

94-2133 GA, ATLANTA

06/10/03

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WASHINGTON D.C. 20210

Wage Determination No.: 1994-

2133

William W.Gross
Director
05/30/2003

Division of
Wage Determinations

Revision No.: 23
Date Of Last Revision:

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 CODE - TITLE	MINIMUM
WAGE RATE	
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	
10.53	
01012 - Accounting Clerk II	
12.16	
01013 - Accounting Clerk III	
13.30	
01014 - Accounting Clerk IV	
15.85	
01030 - Court Reporter	
15.21	
01050 - Dispatcher, Motor Vehicle	
15.17	
01060 - Document Preparation Clerk	
11.40	
01070 - Messenger (Courier)	
9.33	
01090 - Duplicating Machine Operator	
11.40	
01110 - Film/Tape Librarian	
10.55	

01115 - General Clerk I
8.11
01116 - General Clerk II
9.79
01117 - General Clerk III
13.93
01118 - General Clerk IV
14.61
01120 - Housing Referral Assistant
17.57
01131 - Key Entry Operator I
11.20
01132 - Key Entry Operator II
12.71
01191 - Order Clerk I
10.32
01192 - Order Clerk II
11.74
01261 - Personnel Assistant (Employment) I
12.14
01262 - Personnel Assistant (Employment) II
13.69
01263 - Personnel Assistant (Employment) III
16.60
01264 - Personnel Assistant (Employment) IV
18.79
01270 - Production Control Clerk
15.07
01290 - Rental Clerk
11.85
01300 - Scheduler, Maintenance
13.04
01311 - Secretary I
12.76
01312 - Secretary II
15.21
01313 - Secretary III
17.57
01314 - Secretary IV
20.25
01315 - Secretary V
24.90
01320 - Service Order Dispatcher
12.58
01341 - Stenographer I
13.60
01342 - Stenographer II
15.85
01400 - Supply Technician
18.04
01420 - Survey Worker (Interviewer)
13.83
01460 - Switchboard Operator-Receptionist
10.48
01510 - Test Examiner
15.21

01520 - Test Proctor
15.21
01531 - Travel Clerk I
10.18
01532 - Travel Clerk II
11.10
01533 - Travel Clerk III
11.96
01611 - Word Processor I
12.47
01612 - Word Processor II
14.41
01613 - Word Processor III
16.11
03000 - Automatic Data Processing Occupations
03010 - Computer Data Librarian
11.14
03041 - Computer Operator I
12.99
03042 - Computer Operator II
14.48
03043 - Computer Operator III
18.25
03044 - Computer Operator IV
20.15
03045 - Computer Operator V
24.77
03071 - Computer Programmer I (1)
19.46
03072 - Computer Programmer II (1)
20.01
03073 - Computer Programmer III (1)
23.98
03074 - Computer Programmer IV (1)
27.62
03101 - Computer Systems Analyst I (1)
25.42
03102 - Computer Systems Analyst II (1)
27.62
03103 - Computer Systems Analyst III (1)
27.62
03160 - Peripheral Equipment Operator
12.67
05000 - Automotive Service Occupations
05005 - Automotive Body Repairer, Fiberglass
17.92
05010 - Automotive Glass Installer
15.95
05040 - Automotive Worker
15.95
05070 - Electrician, Automotive
17.02
05100 - Mobile Equipment Servicer
13.80
05130 - Motor Equipment Metal Mechanic
17.92

05160 - Motor Equipment Metal Worker
15.95
05190 - Motor Vehicle Mechanic
17.92
05220 - Motor Vehicle Mechanic Helper
13.87
05250 - Motor Vehicle Upholstery Worker
15.05
05280 - Motor Vehicle Wrecker
15.95
05310 - Painter, Automotive
17.02
05340 - Radiator Repair Specialist
15.95
05370 - Tire Repairer
13.80
05400 - Transmission Repair Specialist
17.92
07000 - Food Preparation and Service Occupations
(not set) - Food Service Worker
7.45
07010 - Baker
11.09
07041 - Cook I
9.21
07042 - Cook II
10.46
07070 - Dishwasher
7.54
07130 - Meat Cutter
11.46
07250 - Waiter/Waitress
7.22
09000 - Furniture Maintenance and Repair Occupations
09010 - Electrostatic Spray Painter
16.64
09040 - Furniture Handler
12.05
09070 - Furniture Refinisher
15.46
09100 - Furniture Refinisher Helper
11.95
09110 - Furniture Repairer, Minor
14.06
09130 - Upholsterer
15.46
11030 - General Services and Support Occupations
11030 - Cleaner, Vehicles
7.57
11060 - Elevator Operator
8.13
11090 - Gardener
10.59
11121 - House Keeping Aid I
7.49
11122 - House Keeping Aid II
8.17

