

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage
Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION
WASHINGTON, D.C. 20210

Wage Determination No.: 2015-4491

Revision No.: 14

Date of Last Revision: 08/21/2020

Note: Under Executive Order (EO) 13658, an hourly minimum

wage of \$10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.80 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Georgia

Area: Georgia Counties of Bryan, Chatham, Effingham

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15 .04
01012 - Accounting Clerk II		16 .88
01013 - Accounting Clerk III		18 .89
01020 - Administrative Assistant		26 .36
01035 - Court Reporter		19 .08
01041 - Customer Service Representative I		11 .88
01042 - Customer Service Representative II		13 .37
01043 - Customer Service Representative III		14 .58
01051 - Data Entry Operator I		14 .33
01052 - Data Entry Operator II		15 .63
01060 - Dispatcher, Motor Vehicle		20 .90
01070 - Document Preparation Clerk		14 .33
01090 - Duplicating Machine Operator		14 .33
01111 - General Clerk I		13 .25
01112 - General Clerk II		14 .46
01113 - General Clerk III		16 .24

01120 - Housing Referral Assistant	20 .06
01141 - Messenger Courier	14 .39
01191 - Order Clerk I	13 .94
01192 - Order Clerk II	15 .21
01261 - Personnel Assistant (Employment) I	17 .24
01262 - Personnel Assistant (Employment) II	20 .67
01263 - Personnel Assistant (Employment) III	24 .58
01270 - Production Control Clerk	25 .42
01290 - Rental Clerk	13 .12
01300 - Scheduler, Maintenance	16 .08
01311 - Secretary I	16 .08
01312 - Secretary II	17 .99
01313 - Secretary III	20 .06
01320 - Service Order Dispatcher	18 .68
01410 - Supply Technician	26 .36
01420 - Survey Worker	16 .46
01460 - Switchboard Operator/Receptionist	14 .00
01531 - Travel Clerk I	16 .34
01532 - Travel Clerk II	17 .45
01533 - Travel Clerk III	18 .84
01611 - Word Processor I	14 .33
01612 - Word Processor II	16 .08
01613 - Word Processor III	17 .99

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass	25 .46
05010 - Automotive Electrician	22 .22
05040 - Automotive Glass Installer	21 .03
05070 - Automotive Worker	21 .03
05110 - Mobile Equipment Servicer	18 .10
05130 - Motor Equipment Metal Mechanic	23 .49
05160 - Motor Equipment Metal Worker	21 .03
05190 - Motor Vehicle Mechanic	23 .49
05220 - Motor Vehicle Mechanic Helper	16 .88
05250 - Motor Vehicle Upholstery Worker	19 .50
05280 - Motor Vehicle Wrecker	21 .03
05310 - Painter, Automotive	22 .22
05340 - Radiator Repair Specialist	21 .03
05370 - Tire Repairer	15 .32
05400 - Transmission Repair Specialist	23 .49

07000 - Food Preparation And Service Occupations

07010 - Baker	13 .83
07041 - Cook I	10 .98

07042 - Cook II	12 .75
07070 - Dishwasher	9 .82
07130 - Food Service Worker	10 .21
07210 - Meat Cutter	13 .50
07260 - Waiter/Waitress	9 .39

09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter	20 .01
09040 - Furniture Handler	14 .87
09080 - Furniture Refinisher	23 .25
09090 - Furniture Refinisher Helper	17 .72
09110 - Furniture Repairer, Minor	20 .39
09130 - Upholsterer	26 .26

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles	11 .98
11060 - Elevator Operator	10 .96
11090 - Gardener	16 .07
11122 - Housekeeping Aide	10 .96
11150 - Janitor	10 .96
11210 - Laborer, Grounds Maintenance	12 .75
11240 - Maid or Houseman	9 .73
11260 - Pruner	11 .54
11270 - Tractor Operator	15 .08
11330 - Trail Maintenance Worker	12 .75
11360 - Window Cleaner	12 .11

12000 - Health Occupations

12010 - Ambulance Driver	17 .05
12011 - Breath Alcohol Technician	17 .63
12012 - Certified Occupational Therapist Assistant	28 .72
12015 - Certified Physical Therapist Assistant	27 .61
12020 - Dental Assistant	17 .08
12025 - Dental Hygienist	33 .96
12030 - EKG Technician	27 .51
12035 - Electroneurodiagnostic Technologist	27 .51
12040 - Emergency Medical Technician	17 .05
12071 - Licensed Practical Nurse I	16 .74
12072 - Licensed Practical Nurse II	18 .73
12073 - Licensed Practical Nurse III	20 .88
12100 - Medical Assistant	14 .77
12130 - Medical Laboratory Technician	19 .71
12160 - Medical Record Clerk	16 .01
12190 - Medical Record Technician	17 .91

