WAGE DETERMINATION NO: 94-2377 REV (20) AREA: NY,NORTHERN NEW YORK

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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.: **1994-2377**
William W.Gross Division of | Revision No.: 20
Director Wage Determinations | Date Of Last Revision: 08/12/2004

State: New York
Area: New York Counties of Clinton, Essex, Franklin, Jefferson, Lewis, St Lawrence

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	10.41
01012 - Accounting Clerk II	11.38
01013 - Accounting Clerk III	16.07
01014 - Accounting Clerk IV	17.96
01030 - Court Reporter	13.84
01050 - Dispatcher, Motor Vehicle	13.82
01060 - Document Preparation Clerk	10.90
01070 - Messenger (Courier)	9.05
01090 - Duplicating Machine Operator	10.90
01110 - Film/Tape Librarian	11.76
01115 - General Clerk I	8.70
01116 - General Clerk II	9.70
01117 - General Clerk III	10.59
01118 - General Clerk IV	11.88
01120 - Housing Referral Assistant	14.41
01131 - Key Entry Operator I	10.05
01132 - Key Entry Operator II	10.99
01191 - Order Clerk I	10.12
01192 - Order Clerk II	10.60
01261 - Personnel Assistant (Employment) I	10.56
01262 - Personnel Assistant (Employment) II	11.85
01263 - Personnel Assistant (Employment) III	12.96
01264 - Personnel Assistant (Employment) IV	14.56
01270 - Production Control Clerk	15.39
01290 - Rental Clerk	10.75
01300 - Scheduler, Maintenance	11.02
01311 - Secretary I	11.02
01312 - Secretary II	12.94
01313 - Secretary III	14.44
01314 - Secretary IV	16.03
01315 - Secretary V	17.75
01320 - Service Order Dispatcher	11.78
01341 - Stenographer I	10.47
01342 - Stenographer II	11.76
01400 - Supply Technician	16.03

01420 - Survey Worker (Interviewer)	12.06
01460 - Switchboard Operator-Receptionist	9.23
01510 - Test Examiner	12.94
01520 - Test Proctor	12.94
01531 - Travel Clerk I	9.15
01532 - Travel Clerk II	9.79
01533 - Travel Clerk III	10.50
01611 - Word Processor I	11.40
01612 - Word Processor II	13.09
01613 - Word Processor III	13.77
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	11.14
03041 - Computer Operator I	11.78
03042 - Computer Operator II	12.72
03043 - Computer Operator III	14.69
03044 - Computer Operator IV	16.32
03045 - Computer Operator V	18.06
03071 - Computer Programmer I (1)	15.50
03072 - Computer Programmer II (1)	19.19
03073 - Computer Programmer III (1)	22.49
03074 - Computer Programmer IV (1)	26.74
03101 - Computer Systems Analyst I (1)	22.46
03102 - Computer Systems Analyst II (1)	27.06
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	11.78
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	18.26
05010 - Automotive Glass Installer	16.87
05040 - Automotive Worker	16.87
05070 - Electrician, Automotive	17.54
05100 - Mobile Equipment Servicer	15.54
05130 - Motor Equipment Metal Mechanic	18.26
05160 - Motor Equipment Metal Worker	16.87
05190 - Motor Vehicle Mechanic	18.26
05220 - Motor Vehicle Mechanic Helper	14.88
05250 - Motor Vehicle Upholstery Worker	16.21
05280 - Motor Vehicle Wrecker	16.87
05310 - Painter, Automotive	17.54
05340 - Radiator Repair Specialist	16.87
05370 - Tire Repairer	15.01
05400 - Transmission Repair Specialist	18.26
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	11.69
07010 - Baker	15.69
07041 - Cook I	14.37
07042 - Cook II	15.69
07070 - Dishwasher	11.69
07130 - Meat Cutter	15.69
07250 - Waiter/Waitress	12.36
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	16.55
09040 - Furniture Handler	12.74
09070 - Furniture Refinisher	16.55
09100 - Furniture Refinisher Helper	14.02
09110 - Furniture Repairer, Minor	15.27
09130 - Upholsterer	16.55
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	11.69
11060 - Elevator Operator	13.43
11090 - Gardener	14.37

