

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-4517 Revision No.: 23 Date Of Last Revision: 12/27/2022

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Georgia

Area: Georgia Counties of Atkinson, Ben Hill, Berrien, Calhoun, Clinch, Coffee, Colquitt, Cook, Decatur, Grady, Irwin, Mitchell, Randolph, Thomas, Tift, Turner, Ware

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.40***
01012 - Accounting Clerk II		16.16***
01013 - Accounting Clerk III		19.10
01020 - Administrative Assistant		26.75
01035 - Court Reporter		15.57***
01041 - Customer Service Representative I		12.76***
01042 - Customer Service Representative II		13.92***
01043 - Customer Service Representative III		15.62***
01051 - Data Entry Operator I		12.76***
01052 - Data Entry Operator II		13.92***
01060 - Dispatcher, Motor Vehicle		20.01
01070 - Document Preparation Clerk		12.40***
01090 - Duplicating Machine Operator		12.40***
01111 - General Clerk I		13.16***

01112 - General Clerk II	14.36***
01113 - General Clerk III	16.12***
01120 - Housing Referral Assistant	17.36
01141 - Messenger Courier	10.77***
01191 - Order Clerk I	13.33***
01192 - Order Clerk II	14.98***
01261 - Personnel Assistant (Employment) I	15.42***
01262 - Personnel Assistant (Employment) II	17.24
01263 - Personnel Assistant (Employment) III	19.22
01270 - Production Control Clerk	25.81
01290 - Rental Clerk	13.78***
01300 - Scheduler, Maintenance	13.92***
01311 - Secretary I	13.92***
01312 - Secretary II	15.57***
01313 - Secretary III	17.36
01320 - Service Order Dispatcher	17.90
01410 - Supply Technician	26.75
01420 - Survey Worker	15.57***
01460 - Switchboard Operator/Receptionist	13.38***
01531 - Travel Clerk I	14.20***
01532 - Travel Clerk II	15.42***
01533 - Travel Clerk III	16.58
01611 - Word Processor I	12.40***
01612 - Word Processor II	14.15***
01613 - Word Processor III	15.83***
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.65
05010 - Automotive Electrician	17.46
05040 - Automotive Glass Installer	16.55
05070 - Automotive Worker	16.55
05110 - Mobile Equipment Servicer	14.61***
05130 - Motor Equipment Metal Mechanic	18.39
05160 - Motor Equipment Metal Worker	16.55
05190 - Motor Vehicle Mechanic	18.39
05220 - Motor Vehicle Mechanic Helper	13.81***
05250 - Motor Vehicle Upholstery Worker	15.59***
05280 - Motor Vehicle Wrecker	16.55
05310 - Painter, Automotive	17.46
05340 - Radiator Repair Specialist	16.55
05370 - Tire Repairer	13.50***
05400 - Transmission Repair Specialist	18.39
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.04***
07041 - Cook I	11.13***
07042 - Cook II	12.55***
07070 - Dishwasher	10.12***
07130 - Food Service Worker	11.31***
07210 - Meat Cutter	13.79***
07260 - Waiter/Waitress	8.83***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.80
09040 - Furniture Handler	11.92***
09080 - Furniture Refinisher	16.96
09090 - Furniture Refinisher Helper	13.91***
09110 - Furniture Repairer, Minor	15.64***
09130 - Upholsterer	16.96
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.20***
11060 - Elevator Operator	11.20***
11090 - Gardener	17.81
11122 - Housekeeping Aide	11.24***
11150 - Janitor	11.24***
11210 - Laborer, Grounds Maintenance	14.23***
11240 - Maid or Houseman	9.26***
11260 - Pruner	12.78***

