WAGE DETERMINATION NO: 94-2025 REV (28) AREA: AZ,TUSCON

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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.: **1994-2025** William W.Gross
Director Wage Determinations | Date Of Last Revision: 08/19/2003

State: Arizona
Area: Arizona Counties of Cochise, Graham, Greenlee, Pima, Santa Cruz

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	9.35
01012 - Accounting Clerk II	10.93
01013 - Accounting Clerk III	12.21
01014 - Accounting Clerk IV	13.96
01030 - Court Reporter	12.48
01050 - Dispatcher, Motor Vehicle	12.84
01060 - Document Preparation Clerk	8.53
01070 - Messenger (Courier)	8.26
01090 - Duplicating Machine Operator	8.53
01110 - Film/Tape Librarian	10.89
01115 - General Clerk I	7.49
01116 - General Clerk II	8.54
01117 - General Clerk III	10.28
01118 - General Clerk IV	14.08
01120 - Housing Referral Assistant	15.29
01131 - Key Entry Operator I	9.27
01132 - Key Entry Operator II	10.70
01191 - Order Clerk I	9.98
01192 - Order Clerk II	12.19
01261 - Personnel Assistant (Employment) I	10.41
01262 - Personnel Assistant (Employment) II	11.70
01263 - Personnel Assistant (Employment) III	13.16
01264 - Personnel Assistant (Employment) IV	16.12
01270 - Production Control Clerk	14.31
01290 - Rental Clerk	9.49
01300 - Scheduler, Maintenance	10.92
01311 - Secretary I	10.92
01312 - Secretary II	12.48
01313 - Secretary III	15.29
01314 - Secretary IV	17.61
01315 - Secretary V	19.12
01320 - Service Order Dispatcher	11.24
01341 - Stenographer I	9.85
01342 - Stenographer II	10.92
01400 - Supply Technician	17.88
01420 - Survey Worker (Interviewer)	10.15
01460 - Switchboard Operator-Receptionist	8.42
01510 - Test Examiner	12.48
01520 - Test Proctor	12.48

01531 - Travel Clerk I	10.02
01532 - Travel Clerk II	10.50
01533 - Travel Clerk III	11.03
01611 - Word Processor I	11.65
01612 - Word Processor II	15.10
01613 - Word Processor III	16.92
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	12.74
03041 - Computer Operator I	9.30
03042 - Computer Operator II	12.58
03043 - Computer Operator III	14.99
03044 - Computer Operator IV	16.67
03045 - Computer Operator V	18.45
03071 - Computer Programmer I (1)	17.08
03072 - Computer Programmer II (1)	21.00
03073 - Computer Programmer III (1)	22.15
03074 - Computer Programmer IV (1)	26.11
03101 - Computer Systems Analyst I (1)	18.56
03102 - Computer Systems Analyst II (1)	21.88
03103 - Computer Systems Analyst III (1)	27.14
03160 - Peripheral Equipment Operator	12.89
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	17.68
05010 - Automotive Glass Installer	15.17
05040 - Automotive Worker	15.17
05070 - Electrician, Automotive	16.79
05100 - Mobile Equipment Servicer	13.54
05130 - Motor Equipment Metal Mechanic	16.79
05160 - Motor Equipment Metal Worker	15.17
05190 - Motor Vehicle Mechanic	16.79
05220 - Motor Vehicle Mechanic Helper	12.60
05250 - Motor Vehicle Upholstery Worker	14.37
05280 - Motor Vehicle Wrecker	15.17
05310 - Painter, Automotive	15.98
05340 - Radiator Repair Specialist	15.17
05370 - Tire Repairer	13.08
05400 - Transmission Repair Specialist	16.79
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	6.94
07010 - Baker	11.28
07041 - Cook I	8.67
07042 - Cook II	11.12
07070 - Dishwasher	6.69
07130 - Meat Cutter	14.30
07250 - Waiter/Waitress	6.86
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	15.98
09040 - Furniture Handler	10.70
09070 - Furniture Refinisher	15.98
09100 - Furniture Refinisher Helper	12.60
09110 - Furniture Repairer, Minor	14.37
09130 - Upholsterer	15.98
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	7.69
11060 - Elevator Operator	8.27
11090 - Gardener	10.50
11121 - House Keeping Aid I	7.14
11122 - House Keeping Aid II	7.91
11150 - Janitor	8.86
11210 - Laborer, Grounds Maintenance	8.31
11240 - Maid or Houseman	7.14
11270 - Pest Controller	12.20
11300 - Refuse Collector	7.91