11121 - House Keeping Aid I	11.01
11122 - House Keeping Aid II	11.69
11150 - Janitor	11.69
11210 - Laborer, Grounds Maintenance	12.36
11240 - Maid or Houseman	11.01
11270 - Pest Controller	15.04
11300 - Refuse Collector	11.69
11330 - Tractor Operator	13.69
11360 - Window Cleaner	12.36
12000 - Health Occupations	
12020 - Dental Assistant	12.49
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.47
12071 - Licensed Practical Nurse I	11.07
12072 - Licensed Practical Nurse II	12.44
12073 - Licensed Practical Nurse III	13.32
12100 - Medical Assistant	11.88
12130 - Medical Laboratory Technician	12.42
12160 - Medical Record Clerk	12.42
12190 - Medical Record Technician	13.01
12221 - Nursing Assistant I	8.39
12222 - Nursing Assistant II	9.43
12223 - Nursing Assistant III	10.32
12224 - Nursing Assistant IV	11.56
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	10.30
12311 - Registered Nurse I	16.26
12312 - Registered Nurse II	19.89
12313 - Registered Nurse II, Specialist	19.89
12314 - Registered Nurse III	24.05
12315 - Registered Nurse III, Anesthetist	24.05
12316 - Registered Nurse IV	28.84
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	17.61
13011 - Exhibits Specialist I	14.57
13012 - Exhibits Specialist II	17.90
13013 - Exhibits Specialist III	22.06
13041 - Illustrator I	13.26
13042 - Illustrator II	16.43
13043 - Illustrator III	20.07
13047 - Librarian	22.10
13050 - Library Technician	13.81
13071 - Photographer I	11.63
13072 - Photographer II	12.99
13073 - Photographer III	16.09
13074 - Photographer IV	19.66
13075 - Photographer V	23.77
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	6.88
15030 - Counter Attendant	6.88
15040 - Dry Cleaner	7.57
15070 - Finisher, Flatwork, Machine	6.88
15090 - Presser, Hand	6.88
15100 - Presser, Machine, Drycleaning	6.88
15130 - Presser, Machine, Shirts	6.88
15160 - Presser, Machine, Wearing Apparel, Laundry	6.88
15190 - Sewing Machine Operator	8.57
15220 - Tailor	9.05
15250 - Washer, Machine	7.38
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	16.89

19040 - Tool and Die Maker	20.10
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	14.66
21020 - Material Coordinator	15.38
21030 - Material Expediter	15.38
21040 - Material Handling Laborer	10.65
21050 - Order Filler	11.70
21071 - Forklift Operator	13.16
21080 - Production Line Worker (Food Processing)	13.05
21100 - Shipping/Receiving Clerk	11.58
21130 - Shipping Packer	10.92
21140 - Store Worker I	10.80
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	12.42
21210 - Tools and Parts Attendant	13.05
21400 - Warehouse Specialist	13.05
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	18.64
23040 - Aircraft Mechanic Helper	15.45
23050 - Aircraft Quality Control Inspector	20.53
23060 - Aircraft Servicer	17.21
23070 - Aircraft Worker	17.99
23100 - Appliance Mechanic	16.55
23120 - Bicycle Repairer	14.16
23125 - Cable Splicer	25.82
23130 - Carpenter, Maintenance	17.16
23140 - Carpet Layer	18.29
23160 - Electrician, Maintenance	20.28
23181 - Electronics Technician, Maintenance I	17.35
23182 - Electronics Technician, Maintenance II	20.74
23183 - Electronics Technician, Maintenance III	21.57
23260 - Fabric Worker	16.82
23290 - Fire Alarm System Mechanic	19.53
23310 - Fire Extinguisher Repairer	16.13
23340 - Fuel Distribution System Mechanic	19.53
23370 - General Maintenance Worker	15.90
23400 - Heating, Refrigeration and Air Conditioning Mechanic	17.75
23430 - Heavy Equipment Mechanic	17.77
23440 - Heavy Equipment Operator	18.17
23460 - Instrument Mechanic	20.41
23470 - Laborer	10.97
23500 - Locksmith	18.21
23530 - Machinery Maintenance Mechanic	20.41
23550 - Machinist, Maintenance	17.75
23580 - Maintenance Trades Helper	14.02
23640 - Millwright	19.64
23700 - Office Appliance Repairer	18.21
23740 - Painter, Aircraft	16.55
23760 - Painter, Maintenance	16.55
23790 - Pipefitter, Maintenance	22.67
23800 - Plumber, Maintenance	19.05
23820 - Pneudraulic Systems Mechanic	19.53
23850 - Rigger	19.53
23870 - Scale Mechanic	17.49
23890 - Sheet-Metal Worker, Maintenance	20.41
23910 - Small Engine Mechanic	15.90
23930 - Telecommunication Mechanic I	23.47
23931 - Telecommunication Mechanic II	24.30
23950 - Telephone Lineman	23.47
23960 - Welder, Combination, Maintenance	17.75
23965 - Well Driller	20.41

