

94-2351 NJ, MONMOUTH

06/10/03

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WASHINGTON D.C. 20210

William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2351
Revision No.: 19
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State: **New Jersey**

Area: **New Jersey** Counties of Monmouth, Ocean

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	12.03
01012 - Accounting Clerk II	15.06
01013 - Accounting Clerk III	15.32
01014 - Accounting Clerk IV	17.35
01030 - Court Reporter	17.51
01050 - Dispatcher, Motor Vehicle	19.71
01060 - Document Preparation Clerk	13.81
01070 - Messenger (Courier)	11.06
01090 - Duplicating Machine Operator	12.97
01110 - Film/Tape Librarian	14.96
01115 - General Clerk I	10.42
01116 - General Clerk II	12.61
01117 - General Clerk III	14.43
01118 - General Clerk IV	16.38
01120 - Housing Referral Assistant	19.92
01131 - Key Entry Operator I	12.28
01132 - Key Entry Operator II	13.51
01191 - Order Clerk I	12.31
01192 - Order Clerk II	14.11
01261 - Personnel Assistant (Employment) I	14.06
01262 - Personnel Assistant (Employment) II	16.31
01263 - Personnel Assistant (Employment) III	18.70
01264 - Personnel Assistant (Employment) IV	20.22
01270 - Production Control Clerk	18.38
01290 - Rental Clerk	15.10
01300 - Scheduler, Maintenance	16.18
01311 - Secretary I	16.92
01312 - Secretary II	19.21
01313 - Secretary III	19.92
01314 - Secretary IV	22.94
01315 - Secretary V	26.87
01320 - Service Order Dispatcher	15.75
01341 - Stenographer I	14.58
01342 - Stenographer II	16.26
01400 - Supply Technician	22.94
01420 - Survey Worker (Interviewer)	14.89

01460 - Switchboard Operator-Receptionist	11.86
01510 - Test Examiner	18.83
01520 - Test Proctor	18.83
01531 - Travel Clerk I	11.64
01532 - Travel Clerk II	12.41
01533 - Travel Clerk III	13.09
01611 - Word Processor I	12.34
01612 - Word Processor II	16.75
01613 - Word Processor III	18.75
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	12.79
03041 - Computer Operator I	14.64
03042 - Computer Operator II	17.30
03043 - Computer Operator III	21.45
03044 - Computer Operator IV	23.52
03045 - Computer Operator V	26.05
03071 - Computer Programmer I (1)	17.31
03072 - Computer Programmer II (1)	21.81
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	22.99
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	14.64
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	22.00
05010 - Automotive Glass Installer	20.80
05040 - Automotive Worker	20.80
05070 - Electrician, Automotive	21.69
05100 - Mobile Equipment Servicer	19.11
05130 - Motor Equipment Metal Mechanic	22.54
05160 - Motor Equipment Metal Worker	20.80
05190 - Motor Vehicle Mechanic	22.54
05220 - Motor Vehicle Mechanic Helper	18.22
05250 - Motor Vehicle Upholstery Worker	19.95
05280 - Motor Vehicle Wrecker	20.80
05310 - Painter, Automotive	21.69
05340 - Radiator Repair Specialist	20.80
05370 - Tire Repairer	14.59
05400 - Transmission Repair Specialist	22.54
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	12.25
07010 - Baker	14.72
07041 - Cook I	13.58
07042 - Cook II	14.72
07070 - Dishwasher	11.19
07130 - Meat Cutter	16.72
07250 - Waiter/Waitress	11.79
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	17.56
09040 - Furniture Handler	14.87
09070 - Furniture Refinisher	17.56
09100 - Furniture Refinisher Helper	14.74
09110 - Furniture Repairer, Minor	16.15
09130 - Upholsterer	18.15
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	11.20

