assistant	10.69
12130 - Medical Laboratory Technician	12.36
12160 - Medical Record Clerk	10.37
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	7.97
12222 - Nursing Assistant II	8.96
12223 - Nursing Assistant III	9.77
12224 - Nursing Assistant IV	10.96
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	10.96
12311 - Registered Nurse I	17.03
12312 - Registered Nurse II	20.83
12313 - Registered Nurse II, Specialist	20.83
12314 - Registered Nurse III	25.21
12315 - Registered Nurse III, Anesthetist	25.21
12316 - Registered Nurse IV	30.21
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	16.71
13011 - Exhibits Specialist I	15.18
13012 - Exhibits Specialist II	19.17
13013 - Exhibits Specialist III	22.87
13041 - Illustrator I	14.76
13042 - Illustrator II	18.63
13043 - Illustrator III	22.22
13047 - Librarian	18.51
13050 - Library Technician	13.29
13071 - Photographer I	11.44
13072 - Photographer II	13.91
13073 - Photographer III	17.56
13074 - Photographer IV	20.20
13075 - Photographer V	24.53
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	6.80
15030 - Counter Attendant	6.80
15040 - Dry Cleaner	8.79
15070 - Finisher, Flatwork, Machine	6.80
15090 - Presser, Hand	6.80
15100 - Presser, Machine, Drycleaning	6.80
15130 - Presser, Machine, Shirts	6.80
15160 - Presser, Machine, Wearing Apparel, Laundry	6.80
15190 - Sewing Machine Operator	9.45
15220 - Tailor	10.12
15250 - Washer, Machine	7.57
19000 - Machine Tool Operation and Repair Occupations	

19010 - Machine-Tool Operator (Toolroom)	14.46
19040 - Tool and Die Maker	16.54
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	14.11
21020 - Material Coordinator	14.00
21030 - Material Expediter	14.00
21040 - Material Handling Laborer	8.93
21050 - Order Filler	9.66
21071 - Forklift Operator	11.77
21080 - Production Line Worker (Food Processing)	11.58
21100 - Shipping/Receiving Clerk	10.86
21130 - Shipping Packer	10.86
21140 - Store Worker I	7.85
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	10.97
21210 - Tools and Parts Attendant	11.77
21400 - Warehouse Specialist	11.68
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	19.10
23040 - Aircraft Mechanic Helper	12.77
23050 - Aircraft Quality Control Inspector	20.08
23060 - Aircraft Servicer	14.73
23070 - Aircraft Worker	15.71
23100 - Appliance Mechanic	14.50
23120 - Bicycle Repairer	11.33
23125 - Cable Splicer	16.45
23130 - Carpenter, Maintenance	14.17
23140 - Carpet Layer	13.40
23160 - Electrician, Maintenance	16.18
23181 - Electronics Technician, Maintenance I	16.22
23182 - Electronics Technician, Maintenance II	18.01
23183 - Electronics Technician, Maintenance III	20.48
23260 - Fabric Worker	12.61
23290 - Fire Alarm System Mechanic	15.44
23310 - Fire Extinguisher Repairer	11.73
23340 - Fuel Distribution System Mechanic	15.44
23370 - General Maintenance Worker	13.40
23400 - Heating, Refrigeration and Air Conditioning Mechanic	14.95
23430 - Heavy Equipment Mechanic	14.95
23440 - Heavy Equipment Operator	14.95
23460 - Instrument Mechanic	17.19
23470 - Laborer	8.93
23500 - Locksmith	14.50
23530 - Machinery Maintenance Mechanic	15.03
23550 - Machinist, Maintenance	14.95
23580 - Maintenance Trades Helper	10.90
23640 - Millwright	16.45
23700 - Office Appliance Repairer	14.50
23740 - Painter, Aircraft	14.17
23760 - Painter, Maintenance	14.17
23790 - Pipefitter, Maintenance	17.87
23800 - Plumber, Maintenance	16.39
23820 - Pneudraulic Systems Mechanic	15.44
23850 - Rigger	15.44
23870 - Scale Mechanic	13.56
23890 - Sheet-Metal Worker, Maintenance	14.95
23910 - Small Engine Mechanic	13.56
23930 - Telecommunication Mechanic I	17.20
23931 - Telecommunication Mechanic II	20.75
23950 - Telephone Lineman	17.03
23960 - Welder, Combination, Maintenance	14.95

