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	WASHINGTON D.C. 20210
William W.Gross Director	Division of Wage Determinations
	Wage Determination No.: 1994-2028 Revision No.: 12 Date Of Last Revision: 05/10/2002

State: Arizona

Area: Arizona Counties of La Paz, Yuma

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	10.34
Accounting Clerk II	11.28
Accounting Clerk III	13.17
Accounting Clerk IV	16.38
Court Reporter	15.05
Dispatcher, Motor Vehicle	13.05
Document Preparation Clerk	10.59
Duplicating Machine Operator	10.59
Film/Tape Librarian	11.58
General Clerk I	8.45
General Clerk II	9.49
General Clerk III	12.43
General Clerk IV	14.98
Housing Referral Assistant	15.36
Key Entry Operator I	9.96
Key Entry Operator II	11.30
Messenger (Courier)	8.28
Order Clerk I	12.17
Order Clerk II	15.17
Personnel Assistant (Employment) I	11.04
Personnel Assistant (Employment) II	12.83
Personnel Assistant (Employment) III	14.14
Personnel Assistant (Employment) IV	16.54
Production Control Clerk	15.36
Rental Clerk	11.26
Scheduler, Maintenance	11.26
Secretary I	11.26
Secretary II	13.05
Secretary III	15.36
Secretary IV	16.97
Secretary V	20.05
Service Order Dispatcher	11.26
Stenographer I	11.52
Stenographer II	12.95
Supply Technician	16.97
Survey Worker (Interviewer)	13.05
Switchboard Operator-Receptionist	9.89
Test Examiner	13.05
Test Proctor	13.05
Travel Clerk I	9.33
Travel Clerk II	10.20
Travel Clerk III	11.20

Word Processor I	10.40
Word Processor II	12.79
Word Processor III	15.59
Automatic Data Processing Occupations	
Computer Data Librarian	10.92
Computer Operator I	12.23
Computer Operator II	13.69
Computer Operator III	16.42
Computer Operator IV	19.78
Computer Operator V	21.89
Computer Programmer I (1)	17.34
Computer Programmer II (1)	21.48
Computer Programmer III (1)	26.97
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	21.86
Computer Systems Analyst II (1)	26.84
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	12.22
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	18.76
Automotive Glass Installer	17.45
Automotive Worker	17.45
Electrician, Automotive	18.13
Mobile Equipment Servicer	16.06
Motor Equipment Metal Mechanic	18.76
Motor Equipment Metal Worker	17.45
Motor Vehicle Mechanic	18.43
Motor Vehicle Mechanic Helper	15.06
Motor Vehicle Upholstery Worker	16.81
Motor Vehicle Wrecker	17.45
Painter, Automotive	18.13
Radiator Repair Specialist	17.45
Tire Repairer	15.52
Transmission Repair Specialist	18.76
Food Preparation and Service Occupations	
Baker	12.00
Cook I	11.04
Cook II	12.00
Dishwasher	8.28
Food Service Worker	8.28
Meat Cutter	14.27
Waiter/Waitress	8.96
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	18.13
Furniture Handler	13.02
Furniture Refinisher	18.13
Furniture Refinisher Helper	15.06
Furniture Repairer, Minor	16.81
Upholsterer	18.13
General Services and Support Occupations	
Cleaner, Vehicles	9.52
Elevator Operator	8.28
Gardener	11.04
House Keeping Aid I	7.59
House Keeping Aid II	8.38
Janitor	8.38
Laborer, Grounds Maintenance	8.96
Maid or Houseman	7.58
Pest Controller	11.56
Refuse Collector	10.47
Tractor Operator	10.36
Window Cleaner	9.08
Health Occupations	

Dental Assistant	12.30
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.76
Licensed Practical Nurse I	11.66
Licensed Practical Nurse II	13.08
Licensed Practical Nurse III	14.97
Medical Assistant	9.75
Medical Laboratory Technician	10.90
Medical Record Clerk	10.98
Medical Record Technician	13.25
Nursing Assistant I	7.68
Nursing Assistant II	8.64
Nursing Assistant III	9.42
Nursing Assistant IV	10.58
Pharmacy Technician	12.62
Phlebotomist	11.89
Registered Nurse I	19.29
Registered Nurse II	22.72
Registered Nurse II, Specialist	22.41
Registered Nurse III	27.00
Registered Nurse III, Anesthetist	27.00
Registered Nurse IV	32.36
Information and Arts Occupations	
Audiovisual Librarian	18.67
Exhibits Specialist I	17.75
Exhibits Specialist II	20.68
Exhibits Specialist III	24.54
Illustrator I	17.75
Illustrator II	20.68
Illustrator III	24.54
Librarian	20.05
Library Technician	13.40
Photographer I	13.79
Photographer II	17.75
Photographer III	20.68
Photographer IV	24.54
Photographer V	29.69
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.08
Counter Attendant	7.08
Dry Cleaner	8.46
Finisher, Flatwork, Machine	7.08
Presser, Hand	7.08
Presser, Machine, Drycleaning	6.84
Presser, Machine, Shirts	7.08
Presser, Machine, Wearing Apparel, Laundry	6.84
Sewing Machine Operator	9.01
Tailor	9.55
Washer, Machine	7.42
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	18.13
Tool and Die Maker	22.25
Material Handling and Packing Occupations	
Forklift Operator	13.28
Fuel Distribution System Operator	16.06
Material Coordinator	12.82
Material Expediter	12.82
Material Handling Laborer	9.82
Order Filler	10.08
Production Line Worker (Food Processing)	11.50
Shipping Packer	10.48
Shipping/Receiving Clerk	11.01
Stock Clerk (Shelf Stocker; Store Worker II)	12.58
Store Worker I	9.64

