


WAGE DETERMINATION NO: 94-2213 REV (23) AREA: KS,TOPEKA

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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	Division of	Wage Determination No.: 1994-2213
Director	Wage Determinations	Revision No.: 23
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State: **Kansas**

Area: **Kansas** Counties of Brown, Clay, Cloud, Coffey, Dickinson, Geary, Jackson, Jefferson, Lyon, Marshall, Morris, Nemaha, Osage, Ottawa, Pottawatomie, Republic, Riley, Saline, **Shawnee**, Wabaunsee, Washington

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

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.24
Accounting Clerk II	10.46
Accounting Clerk III	12.14
Accounting Clerk IV	14.61
Court Reporter	12.85
Dispatcher, Motor Vehicle	12.98
Document Preparation Clerk	10.14
Duplicating Machine Operator	10.14
Film/Tape Librarian	11.11
General Clerk I	6.84
General Clerk II	7.69
General Clerk III	10.14
General Clerk IV	11.11
Housing Referral Assistant	14.28
Key Entry Operator I	8.90
Key Entry Operator II	9.01
Messenger (Courier)	8.37
Order Clerk I	10.67
Order Clerk II	12.10
Personnel Assistant (Employment) I	8.72
Personnel Assistant (Employment) II	9.80
Personnel Assistant (Employment) III	12.44
Personnel Assistant (Employment) IV	13.82
Production Control Clerk	13.83
Rental Clerk	11.11
Scheduler, Maintenance	11.11
Secretary I	10.12
Secretary II	12.85
Secretary III	14.28
Secretary IV	18.01

Secretary V	19.94
Service Order Dispatcher	10.22
Stenographer I	9.18
Stenographer II	10.37
Supply Technician	18.01
Survey Worker (Interviewer)	11.18
Switchboard Operator-Receptionist	9.67
Test Examiner	12.85
Test Proctor	12.85
Travel Clerk I	8.83
Travel Clerk II	9.28
Travel Clerk III	10.01
Word Processor I	10.13
Word Processor II	10.93
Word Processor III	13.85
Automatic Data Processing Occupations	
Computer Data Librarian	10.09
Computer Operator I	8.81
Computer Operator II	13.15
Computer Operator III	13.97
Computer Operator IV	15.95
Computer Operator V	17.67
Computer Programmer I (1)	13.46
Computer Programmer II (1)	15.65
Computer Programmer III (1)	20.33
Computer Programmer IV (1)	21.88
Computer Systems Analyst I (1)	18.32
Computer Systems Analyst II (1)	20.70
Computer Systems Analyst III (1)	25.05
Peripheral Equipment Operator	13.00
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	15.85
Automotive Glass Installer	14.61
Automotive Worker	14.61
Electrician, Automotive	15.26
Mobile Equipment Servicer	13.40
Motor Equipment Metal Mechanic	15.85
Motor Equipment Metal Worker	14.61
Motor Vehicle Mechanic	15.85
Motor Vehicle Mechanic Helper	12.83
Motor Vehicle Upholstery Worker	14.03
Motor Vehicle Wrecker	14.61
Painter, Automotive	15.26
Radiator Repair Specialist	14.61
Tire Repairer	12.95
Transmission Repair Specialist	15.85
Food Preparation and Service Occupations	
Baker	9.82
Cook I	9.01
Cook II	9.82
Dishwasher	7.02
Food Service Worker	7.02
Meat Cutter	9.82
Waiter/Waitress	7.52
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	15.26
Furniture Handler	12.56

Furniture Refinisher	15.26
Furniture Refinisher Helper	12.83
Furniture Repairer, Minor	14.03
Upholsterer	15.26
General Services and Support Occupations	
Cleaner, Vehicles	7.18
Elevator Operator	8.04
Gardener	10.37
House Keeping Aid I	6.80
House Keeping Aid II	7.88
Janitor	7.66
Laborer, Grounds Maintenance	11.26
Maid or Houseman	6.74
Pest Controller	10.03
Refuse Collector	8.04
Tractor Operator	9.93
Window Cleaner	9.04
Health Occupations	
Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	9.79
Licensed Practical Nurse II	10.99
Licensed Practical Nurse III	12.29
Medical Assistant	9.77
Medical Laboratory Technician	11.77
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	7.36
Nursing Assistant II	8.27
Nursing Assistant III	9.03
Nursing Assistant IV	10.12
Pharmacy Technician	12.19
Phlebotomist	10.99
Registered Nurse I	14.88
Registered Nurse II	18.21
Registered Nurse II, Specialist	18.21
Registered Nurse III	22.03
Registered Nurse III, Anesthetist	22.03
Registered Nurse IV	26.40
Information and Arts Occupations	
Audiovisual Librarian	16.02
Exhibits Specialist I	12.71
Exhibits Specialist II	15.74
Exhibits Specialist III	19.25
Illustrator I	12.71
Illustrator II	15.74
Illustrator III	19.25
Librarian	20.00
Library Technician	11.18
Photographer I	11.36
Photographer II	12.71
Photographer III	15.74
Photographer IV	19.25
Photographer V	23.29
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.53
Counter Attendant	6.53

