

2. AMENDMENT/MODIFICATION NO. 0002		3. EFFECTIVE DATE 21-May-2004	4. REQUISITION/PURCHASE REQ. NO. W45VAK-3342-1712	5. PROJECT NO. (If applicable)	
6. ISSUED BY USAED, GALVESTON CONTRACTING DIVISION 2000 FORT POINT ROAD GALVESTON TX 77553-1229		CODE W912HY	7. ADMINISTERED BY (If other than item 6) See Item 6		

8. NAME AND ADDRESS OF CONTRACTOR (No., Street, County, State and Zip Code)		<input checked="" type="checkbox"/>	9A. AMENDMENT OF SOLICITATION NO. W912HY-04-R-0001
		<input checked="" type="checkbox"/>	9B. DATED (SEE ITEM 11) 27-Apr-2004
			10A. MOD. OF CONTRACT/ORDER NO.
			10B. DATED (SEE ITEM 13)
CODE	FACILITY CODE		

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offer is extended, is not extended.

Offer must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended by one of the following methods:
 (a) By completing Items 8 and 15, and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required)

**13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACTS/ORDERS.
IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.**

A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.

B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(B).

C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:

D. OTHER (Specify type of modification and authority)

E. IMPORTANT: Contractor is not, is required to sign this document and return _____ copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)
 General Environmental Services for National Environmental Policy Act Compliant Act -

Amendment Items are as follows:

- Add wage rates as attached: 94-2505, 94-2507, 94-2515, and 94-2519,
- Schedule B - Add the following statement: The maximum ordering amount for the life of the contract is \$12 million.

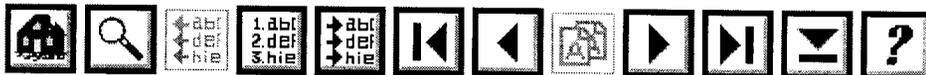
Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER (Type or print)		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)	
		TEL:	EMAIL:
15B. CONTRACTOR/OFFEROR (Signature of person authorized to sign)	15C. DATE SIGNED	16B. UNITED STATES OF AMERICA BY (Signature of Contracting Officer)	16C. DATE SIGNED 21-May-2004

SECTION SF 30 BLOCK 14 CONTINUATION PAGE

SUMMARY OF CHANGES

(End of Summary of Changes)


WAGE DETERMINATION NO: 94-2505 REV (21) AREA: TX, BEAUMONT

WAGE DETERMINATION NO: 94-2505 REV (21) AREA: TX, BEAUMONT

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
 Director

 Division of
 Wage Determinations

 Wage Determination No.: 1994-2505
 Revision No.: 21
 Date Of Last Revision: 03/19/2004

 States: Louisiana, **Texas**

Area: Louisiana Parishes of Calcasieu, Cameron, Jefferson Davis, Lafayette, Vermilion

Texas Counties of Angelina, Hardin, Jasper, Jefferson, Nacogdoches, Newton, Orange, Polk, Sabine, San Augustine, Shelby, Tyler

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.20
01012 - Accounting Clerk II	12.22
01013 - Accounting Clerk III	16.60
01014 - Accounting Clerk IV	24.22
01030 - Court Reporter	17.47
01050 - Dispatcher, Motor Vehicle	14.73
01060 - Document Preparation Clerk	11.11
01070 - Messenger (Courier)	8.84
01090 - Duplicating Machine Operator	10.63
01110 - Film/Tape Librarian	11.17
01115 - General Clerk I	9.72
01116 - General Clerk II	10.93
01117 - General Clerk III	14.23
01118 - General Clerk IV	14.98
01120 - Housing Referral Assistant	17.72
01131 - Key Entry Operator I	8.26
01132 - Key Entry Operator II	12.73
01191 - Order Clerk I	8.64
01192 - Order Clerk II	9.43
01261 - Personnel Assistant (Employment) I	12.24
01262 - Personnel Assistant (Employment) II	14.60
01263 - Personnel Assistant (Employment) III	17.07
01264 - Personnel Assistant (Employment) IV	19.89
01270 - Production Control Clerk	18.89
01290 - Rental Clerk	10.66
01300 - Scheduler, Maintenance	11.01
01311 - Secretary I	11.01
01312 - Secretary II	15.21
01313 - Secretary III	17.72
01314 - Secretary IV	19.66
01315 - Secretary V	21.82
01320 - Service Order Dispatcher	10.66

01341 - Stenographer I	11.69
01342 - Stenographer II	13.94
01400 - Supply Technician	13.19
01420 - Survey Worker (Interviewer)	14.73
01460 - Switchboard Operator-Receptionist	8.38
01510 - Test Examiner	15.21
01520 - Test Proctor	15.21
01531 - Travel Clerk I	9.10
01532 - Travel Clerk II	9.84
01533 - Travel Clerk III	10.59
01611 - Word Processor I	10.93
01612 - Word Processor II	14.58
01613 - Word Processor III	18.63
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	9.72
03041 - Computer Operator I	11.94
03042 - Computer Operator II	16.05
03043 - Computer Operator III	20.24
03044 - Computer Operator IV	22.65
03045 - Computer Operator V	25.15
03071 - Computer Programmer I (1)	17.95
03072 - Computer Programmer II (1)	22.32
03073 - Computer Programmer III (1)	24.11
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	23.24
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	11.94
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	21.75
05010 - Automotive Glass Installer	19.85
05040 - Automotive Worker	19.85
05070 - Electrician, Automotive	20.77
05100 - Mobile Equipment Servicer	16.65
05130 - Motor Equipment Metal Mechanic	21.75
05160 - Motor Equipment Metal Worker	19.85
05190 - Motor Vehicle Mechanic	20.16
05220 - Motor Vehicle Mechanic Helper	15.67
05250 - Motor Vehicle Upholstery Worker	18.86
05280 - Motor Vehicle Wrecker	19.85
05310 - Painter, Automotive	19.25
05340 - Radiator Repair Specialist	19.85
05370 - Tire Repairer	16.09
05400 - Transmission Repair Specialist	21.75
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	6.91
07010 - Baker	10.18
07041 - Cook I	8.89
07042 - Cook II	10.18
07070 - Dishwasher	6.98
07130 - Meat Cutter	11.83
07250 - Waiter/Waitress	7.03
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	19.25
09040 - Furniture Handler	13.33
09070 - Furniture Refinisher	19.25
09100 - Furniture Refinisher Helper	15.67
09110 - Furniture Repairer, Minor	17.48
09130 - Upholsterer	19.25
11030 - General Services and Support Occupations	