11060 - Elevator Operator	12.41
11090 - Gardener	15.21
11121 - House Keeping Aid I	12.03
11122 - House Keeping Aid II	13.23
11150 - Janitor	12.41
11210 - Laborer, Grounds Maintenance	12.59
11240 - Maid or Houseman	12.03
11270 - Pest Controller	14.55
11300 - Refuse Collector	14.16
11330 - Tractor Operator	14.00
11360 - Window Cleaner	13.06
12000 - Health Occupations	
12020 - Dental Assistant	12.96
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.51
12071 - Licensed Practical Nurse I	10.02
12072 - Licensed Practical Nurse II	13.60
12073 - Licensed Practical Nurse III	15.19
12100 - Medical Assistant	12.36
12130 - Medical Laboratory Technician	13.60
12160 - Medical Record Clerk	10.74
12190 - Medical Record Technician	15.57
12221 - Nursing Assistant I	7.92
12222 - Nursing Assistant II	8.86
12223 - Nursing Assistant III	10.41
12224 - Nursing Assistant IV	11.56
12250 - Pharmacy Technician	12.79
12280 - Phlebotomist	13.37
12311 - Registered Nurse I	18.15
12312 - Registered Nurse II	22.23
12313 - Registered Nurse II, Specialist	22.23
12314 - Registered Nurse III	25.64
12315 - Registered Nurse III, Anesthetist	26.89
12316 - Registered Nurse IV	32.20
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	21.78
13011 - Exhibits Specialist I	20.31
13012 - Exhibits Specialist II	21.78
13013 - Exhibits Specialist III	26.26
13041 - Illustrator I	20.31
13042 - Illustrator II	21.78
13043 - Illustrator III	26.26
13047 - Librarian	27.06
13050 - Library Technician	13.18
13071 - Photographer I	11.32
13072 - Photographer II	18.46
13073 - Photographer III	19.80
13074 - Photographer IV	23.52
13075 - Photographer V	26.88
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.98
15030 - Counter Attendant	7.98
15040 - Dry Cleaner	9.80
15070 - Finisher, Flatwork, Machine	7.98
15090 - Presser, Hand	7.98
15100 - Presser, Machine, Drycleaning	7.98
15130 - Presser, Machine, Shirts	7.98
15160 - Presser, Machine, Wearing Apparel, Laundry	7.98

15190 - Sewing Machine Operator	10.42
15220 - Tailor	12.08
15250 - Washer, Machine	8.46
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.21
19040 - Tool and Die Maker	21.12
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	15.04
21020 - Material Coordinator	18.21
21030 - Material Expediter	18.21
21040 - Material Handling Laborer	11.56
21050 - Order Filler	11.57
21071 - Forklift Operator	15.15
21080 - Production Line Worker (Food Processing)	15.15
21100 - Shipping/Receiving Clerk	12.89
21130 - Shipping Packer	13.34
21140 - Store Worker I	11.69
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	14.60
21210 - Tools and Parts Attendant	15.15
21400 - Warehouse Specialist	15.23
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	18.85
23040 - Aircraft Mechanic Helper	15.23
23050 - Aircraft Quality Control Inspector	19.59
23060 - Aircraft Servicer	16.69
23070 - Aircraft Worker	17.39
23100 - Appliance Mechanic	19.32
23120 - Bicycle Repairer	14.93
23125 - Cable Splicer	25.40
23130 - Carpenter, Maintenance	22.21
23140 - Carpet Layer	19.06
23160 - Electrician, Maintenance	23.91
23181 - Electronics Technician, Maintenance I	16.26
23182 - Electronics Technician, Maintenance II	27.62
23183 - Electronics Technician, Maintenance III	28.68
23260 - Fabric Worker	17.67
23290 - Fire Alarm System Mechanic	18.85
23310 - Fire Extinguisher Repairer	16.82
23340 - Fuel Distribution System Mechanic	19.96
23370 - General Maintenance Worker	16.86
23400 - Heating, Refrigeration and Air Conditioning Mechanic	18.25
23430 - Heavy Equipment Mechanic	19.20
23440 - Heavy Equipment Operator	20.13
23460 - Instrument Mechanic	19.96
23470 - Laborer	12.49
23500 - Locksmith	20.19
23530 - Machinery Maintenance Mechanic	20.33
23550 - Machinist, Maintenance	18.25
23580 - Maintenance Trades Helper	14.74
23640 - Millwright	20.74
23700 - Office Appliance Repairer	19.22
23740 - Painter, Aircraft	17.56
23760 - Painter, Maintenance	20.19
23790 - Pipefitter, Maintenance	22.32
23800 - Plumber, Maintenance	19.52
23820 - Pneudraulic Systems Mechanic	19.96
23850 - Rigger	19.96

