



WAGE DETERMINATION NO: 94-2507 REV (25) AREA: TX,CORPUS CHRISTI

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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

William W.Gross	Division of	Wage Determination No.: 1994-2507
Director	Wage Determinations	Revision No.: 25
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State: Texas
 Area: Texas Counties of Aransas, Bee, Calhoun, Goliad, Jim Wells, Kleberg, Live Oak, Nueces, Refugio, San Patricio, Victoria

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	8.24
01012 - Accounting Clerk II	10.07
01013 - Accounting Clerk III	11.78
01014 - Accounting Clerk IV	13.01
01030 - Court Reporter	12.76
01050 - Dispatcher, Motor Vehicle	11.89
01060 - Document Preparation Clerk	9.86
01070 - Messenger (Courier)	8.85
01090 - Duplicating Machine Operator	9.86
01110 - Film/Tape Librarian	9.55
01115 - General Clerk I	8.81
01116 - General Clerk II	9.24
01117 - General Clerk III	13.33
01118 - General Clerk IV	15.06
01120 - Housing Referral Assistant	15.91
01131 - Key Entry Operator I	9.77
01132 - Key Entry Operator II	12.12
01191 - Order Clerk I	9.77
01192 - Order Clerk II	10.89
01261 - Personnel Assistant (Employment) I	8.81
01262 - Personnel Assistant (Employment) II	9.89
01263 - Personnel Assistant (Employment) III	13.19
01264 - Personnel Assistant (Employment) IV	14.69
01270 - Production Control Clerk	16.41
01290 - Rental Clerk	10.63
01300 - Scheduler, Maintenance	11.22
01311 - Secretary I	11.22
01312 - Secretary II	14.33
01313 - Secretary III	15.91
01314 - Secretary IV	17.66
01315 - Secretary V	19.60
01320 - Service Order Dispatcher	12.19
01341 - Stenographer I	9.06
01342 - Stenographer II	10.16

01400 - Supply Technician	17.15
01420 - Survey Worker (Interviewer)	12.23
01460 - Switchboard Operator-Receptionist	9.13
01510 - Test Examiner	14.33
01520 - Test Proctor	14.33
01531 - Travel Clerk I	9.08
01532 - Travel Clerk II	9.94
01533 - Travel Clerk III	10.62
01611 - Word Processor I	9.91
01612 - Word Processor II	11.48
01613 - Word Processor III	12.85
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	11.06
03041 - Computer Operator I	11.06
03042 - Computer Operator II	13.15
03043 - Computer Operator III	14.47
03044 - Computer Operator IV	16.73
03045 - Computer Operator V	18.57
03071 - Computer Programmer I (1)	14.57
03072 - Computer Programmer II (1)	18.09
03073 - Computer Programmer III (1)	22.90
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	22.39
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	11.06
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	17.34
05010 - Automotive Glass Installer	15.94
05040 - Automotive Worker	15.94
05070 - Electrician, Automotive	16.65
05100 - Mobile Equipment Servicer	14.56
05130 - Motor Equipment Metal Mechanic	17.34
05160 - Motor Equipment Metal Worker	15.94
05190 - Motor Vehicle Mechanic	17.34
05220 - Motor Vehicle Mechanic Helper	13.82
05250 - Motor Vehicle Upholstery Worker	15.25
05280 - Motor Vehicle Wrecker	15.94
05310 - Painter, Automotive	16.65
05340 - Radiator Repair Specialist	15.94
05370 - Tire Repairer	14.07
05400 - Transmission Repair Specialist	17.34
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	6.42
07010 - Baker	8.37
07041 - Cook I	7.91
07042 - Cook II	9.21
07070 - Dishwasher	6.44
07130 - Meat Cutter	12.59
07250 - Waiter/Waitress	6.97
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	16.65
09040 - Furniture Handler	13.82
09070 - Furniture Refinisher	16.65
09100 - Furniture Refinisher Helper	13.82
09110 - Furniture Repairer, Minor	15.25
09130 - Upholsterer	16.65
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	7.76
11060 - Elevator Operator	7.89

