

"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 Wage Determination No.: 2015-4467 Revision No.: 23 Date Of Last Revision: 07/06/2022
Daniel W. Simms Director	Division of Wage Determinations

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:	With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 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 2022.
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:	With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 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 2022.

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 <https://www.dol.gov/agencies/whd/government-contracts>.

State: Georgia

Area: Georgia Counties of Baker Dougherty Lee Terrell Worth

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.70***
01012 - Accounting Clerk II		16.51
01013 - Accounting Clerk III		19.10
01020 - Administrative Assistant		27.28
01035 - Court Reporter		16.03
01041 - Customer Service Representative I		12.67***
01042 - Customer Service Representative II		14.07***
01043 - Customer Service Representative III		15.53
01051 - Data Entry Operator I		12.85***
01052 - Data Entry Operator II		14.02***
01060 - Dispatcher Motor Vehicle		19.73
01070 - Document Preparation Clerk		12.77***
01090 - Duplicating Machine Operator		12.77***
01111 - General Clerk I		13.25***
01112 - General Clerk II		14.46***
01113 - General Clerk III		16.23

01120 - Housing Referral Assistant	17.88
01141 - Messenger Courier	11.44***
01191 - Order Clerk I	14.32***
01192 - Order Clerk II	16.02
01261 - Personnel Assistant (Employment) I	15.05
01262 - Personnel Assistant (Employment) II	16.84
01263 - Personnel Assistant (Employment) III	18.76
01270 - Production Control Clerk	24.75
01290 - Rental Clerk	13.67***
01300 - Scheduler Maintenance	14.33***
01311 - Secretary I	14.33***
01312 - Secretary II	16.03
01313 - Secretary III	17.88
01320 - Service Order Dispatcher	17.94
01410 - Supply Technician	27.28
01420 - Survey Worker	15.99
01460 - Switchboard Operator/Receptionist	13.61***
01531 - Travel Clerk I	13.13***
01532 - Travel Clerk II	14.52***
01533 - Travel Clerk III	15.68
01611 - Word Processor I	12.77***
01612 - Word Processor II	14.33***
01613 - Word Processor III	16.03
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	29.15
05010 - Automotive Electrician	19.60
05040 - Automotive Glass Installer	18.60
05070 - Automotive Worker	18.60
05110 - Mobile Equipment Servicer	16.75
05130 - Motor Equipment Metal Mechanic	20.47
05160 - Motor Equipment Metal Worker	18.60
05190 - Motor Vehicle Mechanic	20.47
05220 - Motor Vehicle Mechanic Helper	15.77
05250 - Motor Vehicle Upholstery Worker	17.73
05280 - Motor Vehicle Wrecker	18.60
05310 - Painter Automotive	19.60
05340 - Radiator Repair Specialist	18.60
05370 - Tire Repairer	14.69***
05400 - Transmission Repair Specialist	20.47
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.88***
07041 - Cook I	12.02***
07042 - Cook II	13.35***
07070 - Dishwasher	10.55***
07130 - Food Service Worker	10.69***
07210 - Meat Cutter	14.14***
07260 - Waiter/Waitress	9.10***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.86
09040 - Furniture Handler	15.14
09080 - Furniture Refinisher	21.86
09090 - Furniture Refinisher Helper	17.66
09110 - Furniture Repairer Minor	19.86
09130 - Upholsterer	21.86
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.62***
11060 - Elevator Operator	10.99***
11090 - Gardener	16.15
11122 - Housekeeping Aide	11.11***
11150 - Janitor	11.11***
11210 - Laborer Grounds Maintenance	13.05***
11240 - Maid or Houseman	10.01***
11260 - Pruner	11.92***
11270 - Tractor Operator	15.86
11330 - Trail Maintenance Worker	13.05***