11330 - Tractor Operator	9.78
11360 - Window Cleaner	9.71
12000 - Health Occupations	
12020 - Dental Assistant	11.03
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.07
12071 - Licensed Practical Nurse I	12.45
12072 - Licensed Practical Nurse II	13.98
12073 - Licensed Practical Nurse III	15.63
12100 - Medical Assistant	11.36
12130 - Medical Laboratory Technician	12.14
12160 - Medical Record Clerk	9.77
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	8.25
12222 - Nursing Assistant II	9.27
12223 - Nursing Assistant III	10.12
12224 - Nursing Assistant IV	11.46
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	13.19
12311 - Registered Nurse I	18.15
12312 - Registered Nurse II	22.22
12313 - Registered Nurse II, Specialist	22.22
12314 - Registered Nurse III	26.88
12315 - Registered Nurse III, Anesthetist	26.88
12316 - Registered Nurse IV	32.19
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	17.90
13011 - Exhibits Specialist I	15.36
13012 - Exhibits Specialist II	16.60
13013 - Exhibits Specialist III	20.31
13041 - Illustrator I	16.57
13042 - Illustrator II	17.90
13043 - Illustrator III	21.91
13047 - Librarian	19.82
13050 - Library Technician	15.21
13071 - Photographer I	11.36
13072 - Photographer II	14.57
13073 - Photographer III	15.74
13074 - Photographer IV	19.26
13075 - Photographer V	23.29
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.02
15030 - Counter Attendant	7.02
15040 - Dry Cleaner	8.20
15070 - Finisher, Flatwork, Machine	7.02
15090 - Presser, Hand	7.02
15100 - Presser, Machine, Drycleaning	7.02
15130 - Presser, Machine, Shirts	7.02
15160 - Presser, Machine, Wearing Apparel, Laundry	7.02
15190 - Sewing Machine Operator	9.46
15220 - Tailor	10.74
15250 - Washer, Machine	7.42
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	15.98
19040 - Tool and Die Maker	19.23
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	14.60
21020 - Material Coordinator	16.53
21030 - Material Expediter	16.53
21040 - Material Handling Laborer	9.08
21050 - Order Filler	9.52
21071 - Forklift Operator	10.92
21080 - Production Line Worker (Food Processing)	10.51
21100 - Shipping/Receiving Clerk	9.73

21130 - Shipping Packer	10.03
21140 - Store Worker I	10.20
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.20
21210 - Tools and Parts Attendant	11.23
21400 - Warehouse Specialist	11.14
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	18.47
23040 - Aircraft Mechanic Helper	13.86
23050 - Aircraft Quality Control Inspector	19.36
23060 - Aircraft Servicer	15.81
23070 - Aircraft Worker	16.69
23100 - Appliance Mechanic	15.98
23120 - Bicycle Repairer	13.08
23125 - Cable Splicer	19.31
23130 - Carpenter, Maintenance	15.98
23140 - Carpet Layer	15.17
23160 - Electrician, Maintenance	16.79
23181 - Electronics Technician, Maintenance I	13.49
23182 - Electronics Technician, Maintenance II	18.38
23183 - Electronics Technician, Maintenance III	19.31
23260 - Fabric Worker	14.37
23290 - Fire Alarm System Mechanic	16.79
23310 - Fire Extinguisher Repairer	13.54
23340 - Fuel Distribution System Mechanic	18.11
23370 - General Maintenance Worker	15.17
23400 - Heating, Refrigeration and Air Conditioning Mechanic	17.03
23430 - Heavy Equipment Mechanic	17.80
23440 - Heavy Equipment Operator	17.07
23460 - Instrument Mechanic	16.79
23470 - Laborer	9.08
23500 - Locksmith	15.98
23530 - Machinery Maintenance Mechanic	17.01
23550 - Machinist, Maintenance	16.79
23580 - Maintenance Trades Helper	12.60
23640 - Millwright	16.79
23700 - Office Appliance Repairer	15.98
23740 - Painter, Aircraft	20.22
23760 - Painter, Maintenance	15.98
23790 - Pipefitter, Maintenance	16.79
23800 - Plumber, Maintenance	16.34
23820 - Pneudraulic Systems Mechanic	16.79
23850 - Rigger	16.79
23870 - Scale Mechanic	15.17
23890 - Sheet-Metal Worker, Maintenance	16.79
23910 - Small Engine Mechanic	15.17
23930 - Telecommunication Mechanic I	16.79
23931 - Telecommunication Mechanic II	20.24
23950 - Telephone Lineman	16.79
23960 - Welder, Combination, Maintenance	16.79
23965 - Well Driller	17.48
23970 - Woodcraft Worker	16.79
23980 - Woodworker	13.54
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	7.24
24580 - Child Care Center Clerk	9.18
24600 - Chore Aid	8.23
24630 - Homemaker	11.33
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	16.79
25040 - Sewage Plant Operator	16.86
25070 - Stationary Engineer	16.79
25190 - Ventilation Equipment Tender	12.60
25210 - Water Treatment Plant Operator	17.78

