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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.: 2015-4515
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Daniel W. Simms
Director

Division of
Wage Determinations

State: Georgia

Area: Georgia Counties of Camden, Charlton and Pierce

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.50
01012 - Accounting Clerk II		17.40
01013 - Accounting Clerk III		19.46
01020 - Administrative Assistant		28.77
01035 - Court Reporter		18.61
01041 - Customer Service Representative I		15.42
01042 - Customer Service Representative II		16.83
01043 - Customer Service Representative III		18.89
01051 - Data Entry Operator I		14.71
01052 - Data Entry Operator II		16.05
01060 - Dispatcher, Motor Vehicle		21.62
01070 - Document Preparation Clerk		14.82
01090 - Duplicating Machine Operator		14.82
01111 - General Clerk I		15.10
01112 - General Clerk II		16.48
01113 - General Clerk III		18.49
01120 - Housing Referral Assistant		20.74
01141 - Messenger Courier		14.00
01191 - Order Clerk I		15.05
01192 - Order Clerk II		16.42

01261 - Personnel Assistant (Employment) I	18.57
01262 - Personnel Assistant (Employment) II	20.77
01263 - Personnel Assistant (Employment) III	23.15
01270 - Production Control Clerk	25.81
01290 - Rental Clerk	15.39
01300 - Scheduler, Maintenance	16.64
01311 - Secretary I	16.64
01312 - Secretary II	18.61
01313 - Secretary III	20.74
01320 - Service Order Dispatcher	19.33
01410 - Supply Technician	28.77
01420 - Survey Worker	17.83
01460 - Switchboard Operator/Receptionist	14.95
01531 - Travel Clerk I	14.82
01532 - Travel Clerk II	16.64
01533 - Travel Clerk III	18.61
01611 - Word Processor I	14.82
01612 - Word Processor II	16.64
01613 - Word Processor III	18.61
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.02
05010 - Automotive Electrician	19.92
05040 - Automotive Glass Installer	18.83
05070 - Automotive Worker	18.83
05110 - Mobile Equipment Servicer	16.60
05130 - Motor Equipment Metal Mechanic	20.99
05160 - Motor Equipment Metal Worker	18.83
05190 - Motor Vehicle Mechanic	20.99
05220 - Motor Vehicle Mechanic Helper	15.49
05250 - Motor Vehicle Upholstery Worker	17.70
05280 - Motor Vehicle Wrecker	18.83
05310 - Painter, Automotive	19.92
05340 - Radiator Repair Specialist	18.83
05370 - Tire Repairer	15.28
05400 - Transmission Repair Specialist	20.99
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.70
07041 - Cook I	13.93
07042 - Cook II	15.81
07070 - Dishwasher	12.23
07130 - Food Service Worker	13.88
07210 - Meat Cutter	16.56
07260 - Waiter/Waitress	10.68
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.58
09040 - Furniture Handler	11.03
09080 - Furniture Refinisher	16.70
09090 - Furniture Refinisher Helper	12.97
09110 - Furniture Repairer, Minor	14.82
09130 - Upholsterer	16.52
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.71
11060 - Elevator Operator	14.08