11030 - Cleaner, Vehicles	8.20
11060 - Elevator Operator	7.67
11090 - Gardener	12.36
11121 - House Keeping Aid I	6.73
11122 - House Keeping Aid II	7.86
11150 - Janitor	7.67
11210 - Laborer, Grounds Maintenance	9.10
11240 - Maid or Houseman	6.73
11270 - Pest Controller	11.53
11300 - Refuse Collector	8.91
11330 - Tractor Operator	10.45
11360 - Window Cleaner	8.57
12000 - Health Occupations	
12020 - Dental Assistant	12.92
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.46
12071 - Licensed Practical Nurse I	11.94
12072 - Licensed Practical Nurse II	13.41
12073 - Licensed Practical Nurse III	15.00
12100 - Medical Assistant	10.51
12130 - Medical Laboratory Technician	14.04
12160 - Medical Record Clerk	10.51
12190 - Medical Record Technician	14.56
12221 - Nursing Assistant I	7.88
12222 - Nursing Assistant II	8.86
12223 - Nursing Assistant III	9.67
12224 - Nursing Assistant IV	10.85
12250 - Pharmacy Technician	13.10
12280 - Phlebotomist	12.26
12311 - Registered Nurse I	18.41
12312 - Registered Nurse II	22.53
12313 - Registered Nurse II, Specialist	22.53
12314 - Registered Nurse III	27.26
12315 - Registered Nurse III, Anesthetist	27.26
12316 - Registered Nurse IV	32.67
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	20.94
13011 - Exhibits Specialist I	19.15
13012 - Exhibits Specialist II	22.57
13013 - Exhibits Specialist III	23.71
13041 - Illustrator I	19.15
13042 - Illustrator II	22.57
13043 - Illustrator III	23.71
13047 - Librarian	21.13
13050 - Library Technician	10.27
13071 - Photographer I	13.59
13072 - Photographer II	18.46
13073 - Photographer III	21.75
13074 - Photographer IV	22.85
13075 - Photographer V	24.45
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	6.05
15030 - Counter Attendant	6.05
15040 - Dry Cleaner	7.86
15070 - Finisher, Flatwork, Machine	6.05
15090 - Presser, Hand	6.05
15100 - Presser, Machine, Drycleaning	6.05
15130 - Presser, Machine, Shirts	6.05
15160 - Presser, Machine, Wearing Apparel, Laundry	6.05
15190 - Sewing Machine Operator	8.31
15220 - Tailor	8.76

15250 - Washer, Machine	6.95
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	19.25
19040 - Tool and Die Maker	22.82
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	16.24
21020 - Material Coordinator	18.65
21030 - Material Expediter	18.65
21040 - Material Handling Laborer	9.37
21050 - Order Filler	9.09
21071 - Forklift Operator	15.40
21080 - Production Line Worker (Food Processing)	14.25
21100 - Shipping/Receiving Clerk	12.44
21130 - Shipping Packer	12.44
21140 - Store Worker I	9.51
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.04
21210 - Tools and Parts Attendant	14.43
21400 - Warehouse Specialist	14.25
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	20.16
23040 - Aircraft Mechanic Helper	15.67
23050 - Aircraft Quality Control Inspector	21.03
23060 - Aircraft Servicer	17.48
23070 - Aircraft Worker	18.40
23100 - Appliance Mechanic	19.25
23120 - Bicycle Repairer	16.09
23125 - Cable Splicer	20.16
23130 - Carpenter, Maintenance	19.25
23140 - Carpet Layer	18.40
23160 - Electrician, Maintenance	20.16
23181 - Electronics Technician, Maintenance I	17.13
23182 - Electronics Technician, Maintenance II	25.75
23183 - Electronics Technician, Maintenance III	26.79
23260 - Fabric Worker	17.48
23290 - Fire Alarm System Mechanic	20.16
23310 - Fire Extinguisher Repairer	16.65
23340 - Fuel Distribution System Mechanic	20.16
23370 - General Maintenance Worker	18.40
23400 - Heating, Refrigeration and Air Conditioning Mechanic	20.16
23430 - Heavy Equipment Mechanic	20.16
23440 - Heavy Equipment Operator	20.16
23460 - Instrument Mechanic	20.16
23470 - Laborer	9.37
23500 - Locksmith	19.25
23530 - Machinery Maintenance Mechanic	23.80
23550 - Machinist, Maintenance	21.67
23580 - Maintenance Trades Helper	15.06
23640 - Millwright	20.16
23700 - Office Appliance Repairer	19.25
23740 - Painter, Aircraft	19.25
23760 - Painter, Maintenance	19.25
23790 - Pipefitter, Maintenance	22.19
23800 - Plumber, Maintenance	19.67
23820 - Pneudraulic Systems Mechanic	20.16
23850 - Rigger	20.16
23870 - Scale Mechanic	18.40
23890 - Sheet-Metal Worker, Maintenance	20.16
23910 - Small Engine Mechanic	18.40
23930 - Telecommunication Mechanic I	20.16
23931 - Telecommunication Mechanic II	21.03