11090 - Gardener	10.41
11121 - House Keeping Aid I	7.38
11122 - House Keeping Aid II	7.89
11150 - Janitor	8.06
11210 - Laborer, Grounds Maintenance	9.00
11240 - Maid or Houseman	7.33
11270 - Pest Controller	10.56
11300 - Refuse Collector	8.68
11330 - Tractor Operator	10.33
11360 - Window Cleaner	9.34
12000 - Health Occupations	
12020 - Dental Assistant	10.93
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.12
12071 - Licensed Practical Nurse I	12.41
12072 - Licensed Practical Nurse II	13.92
12073 - Licensed Practical Nurse III	15.57
12100 - Medical Assistant	10.75
12130 - Medical Laboratory Technician	12.34
12160 - Medical Record Clerk	9.93
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	8.92
12222 - Nursing Assistant II	10.02
12223 - Nursing Assistant III	10.93
12224 - Nursing Assistant IV	12.27
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	12.27
12311 - Registered Nurse I	17.88
12312 - Registered Nurse II	21.88
12313 - Registered Nurse II, Specialist	21.88
12314 - Registered Nurse III	26.47
12315 - Registered Nurse III, Anesthetist	26.47
12316 - Registered Nurse IV	31.71
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	17.38
13011 - Exhibits Specialist I	16.99
13012 - Exhibits Specialist II	20.82
13013 - Exhibits Specialist III	25.46
13041 - Illustrator I	16.99
13042 - Illustrator II	20.82
13043 - Illustrator III	25.46
13047 - Librarian	22.64
13050 - Library Technician	10.73
13071 - Photographer I	13.47
13072 - Photographer II	16.43
13073 - Photographer III	19.23
13074 - Photographer IV	23.46
13075 - Photographer V	28.47
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	6.83
15030 - Counter Attendant	6.83
15040 - Dry Cleaner	8.02
15070 - Finisher, Flatwork, Machine	6.83
15090 - Presser, Hand	6.83
15100 - Presser, Machine, Drycleaning	6.83
15130 - Presser, Machine, Shirts	6.83
15160 - Presser, Machine, Wearing Apparel, Laundry	6.83
15190 - Sewing Machine Operator	8.45
15220 - Tailor	8.91
15250 - Washer, Machine	7.22
19000 - Machine Tool Operation and Repair Occupations	

19010	- Machine-Tool Operator (Toolroom)	17.07
19040	- Tool and Die Maker	19.94
21000	- Material Handling and Packing Occupations	
21010	- Fuel Distribution System Operator	15.54
21020	- Material Coordinator	16.29
21030	- Material Expediter	16.29
21040	- Material Handling Laborer	9.71
21050	- Order Filler	10.19
21071	- Forklift Operator	10.70
21080	- Production Line Worker (Food Processing)	10.70
21100	- Shipping/Receiving Clerk	10.05
21130	- Shipping Packer	10.05
21140	- Store Worker I	11.00
21150	- Stock Clerk (Shelf Stocker; Store Worker II)	14.93
21210	- Tools and Parts Attendant	11.77
21400	- Warehouse Specialist	11.77
23000	- Mechanics and Maintenance and Repair Occupations	
23010	- Aircraft Mechanic	20.98
23040	- Aircraft Mechanic Helper	16.72
23050	- Aircraft Quality Control Inspector	21.90
23060	- Aircraft Servicer	18.46
23070	- Aircraft Worker	19.28
23100	- Appliance Mechanic	16.65
23120	- Bicycle Repairer	13.35
23125	- Cable Splicer	19.07
23130	- Carpenter, Maintenance	16.01
23140	- Carpet Layer	15.28
23160	- Electrician, Maintenance	18.36
23181	- Electronics Technician, Maintenance I	14.11
23182	- Electronics Technician, Maintenance II	21.05
23183	- Electronics Technician, Maintenance III	23.46
23260	- Fabric Worker	14.58
23290	- Fire Alarm System Mechanic	17.34
23310	- Fire Extinguisher Repairer	15.25
23340	- Fuel Distribution System Mechanic	20.38
23370	- General Maintenance Worker	13.10
23400	- Heating, Refrigeration and Air Conditioning Mechanic	17.34
23430	- Heavy Equipment Mechanic	17.79
23440	- Heavy Equipment Operator	17.34
23460	- Instrument Mechanic	17.34
23470	- Laborer	12.71
23500	- Locksmith	17.53
23530	- Machinery Maintenance Mechanic	21.16
23550	- Machinist, Maintenance	20.96
23580	- Maintenance Trades Helper	13.82
23640	- Millwright	17.34
23700	- Office Appliance Repairer	16.65
23740	- Painter, Aircraft	16.65
23760	- Painter, Maintenance	16.65
23790	- Pipefitter, Maintenance	19.25
23800	- Plumber, Maintenance	18.49
23820	- Pneudraulic Systems Mechanic	17.34
23850	- Rigger	17.34
23870	- Scale Mechanic	15.94
23890	- Sheet-Metal Worker, Maintenance	18.60
23910	- Small Engine Mechanic	15.94
23930	- Telecommunication Mechanic I	19.07
23931	- Telecommunication Mechanic II	19.83
23950	- Telephone Lineman	19.07
23960	- Welder, Combination, Maintenance	17.34

