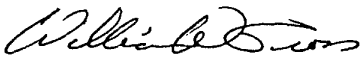
REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor



William W. Gross
Director

Division of
Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 1994-2300
Revision No.: 14
Date of Last Revision: 02/26/2002

States: Alabama, Mississippi

Area: Alabama County of Sumter
Mississippi Counties of Clarke, Forrest, Greene, Jasper, Jones, Kemper, Lauderdale, Neshoba, Newton, Perry, Wayne

** Fringe Benefits Required Follow the Occupational Listing **

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	**Administrative Support and Clerical Occupations**	
01011	Accounting Clerk I	8.36
01012	Accounting Clerk II	9.19
01013	Accounting Clerk III	10.65
01014	Accounting Clerk IV	12.85
01030	Court Reporter	11.97
01050	Dispatcher, Motor Vehicle	12.46
01060	Document Preparation Clerk	8.43
01070	Messenger (Courier)	6.94
01090	Duplicating Machine Operator	8.43
01110	Film/Tape Librarian	9.56
01115	General Clerk I	6.66
01116	General Clerk II	7.91
01117	General Clerk III	9.11
01118	General Clerk IV	10.23
01120	Housing Referral Assistant	12.34
01131	Key Entry Operator I	8.99
01132	Key Entry Operator II	10.65
01191	Order Clerk I	7.01
01192	Order Clerk II	9.50
01261	Personnel Assistant (Employment) I	6.94
01262	Personnel Assistant (Employment) II	8.25
01263	Personnel Assistant (Employment) III	9.50
01264	Personnel Assistant (Employment) IV	10.68
01270	Production Control Clerk	13.35
01290	Rental Clerk	9.56
01300	Scheduler, Maintenance	9.72
01311	Secretary I	9.72
01312	Secretary II	11.06
01313	Secretary III	12.34
01314	Secretary IV	14.16
01315	Secretary V	15.70

01320	Service Order Dispatcher	12.09
01341	Stenographer I	9.31
01342	Stenographer II	9.97
01400	Supply Technician	9.67
01420	Survey Worker (Interviewer)	10.88
01460	Switchboard Operator-Receptionist	8.43
01510	Test Examiner	11.06
01520	Test Proctor	11.06
01531	Travel Clerk I	8.51
01532	Travel Clerk II	8.91
01533	Travel Clerk III	9.36
01611	Word Processor I	8.70
01612	Word Processor II	9.59
01613	Word Processor III	10.91
03000	**Automatic Data Processing Occupations**	
03010	Computer Data Librarian	8.07
03041	Computer Operator I	9.82
03042	Computer Operator II	11.85
03043	Computer Operator III	14.20
03044	Computer Operator IV	16.30
03045	Computer Operator V	18.18
03071	Computer Programmer I (1)	13.42
03072	Computer Programmer II (1)	16.59
03073	Computer Programmer III (1)	19.99
03074	Computer Programmer IV (1)	24.16
03101	Computer Systems Analyst I (1)	18.14
03102	Computer Systems Analyst II (1)	21.53
03103	Computer Systems Analyst III (1)	24.76
03160	Peripheral Equipment Operator	10.35
05000	**Automotive Service Occupations**	
05005	Automotive Body Repairer, Fiberglass	16.99
05010	Automotive Glass Installer	15.18
05040	Automotive Worker	15.18
05070	Electrician, Automotive	16.08
05100	Mobile Equipment Servicer	13.34
05130	Motor Equipment Metal Mechanic	16.99
05160	Motor Equipment Metal Worker	15.18
05190	Motor Vehicle Mechanic	16.99
05220	Motor Vehicle Mechanic Helper	12.49
05250	Motor Vehicle Upholstery Worker	14.25
05280	Motor Vehicle Wrecker	15.18
05310	Painter, Automotive	16.08
05340	Radiator Repair Specialist	15.18
05370	Tire Repairer	12.89
05400	Transmission Repair Specialist	16.99
07000	**Food Preparation and Service Occupations**	

