

Secretary III	17.21
Secretary IV	19.57
Secretary V	22.01
Service Order Dispatcher	12.50
Stenographer I	13.72
Stenographer II	15.39
Supply Technician	19.57
Survey Worker (Interviewer)	13.68
Switchboard Operator-Receptionist	10.64
Test Examiner	15.35
Test Proctor	15.35
Travel Clerk I	9.19
Travel Clerk II	9.87
Travel Clerk III	10.60
Word Processor I	10.85
Word Processor II	12.47
Word Processor III	15.47
Automatic Data Processing Occupations	
Computer Data Librarian	10.56
Computer Operator I	10.59
Computer Operator II	12.48
Computer Operator III	15.13
Computer Operator IV	17.11
Computer Operator V	18.41
Computer Programmer I (1)	17.08
Computer Programmer II (1)	20.04
Computer Programmer III (1)	23.46
Computer Programmer IV (1)	27.21
Computer Systems Analyst I (1)	21.34
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	11.87
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	19.03
Automotive Glass Installer	17.03
Automotive Worker	17.03
Electrician, Automotive	18.05
Mobile Equipment Servicer	14.94
Motor Equipment Metal Mechanic	19.03
Motor Equipment Metal Worker	17.03
Motor Vehicle Mechanic	19.11
Motor Vehicle Mechanic Helper	13.85
Motor Vehicle Upholstery Worker	16.01
Motor Vehicle Wrecker	17.03
Painter, Automotive	18.05
Radiator Repair Specialist	17.03
Tire Repairer	14.94
Transmission Repair Specialist	19.03
Food Preparation and Service Occupations	
-- Baker	11.87
Cook I	10.41
Cook II	11.87
Dishwasher	8.60
Food Service Worker	8.19
Meat Cutter	13.65
Waiter/Waitress	8.17
Furniture Maintenance and Repair Occupations	

Electrostatic Spray Painter	18.05
Furniture Handler	12.55
Furniture Refinisher	18.05
Furniture Refinisher Helper	13.85
Furniture Repairer, Minor	16.01
Upholsterer	18.05
General Services and Support Occupations	
Cleaner, Vehicles	8.21
Elevator Operator	8.60
Gardener	11.94
House Keeping Aid I	7.67
House Keeping Aid II	8.50
Janitor	8.47
Laborer, Grounds Maintenance	9.37
Maid or Houseman	7.61
Pest Controller	11.17
Refuse Collector	8.60
Tractor Operator	11.07
Window Cleaner	9.23
Health Occupations	
Dental Assistant	12.21
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.95
Licensed Practical Nurse I	14.11
Licensed Practical Nurse II	15.84
Licensed Practical Nurse III	17.73
Medical Assistant	10.92
Medical Laboratory Technician	10.92
Medical Record Clerk	10.92
Medical Record Technician	13.15
Nursing Assistant I	7.53
Nursing Assistant II	8.47
Nursing Assistant III	10.85
Nursing Assistant IV	12.18
Pharmacy Technician	11.84
Phlebotomist	10.19
Registered Nurse I	18.90
Registered Nurse II	21.19
Registered Nurse II, Specialist	21.19
Registered Nurse III	25.65
Registered Nurse III, Anesthetist	25.65
Registered Nurse IV	30.74
Information and Arts Occupations	
Audiovisual Librarian	18.95
Exhibits Specialist I	15.64
Exhibits Specialist II	19.56
Exhibits Specialist III	24.08
Illustrator I	15.64
Illustrator II	19.56
Illustrator III	24.08
Librarian	21.32
Library Technician	13.99
Photographer I	13.93
Photographer II	15.64
Photographer III	19.56
Photographer IV	24.08
Photographer V	26.50
Laundry, Dry Cleaning, Pressing and Related Occupations	