11150 - Janitor
8.13
11210 - Laborer, Grounds Maintenance
8.60
11240 - Maid or Houseman
7.63
11270 - Pest Controller
12.43
11300 - Refuse Collector
8.13
11330 - Tractor Operator
10.22
11360 - Window Cleaner
10.23
12000 - Health Occupations
12020 - Dental Assistant
12.25
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver
12.12
12071 - Licensed Practical Nurse I
10.95
12072 - Licensed Practical Nurse II
12.29
12073 - Licensed Practical Nurse III
13.74
12100 - Medical Assistant
11.15
12130 - Medical Laboratory Technician
11.56
12160 - Medical Record Clerk
12.46
12190 - Medical Record Technician
13.66
12221 - Nursing Assistant I
8.77
12222 - Nursing Assistant II
9.86
12223 - Nursing Assistant III
10.77
12224 - Nursing Assistant IV
12.08
12250 - Pharmacy Technician
12.29
12280 - Phlebotomist
11.43
12311 - Registered Nurse I
17.28
12312 - Registered Nurse II
21.15
12313 - Registered Nurse II, Specialist
21.15
12314 - Registered Nurse III
25.56
12315 - Registered Nurse III, Anesthetist
25.56
12316 - Registered Nurse IV
30.64

13000 - Information and Arts Occupations
13002 - Audiovisual Librarian
18.32
13011 - Exhibits Specialist I
15.01
13012 - Exhibits Specialist II
18.59
13013 - Exhibits Specialist III
22.40
13041 - Illustrator I
18.99
13042 - Illustrator II
23.52
13043 - Illustrator III
28.34
13047 - Librarian
23.60
13050 - Library Technician
14.50
13071 - Photographer I
14.44
13072 - Photographer II
15.01
13073 - Photographer III
18.59
13074 - Photographer IV
22.40
13075 - Photographer V
23.86
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations
15010 - Assembler
8.55
15030 - Counter Attendant
8.55
15040 - Dry Cleaner
9.06
15070 - Finisher, Flatwork, Machine
8.55
15090 - Presser, Hand
8.55
15100 - Presser, Machine, Drycleaning
8.55
15130 - Presser, Machine, Shirts
8.55
15160 - Presser, Machine, Wearing Apparel, Laundry
8.55
15190 - Sewing Machine Operator
9.79
15220 - Tailor
11.12
15250 - Washer, Machine
9.68
19000 - Machine Tool Operation and Repair Occupations
19010 - Machine-Tool Operator (Toolroom)
15.46
19040 - Tool and Die Maker
22.45

21000 - Material Handling and Packing Occupations
21010 - Fuel Distribution System Operator
14.88
21020 - Material Coordinator
14.58
21030 - Material Expediter
14.58
21040 - Material Handling Laborer
9.92
21050 - Order Filler
11.87
21071 - Forklift Operator
12.24
21080 - Production Line Worker (Food Processing)
11.95
21100 - Shipping/Receiving Clerk
12.00
21130 - Shipping Packer
11.78
21140 - Store Worker I
10.71
21150 - Stock Clerk (Shelf Stocker; Store Worker II)
12.82
21210 - Tools and Parts Attendant
12.24
21400 - Warehouse Specialist
13.07
23000 - Mechanics and Maintenance and Repair Occupations
23010 - Aircraft Mechanic
20.66
23040 - Aircraft Mechanic Helper
15.11
23050 - Aircraft Quality Control Inspector
21.75
23060 - Aircraft Servicer
17.34
23070 - Aircraft Worker
18.45
23100 - Appliance Mechanic
17.53
23120 - Bicycle Repairer
12.83
23125 - Cable Splicer
18.37
23130 - Carpenter, Maintenance
15.46
23140 - Carpet Layer
14.74
23160 - Electrician, Maintenance
19.72
23181 - Electronics Technician, Maintenance I
17.35
23182 - Electronics Technician, Maintenance II
23.51
23183 - Electronics Technician, Maintenance III
25.98

23260 - Fabric Worker
13.70
23290 - Fire Alarm System Mechanic
17.12
23310 - Fire Extinguisher Repairer
12.96
23340 - Fuel Distribution System Mechanic
17.56
23370 - General Maintenance Worker
14.02
23400 - Heating, Refrigeration and Air Conditioning Mechanic
17.53
23430 - Heavy Equipment Mechanic
16.33
23440 - Heavy Equipment Operator
15.62
23460 - Instrument Mechanic
16.33
23470 - Laborer
9.92
23500 - Locksmith
15.46
23530 - Machinery Maintenance Mechanic
16.04
23550 - Machinist, Maintenance
18.32
23580 - Maintenance Trades Helper
11.95
23640 - Millwright
18.40
23700 - Office Appliance Repairer
16.20
23740 - Painter, Aircraft
17.57
23760 - Painter, Maintenance
15.66
23790 - Pipefitter, Maintenance
18.68
23800 - Plumber, Maintenance
17.78
23820 - Pneudraulic Systems Mechanic
17.12
23850 - Rigger
16.33
23870 - Scale Mechanic
15.02
23890 - Sheet-Metal Worker, Maintenance
18.95
23910 - Small Engine Mechanic
14.58
23930 - Telecommunication Mechanic I
16.33
23931 - Telecommunication Mechanic II
18.03
23950 - Telephone Lineman
17.12