	Food Service Worker	6.25
07010	Baker	9.76
07041	Cook I	8.05
07042	Cook II	9.76
07070	Dishwasher	6.07
07130	Meat Cutter	9.77
07250	Waiter/Waitress	6.50
09000	**Furniture Maintenance and Repair Occupations**	
09010	Electrostatic Spray Painter	16.08
09040	Furniture Handler	11.14
09070	Furniture Refinisher	16.08
09100	Furniture Refinisher Helper	12.49
09110	Furniture Repairer, Minor	14.25
09130	Upholsterer	16.08
11030	**General Services and Support Occupations**	
11030	Cleaner, Vehicles	7.54
11060	Elevator Operator	7.28
11090	Gardener	9.85
11121	House Keeping Aid I	6.49
11122	House Keeping Aid II	7.33
11150	Janitor	7.28
11210	Laborer, Grounds Maintenance	8.23
11240	Maid or Houseman	6.85
11270	Pest Controller	10.76
11300	Refuse Collector	7.54
11330	Tractor Operator	8.86
11360	Window Cleaner	7.94
12000	**Health Occupations**	
12020	Dental Assistant	10.96
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
12071	Licensed Practical Nurse I	10.22
12072	Licensed Practical Nurse II	11.46
12073	Licensed Practical Nurse III	12.83
12100	Medical Assistant	9.77
12130	Medical Laboratory Technician	11.59
12160	Medical Record Clerk	9.79
12190	Medical Record Technician	13.54
12221	Nursing Assistant I	7.26
12222	Nursing Assistant II	8.16
12223	Nursing Assistant III	8.91
12224	Nursing Assistant IV	9.99
12250	Pharmacy Technician	12.19
12280	Phlebotomist	11.33
12311	Registered Nurse I	16.03
12312	Registered Nurse II	19.62

12313	Registered Nurse II, Specialist	19.62
12314	Registered Nurse III	23.74
12315	Registered Nurse III, Anesthetist	23.74
12316	Registered Nurse IV	28.44
13000	**Information and Arts Occupations**	
13002	Audiovisual Librarian	12.67
13011	Exhibits Specialist I	11.95
13012	Exhibits Specialist II	15.32
13013	Exhibits Specialist III	16.93
13041	Illustrator I	11.95
13042	Illustrator II	15.32
13043	Illustrator III	16.93
13047	Librarian	15.44
13050	Library Technician	10.13
13071	Photographer I	9.86
13072	Photographer II	11.78
13073	Photographer III	15.11
13074	Photographer IV	16.70
13075	Photographer V	20.20
15000	**Laundry, Dry Cleaning, Pressing and Related Occupations**	
15010	Assembler	7.00
15030	Counter Attendant	7.00
15040	Dry Cleaner	7.44
15070	Finisher, Flatwork, Machine	7.00
15090	Presser, Hand	7.00
15100	Presser, Machine, Drycleaning	7.00
15130	Presser, Machine, Shirts	7.00
15160	Presser, Machine, Wearing Apparel, Laundry	7.00
15190	Sewing Machine Operator	8.68
15220	Tailor	9.09
15250	Washer, Machine	7.39
19000	**Machine Tool Operation and Repair Occupations**	
19010	Machine-Tool Operator (Toolroom)	16.08
19040	Tool and Die Maker	19.17
21000	**Material Handling and Packing Occupations**	
21010	Fuel Distribution System Operator	13.34
21020	Material Coordinator	14.25
21030	Material Expediter	14.25
21040	Material Handling Laborer	10.22
21050	Order Filler	9.56
21071	Forklift Operator	12.49
21080	Production Line Worker (Food Processing)	12.49
21100	Shipping/Receiving Clerk	11.84
21130	Shipping Packer	11.84
21140	Store Worker I	8.51

21150	Stock Clerk (Shelf Stocker; Store Worker II)	11.41
21210	Tools and Parts Attendant	12.49
21400	Warehouse Specialist	12.49
23000	**Mechanics and Maintenance and Repair Occupations**	
23010	Aircraft Mechanic	16.99
23040	Aircraft Mechanic Helper	12.49
23050	Aircraft Quality Control Inspector	17.74
23060	Aircraft Servicer	14.25
23070	Aircraft Worker	15.18
23100	Appliance Mechanic	16.08
23120	Bicycle Repairer	12.89
23125	Cable Splicer	16.99
23130	Carpenter, Maintenance	16.08
23140	Carpet Layer	15.18
23160	Electrician, Maintenance	16.99
23181	Electronics Technician, Maintenance I	14.47
23182	Electronics Technician, Maintenance II	17.69
23183	Electronics Technician, Maintenance III	21.40
23260	Fabric Worker	14.25
23290	Fire Alarm System Mechanic	16.99
23310	Fire Extinguisher Repairer	13.34
23340	Fuel Distribution System Mechanic	16.99
23370	General Maintenance Worker	15.18
23400	Heating, Refrigeration and Air Conditioning Mechanic	16.99
23430	Heavy Equipment Mechanic	16.99
23440	Heavy Equipment Operator	16.99
23460	Instrument Mechanic	16.99
23470	Laborer	10.22
23500	Locksmith	16.08
23530	Machinery Maintenance Mechanic	16.99
23550	Machinist, Maintenance	16.99
23580	Maintenance Trades Helper	12.49
23640	Millwright	17.20
23700	Office Appliance Repairer	16.08
23740	Painter, Aircraft	16.08
23760	Painter, Maintenance	16.08
23790	Pipefitter, Maintenance	16.99
23800	Plumber, Maintenance	16.08
23820	Pneudraulic Systems Mechanic	16.99
23850	Rigger	16.99
23870	Scale Mechanic	15.18
23890	Sheet-Metal Worker, Maintenance	16.99
23910	Small Engine Mechanic	15.18
23930	Telecommunication Mechanic I	16.99
23931	Telecommunication Mechanic II	17.34
23950	Telephone Lineman	16.99
23960	Welder, Combination, Maintenance	16.99
23965	Well Driller	16.99