12195 - Medical Transcriptionist	17 .35
12210 - Nuclear Medicine Technologist	41 .16
12221 - Nursing Assistant I	11 .69
12222 - Nursing Assistant II	13 .14
12223 - Nursing Assistant III	14 .34
12224 - Nursing Assistant IV	16 .10
12235 - Optical Dispenser	17 .75
12236 - Optical Technician	16 .74
12250 - Pharmacy Technician	15 .16
12280 - Phlebotomist	15 .66
12305 - Radiologic Technologist	25 .16
12311 - Registered Nurse I	24 .34
12312 - Registered Nurse II	29 .78
12313 - Registered Nurse II, Specialist	29 .78
12314 - Registered Nurse III	36 .03
12315 - Registered Nurse III, Anesthetist	36 .82
12316 - Registered Nurse IV	43 .18
12317 - Scheduler (Drug and Alcohol Testing)	23 .20
12320 - Substance Abuse Treatment Counselor	20 .85

13000 - Information And Arts Occupations

13011 - Exhibits Specialist I	20 .70
13012 - Exhibits Specialist II	25 .63
13013 - Exhibits Specialist III	31 .36
13041 - Illustrator I	20 .70
13042 - Illustrator II	25 .63
13043 - Illustrator III	31 .36
13047 - Librarian	28 .39
13050 - Library Aide/Clerk	12 .62
13054 - Library Information Technology Systems Administrator	25 .63
13058 - Library Technician	23 .98
13061 - Media Specialist I	18 .50
13062 - Media Specialist II	20 .70
13063 - Media Specialist III	23 .06
13071 - Photographer I	15 .81
13072 - Photographer II	17 .69
13073 - Photographer III	21 .91
13074 - Photographer IV	26 .80
13075 - Photographer V	32 .43
13090 - Technical Order Library Clerk	15 .74
13110 - Video Teleconference Technician	20 .35

14000 - Information Technology Occupations

14041 - Computer Operator I	16 .63
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14042 - Computer Operator II		18 .61
14043 - Computer Operator III		21 .23
14044 - Computer Operator IV		23 .62
14045 - Computer Operator V		26 .13
14071 - Computer Programmer I	(see 1)	22 .17
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16 .63
14160 - Personal Computer Support Technician		23 .62
14170 - System Support Specialist		31 .70

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated)		30 .11
15020 - Aircrew Training Devices Instructor (Rated)		36 .43
15030 - Air Crew Training Devices Instructor (Pilot)		43 .66
15050 - Computer Based Training Specialist / Instructor		30 .11
15060 - Educational Technologist		30 .58
15070 - Flight Instructor (Pilot)		43 .66
15080 - Graphic Artist		27 .53
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		42 .08
15086 - Maintenance Test Pilot, Rotary Wing		42 .08
15088 - Non-Maintenance Test/Co-Pilot		42 .08
15090 - Technical Instructor		22 .17
15095 - Technical Instructor/Course Developer		27 .13
15110 - Test Proctor		17 .90
15120 - Tutor		17 .90

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations

16010 - Assembler		10 .04
16030 - Counter Attendant		10 .04
16040 - Dry Cleaner		12 .18
16070 - Finisher, Flatwork, Machine		10 .04
16090 - Presser, Hand		10 .04
16110 - Presser, Machine, Drycleaning		10 .04
16130 - Presser, Machine, Shirts		10 .04
16160 - Presser, Machine, Wearing Apparel, Laundry		10 .04
16190 - Sewing Machine Operator		12 .94
16220 - Tailor		13 .72
16250 - Washer, Machine		10 .66

19000 - Machine Tool Operation And Repair Occupations

19010 - Machine-Tool Operator (Tool Room)	21 .58
19040 - Tool And Die Maker	26 .14

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator	17 .94
21030 - Material Coordinator	25 .42
21040 - Material Expediter	25 .42
21050 - Material Handling Laborer	15 .69
21071 - Order Filler	12 .65
21080 - Production Line Worker (Food Processing)	17 .94
21110 - Shipping Packer	16 .61
21130 - Shipping/Receiving Clerk	16 .61
21140 - Store Worker I	12 .97
21150 - Stock Clerk	17 .59
21210 - Tools And Parts Attendant	17 .94
21410 - Warehouse Specialist	17 .94