11090 - Gardener	19.43
11122 - Housekeeping Aide	14.08
11150 - Janitor	14.08
11210 - Laborer, Grounds Maintenance	15.42
11240 - Maid or Houseman	12.33
11260 - Pruner	14.06
11270 - Tractor Operator	18.13
11330 - Trail Maintenance Worker	15.42
11360 - Window Cleaner	15.44
12000 - Health Occupations	
12010 - Ambulance Driver	16.67
12011 - Breath Alcohol Technician	22.37
12012 - Certified Occupational Therapist Assistant	35.30
12015 - Certified Physical Therapist Assistant	36.64
12020 - Dental Assistant	22.10
12025 - Dental Hygienist	36.95
12030 - EKG Technician	32.59
12035 - Electroneurodiagnostic Technologist	32.59
12040 - Emergency Medical Technician	16.67
12071 - Licensed Practical Nurse I	20.00
12072 - Licensed Practical Nurse II	22.37
12073 - Licensed Practical Nurse III	24.93
12100 - Medical Assistant	17.36
12130 - Medical Laboratory Technician	28.12
12160 - Medical Record Clerk	19.09
12190 - Medical Record Technician	21.56
12195 - Medical Transcriptionist	20.00
12210 - Nuclear Medicine Technologist	49.16
12221 - Nursing Assistant I	12.63
12222 - Nursing Assistant II	14.21
12223 - Nursing Assistant III	15.51
12224 - Nursing Assistant IV	17.41
12235 - Optical Dispenser	24.88
12236 - Optical Technician	20.00
12250 - Pharmacy Technician	17.56
12280 - Phlebotomist	16.75
12305 - Radiologic Technologist	29.03
12311 - Registered Nurse I	25.90
12312 - Registered Nurse II	31.67
12313 - Registered Nurse II, Specialist	31.67
12314 - Registered Nurse III	38.32
12315 - Registered Nurse III, Anesthetist	38.32
12316 - Registered Nurse IV	45.93
12317 - Scheduler (Drug and Alcohol Testing)	27.71
12320 - Substance Abuse Treatment Counselor	23.88
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.81
13012 - Exhibits Specialist II	28.26
13013 - Exhibits Specialist III	34.57
13041 - Illustrator I	22.81
13042 - Illustrator II	28.26
13043 - Illustrator III	34.57
13047 - Librarian	31.30
13050 - Library Aide/Clerk	18.15
13054 - Library Information Technology Systems	

Administrator		28.26
13058 - Library Technician		14.65
13061 - Media Specialist I		20.39
13062 - Media Specialist II		22.81
13063 - Media Specialist III		25.44
13071 - Photographer I		18.19
13072 - Photographer II		20.50
13073 - Photographer III		25.21
13074 - Photographer IV		30.83
13075 - Photographer V		37.30
13090 - Technical Order Library Clerk		22.81
13110 - Video Teleconference Technician		20.39
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.68
14042 - Computer Operator II		22.00
14043 - Computer Operator III		24.84
14044 - Computer Operator IV		30.48
14045 - Computer Operator V		33.84
14071 - Computer Programmer I	(see 1)	24.20
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		19.68
14160 - Personal Computer Support Technician		30.48
14170 - System Support Specialist		31.10
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.45
15020 - Aircrew Training Devices Instructor (Rated)		40.47
15030 - Air Crew Training Devices Instructor (Pilot)		48.51
15050 - Computer Based Training Specialist / Instructor		33.45
15060 - Educational Technologist		37.52
15070 - Flight Instructor (Pilot)		48.51
15080 - Graphic Artist		22.77
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.51
15086 - Maintenance Test Pilot, Rotary Wing		48.51
15088 - Non-Maintenance Test/Co-Pilot		48.51
15090 - Technical Instructor		20.53
15095 - Technical Instructor/Course Developer		25.11
15110 - Test Proctor		16.56
15120 - Tutor		16.56
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		14.22
16030 - Counter Attendant		14.22
16040 - Dry Cleaner		16.26
16070 - Finisher, Flatwork, Machine		14.22
16090 - Presser, Hand		14.22
16110 - Presser, Machine, Drycleaning		14.22
16130 - Presser, Machine, Shirts		14.22