23970	Woodcraft Worker	16.99
23980	Woodworker	13.34
24000	**Personal Needs Occupations**	
24570	Child Care Attendant	6.68
24580	Child Care Center Clerk	8.32
24600	Chore Aid	6.50
24630	Homemaker	9.23
25000	**Plant and System Operation Occupations**	
25010	Boiler Tender	19.38
25040	Sewage Plant Operator	16.08
25070	Stationary Engineer	19.38
25190	Ventilation Equipment Tender	12.49
25210	Water Treatment Plant Operator	16.08
27000	**Protective Service Occupations**	
	Police Officer	14.75
27004	Alarm Monitor	10.18
27006	Corrections Officer	11.87
27010	Court Security Officer	12.33
27040	Detention Officer	11.87
27070	Firefighter	12.07
27101	Guard I	8.74
27102	Guard II	10.18
28000	**Stevedoring/Longshoremen Occupations**	
28010	Blocker and Bracer	15.00
28020	Hatch Tender	15.00
28030	Line Handler	15.00
28040	Stevedore I	14.17
28050	Stevedore II	15.83
29000	**Technical Occupations**	
21150	Graphic Artist	14.87
29010	Air Traffic Control Specialist, Center (2)	28.21
29011	Air Traffic Control Specialist, Station (2)	19.46
29012	Air Traffic Control Specialist, Terminal (2)	21.43
29023	Archeological Technician I	11.06
29024	Archeological Technician II	13.59
29025	Archeological Technician III	15.32
29030	Cartographic Technician	16.29
29035	Computer Based Training (CBT) Specialist/ Instructor	17.39
29040	Civil Engineering Technician	13.93
29061	Drafter I	8.37
29062	Drafter II	10.00
29063	Drafter III	11.95
29064	Drafter IV	15.32
29081	Engineering Technician I	7.72

29082	Engineering Technician II	9.22
29083	Engineering Technician III	11.01
29084	Engineering Technician IV	14.13
29085	Engineering Technician V	15.60
29086	Engineering Technician VI	18.88
29090	Environmental Technician	15.32
29100	Flight Simulator/Instructor (Pilot)	22.33
29160	Instructor	14.27
29210	Laboratory Technician	13.35
29240	Mathematical Technician	15.32
29361	Paralegal/Legal Assistant I	11.02
29362	Paralegal/Legal Assistant II	14.11
29363	Paralegal/Legal Assistant III	15.81
29364	Paralegal/Legal Assistant IV	17.36
29390	Photooptics Technician	15.11
29480	Technical Writer	16.36
29491	Unexploded Ordnance (UXO) Technician I	17.93
29492	Unexploded Ordnance (UXO) Technician II	21.70
29493	Unexploded Ordnance (UXO) Technician III	26.01
29494	Unexploded (UXO) Safety Escort	17.93
29495	Unexploded (UXO) Sweep Personnel	17.93
29620	Weather Observer, Senior (3)	15.33
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	13.35
29622	Weather Observer, Upper Air (3)	
31000	**Transportation/ Mobile Equipment Operation Occupations**	
31030	Bus Driver	10.09
31260	Parking and Lot Attendant	6.88
31290	Shuttle Bus Driver	10.96
31300	Taxi Driver	7.31
31361	Truckdriver, Light Truck	11.52
31362	Truckdriver, Medium Truck	12.76
31363	Truckdriver, Heavy Truck	14.30
31364	Truckdriver, Tractor-Trailer	14.30
99000	**Miscellaneous Occupations**	
99020	Animal Caretaker	7.57
99030	Cashier	6.57
99041	Carnival Equipment Operator	8.86
99042	Carnival Equipment Repairer	9.85
99043	Carnival Worker	15.20
99050	Desk Clerk	6.97
99095	Embalmer	16.57
99300	Lifeguard	6.74
99310	Mortician	16.57
99350	Park Attendant (Aide)	7.85
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	5.86
99500	Recreation Specialist	

99510	Recycling Worker	8.86
99610	Sales Clerk	6.74
99620	School Crossing Guard (Crosswalk Attendant)	7.54
99630	Sport Official	5.77
99658	Survey Party Chief (Chief of Party)	9.63
99659	Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	8.75
99660	Surveying Aide	6.74
99690	Swimming Pool Operator	10.74
99720	Vending Machine Attendant	8.86
99730	Vending Machine Repairer	10.74
99740	Vending Machine Repairer Helper	8.86

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 10 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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, 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 ordnance 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 **

Source of Occupational Title and Descriptions:

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.