"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4471
Revision No.: 33
Date Of Last Revision: 07/08/2025

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.75 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025.

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

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, 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 18.73

Coordinator	
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

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.75 per hour) or 13658 ($13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or

seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $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))."