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WAGE DETERMINATION NO: 94-2491 REV (22) AREA: TN,CHATTANOOGA

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REGISTER OF WAGE DETERMINATIONS UNDER

U.S. DEPARTMENT OF LABOR

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WASHINGTON D.C. 20210

William W.Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2491  
Revision No.: 22  
Date Of Last Revision: 09/16/2003

States: Georgia, Tennessee

Area: Georgia Counties of Catoosa, Dade, Walker

Tennessee Counties of Bledsoe, Bradley, Coffee, Franklin, Grundy, Hamilton,  
Marion,

McMinn, Meigs, Polk, Rhea, Sequatchie, Van Buren

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

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

01000 - Administrative Support and Clerical Occupations

01011 - Accounting Clerk I	9.75
01012 - Accounting Clerk II	12.23
01013 - Accounting Clerk III	15.10
01014 - Accounting Clerk IV	15.70
01030 - Court Reporter	12.15
01050 - Dispatcher, Motor Vehicle	15.68
01060 - Document Preparation Clerk	10.74
01070 - Messenger (Courier)	8.84
01090 - Duplicating Machine Operator	10.74
01110 - Film/Tape Librarian	11.65
01115 - General Clerk I	8.34
01116 - General Clerk II	10.06
01117 - General Clerk III	12.18
01118 - General Clerk IV	12.33
01120 - Housing Referral Assistant	13.79
01131 - Key Entry Operator I	9.30
01132 - Key Entry Operator II	11.60
01191 - Order Clerk I	11.01
01192 - Order Clerk II	11.31
01261 - Personnel Assistant (Employment) I	12.09
01262 - Personnel Assistant (Employment) II	12.14
01263 - Personnel Assistant (Employment) III	14.04
01264 - Personnel Assistant (Employment) IV	15.28
01270 - Production Control Clerk	14.81
01290 - Rental Clerk	9.97
01300 - Scheduler, Maintenance	11.13
01311 - Secretary I	11.13
01312 - Secretary II	12.15
01313 - Secretary III	13.79
01314 - Secretary IV	15.31
01315 - Secretary V	16.26
01320 - Service Order Dispatcher	12.33

01341 - Stenographer I	10.46
01342 - Stenographer II	11.57
01400 - Supply Technician	14.20
01420 - Survey Worker (Interviewer)	11.52
01460 - Switchboard Operator-Receptionist	9.57
01510 - Test Examiner	11.52
01520 - Test Proctor	11.52
01531 - Travel Clerk I	8.61
01532 - Travel Clerk II	9.12
01533 - Travel Clerk III	9.73
01611 - Word Processor I	11.50
01612 - Word Processor II	12.91
01613 - Word Processor III	14.43
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	10.05
03041 - Computer Operator I	9.96
03042 - Computer Operator II	12.93
03043 - Computer Operator III	14.39
03044 - Computer Operator IV	15.44
03045 - Computer Operator V	16.44
03071 - Computer Programmer I (1)	14.28
03072 - Computer Programmer II (1)	18.39
03073 - Computer Programmer III (1)	24.89
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	20.20
03102 - Computer Systems Analyst II (1)	23.72
03103 - Computer Systems Analyst III (1)	27.34
03160 - Peripheral Equipment Operator	11.14
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	17.08
05010 - Automotive Glass Installer	14.30
05040 - Automotive Worker	14.30
05070 - Electrician, Automotive	15.04
05100 - Mobile Equipment Servicer	12.83
05130 - Motor Equipment Metal Mechanic	15.74
05160 - Motor Equipment Metal Worker	14.30
05190 - Motor Vehicle Mechanic	14.54
05220 - Motor Vehicle Mechanic Helper	12.05
05250 - Motor Vehicle Upholstery Worker	13.56
05280 - Motor Vehicle Wrecker	14.30
05310 - Painter, Automotive	15.04
05340 - Radiator Repair Specialist	14.30
05370 - Tire Repairer	11.38
05400 - Transmission Repair Specialist	15.74
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	7.72
07010 - Baker	10.60
07041 - Cook I	8.49
07042 - Cook II	9.47
07070 - Dishwasher	7.26
07130 - Meat Cutter	11.24
07250 - Waiter/Waitress	7.66
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	13.81
09040 - Furniture Handler	10.29
09070 - Furniture Refinisher	14.86
09100 - Furniture Refinisher Helper	12.04

