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 Director

Division of
 Wage Determinations

Wage Determination No.: 1994-2080
 Revision No.: 18
 Date Of Last Revision: 03/01/2002

State: Colorado

Area: Colorado Counties of Cheyenne, El Paso, Kit Carson, Lincoln, Teller

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	11.00
Accounting Clerk II	11.95
Accounting Clerk III	13.44
Accounting Clerk IV	16.94
Court Reporter	13.28
Dispatcher, Motor Vehicle	12.45
Document Preparation Clerk	9.89
Duplicating Machine Operator	9.65
Film/Tape Librarian	9.00
General Clerk I	9.01
General Clerk II	10.14
General Clerk III	11.04
General Clerk IV	12.43
Housing Referral Assistant	15.88
Key Entry Operator I	8.24
Key Entry Operator II	10.42
Messenger (Courier)	9.59
Order Clerk I	9.24
Order Clerk II	10.02
Personnel Assistant (Employment) I	8.76
Personnel Assistant (Employment) II	9.87
Personnel Assistant (Employment) III	12.38
Personnel Assistant (Employment) IV	14.48
Production Control Clerk	14.38
Rental Clerk	10.62
Scheduler, Maintenance	11.68
Secretary I	11.68
Secretary II	13.38
Secretary III	15.88
Secretary IV	17.79
Secretary V	20.41
Service Order Dispatcher	10.09
Stenographer I	10.03
Stenographer II	12.77
Supply Technician	17.14
Survey Worker (Interviewer)	11.55
Switchboard Operator-Receptionist	9.62
Test Examiner	13.38
Test Proctor	13.38
Travel Clerk I	9.59
Travel Clerk II	10.26
Travel Clerk III	10.82

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Word Processor I	10.72
Word Processor II	12.14
Word Processor III	13.57
Automatic Data Processing Occupations	
Computer Data Librarian	9.16
Computer Operator I	10.96
Computer Operator II	12.89
Computer Operator III	15.86
Computer Operator IV	16.94
Computer Operator V	17.66
Computer Programmer I (1)	18.83
Computer Programmer II (1)	20.51
Computer Programmer III (1)	25.59
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	23.79
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	10.97
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	16.43
Automotive Glass Installer	12.70
Automotive Worker	12.70
Electrician, Automotive	13.50
Mobile Equipment Servicer	11.11
Motor Equipment Metal Mechanic	14.28
Motor Equipment Metal worker	12.70
Motor Vehicle Mechanic	16.42
Motor Vehicle Mechanic Helper	13.20
Motor Vehicle Upholstery Worker	13.68
Motor Vehicle Wrecker	14.67
Painter, Automotive	15.53
Radiator Repair Specialist	14.59
Tire Repairer	10.67
Transmission Repair Specialist	16.42
Food Preparation and Service Occupations	
Baker	10.44
Cook I	8.65
Cook II	9.89
Dishwasher	7.56
Food Service Worker	7.85
Meat Cutter	12.40
Waiter/waitress	6.74
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	13.42
Furniture Handler	10.68
Furniture Refinisher	14.76
Furniture Refinisher Helper	11.42
Furniture Repairer, Minor	13.01
Upholsterer	14.76
General Services and Support Occupations	
Cleaner, Vehicles	8.32
Elevator Operator	8.32
Gardener	10.85
House Keeping Aid I	7.11
House Keeping Aid II	8.32
Janitor	8.32
Laborer, Grounds Maintenance	8.92
Maid or Houseman	7.26
Pest Controller	11.46
Refuse Collector	7.23
Tractor Operator	10.20
window Cleaner	9.05
Health Occupations	

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Dental Assistant	13.07
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.00
Licensed Practical Nurse I	11.75
Licensed Practical Nurse II	13.19
Licensed Practical Nurse III	14.75
Medical Assistant	9.95
Medical Laboratory Technician	11.42
Medical Record Clerk	9.93
Medical Record Technician	12.22
Nursing Assistant I	6.82
Nursing Assistant II	7.65
Nursing Assistant III	8.36
Nursing Assistant IV	9.37
Pharmacy Technician	11.60
Phlebotomist	10.26
Registered Nurse I	16.50
Registered Nurse II	20.17
Registered Nurse II, Specialist	20.17
Registered Nurse III	24.42
Registered Nurse III, Anesthetist	24.42
Registered Nurse IV	29.26
Information and Arts Occupations	
Audiovisual Librarian	18.40
Exhibits Specialist I	15.40
Exhibits Specialist II	18.69
Exhibits Specialist III	20.35
Illustrator I	16.94
Illustrator II	20.56
Illustrator III	22.39
Librarian	18.51
Library Technician	11.95
Photographer I	12.16
Photographer II	15.06
Photographer III	18.28
Photographer IV	19.90
Photographer V	23.48
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.55
Counter Attendant	6.55
Dry Cleaner	7.79
Finisher, Flatwork, Machine	6.55
Presser, Hand	6.55
Presser, Machine, Drycleaning	7.07
Presser, Machine, Shirts	6.55
Presser, Machine, Wearing Apparel, Laundry	6.55
Sewing Machine Operator	9.93
Tailor	8.99
Washer, Machine	7.11
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	14.70
Tool and Die Maker	18.33
Material Handling and Packing Occupations	
Forklift Operator	11.23
Fuel Distribution System Operator	13.60
Material Coordinator	14.38
Material Expediter	14.38
Material Handling Laborer	9.58
Order Filler	9.66
Production Line Worker (Food Processing)	12.40
Shipping Packer	11.66
Shipping/Receiving Clerk	11.04
Stock Clerk (Shelf Stocker; Store worker II)	10.47
Store Worker I	8.71