16160 - Presser, Machine, Wearing Apparel, Laundry	14.22
16190 - Sewing Machine Operator	16.94
16220 - Tailor	17.62
16250 - Washer, Machine	14.90
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.64
19040 - Tool And Die Maker	26.14
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	17.00
21071 - Order Filler	16.24
21080 - Production Line Worker (Food Processing)	18.17
21110 - Shipping Packer	18.28
21130 - Shipping/Receiving Clerk	18.28
21140 - Store Worker I	15.38
21150 - Stock Clerk	20.01
21210 - Tools And Parts Attendant	18.17
21410 - Warehouse Specialist	18.17
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	33.05
23019 - Aircraft Logs and Records Technician	26.52
23021 - Aircraft Mechanic I	31.47
23022 - Aircraft Mechanic II	33.05
23023 - Aircraft Mechanic III	34.60
23040 - Aircraft Mechanic Helper	23.20
23050 - Aircraft, Painter	29.87
23060 - Aircraft Servicer	26.52
23070 - Aircraft Survival Flight Equipment Technician	29.87
23080 - Aircraft Worker	28.23
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	28.23
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.47
23110 - Appliance Mechanic	23.48
23120 - Bicycle Repairer	19.55
23125 - Cable Splicer	31.85
23130 - Carpenter, Maintenance	22.70
23140 - Carpet Layer	22.19
23160 - Electrician, Maintenance	27.60
23181 - Electronics Technician Maintenance I	33.25
23182 - Electronics Technician Maintenance II	35.17
23183 - Electronics Technician Maintenance III	37.04
23260 - Fabric Worker	20.85
23290 - Fire Alarm System Mechanic	21.27
23310 - Fire Extinguisher Repairer	19.55
23311 - Fuel Distribution System Mechanic	26.61
23312 - Fuel Distribution System Operator	21.15
23370 - General Maintenance Worker	20.00
23380 - Ground Support Equipment Mechanic	31.47
23381 - Ground Support Equipment Servicer	26.52
23382 - Ground Support Equipment Worker	28.23

23391 - Gunsmith I	19.55
23392 - Gunsmith II	22.19
23393 - Gunsmith III	24.74
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.14
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.25
23430 - Heavy Equipment Mechanic	27.69
23440 - Heavy Equipment Operator	20.02
23460 - Instrument Mechanic	26.68
23465 - Laboratory/Shelter Mechanic	23.48
23470 - Laborer	17.00
23510 - Locksmith	23.48
23530 - Machinery Maintenance Mechanic	27.35
23550 - Machinist, Maintenance	22.93
23580 - Maintenance Trades Helper	14.87
23591 - Metrology Technician I	26.68
23592 - Metrology Technician II	28.39
23593 - Metrology Technician III	30.04
23640 - Millwright	27.82
23710 - Office Appliance Repairer	23.48
23760 - Painter, Maintenance	21.92
23790 - Pipefitter, Maintenance	27.43
23810 - Plumber, Maintenance	26.04
23820 - Pneudraulic Systems Mechanic	24.74
23850 - Rigger	24.44
23870 - Scale Mechanic	22.19
23890 - Sheet-Metal Worker, Maintenance	22.66
23910 - Small Engine Mechanic	20.07
23931 - Telecommunications Mechanic I	27.71
23932 - Telecommunications Mechanic II	29.10
23950 - Telephone Lineman	24.77
23960 - Welder, Combination, Maintenance	21.97
23965 - Well Driller	23.35
23970 - Woodcraft Worker	24.74
23980 - Woodworker	19.55
24000 - Personal Needs Occupations	
24550 - Case Manager	16.39
24570 - Child Care Attendant	11.37
24580 - Child Care Center Clerk	14.18
24610 - Chore Aide	13.23
24620 - Family Readiness And Support Services Coordinator	16.39
24630 - Homemaker	19.49
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.34
25040 - Sewage Plant Operator	22.26
25070 - Stationary Engineer	23.34
25190 - Ventilation Equipment Tender	17.02
25210 - Water Treatment Plant Operator	22.26
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.83
27007 - Baggage Inspector	17.75
27008 - Corrections Officer	19.21

