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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.: 2015-4471
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Daniel W. Simms
Director

Division of
Wage Determinations

State: Georgia

Area: Georgia Counties of Barrow, Bartow, Butts, Carroll,
Cherokee, Clayton, Cobb, Coweta, Dawson,
Douglas, Fayette, Forsyth, Fulton,
Gwinnett, Haralson, Henry, Morgan,
Newton, Paulding, Pickens, Rockdale,
Spalding and Walton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.11
01012 - Accounting Clerk II		21.45
01013 - Accounting Clerk III		23.99
01020 - Administrative Assistant		35.34
01035 - Court Reporter		32.33
01041 - Customer Service Representative I		16.61
01042 - Customer Service Representative II		18.13
01043 - Customer Service Representative III		20.35
01051 - Data Entry Operator I		17.87
01052 - Data Entry Operator II		19.50
01060 - Dispatcher, Motor Vehicle		23.38
01070 - Document Preparation Clerk		18.35
01090 - Duplicating Machine Operator		18.35
01111 - General Clerk I		16.47
01112 - General Clerk II		17.98
01113 - General Clerk III		20.18
01120 - Housing Referral Assistant		24.96
01141 - Messenger Courier		17.89
01191 - Order Clerk I		19.03
01192 - Order Clerk II		20.77
01261 - Personnel Assistant (Employment) I		19.16
01262 - Personnel Assistant (Employment) II		21.43
01263 - Personnel Assistant (Employment) III		23.90
01270 - Production Control Clerk		26.85
01290 - Rental Clerk		18.05
01300 - Scheduler, Maintenance		20.02
01311 - Secretary I		20.02
01312 - Secretary II		22.39
01313 - Secretary III		24.96
01320 - Service Order Dispatcher		20.90
01410 - Supply Technician		35.34

01420 - Survey Worker	20.10
01460 - Switchboard Operator/Receptionist	18.53
01531 - Travel Clerk I	18.17
01532 - Travel Clerk II	20.39
01533 - Travel Clerk III	22.81
01611 - Word Processor I	17.84
01612 - Word Processor II	20.04
01613 - Word Processor III	22.41
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.70
05010 - Automotive Electrician	23.66
05040 - Automotive Glass Installer	22.08
05070 - Automotive Worker	22.08
05110 - Mobile Equipment Servicer	18.58
05130 - Motor Equipment Metal Mechanic	24.99
05160 - Motor Equipment Metal Worker	22.08
05190 - Motor Vehicle Mechanic	24.99
05220 - Motor Vehicle Mechanic Helper	17.56
05250 - Motor Vehicle Upholstery Worker	20.33
05280 - Motor Vehicle Wrecker	22.08
05310 - Painter, Automotive	23.66
05340 - Radiator Repair Specialist	22.08
05370 - Tire Repairer	19.47
05400 - Transmission Repair Specialist	24.99
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.29
07041 - Cook I	17.78
07042 - Cook II	21.13
07070 - Dishwasher	14.96
07130 - Food Service Worker	16.19
07210 - Meat Cutter	18.07
07260 - Waiter/Waitress	11.15
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.86
09040 - Furniture Handler	13.05
09080 - Furniture Refinisher	19.29
09090 - Furniture Refinisher Helper	13.81
09110 - Furniture Repairer, Minor	16.61
09130 - Upholsterer	23.35
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.94
11060 - Elevator Operator	16.93
11090 - Gardener	25.32
11122 - Housekeeping Aide	16.93
11150 - Janitor	16.93
11210 - Laborer, Grounds Maintenance	18.01
11240 - Maid or Houseman	15.10
11260 - Pruner	15.64
11270 - Tractor Operator	22.90
11330 - Trail Maintenance Worker	18.01
11360 - Window Cleaner	19.50
12000 - Health Occupations	
12010 - Ambulance Driver	19.37
12011 - Breath Alcohol Technician	27.02
12012 - Certified Occupational Therapist Assistant	36.03
12015 - Certified Physical Therapist Assistant	35.14
12020 - Dental Assistant	22.22
12025 - Dental Hygienist	46.70
12030 - EKG Technician	35.92
12035 - Electroneurodiagnostic Technologist	35.92
12040 - Emergency Medical Technician	19.37
12071 - Licensed Practical Nurse I	24.16
12072 - Licensed Practical Nurse II	27.02
12073 - Licensed Practical Nurse III	30.12
12100 - Medical Assistant	21.01
12130 - Medical Laboratory Technician	31.75
12160 - Medical Record Clerk	22.32
12190 - Medical Record Technician	24.97
12195 - Medical Transcriptionist	17.62

