

Attachment J39 - Department of Labor

Wage Determination

No: 1994-2133

WAGE DETERMINATION NO: 94-2133 REV (16) AREA: GA, ATLANTA

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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF
LABOR
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WASHINGTON D.C. 20210

Wage Determination No.: 1994-
2133

William W.Gross | Division of | Revision No.: 16
Director | Wage Determinations | Date Of Last Revision:
06/16/2000

State: **Georgia**
Area: **Georgia** Counties of Banks, Barrow, Bartow, Butts, Carroll,
Chattooga, Cherokee,
Clarke, Clayton, **Cobb**, Coweta, Dawson, De Kalb, Douglas, Fannin,
Fayette, Floyd, Forsyth,
Franklin, Fulton, Gilmer, Gordon, Greene, Gwinnett, Habersham, Hall,
Haralson, Henry,
Jackson, Lumpkin, Madison, Morgan, Murray, Newton, Oconee, Oglethorpe,
Paulding, Pickens,
Polk, Rabun, Rockdale, Spalding, Stephens, Towns, Union, Walton, White,
Whitfield

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

OCCUPATION TITLE	MINIMUM
Mortician	16.70
School Crossing Guard (Crosswalk Attendant)	6.43
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.40
Accounting Clerk II	10.18
Accounting Clerk III	11.87
Accounting Clerk IV	14.15
Court Reporter	12.03
Dispatcher, Motor Vehicle	12.03
Document Preparation Clerk	11.40

Duplicating Machine Operator
11.40
Film/Tape Librarian
10.09
General Clerk I
7.37
General Clerk II
8.90
General Clerk III
12.66
General Clerk IV
13.28
Housing Referral Assistant
13.89
Key Entry Operator I
9.08
Key Entry Operator II
10.30
Messenger (Courier)
7.37
Order Clerk I
9.08
Order Clerk II
10.33
Personnel Assistant (Employment) I
9.83
Personnel Assistant (Employment) II
11.08
Personnel Assistant (Employment) III
13.43
Personnel Assistant (Employment) IV
15.16
Production Control Clerk
13.89
Rental Clerk
10.30
Scheduler, Maintenance
10.30
Secretary I
10.09
Secretary II
12.03
Secretary III
13.89
Secretary IV
16.01
Secretary V
19.69
Service Order Dispatcher
9.97
Stenographer I
10.75
Stenographer II
12.53
Supply Technician
14.26

Survey Worker (Interviewer)
12.03
Switchboard Operator-Receptionist
10.01
Test Examiner
12.03
Test Proctor
12.03
Travel Clerk I
9.71
Travel Clerk II
10.58
Travel Clerk III
11.40
Word Processor I
11.01
Word Processor II
12.72
Word Processor III
14.22
Automatic Data Processing Occupations
Computer Data Librarian
10.66
Computer Operator I
10.93
Computer Operator II
12.18
Computer Operator III
15.35
Computer Operator IV
16.95
Computer Operator V
20.84
Computer Programmer I (1)
16.23
Computer Programmer II (1)
16.69
Computer Programmer III (1)
20.00
Computer Programmer IV (1)
23.04
Computer Systems Analyst I (1)
22.10
Computer Systems Analyst II (1)
24.80
Computer Systems Analyst III (1)
27.63
Peripheral Equipment Operator
10.66
Automotive Service Occupations
Automotive Body Repairer, Fiberglass
17.92
Automotive Glass Installer
15.95
Automotive Worker
15.95

Electrician, Automotive
17.02
Mobile Equipment Service
13.80
Motor Equipment Metal Mechanic
17.92
Motor Equipment Metal Worker
15.95
Motor Vehicle Mechanic
17.92
Motor Vehicle Mechanic Helper
12.72
Motor Vehicle Upholstery Worker
15.05
Motor Vehicle Wrecker
15.95
Painter, Automotive
17.02
Radiator Repair Specialist
15.95
Tire Repairer
13.80
Transmission Repair Specialist
17.92
Food Preparation and Service Occupations
Baker
10.46
Cook I
9.21
Cook II
10.46
Dishwasher
6.43
Food Service Worker
6.43
Meat Cutter
11.46
Waiter/Waitress
7.22
Furniture Maintenance and Repair Occupations
Electrostatic Spray Painter
15.46
Furniture Handler
11.39
Furniture Refinisher
15.46
Furniture Refinisher Helper
11.95
Furniture Repairer, Minor
13.70
Upholsterer
15.46
General Services and Support Occupations
Cleaner, Vehicles
6.43
Elevator Operator
6.43

