

GE DETERMINATION NO: 94-2008 REV (15) AREA: AL,HUNTSVILLE

WAGE DETERMINATION NO: h0h294-2008 REV (15) AREA: AL,HUNTSVILLE
 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.: 1994-2008
Director	Wage Determinations	Revision No.: 15
		Date Of Last Revision: 09/13/2000

States: Alabama, Tennessee

Area: Alabama Counties of Colbert, Franklin, Jackson, Lauderdale, Lawrence, Limestone, Madison, Marion, Marshall, Morgan, Winston
 Tennessee Counties of Giles, Lawrence, Lincoln, Moore, Wayne

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

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	7.46
Accounting Clerk II	8.98
Accounting Clerk III	11.42
Accounting Clerk IV	14.28
Court Reporter	11.00
Dispatcher, Motor Vehicle	11.00
Document Preparation Clerk	9.32
Duplicating Machine Operator	9.32
Film/Tape Librarian	9.32
General Clerk I	7.39
General Clerk II	8.33
General Clerk III	9.32
General Clerk IV	10.90
Housing Referral Assistant	13.14
Key Entry Operator I	8.26
Key Entry Operator II	9.44
Messenger (Courier)	7.39
Order Clerk I	8.81
Order Clerk II	11.96
Personnel Assistant (Employment) I	6.93
Personnel Assistant (Employment) II	9.14
Personnel Assistant (Employment) III	10.22
Personnel Assistant (Employment) IV	10.38
Production Control Clerk	13.14
Rental Clerk	9.32
Scheduler, Maintenance	9.32
Secretary I	9.32
Secretary II	11.00
Secretary III	13.14

Secretary IV	15.99
Secretary V	17.76
Service Order Dispatcher	9.32
Stenographer I	10.89
Stenographer II	12.34
Supply Technician	15.99
Survey Worker (Interviewer)	11.00
Switchboard Operator-Receptionist	7.71
Test Examiner	11.00
Test Proctor	11.00
Travel Clerk I	7.55
Travel Clerk II	8.00
Travel Clerk III	8.53
Word Processor I	8.85
Word Processor II	9.94
Word Processor III	11.11
Automatic Data Processing Occupations	
Computer Data Librarian	9.81
Computer Operator I	9.81
Computer Operator II	10.95
Computer Operator III	13.87
Computer Operator IV	14.47
Computer Operator V	16.03
Computer Programmer I (1)	13.66
Computer Programmer II (1)	16.09
Computer Programmer III (1)	19.19
Computer Programmer IV (1)	23.22
Computer Systems Analyst I (1)	19.39
Computer Systems Analyst II (1)	21.72
Computer Systems Analyst III (1)	26.49
Peripheral Equipment Operator	9.81
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	15.98
Automotive Glass Installer	14.56
Automotive Worker	14.56
Electrician, Automotive	15.28
Mobile Equipment Servicer	13.20
Motor Equipment Metal Mechanic	15.98
Motor Equipment Metal Worker	14.56
Motor Vehicle Mechanic	15.98
Motor Vehicle Mechanic Helper	12.52
Motor Vehicle Upholstery Worker	13.90
Motor Vehicle Wrecker	14.56
Painter, Automotive	15.28
Radiator Repair Specialist	14.56
Tire Repairer	12.75
Transmission Repair Specialist	15.98
Food Preparation and Service Occupations	
Baker	8.69
Cook I	7.73
Cook II	8.69
Dishwasher	6.38
Food Service Worker	6.38
Meat Cutter	8.69
Waiter/Waitress	6.82
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	17.56