11270 - Tractor Operator	16.65
11330 - Trail Maintenance Worker	14.23***
11360 - Window Cleaner	12.31***
12000 - Health Occupations	
12010 - Ambulance Driver	17.29
12011 - Breath Alcohol Technician	18.08
12012 - Certified Occupational Therapist Assistant	29.52
12015 - Certified Physical Therapist Assistant	29.25
12020 - Dental Assistant	17.62
12025 - Dental Hygienist	29.85
12030 - EKG Technician	30.23
12035 - Electroneurodiagnostic Technologist	30.23
12040 - Emergency Medical Technician	17.29
12071 - Licensed Practical Nurse I	16.16***
12072 - Licensed Practical Nurse II	18.08
12073 - Licensed Practical Nurse III	20.16
12100 - Medical Assistant	14.00***
12130 - Medical Laboratory Technician	23.01
12160 - Medical Record Clerk	15.66***
12190 - Medical Record Technician	17.82
12195 - Medical Transcriptionist	15.30***
12210 - Nuclear Medicine Technologist	39.74
12221 - Nursing Assistant I	11.43***
12222 - Nursing Assistant II	12.85***
12223 - Nursing Assistant III	14.02***
12224 - Nursing Assistant IV	15.73***
12235 - Optical Dispenser	18.35
12236 - Optical Technician	16.16***
12250 - Pharmacy Technician	14.08***
12280 - Phlebotomist	13.99***
12305 - Radiologic Technologist	26.39
12311 - Registered Nurse I	24.16
12312 - Registered Nurse II	29.55
12313 - Registered Nurse II, Specialist	29.55
12314 - Registered Nurse III	35.76
12315 - Registered Nurse III, Anesthetist	35.76
12316 - Registered Nurse IV	42.85
12317 - Scheduler (Drug and Alcohol Testing)	22.40
12320 - Substance Abuse Treatment Counselor	20.06
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.41
13012 - Exhibits Specialist II	26.52
13013 - Exhibits Specialist III	32.44
13041 - Illustrator I	21.41
13042 - Illustrator II	26.52
13043 - Illustrator III	32.44
13047 - Librarian	29.37
13050 - Library Aide/Clerk	15.32***
13054 - Library Information Technology Systems Administrator	26.52
13058 - Library Technician	16.18***
13061 - Media Specialist I	19.14
13062 - Media Specialist II	21.41
13063 - Media Specialist III	23.86
13071 - Photographer I	18.33
13072 - Photographer II	20.50
13073 - Photographer III	25.40
13074 - Photographer IV	31.06
13075 - Photographer V	37.59
13090 - Technical Order Library Clerk	20.24
13110 - Video Teleconference Technician	19.14
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.85
14042 - Computer Operator II	23.32
14043 - Computer Operator III	27.31

14044 - Computer Operator IV	30.32
14045 - Computer Operator V	33.65
14071 - Computer Programmer I	(see 1) 19.61
14072 - Computer Programmer II	(see 1) 24.29
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	20.85
14160 - Personal Computer Support Technician	30.32
14170 - System Support Specialist	31.10
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.78
15020 - Aircrew Training Devices Instructor (Rated)	37.23
15030 - Air Crew Training Devices Instructor (Pilot)	44.64
15050 - Computer Based Training Specialist / Instructor	30.78
15060 - Educational Technologist	33.95
15070 - Flight Instructor (Pilot)	44.64
15080 - Graphic Artist	27.04
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	44.64
15086 - Maintenance Test Pilot, Rotary Wing	44.64
15088 - Non-Maintenance Test/Co-Pilot	44.64
15090 - Technical Instructor	20.08
15095 - Technical Instructor/Course Developer	24.56
15110 - Test Proctor	16.20
15120 - Tutor	16.20
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.04***
16030 - Counter Attendant	11.04***
16040 - Dry Cleaner	13.27***
16070 - Finisher, Flatwork, Machine	11.04***
16090 - Presser, Hand	11.04***
16110 - Presser, Machine, Drycleaning	11.04***
16130 - Presser, Machine, Shirts	11.04***
16160 - Presser, Machine, Wearing Apparel, Laundry	11.04***
16190 - Sewing Machine Operator	14.15***
16220 - Tailor	15.01***
16250 - Washer, Machine	11.74***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.51
19040 - Tool And Die Maker	25.96
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.17
21030 - Material Coordinator	25.81
21040 - Material Expediter	25.81
21050 - Material Handling Laborer	13.73***
21071 - Order Filler	13.50***
21080 - Production Line Worker (Food Processing)	18.17
21110 - Shipping Packer	15.22***
21130 - Shipping/Receiving Clerk	15.22***
21140 - Store Worker I	13.62***
21150 - Stock Clerk	17.86
21210 - Tools And Parts Attendant	18.17
21410 - Warehouse Specialist	18.17
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.70
23019 - Aircraft Logs and Records Technician	24.73
23021 - Aircraft Mechanic I	29.25
23022 - Aircraft Mechanic II	30.70
23023 - Aircraft Mechanic III	32.14
23040 - Aircraft Mechanic Helper	21.78
23050 - Aircraft, Painter	27.81
23060 - Aircraft Servicer	24.73
23070 - Aircraft Survival Flight Equipment Technician	27.81