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder	26 .48
23019 - Aircraft Logs and Records Technician	21 .40
23021 - Aircraft Mechanic I	25 .21
23022 - Aircraft Mechanic II	26 .48
23023 - Aircraft Mechanic III	27 .80
23040 - Aircraft Mechanic Helper	18 .88
23050 - Aircraft, Painter	23 .93
23060 - Aircraft Servicer	21 .40
23070 - Aircraft Survival Flight Equipment Technician	23 .93
23080 - Aircraft Worker	22 .62
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22 .62
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25 .21
23110 - Appliance Mechanic	21 .58
23120 - Bicycle Repairer	17 .26
23125 - Cable Splicer	23 .02
23130 - Carpenter, Maintenance	20 .22
23140 - Carpet Layer	20 .41
23160 - Electrician, Maintenance	22 .94
23181 - Electronics Technician Maintenance I	27 .60
23182 - Electronics Technician Maintenance II	29 .17
23183 - Electronics Technician Maintenance III	30 .83
23260 - Fabric Worker	18 .93
23290 - Fire Alarm System Mechanic	22 .80
23310 - Fire Extinguisher Repairer	17 .57

23311 - Fuel Distribution System Mechanic	27 .02
23312 - Fuel Distribution System Operator	21 .53
23370 - General Maintenance Worker	16 .68
23380 - Ground Support Equipment Mechanic	25 .21
23381 - Ground Support Equipment Servicer	21 .40
23382 - Ground Support Equipment Worker	22 .62
23391 - Gunsmith I	17 .57
23392 - Gunsmith II	20 .41
23393 - Gunsmith III	22 .80
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21 .44
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	22 .52
23430 - Heavy Equipment Mechanic	22 .98
23440 - Heavy Equipment Operator	19 .62
23460 - Instrument Mechanic	23 .01
23465 - Laboratory/Shelter Mechanic	21 .58
23470 - Laborer	15 .69
23510 - Locksmith	21 .58
23530 - Machinery Maintenance Mechanic	28 .33
23550 - Machinist, Maintenance	26 .05
23580 - Maintenance Trades Helper	14 .61
23591 - Metrology Technician I	23 .01
23592 - Metrology Technician II	24 .17
23593 - Metrology Technician III	25 .32
23640 - Millwright	25 .19
23710 - Office Appliance Repairer	21 .38
23760 - Painter, Maintenance	21 .47
23790 - Pipefitter, Maintenance	23 .10
23810 - Plumber, Maintenance	21 .85
23820 - Pneudraulic Systems Mechanic	22 .80
23850 - Rigger	22 .80
23870 - Scale Mechanic	20 .41
23890 - Sheet-Metal Worker, Maintenance	21 .82
23910 - Small Engine Mechanic	19 .34
23931 - Telecommunications Mechanic I	26 .21
23932 - Telecommunications Mechanic II	27 .56
23950 - Telephone Lineman	22 .80
23960 - Welder, Combination, Maintenance	23 .88
23965 - Well Driller	22 .80
23970 - Woodcraft Worker	22 .80
23980 - Woodworker	17 .57
24000 - Personal Needs Occupations	
24550 - Case Manager	14 .14

24570 - Child Care Attendant	9 .31
24580 - Child Care Center Clerk	12 .75
24610 - Chore Aide	10 .25
24620 - Family Readiness And Support Services Coordinator	14 .14
24630 - Homemaker	14 .19

25000 - Plant And System Operations Occupations

25010 - Boiler Tender	23 .01
25040 - Sewage Plant Operator	17 .04
25070 - Stationary Engineer	23 .01
25190 - Ventilation Equipment Tender	16 .45
25210 - Water Treatment Plant Operator	17 .04

27000 - Protective Service Occupations

27004 - Alarm Monitor	15 .40
27007 - Baggage Inspector	13 .19
27008 - Corrections Officer	17 .28
27010 - Court Security Officer	17 .41
27030 - Detection Dog Handler	14 .76
27040 - Detention Officer	17 .28
27070 - Firefighter	17 .28
27101 - Guard I	13 .19
27102 - Guard II	14 .76
27131 - Police Officer I	19 .38
27132 - Police Officer II	21 .53

28000 - Recreation Occupations

28041 - Carnival Equipment Operator	12 .27
28042 - Carnival Equipment Repairer	13 .11
28043 - Carnival Worker	9 .32
28210 - Gate Attendant/Gate Tender	15 .40
28310 - Lifeguard	12 .85
28350 - Park Attendant (Aide)	17 .23
28510 - Recreation Aide/Health Facility Attendant	12 .82
28515 - Recreation Specialist	21 .11
28630 - Sports Official	13 .72
28690 - Swimming Pool Operator	15 .23