27000 - Protective Service Occupations	
(not set) - Police Officer	21.39
27004 - Alarm Monitor	9.92
27006 - Corrections Officer	18.00
27010 - Court Security Officer	19.14
27040 - Detention Officer	18.00
27070 - Firefighter	18.02
27101 - Guard I	7.76
27102 - Guard II	9.92
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	12.60
28020 - Hatch Tender	12.60
28030 - Line Handler	12.60
28040 - Stevedore I	10.37
28050 - Stevedore II	13.26
29000 - Technical Occupations	
21150 - Graphic Artist	16.09
29010 - Air Traffic Control Specialist, Center (2)	29.10
29011 - Air Traffic Control Specialist, Station (2)	20.07
29012 - Air Traffic Control Specialist, Terminal (2)	22.09
29023 - Archeological Technician I	12.28
29024 - Archeological Technician II	13.72
29025 - Archeological Technician III	17.00
29030 - Cartographic Technician	18.47
29035 Computer Based Training (CBT) Specialist/ Instructor	17.67
29040 - Civil Engineering Technician	19.94
29061 - Drafter I	11.41
29062 - Drafter II	12.81
29063 - Drafter III	16.43
29064 - Drafter IV	17.75
29081 - Engineering Technician I	12.54
29082 - Engineering Technician II	14.07
29083 - Engineering Technician III	15.75
29084 - Engineering Technician IV	17.79
29085 - Engineering Technician V	21.78
29086 - Engineering Technician VI	26.34
29090 - Environmental Technician	17.36
29100 - Flight Simulator/Instructor (Pilot)	21.88
29160 - Instructor	19.31
29210 - Laboratory Technician	15.18
29240 - Mathematical Technician	15.78
29361 - Paralegal/Legal Assistant I	15.16
29362 - Paralegal/Legal Assistant II	18.06
29363 - Paralegal/Legal Assistant III	19.04
29364 - Paralegal/Legal Assistant IV	21.85
29390 - Photooptics Technician	17.68
29480 - Technical Writer	23.36
29491 - Unexploded Ordnance (UXO) Technician I	18.49
29492 - Unexploded Ordnance (UXO) Technician II	22.37
29493 - Unexploded Ordnance (UXO) Technician III	26.81
29494 - Unexploded (UXO) Safety Escort	18.49
29495 - Unexploded (UXO) Sweep Personnel	18.49
29620 - Weather Observer, Senior (3)	16.22
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	14.60
29622 - Weather Observer, Upper Air (3)	14.60
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	11.49
31260 - Parking and Lot Attendant	11.33
31290 - Shuttle Bus Driver	10.97
31300 - Taxi Driver	8.97
31361 - Truckdriver, Light Truck	10.97
31362 - Truckdriver, Medium Truck	13.22
31363 - Truckdriver, Heavy Truck	14.80

31364 - Truckdriver, Tractor-Trailer	14.90
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	8.58
99030 - Cashier	8.84
99041 - Carnival Equipment Operator	8.40
99042 - Carnival Equipment Repairer	9.02
99043 - Carnival Worker	7.29
99050 - Desk Clerk	7.83
99095 - Embalmer	18.66
99300 - Lifeguard	7.76
99310 - Mortician	18.71
99350 - Park Attendant (Aide)	9.63
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.32
99500 - Recreation Specialist	8.86
99510 - Recycling Worker	10.21
99610 - Sales Clerk	7.76
99620 - School Crossing Guard (Crosswalk Attendant)	6.88
99630 - Sport Official	7.76
99658 - Survey Party Chief (Chief of Party)	13.72
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	9.63
99660 - Surveying Aide	7.76
99690 - Swimming Pool Operator	11.96
99720 - Vending Machine Attendant	9.93
99730 - Vending Machine Repairer	11.88
99740 - Vending Machine Repairer Helper	9.93

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:
HEALTH & WELFARE: $2.36 an hour or $94.40 a week or $409.07 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. All 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 the 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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