REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION

| WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4475

Daniel W. Simms Division of | Revision No.: 33

Director Wage Determinations| Date Of Last Revision: 5/13/2026

State: Georgia

Area: Georgia Counties of Jasper and Pike

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	26.25
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	17.64
01090 - Duplicating Machine Operator	17.64
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 25.30

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 16.80

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 16.09

09110 - Furniture Repairer, Minor 17.55

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 23.29

12236 - Optical Technician 19.43

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 23.76

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 27.68

13074 - Photographer IV 33.85

13075 - Photographer V 40.93

13090 - Technical Order Library Clerk 22.78

13110 - Video Teleconference Technician 24.60

14000 - Information Technology Occupations

14041 - Computer Operator I 25.94

14042 - Computer Operator II 29.02

14043 - Computer Operator III 32.35

14044 - Computer Operator IV 35.96

14045 - Computer Operator V 39.92

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 25.94

14160 - Personal Computer Support Technician 36.07

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 30.41

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 31.96

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 31.96

23592 - Metrology Technician II 33.67

23593 - Metrology Technician III 35.48

23640 - Millwright 31.03

23710 - Office Appliance Repairer 21.29

23760 - Painter, Maintenance 23.39

23790 - Pipefitter, Maintenance 30.52

23810 - Plumber, Maintenance 28.90

23820 - Pneudraulic Systems Mechanic 29.57

23850 - Rigger 30.34

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 19.16

27040 - Detention Officer 23.29

27070 - Firefighter 22.97

27101 - Guard I 17.14

27102 - Guard II 19.16

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 20.21

28310 - Lifeguard 14.20

28350 - Park Attendant (Aide) 22.62

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 21.68

30022 - Archeological Technician II	24.26
30023 - Archeological Technician III	30.05
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	21.68
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	21.19
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) 30.05

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot 37.46

31020 - Bus Aide 16.53

31030 - Bus Driver 23.03

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 26.82

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 29.12

99410 - Pest Controller 21.33

99510 - Photofinishing Worker 16.00

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 25.29

99831 - Surveying Aide 19.53

99832 - Surveying Technician 23.00

99840 - Vending Machine Attendant 18.93

99841 - Vending Machine Repairer 24.27

99842 - Vending Machine Repairer Helper 18.93

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. The applicable Executive Order minimum wage rate will be adjusted annually.

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 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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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THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION

| WASHINGTON D.C. 20210

| Wage Determination No.: 2015-4487

Daniel W. Simms Division of | Revision No.: 30

Director Wage Determinations| Date Of Last Revision: 5/13/2026

State: Georgia

Area: Georgia Counties of Bibb, Crawford, Jones, Monroe and Twiggs

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.04
01012 - Accounting Clerk II		19.13
01013 - Accounting Clerk III		21.40

01020 - Administrative Assistant	29.41
01035 - Court Reporter	19.81
01041 - Customer Service Representative I	14.81
01042 - Customer Service Representative II	16.32
01043 - Customer Service Representative III	18.13
01051 - Data Entry Operator I	15.48
01052 - Data Entry Operator II	16.89
01060 - Dispatcher, Motor Vehicle	18.11
01070 - Document Preparation Clerk	15.86
01090 - Duplicating Machine Operator	15.86
01111 - General Clerk I	14.62
01112 - General Clerk II	15.96
01113 - General Clerk III	17.91
01120 - Housing Referral Assistant	22.08
01141 - Messenger Courier	15.83
01191 - Order Clerk I	19.73
01192 - Order Clerk II	21.53
01261 - Personnel Assistant (Employment) I	18.28
01262 - Personnel Assistant (Employment) II	20.45
01263 - Personnel Assistant (Employment) III	22.80
01270 - Production Control Clerk	26.67
01290 - Rental Clerk	16.76
01300 - Scheduler, Maintenance	17.71
01311 - Secretary I	17.71
01312 - Secretary II	19.81
01313 - Secretary III	22.08