Gardener
9.21
House Keeping Aid I
5.92
House Keeping Aid II
6.46
Janitor
6.43
Laborer, Grounds Maintenance
7.22
Maid or Houseman
6.08
Pest Controller
9.83
Refuse Collector
6.43
Tractor Operator
8.57
Window Cleaner
7.22
Health Occupations
Dental Assistant
11.02
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver
11.02
Licensed Practical Nurse I
9.80
Licensed Practical Nurse II
11.00
Licensed Practical Nurse III
12.30
Medical Assistant
9.85
Medical Laboratory Technician
9.85
Medical Record Clerk
9.85
Medical Record Technician
13.66
Nursing Assistant I
7.15
Nursing Assistant II
8.04
Nursing Assistant III
8.78
Nursing Assistant IV
9.85
Pharmacy Technician
12.29
Phlebotomist
9.85
Registered Nurse I
13.66
Registered Nurse II
16.72
Registered Nurse II, Specialist
16.72

Registered Nurse III
20.21
Registered Nurse III, Anesthetist
20.21
Registered Nurse IV
24.22
Information and Arts Occupations
Audiovisual Librarian
16.35
Exhibits Specialist I
15.01
Exhibits Specialist II
18.59
Exhibits Specialist III
22.40
Illustrator I
15.01
Illustrator II
18.59
Illustrator III
22.40
Librarian
20.25
Library Technician
13.87
Photographer I
14.44
Photographer II
15.01
Photographer III
18.59
Photographer IV
22.40
Photographer V
23.86
Laundry, Dry Cleaning, Pressing and Related Occupations
Assembler
6.89
Counter Attendant
6.89
Dry Cleaner
9.06
Finisher, Flatwork, Machine
6.89
Presser, Hand
6.89
Presser, Machine, Drycleaning
6.89
Presser, Machine, Shirts
6.89
Presser, Machine, Wearing Apparel, Laundry
6.89
Sewing Machine Operator
9.79
Tailor
10.53

Washer, Machine
7.80
Machine Tool Operation and Repair Occupations
Machine-Tool Operator (Toolroom)
15.46
Tool and Die Maker
22.45
Material Handling and Packing Occupations
Forklift Operator
11.95
Fuel Distribution System Operator
13.76
Material Coordinator
13.70
Material Expediter
13.70
Material Handling Laborer
9.70
Order Filler
11.87
Production Line Worker (Food Processing)
11.95
Shipping Packer
11.78
Shipping/Receiving Clerk
11.78
Stock Clerk (Shelf Stocker; Store Worker II)
12.08
Store Worker I
10.71
Tools and Parts Attendant
11.95
Warehouse Specialist
12.76
Mechanics and Maintenance and Repair Occupations
Aircraft Mechanic
16.33
Aircraft Mechanic Helper
11.95
Aircraft Quality Control Inspector
17.19
Aircraft Servicer
13.70
Aircraft Worker
14.58
Appliance Mechanic
15.46
Bicycle Repairer
12.83
Cable Splicer
16.33
Carpenter, Maintenance
15.46
Carpet Layer
14.58
Electrician, Maintenance
16.34

Electronics Technician, Maintenance I
13.71
Electronics Technician, Maintenance II
18.58
Electronics Technician, Maintenance III
20.54
Fabric Worker
13.70
Fire Alarm System Mechanic
16.33
Fire Extinguisher Repairer
12.96
Fuel Distribution System Mechanic
16.33
General Maintenance Worker
14.02
Heating, Refrigeration and Air Conditioning Mechanic
16.33
Heavy Equipment Mechanic
16.33
Heavy Equipment Operator
15.62
Instrument Mechanic
16.33
Laborer
9.70
Locksmith
15.46
Machinery Maintenance Mechanic
15.62
Machinist, Maintenance
16.65
Maintenance Trades Helper
11.95
Millwright
16.39
Office Appliance Repairer
15.46
Painter, Aircraft
15.46
Painter, Maintenance
15.46
Pipefitter, Maintenance
16.33
Plumber, Maintenance
15.46
Pneumatic Systems Mechanic
16.33
Rigger
16.33
Scale Mechanic
14.58
Sheet-Metal Worker, Maintenance
16.33
Small Engine Mechanic
14.58