Furniture Handler	13.94
Furniture Refinisher	17.56
Furniture Refinisher Helper	14.41
Furniture Repairer, Minor	15.98
Upholsterer	17.56
General Services and Support Occupations	
Cleaner, Vehicles	6.38
Elevator Operator	6.38
Gardener	7.73
House Keeping Aid I	6.38
House Keeping Aid II	6.82
Janitor	6.38
Laborer, Grounds Maintenance	6.38
Maid or Houseman	5.93
Pest Controller	8.14
Refuse Collector	6.38
Tractor Operator	7.70
Window Cleaner	6.52
Health Occupations	
Dental Assistant	10.98
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.98
Licensed Practical Nurse I	8.74
Licensed Practical Nurse II	9.81
Licensed Practical Nurse III	10.98
Medical Assistant	9.81
Medical Laboratory Technician	9.81
Medical Record Clerk	9.81
Medical Record Technician	13.60
Nursing Assistant I	7.13
Nursing Assistant II	8.01
Nursing Assistant III	8.74
Nursing Assistant IV	9.81
Pharmacy Technician	12.24
Phlebotomist	9.81
Registered Nurse I	13.60
Registered Nurse II	16.64
Registered Nurse II, Specialist	16.64
Registered Nurse III	20.13
Registered Nurse III, Anesthetist	20.13
Registered Nurse IV	24.12
Information and Arts Occupations	
Audiovisual Librarian	15.99
Exhibits Specialist I	13.50
Exhibits Specialist II	18.04
Exhibits Specialist III	20.00
Illustrator I	13.50
Illustrator II	18.04
Illustrator III	20.00
Librarian	17.76
Library Technician	12.42
Photographer I	13.01
Photographer II	15.02
Photographer III	17.99
Photographer IV	22.00
Photographer V	26.70
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.00

Counter Attendant	6.00
Dry Cleaner	7.29
Finisher, Flatwork, Machine	6.00
Presser, Hand	6.00
Presser, Machine, Drycleaning	6.00
Presser, Machine, Shirts	6.00
Presser, Machine, Wearing Apparel, Laundry	6.41
Sewing Machine Operator	7.64
Tailor	7.97
Washer, Machine	6.45
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	17.56
Tool and Die Maker	21.41
Material Handling and Packing Occupations	
Forklift Operator	12.09
Fuel Distribution System Operator	16.43
Material Coordinator	13.68
Material Expediter	13.68
Material Handling Laborer	8.33
Order Filler	10.87
Production Line Worker (Food Processing)	10.51
Shipping Packer	10.51
Shipping/Receiving Clerk	10.51
Stock Clerk (Shelf Stocker; Store Worker II)	10.29
Store Worker I	8.76
Tools and Parts Attendant	12.44
Warehouse Specialist	10.51
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	18.38
Aircraft Mechanic Helper	14.41
Aircraft Quality Control Inspector	20.21
Aircraft Servicer	15.98
Aircraft Worker	16.75
Appliance Mechanic	17.56
Bicycle Repairer	14.66
Cable Splicer	18.38
Carpenter, Maintenance	17.56
Carpet Layer	16.75
Electrician, Maintenance	20.61
Electronics Technician, Maintenance I	11.21
Electronics Technician, Maintenance II	19.32
Electronics Technician, Maintenance III	20.13
Fabric Worker	15.98
Fire Alarm System Mechanic	18.38
Fire Extinguisher Repairer	15.72
Fuel Distribution System Mechanic	18.38
General Maintenance Worker	16.43
Heating, Refrigeration and Air Conditioning Mechanic	18.38
Heavy Equipment Mechanic	18.38
Heavy Equipment Operator	17.87
Instrument Mechanic	18.38
Laborer	7.29
Locksmith	17.56
Machinery Maintenance Mechanic	20.72
Machinist, Maintenance	16.92
Maintenance Trades Helper	14.41
Millwright	18.38