01320 - Service Order Dispatcher 16.18

01410 - Supply Technician 29.41

01420 - Survey Worker 19.81

01460 - Switchboard Operator/Receptionist 16.11

01531 - Travel Clerk I 15.38

01532 - Travel Clerk II 16.64

01533 - Travel Clerk III 19.20

01611 - Word Processor I 15.78

01612 - Word Processor II 17.71

01613 - Word Processor III 19.81

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass 23.10

05010 - Automotive Electrician 22.15

05040 - Automotive Glass Installer 21.04

05070 - Automotive Worker 21.04

05110 - Mobile Equipment Servicer 19.10

05130 - Motor Equipment Metal Mechanic 23.11

05160 - Motor Equipment Metal Worker 21.04

05190 - Motor Vehicle Mechanic 23.11

05220 - Motor Vehicle Mechanic Helper 17.90

05250 - Motor Vehicle Upholstery Worker 20.02

05280 - Motor Vehicle Wrecker 21.04

05310 - Painter, Automotive 22.15

05340 - Radiator Repair Specialist 21.04

05370 - Tire Repairer 17.51

05400 - Transmission Repair Specialist 23.11

07000 - Food Preparation And Service Occupations

07010 - Baker 14.44

07041 - Cook I 14.45

07042 - Cook II 15.92

07070 - Dishwasher 12.98

07130 - Food Service Worker 14.64

07210 - Meat Cutter 16.90

07260 - Waiter/Waitress 9.80

09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter 22.03

09040 - Furniture Handler 15.64

09080 - Furniture Refinisher 22.03

09090 - Furniture Refinisher Helper 17.85

09110 - Furniture Repairer, Minor 19.97

09130 - Upholsterer 22.03

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles 13.57

11060 - Elevator Operator 14.27

11090 - Gardener 20.09

11122 - Housekeeping Aide 13.92

11150 - Janitor 13.92

11210 - Laborer, Grounds Maintenance 16.49

11240 - Maid or Houseman 12.40

11260 - Pruner 15.20

11270 - Tractor Operator 18.82

11330 - Trail Maintenance Worker 16.49

11360 - Window Cleaner 15.09

12000 - Health Occupations

12010 - Ambulance Driver 20.02

12011 - Breath Alcohol Technician 24.38

12012 - Certified Occupational Therapist Assistant 36.34

12015 - Certified Physical Therapist Assistant 35.23

12020 - Dental Assistant 19.00

12025 - Dental Hygienist 36.24

12030 - EKG Technician 33.36

12035 - Electroneurodiagnostic Technologist 33.36

12040 - Emergency Medical Technician 20.02

12071 - Licensed Practical Nurse I 21.79

12072 - Licensed Practical Nurse II 24.38

12073 - Licensed Practical Nurse III 27.18

12100 - Medical Assistant 18.00

12130 - Medical Laboratory Technician 26.27

12160 - Medical Record Clerk 18.51

12190 - Medical Record Technician 20.70

12195 - Medical Transcriptionist 19.18

12210 - Nuclear Medicine Technologist 53.57

12221 - Nursing Assistant I 13.32

12222 - Nursing Assistant II 14.98

12223 - Nursing Assistant III 16.35

12224 - Nursing Assistant IV 18.35

12235 - Optical Dispenser 22.81

12236 - Optical Technician 21.79

12250 - Pharmacy Technician 17.56

12280 - Phlebotomist 18.88

12305 - Radiologic Technologist 30.29

12311 - Registered Nurse I 26.69

12312 - Registered Nurse II 32.65

12313 - Registered Nurse II, Specialist 32.65

12314 - Registered Nurse III 39.50

12315 - Registered Nurse III, Anesthetist 39.50

12316 - Registered Nurse IV 47.36

12317 - Scheduler (Drug and Alcohol Testing) 30.20

12320 - Substance Abuse Treatment Counselor 24.37

13000 - Information And Arts Occupations

13011 - Exhibits Specialist I 22.56