23950 - Telephone Lineman	20.16
23960 - Welder, Combination, Maintenance	20.16
23965 - Well Driller	20.16
23970 - Woodcraft Worker	20.16
23980 - Woodworker	16.65
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.41
24580 - Child Care Center Clerk	11.75
24600 - Chore Aid	6.45
24630 - Homemaker	13.94
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	22.43
25040 - Sewage Plant Operator	19.38
25070 - Stationary Engineer	22.43
25190 - Ventilation Equipment Tender	15.67
25210 - Water Treatment Plant Operator	19.25
27000 - Protective Service Occupations	
(not set) - Police Officer	19.18
27004 - Alarm Monitor	11.59
27006 - Corrections Officer	13.12
27010 - Court Security Officer	15.60
27040 - Detention Officer	13.12
27070 - Firefighter	14.99
27101 - Guard I	9.01
27102 - Guard II	10.81
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	15.32
28020 - Hatch Tender	15.32
28030 - Line Handler	15.32
28040 - Stevedore I	14.60
28050 - Stevedore II	16.08
29000 - Technical Occupations	
21150 - Graphic Artist	19.41
29010 - Air Traffic Control Specialist, Center (2)	33.86
29011 - Air Traffic Control Specialist, Station (2)	23.35
29012 - Air Traffic Control Specialist, Terminal (2)	25.71
29023 - Archeological Technician I	16.28
29024 - Archeological Technician II	18.22
29025 - Archeological Technician III	22.57
29030 - Cartographic Technician	25.96
29035 - Computer Based Training (CBT) Specialist/ Instructor	24.55
29040 - Civil Engineering Technician	22.57
29061 - Drafter I	11.73
29062 - Drafter II	14.52
29063 - Drafter III	19.15
29064 - Drafter IV	22.57
29081 - Engineering Technician I	12.29
29082 - Engineering Technician II	15.22
29083 - Engineering Technician III	20.07
29084 - Engineering Technician IV	25.24
29085 - Engineering Technician V	25.57
29086 - Engineering Technician VI	27.36
29090 - Environmental Technician	20.75
29100 - Flight Simulator/Instructor (Pilot)	27.62
29160 - Instructor	22.50
29210 - Laboratory Technician	18.74
29240 - Mathematical Technician	22.47
29361 - Paralegal/Legal Assistant I	15.50
29362 - Paralegal/Legal Assistant II	19.91
29363 - Paralegal/Legal Assistant III	24.38

29364 - Paralegal/Legal Assistant IV	29.48
29390 - Photooptics Technician	22.57
29480 - Technical Writer	21.42
29491 - Unexploded Ordnance (UXO) Technician I	21.52
29492 - Unexploded Ordnance (UXO) Technician II	26.04
29493 - Unexploded Ordnance (UXO) Technician III	31.21
29494 - Unexploded (UXO) Safety Escort	21.52
29495 - Unexploded (UXO) Sweep Personnel	21.52
29620 - Weather Observer, Senior (3)	16.74
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	12.49
29622 - Weather Observer, Upper Air (3)	12.49
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	10.97
31260 - Parking and Lot Attendant	7.48
31290 - Shuttle Bus Driver	10.98
31300 - Taxi Driver	8.34
31361 - Truckdriver, Light Truck	10.98
31362 - Truckdriver, Medium Truck	11.80
31363 - Truckdriver, Heavy Truck	14.05
31364 - Truckdriver, Tractor-Trailer	14.05
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	8.77
99030 - Cashier	7.69
99041 - Carnival Equipment Operator	8.73
99042 - Carnival Equipment Repairer	10.33
99043 - Carnival Worker	6.85
99050 - Desk Clerk	9.41
99095 - Embalmer	21.52
99300 - Lifeguard	11.31
99310 - Mortician	21.55
99350 - Park Attendant (Aide)	14.21
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.22
99500 - Recreation Specialist	13.04
99510 - Recycling Worker	11.23
99610 - Sales Clerk	9.91
99620 - School Crossing Guard (Crosswalk Attendant)	8.20
99630 - Sport Official	15.00
99658 - Survey Party Chief (Chief of Party)	18.89
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.10
99660 - Surveying Aide	10.75
99690 - Swimming Pool Operator	12.32
99720 - Vending Machine Attendant	9.77
99730 - Vending Machine Repairer	12.32
99740 - Vending Machine Repairer Helper	9.77

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, 4 weeks after 15 years, and 5 weeks after 20 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 **

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.

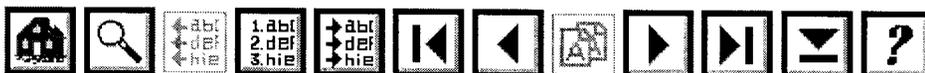
The process for preparing a conformance request is as follows:

- 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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WAGE DETERMINATION NO: 94-2507 REV (23) AREA: TX,CORPUS CHRISTI

WAGE DETERMINATION NO: 94-2507 REV (23) AREA: TX,CORPUS CHRISTI
 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.: 23
		Date Of Last Revision: 04/20/2004

State: **Texas**
 Area: **Texas** Counties of Aransas, Bee, Calhoun, Goliad, Jim Wells, Kieberg, 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 - Line 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: \$2.36 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; 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 **

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.

