WAGE DETERMINATION NO: 94-2461 REV (24) AREA: PR,ISLAND-WIDE

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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.: **1994-2461**
William W.Gross Division of | Revision No.: 24
Director Wage Determinations | Date Of Last Revision: 09/02/2004

State: Puerto Rico
Area: Puerto Rico Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	8.49
01012 - Accounting Clerk II	9.07
01013 - Accounting Clerk III	11.73
01014 - Accounting Clerk IV	14.27
01030 - Court Reporter	9.54
01050 - Dispatcher, Motor Vehicle	10.80
01060 - Document Preparation Clerk	9.04
01070 - Messenger (Courier)	7.47
01090 - Duplicating Machine Operator	9.04
01110 - Film/Tape Librarian	7.47
01115 - General Clerk I	7.15
01116 - General Clerk II	7.57
01117 - General Clerk III	11.02
01118 - General Clerk IV	12.37
01120 - Housing Referral Assistant	12.74
01131 - Key Entry Operator I	7.94
01132 - Key Entry Operator II	9.87
01191 - Order Clerk I	9.21
01192 - Order Clerk II	10.85
01261 - Personnel Assistant (Employment) I	8.40
01262 - Personnel Assistant (Employment) II	10.26
01263 - Personnel Assistant (Employment) III	11.72
01264 - Personnel Assistant (Employment) IV	13.13
01270 - Production Control Clerk	13.03
01290 - Rental Clerk	7.47
01300 - Scheduler, Maintenance	7.94
01311 - Secretary I	7.94
01312 - Secretary II	9.43
01313 - Secretary III	12.74
01314 - Secretary IV	13.23
01315 - Secretary V	14.66
01320 - Service Order Dispatcher	9.30
01341 - Stenographer I	7.33
01342 - Stenographer II	8.22
01400 - Supply Technician	13.23

01420 - Survey Worker (Interviewer)	8.67
01460 - Switchboard Operator-Receptionist	7.57
01510 - Test Examiner	9.43
01520 - Test Proctor	9.43
01531 - Travel Clerk I	9.48
01532 - Travel Clerk II	10.42
01533 - Travel Clerk III	11.46
01611 - Word Processor I	7.95
01612 - Word Processor II	9.33
01613 - Word Processor III	10.44
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	9.52
03041 - Computer Operator I	9.70
03042 - Computer Operator II	10.85
03043 - Computer Operator III	13.57
03044 - Computer Operator IV	18.31
03045 - Computer Operator V	20.28
03071 - Computer Programmer I (1)	14.86
03072 - Computer Programmer II (1)	18.95
03073 - Computer Programmer III (1)	22.59
03074 - Computer Programmer IV (1)	27.32
03101 - Computer Systems Analyst I (1)	20.21
03102 - Computer Systems Analyst II (1)	25.54
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	9.70
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	11.83
05010 - Automotive Glass Installer	10.79
05040 - Automotive Worker	10.79
05070 - Electrician, Automotive	11.32
05100 - Mobile Equipment Servicer	9.76
05130 - Motor Equipment Metal Mechanic	11.83
05160 - Motor Equipment Metal Worker	10.79
05190 - Motor Vehicle Mechanic	11.83
05220 - Motor Vehicle Mechanic Helper	9.22
05250 - Motor Vehicle Upholstery Worker	10.57
05280 - Motor Vehicle Wrecker	10.79
05310 - Painter, Automotive	12.45
05340 - Radiator Repair Specialist	10.79
05370 - Tire Repairer	9.43
05400 - Transmission Repair Specialist	11.83
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	6.01
07010 - Baker	7.68
07041 - Cook I	6.22
07042 - Cook II	7.50
07070 - Dishwasher	6.17
07130 - Meat Cutter	7.54
07250 - Waiter/Waitress	6.44
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	11.32
09040 - Furniture Handler	8.23
09070 - Furniture Refinisher	11.32
09100 - Furniture Refinisher Helper	9.22
09110 - Furniture Repairer, Minor	10.68
09130 - Upholsterer	11.32
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	6.70
11060 - Elevator Operator	6.55
11090 - Gardener	6.97