Assembler	6.93
Counter Attendant	6.93
Dry Cleaner	8.94
Finisher, Flatwork, Machine	6.93
Presser, Hand	6.93
Presser, Machine, Drycleaning	6.93
Presser, Machine, Shirts	6.93
Presser, Machine, Wearing Apparel, Laundry	6.93
Sewing Machine Operator	9.66
Tailor	10.35
Washer, Machine	7.60
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	18.05
Tool and Die Maker	21.95
Material Handling and Packing Occupations	
Forklift Operator	12.68
Fuel Distribution System Operator	17.62
Material Coordinator	16.10
Material Expediter	16.10
Material Handling Laborer	10.36
Order Filler	13.21
Production Line Worker (Food Processing)	11.64
Shipping Packer	12.21
Shipping/Receiving Clerk	13.09
Stock Clerk (Shelf Stocker; Store Worker II)	12.09
Store Worker I	8.61
Tools and Parts Attendant	14.77
Warehouse Specialist	13.05
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	19.95
Aircraft Mechanic Helper	14.51
Aircraft Quality Control Inspector	21.01
Aircraft Servicer	16.78
Aircraft Worker	17.84
Appliance Mechanic	18.05
Bicycle Repairer	14.43
Cable Splicer	19.03
Carpenter, Maintenance	18.05
Carpet Layer	17.44
Electrician, Maintenance	19.20
Electronics Technician, Maintenance I	16.05
Electronics Technician, Maintenance II	20.49
Electronics Technician, Maintenance III	22.31
Fabric Worker	15.76
Fire Alarm System Mechanic	19.03
Fire Extinguisher Repairer	14.94
Fuel Distribution System Mechanic	19.03
General Maintenance Worker	16.46
Heating, Refrigeration and Air Conditioning Mechanic	19.03
Heavy Equipment Mechanic	19.03
Heavy Equipment Operator	19.31
Instrument Mechanic	19.03
Laborer	10.04
Locksmith	18.05
Machinery Maintenance Mechanic	20.51
Machinist, Maintenance	21.52
Maintenance Trades Helper	13.85

Millwright	19.03
Office Appliance Repairer	18.05
Painter, Aircraft	18.05
Painter, Maintenance	18.05
Pipefitter, Maintenance	18.39
Plumber, Maintenance	18.05
Pneudraulic Systems Mechanic	19.03
Rigger	19.03
Scale Mechanic	17.03
Sheet-Metal Worker, Maintenance	19.03
Small Engine Mechanic	20.05
Telecommunication Mechanic I	19.03
Telecommunication Mechanic II	20.05
Telephone Lineman	19.03
Welder, Combination, Maintenance	19.03
Well Driller	19.03
Woodcraft Worker	19.03
Woodworker	15.32
Miscellaneous Occupations	
Animal Caretaker	8.91
Carnival Equipment Operator	11.11
Carnival Equipment Repairer	11.97
Carnival Worker	7.48
Cashier	7.75
Desk Clerk	9.78
Embalmer	19.04
Lifeguard	8.89
Mortician	21.63
Park Attendant (Aide)	11.17
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.03
Recreation Specialist	15.94
Recycling Worker	11.11
Sales Clerk	8.03
School Crossing Guard (Crosswalk Attendant)	8.60
Sport Official	8.89
Survey Party Chief (Chief of Party)	12.33
Surveying Aide	7.33
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.21
Swimming Pool Operator	11.87
Vending Machine Attendant	9.68
Vending Machine Repairer	11.90
Vending Machine Repairer Helper	9.68
Personal Needs Occupations	
Child Care Attendant	8.99
Child Care Center Clerk	12.54
Chore Aid	7.61
Homemaker	14.35
Plant and System Operation Occupations	
Boiler Tender	19.03
---Sewage Plant Operator	18.05
Stationary Engineer	19.03
Ventilation Equipment Tender	13.85
Water Treatment Plant Operator	18.05
Protective Service Occupations	
Alarm Monitor	12.39
Corrections Officer	17.69
Court Security Officer	18.18

