



WAGE DETERMINATION NO: 94-2235 REV (22) AREA: LA,SHREVEPORT

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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.: 1994-2235

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States: Arkansas, Louisiana, Texas

Area: Arkansas Counties of Columbia, Hempstead, Howard, Lafayette, Little River, Mil Nevada, Sevier

Louisiana Parishes of Bienville, Bossier, Caddo, Claiborne, De Soto, East Carroll, J Lincoln, Madison, Morehouse, Ouachita, Red River, Richland, Union, Webster, West Car **Texas** Counties of **Bowie**, Camp, Cass, Cherokee, Franklin, Gregg, Harrison, Marion, Mo Panola, Red River, Rusk, Titus, Upshur

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

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	10.25
Accounting Clerk II	11.30
Accounting Clerk III	13.90
Accounting Clerk IV	15.41
Court Reporter	17.04
Dispatcher, Motor Vehicle	14.23
Document Preparation Clerk	9.39
Duplicating Machine Operator	9.39
Film/Tape Librarian	10.13
General Clerk I	8.46
General Clerk II	9.52
General Clerk III	10.88
General Clerk IV	12.09
Housing Referral Assistant	13.54
Key Entry Operator I	9.85
Key Entry Operator II	10.75
Messenger (Courier)	7.63
Order Clerk I	9.48
Order Clerk II	11.18
Personnel Assistant (Employment) I	11.35
Personnel Assistant (Employment) II	12.88
Personnel Assistant (Employment) III	13.97
Personnel Assistant (Employment) IV	15.66
Production Control Clerk	13.54
Rental Clerk	10.13
Scheduler, Maintenance	10.13
Secretary I	10.13
Secretary II	12.08
Secretary III	13.54
Secretary IV	15.02

Secretary V	16.67
Service Order Dispatcher	11.94
Stenographer I	13.10
Stenographer II	14.23
Supply Technician	14.52
Survey Worker (Interviewer)	12.63
Switchboard Operator-Receptionist	8.40
Test Examiner	12.08
Test Proctor	12.08
Travel Clerk I	8.56
Travel Clerk II	9.06
Travel Clerk III	9.51
Word Processor I	8.90
Word Processor II	10.99
Word Processor III	12.20
Automatic Data Processing Occupations	
Computer Data Librarian	9.08
Computer Operator I	11.48
Computer Operator II	13.68
Computer Operator III	17.28
Computer Operator IV	18.47
Computer Operator V	20.16
Computer Programmer I (1)	15.06
Computer Programmer II (1)	17.45
Computer Programmer III (1)	23.25
Computer Programmer IV (1)	25.33
Computer Systems Analyst I (1)	23.68
Computer Systems Analyst II (1)	27.61
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	11.54
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	19.01
Automotive Glass Installer	16.26
Automotive Worker	16.26
Electrician, Automotive	18.06
Mobile Equipment Servicer	14.83
Motor Equipment Metal Mechanic	19.01
Motor Equipment Metal Worker	16.26
Motor Vehicle Mechanic	19.01
Motor Vehicle Mechanic Helper	13.88
Motor Vehicle Upholstery Worker	15.97
Motor Vehicle Wrecker	16.26
Painter, Automotive	18.06
Radiator Repair Specialist	16.26
Tire Repairer	14.33
Transmission Repair Specialist	19.01
Food Preparation and Service Occupations	
Baker	8.62
Cook I	7.55
Cook II	8.62
Dishwasher	6.06
Food Service Worker	6.69
Meat Cutter	11.58
Waiter/Waitress	6.45
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	18.06
Furniture Handler	11.41
Furniture Refinisher	18.06
Furniture Refinisher Helper	13.88
Furniture Repairer, Minor	15.97