11121 - House Keeping Aid I	6.94
11122 - House Keeping Aid II	7.06
11150 - Janitor	6.55
11210 - Laborer, Grounds Maintenance	6.80
11240 - Maid or Houseman	6.94
11270 - Pest Controller	7.04
11300 - Refuse Collector	6.24
11330 - Tractor Operator	6.99
11360 - Window Cleaner	6.71
12000 - Health Occupations	
12020 - Dental Assistant	10.93
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
12071 - Licensed Practical Nurse I	8.71
12072 - Licensed Practical Nurse II	9.77
12073 - Licensed Practical Nurse III	10.93
12100 - Medical Assistant	10.75
12130 - Medical Laboratory Technician	9.77
12160 - Medical Record Clerk	9.77
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	7.29
12222 - Nursing Assistant II	8.19
12223 - Nursing Assistant III	8.94
12224 - Nursing Assistant IV	10.03
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	10.03
12311 - Registered Nurse I	13.54
12312 - Registered Nurse II	16.57
12313 - Registered Nurse II, Specialist	16.57
12314 - Registered Nurse III	20.05
12315 - Registered Nurse III, Anesthetist	20.05
12316 - Registered Nurse IV	24.02
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	13.10
13011 - Exhibits Specialist I	11.20
13012 - Exhibits Specialist II	13.10
13013 - Exhibits Specialist III	15.76
13041 - Illustrator I	12.32
13042 - Illustrator II	14.41
13043 - Illustrator III	17.34
13047 - Librarian	13.69
13050 - Library Technician	8.87
13071 - Photographer I	11.43
13072 - Photographer II	14.73
13073 - Photographer III	17.24
13074 - Photographer IV	20.74
13075 - Photographer V	22.80
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.34
15030 - Counter Attendant	7.34
15040 - Dry Cleaner	8.07
15070 - Finisher, Flatwork, Machine	7.34
15090 - Presser, Hand	7.34
15100 - Presser, Machine, Drycleaning	7.34
15130 - Presser, Machine, Shirts	7.34
15160 - Presser, Machine, Wearing Apparel, Laundry	7.43
15190 - Sewing Machine Operator	8.32
15220 - Tailor	8.56
15250 - Washer, Machine	7.58
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	11.37

19040 - Tool and Die Maker	12.46
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	10.02
21020 - Material Coordinator	11.62
21030 - Material Expediter	11.62
21040 - Material Handling Laborer	7.84
21050 - Order Filler	7.92
21071 - Forklift Operator	8.59
21080 - Production Line Worker (Food Processing)	8.59
21100 - Shipping/Receiving Clerk	8.95
21130 - Shipping Packer	8.54
21140 - Store Worker I	6.69
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	9.09
21210 - Tools and Parts Attendant	8.59
21400 - Warehouse Specialist	8.59
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	16.52
23040 - Aircraft Mechanic Helper	12.83
23050 - Aircraft Quality Control Inspector	17.25
23060 - Aircraft Servicer	14.72
23070 - Aircraft Worker	15.03
23100 - Appliance Mechanic	12.88
23120 - Bicycle Repairer	9.43
23125 - Cable Splicer	13.01
23130 - Carpenter, Maintenance	11.32
23140 - Carpet Layer	10.80
23160 - Electrician, Maintenance	11.83
23181 - Electronics Technician, Maintenance I	12.02
23182 - Electronics Technician, Maintenance II	14.26
23183 - Electronics Technician, Maintenance III	14.97
23260 - Fabric Worker	11.42
23290 - Fire Alarm System Mechanic	13.44
23310 - Fire Extinguisher Repairer	11.09
23340 - Fuel Distribution System Mechanic	13.44
23370 - General Maintenance Worker	10.80
23400 - Heating, Refrigeration and Air Conditioning Mechanic	11.83
23430 - Heavy Equipment Mechanic	11.83
23440 - Heavy Equipment Operator	11.83
23460 - Instrument Mechanic	11.83
23470 - Laborer	7.84
23500 Locksmith	11.32
23530 - Machinery Maintenance Mechanic	12.90
23550 - Machinist, Maintenance	10.29
23580 - Maintenance Trades Helper	9.22
23640 - Millwright	16.47
23700 - Office Appliance Repairer	11.32
23740 - Painter, Aircraft	12.45
23760 - Painter, Maintenance	11.32
23790 - Pipefitter, Maintenance	11.83
23800 - Plumber, Maintenance	11.32
23820 - Pneudraulic Systems Mechanic	13.44
23850 - Rigger	11.83
23870 - Scale Mechanic	12.86
23890 - Sheet-Metal Worker, Maintenance	11.83
23910 - Small Engine Mechanic	11.44
23930 - Telecommunication Mechanic I	14.31
23931 - Telecommunication Mechanic II	14.96
23950 - Telephone Lineman	14.31
23960 - Welder, Combination, Maintenance	11.83
23965 - Well Driller	11.83

