

94-2375 NY, **NEW YORK** CITY 06/10/03

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WASHINGTON D.C. 20210

William W.Gross	Division of	Wage Determination No.: 1994-2375
Director	Wage Determinations	Revision No.: 22
		Date Of Last Revision: 06/05/2003

State: **New York**

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

OCCUPATION NOTES:

Janitor: The rate for the Janitor occupation applies to Putnam, Rockland, and Westchester Counties only. See Wage Determination 1977-0225 for wage rates and fringe benefits for Bronx, Kings, **New York**, Queens, and Richmond Counties.

Refuse Collector: The rate for the Refuse Collector applies to Rockland County ONLY. See Wage Determination 1999-0321 for wage rates and fringe benefits for Bronx, Kings, **New York**, Putnam, Queens, Richmond, and Westchester Counties.

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

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.75
01012 - Accounting Clerk II	14.66
01013 - Accounting Clerk III	16.28
01014 - Accounting Clerk IV	17.71
01030 - Court Reporter	17.51
01050 - Dispatcher, Motor Vehicle	19.71
01060 - Document Preparation Clerk	15.15
01070 - Messenger (Courier)	11.97
01090 - Duplicating Machine Operator	13.77
01110 - Film/Tape Librarian	15.22
01115 - General Clerk I	12.18
01116 - General Clerk II	12.32
01117 - General Clerk III	15.41
01118 - General Clerk IV	16.77
01120 - Housing Referral Assistant	19.92
01131 - Key Entry Operator I	12.68
01132 - Key Entry Operator II	13.50
01191 - Order Clerk I	14.92
01192 - Order Clerk II	19.70
01261 - Personnel Assistant (Employment) I	14.27
01262 - Personnel Assistant (Employment) II	16.56
01263 - Personnel Assistant (Employment) III	18.70
01264 - Personnel Assistant (Employment) IV	20.22
01270 - Production Control Clerk	19.72

01290 - Rental Clerk	15.92
01300 - Scheduler, Maintenance	16.92
01311 - Secretary I	16.92
01312 - Secretary II	19.21
01313 - Secretary III	19.92
01314 - Secretary IV	23.33
01315 - Secretary V	27.35
01320 - Service Order Dispatcher	18.15
01341 - Stenographer I	17.63
01342 - Stenographer II	19.87
01400 - Supply Technician	23.33
01420 - Survey Worker (Interviewer)	15.33
01460 - Switchboard Operator-Receptionist	14.26
01510 - Test Examiner	19.21
01520 - Test Proctor	19.21
01531 - Travel Clerk I	14.09
01532 - Travel Clerk II	15.27
01533 - Travel Clerk III	16.58
01611 - Word Processor I	13.86
01612 - Word Processor II	14.74
01613 - Word Processor III	18.13
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	15.47
03041 - Computer Operator I	15.47
03042 - Computer Operator II	17.56
03043 - Computer Operator III	21.49
03044 - Computer Operator IV	26.94
03045 - Computer Operator V	27.31
03071 - Computer Programmer I (1)	23.71
03072 - Computer Programmer II (1)	27.62
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	15.47
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	22.26
05010 - Automotive Glass Installer	22.63
05040 - Automotive Worker	22.63
05070 - Electrician, Automotive	23.56
05100 - Mobile Equipment Servicicer	20.74
05130 - Motor Equipment Metal Mechanic	24.55
05160 - Motor Equipment Metal Worker	21.50
05190 - Motor Vehicle Mechanic	24.48
05220 - Motor Vehicle Mechanic Helper	19.79
05250 - Motor Vehicle Upholstery Worker	21.74
05280 - Motor Vehicle Wrecker	22.63
05310 - Painter, Automotive	23.56
05340 - Radiator Repair Specialist	22.63
05370 - Tire Repairer	18.22
05400 - Transmission Repair Specialist	24.55
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	14.67
07010 - Baker	19.55
07041 - Cook I	17.97
07042 - Cook II	19.55

