WAGE DETERMINATION NO: 94-2333 REV (22) AREA: NV,RENO

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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
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| WASHINGTON D.C. 20210
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| Wage Determination No.: **1994-2333** William W.Gross
Director Wage Determinations | Date Of Last Revision: 08/20/2003

States: California, Nevada
Area: California Counties of Lassen, Mono
Nevada - All Counties except : Clark, Esmeralda, Lincoln, Nye

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.44
01012 - Accounting Clerk II	12.49
01013 - Accounting Clerk III	13.70
01014 - Accounting Clerk IV	15.90
01030 - Court Reporter	14.61
01050 - Dispatcher, Motor Vehicle	14.76
01060 - Document Preparation Clerk	11.26
01070 - Messenger (Courier)	9.32
01090 - Duplicating Machine Operator	11.99
01110 - Film/Tape Librarian	12.58
01115 - General Clerk I	9.50
01116 - General Clerk II	10.70
01117 - General Clerk III	11.17
01118 - General Clerk IV	12.55
01120 - Housing Referral Assistant	16.72
01131 - Key Entry Operator I	10.57
01132 - Key Entry Operator II	12.35
01191 - Order Clerk I	11.56
01192 - Order Clerk II	13.67
01261 - Personnel Assistant (Employment) I	11.40
01262 - Personnel Assistant (Employment) II	12.79
01263 - Personnel Assistant (Employment) III	13.05
01264 - Personnel Assistant (Employment) IV	16.26
01270 - Production Control Clerk	14.75
01290 - Rental Clerk	10.40
01300 - Scheduler, Maintenance	13.16
01311 - Secretary I	13.16
01312 - Secretary II	14.61
01313 - Secretary III	16.72
01314 - Secretary IV	17.48
01315 - Secretary V	19.36
01320 - Service Order Dispatcher	13.35
01341 - Stenographer I	12.90
01342 - Stenographer II	14.48
01400 - Supply Technician	17.48
01420 - Survey Worker (Interviewer)	12.64
01460 - Switchboard Operator-Receptionist	10.53
01510 - Test Examiner	13.42

01520 - Test Proctor	13.42
01531 - Travel Clerk I	10.16
01532 - Travel Clerk II	10.68
01533 - Travel Clerk III	11.19
01611 - Word Processor I	12.18
01612 - Word Processor II	13.57
01613 - Word Processor III	15.17
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	12.87
03041 - Computer Operator I	9.68
03042 - Computer Operator II	12.34
03043 - Computer Operator III	14.31
03044 - Computer Operator IV	15.92
03045 - Computer Operator V	17.63
03071 - Computer Programmer I (1)	15.27
03072 - Computer Programmer II (1)	18.94
03073 - Computer Programmer III (1)	23.67
03074 - Computer Programmer IV (1)	27.23
03101 - Computer Systems Analyst I (1)	20.99
03102 - Computer Systems Analyst II (1)	25.39
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	10.21
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	20.20
05010 - Automotive Glass Installer	17.84
05040 - Automotive Worker	17.84
05070 - Electrician, Automotive	19.19
05100 - Mobile Equipment Servicer	15.74
05130 - Motor Equipment Metal Mechanic	19.19
05160 - Motor Equipment Metal Worker	17.84
05190 - Motor Vehicle Mechanic	19.73
05220 - Motor Vehicle Mechanic Helper	15.74
05250 - Motor Vehicle Upholstery Worker	17.84
05280 - Motor Vehicle Wrecker	17.84
05310 - Painter, Automotive	18.61
05340 - Radiator Repair Specialist	17.84
05370 - Tire Repairer	13.42
05400 - Transmission Repair Specialist	19.19
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.27
07010 - Baker	11.80
07041 - Cook I	9.75
07042 - Cook II	10.57
07070 - Dishwasher	7.38
07130 - Meat Cutter	11.80
07250 - Waiter/Waitress	7.15
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	17.26
09040 - Furniture Handler	13.89
09070 - Furniture Refinisher	17.26
09100 - Furniture Refinisher Helper	13.89
09110 - Furniture Repairer, Minor	15.55
09130 - Upholsterer	15.74
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	7.85
11060 - Elevator Operator	9.33
11090 - Gardener	11.68
11121 - House Keeping Aid I	8.06
11122 - House Keeping Aid II	8.69
11150 - Janitor	9.33
11210 - Laborer, Grounds Maintenance	9.71
11240 - Maid or Houseman	8.06
11270 - Pest Controller	10.92