23970 - Woodcraft Worker	11.83
23980 - Woodworker	9.76
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.05
24580 - Child Care Center Clerk	8.77
24600 - Chore Aid	6.54
24630 - Homemaker	10.75
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	13.44
25040 - Sewage Plant Operator	11.32
25070 - Stationary Engineer	13.44
25190 - Ventilation Equipment Tender	9.32
25210 - Water Treatment Plant Operator	12.45
27000 - Protective Service Occupations	
(not set) - Police Officer	10.06
27004 - Alarm Monitor	6.84
27006 - Corrections Officer	9.62
27010 - Court Security Officer	9.38
27040 - Detention Officer	9.62
27070 - Firefighter	8.59
27101 - Guard I	6.50
27102 - Guard II	6.84
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	10.06
28020 - Hatch Tender	10.06
28030 - Line Handler	10.06
28040 - Stevedore I	9.28
28050 - Stevedore II	11.04
29000 - Technical Occupations	
21150 - Graphic Artist	15.42
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	10.40
29024 - Archeological Technician II	11.77
29025 - Archeological Technician III	14.53
29030 - Cartographic Technician	15.34
29035 - Computer Based Training (CBT) Specialist/ Instructor	19.34
29040 - Civil Engineering Technician	13.10
29061 - Drafter I	8.77
29062 - Drafter II	11.05
29063 - Drafter III	14.09
29064 - Drafter IV	15.34
29081 - Engineering Technician I	10.03
29082 - Engineering Technician II	12.43
29083 - Engineering Technician III	13.96
29084 - Engineering Technician IV	16.37
29085 - Engineering Technician V	21.07
29086 - Engineering Technician VI	24.54
29090 - Environmental Technician	14.81
29100 - Flight Simulator/Instructor (Pilot)	25.54
29160 - Instructor	17.33
29210 - Laboratory Technician	12.83
29240 - Mathematical Technician	15.34
29361 - Paralegal/Legal Assistant I	10.84
29362 - Paralegal/Legal Assistant II	13.93
29363 - Paralegal/Legal Assistant III	16.45
29364 - Paralegal/Legal Assistant IV	21.66
29390 Photooptics Technician	16.87
29480 - Technical Writer	19.00

29491 - Unexploded Ordnance (UXO) Technician I	19.38
29492 - Unexploded Ordnance (UXO) Technician II	18.49
29493 - Unexploded Ordnance (UXO) Technician III	18.49
29494 - Unexploded (UXO) Safety Escort	22.37
29495 - Unexploded (UXO) Sweep Personnel	26.81
29620 - Weather Observer, Senior (3)	12.73
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	12.20
29622 - Weather Observer, Upper Air (3)	12.20
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	8.86
31260 - Parking and Lot Attendant	6.42
31290 - Shuttle Bus Driver	8.01
31300 - Taxi Driver	8.85
31361 - Truckdriver, Light Truck	7.70
31362 - Truckdriver, Medium Truck	9.96
31363 - Truckdriver, Heavy Truck	9.61
31364 - Truckdriver, Tractor-Trailer	9.61
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	6.65
99030 - Cashier	6.36
99041 - Carnival Equipment Operator	7.74
99042 - Carnival Equipment Repairer	8.14
99043 - Carnival Worker	7.16
99050 - Desk Clerk	7.15
99095 - Embalmer	15.82
99300 - Lifeguard	9.58
99310 - Mortician	15.82
99350 - Park Attendant (Aide)	12.08
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.16
99500 - Recreation Specialist	9.77
99510 - Recycling Worker	7.92
99610 - Sales Clerk	6.94
99620 - School Crossing Guard (Crosswalk Attendant)	6.61
99630 - Sport Official	8.34
99658 - Survey Party Chief (Chief of Party)	10.14
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	9.22
99660 - Surveying Aide	8.47
99690 - Swimming Pool Operator	8.45
99720 - Vending Machine Attendant	7.25
99730 - Vending Machine Repairer	8.45
99740 - Vending Machine Repairer Helper	8.70

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: 3 weeks paid vacation after 1 year of service with a contractor or successor; 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 **
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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