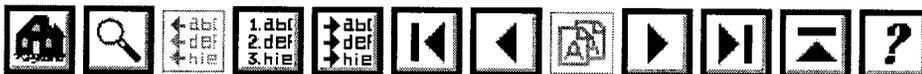
The process for preparing a conformance request is as follows:

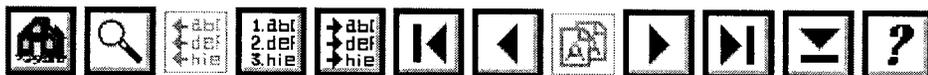
- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), 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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WAGE DETERMINATION NO: 94-2515 REV (28) AREA: TX,HOUSTON

WAGE DETERMINATION NO: 94-2515 REV (28) AREA: TX,HOUSTON

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.: 1994-2515
Director	Wage Determinations	Revision No.: 28
		Date Of Last Revision: 04/13/2004

 State: **Texas**

 Area: **Texas** Counties of Austin, Brazoria, Chambers, Colorado, Fort Bend, Galveston, Grimes, Harris, Houston, Jackson, Lavaca, Liberty, Madison, Matagorda, Montgomery, San Jacinto, Trinity, Walker, Waller, Washington, Wharton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.45
01012 - Accounting Clerk II	12.35
01013 - Accounting Clerk III	13.86
01014 - Accounting Clerk IV	15.29
01030 - Court Reporter	17.73
01050 - Dispatcher, Motor Vehicle	14.00
01060 - Document Preparation Clerk	11.66
01070 - Messenger (Courier)	9.87
01090 - Duplicating Machine Operator	11.01
01110 - Film/Tape Librarian	11.50
01115 - General Clerk I	9.23
01116 - General Clerk II	10.01
01117 - General Clerk III	12.97
01118 - General Clerk IV	14.88
01120 - Housing Referral Assistant	19.36
01131 - Key Entry Operator I	10.76
01132 - Key Entry Operator II	13.76
01191 - Order Clerk I	12.51
01192 - Order Clerk II	14.27
01261 - Personnel Assistant (Employment) I	12.28
01262 - Personnel Assistant (Employment) II	13.79
01263 - Personnel Assistant (Employment) III	16.50
01264 - Personnel Assistant (Employment) IV	17.63
01270 - Production Control Clerk	18.50
01290 - Rental Clerk	14.34
01300 - Scheduler, Maintenance	14.67
01311 - Secretary I	14.67
01312 - Secretary II	17.73
01313 - Secretary III	19.36
01314 - Secretary IV	22.76
01315 - Secretary V	25.57
01320 - Service Order Dispatcher	13.30
01341 - Stenographer I	12.72

01342 - Stenographer II	15.12
01400 - Supply Technician	22.76
01420 - Survey Worker (Interviewer)	14.26
01460 - Switchboard Operator-Receptionist	10.88
01510 - Test Examiner	17.73
01520 - Test Proctor	17.73
01531 - Travel Clerk I	11.49
01532 - Travel Clerk II	12.39
01533 - Travel Clerk III	13.25
01611 - Word Processor I	11.45
01612 - Word Processor II	13.79
01613 - Word Processor III	16.27
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	13.18
03041 - Computer Operator I	13.26
03042 - Computer Operator II	14.61
03043 - Computer Operator III	16.59
03044 - Computer Operator IV	22.60
03045 - Computer Operator V	23.59
03071 - Computer Programmer I (1)	19.99
03072 - Computer Programmer II (1)	24.38
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.31
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	12.36
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	21.26
05010 - Automotive Glass Installer	19.86
05040 - Automotive Worker	19.15
05070 - Electrician, Automotive	20.76
05100 - Mobile Equipment Servicer	17.65
05130 - Motor Equipment Metal Mechanic	22.47
05160 - Motor Equipment Metal Worker	19.15
05190 - Motor Vehicle Mechanic	22.47
05220 - Motor Vehicle Mechanic Helper	16.93
05250 - Motor Vehicle Upholstery Worker	18.17
05280 - Motor Vehicle Wrecker	19.15
05310 - Painter, Automotive	20.76
05340 - Radiator Repair Specialist	20.96
05370 - Tire Repairer	14.40
05400 - Transmission Repair Specialist	23.06
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	7.86
07010 - Baker	9.47
07041 - Cook I	8.52
07042 - Cook II	9.19
07070 - Dishwasher	7.74
07130 - Meat Cutter	12.19
07250 - Waiter/Waitress	7.51
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	16.65
09040 - Furniture Handler	11.74
09070 - Furniture Refinisher	16.09
09100 - Furniture Refinisher Helper	13.74
09110 - Furniture Repairer, Minor	15.29
09130 - Upholsterer	16.65
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	8.29