13012 - Exhibits Specialist II 27.95

13013 - Exhibits Specialist III 34.19

13041 - Illustrator I 22.56

13042 - Illustrator II 27.95

13043 - Illustrator III 34.19

13047 - Librarian 30.95

13050 - Library Aide/Clerk 17.11

13054 - Library Information Technology Systems Administrator 27.95

13058 - Library Technician 19.73

13061 - Media Specialist I 20.17

13062 - Media Specialist II 22.56

13063 - Media Specialist III 25.14

13071 - Photographer I 19.94

13072 - Photographer II 22.56

13073 - Photographer III 27.95

13074 - Photographer IV 34.19

13075 - Photographer V 41.37

13090 - Technical Order Library Clerk 21.48

13110 - Video Teleconference Technician 20.17

14000 - Information Technology Occupations

14041 - Computer Operator I 18.10

14042 - Computer Operator II 20.21

14043 - Computer Operator III 22.64

14044 - Computer Operator IV 27.10

14045 - Computer Operator V 29.99

14071 - Computer Programmer I (see 1) 23.18

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 18.10

14160 - Personal Computer Support Technician 27.10

14170 - System Support Specialist 36.96

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor

(Non-Rated) 34.78

15020 - Aircrew Training Devices Instructor (Rated) 42.08

15030 - Air Crew Training Devices Instructor

(Pilot) 50.44

15050 - Computer Based Training Specialist /

Instructor 34.78

15060 - Educational Technologist 36.43

15070 - Flight Instructor (Pilot) 50.44

15080 - Graphic Artist 23.13

15085 - Maintenance Test Pilot, Fixed, Jet/Prop 50.44

15086 - Maintenance Test Pilot, Rotary Wing 50.44

15088 - Non-Maintenance Test/Co-Pilot 50.44

15090 - Technical Instructor 24.55

15095 - Technical Instructor/Course Developer 30.03

15110 - Test Proctor 19.82

15120 - Tutor 19.82

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

16010 - Assembler 10.92

16030 - Counter Attendant 10.92

16040 - Dry Cleaner 12.78

16070 - Finisher, Flatwork, Machine 10.92

16090 - Presser, Hand 10.92

16110 - Presser, Machine, Drycleaning 10.92

16130 - Presser, Machine, Shirts 10.92

16160 - Presser, Machine, Wearing Apparel, Laundry 10.92

16190 - Sewing Machine Operator 13.39

16220 - Tailor 14.02

16250 - Washer, Machine 11.56

19000 - Machine Tool Operation And Repair Occupations

19010 - Machine-Tool Operator (Tool Room) 24.83

19040 - Tool And Die Maker 28.88

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator 19.28

21030 - Material Coordinator 26.67

21040 - Material Expediter 26.67

21050 - Material Handling Laborer 17.54

21071 - Order Filler 15.88

21080 - Production Line Worker (Food Processing) 19.28

21110 - Shipping Packer 18.06

21130 - Shipping/Receiving Clerk 18.06

21140 - Store Worker I 17.43

21150 - Stock Clerk 21.87

21210 - Tools And Parts Attendant 19.28

21410 - Warehouse Specialist 19.28

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder 28.50

23019 - Aircraft Logs and Records Technician 24.29

23021 - Aircraft Mechanic I 27.41

23022 - Aircraft Mechanic II 28.50

23023 - Aircraft Mechanic III 29.67

23040 - Aircraft Mechanic Helper 21.72

23050 - Aircraft, Painter 26.09

23060 - Aircraft Servicer 24.29

23070 - Aircraft Survival Flight Equipment

Technician 26.09

23080 - Aircraft Worker 25.33

23091 - Aircrew Life Support Equipment (ALSE)

Mechanic I 25.33

23092 - Aircrew Life Support Equipment (ALSE)

