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WASHINGTON D.C. 20210

William W.Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2362
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State: New Mexico

Area: New Mexico Counties of Bernalillo, Catron, Cibola, Colfax, De Baca, Guadalupe, Harding, Los Alamos, McKinley, Mora, Rio Arriba, San Juan, San Miguel, Sandoval, Santa Fe,
Socorro, Taos, Torrance, Valencia

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	8.48
Accounting Clerk II	9.76
Accounting Clerk III	12.23
Accounting Clerk IV	15.51
Court Reporter	11.55
Dispatcher, Motor Vehicle	11.55
Document Preparation Clerk	10.91
Duplicating Machine Operator	10.91
Film/Tape Librarian	9.14
General Clerk I	7.00
General Clerk II	8.28
General Clerk III	9.50
General Clerk IV	11.02
Housing Referral Assistant	14.84
Key Entry Operator I	7.91
Key Entry Operator II	9.88
Messenger (Courier)	8.08
Order Clerk I	8.67
Order Clerk II	10.35
Personnel Assistant (Employment) I	10.60
Personnel Assistant (Employment) II	11.91
Personnel Assistant (Employment) III	13.16
Personnel Assistant (Employment) IV	15.23
Production Control Clerk	13.93
Rental Clerk	9.09
Scheduler, Maintenance	11.61
Secretary I	11.61
Secretary II	12.83
Secretary III	14.84
Secretary IV	16.85
Secretary V	21.01
Service Order Dispatcher	10.45
Stenographer I	10.45
Stenographer II	11.74
Supply Technician	16.85
Survey Worker (Interviewer)	10.04
Switchboard Operator-Receptionist	9.57
Test Examiner	12.83
Test Proctor	12.83

Travel Clerk I	10.38
Travel Clerk II	11.19
Travel Clerk III	11.90
Word Processor I	9.80
Word Processor II	11.02
Word Processor III	12.32
Automatic Data Processing Occupations	
Computer Data Librarian	10.45
Computer Operator I	12.57
Computer Operator II	12.80
Computer Operator III	16.91
Computer Operator IV	18.80
Computer Operator V	21.53
Computer Programmer I (1)	15.21
Computer Programmer II (1)	17.41
Computer Programmer III (1)	21.93
Computer Programmer IV (1)	26.52
Computer Systems Analyst I (1)	17.50
Computer Systems Analyst II (1)	22.59
Computer Systems Analyst III (1)	26.60
Peripheral Equipment Operator	12.67
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	15.27
Automotive Glass Installer	13.99
Automotive Worker	13.99
Electrician, Automotive	16.03
Mobile Equipment Servicer	11.94
Motor Equipment Metal Mechanic	15.90
Motor Equipment Metal Worker	13.99
Motor Vehicle Mechanic	16.03
Motor Vehicle Mechanic Helper	12.04
Motor Vehicle Upholstery Worker	13.99
Motor Vehicle Wrecker	13.99
Painter, Automotive	15.20
Radiator Repair Specialist	13.99
Tire Repairer	10.94
Transmission Repair Specialist	15.90
Food Preparation and Service Occupations	
Baker	11.12
Cook I	9.75
Cook II	11.12
Dishwasher	6.65
Food Service Worker	6.97
Meat Cutter	13.77
Waiter/Waitress	7.15
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	14.65
Furniture Handler	11.32
Furniture Refinisher	14.49
Furniture Refinisher Helper	11.32
Furniture Repairer, Minor	13.70
Upholsterer	14.65
General Services and Support Occupations	
Cleaner, Vehicles	7.56
Elevator Operator	7.60
Gardener	11.82
House Keeping Aid I	6.73
House Keeping Aid II	7.76
Janitor	7.60
Laborer, Grounds Maintenance	8.60
Maid or Houseman	6.73
Pest Controller	12.02
Refuse Collector	7.14

Tractor Operator	10.83
Window Cleaner	8.75
Health Occupations	
Dental Assistant	11.27
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.33
Licensed Practical Nurse I	12.90
Licensed Practical Nurse II	12.90
Licensed Practical Nurse III	14.43
Medical Assistant	10.21
Medical Laboratory Technician	12.93
Medical Record Clerk	11.24
Medical Record Technician	13.54
Nursing Assistant I	8.04
Nursing Assistant II	9.04
Nursing Assistant III	9.87
Nursing Assistant IV	11.07
Pharmacy Technician	12.19
Phlebotomist	10.65
Registered Nurse I	15.04
Registered Nurse II	18.40
Registered Nurse II, Specialist	18.40
Registered Nurse III	22.27
Registered Nurse III, Anesthetist	22.27
Registered Nurse IV	26.68
Information and Arts Occupations	
Audiovisual Librarian	11.94
Exhibits Specialist I	12.68
Exhibits Specialist II	15.48
Exhibits Specialist III	19.37
Illustrator I	14.58
Illustrator II	17.80
Illustrator III	22.28
Librarian	16.53
Library Technician	10.09
Photographer I	12.66
Photographer II	14.06
Photographer III	17.30
Photographer IV	19.37
Photographer V	23.43
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.70
Counter Attendant	6.53
Dry Cleaner	7.51
Finisher, Flatwork, Machine	6.70
Presser, Hand	6.70
Presser, Machine, Drycleaning	6.70
Presser, Machine, Shirts	6.70
Presser, Machine, Wearing Apparel, Laundry	6.70
Sewing Machine Operator	8.49
Tailor	9.79
Washer, Machine	7.00
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	16.41
Tool and Die Maker	19.81
Material Handling and Packing Occupations	
Forklift Operator	11.24
Fuel Distribution System Operator	12.80
Material Coordinator	13.46
Material Expediter	13.46
Material Handling Laborer	9.92
Order Filler	9.83
Production Line Worker (Food Processing)	10.49
Shipping Packer	10.67

