

William W. Gross Division of
 Director Wage Determinations

Wage Determination No.: 1994-2134
 Revision No.: 17
 Date Of Last Revision: 06/28/2002

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 WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	10.53
Accounting Clerk II	12.16
Accounting Clerk III	13.30
Accounting Clerk IV	15.85
Court Reporter	15.21
Dispatcher, Motor Vehicle	15.17
Document Preparation Clerk	11.40
Duplicating Machine Operator	11.40
Film/Tape Librarian	10.55
General Clerk I	8.11
General Clerk II	9.79
General Clerk III	13.93
General Clerk IV	14.61
Housing Referral Assistant	17.57
Key Entry Operator I	11.20
Key Entry Operator II	12.71
Messenger (Courier)	9.33
Order Clerk I	10.32
Order Clerk II	11.74
Personnel Assistant (Employment) I	12.14
Personnel Assistant (Employment) II	13.69
Personnel Assistant (Employment) III	16.60
Personnel Assistant (Employment) IV	18.79
Production Control Clerk	15.07
Rental Clerk	11.85
Scheduler, Maintenance	13.04
Secretary I	12.76
Secretary II	15.21
Secretary III	17.57
Secretary IV	20.25
Secretary V	24.90
Service Order Dispatcher	12.58
Stenographer I	13.60
Stenographer II	15.85

Atch16-AWD94-2134GAAT

Supply Technician	18.04
Survey Worker (Interviewer)	13.83
Switchboard Operator-Receptionist	10.48
Test Examiner	15.21
Test Proctor	15.21
Travel Clerk I	10.18
Travel Clerk II	11.10
Travel Clerk III	11.96
Word Processor I	12.47
Word Processor II	14.41
Word Processor III	16.11
Automatic Data Processing Occupations	
Computer Data Librarian	11.14
Computer Operator I	12.99
Computer Operator II	14.48
Computer Operator III	18.25
Computer Operator IV	20.15
Computer Operator V	24.77
Computer Programmer I (1)	19.46
Computer Programmer II (1)	20.01
Computer Programmer III (1)	23.98
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	25.42
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	12.67
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	17.92
Automotive Glass Installer	15.95
Automotive Worker	15.95
Electrician, Automotive	17.02
Mobile Equipment Servicer	13.80
Motor Equipment Metal Mechanic	17.92
Motor Equipment Metal worker	15.95
Motor Vehicle Mechanic	17.92
Motor Vehicle Mechanic Helper	13.87
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	11.09
Cook I	9.21
Cook II	10.46
Dishwasher	7.54
Food Service Worker	7.45
Meat Cutter	11.46
Waiter/Waitress	7.22
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	16.64
Furniture Handler	12.05
Furniture Refinisher	15.46
Furniture Refinisher Helper	11.95
Furniture Repairer, Minor	14.06
Upholsterer	15.46
General Services and Support Occupations	
Cleaner, Vehicles	7.57
Elevator Operator	8.13
Gardener	10.59
House Keeping Aid I	7.49
House Keeping Aid II	8.17

Atch16-AWD94-2134GAAT

Janitor	8.13
Laborer, Grounds Maintenance	8.60
Maid or Houseman	7.63
Pest Controller	12.43
Refuse Collector	8.13
Tractor Operator	10.22
Window Cleaner	10.23
Health Occupations	
Dental Assistant	12.25
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.12
Licensed Practical Nurse I	10.95
Licensed Practical Nurse II	12.29
Licensed Practical Nurse III	13.74
Medical Assistant	11.15
Medical Laboratory Technician	11.56
Medical Record Clerk	12.46
Medical Record Technician	13.66
Nursing Assistant I	8.77
Nursing Assistant II	9.86
Nursing Assistant III	10.77
Nursing Assistant IV	12.08
Pharmacy Technician	12.29
Phlebotomist	11.43
Registered Nurse I	17.28
Registered Nurse II	21.15
Registered Nurse II, Specialist	21.15
Registered Nurse III	25.56
Registered Nurse III, Anesthetist	25.56
Registered Nurse IV	30.64
Information and Arts Occupations	
Audiovisual Librarian	18.32
Exhibits Specialist I	15.01
Exhibits Specialist II	18.59
Exhibits Specialist III	22.40
Illustrator I	18.99
Illustrator II	23.52
Illustrator III	28.34
Librarian	23.60
Library Technician	14.50
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	8.55
Counter Attendant	8.55
Dry Cleaner	9.06
Finisher, Flatwork, Machine	8.55
Presser, Hand	8.55
Presser, Machine, Drycleaning	8.55
Presser, Machine, Shirts	8.55
Presser, Machine, Wearing Apparel, Laundry	8.55
Sewing Machine Operator	9.79
Tailor	11.12
Washer, Machine	9.68
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	12.24
Fuel Distribution System Operator	14.88
Material Coordinator	14.58