23970 - Woodcraft Worker	19.53
23980 - Woodworker	14.66
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.36
24580 - Child Care Center Clerk	13.86
24600 - Chore Aid	11.01
24630 - Homemaker	15.04
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	19.63
25040 - Sewage Plant Operator	16.76
25070 - Stationary Engineer	19.63
25190 - Ventilation Equipment Tender	14.63
25210 - Water Treatment Plant Operator	16.76
27000 - Protective Service Occupations	
(not set) - Police Officer	20.49
27004 - Alarm Monitor	13.77
27006 - Corrections Officer	20.86
27010 - Court Security Officer	20.82
27040 - Detention Officer	20.86
27070 - Firefighter	21.51
27101 - Guard I	12.31
27102 - Guard II	13.77
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	16.95
28020 - Hatch Tender	14.74
28030 - Line Handler	14.74
28040 - Stevedore I	16.56
28050 - Stevedore II	17.92
29000 - Technical Occupations	
21150 - Graphic Artist	18.53
29010 - Air Traffic Control Specialist, Center (2)	29.36
29011 - Air Traffic Control Specialist, Station (2)	20.25
29012 - Air Traffic Control Specialist, Terminal (2)	22.30
29023 - Archeological Technician I	11.36
29024 - Archeological Technician II	12.68
29025 - Archeological Technician III	15.70
29030 - Cartographic Technician	16.11
29035 - Computer Based Training (CBT) Specialist/ Instructor	22.46
29040 - Civil Engineering Technician	19.01
29061 - Drafter I	11.63
29062 - Drafter II	13.04
29063 - Drafter III	14.57
29064 - Drafter IV	17.90
29081 - Engineering Technician I	13.03
29082 - Engineering Technician II	14.61
29083 - Engineering Technician III	16.35
29084 - Engineering Technician IV	20.25
29085 - Engineering Technician V	24.79
29086 - Engineering Technician VI	29.96
29090 - Environmental Technician	17.90
29100 - Flight Simulator/Instructor (Pilot)	25.31
29160 - Instructor	19.10
29210 - Laboratory Technician	13.28
29240 - Mathematical Technician	17.77
29361 - Paralegal/Legal Assistant I	13.38
29362 - Paralegal/Legal Assistant II	17.81
29363 - Paralegal/Legal Assistant III	21.74
29364 - Paralegal/Legal Assistant IV	26.37
29390 - Photooptics Technician	18.91
29480 - Technical Writer	24.63

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)	14.38
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	12.95
29622 - Weather Observer, Upper Air (3)	12.95
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	11.96
31260 - Parking and Lot Attendant	10.49
31290 - Shuttle Bus Driver	12.63
31300 - Taxi Driver	10.97
31361 - Truckdriver, Light Truck	11.48
31362 - Truckdriver, Medium Truck	11.96
31363 - Truckdriver, Heavy Truck	14.72
31364 - Truckdriver, Tractor-Trailer	14.72
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	13.01
99030 - Cashier	8.47
99041 - Carnival Equipment Operator	13.69
99042 - Carnival Equipment Repairer	14.37
99043 - Carnival Worker	11.69
99050 - Desk Clerk	11.85
99095 - Embalmer	18.48
99300 - Lifeguard	9.80
99310 - Mortician	18.48
99350 - Park Attendant (Aide)	12.31
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.62
99500 - Recreation Specialist	14.37
99510 - Recycling Worker	13.69
99610 - Sales Clerk	9.23
99620 - School Crossing Guard (Crosswalk Attendant)	11.69
99630 - Sport Official	9.80
99658 - Survey Party Chief (Chief of Party)	15.96
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.65
99660 - Surveying Aide	9.23
99690 - Swimming Pool Operator	15.69
99720 - Vending Machine Attendant	13.69
99730 - Vending Machine Repairer	15.69
99740 Vending Machine Repairer Helper	13.69

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 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. 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 **

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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