Office Appliance Repairer	17.56
Painter, Aircraft	17.56
Painter, Maintenance	17.56
Pipefitter, Maintenance	18.38
Plumber, Maintenance	17.56
Pneudraulic Systems Mechanic	18.38
Rigger	18.38
Scale Mechanic	16.75
Sheet-Metal Worker, Maintenance	18.38
Small Engine Mechanic	16.75
Telecommunication Mechanic I	18.38
Telecommunication Mechanic II	20.21
Telephone Lineman	18.38
Welder, Combination, Maintenance	18.38
Well Driller	18.38
Woodcraft Worker	18.38
Woodworker	16.43
Miscellaneous Occupations	
Animal Caretaker	6.38
Carnival Equipment Operator	7.70
Carnival Equipment Repairer	8.09
Carnival Worker	6.38
Cashier	5.63
Desk Clerk	6.90
Embalmer	16.64
Lifeguard	7.71
Mortician	16.64
Park Attendant (Aide)	7.72
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.71
Recreation Specialist	11.14
Recycling Worker	7.60
Sales Clerk	7.71
School Crossing Guard (Crosswalk Attendant)	6.38
Sport Official	7.71
Survey Party Chief (Chief of Party)	10.53
Surveying Aide	6.48
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	8.88
Swimming Pool Operator	8.71
Vending Machine Attendant	7.60
Vending Machine Repairer	8.71
Vending Machine Repairer Helper	7.60
Personal Needs Occupations	
Child Care Attendant	6.89
Child Care Center Clerk	8.61
Chore Aid	5.93
Homemaker	9.57
Plant and System Operation Occupations	
Boiler Tender	18.38
Sewage Plant Operator	17.56
- - Stationary Engineer- - -	18.38
Ventilation Equipment Tender	14.41
Water Treatment Plant Operator	17.56
Protective Service Occupations	
Alarm Monitor	10.29
Corrections Officer	10.88
Court Security Officer	10.88
Detention Officer	10.88

Firefighter	9.62
Guard I	7.42
Guard II	10.29
Police Officer	13.28
Stevedoring/Longshoremen Occupations	12.20
Blocker and Bracer	12.20
Hatch Tender	12.20
Line Handler	11.66
Stevedore I	12.79
Stevedore II	
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.18
Air Traffic Control Specialist, Station (2)	18.05
Air Traffic Control Specialist, Terminal (2)	19.88
Archeological Technician I	13.01
Archeological Technician II	14.56
Archeological Technician III	18.04
Cartographic Technician	18.04
Civil Engineering Technician	18.04
Computer Based Training (CBT) Specialist/ Instructor	19.39
Drafter I	11.60
Drafter II	13.01
Drafter III	14.73
Drafter IV	18.04
Engineering Technician I	10.52
Engineering Technician II	13.08
Engineering Technician III	15.71
Engineering Technician IV	21.68
Engineering Technician V	25.30
Engineering Technician VI	30.59
Environmental Technician	15.89
Flight Simulator/Instructor (Pilot)	21.72
Graphic Artist	19.39
Instructor	15.86
Laboratory Technician	13.87
Mathematical Technician	18.79
Paralegal/Legal Assistant I	11.00
Paralegal/Legal Assistant II	15.99
Paralegal/Legal Assistant III	19.51
Paralegal/Legal Assistant IV	23.61
Photooptics Technician	19.16
Technical Writer	23.07
Unexploded (UXO) Safety Escort	16.64
Unexploded (UXO) Sweep Personnel	16.64
Unexploded Ordnance (UXO) Technician I	16.64
Unexploded Ordnance (UXO) Technician II	20.13
Unexploded Ordnance (UXO) Technician III	24.12
Weather Observer, Combined Upper Air and Surface Programs (3)	13.87
Weather Observer, Senior (3)	14.17
Weather Observer, Upper Air (3)	13.87
Transportation/ Mobile Equipment Operation Occupations	11.02
Bus Driver	7.11
Parking and Lot Attendant	9.05
Shuttle Bus Driver	8.62
Taxi Driver	11.12
Truckdriver, Heavy Truck	9.05
Truckdriver, Light Truck	

Truckdriver, Medium Truck	10.25
Truckdriver, Tractor-Trailer	11.35

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 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 including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, dying, mixing, and pressing of sensitive explosives pyrotechnic compositions such

lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and, possibly adjacent employees, 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 explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine is

covered under high degree hazard.)

**** 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(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.