Upholsterer	18.06
General Services and Support Occupations	
Cleaner, Vehicles	7.52
Elevator Operator	6.84
Gardener	10.82
House Keeping Aid I	6.37
House Keeping Aid II	7.58
Janitor	6.84
Laborer, Grounds Maintenance	8.23
Maid or Houseman	6.37
Pest Controller	11.81
Refuse Collector	7.05
Tractor Operator	10.05
Window Cleaner	7.38
Health Occupations	
Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.02
Licensed Practical Nurse I	9.53
Licensed Practical Nurse II	10.71
Licensed Practical Nurse III	11.98
Medical Assistant	9.98
Medical Laboratory Technician	11.93
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	7.10
Nursing Assistant II	7.98
Nursing Assistant III	8.71
Nursing Assistant IV	9.77
Pharmacy Technician	12.19
Phlebotomist	11.01
Registered Nurse I	13.86
Registered Nurse II	17.28
Registered Nurse II, Specialist	19.46
Registered Nurse III	20.53
Registered Nurse III, Anesthetist	20.53
Registered Nurse IV	24.59
Information and Arts Occupations	
Audiovisual Librarian	16.52
Exhibits Specialist I	16.05
Exhibits Specialist II	20.65
Exhibits Specialist III	22.47
Illustrator I	16.05
Illustrator II	20.65
Illustrator III	22.47
Librarian	16.67
Library Technician	11.73
Photographer I	12.26
Photographer II	14.59
Photographer III	18.77
Photographer IV	20.43
Photographer V	24.61
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.75
Counter Attendant	6.75
Dry Cleaner	7.11
Finisher, Flatwork, Machine	6.75
Presser, Hand	6.75
Presser, Machine, Drycleaning	6.75
Presser, Machine, Shirts	6.75
Presser, Machine, Wearing Apparel, Laundry	6.75

Sewing Machine Operator	8.21
Tailor	8.67
Washer, Machine	7.07
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	18.06
Tool and Die Maker	22.69
Material Handling and Packing Occupations	
Forklift Operator	13.22
Fuel Distribution System Operator	17.06
Material Coordinator	15.20
Material Expediter	15.20
Material Handling Laborer	11.80
Order Filler	10.14
Production Line Worker (Food Processing)	13.22
Shipping Packer	11.59
Shipping/Receiving Clerk	11.59
Stock Clerk (Shelf Stocker; Store Worker II)	11.26
Store Worker I	9.39
Tools and Parts Attendant	13.22
Warehouse Specialist	13.22
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	19.24
Aircraft Mechanic Helper	13.88
Aircraft Quality Control Inspector	19.97
Aircraft Servicer	15.97
Aircraft Worker	16.92
Appliance Mechanic	18.06
Bicycle Repairer	14.33
Cable Splicer	19.79
Carpenter, Maintenance	18.06
Carpet Layer	16.92
Electrician, Maintenance	19.01
Electronics Technician, Maintenance I	18.24
Electronics Technician, Maintenance II	21.67
Electronics Technician, Maintenance III	23.94
Fabric Worker	15.97
Fire Alarm System Mechanic	19.01
Fire Extinguisher Repairer	14.83
Fuel Distribution System Mechanic	19.01
General Maintenance Worker	16.26
Heating, Refrigeration and Air Conditioning Mechanic	19.01
Heavy Equipment Mechanic	19.01
Heavy Equipment Operator	19.01
Instrument Mechanic	19.01
Laborer	8.38
Locksmith	18.06
Machinery Maintenance Mechanic	19.01
Machinist, Maintenance	19.01
Maintenance Trades Helper	13.88
Millwright	19.01
Office Appliance Repairer	18.06
Painter, Aircraft	18.06
Painter, Maintenance	18.06
Pipefitter, Maintenance	19.01
Plumber, Maintenance	18.06
Pneudraulic Systems Mechanic	19.01
Rigger	19.01
Scale Mechanic	16.92
Sheet-Metal Worker, Maintenance	19.01
Small Engine Mechanic	16.92