11360 - Window Cleaner	12.15***
12000 - Health Occupations	
12010 - Ambulance Driver	17.56
12011 - Breath Alcohol Technician	19.33
12012 - Certified Occupational Therapist Assistant	26.51
12015 - Certified Physical Therapist Assistant	26.51
12020 - Dental Assistant	17.70
12025 - Dental Hygienist	29.98
12030 - EKG Technician	29.29
12035 - Electroneurodiagnostic Technologist	29.29
12040 - Emergency Medical Technician	17.56
12071 - Licensed Practical Nurse I	17.27
12072 - Licensed Practical Nurse II	19.33
12073 - Licensed Practical Nurse III	21.54
12100 - Medical Assistant	14.60***
12130 - Medical Laboratory Technician	20.04
12160 - Medical Record Clerk	15.30
12190 - Medical Record Technician	18.10
12195 - Medical Transcriptionist	17.27
12210 - Nuclear Medicine Technologist	42.47
12221 - Nursing Assistant I	11.75***
12222 - Nursing Assistant II	13.21***
12223 - Nursing Assistant III	14.41***
12224 - Nursing Assistant IV	16.19
12235 - Optical Dispenser	19.33
12236 - Optical Technician	17.27
12250 - Pharmacy Technician	15.41
12280 - Phlebotomist	15.74
12305 - Radiologic Technologist	27.05
12311 - Registered Nurse I	24.98
12312 - Registered Nurse II	30.56
12313 - Registered Nurse II Specialist	30.56
12314 - Registered Nurse III	36.97
12315 - Registered Nurse III Anesthetist	36.97
12316 - Registered Nurse IV	44.31
12317 - Scheduler (Drug and Alcohol Testing)	23.93
12320 - Substance Abuse Treatment Counselor	20.69
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.86
13012 - Exhibits Specialist II	29.10
13013 - Exhibits Specialist III	36.17
13041 - Illustrator I	23.86
13042 - Illustrator II	29.10
13043 - Illustrator III	36.17
13047 - Librarian	32.75
13050 - Library Aide/Clerk	17.55
13054 - Library Information Technology Systems Administrator	29.56
13058 - Library Technician	19.58
13061 - Media Specialist I	21.00
13062 - Media Specialist II	23.50
13063 - Media Specialist III	26.19
13071 - Photographer I	21.33
13072 - Photographer II	23.89
13073 - Photographer III	29.60
13074 - Photographer IV	36.21
13075 - Photographer V	43.82
13090 - Technical Order Library Clerk	19.65
13110 - Video Teleconference Technician	21.33
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.66
14042 - Computer Operator II	17.52
14043 - Computer Operator III	20.51
14044 - Computer Operator IV	22.77
14045 - Computer Operator V	25.28

14071 - Computer Programmer I	(see 1)	18.23
14072 - Computer Programmer II	(see 1)	22.64
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		15.66
14160 - Personal Computer Support Technician		22.77
14170 - System Support Specialist		25.28
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.22
15020 - Aircrew Training Devices Instructor (Rated)		35.36
15030 - Air Crew Training Devices Instructor (Pilot)		42.38
15050 - Computer Based Training Specialist / Instructor		29.22
15060 - Educational Technologist		33.12
15070 - Flight Instructor (Pilot)		42.38
15080 - Graphic Artist		27.04
15085 - Maintenance Test Pilot Fixed Jet/Prop		42.38
15086 - Maintenance Test Pilot Rotary Wing		42.38
15088 - Non-Maintenance Test/Co-Pilot		42.38
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		10.29***
16030 - Counter Attendant		10.29***
16040 - Dry Cleaner		12.35***
16070 - Finisher Flatwork Machine		10.29***
16090 - Presser Hand		10.29***
16110 - Presser Machine Drycleaning		10.29***
16130 - Presser Machine Shirts		10.29***
16160 - Presser Machine Wearing Apparel Laundry		10.29***
16190 - Sewing Machine Operator		13.05***
16220 - Tailor		13.78***
16250 - Washer Machine		10.97***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.54
19040 - Tool And Die Maker		26.94
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.63
21030 - Material Coordinator		24.75
21040 - Material Expediter		24.75
21050 - Material Handling Laborer		14.19***
21071 - Order Filler		12.72***
21080 - Production Line Worker (Food Processing)		15.63
21110 - Shipping Packer		16.74
21130 - Shipping/Receiving Clerk		16.74
21140 - Store Worker I		14.94***
21150 - Stock Clerk		19.49
21210 - Tools And Parts Attendant		15.63
21410 - Warehouse Specialist		15.63
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		24.56
23019 - Aircraft Logs and Records Technician		20.38
23021 - Aircraft Mechanic I		23.49
23022 - Aircraft Mechanic II		24.56
23023 - Aircraft Mechanic III		25.58
23040 - Aircraft Mechanic Helper		17.88
23050 - Aircraft Painter		22.54
23060 - Aircraft Servicer		20.38
23070 - Aircraft Survival Flight Equipment Technician		22.54
23080 - Aircraft Worker		21.39
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		21.39