11060 - Elevator Operator	6.97
11090 - Gardener	11.04
11121 - House Keeping Aid I	6.86
11122 - House Keeping Aid II	6.97
11150 - Janitor	8.17
11210 - Laborer, Grounds Maintenance	8.86
11240 - Maid or Houseman	6.86
11270 - Pest Controller	11.80
11300 - Refuse Collector	8.29
11330 - Tractor Operator	10.40
11360 - Window Cleaner	8.92
12000 - Health Occupations	
12020 - Dental Assistant	14.22
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.93
12071 - Licensed Practical Nurse I	13.52
12072 - Licensed Practical Nurse II	15.38
12073 - Licensed Practical Nurse III	16.71
12100 - Medical Assistant	11.91
12130 - Medical Laboratory Technician	13.63
12160 - Medical Record Clerk	12.72
12190 - Medical Record Technician	14.56
12221 - Nursing Assistant I	7.08
12222 - Nursing Assistant II	9.82
12223 - Nursing Assistant III	10.62
12224 - Nursing Assistant IV	12.40
12250 - Pharmacy Technician	13.10
12280 - Phlebotomist	13.30
12311 - Registered Nurse I	22.28
12312 - Registered Nurse II	27.45
12313 - Registered Nurse II, Specialist	29.16
12314 - Registered Nurse III	34.51
12315 - Registered Nurse III, Anesthetist	34.51
12316 - Registered Nurse IV	39.53
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	18.40
13011 - Exhibits Specialist I	19.30
13012 - Exhibits Specialist II	24.74
13013 - Exhibits Specialist III	28.94
13041 - Illustrator I	17.60
13042 - Illustrator II	22.56
13043 - Illustrator III	26.40
13047 - Librarian	21.17
13050 - Library Technician	12.96
13071 - Photographer I	13.93
13072 - Photographer II	17.60
13073 - Photographer III	22.56
13074 - Photographer IV	26.40
13075 - Photographer V	30.06
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.93
15030 - Counter Attendant	7.93
15040 - Dry Cleaner	10.15
15070 - Finisher, Flatwork, Machine	7.93
15090 - Presser, Hand	7.93
15100 - Presser, Machine, Drycleaning	7.93
15130 - Presser, Machine, Shirts	7.93
15160 - Presser, Machine, Wearing Apparel, Laundry	7.93
15190 - Sewing Machine Operator	10.75
15220 - Tailor	11.56
15250 - Washer, Machine	8.67

19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	16.65
19040 - Tool and Die Maker	19.20
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	16.33
21020 - Material Coordinator	18.50
21030 - Material Expediter	18.50
21040 - Material Handling Laborer	12.26
21050 - Order Filler	10.53
21071 - Forklift Operator	12.84
21080 - Production Line Worker (Food Processing)	12.84
21100 - Shipping/Receiving Clerk	12.41
21130 - Shipping Packer	12.41
21140 - Store Worker I	9.51
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.06
21210 - Tools and Parts Attendant	13.58
21400 - Warehouse Specialist	12.84
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	21.09
23040 - Aircraft Mechanic Helper	16.43
23050 - Aircraft Quality Control Inspector	22.02
23060 - Aircraft Servicer	18.28
23070 - Aircraft Worker	19.26
23100 - Appliance Mechanic	16.65
23120 - Bicycle Repairer	13.91
23125 - Cable Splicer	19.51
23130 - Carpenter, Maintenance	17.01
23140 - Carpet Layer	15.92
23160 - Electrician, Maintenance	23.18
23181 - Electronics Technician, Maintenance I	14.70
23182 - Electronics Technician, Maintenance II	19.02
23183 - Electronics Technician, Maintenance III	22.33
23260 - Fabric Worker	15.00
23290 - Fire Alarm System Mechanic	17.43
23310 - Fire Extinguisher Repairer	14.40
23340 - Fuel Distribution System Mechanic	19.17
23370 - General Maintenance Worker	15.46
23400 - Heating, Refrigeration and Air Conditioning Mechanic	17.43
23430 - Heavy Equipment Mechanic	17.43
23440 - Heavy Equipment Operator	17.43
23460 - Instrument Mechanic	17.43
23470 - Laborer	9.70
23500 - Locksmith	16.65
23530 - Machinery Maintenance Mechanic	19.81
23550 - Machinist, Maintenance	20.16
23580 - Maintenance Trades Helper	13.58
23640 - Millwright	19.02
23700 - Office Appliance Repairer	16.65
23740 - Painter, Aircraft	18.32
23760 - Painter, Maintenance	16.65
23790 - Pipefitter, Maintenance	19.33
23800 - Plumber, Maintenance	17.15
23820 - Pneudraulic Systems Mechanic	17.43
23850 - Rigger	17.43
23870 - Scale Mechanic	15.92
23890 - Sheet-Metal Worker, Maintenance	17.43
23910 - Small Engine Mechanic	15.92
23930 - Telecommunication Mechanic I	20.53
23931 - Telecommunication Mechanic II	21.44
23950 - Telephone Lineman	19.17

23960 - Welder, Combination, Maintenance	17.43
23965 - Well Driller	17.43
23970 - Woodcraft Worker	17.43
23980 - Woodworker	9.64
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.68
24580 - Child Care Center Clerk	12.06
24600 - Chore Aid	6.28
24630 - Homemaker	15.41
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	19.86
25040 - Sewage Plant Operator	17.00
25070 - Stationary Engineer	19.86
25190 - Ventilation Equipment Tender	14.33
25210 - Water Treatment Plant Operator	16.65
27000 - Protective Service Occupations	
(not set) - Police Officer	20.86
27004 - Alarm Monitor	12.98
27006 - Corrections Officer	18.04
27010 - Court Security Officer	18.04
27040 - Detention Officer	18.04
27070 - Firefighter	17.70
27101 - Guard I	10.02
27102 - Guard II	17.90
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	15.62
28020 - Hatch Tender	15.62
28030 - Line Handler	15.62
28040 - Stevedore I	14.61
28050 - Stevedore II	16.63
29000 - Technical Occupations	
21150 - Graphic Artist	23.11
29010 - Air Traffic Control Specialist, Center (2)	33.86
29011 - Air Traffic Control Specialist, Station (2)	23.35
29012 - Air Traffic Control Specialist, Terminal (2)	25.71
29023 - Archeological Technician I	19.34
29024 - Archeological Technician II	21.66
29025 - Archeological Technician III	26.79
29030 - Cartographic Technician	27.31
29035 - Computer Based Training (CBT) Specialist/ Instructor	25.70
29040 - Civil Engineering Technician	24.82
29061 - Drafter I	15.37
29062 - Drafter II	15.85
29063 - Drafter III	20.90
29064 - Drafter IV	26.79
29081 - Engineering Technician I	15.08
29082 - Engineering Technician II	18.74
29083 - Engineering Technician III	21.81
29084 - Engineering Technician IV	27.69
29085 - Engineering Technician V	36.15
29086 - Engineering Technician VI	41.10
29090 - Environmental Technician	24.76
29100 - Flight Simulator/Instructor (Pilot)	32.45
29160 - Instructor	23.47
29210 - Laboratory Technician	17.97
29240 - Mathematical Technician	28.04
29361 - Paralegal/Legal Assistant I	17.80
29362 - Paralegal/Legal Assistant II	21.38
29363 - Paralegal/Legal Assistant III	26.62
29364 - Paralegal/Legal Assistant IV	29.59

