An official website of the United States government Here's how you know

Scheduled SAM Maintenance Show Details
Aug 7, 2026

Resolution of FSD.gov System Issue Show Details
Jul 30, 2026

See All Alerts

Follow

WAGE DETERMINATIONS

Service Contract Act WD # 2015-4491

Wage Determination

Revision #
33

Service(s)
Standard (Area-Wide) Wage Determination

Last Revised Date
May 13, 2026

States and Counties

State
Georgia

Counties
Bryan, Chatham, Effingham

Document

Download Print

"

```
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.: 2015-4491
Daniel W. Simms          Division of   |           Revision No.: 33
Director            Wage Determinations|  Date Of Last Revision: 5/13/2026
_______________________________________|_____________________________________
```

State: Georgia

Area: Georgia Counties of Bryan, Chatham and Effingham

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.94
01012 - Accounting Clerk II		20.14
01013 - Accounting Clerk III		22.53
01020 - Administrative Assistant		29.97
01035 - Court Reporter		21.38
01041 - Customer Service Representative I		14.89
01042 - Customer Service Representative II		16.25
01043 - Customer Service Representative III		18.25
01051 - Data Entry Operator I		17.21
01052 - Data Entry Operator II		18.78
01060 - Dispatcher, Motor Vehicle		23.02
01070 - Document Preparation Clerk		17.03
01090 - Duplicating Machine Operator		17.03
01111 - General Clerk I		15.48
01112 - General Clerk II		16.89
01113 - General Clerk III		18.96
01120 - Housing Referral Assistant		23.82
01141 - Messenger Courier		16.79
01191 - Order Clerk I		18.60
01192 - Order Clerk II		20.31
01261 - Personnel Assistant (Employment) I		18.42
01262 - Personnel Assistant (Employment) II		20.67
01263 - Personnel Assistant (Employment) III		24.58
01270 - Production Control Clerk		26.34
01290 - Rental Clerk		17.67
01300 - Scheduler, Maintenance		19.11
01311 - Secretary I		19.11
01312 - Secretary II		21.38
01313 - Secretary III		23.82
01320 - Service Order Dispatcher		20.58
01410 - Supply Technician		29.97
01420 - Survey Worker		20.71
01460 - Switchboard Operator/Receptionist		16.85
01531 - Travel Clerk I		17.21

01532 - Travel Clerk II	19.07
01533 - Travel Clerk III	21.33
01611 - Word Processor I	17.03
01612 - Word Processor II	19.11
01613 - Word Processor III	21.38
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.46
05010 - Automotive Electrician	22.94
05040 - Automotive Glass Installer	21.71
05070 - Automotive Worker	21.71
05110 - Mobile Equipment Servicer	18.68
05130 - Motor Equipment Metal Mechanic	24.25
05160 - Motor Equipment Metal Worker	21.71
05190 - Motor Vehicle Mechanic	24.25
05220 - Motor Vehicle Mechanic Helper	17.37
05250 - Motor Vehicle Upholstery Worker	20.13
05280 - Motor Vehicle Wrecker	21.71
05310 - Painter, Automotive	22.94
05340 - Radiator Repair Specialist	21.71
05370 - Tire Repairer	18.73
05400 - Transmission Repair Specialist	24.25
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.10
07041 - Cook I	16.35
07042 - Cook II	18.99
07070 - Dishwasher	13.88
07130 - Food Service Worker	15.16
07210 - Meat Cutter	18.23
07260 - Waiter/Waitress	10.71
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	29.61
09040 - Furniture Handler	18.50
09080 - Furniture Refinisher	29.61
09090 - Furniture Refinisher Helper	22.37
09110 - Furniture Repairer, Minor	25.98
09130 - Upholsterer	29.61

11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.87
11060 - Elevator Operator	15.02
11090 - Gardener	22.84
11122 - Housekeeping Aide	15.02
11150 - Janitor	15.02
11210 - Laborer, Grounds Maintenance	17.52
11240 - Maid or Houseman	13.32
11260 - Pruner	15.80
11270 - Tractor Operator	21.18
11330 - Trail Maintenance Worker	17.52
11360 - Window Cleaner	16.66
12000 - Health Occupations	
12010 - Ambulance Driver	18.28
12011 - Breath Alcohol Technician	24.85
12012 - Certified Occupational Therapist Assistant	35.78
12015 - Certified Physical Therapist Assistant	33.69
12020 - Dental Assistant	20.91
12025 - Dental Hygienist	37.32
12030 - EKG Technician	33.29
12035 - Electroneurodiagnostic Technologist	33.29
12040 - Emergency Medical Technician	18.28
12071 - Licensed Practical Nurse I	22.22
12072 - Licensed Practical Nurse II	24.85
12073 - Licensed Practical Nurse III	27.70
12100 - Medical Assistant	18.23
12130 - Medical Laboratory Technician	29.60
12160 - Medical Record Clerk	20.30
12190 - Medical Record Technician	22.71
12195 - Medical Transcriptionist	22.22
12210 - Nuclear Medicine Technologist	54.62
12221 - Nursing Assistant I	12.98
12222 - Nursing Assistant II	14.61
12223 - Nursing Assistant III	15.94
12224 - Nursing Assistant IV	17.89
12235 - Optical Dispenser	20.24
12236 - Optical Technician	22.22
12250 - Pharmacy Technician	18.21
12280 - Phlebotomist	19.24