07070	- Dishwasher	14.67
07130	- Meat Cutter	19.55
07250	- Waiter/Waitress	15.50
09000	- Furniture Maintenance and Repair Occupations	
09010	- Electrostatic Spray Painter	20.13
09040	- Furniture Handler	15.30
09070	- Furniture Refinisher	20.13
09100	- Furniture Refinisher Helper	16.90
09110	- Furniture Repairer, Minor	18.51
09130	- Upholsterer	20.13
11030	- General Services and Support Occupations	
11030	- Cleaner, Vehicles	14.67
11060	- Elevator Operator	14.67
11090	- Gardener	17.97
11121	- House Keeping Aid I	13.98
11122	- House Keeping Aid II	14.82
11150	- Janitor	14.67
11210	- Laborer, Grounds Maintenance	15.50
11240	- Maid or Houseman	13.98
11270	- Pest Controller	18.75
11300	- Refuse Collector	14.67
11330	- Tractor Operator	17.13
11360	- Window Cleaner	15.50
12000	- Health Occupations	
12020	- Dental Assistant	12.63
12040	- Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.10
12071	- Licensed Practical Nurse I	14.97
12072	- Licensed Practical Nurse II	16.83
12073	- Licensed Practical Nurse III	18.90
12100	- Medical Assistant	13.50
12130	- Medical Laboratory Technician	14.28
12160	- Medical Record Clerk	12.98
12190	- Medical Record Technician	15.28
12221	- Nursing Assistant I	7.72
12222	- Nursing Assistant II	11.96
12223	- Nursing Assistant III	13.05
12224	- Nursing Assistant IV	16.01
12250	- Pharmacy Technician	12.79
12280	- Phlebotomist	11.92
12311	- Registered Nurse I	25.00
12312	- Registered Nurse II	29.30
12313	- Registered Nurse II, Specialist	29.30
12314	- Registered Nurse III	33.54
12315	- Registered Nurse III, Anesthetist	33.54
12316	- Registered Nurse IV	36.66
13000	- Information and Arts Occupations	
13002	- Audiovisual Librarian	22.03
13011	- Exhibits Specialist I	19.03
13012	- Exhibits Specialist II	20.21
13013	- Exhibits Specialist III	22.80
13041	- Illustrator I	17.18
13042	- Illustrator II	18.23
13043	- Illustrator III	20.58
13047	- Librarian	27.98
13050	- Library Technician	15.33
13071	- Photographer I	16.67
13072	- Photographer II	19.94

13073 - Photographer III	21.17
13074 - Photographer IV	23.90
13075 - Photographer V	28.90
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	8.81
15030 - Counter Attendant	8.81
15040 - Dry Cleaner	11.00
15070 - Finisher, Flatwork, Machine	8.81
15090 - Presser, Hand	8.81
15100 - Presser, Machine, Drycleaning	8.81
15130 - Presser, Machine, Shirts	8.81
15160 - Presser, Machine, Wearing Apparel, Laundry	8.81
15190 - Sewing Machine Operator	11.68
15220 - Tailor	13.57
15250 - Washer, Machine	9.64
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	20.13
19040 - Tool and Die Maker	23.35
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	21.01
21020 - Material Coordinator	19.68
21030 - Material Expediter	19.68
21040 - Material Handling Laborer	15.80
21050 - Order Filler	14.16
21071 - Forklift Operator	16.24
21080 - Production Line Worker (Food Processing)	16.25
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	16.40
21400 - Warehouse Specialist	16.24
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	24.07
23040 - Aircraft Mechanic Helper	19.44
23050 - Aircraft Quality Control Inspector	25.00
23060 - Aircraft Servicer	21.29
23070 - Aircraft Worker	22.20
23100 - Appliance Mechanic	20.13
23120 - Bicycle Repairer	17.13
23125 - Cable Splicer	29.08
23130 - Carpenter, Maintenance	25.47
23140 - Carpet Layer	23.08
23160 - Electrician, Maintenance	28.33
23181 - Electronics Technician, Maintenance I	19.33
23182 - Electronics Technician, Maintenance II	26.52
23183 - Electronics Technician, Maintenance III	28.31
23260 - Fabric Worker	19.89
23290 - Fire Alarm System Mechanic	21.67
23310 - Fire Extinguisher Repairer	20.19
23340 - Fuel Distribution System Mechanic	24.80
23370 - General Maintenance Worker	18.98
23400 - Heating, Refrigeration and Air Conditioning Mechanic	20.93
23430 - Heavy Equipment Mechanic	21.10
23440 - Heavy Equipment Operator	29.13
23460 - Instrument Mechanic	25.56
23470 - Laborer	15.04