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	23.49
II	
23110 - Appliance Mechanic	22.54
23120 - Bicycle Repairer	19.26
23125 - Cable Splicer	27.21
23130 - Carpenter Maintenance	18.19
23140 - Carpet Layer	21.39
23160 - Electrician Maintenance	25.01
23181 - Electronics Technician Maintenance I	26.63
23182 - Electronics Technician Maintenance II	28.06
23183 - Electronics Technician Maintenance III	29.25
23260 - Fabric Worker	20.38
23290 - Fire Alarm System Mechanic	23.49
23310 - Fire Extinguisher Repairer	19.26
23311 - Fuel Distribution System Mechanic	23.49
23312 - Fuel Distribution System Operator	19.26
23370 - General Maintenance Worker	16.86
23380 - Ground Support Equipment Mechanic	23.49
23381 - Ground Support Equipment Servicer	20.38
23382 - Ground Support Equipment Worker	21.39
23391 - Gunsmith I	19.26
23392 - Gunsmith II	21.39
23393 - Gunsmith III	23.49
23410 - Heating Ventilation And Air-Conditioning Mechanic	24.08
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.17
23430 - Heavy Equipment Mechanic	27.67
23440 - Heavy Equipment Operator	17.67
23460 - Instrument Mechanic	23.49
23465 - Laboratory/Shelter Mechanic	22.54
23470 - Laborer	14.19***
23510 - Locksmith	22.54
23530 - Machinery Maintenance Mechanic	29.74
23550 - Machinist Maintenance	27.67
23580 - Maintenance Trades Helper	15.30
23591 - Metrology Technician I	23.49
23592 - Metrology Technician II	24.56
23593 - Metrology Technician III	25.58
23640 - Millwright	23.49
23710 - Office Appliance Repairer	22.54
23760 - Painter Maintenance	25.84
23790 - Pipefitter Maintenance	20.36
23810 - Plumber Maintenance	19.53
23820 - Pneudraulic Systems Mechanic	23.49
23850 - Rigger	23.49
23870 - Scale Mechanic	21.39
23890 - Sheet-Metal Worker Maintenance	20.57
23910 - Small Engine Mechanic	21.39
23931 - Telecommunications Mechanic I	27.82
23932 - Telecommunications Mechanic II	29.15
23950 - Telephone Lineman	23.49
23960 - Welder Combination Maintenance	23.54
23965 - Well Driller	23.49
23970 - Woodcraft Worker	23.49
23980 - Woodworker	19.26
24000 - Personal Needs Occupations	
24550 - Case Manager	13.54***
24570 - Child Care Attendant	10.18***
24580 - Child Care Center Clerk	14.51***
24610 - Chore Aide	10.88***
24620 - Family Readiness And Support Services Coordinator	13.54***
24630 - Homemaker	16.13