Shipping/Receiving Clerk	10.67
Stock Clerk (Shelf Stocker; Store Worker II)	10.71
Store Worker I	8.08
Tools and Parts Attendant	10.49
Warehouse Specialist	10.49
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	15.54
Aircraft Mechanic Helper	11.32
Aircraft Quality Control Inspector	16.56
Aircraft Servicer	12.80
Aircraft Worker	13.70
Appliance Mechanic	14.49
Bicycle Repairer	10.94
Cable Splicer	16.69
Carpenter, Maintenance	14.49
Carpet Layer	15.76
Electrician, Maintenance	17.48
Electronics Technician, Maintenance I	14.94
Electronics Technician, Maintenance II	18.44
Electronics Technician, Maintenance III	19.56
Fabric Worker	10.60
Fire Alarm System Mechanic	15.54
Fire Extinguisher Repairer	12.80
Fuel Distribution System Mechanic	15.54
General Maintenance Worker	13.70
Heating, Refrigeration and Air Conditioning Mechanic	15.91
Heavy Equipment Mechanic	15.37
Heavy Equipment Operator	13.88
Instrument Mechanic	15.54
Laborer	8.21
Locksmith	14.65
Machinery Maintenance Mechanic	16.75
Machinist, Maintenance	15.95
Maintenance Trades Helper	12.04
Millwright	17.20
Office Appliance Repairer	14.65
Painter, Aircraft	14.49
Painter, Maintenance	14.49
Pipefitter, Maintenance	17.61
Plumber, Maintenance	16.47
Pneudraulic Systems Mechanic	15.54
Rigger	15.54
Scale Mechanic	15.20
Sheet-Metal Worker, Maintenance	15.20
Small Engine Mechanic	13.70
Telecommunication Mechanic I	15.20
Telecommunication Mechanic II	16.02
Telephone Lineman	15.54
Welder, Combination, Maintenance	15.20
Well Driller	15.54
Woodcraft Worker	15.54
Woodworker	15.20
Miscellaneous Occupations	
Animal Caretaker	8.85
Carnival Equipment Operator	10.36
Carnival Equipment Repairer	11.29
Carnival Worker	7.14
Cashier	7.69
Desk Clerk	8.52
Embalmer	17.93
Lifeguard	9.42
Mortician	17.93
Park Attendant (Aide)	11.84

Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.04
Recreation Specialist	13.57
Recycling Worker	10.36
Sales Clerk	9.34
School Crossing Guard (Crosswalk Attendant)	6.61
Sport Official	8.73
Survey Party Chief (Chief of Party)	13.68
Surveying Aide	12.44
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.55
Swimming Pool Operator	11.46
Vending Machine Attendant	9.21
Vending Machine Repairer	11.46
Vending Machine Repairer Helper	8.25
Personal Needs Occupations	
Child Care Attendant	8.52
Child Care Center Clerk	12.21
Chore Aid	7.05
Homemaker	15.61
Plant and System Operation Occupations	
Boiler Tender	17.48
Sewage Plant Operator	16.66
Stationary Engineer	17.48
Ventilation Equipment Tender	10.60
Water Treatment Plant Operator	14.99
Protective Service Occupations	
Alarm Monitor	7.99
Corrections Officer	12.06
Court Security Officer	12.06
Detention Officer	12.06
Firefighter	11.88
Guard I	7.15
Guard II	8.00
Police Officer	14.96
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	13.67
Hatch Tender	13.67
Line Handler	13.67
Stevedore I	13.28
Stevedore II	13.86
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	14.26
Archeological Technician II	15.95
Archeological Technician III	19.75
Cartographic Technician	19.85
Civil Engineering Technician	17.42
Computer Based Training (CBT) Specialist/ Instructor	22.03
Drafter I	12.80
Drafter II	14.37
Drafter III	17.24
Drafter IV	19.63
Engineering Technician I	13.47
Engineering Technician II	15.12
Engineering Technician III	16.91
Engineering Technician IV	18.84
Engineering Technician V	22.42
Engineering Technician VI	27.08
Environmental Technician	16.04
Flight Simulator/Instructor (Pilot)	25.50
Graphic Artist	18.52
Instructor	19.15

Laboratory Technician	16.17
Mathematical Technician	17.40
Paralegal/Legal Assistant I	10.91
Paralegal/Legal Assistant II	14.32
Paralegal/Legal Assistant III	17.52
Paralegal/Legal Assistant IV	21.18
Photooptics Technician	15.13
Technical Writer	19.69
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)	16.17
Weather Observer, Senior (3)	17.97
Weather Observer, Upper Air (3)	16.17
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	12.55
Parking and Lot Attendant	7.58
Shuttle Bus Driver	10.96
Taxi Driver	9.07
Truckdriver, Heavy Truck	14.84
Truckdriver, Light Truck	10.21
Truckdriver, Medium Truck	12.75
Truckdriver, Tractor-Trailer	14.84

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 10 years, and 4 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.