12210 - Nuclear Medicine Technologist		46.94
12221 - Nursing Assistant I		13.72
12222 - Nursing Assistant II		15.42
12223 - Nursing Assistant III		16.83
12224 - Nursing Assistant IV		18.90
12235 - Optical Dispenser		23.22
12236 - Optical Technician		20.13
12250 - Pharmacy Technician		19.26
12280 - Phlebotomist		22.49
12305 - Radiologic Technologist		36.94
12311 - Registered Nurse I		26.92
12312 - Registered Nurse II		32.92
12313 - Registered Nurse II, Specialist		32.92
12314 - Registered Nurse III		39.83
12315 - Registered Nurse III, Anesthetist		39.83
12316 - Registered Nurse IV		47.75
12317 - Scheduler (Drug and Alcohol Testing)		33.48
12320 - Substance Abuse Treatment Counselor		26.18
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.10
13012 - Exhibits Specialist II		28.62
13013 - Exhibits Specialist III		35.00
13041 - Illustrator I		24.89
13042 - Illustrator II		29.44
13043 - Illustrator III		36.01
13047 - Librarian		38.08
13050 - Library Aide/Clerk		18.15
13054 - Library Information Technology Systems Administrator		34.39
13058 - Library Technician		18.30
13061 - Media Specialist I		24.81
13062 - Media Specialist II		27.75
13063 - Media Specialist III		30.95
13071 - Photographer I		19.97
13072 - Photographer II		22.34
13073 - Photographer III		27.23
13074 - Photographer IV		33.85
13075 - Photographer V		40.10
13090 - Technical Order Library Clerk		22.78
13110 - Video Teleconference Technician		24.60
14000 - Information Technology Occupations		
14041 - Computer Operator I		26.13
14042 - Computer Operator II		29.24
14043 - Computer Operator III		32.58
14044 - Computer Operator IV		36.21
14045 - Computer Operator V		40.10
14071 - Computer Programmer I	(see 1)	26.69
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		26.13
14160 - Personal Computer Support Technician		36.21
14170 - System Support Specialist		40.87
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.98
15020 - Aircrew Training Devices Instructor (Rated)		43.54
15030 - Air Crew Training Devices Instructor (Pilot)		52.20
15050 - Computer Based Training Specialist / Instructor		35.98
15060 - Educational Technologist		39.64
15070 - Flight Instructor (Pilot)		52.20
15080 - Graphic Artist		30.49
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		52.20
15086 - Maintenance Test Pilot, Rotary Wing		52.20
15088 - Non-Maintenance Test/Co-Pilot		52.20
15090 - Technical Instructor		25.59

15095 - Technical Instructor/Course Developer 31.30
15110 - Test Proctor 20.66
15120 - Tutor 20.66

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 12.23
16030 - Counter Attendant 12.23
16040 - Dry Cleaner 15.61
16070 - Finisher, Flatwork, Machine 12.23
16090 - Presser, Hand 12.23
16110 - Presser, Machine, Drycleaning 12.23
16130 - Presser, Machine, Shirts 12.23
16160 - Presser, Machine, Wearing Apparel, Laundry 12.23
16190 - Sewing Machine Operator 16.71
16220 - Tailor 17.87
16250 - Washer, Machine 13.36

19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 23.47
19040 - Tool And Die Maker 28.83

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 21.74
21030 - Material Coordinator 26.85
21040 - Material Expediter 26.85
21050 - Material Handling Laborer 18.13
21071 - Order Filler 17.54
21080 - Production Line Worker (Food Processing) 21.74
21110 - Shipping Packer 20.57
21130 - Shipping/Receiving Clerk 20.57
21140 - Store Worker I 14.34
21150 - Stock Clerk 22.04
21210 - Tools And Parts Attendant 21.74
21410 - Warehouse Specialist 21.74