29390 - Photooptics Technician	26.79
29480 - Technical Writer	23.21
29491 - Unexploded Ordnance (UXO) Technician I	21.52
29492 - Unexploded Ordnance (UXO) Technician II	26.04
29493 - Unexploded Ordnance (UXO) Technician III	31.21
29494 - Unexploded (UXO) Safety Escort	21.52
29495 - Unexploded (UXO) Sweep Personnel	21.52
29620 - Weather Observer, Senior (3)	21.81
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	17.99
29622 - Weather Observer, Upper Air	17.99
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	14.48
31260 - Parking and Lot Attendant	7.68
31290 - Shuttle Bus Driver	11.52
31300 - Taxi Driver	8.81
31361 - Truckdriver, Light Truck	11.52
31362 - Truckdriver, Medium Truck	14.97
31363 - Truckdriver, Heavy Truck	16.00
31364 - Truckdriver, Tractor-Trailer	16.00
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	8.21
99030 - Cashier	8.41
99041 - Carnival Equipment Operator	9.72
99042 - Carnival Equipment Repairer	10.22
99043 - Carnival Worker	7.50
99050 - Desk Clerk	10.65
99095 - Embalmer	19.59
99300 - Lifeguard	11.31
99310 - Mortician	23.71
99350 - Park Attendant (Aide)	14.21
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.48
99500 - Recreation Specialist	14.74
99510 - Recycling Worker	12.23
99610 - Sales Clerk	10.53
99620 - School Crossing Guard (Crosswalk Attendant)	8.29
99630 - Sport Official	10.43
99658 - Survey Party Chief (Chief of Party)	18.11
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.66
99660 - Surveying Aide	12.40
99690 - Swimming Pool Operator	13.10
99720 - Vending Machine Attendant	10.91
99730 - Vending Machine Repairer	13.10
99740 - Vending Machine Repairer Helper	11.19

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 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 ****

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:

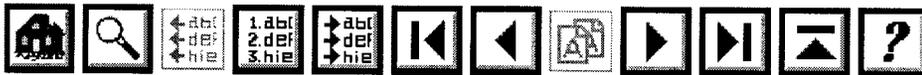
The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide 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.

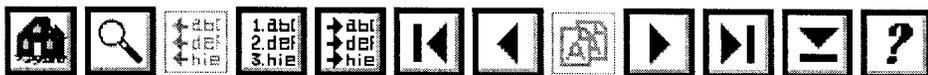
The process for preparing a conformance request is as follows:

- 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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WAGE DETERMINATION NO: 94-2519 REV (19) AREA: TX,RIO GRANDE VALLEY

WAGE DETERMINATION NO: 94-2519 REV (19) AREA: TX,RIO GRANDE VALLEY
 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.: 1994-2519
Director	Wage Determinations	Revision No.: 19
		Date Of Last Revision: 09/30/2003

State: Texas
 Area: Texas Counties of Brooks, Cameron, Dimmit, Duval, Frio, Hidalgo, Jim Hogg, Kenedy, La Salle, Maverick, Starr, Webb, Willacy, Zapata, Zavala

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	7.39
01012 - Accounting Clerk II	7.60
01013 - Accounting Clerk III	9.12
01014 - Accounting Clerk IV	11.79
01030 - Court Reporter	9.48
01050 - Dispatcher, Motor Vehicle	11.28
01060 - Document Preparation Clerk	8.22
01070 - Messenger (Courier)	7.41
01090 - Duplicating Machine Operator	8.22
01110 - Film/Tape Librarian	9.05
01115 - General Clerk I	6.86
01116 - General Clerk II	7.99
01117 - General Clerk III	10.19
01118 - General Clerk IV	11.63
01120 - Housing Referral Assistant	10.82
01131 - Key Entry Operator I	7.98
01132 - Key Entry Operator II	9.49
01191 - Order Clerk I	8.75
01192 - Order Clerk II	9.00
01261 - Personnel Assistant (Employment) I	10.02
01262 - Personnel Assistant (Employment) II	10.63
01263 - Personnel Assistant (Employment) III	11.13
01264 - Personnel Assistant (Employment) IV	12.48
01270 - Production Control Clerk	11.03
01290 - Rental Clerk	9.05
01300 - Scheduler, Maintenance	9.65
01311 - Secretary I	9.65
01312 - Secretary II	10.71
01313 - Secretary III	11.89
01314 - Secretary IV	13.20
01315 - Secretary V	14.65
01320 - Service Order Dispatcher	9.65
01341 - Stenographer I	8.27
01342 - Stenographer II	8.98

