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Director

Division of
Wage Determinations

Wage Determination No.: 1994-2154
Revision No.: 25
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State: Hawaii
Area: Hawaii Statewide

OCCUPATION NOTE:

STEVEDORING AND LONGSHOREMEN: Wage rates and fringe benefits can be found on Wage Determination 2000-0085

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	10.29
Accounting Clerk II	11.35
Accounting Clerk III	12.87
Accounting Clerk IV	15.68
Court Reporter	15.36
Dispatcher, Motor Vehicle	13.88
Document Preparation Clerk	11.95
Duplicating Machine Operator	11.95
Film/Tape Librarian	11.23
General Clerk I	7.83
General Clerk II	9.11
General Clerk III	10.69
General Clerk IV	13.22
Housing Referral Assistant	19.80
Key Entry Operator I	10.66
Key Entry Operator II	12.85
Messenger (Courier)	9.35
Order Clerk I	11.84
Order Clerk II	12.90
Personnel Assistant (Employment) I	12.83
Personnel Assistant (Employment) II	13.80
Personnel Assistant (Employment) III	16.25
Personnel Assistant (Employment) IV	17.89
Production Control Clerk	16.51
Rental Clerk	13.51
Scheduler, Maintenance	15.00
Secretary I	15.66
Secretary II	19.31
Secretary III	21.72
Secretary IV	26.40
Secretary V	30.87
Service Order Dispatcher	10.41
Stenographer I	12.21
Stenographer II	13.72
Supply Technician	17.64
Survey Worker (Interviewer)	11.66
Switchboard Operator-Receptionist	11.75
Test Examiner	17.73

Test Proctor	17.73
Travel Clerk I	11.33
Travel Clerk II	12.19
Travel Clerk III	13.07
Word Processor I	11.35
Word Processor II	12.50
Word Processor III	13.99
Automatic Data Processing Occupations	
Computer Data Librarian	10.71
Computer Operator I	14.18
Computer Operator II	15.52
Computer Operator III	18.45
Computer Operator IV	20.07
Computer Operator V	22.21
Computer Programmer I (1)	16.53
Computer Programmer II (1)	17.97
Computer Programmer III (1)	20.59
Computer Programmer IV (1)	25.01
Computer Systems Analyst I (1)	20.47
Computer Systems Analyst II (1)	22.98
Computer Systems Analyst III (1)	25.85
Peripheral Equipment Operator	14.17
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	18.34
Automotive Glass Installer	16.53
Automotive Worker	16.53
Electrician, Automotive	16.85
Mobile Equipment Servicer	14.26
Motor Equipment Metal Mechanic	18.34
Motor Equipment Metal Worker	16.53
Motor Vehicle Mechanic	19.27
Motor Vehicle Mechanic Helper	13.06
Motor Vehicle Upholstery Worker	15.63
Motor Vehicle Wrecker	16.53
Painter, Automotive	19.16
Radiator Repair Specialist	16.53
Tire Repairer	13.78
Transmission Repair Specialist	18.31
Food Preparation and Service Occupations	
Baker	13.52
Cook I	12.10
Cook II	13.52
Dishwasher	10.22
Food Service Worker	9.79
Meat Cutter	15.55
Waiter/Waitress	9.84
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	17.41
Furniture Handler	11.71
Furniture Refinisher	17.41
Furniture Refinisher Helper	13.41
Furniture Repairer, Minor	15.12
Upholsterer	17.41
General Services and Support Occupations	
Cleaner, Vehicles	9.68
Elevator Operator	10.56
Gardener	13.51
House Keeping Aid I	11.48
House Keeping Aid II	12.11
Janitor	10.56
Laborer, Grounds Maintenance	10.99
Maid or Houseman	11.28
Pest Controller	14.70

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Refuse Collector	11.94
Tractor Operator	12.70
window Cleaner	11.50
Health Occupations	
Dental Assistant	13.66
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.57
Licensed Practical Nurse I	11.52
Licensed Practical Nurse II	13.72
Licensed Practical Nurse III	15.34
Medical Assistant	12.30
Medical Laboratory Technician	13.72
Medical Record Clerk	11.93
Medical Record Technician	13.54
Nursing Assistant I	8.66
Nursing Assistant II	9.73
Nursing Assistant III	10.61
Nursing Assistant IV	11.93
Pharmacy Technician	12.19
Phlebotomist	13.72
Registered Nurse I	20.02
Registered Nurse II	24.50
Registered Nurse II, Specialist	24.50
Registered Nurse III	29.38
Registered Nurse III, Anesthetist	29.38
Registered Nurse IV	35.24
Information and Arts Occupations	
Audiovisual Librarian	18.05
Exhibits Specialist I	16.15
Exhibits Specialist II	19.18
Exhibits Specialist III	23.46
Illustrator I	18.79
Illustrator II	22.28
Illustrator III	27.23
Librarian	25.35
Library Technician	14.96
Photographer I	11.79
Photographer II	14.21
Photographer III	16.84
Photographer IV	20.60
Photographer V	24.90
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	8.88
Counter Attendant	8.88
Dry Cleaner	10.01
Finisher, Flatwork, Machine	8.88
Presser, Hand	8.88
Presser, Machine, Drycleaning	8.88
Presser, Machine, Shirts	8.88
Presser, Machine, Wearing Apparel, Laundry	8.88
Sewing Machine Operator	10.75
Tailor	11.50
washer, Machine	8.88
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	19.38
Tool and Die Maker	23.30
Material Handling and Packing Occupations	
Forklift Operator	15.94
Fuel Distribution System Operator	16.90
Material Coordinator	18.78
Material Expediter	18.78
Material Handling Laborer	16.89
Order Filler	12.27
Production Line Worker (Food Processing)	12.12