Tools and Parts Attendant	11.77
Warehouse Specialist	11.77
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	18.76
Aircraft Mechanic Helper	15.06
Aircraft Quality Control Inspector	21.25
Aircraft Servicer	16.81
Aircraft Worker	17.45
Appliance Mechanic	18.13
Bicycle Repairer	15.52
Cable Splicer	18.76
Carpenter, Maintenance	18.13
Carpet Layer	17.45
Electrician, Maintenance	19.95
Electronics Technician, Maintenance I	12.01
Electronics Technician, Maintenance II	19.21
Electronics Technician, Maintenance III	23.00
Fabric Worker	18.49
Fire Alarm System Mechanic	18.76
Fire Extinguisher Repairer	16.06
Fuel Distribution System Mechanic	18.76
General Maintenance Worker	17.45
Heating, Refrigeration and Air Conditioning Mechanic	18.76
Heavy Equipment Mechanic	20.37
Heavy Equipment Operator	19.89
Instrument Mechanic	19.30
Laborer	9.52
Locksmith	18.13
Machinery Maintenance Mechanic	22.42
Machinist, Maintenance	18.96
Maintenance Trades Helper	15.06
Millwright	18.76
Office Appliance Repairer	18.13
Painter, Aircraft	18.13
Painter, Maintenance	18.13
Pipefitter, Maintenance	18.76
Plumber, Maintenance	18.13
Pneudraulic Systems Mechanic	18.76
Rigger	18.76
Scale Mechanic	17.45
Sheet-Metal Worker, Maintenance	18.76
Small Engine Mechanic	17.45
Telecommunication Mechanic I	18.76
Telecommunication Mechanic II	21.38
Telephone Lineman	18.76
Welder, Combination, Maintenance	18.76
Well Driller	19.74
Woodcraft Worker	18.76
Woodworker	16.06
Miscellaneous Occupations	
Animal Caretaker	9.66
Carnival Equipment Operator	11.56
Carnival Equipment Repairer	12.32
Carnival Worker	8.28
Cashier	8.69
Desk Clerk	10.06
Embalmer	17.93
Lifeguard	9.42
Mortician	17.16
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.11
Recreation Specialist	13.95
Recycling Worker	11.95

Sales Clerk	9.58
School Crossing Guard (Crosswalk Attendant)	8.28
Sport Official	9.42
Survey Party Chief (Chief of Party)	21.80
Surveying Aide	13.57
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	18.61
Swimming Pool Operator	12.00
Vending Machine Attendant	10.76
Vending Machine Repairer	12.46
Vending Machine Repairer Helper	10.39
Personal Needs Occupations	
Child Care Attendant	7.87
Child Care Center Clerk	11.15
Chore Aid	9.19
Homemaker	14.12
Plant and System Operation Occupations	
Boiler Tender	18.76
Sewage Plant Operator	19.63
Stationary Engineer	20.31
Ventilation Equipment Tender	15.06
Water Treatment Plant Operator	19.63
Protective Service Occupations	
Alarm Monitor	14.90
Corrections Officer	19.04
Court Security Officer	19.14
Detention Officer	19.04
Firefighter	18.02
Guard I	7.81
Guard II	14.90
Police Officer	22.61
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	15.33
Hatch Tender	13.51
Line Handler	13.51
Stevedore I	14.76
Stevedore II	16.52
Technical Occupations	
Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	14.47
Archeological Technician II	16.19
Archeological Technician III	20.06
Cartographic Technician	21.28
Civil Engineering Technician	23.07
Computer Based Training (CBT) Specialist/ Instructor	21.86
Drafter I	12.29
Drafter II	13.79
Drafter III	17.75
Drafter IV	20.68
Engineering Technician I	13.87
Engineering Technician II	15.56
Engineering Technician III	18.74
Engineering Technician IV	22.82
Engineering Technician V	27.80
Engineering Technician VI	33.65
Environmental Technician	20.54
Flight Simulator/Instructor (Pilot)	26.84
Graphic Artist	20.83
Instructor	21.59
Laboratory Technician	15.68
Mathematical Technician	20.68
Paralegal/Legal Assistant I	15.53

Paralegal/Legal Assistant II	19.47
Paralegal/Legal Assistant III	23.82
Paralegal/Legal Assistant IV	28.81
Photooptics Technician	21.10
Technical Writer	26.03
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	14.67
Weather Observer, Senior (3)	16.28
Weather Observer, Upper Air (3)	14.67
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	13.05
Parking and Lot Attendant	7.48
Shuttle Bus Driver	10.29
Taxi Driver	8.54
Truckdriver, Heavy Truck	14.25
Truckdriver, Light Truck	10.29
Truckdriver, Medium Truck	14.36
Truckdriver, Tractor-Trailer	14.25

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of $2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

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.