Detention Officer	17.69
Firefighter	18.84
Guard I	8.80
Guard II	11.59
Police Officer	20.49
Stevedoring/Longshoremen Occupations	16.46
Blocker and Bracer	14.31
Hatch Tender	14.31
Line Handler	15.47
Stevedore I	17.45
Stevedore II	
Technical Occupations	26.40
Air Traffic Control Specialist, Center (2)	18.14
Air Traffic Control Specialist, Station (2)	20.30
Air Traffic Control Specialist, Terminal (2)	14.11
Archeological Technician I	15.78
Archeological Technician II	19.56
Archeological Technician III	22.50
Cartographic Technician	19.56
Civil Engineering Technician	21.34
Computer Based Training (CBT) Specialist/ Instructor	11.84
Drafter I	14.82
Drafter II	16.64
Drafter III	20.81
Drafter IV	13.74
Engineering Technician I	15.95
Engineering Technician II	19.17
Engineering Technician III	21.99
Engineering Technician IV	26.90
Engineering Technician V	32.55
Engineering Technician VI	18.91
Environmental Technician	27.76
Flight Simulator/Instructor (Pilot)	18.56
Graphic Artist	21.90
Instructor	15.13
Laboratory Technician	19.13
Mathematical Technician	14.53
Paralegal/Legal Assistant I	18.53
Paralegal/Legal Assistant II	22.67
Paralegal/Legal Assistant III	27.43
Paralegal/Legal Assistant IV	21.06
Photooptics Technician	19.90
Technical Writer	16.92
Unexploded (UXO) Safety Escort	16.92
Unexploded (UXO) Sweep Personnel	16.92
Unexploded Ordnance (UXO) Technician I	20.47
Unexploded Ordnance (UXO) Technician II	24.53
Unexploded Ordnance (UXO) Technician III	15.13
Weather Observer, Combined Upper Air and Surface Programs (3)	17.62
Weather Observer, Senior (3)	15.13
Weather Observer, Upper Air (3)	
Transportation/ Mobile Equipment Operation Occupations	13.70
Bus Driver	8.62
Parking and Lot Attendant	11.76
Shuttle Bus Driver	10.01
Taxi Driver	17.52
Truckdriver, Heavy Truck	

Truckdriver, Light Truck	11.78
Truckdriver, Medium Truck	14.97
Truckdriver, Tractor-Trailer	17.52

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 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 one 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

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

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 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

erred 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.

The contracting officer reviews the proposed action and promptly submits a report of

tion, together with the agency's recommendations and pertinent information including 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.

GE DETERMINATION NO: 94-2308 REV (14) AREA: MO,KANSAS CITY

WAGE DETERMINATION NO: h0h294-2308 REV (14) AREA: MO,KANSAS CITY
 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
 WASHINGTON D.C. 20210

William W.Gross	Division of	Wage Determination No.: 1994-2308
Director	Wage Determinations	Revision No.: 14
		Date Of Last Revision: 09/15/2000

States: Kansas, Missouri

Area: Kansas Counties of Anderson, Atchison, Doniphan, Douglas, Franklin, Johnson, Leavenworth, Linn, Miami, Wyandotte
 Missouri Counties of Adair, Andrew, Atchison, Bates, Buchanan, Caldwell, Carroll, Cass, Chariton, Clay, Clinton, Cooper, Daviess, De Kalb, Gentry, Grundy, Harrison, Henry, Holt, Howard, Jackson, Johnson, Lafayette, Linn, Livingston, Macon, Mercer, Nodaway, Pettis, Platte, Putnam, Ray, Saline, Schuyler, Sullivan, Worth

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	8.86
Accounting Clerk II	10.96
Accounting Clerk III	12.61
Accounting Clerk IV	15.12
Court Reporter	11.67
Dispatcher, Motor Vehicle	12.51
Document Preparation Clerk	9.51
Duplicating Machine Operator	9.51
Film/Tape Librarian	10.02
General Clerk I	8.16
General Clerk II	9.66
General Clerk III	11.21
General Clerk IV	13.25
Housing Referral Assistant	15.43
Key Entry Operator I	8.87
Key Entry Operator II	11.11
Messenger (Courier)	7.25
Order Clerk I	9.42
Order Clerk II	12.04
Personnel Assistant (Employment) I	10.61
Personnel Assistant (Employment) II	12.10
Personnel Assistant (Employment) III	13.44
Personnel Assistant (Employment) IV	14.62
Production Control Clerk	15.08
Receptional Clerk	11.30
Scheduler, Maintenance	11.30