Telecommunication Mechanic I	19.01
Telecommunication Mechanic II	19.97
Telephone Lineman	19.01
Welder, Combination, Maintenance	19.01
Well Driller	19.01
Woodcraft Worker	19.01
Woodworker	14.83
Miscellaneous Occupations	
Animal Caretaker	9.26
Carnival Equipment Operator	9.42
Carnival Equipment Repairer	10.16
Carnival Worker	6.90
Cashier	7.05
Desk Clerk	8.63
Embalmer	17.93
Lifeguard	9.42
Mortician	16.57
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.42
Recreation Specialist	11.98
Recycling Worker	9.23
Sales Clerk	9.37
School Crossing Guard (Crosswalk Attendant)	6.13
Sport Official	9.42
Survey Party Chief (Chief of Party)	17.37
Surveying Aide	11.32
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.52
Swimming Pool Operator	9.48
Vending Machine Attendant	8.83
Vending Machine Repairer	10.91
Vending Machine Repairer Helper	8.83
Personal Needs Occupations	
Child Care Attendant	8.63
Child Care Center Clerk	10.76
Chore Aid	6.39
Homemaker	12.49
Plant and System Operation Occupations	
Boiler Tender	20.91
Sewage Plant Operator	19.87
Stationary Engineer	23.24
Ventilation Equipment Tender	13.88
Water Treatment Plant Operator	18.06
Protective Service Occupations	
Alarm Monitor	8.80
Corrections Officer	11.87
Court Security Officer	12.33
Detention Officer	11.87
Firefighter	11.86
Guard I	7.44
Guard II	12.24
Police Officer	14.75
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	18.70
Hatch Tender	16.26
Line Handler	16.26
Stevedore I	15.33
Stevedore II	17.32
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	14.87
Archeological Technician II	16.72
Archeological Technician III	20.65
Cartographic Technician	21.59
Civil Engineering Technician	18.77
Computer Based Training (CBT) Specialist/ Instructor	25.00
Drafter I	11.90
Drafter II	13.49
Drafter III	16.05
Drafter IV	20.65
Engineering Technician I	10.92
Engineering Technician II	14.37
Engineering Technician III	17.69
Engineering Technician IV	21.21
Engineering Technician V	25.03
Engineering Technician VI	28.09
Environmental Technician	20.65
Flight Simulator/Instructor (Pilot)	27.61
Graphic Artist	18.90
Instructor	17.27
Laboratory Technician	15.03
Mathematical Technician	20.65
Paralegal/Legal Assistant I	12.66
Paralegal/Legal Assistant II	15.74
Paralegal/Legal Assistant III	19.22
Paralegal/Legal Assistant IV	23.25
Photooptics Technician	20.65
Technical Writer	22.85
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)	15.03
Weather Observer, Senior (3)	16.05
Weather Observer, Upper Air (3)	15.03
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	14.20
Parking and Lot Attendant	7.48
Shuttle Bus Driver	11.73
Taxi Driver	9.69
Truckdriver, Heavy Truck	15.39
Truckdriver, Light Truck	10.66
Truckdriver, Medium Truck	15.11
Truckdriver, Tractor-Trailer	15.39

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or success weeks after 8 years, and 4 weeks after 15 years. Length of service includes the who of continuous service with the present contractor or successor, wherever employed, a 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 Ki Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Co Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitue any of the named holidays another day off with pay in accordance with a plan communi 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. rate of basic pay plus a night pay differential amounting to 10 percent of the rate basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a 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 week) and Sunday is part of your regularly scheduled workweek, you are paid at your 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 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 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. 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 employment 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 arm ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differentials.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either the terms of the Government contract, by the employer, by the state or local law, or the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) uniforms is an expense that may not be borne by an employee where such cost reduces 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 (\$0.67 cents per day). However, in those instances where the uniforms furnished are "wash and wear" materials, may be routinely washed and dried with other personal gear 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 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 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 contract 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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