23080 - Aircraft Worker	26.29
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.29
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.25
23110 - Appliance Mechanic	20.16
23120 - Bicycle Repairer	16.83
23125 - Cable Splicer	26.09
23130 - Carpenter, Maintenance	20.53
23140 - Carpet Layer	19.09
23160 - Electrician, Maintenance	23.24
23181 - Electronics Technician Maintenance I	26.59
23182 - Electronics Technician Maintenance II	28.09
23183 - Electronics Technician Maintenance III	29.58
23260 - Fabric Worker	17.95
23290 - Fire Alarm System Mechanic	21.23
23310 - Fire Extinguisher Repairer	16.83
23311 - Fuel Distribution System Mechanic	21.40
23312 - Fuel Distribution System Operator	20.19
23370 - General Maintenance Worker	17.54
23380 - Ground Support Equipment Mechanic	29.25
23381 - Ground Support Equipment Servicer	24.73
23382 - Ground Support Equipment Worker	26.29
23391 - Gunsmith I	16.83
23392 - Gunsmith II	19.09
23393 - Gunsmith III	21.23
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.85
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	19.80
23430 - Heavy Equipment Mechanic	26.42
23440 - Heavy Equipment Operator	16.61
23460 - Instrument Mechanic	23.45
23465 - Laboratory/Shelter Mechanic	20.16
23470 - Laborer	13.73***
23510 - Locksmith	20.16
23530 - Machinery Maintenance Mechanic	23.06
23550 - Machinist, Maintenance	21.53
23580 - Maintenance Trades Helper	15.30***
23591 - Metrology Technician I	23.45
23592 - Metrology Technician II	24.39
23593 - Metrology Technician III	25.49
23640 - Millwright	22.65
23710 - Office Appliance Repairer	19.83
23760 - Painter, Maintenance	21.56
23790 - Pipefitter, Maintenance	26.98
23810 - Plumber, Maintenance	25.62
23820 - Pneudraulic Systems Mechanic	21.23
23850 - Rigger	22.22
23870 - Scale Mechanic	19.09
23890 - Sheet-Metal Worker, Maintenance	19.45
23910 - Small Engine Mechanic	18.53
23931 - Telecommunications Mechanic I	27.71
23932 - Telecommunications Mechanic II	29.10
23950 - Telephone Lineman	22.99
23960 - Welder, Combination, Maintenance	18.39
23965 - Well Driller	21.23
23970 - Woodcraft Worker	21.23
23980 - Woodworker	16.83
24000 - Personal Needs Occupations	
24550 - Case Manager	13.87***
24570 - Child Care Attendant	9.45***
24580 - Child Care Center Clerk	14.51***
24610 - Chore Aide	10.84***
24620 - Family Readiness And Support Services	13.87***