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 48.59
23019 - Aircraft Logs and Records Technician 37.52
23021 - Aircraft Mechanic I 46.12
23022 - Aircraft Mechanic II 48.59
23023 - Aircraft Mechanic III 51.19
23040 - Aircraft Mechanic Helper 31.01
23050 - Aircraft, Painter 43.66
23060 - Aircraft Servicer 37.52
23070 - Aircraft Survival Flight Equipment
Technician 43.66
23080 - Aircraft Worker 40.74
23091 - Aircrew Life Support Equipment (ALSE)
Mechanic I 40.74
23092 - Aircrew Life Support Equipment (ALSE)
Mechanic II 46.12
23110 - Appliance Mechanic 24.38
23120 - Bicycle Repairer 18.71
23125 - Cable Splicer 39.45
23130 - Carpenter, Maintenance 24.71
23140 - Carpet Layer 24.00
23160 - Electrician, Maintenance 29.04
23181 - Electronics Technician Maintenance I 33.75
23182 - Electronics Technician Maintenance II 36.17
23183 - Electronics Technician Maintenance III 38.20
23260 - Fabric Worker 24.06
23290 - Fire Alarm System Mechanic 25.05
23310 - Fire Extinguisher Repairer 21.98
23311 - Fuel Distribution System Mechanic 31.78
23312 - Fuel Distribution System Operator 23.66
23370 - General Maintenance Worker 23.43
23380 - Ground Support Equipment Mechanic 46.12
23381 - Ground Support Equipment Servicer 37.52
23382 - Ground Support Equipment Worker 40.74
23391 - Gunsmith I 21.98
23392 - Gunsmith II 26.12
23393 - Gunsmith III 29.57
23410 - Heating, Ventilation And Air-Conditioning
Mechanic 27.32

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	28.78
23430 - Heavy Equipment Mechanic	29.13
23440 - Heavy Equipment Operator	23.19
23460 - Instrument Mechanic	32.31
23465 - Laboratory/Shelter Mechanic	28.00
23470 - Laborer	18.13
23510 - Locksmith	30.34
23530 - Machinery Maintenance Mechanic	29.98
23550 - Machinist, Maintenance	25.39
23580 - Maintenance Trades Helper	17.58
23591 - Metrology Technician I	32.31
23592 - Metrology Technician II	34.03
23593 - Metrology Technician III	35.86
23640 - Millwright	31.03
23710 - Office Appliance Repairer	21.70
23760 - Painter, Maintenance	23.39
23790 - Pipefitter, Maintenance	30.52
23810 - Plumber, Maintenance	28.90
23820 - Pneudraulic Systems Mechanic	29.57
23850 - Rigger	31.19
23870 - Scale Mechanic	26.12
23890 - Sheet-Metal Worker, Maintenance	24.27
23910 - Small Engine Mechanic	21.85
23931 - Telecommunications Mechanic I	29.64
23932 - Telecommunications Mechanic II	31.23
23950 - Telephone Lineman	27.53
23960 - Welder, Combination, Maintenance	23.84
23965 - Well Driller	25.30
23970 - Woodcraft Worker	29.57
23980 - Woodworker	21.98
24000 - Personal Needs Occupations	
24550 - Case Manager	18.73
24570 - Child Care Attendant	13.69
24580 - Child Care Center Clerk	17.07
24610 - Chore Aide	13.81
24620 - Family Readiness And Support Services Coordinator	18.73
24630 - Homemaker	18.73
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	34.33
25040 - Sewage Plant Operator	24.98
25070 - Stationary Engineer	34.33
25190 - Ventilation Equipment Tender	23.08
25210 - Water Treatment Plant Operator	24.98
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.95
27007 - Baggage Inspector	17.14
27008 - Corrections Officer	23.29
27010 - Court Security Officer	22.89
27030 - Detection Dog Handler	19.47
27040 - Detention Officer	23.29
27070 - Firefighter	22.97
27101 - Guard I	17.14
27102 - Guard II	19.47
27131 - Police Officer I	26.38
27132 - Police Officer II	29.32
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	18.11
28042 - Carnival Equipment Repairer	20.03
28043 - Carnival Worker	12.37
28210 - Gate Attendant/Gate Tender	20.32
28310 - Lifeguard	13.71
28350 - Park Attendant (Aide)	22.74
28510 - Recreation Aide/Health Facility Attendant	16.50
28515 - Recreation Specialist	28.03
28630 - Sports Official	18.01
28690 - Swimming Pool Operator	23.80
29000 - Stevedoring/Longshoremen Occupational Services	