Secretary I	11.30
Secretary II	13.21
Secretary III	15.43
Secretary IV	18.31
Secretary V	20.61
Service Order Dispatcher	10.74
Stenographer I	9.48
Stenographer II	11.12
Supply Technician	18.31
Survey Worker (Interviewer)	11.67
Switchboard Operator-Receptionist	9.27
Test Examiner	13.21
Test Proctor	13.21
Travel Clerk I	9.08
Travel Clerk II	9.82
Travel Clerk III	10.53
Word Processor I	9.62
Word Processor II	11.76
Word Processor III	12.24
Automatic Data Processing Occupations	
Computer Data Librarian	11.72
Computer Operator I	10.92
Computer Operator II	11.72
Computer Operator III	14.66
Computer Operator IV	18.00
Computer Operator V	18.81
Computer Programmer I (1)	15.97
Computer Programmer II (1)	20.53
Computer Programmer III (1)	23.97
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	20.91
Computer Systems Analyst II (1)	24.48
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	11.72
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	19.06
Automotive Glass Installer	17.69
Automotive Worker	17.69
Electrician, Automotive	18.38
Mobile Equipment Servicer	15.71
Motor Equipment Metal Mechanic	19.06
Motor Equipment Metal Worker	17.69
Motor Vehicle Mechanic	19.06
Motor Vehicle Mechanic Helper	14.72
Motor Vehicle Upholstery Worker	16.69
Motor Vehicle Wrecker	17.69
Painter, Automotive	18.38
Radiator Repair Specialist	17.69
Tire Repairer	15.18
--Transmission Repair Specialist	19.06
Food Preparation and Service Occupations	
Baker	11.13
Cook I	9.88
Cook II	11.13
Dishwasher	7.42
Food Service Worker	7.42
Meat Cutter	12.64

Waiter/Waitress	8.04
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	18.38
Furniture Handler	13.64
Furniture Refinisher	18.38
Furniture Refinisher Helper	14.72
Furniture Repairer, Minor	16.69
Upholsterer	18.38
General Services and Support Occupations	
Cleaner, Vehicles	7.42
Elevator Operator	8.53
Gardener	10.56
House Keeping Aid I	7.10
House Keeping Aid II	7.75
Janitor	7.75
Laborer, Grounds Maintenance	8.59
Maid or Houseman	7.34
Pest Controller	11.07
Refuse Collector	8.53
Tractor Operator	9.89
Window Cleaner	8.40
Health Occupations	
Dental Assistant	11.00
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.16
Licensed Practical Nurse I	11.02
Licensed Practical Nurse II	12.39
Licensed Practical Nurse III	13.86
Medical Assistant	9.83
Medical Laboratory Technician	10.43
Medical Record Clerk	9.83
Medical Record Technician	13.62
Nursing Assistant I	7.14
Nursing Assistant II	8.03
Nursing Assistant III	8.76
Nursing Assistant IV	9.83
Pharmacy Technician	12.26
Phlebotomist	9.83
Registered Nurse I	15.09
Registered Nurse II	19.20
Registered Nurse II, Specialist	19.20
Registered Nurse III	24.35
Registered Nurse III, Anesthetist	24.35
Registered Nurse IV	27.94
Information and Arts Occupations	
Audiovisual Librarian	16.19
Exhibits Specialist I	15.99
Exhibits Specialist II	18.63
Exhibits Specialist III	22.17
Illustrator I	15.99
Illustrator II	18.63
Illustrator III	22.17
Librarian	18.22
Library Technician	11.72
Photographer I	11.53
Photographer II	14.82
Photographer III	15.97
Photographer IV	19.52

Photographer V	23.63
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.62
Counter Attendant	6.62
Dry Cleaner	8.77
Finisher, Flatwork, Machine	6.62
Presser, Hand	6.62
Presser, Machine, Drycleaning	6.62
Presser, Machine, Shirts	6.62
Presser, Machine, Wearing Apparel, Laundry	6.62
Sewing Machine Operator	9.47
Tailor	10.13
Washer, Machine	7.33
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	18.38
Tool and Die Maker	24.88
Material Handling and Packing Occupations	
Forklift Operator	13.12
Fuel Distribution System Operator	15.71
Material Coordinator	17.72
Material Expediter	17.72
Material Handling Laborer	12.80
Order Filler	12.29
Production Line Worker (Food Processing)	15.32
Shipping Packer	10.29
Shipping/Receiving Clerk	10.29
Stock Clerk (Shelf Stocker; Store Worker II)	13.67
Store Worker I	10.73
Tools and Parts Attendant	15.32
Warehouse Specialist	15.32
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	19.06
Aircraft Mechanic Helper	14.72
Aircraft Quality Control Inspector	19.69
Aircraft Servicer	16.69
Aircraft Worker	17.69
Appliance Mechanic	18.38
Bicycle Repairer	15.18
Cable Splicer	20.34
Carpenter, Maintenance	18.38
Carpet Layer	17.69
Electrician, Maintenance	22.89
Electronics Technician, Maintenance I	13.80
Electronics Technician, Maintenance II	21.07
Electronics Technician, Maintenance III	21.50
Fabric Worker	16.69
Fire Alarm System Mechanic	19.06
Fire Extinguisher Repairer	15.71
Fuel Distribution System Mechanic	19.06
General Maintenance Worker	17.69
Heating, Refrigeration and Air Conditioning Mechanic	19.06
Heavy Equipment Mechanic	19.06
Heavy Equipment Operator	19.20
Instrument Mechanic	19.06
Laborer	9.12
Locksmith	18.38
Machinery Maintenance Mechanic	19.06