Coordinator	
24630 - Homemaker	16.13***
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.19
25040 - Sewage Plant Operator	18.05
25070 - Stationary Engineer	23.19
25190 - Ventilation Equipment Tender	16.72
25210 - Water Treatment Plant Operator	18.05
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.94***
27007 - Baggage Inspector	15.19***
27008 - Corrections Officer	15.52***
27010 - Court Security Officer	16.97
27030 - Detection Dog Handler	18.79
27040 - Detention Officer	15.52***
27070 - Firefighter	17.52
27101 - Guard I	15.19***
27102 - Guard II	18.79
27131 - Police Officer I	18.18
27132 - Police Officer II	20.21
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.15***
28042 - Carnival Equipment Repairer	15.14***
28043 - Carnival Worker	10.99***
28210 - Gate Attendant/Gate Tender	15.96***
28310 - Lifeguard	12.47***
28350 - Park Attendant (Aide)	17.86
28510 - Recreation Aide/Health Facility Attendant	13.04***
28515 - Recreation Specialist	22.12
28630 - Sports Official	14.22***
28690 - Swimming Pool Operator	17.61
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.41
29020 - Hatch Tender	26.41
29030 - Line Handler	26.41
29041 - Stevedore I	24.85
29042 - Stevedore II	27.90
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	41.27
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	28.46
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33
30021 - Archeological Technician I	18.55
30022 - Archeological Technician II	20.75
30023 - Archeological Technician III	25.71
30030 - Cartographic Technician	25.71
30040 - Civil Engineering Technician	23.82
30051 - Cryogenic Technician I	28.14
30052 - Cryogenic Technician II	31.08
30061 - Drafter/CAD Operator I	18.55
30062 - Drafter/CAD Operator II	20.75
30063 - Drafter/CAD Operator III	23.13
30064 - Drafter/CAD Operator IV	28.14
30081 - Engineering Technician I	16.43
30082 - Engineering Technician II	18.44
30083 - Engineering Technician III	20.63
30084 - Engineering Technician IV	25.56
30085 - Engineering Technician V	31.27
30086 - Engineering Technician VI	37.82
30090 - Environmental Technician	25.71
30095 - Evidence Control Specialist	25.41
30210 - Laboratory Technician	26.08
30221 - Latent Fingerprint Technician I	28.14
30222 - Latent Fingerprint Technician II	31.08
30240 - Mathematical Technician	25.71
30361 - Paralegal/Legal Assistant I	20.74

30362 - Paralegal/Legal Assistant II	25.69
30363 - Paralegal/Legal Assistant III	31.43
30364 - Paralegal/Legal Assistant IV	38.04
30375 - Petroleum Supply Specialist	31.08
30390 - Photo-Optics Technician	25.71
30395 - Radiation Control Technician	31.08
30461 - Technical Writer I	25.71
30462 - Technical Writer II	31.45
30463 - Technical Writer III	38.04
30491 - Unexploded Ordnance (UXO) Technician I	26.22
30492 - Unexploded Ordnance (UXO) Technician II	31.73
30493 - Unexploded Ordnance (UXO) Technician III	38.03
30494 - Unexploded (UXO) Safety Escort	26.22
30495 - Unexploded (UXO) Sweep Personnel	26.22
30501 - Weather Forecaster I	28.14
30502 - Weather Forecaster II	34.22
30620 - Weather Observer, Combined Upper Air Or	(see 2) 23.13
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 25.71
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	13.55***
31030 - Bus Driver	19.31
31043 - Driver Courier	15.45***
31260 - Parking and Lot Attendant	13.22***
31290 - Shuttle Bus Driver	15.83***
31310 - Taxi Driver	15.13***
31361 - Truckdriver, Light	16.56
31362 - Truckdriver, Medium	17.66
31363 - Truckdriver, Heavy	22.26
31364 - Truckdriver, Tractor-Trailer	22.26
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47***
99030 - Cashier	10.44***
99050 - Desk Clerk	10.53***
99095 - Embalmer	22.74
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	13.73***
99252 - Laboratory Animal Caretaker II	14.72***
99260 - Marketing Analyst	25.82
99310 - Mortician	22.74
99410 - Pest Controller	18.09
99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	15.54***
99711 - Recycling Specialist	18.08
99730 - Refuse Collector	14.22***
99810 - Sales Clerk	10.86***
99820 - School Crossing Guard	14.69***
99830 - Survey Party Chief	27.02
99831 - Surveying Aide	15.92***
99832 - Surveying Technician	21.83
99840 - Vending Machine Attendant	18.13
99841 - Vending Machine Repairer	21.12
99842 - Vending Machine Repairer Helper	18.13

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or

seasonal recreational equipment rental for the general public on federal lands.

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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](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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; 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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))."