11300 - Refuse Collector	9.33
11330 - Tractor Operator	11.17
11360 - Window Cleaner	9.94
12000 - Health Occupations	
12020 - Dental Assistant	13.22
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.93
12071 - Licensed Practical Nurse I	12.12
12072 - Licensed Practical Nurse II	13.60
12073 - Licensed Practical Nurse III	15.21
12100 - Medical Assistant	13.60
12130 - Medical Laboratory Technician	13.60
12160 - Medical Record Clerk	11.24
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	8.32
12222 - Nursing Assistant II	9.34
12223 - Nursing Assistant III	10.20
12224 - Nursing Assistant IV	11.44
12250 - Pharmacy Technician	13.28
12280 - Phlebotomist	12.49
12311 - Registered Nurse I	16.54
12312 - Registered Nurse II	23.26
12313 - Registered Nurse II, Specialist	23.26
12314 - Registered Nurse III	24.50
12315 - Registered Nurse III, Anesthetist	24.50
12316 - Registered Nurse IV	29.35
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	16.72
13011 - Exhibits Specialist I	14.54
13012 - Exhibits Specialist II	18.00
13013 - Exhibits Specialist III	22.02
13041 - Illustrator I	14.54
13042 - Illustrator II	18.00
13043 - Illustrator III	22.02
13047 - Librarian	21.30
13050 - Library Technician	12.05
13071 - Photographer I	14.37
13072 - Photographer II	15.27
13073 - Photographer III	18.88
13074 - Photographer IV	23.12
13075 - Photographer V	27.95
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.98
15030 - Counter Attendant	7.98
15040 - Dry Cleaner	9.68
15070 - Finisher, Flatwork, Machine	7.98
15090 - Presser, Hand	7.98
15100 - Presser, Machine, Drycleaning	8.72
15130 - Presser, Machine, Shirts	7.98
15160 - Presser, Machine, Wearing Apparel, Laundry	7.98
15190 - Sewing Machine Operator	10.27
15220 - Tailor	10.70
15250 - Washer, Machine	8.74
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	15.83
19040 - Tool and Die Maker	18.84
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	17.31
21020 - Material Coordinator	12.51
21030 - Material Expediter	15.07
21040 - Material Handling Laborer	11.85
21050 - Order Filler	13.02
21071 - Forklift Operator	16.56
21080 - Production Line Worker (Food Processing)	13.07

21100 - Shipping/Receiving Clerk	13.07
21130 - Shipping Packer	13.07
21140 - Store Worker I	10.71
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.61
21210 - Tools and Parts Attendant	15.24
21400 - Warehouse Specialist	13.07
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	19.78
23040 - Aircraft Mechanic Helper	15.28
23050 - Aircraft Quality Control Inspector	20.56
23060 - Aircraft Servicer	17.11
23070 - Aircraft Worker	18.04
23100 - Appliance Mechanic	15.74
23120 - Bicycle Repairer	13.42
23125 - Cable Splicer	19.83
23130 - Carpenter, Maintenance	20.77
23140 - Carpet Layer	16.34
23160 - Electrician, Maintenance	20.62
23181 - Electronics Technician, Maintenance I	11.67
23182 - Electronics Technician, Maintenance II	16.08
23183 - Electronics Technician, Maintenance III	17.69
23260 - Fabric Worker	15.28
23290 - Fire Alarm System Mechanic	19.78
23310 - Fire Extinguisher Repairer	16.12
23340 - Fuel Distribution System Mechanic	19.78
23370 - General Maintenance Worker	16.01
23400 - Heating, Refrigeration and Air Conditioning Mechanic	19.46
23430 - Heavy Equipment Mechanic	19.32
23440 - Heavy Equipment Operator	20.48
23460 - Instrument Mechanic	19.78
23470 - Laborer	9.33
23500 - Locksmith	17.26
23530 - Machinery Maintenance Mechanic	20.34
23550 - Machinist, Maintenance	20.48
23580 - Maintenance Trades Helper	14.16
23640 - Millwright	19.78
23700 - Office Appliance Repairer	18.24
23740 - Painter, Aircraft	18.24
23760 - Painter, Maintenance	16.42
23790 - Pipefitter, Maintenance	20.32
23800 - Plumber, Maintenance	19.05
23820 - Pneudraulic Systems Mechanic	19.78
23850 - Rigger	17.98
23870 - Scale Mechanic	18.04
23890 - Sheet-Metal Worker, Maintenance	19.78
23910 - Small Engine Mechanic	15.07
23930 - Telecommunication Mechanic I	17.72
23931 - Telecommunication Mechanic II	18.69
23950 - Telephone Lineman	19.78
23960 - Welder, Combination, Maintenance	16.93
23965 - Well Driller	19.78
23970 - Woodcraft Worker	19.78
23980 - Woodworker	16.12
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.95
24580 - Child Care Center Clerk	13.60
24600 - Chore Aid	7.52
24630 - Homemaker	15.16
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	19.78
25040 - Sewage Plant Operator	20.67
25070 - Stationary Engineer	20.13
25190 - Ventilation Equipment Tender	15.12