29010 - Blocker And Bracer		34.07
29020 - Hatch Tender		34.07
29030 - Line Handler		34.07
29041 - Stevedore I		31.36
29042 - Stevedore II		36.44
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	48.72
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	33.60
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	37.00
30021 - Archeological Technician I		21.74
30022 - Archeological Technician II		24.26
30023 - Archeological Technician III		30.13
30030 - Cartographic Technician		30.05
30040 - Civil Engineering Technician		28.93
30051 - Cryogenic Technician I		33.28
30052 - Cryogenic Technician II		36.75
30061 - Drafter/CAD Operator I		21.74
30062 - Drafter/CAD Operator II		24.26
30063 - Drafter/CAD Operator III		27.05
30064 - Drafter/CAD Operator IV		33.28
30081 - Engineering Technician I		18.89
30082 - Engineering Technician II		21.28
30083 - Engineering Technician III		23.71
30084 - Engineering Technician IV		29.37
30085 - Engineering Technician V		35.93
30086 - Engineering Technician VI		43.46
30090 - Environmental Technician		27.06
30095 - Evidence Control Specialist		30.05
30210 - Laboratory Technician		24.17
30221 - Latent Fingerprint Technician I		29.26
30222 - Latent Fingerprint Technician II		32.31
30240 - Mathematical Technician		41.29
30361 - Paralegal/Legal Assistant I		24.02
30362 - Paralegal/Legal Assistant II		29.76
30363 - Paralegal/Legal Assistant III		36.40
30364 - Paralegal/Legal Assistant IV		44.04
30375 - Petroleum Supply Specialist		36.75
30390 - Photo-Optics Technician		30.05
30395 - Radiation Control Technician		36.75
30461 - Technical Writer I		27.13
30462 - Technical Writer II		33.18
30463 - Technical Writer III		40.14
30491 - Unexploded Ordnance (UXO) Technician I		30.97
30492 - Unexploded Ordnance (UXO) Technician II		37.46
30493 - Unexploded Ordnance (UXO) Technician III		44.90
30494 - Unexploded (UXO) Safety Escort		30.97
30495 - Unexploded (UXO) Sweep Personnel		30.97
30501 - Weather Forecaster I		33.28
30502 - Weather Forecaster II		40.48
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	27.05
30621 - Weather Observer, Senior	(see 2)	30.13
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		37.46
31020 - Bus Aide		16.64
31030 - Bus Driver		25.52
31043 - Driver Courier		19.48
31260 - Parking and Lot Attendant		14.30
31290 - Shuttle Bus Driver		17.08
31310 - Taxi Driver		11.93
31361 - Truckdriver, Light		21.54
31362 - Truckdriver, Medium		23.57
31363 - Truckdriver, Heavy		28.30
31364 - Truckdriver, Tractor-Trailer		28.30
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		18.27
99030 - Cashier		13.90
99050 - Desk Clerk		14.33

99095 - Embalmer	28.44
99130 - Flight Follower	30.97
99251 - Laboratory Animal Caretaker I	17.25
99252 - Laboratory Animal Caretaker II	19.01
99260 - Marketing Analyst	38.09
99310 - Mortician	29.59
99410 - Pest Controller	21.33
99510 - Photofinishing Worker	18.10
99710 - Recycling Laborer	24.77
99711 - Recycling Specialist	31.50
99730 - Refuse Collector	21.51
99810 - Sales Clerk	14.85
99820 - School Crossing Guard	16.94
99830 - Survey Party Chief	27.82
99831 - Surveying Aide	16.33
99832 - Surveying Technician	23.00
99840 - Vending Machine Attendant	18.48
99841 - Vending Machine Repairer	24.27
99842 - Vending Machine Repairer Helper	18.48

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract from May 11, 2026, through December 31, 2026 Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month

HEALTH & WELFARE EO 13706: $5.09 per hour, up to 40 hours per week, or $203.60 per week, or $882.27 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 8 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, 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))."""
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