Telecommunication Mechanic I
16.33
Telecommunication Mechanic II
17.19
Telephone Lineman
16.33
Welder, Combination, Maintenance
16.33
Well Driller
16.33
Woodcraft Worker
16.33
Woodworker
13.76
Miscellaneous Occupations
Animal Caretaker
7.91
Carnival Equipment Operator
8.57
Carnival Equipment Repairer
9.21
Carnival Worker
6.43
Desk Clerk
6.99
Embalmer
16.70
Lifeguard
6.67
Park Attendant (Aide)
7.53
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)
6.67
Recreation Specialist
9.94
Recycling Worker
8.54
Sales Clerk
6.67
Sport Official
6.67
Survey Party Chief (Chief of Party)
11.48
Surveying Aide
6.11
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)
9.33
Swimming Pool Operator
10.46
Vending Machine Attendant
8.57
Vending Machine Repairer
10.46
Vending Machine Repairer Helper
8.57
Personal Needs Occupations

Child Care Attendant
6.74
Child Care Center Clerk
8.39
Chore Aid
5.63
Homemaker
9.34
Plant and System Operation Occupations
Boiler Tender
16.33
Sewage Plant Operator
15.46
Stationary Engineer
16.33
Ventilation Equipment Tender
11.95
Water Treatment Plant Operator
15.46
Protective Service Occupations
Alarm Monitor
10.45
Corrections Officer
11.11
Court Security Officer
12.33
Detention Officer
11.11
Firefighter
11.86
Guard I
6.63
Guard II
10.45
Police Officer I
14.75
Stevedoring/Longshoremen Occupations
Blocker and Bracer
15.58
Hatch Tender
15.58
Line Handler
15.58
Stevedore I
14.63
Stevedore II
16.51
Technical Occupations
Air Traffic Control Specialist, Center (2)
26.28
Air Traffic Control Specialist, Station (2)
18.12
Air Traffic Control Specialist, Terminal (2)
19.96
Archeological Technician I
13.42

Archeological Technician II
15.01
Archeological Technician III
18.59
Cartographic Technician
18.59
Cashier
6.99
Civil Engineering Technician
18.59
Computer Based Training (CBT) Specialist/ Instructor
22.10
Drafter I
11.39
Drafter II
14.44
Drafter III
15.01
Drafter IV
18.59
Engineering Technician I
12.08
Engineering Technician II
15.26
Engineering Technician III
16.35
Engineering Technician IV
19.12
Engineering Technician V
22.30
Engineering Technician VI
24.18
Environmental Technician
18.80
Flight Simulator/Instructor (Pilot)
24.80
Graphic Artist
22.10
Instructor
20.88
Laboratory Technician
15.35
Mathematical Technician
18.80
Paralegal/Legal Assistant I
13.19
Paralegal/Legal Assistant II
16.01
Paralegal/Legal Assistant III
19.53
Paralegal/Legal Assistant IV
21.87
Photooptics Technician
18.80
Technical Writer
22.26

Unexploded (UXO) Safety Escort
16.70
Unexploded (UXO) Sweep Personnel
16.70
Unexploded Ordnance (UXO) Technician I
16.70
Unexploded Ordnance (UXO) Technician II
20.21
Unexploded Ordnance (UXO) Technician III
24.22
Weather Observer, Combined Upper Air and Surface Programs (3)
15.88
Weather Observer, Senior (3)
20.88
Weather Observer, Upper Air (3)
15.88
Transportation/ Mobile Equipment Operation Occupations
Bus Driver
10.61
Parking and Lot Attendant
5.33
Shuttle Bus Driver
8.33
Taxi Driver
8.39
Truckdriver, Heavy Truck
12.22
Truckdriver, Light Truck
9.41
Truckdriver, Medium Truck
10.61
Truckdriver, Tractor-Trailer
13.34

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; and 3 weeks after 8 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).

** 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

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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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