12305 - Radiologic Technologist		31.46
12311 - Registered Nurse I		27.20
12312 - Registered Nurse II		33.27
12313 - Registered Nurse II, Specialist		33.27
12314 - Registered Nurse III		40.25
12315 - Registered Nurse III, Anesthetist		40.25
12316 - Registered Nurse IV		48.26
12317 - Scheduler (Drug and Alcohol Testing)		30.79
12320 - Substance Abuse Treatment Counselor		25.48
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		25.01
13012 - Exhibits Specialist II		30.98
13013 - Exhibits Specialist III		37.88
13041 - Illustrator I		25.01
13042 - Illustrator II		30.98
13043 - Illustrator III		37.88
13047 - Librarian		34.31
13050 - Library Aide/Clerk		19.92
13054 - Library Information Technology Systems Administrator		30.98
13058 - Library Technician		26.38
13061 - Media Specialist I		22.36
13062 - Media Specialist II		25.01
13063 - Media Specialist III		27.87
13071 - Photographer I		17.54
13072 - Photographer II		19.62
13073 - Photographer III		24.30
13074 - Photographer IV		29.72
13075 - Photographer V		35.96
13090 - Technical Order Library Clerk		25.01
13110 - Video Teleconference Technician		24.63
14000 - Information Technology Occupations		
14041 - Computer Operator I		22.79
14042 - Computer Operator II		25.50
14043 - Computer Operator III		28.44
14044 - Computer Operator IV		31.59
14045 - Computer Operator V		34.98
14071 - Computer Programmer I	(see 1)	25.51

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		22.79
14160 - Personal Computer Support Technician		31.59
14170 - System Support Specialist		36.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.02
15020 - Aircrew Training Devices Instructor (Rated)		41.17
15030 - Air Crew Training Devices Instructor (Pilot)		49.34
15050 - Computer Based Training Specialist / Instructor		34.02
15060 - Educational Technologist		37.75
15070 - Flight Instructor (Pilot)		49.34
15080 - Graphic Artist		27.53
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		49.34
15086 - Maintenance Test Pilot, Rotary Wing		49.34
15088 - Non-Maintenance Test/Co-Pilot		49.34
15090 - Technical Instructor		27.80
15095 - Technical Instructor/Course Developer		33.99
15110 - Test Proctor		22.43
15120 - Tutor		22.43
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.46
16030 - Counter Attendant		11.46
16040 - Dry Cleaner		13.90
16070 - Finisher, Flatwork, Machine		11.46
16090 - Presser, Hand		11.46
16110 - Presser, Machine, Drycleaning		11.46
16130 - Presser, Machine, Shirts		11.46
16160 - Presser, Machine, Wearing Apparel, Laundry		11.46
16190 - Sewing Machine Operator		14.76
16220 - Tailor		15.66

16250 - Washer, Machine	12.16
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.26
19040 - Tool And Die Maker	31.80
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.69
21030 - Material Coordinator	26.34
21040 - Material Expediter	26.34
21050 - Material Handling Laborer	19.09
21071 - Order Filler	16.62
21080 - Production Line Worker (Food Processing)	21.69
21110 - Shipping Packer	20.06
21130 - Shipping/Receiving Clerk	20.06
21140 - Store Worker I	15.14
21150 - Stock Clerk	20.64
21210 - Tools And Parts Attendant	21.69
21410 - Warehouse Specialist	21.69
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.32
23019 - Aircraft Logs and Records Technician	27.10
23021 - Aircraft Mechanic I	32.66
23022 - Aircraft Mechanic II	34.32
23023 - Aircraft Mechanic III	35.95
23040 - Aircraft Mechanic Helper	23.33
23050 - Aircraft, Painter	30.89
23060 - Aircraft Servicer	27.10
23070 - Aircraft Survival Flight Equipment Technician	30.89
23080 - Aircraft Worker	29.23
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.23
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.66
23110 - Appliance Mechanic	25.81
23120 - Bicycle Repairer	20.72
23125 - Cable Splicer	28.28
23130 - Carpenter, Maintenance	23.18