Aircraft Mechanic, Maintenance	19.06
Maintenance Trades Helper	14.72
Millwright	21.74
Office Appliance Repairer	18.38
Painter, Aircraft	18.38
Painter, Maintenance	18.38
Pipefitter, Maintenance	25.84
Plumber, Maintenance	20.98
Pneumatic Systems Mechanic	19.06
Rigger	19.06
Scale Mechanic	17.59
Sheet-Metal Worker, Maintenance	21.92
Small Engine Mechanic	17.69
Telecommunication Mechanic I	20.35
Telecommunication Mechanic II	21.00
Telephone Lineman	20.35
Welder, Combination, Maintenance	19.06
Well Driller	19.06
Woodcraft Worker	19.06
Woodworker	15.71
Miscellaneous Occupations	
Animal Caretaker	8.65
Carnival Equipment Operator	10.65
Carnival Equipment Repairer	11.36
Carnival Worker	8.61
Cashier	6.68
Desk Clerk	8.12
Embalmer	17.51
Lifeguard	8.32
Mortician	17.08
Park Attendant (Aide)	10.46
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.65
Recreation Specialist	13.26
Recycling Worker	10.65
Sales Clerk	7.23
School Crossing Guard (Crosswalk Attendant)	8.61
Sport Official	8.32
Survey Party Chief (Chief of Party)	15.04
Surveying Aide	7.63
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.46
Swimming Pool Operator	11.13
Vending Machine Attendant	9.26
Vending Machine Repairer	11.13
Vending Machine Repairer Helper	9.26
Personal Needs Occupations	
Child Care Attendant	8.12
Child Care Center Clerk	11.46
Chore Aid	7.80
Homemaker	12.72
Plant and System Operation Occupations	
Boiler Tender	19.06
Sewage Plant Operator	18.38
Stationary Engineer	19.93
Ventilation Equipment Tender	14.72
Water Treatment Plant Operator	18.38
Protective Service Occupations	
Alarm Monitor	11.04

Corrections Officer	13.67
Court Security Officer	15.21
Detention Officer	13.67
Firefighter	14.75
Guard I	7.80
Guard II	12.70
Police Officer	17.54
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	21.17
Hatch Tender	18.40
Line Handler	18.40
Stevedore I	17.38
Stevedore II	19.13
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.22
Air Traffic Control Specialist, Station (2)	18.08
Air Traffic Control Specialist, Terminal (2)	19.92
Archeological Technician I	11.53
Archeological Technician II	12.89
Archeological Technician III	15.97
Cartographic Technician	18.37
Civil Engineering Technician	16.42
Computer Based Training (CBT) Specialist/ Instructor	20.91
Drafter I	12.82
Drafter II	13.92
Drafter III	17.20
Drafter IV	20.05
Engineering Technician I	12.77
Engineering Technician II	15.69
Engineering Technician III	18.04
Engineering Technician IV	20.07
Engineering Technician V	24.29
Engineering Technician VI	26.91
Environmental Technician	15.97
Flight Simulator/Instructor (Pilot)	24.48
Graphic Artist	20.91
Instructor	20.91
Laboratory Technician	14.66
Mathematical Technician	15.97
Paralegal/Legal Assistant I	12.43
Paralegal/Legal Assistant II	16.19
Paralegal/Legal Assistant III	19.79
Paralegal/Legal Assistant IV	23.95
Photooptics Technician	15.97
Technical Writer	19.52
Unexploded (UXO) Safety Escort	16.67
Unexploded (UXO) Sweep Personnel	16.67
Unexploded Ordnance (UXO) Technician I	16.67
Unexploded Ordnance (UXO) Technician II	20.17
Unexploded Ordnance (UXO) Technician III	24.17
Weather Observer, Combined Upper Air and Surface Programs (3)	13.48
Weather Observer, Senior (3)	16.42
Weather Observer, Upper Air (3)	13.48
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	15.27
Parking and Lot Attendant	8.67
Shuttle Bus Driver	11.55