23965 - Well Driller	17.34
23970 - Woodcraft Worker	17.34
23980 - Woodworker	15.94
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.99
24580 - Child Care Center Clerk	11.21
24600 - Chore Aid	6.53
24630 - Homemaker	13.71
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	20.98
25040 - Sewage Plant Operator	18.32
25070 - Stationary Engineer	20.98
25190 - Ventilation Equipment Tender	13.82
25210 - Water Treatment Plant Operator	16.65
27000 - Protective Service Occupations	
(not set) - Police Officer	21.79
27004 - Alarm Monitor	10.72
27006 - Corrections Officer	19.97
27010 - Court Security Officer	19.97
27040 - Detention Officer	19.97
27070 - Firefighter	18.49
27101 - Guard I	8.14
27102 - Guard II	10.27
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	13.75
28020 - Hatch Tender	13.75
28030 Linc Handler	13.75
28040 - Stevedore I	13.10
28050 - Stevedore II	13.82
29000 - Technical Occupations	
21150 - Graphic Artist	17.34
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	17.12
29024 - Archeological Technician II	19.15
29025 - Archeological Technician III	23.71
29030 - Cartographic Technician	21.12
29035 - Computer Based Training (CBT) Specialist/ Instructor	22.39
29040 - Civil Engineering Technician	21.15
29061 - Drafter I	12.88
29062 - Drafter II	16.59
29063 - Drafter III	20.26
29064 - Drafter IV	23.71
29081 - Engineering Technician I	13.81
29082 - Engineering Technician II	15.54
29083 - Engineering Technician III	18.97
29084 - Engineering Technician IV	22.19
29085 - Engineering Technician V	27.07
29086 - Engineering Technician VI	32.85
29090 - Environmental Technician	20.30
29100 - Flight Simulator/Instructor (Pilot)	27.62
29160 - Instructor	20.69
29210 - Laboratory Technician	13.46
29240 - Mathematical Technician	24.32
29361 - Paralegal/Legal Assistant I	15.72
29362 - Paralegal/Legal Assistant II	17.68
29363 - Paralegal/Legal Assistant III	19.66
29364 - Paralegal/Legal Assistant IV	23.77
29390 - Photooptics Technician	21.15

29480 - Technical Writer	25.15
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)	15.85
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	14.26
29622 - Weather Observer, Upper Air (3)	14.26
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	11.45
31260 - Parking and Lot Attendant	6.45
31290 - Shuttle Bus Driver	8.68
31300 - Taxi Driver	8.44
31361 - Truckdriver, Light Truck	8.68
31362 - Truckdriver, Medium Truck	14.33
31363 - Truckdriver, Heavy Truck	15.38
31364 - Truckdriver, Tractor-Trailer	15.38
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	7.77
99030 - Cashier	8.44
99041 - Carnival Equipment Operator	10.32
99042 - Carnival Equipment Repairer	10.75
99043 - Carnival Worker	8.40
99050 - Desk Clerk	8.99
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)	9.13
99500 - Recreation Specialist	12.46
99510 - Recycling Worker	10.49
99610 - Sales Clerk	9.35
99620 - School Crossing Guard (Crosswalk Attendant)	6.99
99630 - Sport Official	10.19
99658 - Survey Party Chief (Chief of Party)	16.26
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.45
99660 - Surveying Aide	10.93
99690 - Swimming Pool Operator	10.11
99720 - Vending Machine Attendant	8.75
99730 - Vending Machine Repairer	10.11
99740 - Vending Machine Repairer Helper	8.75

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; and 3 weeks after 8 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 ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, 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 ordnance, (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. All operations involving, unloading, storage, and hauling of ordnance, 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 ordnance, 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)