29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer	20 .60
29020 - Hatch Tender	20 .60
29030 - Line Handler	20 .60
29041 - Stevedore I	19 .10
29042 - Stevedore II	21 .78

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39 .89
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27 .50
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30 .29
30021 - Archeological Technician I		16 .69
30022 - Archeological Technician II		18 .67
30023 - Archeological Technician III		23 .13
30030 - Cartographic Technician		22 .77
30040 - Civil Engineering Technician		26 .63
30051 - Cryogenic Technician I		25 .01
30052 - Cryogenic Technician II		27 .63
30061 - Drafter/CAD Operator I		16 .69
30062 - Drafter/CAD Operator II		18 .67
30063 - Drafter/CAD Operator III		20 .82
30064 - Drafter/CAD Operator IV		25 .61
30081 - Engineering Technician I		15 .78
30082 - Engineering Technician II		17 .71
30083 - Engineering Technician III		19 .82
30084 - Engineering Technician IV		24 .55
30085 - Engineering Technician V		30 .04
30086 - Engineering Technician VI		30 .68
30090 - Environmental Technician		22 .79
30095 - Evidence Control Specialist		22 .58
30210 - Laboratory Technician		25 .24
30221 - Latent Fingerprint Technician I		23 .93
30222 - Latent Fingerprint Technician II		26 .43
30240 - Mathematical Technician		23 .13
30361 - Paralegal/Legal Assistant I		19 .44
30362 - Paralegal/Legal Assistant II		24 .08
30363 - Paralegal/Legal Assistant III		29 .46
30364 - Paralegal/Legal Assistant IV		35 .64
30375 - Petroleum Supply Specialist		27 .63
30390 - Photo-Optics Technician		23 .14
30395 - Radiation Control Technician		27 .63
30461 - Technical Writer I		27 .55
30462 - Technical Writer II		33 .69
30463 - Technical Writer III		40 .77
30491 - Unexploded Ordnance (UXO) Technician I		25 .35
30492 - Unexploded Ordnance (UXO) Technician II		30 .67
30493 - Unexploded Ordnance (UXO) Technician III		36 .76
30494 - Unexploded (UXO) Safety Escort		25 .35
30495 - Unexploded (UXO) Sweep Personnel		25 .35

30501 - Weather Forecaster I		25 .61
30502 - Weather Forecaster II		31 .15
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20 .82
30621 - Weather Observer, Senior	(see 2)	23 .13

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30 .67
31020 - Bus Aide		13 .37
31030 - Bus Driver		17 .51
31043 - Driver Courier		14 .81
31260 - Parking and Lot Attendant		13 .97
31290 - Shuttle Bus Driver		15 .30
31310 - Taxi Driver		14 .40
31361 - Truckdriver, Light		15 .30
31362 - Truckdriver, Medium		16 .48
31363 - Truckdriver, Heavy		21 .26
31364 - Truckdriver, Tractor-Trailer		21 .26

99000 - Miscellaneous Occupations

99020 - Cabin Safety Specialist		14 .95
99030 - Cashier		9 .48
99050 - Desk Clerk		9 .69
99095 - Embalmer		25 .35
99130 - Flight Follower		25 .35
99251 - Laboratory Animal Caretaker I		13 .43
99252 - Laboratory Animal Caretaker II		14 .18
99260 - Marketing Analyst		26 .47
99310 - Mortician		25 .35
99410 - Pest Controller		18 .72
99510 - Photofinishing Worker		13 .32
99710 - Recycling Laborer		17 .19
99711 - Recycling Specialist		20 .72
99730 - Refuse Collector		15 .56
99810 - Sales Clerk		11 .19
99820 - School Crossing Guard		14 .27
99830 - Survey Party Chief		24 .62
99831 - Surveying Aide		15 .39
99832 - Surveying Technician		21 .10
99840 - Vending Machine Attendant		18 .41
99841 - Vending Machine Repairer		22 .45
99842 - Vending Machine Repairer Helper		18 .41

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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 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 NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) **COMPUTER EMPLOYEES:** Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) **AIR TRAFFIC CONTROLLERS AND 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 re-grading 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.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** 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 (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the

classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). 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 the 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 U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 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 Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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" should be used to compare job definitions to ensure 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 (See 29 CFR 4.152(c)(1)).