01400 - Supply Technician	12.45
01420 - Survey Worker (Interviewer)	9.65
01460 - Switchboard Operator-Receptionist	7.57
01510 - Test Examiner	9.65
01520 - Test Proctor	9.65
01531 - Travel Clerk I	8.91
01532 - Travel Clerk II	9.74
01533 - Travel Clerk III	10.19
01611 - Word Processor I	8.53
01612 - Word Processor II	10.85
01613 - Word Processor III	11.36
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	9.24
03041 - Computer Operator I	9.24
03042 - Computer Operator II	11.12
03043 - Computer Operator III	13.33
03044 - Computer Operator IV	14.87
03045 - Computer Operator V	16.51
03071 - Computer Programmer I (1)	11.15
03072 - Computer Programmer II (1)	13.82
03073 - Computer Programmer III (1)	16.64
03074 - Computer Programmer IV (1)	20.76
03101 - Computer Systems Analyst I (1)	17.55
03102 - Computer Systems Analyst II (1)	20.80
03103 - Computer Systems Analyst III (1)	23.93
03160 - Peripheral Equipment Operator	10.48
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	12.32
05010 - Automotive Glass Installer	10.96
05040 - Automotive Worker	10.96
05070 - Electrician, Automotive	11.71
05100 - Mobile Equipment Servicer	9.73
05130 - Motor Equipment Metal Mechanic	12.32
05160 - Motor Equipment Metal Worker	10.96
05190 - Motor Vehicle Mechanic	12.32
05220 - Motor Vehicle Mechanic Helper	9.24
05250 - Motor Vehicle Upholstery Worker	10.35
05280 - Motor Vehicle Wrecker	10.96
05310 - Painter, Automotive	11.71
05340 - Radiator Repair Specialist	10.96
05370 - Tire Repairer	9.40
05400 - Transmission Repair Specialist	12.32
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	7.23
07010 - Baker	7.69
07041 - Cook I	7.50
07042 - Cook II	8.01
07070 - Dishwasher	6.54
07130 - Meat Cutter	9.58
07250 - Waiter/Waitress	6.42
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	11.99
09040 - Furniture Handler	8.25
09070 - Furniture Refinisher	11.99
09100 - Furniture Refinisher Helper	9.29
09110 - Furniture Repairer, Minor	10.71
09130 - Upholsterer	11.89
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	6.49
11060 - Elevator Operator	6.84

11090 - Gardener	9.14
11121 - House Keeping Aid I	6.15
11122 - House Keeping Aid II	6.49
11150 - Janitor	7.25
11210 - Laborer, Grounds Maintenance	7.40
11240 - Maid or Houseman	6.25
11270 - Pest Controller	10.02
11300 - Refuse Collector	7.52
11330 - Tractor Operator	8.62
11360 - Window Cleaner	7.78
12000 - Health Occupations	
12020 - Dental Assistant	10.93
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
12071 - Licensed Practical Nurse I	11.61
12072 - Licensed Practical Nurse II	13.02
12073 - Licensed Practical Nurse III	14.57
12100 - Medical Assistant	10.42
12130 - Medical Laboratory Technician	12.69
12160 - Medical Record Clerk	11.22
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	7.96
12222 - Nursing Assistant II	8.95
12223 - Nursing Assistant III	9.77
12224 - Nursing Assistant IV	10.95
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	12.36
12311 - Registered Nurse I	16.82
12312 - Registered Nurse II	20.58
12313 - Registered Nurse II, Specialist	20.58
12314 - Registered Nurse III	24.90
12315 - Registered Nurse III, Anesthetist	24.90
12316 - Registered Nurse IV	29.84
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	12.94
13011 - Exhibits Specialist I	12.33
13012 - Exhibits Specialist II	14.98
13013 - Exhibits Specialist III	17.62
13041 - Illustrator I	12.33
13042 - Illustrator II	14.98
13043 - Illustrator III	17.62
13047 - Librarian	17.83
13050 - Library Technician	9.04
13071 - Photographer I	10.03
13072 - Photographer II	11.21
13073 - Photographer III	13.90
13074 - Photographer IV	16.02
13075 - Photographer V	19.98
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	6.58
15030 - Counter Attendant	6.58
15040 - Dry Cleaner	7.86
15070 - Finisher, Flatwork, Machine	6.58
15090 - Presser, Hand	6.58
15100 - Presser, Machine, Drycleaning	6.58
15130 - Presser, Machine, Shirts	6.58
15160 - Presser, Machine, Wearing Apparel, Laundry	6.58
15190 - Sewing Machine Operator	8.05
15220 - Tailor	8.46
15250 - Washer, Machine	7.01
19000 - Machine Tool Operation and Repair Occupations	