27010 - Court Security Officer		20.03
27030 - Detection Dog Handler		19.85
27040 - Detention Officer		19.21
27070 - Firefighter		17.94
27101 - Guard I		17.75
27102 - Guard II		19.85
27131 - Police Officer I		21.12
27132 - Police Officer II		23.47
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.15
28042 - Carnival Equipment Repairer		15.14
28043 - Carnival Worker		11.17
28210 - Gate Attendant/Gate Tender		17.00
28310 - Lifeguard		12.42
28350 - Park Attendant (Aide)		19.02
28510 - Recreation Aide/Health Facility Attendant		13.88
28515 - Recreation Specialist		23.56
28630 - Sports Official		15.15
28690 - Swimming Pool Operator		17.61
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		27.45
29020 - Hatch Tender		27.45
29030 - Line Handler		27.45
29041 - Stevedore I		25.79
29042 - Stevedore II		29.03
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.07
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	31.77
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	34.99
30021 - Archeological Technician I		19.73
30022 - Archeological Technician II		22.07
30023 - Archeological Technician III		27.34
30030 - Cartographic Technician		27.34
30040 - Civil Engineering Technician		24.24
30051 - Cryogenic Technician I		30.28
30052 - Cryogenic Technician II		33.45
30061 - Drafter/CAD Operator I		19.73
30062 - Drafter/CAD Operator II		22.07
30063 - Drafter/CAD Operator III		24.61
30064 - Drafter/CAD Operator IV		30.28
30081 - Engineering Technician I		17.14
30082 - Engineering Technician II		19.24
30083 - Engineering Technician III		21.52
30084 - Engineering Technician IV		26.66
30085 - Engineering Technician V		32.61
30086 - Engineering Technician VI		39.45
30090 - Environmental Technician		25.56
30095 - Evidence Control Specialist		27.34
30210 - Laboratory Technician		24.88
30221 - Latent Fingerprint Technician I		30.28
30222 - Latent Fingerprint Technician II		33.45

30240 - Mathematical Technician		27.34
30361 - Paralegal/Legal Assistant I		22.95
30362 - Paralegal/Legal Assistant II		28.44
30363 - Paralegal/Legal Assistant III		34.79
30364 - Paralegal/Legal Assistant IV		42.08
30375 - Petroleum Supply Specialist		33.45
30390 - Photo-Optics Technician		27.34
30395 - Radiation Control Technician		33.45
30461 - Technical Writer I		27.34
30462 - Technical Writer II		33.45
30463 - Technical Writer III		40.46
30491 - Unexploded Ordnance (UXO) Technician I		29.28
30492 - Unexploded Ordnance (UXO) Technician II		35.43
30493 - Unexploded Ordnance (UXO) Technician III		42.46
30494 - Unexploded (UXO) Safety Escort		29.28
30495 - Unexploded (UXO) Sweep Personnel		29.28
30501 - Weather Forecaster I		30.28
30502 - Weather Forecaster II		36.83
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.61
30621 - Weather Observer, Senior	(see 2)	27.34
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		14.47
31030 - Bus Driver		19.55
31043 - Driver Courier		16.78
31260 - Parking and Lot Attendant		13.22
31290 - Shuttle Bus Driver		16.08
31310 - Taxi Driver		12.61
31361 - Truckdriver, Light		17.99
31362 - Truckdriver, Medium		19.18
31363 - Truckdriver, Heavy		23.36
31364 - Truckdriver, Tractor-Trailer		23.36
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27
99030 - Cashier		11.28
99050 - Desk Clerk		13.10
99095 - Embalmer		24.27
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		15.11
99252 - Laboratory Animal Caretaker II		16.20
99260 - Marketing Analyst		28.28
99310 - Mortician		24.27
99410 - Pest Controller		18.63
99510 - Photofinishing Worker		15.39
99710 - Recycling Laborer		19.03
99711 - Recycling Specialist		22.93
99730 - Refuse Collector		17.37
99810 - Sales Clerk		13.03
99820 - School Crossing Guard		16.80
99830 - Survey Party Chief		28.12
99831 - Surveying Aide		15.94
99832 - Surveying Technician		21.83
99840 - Vending Machine Attendant		18.60
99841 - Vending Machine Repairer		22.62

99842 - Vending Machine Repairer Helper 18.60

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 determina 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, 3 weeks after 8 years, and 4 weeks after 15 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. (See 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))."" "