25210 - Water Treatment Plant Operator	20.77
27000 - Protective Service Occupations	
(not set) - Police Officer	25.03
27004 - Alarm Monitor	11.41
27006 - Corrections Officer	19.14
27010 - Court Security Officer	19.14
27040 - Detention Officer	19.14
27070 - Firefighter	18.02
27101 - Guard I	9.38
27102 - Guard II	12.93
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	14.95
28020 - Hatch Tender	14.95
28030 - Line Handler	14.95
28040 - Stevedore I	11.83
28050 - Stevedore II	15.58
29000 - Technical Occupations	
21150 - Graphic Artist	17.77
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	12.98
29024 - Archeological Technician II	14.53
29025 - Archeological Technician III	16.36
29030 - Cartographic Technician	16.36
29035 - Computer Based Training (CBT) Specialist/ Instructor	20.08
29040 - Civil Engineering Technician	18.37
29061 - Drafter I	12.21
29062 - Drafter II	13.68
29063 - Drafter III	14.54
29064 - Drafter IV	16.36
29081 Engineering Technician I	14.35
29082 - Engineering Technician II	16.11
29083 - Engineering Technician III	18.03
29084 - Engineering Technician IV	22.32
29085 - Engineering Technician V	27.32
29086 - Engineering Technician VI	33.06
29090 - Environmental Technician	14.65
29100 - Flight Simulator/Instructor (Pilot)	25.39
29160 - Instructor	18.01
29210 - Laboratory Technician	13.84
29240 - Mathematical Technician	14.65
29361 - Paralegal/Legal Assistant I	13.79
29362 - Paralegal/Legal Assistant II	17.09
29363 - Paralegal/Legal Assistant III	19.55
29364 - Paralegal/Legal Assistant IV	25.87
29390 - Photooptics Technician	16.36
29480 - Technical Writer	20.05
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)	19.18
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	14.43
29622 - Weather Observer, Upper Air (3)	14.43
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	12.62
31260 - Parking and Lot Attendant	8.75
31290 - Shuttle Bus Driver	14.73
31300 - Taxi Driver	10.73
31361 - Truckdriver, Light Truck	14.95
31362 - Truckdriver, Medium Truck	16.52

31363 - Truckdriver, Heavy Truck	18.48
31364 - Truckdriver, Tractor-Trailer	18.48
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	9.08
99030 - Cashier	8.92
99041 - Carnival Equipment Operator	8.26
99042 - Carnival Equipment Repairer	8.63
99043 - Carnival Worker	6.89
99050 - Desk Clerk	9.95
99095 - Embalmer	18.49
99300 - Lifeguard	11.84
99310 - Mortician	10.36
99350 - Park Attendant (Aide)	14.66
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.15
99500 - Recreation Specialist	11.42
99510 - Recycling Worker	8.11
99610 - Sales Clerk	10.36
99620 - School Crossing Guard (Crosswalk Attendant)	18.10
99630 - Sport Official	11.47
99658 - Survey Party Chief (Chief of Party)	15.72
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.60
99660 - Surveying Aide	11.52
99690 - Swimming Pool Operator	12.67
99720 - Vending Machine Attendant	11.17
99730 - Vending Machine Repairer	12.67
99740 - Vending Machine Repairer Helper	11.17

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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