Taxi Driver	10.65
Truckdriver, Heavy Truck	16.19
Truckdriver, Light Truck	11.55
Truckdriver, Medium Truck	15.50
Truckdriver, Tractor-Trailer	16.19

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 8 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).

ARDOUS 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

as lead azide, black powder and photoflash power. 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

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

overnment 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

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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.

WAGE DETERMINATION NO: 94-2140 REV (16) AREA: GA,MACON

WAGE DETERMINATION NO: h0h294-2140 REV (16) AREA: GA,MACON
 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
 WASHINGTON D.C. 20210

William W.Gross | Division of | Wage Determination No.: 1994-2140
 Director | Wage Determinations | Revision No.: 16
 Date Of Last Revision: 09/14/2000

State: Georgia

Area: Georgia Counties of Baldwin, Bibb, Bleckley, Crawford, Crisp, Dodge, Dooly, Hancock, Houston, Jasper, Johnson, Jones, Lamar, Laurens, Macon, Monroe, Montgomery, Peach, Pike, Pulaski, Putnam, Telfair, Treutlen, Twiggs, Upson, Washington, Wheeler, Wilcox, Wilkinson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	8.24
Accounting Clerk II	8.00
Accounting Clerk III	10.89
Accounting Clerk IV	13.42
Court Reporter	12.46
Dispatcher, Motor Vehicle	12.46
Document Preparation Clerk	9.14
Duplicating Machine Operator	9.14
Film/Tape Librarian	9.08
General Clerk I	6.89
General Clerk II	7.77
General Clerk III	8.48
General Clerk IV	9.51
Housing Referral Assistant	13.92
Key Entry Operator I	8.40
Key Entry Operator II	10.09
Messenger (Courier)	6.85
Order Clerk I	8.24
Order Clerk II	10.35
Personnel Assistant (Employment) I	10.02
Personnel Assistant (Employment) II	11.27
Personnel Assistant (Employment) III	12.32
Personnel Assistant (Employment) IV	13.83
Production Control Clerk	12.28
Rental Clerk	9.95
Scheduler, Maintenance	9.95
Secretary I	9.95
Secretary II	10.99

Secretary III	13.50
Secretary IV	15.03
Secretary V	16.65
Service Order Dispatcher	9.74
Stenographer I	10.64
Stenographer II	11.75
Supply Technician	14.84
Survey Worker (Interviewer)	10.84
Switchboard Operator-Receptionist	9.04
Test Examiner	10.99
Test Proctor	10.99
Travel Clerk I	7.54
Travel Clerk II	8.21
Travel Clerk III	8.85
Word Processor I	9.14
Word Processor II	9.98
Word Processor III	11.03
Automatic Data Processing Occupations	
Computer Data Librarian	8.68
Computer Operator I	9.80
Computer Operator II	12.00
Computer Operator III	14.69
Computer Operator IV	16.71
Computer Operator V	19.45
Computer Programmer I (1)	13.43
Computer Programmer II (1)	16.63
Computer Programmer III (1)	20.03
Computer Programmer IV (1)	24.18
Computer Systems Analyst I (1)	21.07
Computer Systems Analyst II (1)	24.91
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	8.51
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	17.04
Automotive Glass Installer	15.76
Automotive Worker	15.76
Electrician, Automotive	16.39
Mobile Equipment Servicer	14.50
Motor Equipment Metal Mechanic	17.04
Motor Equipment Metal Worker	15.76
Motor Vehicle Mechanic	16.15
Motor Vehicle Mechanic Helper	13.87
Motor Vehicle Upholstery Worker	15.13
Motor Vehicle Wrecker	15.76
Painter, Automotive	16.39
Radiator Repair Specialist	15.76
Tire Repairer	14.01
Transmission Repair Specialist	17.04
Food Preparation and Service Occupations	
Baker	8.44
Cook I	7.22
Cook II	8.44
Dishwasher	6.13
Food Service Worker	5.95
Meat Cutter	9.71
Waiter/Waitress	5.85
Furniture Maintenance and Repair Occupations	