23870 - Scale Mechanic	18.41
23890 - Sheet-Metal Worker, Maintenance	20.99
23910 - Small Engine Mechanic	16.83
23930 - Telecommunication Mechanic I	18.25
23931 - Telecommunication Mechanic II	18.96
23950 - Telephone Lineman	18.85
23960 - Welder, Combination, Maintenance	18.25
23965 - Well Driller	20.99
23970 - Woodcraft Worker	19.96
23980 - Woodworker	15.96
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.62
24580 - Child Care Center Clerk	14.50
24600 - Chore Aid	10.46
24630 - Homemaker	13.36
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	22.18
25040 - Sewage Plant Operator	18.00
25070 - Stationary Engineer	22.37
25190 - Ventilation Equipment Tender	15.83
25210 - Water Treatment Plant Operator	18.00
27000 - Protective Service Occupations	
(not set) - Police Officer	25.95
27004 - Alarm Monitor	14.09
27006 - Corrections Officer	24.11
27010 - Court Security Officer	25.03
27040 - Detention Officer	24.11
27070 - Firefighter	23.99
27101 - Guard I	10.20
27102 - Guard II	14.32
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	18.05
28020 - Hatch Tender	18.05
28030 - Line Handler	18.05
28040 - Stevedore I	14.41
28050 - Stevedore II	15.58
29000 - Technical Occupations	
21150 - Graphic Artist	21.07
29010 - Air Traffic Control Specialist, Center (2)	30.86
29011 - Air Traffic Control Specialist, Station (2)	21.27
29012 - Air Traffic Control Specialist, Terminal (2)	23.44
29023 - Archeological Technician I	14.26
29024 - Archeological Technician II	16.04
29025 - Archeological Technician III	19.81
29030 - Cartographic Technician	21.65
29035 - Computer Based Training (CBT) Specialist/ Instructor	22.99
29040 - Civil Engineering Technician	19.68
29061 - Drafter I	11.75
29062 - Drafter II	19.02
29063 - Drafter III	20.44
29064 - Drafter IV	21.92
29081 - Engineering Technician I	11.69
29082 - Engineering Technician II	13.12
29083 - Engineering Technician III	14.50
29084 - Engineering Technician IV	19.68
29085 - Engineering Technician V	25.87
29086 - Engineering Technician VI	29.57

29090 - Environmental Technician	20.45
29100 - Flight Simulator/Instructor (Pilot)	27.62
29160 - Instructor	21.98
29210 - Laboratory Technician	19.82
29240 - Mathematical Technician	21.65
29361 - Paralegal/Legal Assistant I	15.64
29362 - Paralegal/Legal Assistant II	20.37
29363 - Paralegal/Legal Assistant III	25.82
29364 - Paralegal/Legal Assistant IV	30.26
29390 - Photooptics Technician	19.68
29480 - Technical Writer	27.31
29491 - Unexploded Ordnance (UXO) Technician I	19.61
29492 - Unexploded Ordnance (UXO) Technician II	23.73
29493 - Unexploded Ordnance (UXO) Technician III	28.44
29494 - Unexploded (UXO) Safety Escort	19.61
29495 - Unexploded (UXO) Sweep Personnel	19.61
29620 - Weather Observer, Senior (3)	21.92
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	21.04
29622 - Weather Observer, Upper Air (3)	21.04
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	16.43
31260 - Parking and Lot Attendant	12.93
31290 - Shuttle Bus Driver	14.22
31300 - Taxi Driver	12.93
31361 - Truckdriver, Light Truck	14.22
31362 - Truckdriver, Medium Truck	15.14
31363 - Truckdriver, Heavy Truck	16.72
31364 - Truckdriver, Tractor-Trailer	16.72
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	12.40
99030 - Cashier	9.11
99041 - Carnival Equipment Operator	13.06
99042 - Carnival Equipment Repairer	13.64
99043 - Carnival Worker	11.19
99050 - Desk Clerk	10.15
99095 - Embalmer	21.74
99300 - Lifeguard	10.31
99310 - Mortician	23.91
99350 - Park Attendant (Aide)	12.94
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.92
99500 - Recreation Specialist	12.32
99510 - Recycling Worker	17.65
99610 - Sales Clerk	10.47
99620 - School Crossing Guard (Crosswalk Attendant)	11.30
99630 - Sport Official	9.53
99658 - Survey Party Chief (Chief of Party)	16.86
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.33
99660 - Surveying Aide	10.03
99690 - Swimming Pool Operator	18.04
99720 - Vending Machine Attendant	10.31
99730 - Vending Machine Repairer	12.55
99740 - Vending Machine Repairer Helper	10.31

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 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 eleven paid holidays per year: **New** Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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) 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.