09110 - Furniture Repairer, Minor	13.46
09130 - Upholsterer	14.86
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	7.67
11060 - Elevator Operator	7.67
11090 - Gardener	10.19
11121 - House Keeping Aid I	7.44
11122 - House Keeping Aid II	8.33
11150 - Janitor	8.35
11210 - Laborer, Grounds Maintenance	9.22
11240 - Maid or Houseman	7.44
11270 - Pest Controller	10.30
11300 - Refuse Collector	8.35
11330 - Tractor Operator	9.59
11360 - Window Cleaner	9.22
12000 - Health Occupations	
12020 - Dental Assistant	13.93
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.06
12071 - Licensed Practical Nurse I	10.88
12072 - Licensed Practical Nurse II	12.20
12073 - Licensed Practical Nurse III	13.65
12100 - Medical Assistant	10.35
12130 - Medical Laboratory Technician	12.36
12160 - Medical Record Clerk	10.58
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	7.89
12222 - Nursing Assistant II	8.87
12223 - Nursing Assistant III	9.69
12224 - Nursing Assistant IV	10.86
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	11.48
12311 - Registered Nurse I	16.68
12312 - Registered Nurse II	20.41
12313 - Registered Nurse II, Specialist	20.41
12314 - Registered Nurse III	24.70
12315 - Registered Nurse III, Anesthetist	24.70
12316 - Registered Nurse IV	29.59
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	15.75
13011 - Exhibits Specialist I	13.32
13012 - Exhibits Specialist II	15.75
13013 - Exhibits Specialist III	19.26
13041 - Illustrator I	13.32
13042 - Illustrator II	15.75
13043 - Illustrator III	19.26
13047 - Librarian	18.51
13050 - Library Technician	12.13
13071 - Photographer I	10.84
13072 - Photographer II	12.20
13073 - Photographer III	13.15
13074 - Photographer IV	16.07
13075 - Photographer V	19.45
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	6.90
15030 - Counter Attendant	6.90
15040 - Dry Cleaner	8.15
15070 - Finisher, Flatwork, Machine	6.90

15090 - Presser, Hand	6.90
15100 - Presser, Machine, Drycleaning	6.90
15130 - Presser, Machine, Shirts	6.90
15160 - Presser, Machine, Wearing Apparel, Laundry	6.90
15190 - Sewing Machine Operator	8.62
15220 - Tailor	9.61
15250 - Washer, Machine	7.32
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	14.01
19040 - Tool and Die Maker	16.71
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	14.25
21020 - Material Coordinator	14.43
21030 - Material Expediter	14.43
21040 - Material Handling Laborer	10.48
21050 - Order Filler	11.03
21071 - Forklift Operator	12.26
21080 - Production Line Worker (Food Processing)	12.26
21100 - Shipping/Receiving Clerk	11.30
21130 - Shipping Packer	11.30
21140 - Store Worker I	9.35
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	12.69
21210 - Tools and Parts Attendant	12.26
21400 - Warehouse Specialist	12.26
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	18.28
23040 - Aircraft Mechanic Helper	13.99
23050 - Aircraft Quality Control Inspector	19.13
23060 - Aircraft Servicer	15.75
23070 - Aircraft Worker	16.61
23100 - Appliance Mechanic	13.81
23120 - Bicycle Repairer	11.38
23125 - Cable Splicer	17.49
23130 - Carpenter, Maintenance	14.61
23140 - Carpet Layer	15.44
23160 - Electrician, Maintenance	19.76
23181 - Electronics Technician, Maintenance I	15.18
23182 - Electronics Technician, Maintenance II	18.29
23183 - Electronics Technician, Maintenance III	20.60
23260 - Fabric Worker	14.69
23290 - Fire Alarm System Mechanic	16.67
23310 - Fire Extinguisher Repairer	13.77
23340 - Fuel Distribution System Mechanic	17.49
23370 - General Maintenance Worker	14.50
23400 - Heating, Refrigeration and Air Conditioning Mechanic	15.95
23430 - Heavy Equipment Mechanic	14.45
23440 - Heavy Equipment Operator	14.45
23460 - Instrument Mechanic	16.96
23470 - Laborer	10.07
23500 - Locksmith	16.20
23530 - Machinery Maintenance Mechanic	16.09
23550 - Machinist, Maintenance	15.04
23580 - Maintenance Trades Helper	11.06
23640 - Millwright	17.14
23700 - Office Appliance Repairer	16.20
23740 - Painter, Aircraft	16.16
23760 - Painter, Maintenance	13.81