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Shipping Packer	15.22
Shipping/Receiving Clerk	12.99
Stock Clerk (Shelf Stocker; Store Worker II)	14.80
Store Worker I	10.96
Tools and Parts Attendant	15.65
Warehouse Specialist	15.65
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	21.49
Aircraft Mechanic Helper	15.65
Aircraft Quality Control Inspector	24.55
Aircraft Servicer	18.15
Aircraft Worker	19.39
Appliance Mechanic	19.38
Bicycle Repairer	13.78
Cable Splicer	23.46
Carpenter, Maintenance	22.29
Carpet Layer	21.15
Electrician, Maintenance	25.24
Electronics Technician, Maintenance I	22.95
Electronics Technician, Maintenance II	24.17
Electronics Technician, Maintenance III	25.45
Fabric Worker	17.39
Fire Alarm System Mechanic	23.46
Fire Extinguisher Repairer	16.90
Fuel Distribution System Mechanic	20.40
General Maintenance Worker	18.39
Heating, Refrigeration and Air Conditioning Mechanic	21.73
Heavy Equipment Mechanic	26.98
Heavy Equipment Operator	26.17
Instrument Mechanic	26.98
Laborer	12.27
Locksmith	19.38
Machinery Maintenance Mechanic	23.46
Machinist, Maintenance	21.86
Maintenance Trades Helper	13.41
Millwright	23.46
Office Appliance Repairer	20.64
Painter, Aircraft	19.38
Painter, Maintenance	20.99
Pipefitter, Maintenance	23.46
Plumber, Maintenance	22.29
Pneudraulic Systems Mechanic	23.46
Rigger	23.46
Scale Mechanic	19.39
Sheet-Metal Worker, Maintenance	25.55
Small Engine Mechanic	18.39
Telecommunication Mechanic I	24.18
Telecommunication Mechanic II	24.65
Telephone Lineman	24.18
Welder, Combination, Maintenance	21.98
Well Driller	22.15
Woodcraft Worker	23.46
Woodworker	16.40
Miscellaneous Occupations	
Animal Caretaker	11.45
Carnival Equipment Operator	11.72
Carnival Equipment Repairer	12.46
Carnival Worker	9.33
Cashier	10.35
Desk Clerk	13.02
Embalmer	17.93
Lifeguard	10.35
Mortician	17.93

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Park Attendant (Aide)	13.01
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.90
Recreation Specialist	16.11
Recycling Worker	15.00
Sales Clerk	9.92
School Crossing Guard (Crosswalk Attendant)	9.03
Sport Official	10.35
Survey Party Chief (Chief of Party)	20.82
Surveying Aide	11.38
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.59
Swimming Pool Operator	12.87
Vending Machine Attendant	11.34
Vending Machine Repairer	13.52
Vending Machine Repairer Helper	11.34
Personal Needs Occupations	
Child Care Attendant	10.42
Child Care Center Clerk	14.94
Chore Aid	9.44
Homemaker	18.52
Plant and System Operation Occupations	
Boiler Tender	17.74
Sewage Plant Operator	16.85
Stationary Engineer	20.40
Ventilation Equipment Tender	15.65
Water Treatment Plant Operator	16.85
Protective Service Occupations	
Alarm Monitor	14.68
Corrections Officer	17.18
Court Security Officer	17.18
Detention Officer	17.18
Firefighter	16.62
Guard I	9.69
Guard II	11.57
Police Officer	17.73
Technical Occupations	
Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	14.93
Archeological Technician II	16.72
Archeological Technician III	20.70
Cartographic Technician	23.96
Civil Engineering Technician	19.37
Computer Based Training (CBT) Specialist/ Instructor	20.37
Drafter I	12.25
Drafter II	15.76
Drafter III	19.03
Drafter IV	22.66
Engineering Technician I	14.46
Engineering Technician II	18.64
Engineering Technician III	22.50
Engineering Technician IV	29.74
Engineering Technician V	32.60
Engineering Technician VI	39.41
Environmental Technician	17.36
Flight Simulator/Instructor (Pilot)	25.08
Graphic Artist	18.31
Instructor	21.41
Laboratory Technician	16.07
Mathematical Technician	22.28
Paralegal/Legal Assistant I	15.96
Paralegal/Legal Assistant II	18.69
Paralegal/Legal Assistant III	22.87

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Paralegal/Legal Assistant IV	27.63
Photooptics Technician	19.37
Technical Writer	18.16
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	17.35
Weather Observer, Senior (3)	18.39
Weather Observer, Upper Air (3)	17.35
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	14.35
Parking and Lot Attendant	7.15
Shuttle Bus Driver	12.28
Taxi Driver	10.78
Truckdriver, Heavy Truck	17.46
Truckdriver, Light Truck	12.28
Truckdriver, Medium Truck	15.57
Truckdriver, Tractor-Trailer	17.46

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: Employer contributions costing an average of \$1.64 per hour computed on the basis of all hours worked by service employees employed on the contract. (See 29 CFR 4.175(b)) Contributions are exclusive of items required under Federal, State, and Local Government Statutes. (See 29 CFR 4.162)

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is

entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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