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.49
25040 - Sewage Plant Operator	19.10
25070 - Stationary Engineer	23.49
25190 - Ventilation Equipment Tender	17.83
25210 - Water Treatment Plant Operator	19.10
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.41***
27007 - Baggage Inspector	11.50***
27008 - Corrections Officer	15.07
27010 - Court Security Officer	17.44
27030 - Detection Dog Handler	13.13***
27040 - Detention Officer	15.07
27070 - Firefighter	17.67
27101 - Guard I	11.50***
27102 - Guard II	13.13***
27131 - Police Officer I	19.57
27132 - Police Officer II	21.75
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.57***
28042 - Carnival Equipment Repairer	13.64***
28043 - Carnival Worker	9.67***
28210 - Gate Attendant/Gate Tender	13.48***
28310 - Lifeguard	11.34***
28350 - Park Attendant (Aide)	15.08
28510 - Recreation Aide/Health Facility Attendant	11.03***
28515 - Recreation Specialist	18.69
28630 - Sports Official	12.01***
28690 - Swimming Pool Operator	15.74
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.39
29020 - Hatch Tender	21.39
29030 - Line Handler	21.39
29041 - Stevedore I	20.38
29042 - Stevedore II	22.54
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.26
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	17.01
30022 - Archeological Technician II	19.38
30023 - Archeological Technician III	24.04
30030 - Cartographic Technician	24.04
30040 - Civil Engineering Technician	24.04
30051 - Cryogenic Technician I	26.10
30052 - Cryogenic Technician II	28.82
30061 - Drafter/CAD Operator I	17.01
30062 - Drafter/CAD Operator II	19.38
30063 - Drafter/CAD Operator III	21.60
30064 - Drafter/CAD Operator IV	26.10
30081 - Engineering Technician I	15.14
30082 - Engineering Technician II	17.01
30083 - Engineering Technician III	19.38
30084 - Engineering Technician IV	24.04
30085 - Engineering Technician V	29.33
30086 - Engineering Technician VI	35.57
30090 - Environmental Technician	24.04
30095 - Evidence Control Specialist	23.56
30210 - Laboratory Technician	21.60
30221 - Latent Fingerprint Technician I	26.10
30222 - Latent Fingerprint Technician II	28.82
30240 - Mathematical Technician	24.04
30361 - Paralegal/Legal Assistant I	20.36
30362 - Paralegal/Legal Assistant II	25.21
30363 - Paralegal/Legal Assistant III	30.84

30364 - Paralegal/Legal Assistant IV	37.32
30375 - Petroleum Supply Specialist	28.82
30390 - Photo-Optics Technician	24.04
30395 - Radiation Control Technician	28.82
30461 - Technical Writer I	24.04
30462 - Technical Writer II	29.33
30463 - Technical Writer III	35.57
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	26.10
30502 - Weather Forecaster II	31.74
30620 - Weather Observer Combined Upper Air Or	(see 2) 21.60
Surface Programs	
30621 - Weather Observer Senior	(see 2) 24.04
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	14.43***
31030 - Bus Driver	18.92
31043 - Driver Courier	16.84
31260 - Parking and Lot Attendant	13.20***
31290 - Shuttle Bus Driver	16.44
31310 - Taxi Driver	15.74
31361 - Truckdriver Light	17.88
31362 - Truckdriver Medium	18.92
31363 - Truckdriver Heavy	21.12
31364 - Truckdriver Tractor-Trailer	21.12
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47
99030 - Cashier	10.20***
99050 - Desk Clerk	11.90***
99095 - Embalmer	26.22
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	16.53
99252 - Laboratory Animal Caretaker II	17.38
99260 - Marketing Analyst	27.76
99310 - Mortician	26.22
99410 - Pest Controller	21.01
99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	19.62
99711 - Recycling Specialist	23.87
99730 - Refuse Collector	17.37
99810 - Sales Clerk	10.78***
99820 - School Crossing Guard	16.44
99830 - Survey Party Chief	22.25
99831 - Surveying Aide	12.63***
99832 - Surveying Technician	17.31
99840 - Vending Machine Attendant	20.97
99841 - Vending Machine Repairer	24.84
99842 - Vending Machine Repairer Helper	20.97

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 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.

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: \$4.80 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))."