

94-2375 NY, NEW YORK CITY 09/26/00

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
 WASHINGTON D.C. 20210

William W. Gross	Division of	Wage Determination No.: 1994-2375
Director	Wage Determinations	Revision No.: 16
		Date Of Last Revision: 09/15/2000

State: New York

Area: New York Counties of Bronx, Kings, New York, Putnam, Queens, Richmond, Rockland, Westchester

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	11.75
Accounting Clerk II	14.66
Accounting Clerk III	16.28
Accounting Clerk IV	17.71
Court Reporter	15.33
Dispatcher, Motor Vehicle	15.33
Document Preparation Clerk	13.77
Duplicating Machine Operator	13.77
Film/Tape Librarian	15.19
General Clerk I	10.88
General Clerk II	10.97
General Clerk III	13.77
General Clerk IV	14.61
Housing Referral Assistant	17.60
Key Entry Operator I	12.09
Key Entry Operator II	12.94
Messenger (Courier)	10.88
Order Clerk I	11.10
Order Clerk II	14.66
Personnel Assistant (Employment) I	12.82
Personnel Assistant (Employment) II	14.41
Personnel Assistant (Employment) III	16.64
Personnel Assistant (Employment) IV	18.00
Production Control Clerk	17.60
Rental Clerk	15.19
Scheduler, Maintenance	15.19
Secretary I	15.19
Secretary II	15.33
Secretary III	17.59
Secretary IV	20.36
Secretary V	23.79
Service Order Dispatcher	15.19
Stenographer I	13.53
Stenographer II	15.19
Supply Technician	20.36
Survey Worker (Interviewer)	15.33
Switchboard Operator-Receptionist	11.94
Test Examiner	15.33
Test Proctor	15.33
Travel Clerk I	11.14
Travel Clerk II	12.07
Travel Clerk III	13.10
Word Processor I	13.50

Word Processor II	14.44
Word Processor III	17.76
Automatic Data Processing Occupations	
Computer Data Librarian	13.86
Computer Operator I	13.04
Computer Operator II	14.92
Computer Operator III	18.27
Computer Operator IV	22.90
Computer Operator V	23.22
Computer Programmer I (1)	18.31
Computer Programmer II (1)	22.37
Computer Programmer III (1)	25.88
Computer Programmer IV (1)	27.63
Computer Systems Analyst I (1)	22.16
Computer Systems Analyst II (1)	27.63
Computer Systems Analyst III (1)	27.63
Peripheral Equipment Operator	13.32
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	22.26
Automotive Glass Installer	20.52
Automotive Worker	20.52
Electrician, Automotive	21.43
Mobile Equipment Servicer	18.86
Motor Equipment Metal Mechanic	22.26
Motor Equipment Metal Worker	19.49
Motor Vehicle Mechanic	22.26
Motor Vehicle Mechanic Helper	17.99
Motor Vehicle Upholstery Worker	19.71
Motor Vehicle Wrecker	20.52
Painter, Automotive	21.43
Radiator Repair Specialist	20.52
Tire Repairer	18.22
Transmission Repair Specialist	22.26
Food Preparation and Service Occupations	
Baker	19.55
Cook I	17.97
Cook II	19.55
Dishwasher	14.67
Food Service Worker	14.67
Meat Cutter	19.55
Waiter/Waitress	15.50
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	20.13
Furniture Handler	15.30
Furniture Refinisher	20.13
Furniture Refinisher Helper	16.90
Furniture Repairer, Minor	18.51
Upholsterer	20.13
General Services and Support Occupations	
Cleaner, Vehicles	14.67
Elevator Operator	14.67
Gardener	17.97
House Keeping Aid I	13.83
House Keeping Aid II	14.67
Janitor	14.67
Laborer, Grounds Maintenance	15.50
Maid or Houseman	13.72
Pest Controller	18.75
Refuse Collector	14.67
Tractor Operator	17.13
Window Cleaner	15.50
Health Occupations	
Dental Assistant	11.48
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.31
Licensed Practical Nurse I	13.95