23960 - Welder, Combination, Maintenance
16.33
23965 - Well Driller
16.33
23970 - Woodcraft Worker
16.33
23980 - Woodworker
13.76
24000 - Personal Needs Occupations
24570 - Child Care Attendant
7.12
24580 - Child Care Center Clerk
11.81
24600 - Chore Aid
17.96
24630 - Homemaker
17.01
25000 - Plant and System Operation Occupations
25010 - Boiler Tender
17.96
25040 - Sewage Plant Operator
17.01
25070 - Stationary Engineer
17.96
25190 - Ventilation Equipment Tender
11.95
25210 - Water Treatment Plant Operator
15.46
27000 - Protective Service Occupations
(not set) - Police Officer
16.60
27004 - Alarm Monitor
11.86
27006 - Corrections Officer
12.92
27010 - Court Security Officer
15.24
27040 - Detention Officer
15.24
27070 - Firefighter
16.29
27101 - Guard I
8.38
27102 - Guard II
13.22
28000 - Stevedoring/Longshoremen Occupations
28010 - Blocker and Bracer
15.58
28020 - Hatch Tender
15.58
28030 - Line Handler
15.58
28040 - Stevedore I
14.63
28050 - Stevedore II
16.71
29000 - Technical Occupations

21150 - Graphic Artist
22.10
29010 - Air Traffic Control Specialist, Center (2)
27.58
29011 - Air Traffic Control Specialist, Station (2)
18.79
29012 - Air Traffic Control Specialist, Terminal (2)
20.69
29023 - Archeological Technician I
16.97
29024 - Archeological Technician II
18.99
29025 - Archeological Technician III
23.52
29030 - Cartographic Technician
22.10
29035 - Computer Based Training (CBT) Specialist/ Instructor
26.28
29040 - Civil Engineering Technician
18.59
29061 - Drafter I
14.41
29062 - Drafter II
18.27
29063 - Drafter III
18.99
29064 - Drafter IV
23.52
29081 - Engineering Technician I
15.28
29082 - Engineering Technician II
19.31
29083 - Engineering Technician III
20.68
29084 - Engineering Technician IV
24.19
29085 - Engineering Technician V
28.22
29086 - Engineering Technician VI
30.59
29090 - Environmental Technician
20.68
29100 - Flight Simulator/Instructor (Pilot)
27.28
29160 - Instructor
20.88
29210 - Laboratory Technician
15.74
29240 - Mathematical Technician
18.80
29361 - Paralegal/Legal Assistant I
16.69
29362 - Paralegal/Legal Assistant II
20.25
29363 - Paralegal/Legal Assistant III
24.71

29364 - Paralegal/Legal Assistant IV
27.67
29390 - Photooptics Technician
18.80
29480 - Technical Writer
25.50
29491 - Unexploded Ordnance (UXO) Technician I
18.12
29492 - Unexploded Ordnance (UXO) Technician II
21.92
29493 - Unexploded Ordnance (UXO) Technician III
26.27
29494 - Unexploded (UXO) Safety Escort
18.12
29495 - Unexploded (UXO) Sweep Personnel
18.12
29620 - Weather Observer, Senior (3)
26.41
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)
20.09
29622 - Weather Observer, Upper Air (3)
20.09
31000 - Transportation/ Mobile Equipment Operation Occupations
31030 - Bus Driver
12.20
31260 - Parking and Lot Attendant
6.74
31290 - Shuttle Bus Driver
10.54
31300 - Taxi Driver
9.23
31361 - Truckdriver, Light Truck
11.90
31362 - Truckdriver, Medium Truck
13.32
31363 - Truckdriver, Heavy Truck
15.34
31364 - Truckdriver, Tractor-Trailer
15.34
99000 - Miscellaneous Occupations
99020 - Animal Caretaker
9.12
99030 - Cashier
7.85
99041 - Carnival Equipment Operator
9.43
99042 - Carnival Equipment Repairer
10.96
99043 - Carnival Worker
7.07
99050 - Desk Clerk
8.84
99095 - Embalmer
16.70
99300 - Lifeguard
8.44

99310 - Mortician
16.70
99350 - Park Attendant (Aide)
9.53
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)
8.44
99500 - Recreation Specialist
9.94
99510 - Recycling Worker
10.80
99610 - Sales Clerk
8.01
99620 - School Crossing Guard (Crosswalk Attendant)
8.13
99630 - Sport Official
7.34
99658 - Survey Party Chief (Chief of Party)
12.98
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)
10.73
99660 - Surveying Aide
7.73
99690 - Swimming Pool Operator
12.35
99720 - Vending Machine Attendant
10.22
99730 - Vending Machine Repairer
7.52
99740 - Vending Machine Repairer Helper
9.36

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in

accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

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

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

ordance, (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 ordance, explosive, and incendiary ordance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, 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

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Source of Occupational Title and Descriptions:

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) 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.