Mechanic II 27.41

23110 - Appliance Mechanic 24.83

23120 - Bicycle Repairer 21.41

23125 - Cable Splicer 38.77

23130 - Carpenter, Maintenance 21.84

23140 - Carpet Layer 23.58

23160 - Electrician, Maintenance 25.09

23181 - Electronics Technician Maintenance I 23.63

23182 - Electronics Technician Maintenance II 24.83

23183 - Electronics Technician Maintenance III 25.91

23260 - Fabric Worker 22.44

23290 - Fire Alarm System Mechanic 21.51

23310 - Fire Extinguisher Repairer 21.41

23311 - Fuel Distribution System Mechanic 25.91

23312 - Fuel Distribution System Operator 21.45

23370 - General Maintenance Worker 20.98

23380 - Ground Support Equipment Mechanic 27.41

23381 - Ground Support Equipment Servicer 24.29

23382 - Ground Support Equipment Worker 25.33

23391 - Gunsmith I 21.41

23392 - Gunsmith II 23.58

23393 - Gunsmith III 25.91

23410 - Heating, Ventilation And Air-Conditioning

Mechanic 24.31

23411 - Heating, Ventilation And Air Contidioning

Mechanic (Research Facility) 25.24

23430 - Heavy Equipment Mechanic 24.98

23440 - Heavy Equipment Operator 21.23

23460 - Instrument Mechanic 25.91

23465 - Laboratory/Shelter Mechanic 24.83

23470 - Laborer 17.54

23510 - Locksmith 24.83

23530 - Machinery Maintenance Mechanic 29.30

23550 - Machinist, Maintenance 23.21

23580 - Maintenance Trades Helper 16.99

23591 - Metrology Technician I 25.91

23592 - Metrology Technician II 26.90

23593 - Metrology Technician III 28.00

23640 - Millwright 27.25

23710 - Office Appliance Repairer 18.34

23760 - Painter, Maintenance 20.41

23790 - Pipefitter, Maintenance 24.86

23810 - Plumber, Maintenance 23.84

23820 - Pneudraulic Systems Mechanic 25.91

23850 - Rigger 25.91

23870 - Scale Mechanic 23.58

23890 - Sheet-Metal Worker, Maintenance 22.73

23910 - Small Engine Mechanic 23.58

23931 - Telecommunications Mechanic I 29.91

23932 - Telecommunications Mechanic II 31.02

23950 - Telephone Lineman 25.91

23960 - Welder, Combination, Maintenance 23.60

23965 - Well Driller 25.91

23970 - Woodcraft Worker 25.91

23980 - Woodworker 21.41

24000 - Personal Needs Occupations

24550 - Case Manager 16.77

24570 - Child Care Attendant 12.61

24580 - Child Care Center Clerk 15.73

24610 - Chore Aide 12.00

24620 - Family Readiness And Support Services

Coordinator 16.77

24630 - Homemaker 16.77

25000 - Plant And System Operations Occupations

25010 - Boiler Tender 25.89

25040 - Sewage Plant Operator 24.81

25070 - Stationary Engineer 25.89

25190 - Ventilation Equipment Tender 20.05

25210 - Water Treatment Plant Operator 24.81

27000 - Protective Service Occupations

27004 - Alarm Monitor 17.04

27007 - Baggage Inspector 16.16

27008 - Corrections Officer 20.67

27010 - Court Security Officer 21.66

27030 - Detection Dog Handler 18.06

27040 - Detention Officer 20.67

27070 - Firefighter 21.97

27101 - Guard I 16.16

27102 - Guard II 18.06

27131 - Police Officer I 21.83

27132 - Police Officer II 24.26

28000 - Recreation Occupations

28041 - Carnival Equipment Operator 12.73

28042 - Carnival Equipment Repairer 13.58

28043 - Carnival Worker 10.28

28210 - Gate Attendant/Gate Tender 19.33

28310 - Lifeguard 17.22

28350 - Park Attendant (Aide) 22.33

28510 - Recreation Aide/Health Facility Attendant 16.28

28515 - Recreation Specialist 26.79

28630 - Sports Official 17.78

28690 - Swimming Pool Operator 14.97

29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer 23.58

29020 - Hatch Tender 23.58

29030 - Line Handler 23.58

29041 - Stevedore I 22.44

29042 - Stevedore II 24.83

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 19.46

30022 - Archeological Technician II	21.77
30023 - Archeological Technician III	26.96
30030 - Cartographic Technician	26.96
30040 - Civil Engineering Technician	26.96
30051 - Cryogenic Technician I	29.86
30052 - Cryogenic Technician II	32.97
30061 - Drafter/CAD Operator I	19.46
30062 - Drafter/CAD Operator II	21.77
30063 - Drafter/CAD Operator III	24.26
30064 - Drafter/CAD Operator IV	29.86
30081 - Engineering Technician I	17.34
30082 - Engineering Technician II	19.46
30083 - Engineering Technician III	21.77
30084 - Engineering Technician IV	26.96
30085 - Engineering Technician V	32.97
30086 - Engineering Technician VI	39.89
30090 - Environmental Technician	26.96
30095 - Evidence Control Specialist	26.96
30210 - Laboratory Technician	24.26
30221 - Latent Fingerprint Technician I	29.86
30222 - Latent Fingerprint Technician II	32.97
30240 - Mathematical Technician	26.96
30361 - Paralegal/Legal Assistant I	22.23
30362 - Paralegal/Legal Assistant II	27.54
30363 - Paralegal/Legal Assistant III	33.69
30364 - Paralegal/Legal Assistant IV	40.76

30375 - Petroleum Supply Specialist 32.97

30390 - Photo-Optics Technician 26.96

30395 - Radiation Control Technician 32.97

30461 - Technical Writer I 26.96

30462 - Technical Writer II 32.97

30463 - Technical Writer III 39.89

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 29.86

30502 - Weather Forecaster II 36.32

30620 - Weather Observer, Combined Upper Air Or

Surface Programs (see 2) 24.26

30621 - Weather Observer, Senior (see 2) 26.96

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot 35.43

31020 - Bus Aide 14.41

31030 - Bus Driver 18.40

31043 - Driver Courier 19.21

31260 - Parking and Lot Attendant 15.51

31290 - Shuttle Bus Driver 14.95

31310 - Taxi Driver 12.07

31361 - Truckdriver, Light 20.50

31362 - Truckdriver, Medium 21.49

31363 - Truckdriver, Heavy 23.45

31364 - Truckdriver, Tractor-Trailer 23.45

99000 - Miscellaneous Occupations

99020 - Cabin Safety Specialist 17.27

99030 - Cashier 13.15

99050 - Desk Clerk 12.91

99095 - Embalmer 29.28

99130 - Flight Follower 29.28

99251 - Laboratory Animal Caretaker I 19.87

99252 - Laboratory Animal Caretaker II 20.91

99260 - Marketing Analyst 29.08

99310 - Mortician 29.28

99410 - Pest Controller 20.15

99510 - Photofinishing Worker 15.39

99710 - Recycling Laborer 20.52

99711 - Recycling Specialist 23.42

99730 - Refuse Collector 18.91

99810 - Sales Clerk 13.41

99820 - School Crossing Guard 18.01

99830 - Survey Party Chief 23.39

99831 - Surveying Aide 16.40

99832 - Surveying Technician 19.33

99840 - Vending Machine Attendant 23.42

99841 - Vending Machine Repairer 27.53

99842 - Vending Machine Repairer Helper 23.42

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. The applicable Executive Order minimum wage rate will be adjusted annually.

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 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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))."""