Atch16-AWD94-2134GAAT

Material Expediter	14.58
Material Handling Laborer	9.92
Order Filler	11.87
Production Line Worker (Food Processing)	11.95
Shipping Packer	11.78
Shipping/Receiving Clerk	12.00
Stock Clerk (Shelf Stocker; Store Worker II)	12.82
Store Worker I	10.71
Tools and Parts Attendant	12.24
Warehouse Specialist	13.07
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	20.66
Aircraft Mechanic Helper	15.11
Aircraft Quality Control Inspector	21.75
Aircraft Servicer	17.34
Aircraft Worker	18.45
Appliance Mechanic	17.53
Bicycle Repairer	12.83
Cable Splicer	18.37
Carpenter, Maintenance	15.46
Carpet Layer	14.74
Electrician, Maintenance	19.72
Electronics Technician, Maintenance I	17.35
Electronics Technician, Maintenance II	23.51
Electronics Technician, Maintenance III	25.98
Fabric Worker	13.70
Fire Alarm System Mechanic	17.12
Fire Extinguisher Repairer	12.96
Fuel Distribution System Mechanic	17.56
General Maintenance Worker	14.02
Heating, Refrigeration and Air Conditioning Mechanic	17.53
Heavy Equipment Mechanic	16.33
Heavy Equipment Operator	15.62
Instrument Mechanic	16.33
Laborer	9.92
Locksmith	15.46
Machinery Maintenance Mechanic	16.04
Machinist, Maintenance	18.32
Maintenance Trades Helper	11.95
Millwright	18.40
Office Appliance Repairer	16.20
Painter, Aircraft	17.57
Painter, Maintenance	15.66
Pipefitter, Maintenance	18.68
Plumber, Maintenance	17.78
Pneudraulic Systems Mechanic	17.12
Rigger	16.33
Scale Mechanic	15.02
Sheet-Metal worker, Maintenance	18.95
Small Engine Mechanic	14.58
Telecommunication Mechanic I	16.33
Telecommunication Mechanic II	18.03
Telephone Lineman	17.12
Welder, Combination, Maintenance	16.33
Well Driller	16.33
Woodcraft worker	16.33
Woodworker	13.76
Miscellaneous Occupations	
Animal Caretaker	9.12
Carnival Equipment Operator	9.43
Carnival Equipment Repairer	10.96
Carnival worker	7.07
Cashier	7.85

Atch16-AWD94-2134GAAT

Desk Clerk	8.84
Embalmer	16.70
Lifeguard	8.44
Mortician	16.70
Park Attendant (Aide)	9.53
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.44
Recreation Specialist	9.94
Recycling Worker	10.80
Sales Clerk	8.01
School Crossing Guard (Crosswalk Attendant)	8.13
Sport Official	7.34
Survey Party Chief (Chief of Party)	12.98
Surveying Aide	7.73
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	10.73
Swimming Pool Operator	12.35
Vending Machine Attendant	10.22
Vending Machine Repairer	7.52
Vending Machine Repairer Helper	9.36
Personal Needs Occupations	
Child Care Attendant	7.12
Child Care Center Clerk	11.81
Chore Aid	17.96
Homemaker	17.01
Plant and System Operation Occupations	
Boiler Tender	17.96
Sewage Plant Operator	17.01
Stationary Engineer	17.96
Ventilation Equipment Tender	11.95
Water Treatment Plant Operator	15.46
Protective Service Occupations	
Alarm Monitor	11.86
Corrections Officer	12.92
Court Security Officer	15.24
Detention Officer	15.24
Firefighter	16.29
Guard I	8.38
Guard II	13.22
Police Officer	16.60
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	15.58
Hatch Tender	15.58
Line Handler	15.58
Stevedore I	14.63
Stevedore II	16.71
Technical Occupations	
Air Traffic Control Specialist, Center (2)	27.58
Air Traffic Control Specialist, Station (2)	18.79
Air Traffic Control Specialist, Terminal (2)	20.69
Archeological Technician I	16.97
Archeological Technician II	18.99
Archeological Technician III	23.52
Cartographic Technician	22.10
Civil Engineering Technician	18.59
Computer Based Training (CBT) Specialist/ Instructor	26.28
Drafter I	14.41
Drafter II	18.27
Drafter III	18.99
Drafter IV	23.52
Engineering Technician I	15.28
Engineering Technician II	19.31
Engineering Technician III	20.68
Engineering Technician IV	24.19
Engineering Technician V	28.22

Atch16-AWD94-2134GAAT

Engineering Technician VI	30.59
Environmental Technician	20.68
Flight Simulator/Instructor (Pilot)	27.28
Graphic Artist	22.10
Instructor	20.88
Laboratory Technician	15.74
Mathematical Technician	18.80
Paralegal/Legal Assistant I	16.69
Paralegal/Legal Assistant II	20.25
Paralegal/Legal Assistant III	24.71
Paralegal/Legal Assistant IV	27.67
Photooptics Technician	18.80
Technical Writer	25.50
Unexploded (UXO) Safety Escort	18.12
Unexploded (UXO) Sweep Personnel	18.12
Unexploded Ordnance (UXO) Technician I	18.12
Unexploded Ordnance (UXO) Technician II	21.92
Unexploded Ordnance (UXO) Technician III	26.27
Weather Observer, Combined Upper Air and Surface Programs (3)	20.09
Weather Observer, Senior (3)	26.41
Weather Observer, Upper Air (3)	20.09
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	12.20
Parking and Lot Attendant	6.74
Shuttle Bus Driver	10.54
Taxi Driver	9.23
Truckdriver, Heavy Truck	15.34
Truckdriver, Light Truck	11.90
Truckdriver, Medium Truck	13.32
Truckdriver, Tractor-Trailer	15.34

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; 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).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination),

be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination.

Atch16-AWD94-2134GAAT

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.