23790 - Pipefitter, Maintenance	16.61
23800 - Plumber, Maintenance	15.87
23820 - Pneudraulic Systems Mechanic	16.67
23850 - Rigger	16.67
23870 - Scale Mechanic	15.44
23890 - Sheet-Metal Worker, Maintenance	15.37
23910 - Small Engine Mechanic	13.13
23930 - Telecommunication Mechanic I	15.53
23931 - Telecommunication Mechanic II	16.26
23950 - Telephone Lineman	15.55
23960 - Welder, Combination, Maintenance	14.45
23965 - Well Driller	16.96
23970 - Woodcraft Worker	16.96
23980 - Woodworker	12.75
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.60
24580 - Child Care Center Clerk	11.99
24600 - Chore Aid	6.90
24630 - Homemaker	15.32
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	16.96
25040 - Sewage Plant Operator	14.41
25070 - Stationary Engineer	16.96
25190 - Ventilation Equipment Tender	13.13
25210 - Water Treatment Plant Operator	14.60
27000 - Protective Service Occupations	
(not set) - Police Officer	15.63
27004 - Alarm Monitor	10.69
27006 - Corrections Officer	10.54
27010 - Court Security Officer	15.45
27040 - Detention Officer	12.06
27070 - Firefighter	15.39
27101 - Guard I	8.00
27102 - Guard II	10.12
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	14.53
28020 - Hatch Tender	14.53
28030 - Line Handler	14.53
28040 - Stevedore I	12.61
28050 - Stevedore II	13.97
29000 - Technical Occupations	
21150 - Graphic Artist	20.15
29010 - Air Traffic Control Specialist, Center (2)	29.10
29011 - Air Traffic Control Specialist, Station (2)	20.06
29012 - Air Traffic Control Specialist, Terminal (2)	22.09
29023 - Archeological Technician I	11.40
29024 - Archeological Technician II	12.75
29025 - Archeological Technician III	15.75
29030 - Cartographic Technician	15.75
29035 - Computer Based Training (CBT) Specialist/ Instructor	22.29
29040 - Civil Engineering Technician	16.49
29061 - Drafter I	10.12
29062 - Drafter II	13.07
29063 - Drafter III	14.63
29064 - Drafter IV	15.75
29081 - Engineering Technician I	10.36
29082 - Engineering Technician II	12.72

29083 - Engineering Technician III	13.07
29084 - Engineering Technician IV	16.18
29085 - Engineering Technician V	19.79
29086 - Engineering Technician VI	23.94
29090 - Environmental Technician	15.75
29100 - Flight Simulator/Instructor (Pilot)	24.12
29160 - Instructor	19.27
29210 - Laboratory Technician	14.88
29240 - Mathematical Technician	15.75
29361 - Paralegal/Legal Assistant I	14.04
29362 - Paralegal/Legal Assistant II	16.37
29363 - Paralegal/Legal Assistant III	18.56
29364 - Paralegal/Legal Assistant IV	24.24
29390 - Photooptics Technician	15.75
29480 - Technical Writer	23.66
29491 - Unexploded Ordnance (UXO) Technician I	18.49
29492 - Unexploded Ordnance (UXO) Technician II	22.37
29493 - Unexploded Ordnance (UXO) Technician III	26.81
29494 - Unexploded (UXO) Safety Escort	18.49
29495 - Unexploded (UXO) Sweep Personnel	18.49
29620 - Weather Observer, Senior (3)	15.75
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	14.17
29622 - Weather Observer, Upper Air (3)	14.17
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	12.96
31260 - Parking and Lot Attendant	8.55
31290 - Shuttle Bus Driver	11.64
31300 - Taxi Driver	9.12
31361 - Truckdriver, Light Truck	11.64
31362 - Truckdriver, Medium Truck	13.18
31363 - Truckdriver, Heavy Truck	18.50
31364 - Truckdriver, Tractor-Trailer	18.50
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	8.55
99030 - Cashier	7.85
99041 - Carnival Equipment Operator	10.40
99042 - Carnival Equipment Repairer	11.21
99043 - Carnival Worker	8.35
99050 - Desk Clerk	9.60
99095 - Embalmer	18.48
99300 - Lifeguard	9.72
99310 - Mortician	18.23
99350 - Park Attendant (Aide)	12.20
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.42
99500 - Recreation Specialist	13.32
99510 - Recycling Worker	10.55
99610 - Sales Clerk	10.13
99620 - School Crossing Guard (Crosswalk Attendant)	6.93
99630 - Sport Official	9.72
99658 - Survey Party Chief (Chief of Party)	12.91
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.58
99660 - Surveying Aide	8.45
99690 - Swimming Pool Operator	12.50
99720 - Vending Machine Attendant	10.52
99730 - Vending Machine Repairer	12.50
99740 - Vending Machine Repairer Helper	10.54

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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 8 years, and 4 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.

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