Electrostatic Spray Painter	16.39
Furniture Handler	11.72
Furniture Refinisher	16.39
Furniture Refinisher Helper	13.87
Furniture Repairer, Minor	15.13
Upholsterer	16.39
General Services and Support Occupations	
Cleaner, Vehicles	6.13
Elevator Operator	5.33
Gardener	8.31
House Keeping Aid I	5.86
House Keeping Aid II	6.13
Janitor	6.13
Laborer, Grounds Maintenance	6.73
Maid or Houseman	5.86
Pest Controller	8.65
Refuse Collector	6.13
Tractor Operator	7.65
Window Cleaner	6.73
Health Occupations	
Dental Assistant	10.44
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.44
Licensed Practical Nurse I	9.55
Licensed Practical Nurse II	10.73
Licensed Practical Nurse III	12.01
Medical Assistant	9.34
Medical Laboratory Technician	10.73
Medical Record Clerk	9.55
Medical Record Technician	12.93
Nursing Assistant I	6.78
Nursing Assistant II	7.62
Nursing Assistant III	8.31
Nursing Assistant IV	9.34
Pharmacy Technician	11.63
Phlebotomist	10.73
Registered Nurse I	13.26
Registered Nurse II	16.22
Registered Nurse II, Specialist	16.22
Registered Nurse III	19.62
Registered Nurse III, Anesthetist	19.62
Registered Nurse IV	23.51
Information and Arts Occupations	
Audiovisual Librarian	17.02
Exhibits Specialist I	10.56
Exhibits Specialist II	13.70
Exhibits Specialist III	15.98
Illustrator I	10.56
Illustrator II	13.63
Illustrator III	15.98
Librarian	18.88
Library Technician	13.30
Photographer I	10.56
Photographer II	13.63
Photographer III	15.98
Photographer IV	19.55
Photographer V	23.66
Laundry, Dry Cleaning, Pressing and Related Occupations	

Assembler	5.98
Counter Attendant	5.98
Dry Cleaner	6.95
Finisher, Flatwork, Machine	5.98
Presser, Hand	5.98
Presser, Machine, Drycleaning	5.98
Presser, Machine, Shirts	5.98
Presser, Machine, Wearing Apparel, Laundry	5.98
Sewing Machine Operator	7.38
Tailor	7.81
Washer, Machine	6.28
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	16.39
Tool and Die Maker	18.93
Material Handling and Packing Occupations	
Forklift Operator	10.84
Fuel Distribution System Operator	14.65
Material Coordinator	12.06
Material Expediter	12.06
Material Handling Laborer	10.36
Order Filler	9.85
Production Line Worker (Food Processing)	13.90
Shipping Packer	8.85
Shipping/Receiving Clerk	11.92
Stock Clerk (Shelf Stocker; Store Worker II)	12.26
Store Worker I	9.30
Tools and Parts Attendant	13.90
Warehouse Specialist	13.90
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	17.04
Aircraft Mechanic Helper	13.87
Aircraft Quality Control Inspector	17.67
Aircraft Servicer	15.13
Aircraft Worker	15.76
Appliance Mechanic	16.39
Bicycle Repairer	14.01
Cable Splicer	17.04
Carpenter, Maintenance	16.39
Carpet Layer	15.76
Electrician, Maintenance	16.19
Electronics Technician, Maintenance I	15.59
Electronics Technician, Maintenance II	16.21
Electronics Technician, Maintenance III	16.84
Fabric Worker	15.13
Fire Alarm System Mechanic	17.04
Fire Extinguisher Repairer	14.50
Fuel Distribution System Mechanic	17.04
General Maintenance Worker	15.76
Heating, Refrigeration and Air Conditioning Mechanic	17.04
Heavy Equipment Mechanic	17.04
Heavy Equipment Operator	14.64
Instrument Mechanic	17.04
Laborer	6.13
Locksmith	16.39
Machinery Maintenance Mechanic	16.62
Machinist, Maintenance	17.04
Maintenance Trades Helper	13.87