Licensed Practical Nurse II	15.68
Licensed Practical Nurse III	17.53
Medical Assistant	10.26
Medical Laboratory Technician	10.26
Medical Record Clerk	10.26
Medical Record Technician	14.22
Nursing Assistant I	7.45
Nursing Assistant II	11.54
Nursing Assistant III	12.59
Nursing Assistant IV	14.15
Pharmacy Technician	12.79
Phlebotomist	10.26
Registered Nurse I	18.88
Registered Nurse II	25.25
Registered Nurse II, Specialist	25.25
Registered Nurse III	27.18
Registered Nurse III, Anesthetist	27.18
Registered Nurse IV	29.71
Information and Arts Occupations	
Audiovisual Librarian	20.36
Exhibits Specialist I	16.55
Exhibits Specialist II	17.57
Exhibits Specialist III	19.83
Illustrator I	16.55
Illustrator II	17.57
Illustrator III	19.83
Librarian	23.79
Library Technician	15.33
Photographer I	13.83
Photographer II	16.55
Photographer III	17.57
Photographer IV	19.83
Photographer V	23.98
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	8.10
Counter Attendant	8.10
Dry Cleaner	10.29
Finisher, Flatwork, Machine	8.10
Presser, Hand	8.10
Presser, Machine, Drycleaning	8.10
Presser, Machine, Shirts	8.10
Presser, Machine, Wearing Apparel, Laundry	8.10
Sewing Machine Operator	11.05
Tailor	11.80
Washer, Machine	8.95
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	20.13
Tool and Die Maker	23.35
Material Handling and Packing Occupations	
Forklift Operator	16.24
Fuel Distribution System Operator	17.73
Material Coordinator	16.18
Material Expediter	16.18
Material Handling Laborer	15.80
Order Filler	14.16
Production Line Worker (Food Processing)	14.77
Shipping Packer	12.24
Shipping/Receiving Clerk	12.24
Stock Clerk (Shelf Stocker; Store Worker II)	12.25
Store Worker I	10.95
Tools and Parts Attendant	16.40
Warehouse Specialist	13.55
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	20.93
Aircraft Mechanic Helper	16.90

Aircraft Quality Control Inspector	21.74
Aircraft Servicer	18.51
Aircraft Worker	19.30
Appliance Mechanic	20.13
Bicycle Repairer	17.13
Cable Splicer	20.93
Carpenter, Maintenance	20.13
Carpet Layer	19.30
Electrician, Maintenance	25.53
Electronics Technician, Maintenance I	14.67
Electronics Technician, Maintenance II	20.13
Electronics Technician, Maintenance III	21.49
Fabric Worker	18.51
Fire Alarm System Mechanic	20.93
Fire Extinguisher Repairer	17.73
Fuel Distribution System Mechanic	20.93
General Maintenance Worker	18.98
Heating, Refrigeration and Air Conditioning Mechanic	20.93
Heavy Equipment Mechanic	20.93
Heavy Equipment Operator	20.93
Instrument Mechanic	20.93
Laborer	15.04
Locksmith	20.31
Machinery Maintenance Mechanic	20.39
Machinist, Maintenance	20.81
Maintenance Trades Helper	16.90
Millwright	20.93
Office Appliance Repairer	20.13
Painter, Aircraft	20.13
Painter, Maintenance	20.13
Pipefitter, Maintenance	25.85
Plumber, Maintenance	20.13
Pneudraulic Systems Mechanic	20.93
Rigger	20.93
Scale Mechanic	19.30
Sheet-Metal Worker, Maintenance	24.06
Small Engine Mechanic	19.30
Telecommunication Mechanic I	20.93
Telecommunication Mechanic II	24.37
Telephone Lineman	20.93
Welder, Combination, Maintenance	20.93
Well Driller	20.93
Woodcraft Worker	20.93
Woodworker	17.73
Miscellaneous Occupations	
Animal Caretaker	16.32
Carnival Equipment Operator	17.13
Carnival Equipment Repairer	17.97
Carnival Worker	14.67
Cashier	10.95
Desk Clerk	13.42
Embalmer	17.42
Lifeguard	11.94
Mortician	17.42
Park Attendant (Aide)	15.01
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.94
Recreation Specialist	18.61
Recycling Worker	17.13
Sales Clerk	11.94
School Crossing Guard (Crosswalk Attendant)	14.67
Sport Official	11.94
Survey Party Chief (Chief of Party)	17.62
Surveying Aide	11.53
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.80
Swimming Pool Operator	19.55