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Tools and Parts Attendant	12.13
Warehouse Specialist	11.78
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	16.74
Aircraft Mechanic Helper	12.24
Aircraft Quality Control Inspector	17.68
Aircraft Servicer	13.96
Aircraft worker	14.88
Appliance Mechanic	13.42
Bicycle Repairer	10.67
Cable Splicer	17.46
Carpenter, Maintenance	14.27
Carpet Layer	15.96
Electrician, Maintenance	17.95
Electronics Technician, Maintenance I	19.10
Electronics Technician, Maintenance II	20.31
Electronics Technician, Maintenance III	21.52
Fabric worker	14.61
Fire Alarm System Mechanic	17.46
Fire Extinguisher Repairer	13.63
Fuel Distribution System Mechanic	17.95
General Maintenance Worker	13.60
Heating, Refrigeration and Air Conditioning Mechanic	16.06
Heavy Equipment Mechanic	15.53
Heavy Equipment Operator	17.13
Instrument Mechanic	17.46
Laborer	9.58
Locksmith	14.76
Machinery Maintenance Mechanic	17.46
Machinist, Maintenance	14.19
Maintenance Trades Helper	11.42
Millwright	16.79
Office Appliance Repairer	15.79
Painter, Aircraft	17.76
Painter, Maintenance	13.44
Pipefitter, Maintenance	17.24
Plumber, Maintenance	16.51
Pneudraulic Systems Mechanic	17.46
Rigger	17.46
Scale Mechanic	15.56
Sheet-Metal worker, Maintenance	16.03
Small Engine Mechanic	13.88
Telecommunication Mechanic I	17.90
Telecommunication Mechanic II	21.81
Telephone Lineman	17.46
welder, Combination, Maintenance	13.89
well Driller	16.15
woodcraft worker	17.01
woodworker	12.28
Miscellaneous Occupations	
Animal Caretaker	8.93
Carnival Equipment Operator	8.12
Carnival Equipment Repairer	8.64
Carnival worker	6.33
Cashier	7.82
Desk Clerk	7.93
Embalmer	16.43
Lifeguard	7.99
Mortician	16.75
Park Attendant (Aide)	10.03
Photofinishing worker (Photo Lab Tech., Darkroom Tech)	7.99
Recreation Specialist	11.90
Recycling worker	8.87

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Sales Clerk	7.99
School Crossing Guard (Crosswalk Attendant)	7.30
Sport Official	7.99
Survey Party Chief (Chief of Party)	10.85
Surveying Aide	7.76
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.03
Swimming Pool Operator	10.77
Vending Machine Attendant	8.78
Vending Machine Repairer	10.77
Vending Machine Repairer Helper	8.78
Personal Needs Occupations	
Child Care Attendant	7.08
Child Care Center Clerk	10.15
Chore Aid	7.76
Homemaker	12.41
Plant and System Operation Occupations	
Boiler Tender	17.94
Sewage Plant Operator	16.98
Stationary Engineer	19.05
Ventilation Equipment Tender	11.78
Water Treatment Plant Operator	16.98
Protective Service Occupations	
Alarm Monitor	9.52
Corrections Officer	11.68
Court Security Officer	10.62
Detention Officer	11.68
Firefighter	10.62
Guard I	8.47
Guard II	11.32
Police Officer	10.62
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	15.17
Hatch Tender	13.19
Line Handler	13.19
Stevedore I	12.88
Stevedore II	15.74
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	12.14
Archeological Technician II	15.19
Archeological Technician III	16.87
Cartographic Technician	21.63
Civil Engineering Technician	18.04
Computer Based Training (CBT) Specialist/ Instructor	20.78
Drafter I	10.90
Drafter II	15.53
Drafter III	19.23
Drafter IV	23.39
Engineering Technician I	12.89
Engineering Technician II	14.53
Engineering Technician III	17.11
Engineering Technician IV	20.04
Engineering Technician V	24.48
Engineering Technician VI	29.62
Environmental Technician	17.48
Flight Simulator/Instructor (Pilot)	24.08
Graphic Artist	19.31
Instructor	18.66
Laboratory Technician	14.70
Mathematical Technician	18.71
Paralegal/Legal Assistant I	12.42

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Paralegal/Legal Assistant II	15.91
Paralegal/Legal Assistant III	19.45
Paralegal/Legal Assistant IV	23.72
Photooptics Technician	16.14
Technical writer	22.32
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)	15.20
Weather Observer, Senior (3)	15.20
Weather Observer, Upper Air (3)	14.23
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	10.92
Parking and Lot Attendant	7.91
Shuttle Bus Driver	11.34
Taxi Driver	6.94
Truckdriver, Heavy Truck	14.07
Truckdriver, Light Truck	11.34
Truckdriver, Medium Truck	11.92
Truckdriver, Tractor-Trailer	14.07

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, 4 weeks after 15 years, and 5 weeks after 25 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(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), 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.