19010 - Machine-Tool Operator (Toolroom)	11.84
19040 - Tool and Die Maker	14.33
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	11.00
21020 - Material Coordinator	13.09
21030 - Material Expediter	12.99
21040 - Material Handling Laborer	8.09
21050 - Order Filler	8.43
21071 - Forklift Operator	9.24
21080 - Production Line Worker (Food Processing)	9.29
21100 - Shipping/Receiving Clerk	8.75
21130 - Shipping Packer	8.75
21140 - Store Worker I	8.35
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	11.01
21210 - Tools and Parts Attendant	9.29
21400 - Warehouse Specialist	9.29
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	12.52
23040 - Aircraft Mechanic Helper	9.29
23050 - Aircraft Quality Control Inspector	15.85
23060 - Aircraft Servicer	11.21
23070 - Aircraft Worker	11.23
23100 - Appliance Mechanic	12.88
23120 - Bicycle Repairer	9.40
23125 - Cable Splicer	15.59
23130 - Carpenter, Maintenance	11.71
23140 - Carpet Layer	10.96
23160 - Electrician, Maintenance	12.69
23181 - Electronics Technician, Maintenance I	12.65
23182 - Electronics Technician, Maintenance II	14.54
23183 - Electronics Technician, Maintenance III	17.58
23260 - Fabric Worker	10.35
23290 - Fire Alarm System Mechanic	12.52
23310 - Fire Extinguisher Repairer	10.00
23340 - Fuel Distribution System Mechanic	14.91
23370 - General Maintenance Worker	11.71
23400 - Heating, Refrigeration and Air Conditioning Mechanic	12.33
23430 - Heavy Equipment Mechanic	13.40
23440 - Heavy Equipment Operator	10.37
23460 - Instrument Mechanic	12.52
23470 - Laborer	7.23
23500 - Locksmith	11.71
23530 - Machinery Maintenance Mechanic	13.55
23550 - Machinist, Maintenance	12.32
23580 - Maintenance Trades Helper	9.24
23640 - Millwright	12.52
23700 - Office Appliance Repairer	11.99
23740 - Painter, Aircraft	11.71
23760 - Painter, Maintenance	11.71
23790 - Pipefitter, Maintenance	12.32
23800 - Plumber, Maintenance	11.99
23820 - Pneudraulic Systems Mechanic	12.52
23850 - Rigger	13.04
23870 - Scale Mechanic	11.23
23890 - Sheet-Metal Worker, Maintenance	12.32
23910 - Small Engine Mechanic	12.11
23930 - Telecommunication Mechanic I	14.91
23931 - Telecommunication Mechanic II	15.65
23950 - Telephone Lineman	13.77
23960 - Welder, Combination, Maintenance	12.32

23965 - Well Driller	12.52
23970 - Woodcraft Worker	12.32
23980 - Woodworker	10.00
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.23
24580 - Child Care Center Clerk	9.66
24600 - Chore Aid	6.07
24630 - Homemaker	12.27
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	12.32
25040 - Sewage Plant Operator	11.71
25070 - Stationary Engineer	12.32
25190 - Ventilation Equipment Tender	9.29
25210 - Water Treatment Plant Operator	9.31
27000 - Protective Service Occupations	
(not set) - Police Officer	16.42
27004 - Alarm Monitor	10.33
27006 - Corrections Officer	12.13
27010 - Court Security Officer	13.55
27040 - Detention Officer	13.06
27070 - Firefighter	13.04
27101 - Guard I	7.41
27102 - Guard II	12.06
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	11.42
28020 - Hatch Tender	11.42
28030 - Line Handler	11.42
28040 - Stevedore I	10.37
28050 - Stevedore II	11.65
29000 - Technical Occupations	
21150 - Graphic Artist	14.43
29010 - Air Traffic Control Specialist, Center (2)	28.46
29011 - Air Traffic Control Specialist, Station (2)	19.78
29012 - Air Traffic Control Specialist, Terminal (2)	21.73
29023 - Archeological Technician I	12.69
29024 - Archeological Technician II	13.43
29025 - Archeological Technician III	15.05
29030 - Cartographic Technician	15.05
29035 - Computer Based Training (CBT) Specialist/ Instructor	17.55
29040 - Civil Engineering Technician	15.05
29061 - Drafter I	9.66
29062 - Drafter II	10.86
29063 - Drafter III	12.14
29064 - Drafter IV	15.05
29081 - Engineering Technician I	11.29
29082 - Engineering Technician II	12.69
29083 - Engineering Technician III	14.18
29084 - Engineering Technician IV	17.59
29085 - Engineering Technician V	20.25
29086 - Engineering Technician VI	25.27
29090 - Environmental Technician	15.05
29100 - Flight Simulator/Instructor (Pilot)	20.80
29160 - Instructor	19.52
29210 - Laboratory Technician	13.22
29240 - Mathematical Technician	15.05
29361 - Paralegal/Legal Assistant I	11.28
29362 - Paralegal/Legal Assistant II	12.96
29363 - Paralegal/Legal Assistant III	14.97
29364 - Paralegal/Legal Assistant IV	17.27
29390 - Photooptics Technician	15.05

29480 - Technical Writer	20.53
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)	14.01
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	12.55
29622 - Weather Observer, Upper Air (3)	12.55
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	10.49
31260 - Parking and Lot Attendant	7.41
31290 - Shuttle Bus Driver	10.45
31300 - Taxi Driver	7.08
31361 - Truckdriver, Light Truck	10.38
31362 - Truckdriver, Medium Truck	10.38
31363 - Truckdriver, Heavy Truck	11.72
31364 - Truckdriver, Tractor-Trailer	11.72
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	7.74
99030 - Cashier	7.85
99041 - Carnival Equipment Operator	7.66
99042 - Carnival Equipment Repairer	8.09
99043 - Carnival Worker	7.37
99050 - Desk Clerk	6.47
99095 - Embalmer	17.93
99300 - Lifeguard	9.80
99310 - Mortician	17.93
99350 - Park Attendant (Aide)	11.99
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.72
99500 - Recreation Specialist	11.12
99510 - Recycling Worker	9.43
99610 - Sales Clerk	8.47
99620 - School Crossing Guard (Crosswalk Attendant)	7.16
99630 - Sport Official	9.06
99658 - Survey Party Chief (Chief of Party)	12.50
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.46
99660 - Surveying Aide	8.50
99690 - Swimming Pool Operator	9.47
99720 - Vending Machine Attendant	8.34
99730 - Vending Machine Repairer	9.47
99740 - Vending Machine Repairer Helper	8.34

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; and 3 weeks after 10 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 eight paid holidays per year: New Year's Day, Washington's Birthday, Memorial Day, Independence Day, Labor 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 ****

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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