Dry Cleaner	8.26
Finisher, Flatwork, Machine	6.53
Presser, Hand	6.53
Presser, Machine, Drycleaning	6.53
Presser, Machine, Shirts	6.53
Presser, Machine, Wearing Apparel, Laundry	6.53
Sewing Machine Operator	9.41
Tailor	9.81
Washer, Machine	7.15
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	15.26
Tool and Die Maker	17.69
Material Handling and Packing Occupations	
Forklift Operator	12.59
Fuel Distribution System Operator	13.40
Material Coordinator	15.12
Material Expediter	15.12
Material Handling Laborer	12.52
Order Filler	11.11
Production Line Worker (Food Processing)	12.42
Shipping Packer	11.18
Shipping/Receiving Clerk	11.18
Stock Clerk (Shelf Stocker; Store Worker II)	12.50
Store Worker I	9.46
Tools and Parts Attendant	12.73
Warehouse Specialist	12.58
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	15.85
Aircraft Mechanic Helper	12.83
Aircraft Quality Control Inspector	16.47
Aircraft Servicer	14.03
Aircraft Worker	14.61
Appliance Mechanic	15.26
Bicycle Repairer	12.95
Cable Splicer	18.23
Carpenter, Maintenance	15.26
Carpet Layer	16.65
Electrician, Maintenance	17.77
Electronics Technician, Maintenance I	16.14
Electronics Technician, Maintenance II	16.85
Electronics Technician, Maintenance III	17.49
Fabric Worker	14.03
Fire Alarm System Mechanic	15.85
Fire Extinguisher Repairer	13.40
Fuel Distribution System Mechanic	15.85
General Maintenance Worker	14.61
Heating, Refrigeration and Air Conditioning Mechanic	15.85
Heavy Equipment Mechanic	15.85
Heavy Equipment Operator	15.85
Instrument Mechanic	18.23
Laborer	9.25
Locksmith	15.30
Machinery Maintenance Mechanic	15.85
Machinist, Maintenance	15.85
Maintenance Trades Helper	12.83
Millwright	18.23
Office Appliance Repairer	15.26

Painter, Aircraft	15.26
Painter, Maintenance	17.29
Pipefitter, Maintenance	18.23
Plumber, Maintenance	17.55
Pneudraulic Systems Mechanic	15.85
Rigger	16.51
Scale Mechanic	14.61
Sheet-Metal Worker, Maintenance	17.82
Small Engine Mechanic	14.61
Telecommunication Mechanic I	18.19
Telecommunication Mechanic II	21.74
Telephone Lineman	18.19
Welder, Combination, Maintenance	15.85
Well Driller	15.85
Woodcraft Worker	15.85
Woodworker	14.03
Miscellaneous Occupations	
Animal Caretaker	8.12
Carnival Equipment Operator	10.05
Carnival Equipment Repairer	10.37
Carnival Worker	8.04
Cashier	6.70
Desk Clerk	8.22
Embalmer	16.43
Lifeguard	9.02
Mortician	16.43
Park Attendant (Aide)	11.32
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.57
Recreation Specialist	11.39
Recycling Worker	9.93
Sales Clerk	8.69
School Crossing Guard (Crosswalk Attendant)	7.00
Sport Official	8.66
Survey Party Chief (Chief of Party)	18.70
Surveying Aide	11.70
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.62
Swimming Pool Operator	9.82
Vending Machine Attendant	8.63
Vending Machine Repairer	9.82
Vending Machine Repairer Helper	8.63
Personal Needs Occupations	
Child Care Attendant	8.22
Child Care Center Clerk	11.88
Chore Aid	7.64
Homemaker	13.09
Plant and System Operation Occupations	
Boiler Tender	15.85
Sewage Plant Operator	15.26
Stationary Engineer	18.23
Ventilation Equipment Tender	12.99
Water Treatment Plant Operator	15.26
Protective Service Occupations	
Alarm Monitor	8.89
Corrections Officer	13.67
Court Security Officer	15.21
Detention Officer	13.67
Firefighter	14.43

Guard I	9.05
Guard II	9.84
Police Officer	17.54
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	16.26
Hatch Tender	14.14
Line Handler	14.14
Stevedore I	15.44
Stevedore II	16.79
Technical Occupations	
Air Traffic Control Specialist, Center (2)	27.00
Air Traffic Control Specialist, Station (2)	18.62
Air Traffic Control Specialist, Terminal (2)	20.50
Archeological Technician I	11.70
Archeological Technician II	13.08
Archeological Technician III	16.21
Cartographic Technician	18.97
Civil Engineering Technician	15.74
Computer Based Training (CBT) Specialist/ Instructor	22.08
Drafter I	12.07
Drafter II	12.35
Drafter III	13.82
Drafter IV	17.11
Engineering Technician I	14.69
Engineering Technician II	15.03
Engineering Technician III	16.80
Engineering Technician IV	20.82
Engineering Technician V	25.46
Engineering Technician VI	30.81
Environmental Technician	17.51
Flight Simulator/Instructor (Pilot)	24.38
Graphic Artist	18.32
Instructor	21.07
Laboratory Technician	15.33
Mathematical Technician	15.74
Paralegal/Legal Assistant I	12.86
Paralegal/Legal Assistant II	16.22
Paralegal/Legal Assistant III	19.83
Paralegal/Legal Assistant IV	23.97
Photooptics Technician	16.55
Technical Writer	19.83
Unexploded (UXO) Safety Escort	17.16
Unexploded (UXO) Sweep Personnel	17.16
Unexploded Ordnance (UXO) Technician I	17.16
Unexploded Ordnance (UXO) Technician II	20.76
Unexploded Ordnance (UXO) Technician III	24.88
Weather Observer, Combined Upper Air and Surface Programs (3)	13.72
Weather Observer, Senior (3)	15.67
Weather Observer, Upper Air (3)	13.72
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	13.77
Parking and Lot Attendant	10.02
Shuttle Bus Driver	13.14
Taxi Driver	12.60
Truckdriver, Heavy Truck	14.33
Truckdriver, Light Truck	13.14
Truckdriver, Medium Truck	13.77

Truckdriver, Tractor-Trailer

14.33

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.02 an hour or \$80.80 a week or \$350.13 a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 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 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.

** 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(s) 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 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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