Vending Machine Attendant	13.11
Vending Machine Repairer	17.64
Vending Machine Repairer Helper	14.25
Personal Needs Occupations	
Child Care Attendant	13.42
Child Care Center Clerk	16.74
Chore Aid	12.67
Homemaker	18.59
Plant and System Operation Occupations	
Boiler Tender	20.93
Sewage Plant Operator	20.13
Stationary Engineer	20.93
Ventilation Equipment Tender	16.90
Water Treatment Plant Operator	20.13
Protective Service Occupations	
Alarm Monitor	13.50
Corrections Officer	19.88
Court Security Officer	19.88
Detention Officer	19.88
Firefighter	20.68
Guard I	8.37
Guard II	13.50
Police Officer	20.49
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	16.87
Hatch Tender	16.87
Line Handler	16.87
Stevedore I	16.18
Stevedore II	17.60
Technical Occupations	
Air Traffic Control Specialist, Center (2)	27.36
Air Traffic Control Specialist, Station (2)	18.87
Air Traffic Control Specialist, Terminal (2)	20.78
Archeological Technician I	12.69
Archeological Technician II	14.19
Archeological Technician III	17.57
Cartographic Technician	17.57
Civil Engineering Technician	17.57
Computer Based Training (CBT) Specialist/ Instructor	22.16
Drafter I	12.58
Drafter II	13.83
Drafter III	16.55
Drafter IV	17.57
Engineering Technician I	13.46
Engineering Technician II	15.53
Engineering Technician III	19.02
Engineering Technician IV	20.20
Engineering Technician V	22.80
Engineering Technician VI	24.84
Environmental Technician	22.90
Flight Simulator/Instructor (Pilot)	27.63
Graphic Artist	22.16
Instructor	22.16
Laboratory Technician	18.27
Mathematical Technician	20.24
Paralegal/Legal Assistant I	15.33
Paralegal/Legal Assistant II	19.90
Paralegal/Legal Assistant III	24.34
Paralegal/Legal Assistant IV	29.46
Photooptics Technician	20.20
Technical Writer	24.52
Unexploded (UXO) Safety Escort	17.39
Unexploded (UXO) Sweep Personnel	17.39
Unexploded Ordnance (UXO) Technician I	17.39
Unexploded Ordnance (UXO) Technician II	21.04

Unexploded Ordnance (UXO) Technician III	25.22
Weather Observer, Combined Upper Air and Surface Programs (3)	18.27
Weather Observer, Senior (3)	20.29
Weather Observer, Upper Air (3)	18.27
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	16.09
Parking and Lot Attendant	10.97
Shuttle Bus Driver	13.42
Taxi Driver	14.83
Truckdriver, Heavy Truck	21.53
Truckdriver, Light Truck	15.43
Truckdriver, Medium Truck	16.82
Truckdriver, Tractor-Trailer	21.53

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$1.92 an hour or \$76.80 a week or \$332.80 a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years. Length of se

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 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, Colu Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute any of the named holidays another day off with pay in accordance with a plan communica 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 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 reg tour of duty, you will earn a night differential and receive an additional 10% of basi

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 ra

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 emplo in a position that represents a high degree of hazard including working with or in clo proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, dying, mixing, and pressing of sensitive explosives pyrotechnic compositions

as lead azide, black powder and photoflash power. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, an maintenance operations on sensitive explosives and incendiary materials. All operatio involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face or arms of the employee engaged in the operation and, possibly adjacent employees, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area equipment being used.

All operations involving, unloading, storage, and hauling of explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerin covered under high degree hazard.)

OCCUPATION NOTES:

Janitor: The rate for the Janitor occupation applies to Putnam, Rockland, and Westchester Counties only.

Refuse Collector: The rate for the Refuse Collector applies to Putnam and Rockland Counties only.

** 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, 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 (\$0.67 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 contract officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 14 (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 classification 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 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 occupational classification 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 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 on the action, together with the agency's recommendations and pertinent information including 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) 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 Occupational Classifications" (the Directory) should be used to compare job definitions to insure that duties required are not performed by a classification already listed in the wage determination. Remember that 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.