23965 - Well Driller	15.44
23970 - Woodcraft Worker	15.44
23980 - Woodworker	11.88
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.63
24580 - Child Care Center Clerk	10.76
24600 - Chore Aid	7.01
24630 - Homemaker	11.97
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	14.95
25040 - Sewage Plant Operator	14.17
25070 - Stationary Engineer	17.19
25190 - Ventilation Equipment Tender	10.90
25210 - Water Treatment Plant Operator	14.17
27000 - Protective Service Occupations	
(not set) - Police Officer	14.75
27004 - Alarm Monitor	10.51
27006 - Corrections Officer	13.88
27010 - Court Security Officer	13.88
27040 - Detention Officer	13.88
27070 - Firefighter	14.14
27101 - Guard I	9.85
27102 - Guard II	12.93
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	15.59
28020 - Hatch Tender	13.56
28030 - Line Handler	13.56
28040 - Stevedore I	12.03
28050 - Stevedore II	13.68
29000 - Technical Occupations	
21150 - Graphic Artist	15.67
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	13.45
29024 - Archeological Technician II	14.69
29025 - Archeological Technician III	18.63
29030 - Cartographic Technician	23.36
29035 - Computer Based Training (CBT) Specialist/ Instructor	22.76
29040 - Civil Engineering Technician	19.60
29061 - Drafter I	12.70
29062 - Drafter II	13.95
29063 - Drafter III	19.07
29064 - Drafter IV	22.55
29081 - Engineering Technician I	13.63
29082 - Engineering Technician II	16.43
29083 - Engineering Technician III	18.40
29084 - Engineering Technician IV	26.25
29085 - Engineering Technician V	30.72
29086 - Engineering Technician VI	32.32
29090 - Environmental Technician	21.16
29100 - Flight Simulator/Instructor (Pilot)	24.33
29160 - Instructor	20.77
29210 - Laboratory Technician	17.88
29240 - Mathematical Technician	23.28
29361 - Paralegal/Legal Assistant I	14.12
29362 - Paralegal/Legal Assistant II	15.88
29363 - Paralegal/Legal Assistant III	19.43
29364 - Paralegal/Legal Assistant IV	23.51
29390 - Photooptics Technician	19.99

29480 - Technical Writer	26.51
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)	16.69
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	15.02
29622 - Weather Observer, Upper Air (3)	15.02
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	13.74
31260 - Parking and Lot Attendant	7.41
31290 - Shuttle Bus Driver	11.08
31300 - Taxi Driver	8.98
31361 - Truckdriver, Light Truck	11.08
31362 - Truckdriver, Medium Truck	15.47
31363 - Truckdriver, Heavy Truck	15.28
31364 - Truckdriver, Tractor-Trailer	15.28
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	7.82
99030 - Cashier	7.43
99041 - Carnival Equipment Operator	10.21
99042 - Carnival Equipment Repairer	11.01
99043 - Carnival Worker	6.84
99050 - Desk Clerk	8.63
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)	10.12
99500 - Recreation Specialist	12.01
99510 - Recycling Worker	9.60
99610 - Sales Clerk	9.63
99620 - School Crossing Guard (Crosswalk Attendant)	8.26
99630 - Sport Official	10.19
99658 - Survey Party Chief (Chief of Party)	15.28
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.06
99660 - Surveying Aide	9.53
99690 - Swimming Pool Operator	10.88
99720 - Vending Machine Attendant	10.22
99730 - Vending Machine Repairer	12.51
99740 - Vending Machine Repairer Helper	10.22

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 10 years, and 4 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

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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