23500 - Locksmith	20.31
23530 - Machinery Maintenance Mechanic	23.45
23550 - Machinist, Maintenance	20.81
23580 - Maintenance Trades Helper	16.90
23640 - Millwright	21.21
23700 - Office Appliance Repairer	22.95
23740 - Painter, Aircraft	20.13
23760 - Painter, Maintenance	23.15
23790 - Pipefitter, Maintenance	29.86
23800 - Plumber, Maintenance	23.25
23820 - Pneudraulic Systems Mechanic	23.84
23850 - Rigger	20.93
23870 - Scale Mechanic	21.99
23890 - Sheet-Metal Worker, Maintenance	27.77
23910 - Small Engine Mechanic	19.30
23930 - Telecommunication Mechanic I	24.07
23931 - Telecommunication Mechanic II	28.03
23950 - Telephone Lineman	24.07
23960 - Welder, Combination, Maintenance	20.93
23965 - Well Driller	23.02
23970 - Woodcraft Worker	23.02
23980 - Woodworker	17.73
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.42
24580 - Child Care Center Clerk	16.74
24600 - Chore Aid	12.67
24630 - Homemaker	18.59
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	27.03
25040 - Sewage Plant Operator	24.35
25070 - Stationary Engineer	24.88
25190 - Ventilation Equipment Tender	19.26
25210 - Water Treatment Plant Operator	22.14
27000 - Protective Service Occupations	
(not set) - Police Officer	25.95
27004 - Alarm Monitor	14.87
27006 - Corrections Officer	24.11
27010 - Court Security Officer	25.03
27040 - Detention Officer	24.11
27070 - Firefighter	25.03
27101 - Guard I	10.59
27102 - Guard II	17.08
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	20.42
28020 - Hatch Tender	20.42
28030 - Line Handler	20.42
28040 - Stevedore I	16.18
28050 - Stevedore II	17.60
29000 - Technical Occupations	
21150 - Graphic Artist	27.28
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	15.81
29024 - Archeological Technician II	17.69
29025 - Archeological Technician III	21.90
29030 - Cartographic Technician	21.99

29035 - Computer Based Training (CBT) Specialist/ Instructor	27.62
29040 - Civil Engineering Technician	24.06
29061 - Drafter I	15.68
29062 - Drafter II	17.23
29063 - Drafter III	20.62
29064 - Drafter IV	21.99
29081 - Engineering Technician I	14.10
29082 - Engineering Technician II	16.26
29083 - Engineering Technician III	19.95
29084 - Engineering Technician IV	21.14
29085 - Engineering Technician V	23.87
29086 - Engineering Technician VI	26.00
29090 - Environmental Technician	22.90
29100 - Flight Simulator/Instructor (Pilot)	30.39
29160 - Instructor	25.37
29210 - Laboratory Technician	19.60
29240 - Mathematical Technician	22.26
29361 - Paralegal/Legal Assistant I	18.69
29362 - Paralegal/Legal Assistant II	24.26
29363 - Paralegal/Legal Assistant III	29.71
29364 - Paralegal/Legal Assistant IV	35.91
29390 - Photooptics Technician	23.55
29480 - Technical Writer	29.33
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)	24.50
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	22.06
29622 - Weather Observer, Upper Air (3)	22.06
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	17.70
31260 - Parking and Lot Attendant	10.97
31290 - Shuttle Bus Driver	14.76
31300 - Taxi Driver	14.83
31361 - Truckdriver, Light Truck	15.89
31362 - Truckdriver, Medium Truck	17.37
31363 - Truckdriver, Heavy Truck	22.18
31364 - Truckdriver, Tractor-Trailer	22.18
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	16.32
99030 - Cashier	10.95
99041 - Carnival Equipment Operator	17.13
99042 - Carnival Equipment Repairer	17.97
99043 - Carnival Worker	14.67
99050 - Desk Clerk	15.51
99095 - Embalmer	20.92
99300 - Lifeguard	11.94
99310 - Mortician	20.92
99350 - Park Attendant (Aide)	15.01
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	12.85
99500 - Recreation Specialist	18.61
99510 - Recycling Worker	17.13
99610 - Sales Clerk	11.94
99620 - School Crossing Guard (Crosswalk Attendant)	14.67
99630 - Sport Official	11.94

99658 - Survey Party Chief (Chief of Party)	17.62
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.80
99660 - Surveying Aide	11.53
99690 - Swimming Pool Operator	19.55
99720 - Vending Machine Attendant	14.42
99730 - Vending Machine Repairer	17.64
99740 - Vending Machine Repairer Helper	14.25

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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 5 years, 4 weeks after 10 years, and 5 weeks after 20 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) 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.