Millwright	17.04
Office Appliance Repairer	16.39
Painter, Aircraft	16.39
Painter, Maintenance	16.39
Pipefitter, Maintenance	17.04
Plumber, Maintenance	16.39
Pneudraulic Systems Mechanic	17.04
Rigger	17.04
Scale Mechanic	15.76
Sheet-Metal Worker, Maintenance	17.01
Small Engine Mechanic	15.76
Telecommunication Mechanic I	17.04
Telecommunication Mechanic II	17.67
Telephone Lineman	17.04
Welder, Combination, Maintenance	17.04
Well Driller	17.04
Woodcraft Worker	17.04
Woodworker	14.50
Miscellaneous Occupations	
Animal Caretaker	6.40
Carnival Equipment Operator	6.91
Carnival Equipment Repairer	7.22
Carnival Worker	6.06
Cashier	5.96
Desk Clerk	6.49
Embalmer	15.81
Lifeguard	6.13
Mortician	18.18
Park Attendant (Aide)	7.22
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	6.13
Recreation Specialist	9.15
Recycling Worker	7.95
Sales Clerk	6.13
School Crossing Guard (Crosswalk Attendant)	5.72
Sport Official	6.43
Survey Party Chief (Chief of Party)	8.76
Surveying Aide	6.13
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	7.22
Swimming Pool Operator	7.95
Vending Machine Attendant	7.95
Vending Machine Repairer	9.03
Vending Machine Repairer Helper	7.95
Personal Needs Occupations	
Child Care Attendant	5.82
Child Care Center Clerk	8.09
Chore Aid	6.13
Homemaker	9.10
Plant and System Operation Occupations	
Boiler Tender	17.04
Sewage Plant Operator	16.39
Stationary Engineer	17.04
Ventilation Equipment Tender	13.87
Water Treatment Plant Operator	16.39
Protective Service Occupations	
Alarm Monitor	7.60
Corrections Officer	11.45
Court Security Officer	12.32

Detention Officer	11.45
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Guard I	6.95
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Stevedoring/Longshoremen Occupations	
Blocker and Bracer	15.84
Hatch Tender	15.84
Line Handler	15.84
Stevedore I	15.15
Stevedore II	16.40
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.07
Air Traffic Control Specialist, Station (2)	17.98
Air Traffic Control Specialist, Terminal (2)	19.79
Archeological Technician I	10.66
Archeological Technician II	11.99
Archeological Technician III	14.81
Cartographic Technician	17.04
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Drafter I	11.64
Drafter II	15.31
Drafter III	17.63
Drafter IV	19.67
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Engineering Technician II	10.69
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Environmental Technician	16.75
Flight Simulator/Instructor (Pilot)	24.91
Graphic Artist	16.42
Instructor	18.28
Laboratory Technician	14.72
Mathematical Technician	14.81
Paralegal/Legal Assistant I	11.57
Paralegal/Legal Assistant II	14.81
Paralegal/Legal Assistant III	18.11
Paralegal/Legal Assistant IV	21.90
Photooptics Technician	16.01
Technical Writer	21.03
Unexploded (UXO) Safety Escort	16.57
Unexploded (UXO) Sweep Personnel	16.57
Unexploded Ordnance (UXO) Technician I	16.57
Unexploded Ordnance (UXO) Technician II	20.05
Unexploded Ordnance (UXO) Technician III	24.02
Weather Observer, Combined Upper Air and Surface Programs (3)	12.26
Weather Observer, Senior (3)	13.62
Weather Observer, Upper Air (3)	12.26
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	8.82
Parking and Lot Attendant	5.33
Shuttle Bus Driver	7.44
Taxi Driver	8.59
Truckdriver, Heavy Truck	10.14

Truckdriver, Light Truck	7.44
Truckdriver, Medium Truck	7.85
Truckdriver, Tractor-Trailer	10.76

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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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

or 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):

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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

as lead azide, black powder and photoflash power. 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.

The contracting officer reviews the proposed action and promptly submits a report of
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action, together with the agency's recommendations and pertinent information including
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.