23140 - Carpet Layer	24.07
23160 - Electrician, Maintenance	27.41
23181 - Electronics Technician Maintenance I	35.17
23182 - Electronics Technician Maintenance II	37.17
23183 - Electronics Technician Maintenance III	39.30
23260 - Fabric Worker	22.33
23290 - Fire Alarm System Mechanic	25.71
23310 - Fire Extinguisher Repairer	20.72
23311 - Fuel Distribution System Mechanic	30.22
23312 - Fuel Distribution System Operator	23.36
23370 - General Maintenance Worker	21.69
23380 - Ground Support Equipment Mechanic	32.66
23381 - Ground Support Equipment Servicer	27.10
23382 - Ground Support Equipment Worker	29.23
23391 - Gunsmith I	20.72
23392 - Gunsmith II	24.07
23393 - Gunsmith III	26.90
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.29
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.53
23430 - Heavy Equipment Mechanic	28.93
23440 - Heavy Equipment Operator	22.59
23460 - Instrument Mechanic	26.90
23465 - Laboratory/Shelter Mechanic	25.44
23470 - Laborer	19.09
23510 - Locksmith	25.44
23530 - Machinery Maintenance Mechanic	31.08
23550 - Machinist, Maintenance	29.55
23580 - Maintenance Trades Helper	17.77
23591 - Metrology Technician I	26.90
23592 - Metrology Technician II	28.26
23593 - Metrology Technician III	29.61
23640 - Millwright	29.88
23710 - Office Appliance Repairer	21.38
23760 - Painter, Maintenance	22.28
23790 - Pipefitter, Maintenance	30.89
23810 - Plumber, Maintenance	29.23
23820 - Pneudraulic Systems Mechanic	26.90
23850 - Rigger	26.90

23870 - Scale Mechanic	24.07
23890 - Sheet-Metal Worker, Maintenance	23.89
23910 - Small Engine Mechanic	22.90
23931 - Telecommunications Mechanic I	27.06
23932 - Telecommunications Mechanic II	28.44
23950 - Telephone Lineman	28.27
23960 - Welder, Combination, Maintenance	24.83
23965 - Well Driller	26.90
23970 - Woodcraft Worker	26.90
23980 - Woodworker	20.72
24000 - Personal Needs Occupations	
24550 - Case Manager	17.25
24570 - Child Care Attendant	13.51
24580 - Child Care Center Clerk	16.83
24610 - Chore Aide	13.74
24620 - Family Readiness And Support Services Coordinator	17.25
24630 - Homemaker	17.25
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.02
25040 - Sewage Plant Operator	22.67
25070 - Stationary Engineer	25.02
25190 - Ventilation Equipment Tender	17.88
25210 - Water Treatment Plant Operator	22.67
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.82
27007 - Baggage Inspector	16.18
27008 - Corrections Officer	22.26
27010 - Court Security Officer	22.92
27030 - Detection Dog Handler	18.10
27040 - Detention Officer	22.26
27070 - Firefighter	23.58
27101 - Guard I	16.18
27102 - Guard II	18.10
27131 - Police Officer I	24.42
27132 - Police Officer II	27.13

28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		15.48
28042 - Carnival Equipment Repairer		16.69
28043 - Carnival Worker		11.54
28210 - Gate Attendant/Gate Tender		18.65
28310 - Lifeguard		15.15
28350 - Park Attendant (Aide)		20.86
28510 - Recreation Aide/Health Facility Attendant		15.22
28515 - Recreation Specialist		25.85
28630 - Sports Official		16.61
28690 - Swimming Pool Operator		19.39
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		29.01
29020 - Hatch Tender		29.01
29030 - Line Handler		29.01
29041 - Stevedore I		26.90
29042 - Stevedore II		30.65
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		20.52
30022 - Archeological Technician II		22.95
30023 - Archeological Technician III		28.44
30030 - Cartographic Technician		28.44
30040 - Civil Engineering Technician		28.44
30051 - Cryogenic Technician I		31.49
30052 - Cryogenic Technician II		34.78
30061 - Drafter/CAD Operator I		20.52
30062 - Drafter/CAD Operator II		22.95
30063 - Drafter/CAD Operator III		25.59
30064 - Drafter/CAD Operator IV		31.49
30081 - Engineering Technician I		18.74
30082 - Engineering Technician II		21.05
30083 - Engineering Technician III		23.54

30084 - Engineering Technician IV		29.18
30085 - Engineering Technician V		35.68
30086 - Engineering Technician VI		42.29
30090 - Environmental Technician		26.17
30095 - Evidence Control Specialist		28.44
30210 - Laboratory Technician		27.41
30221 - Latent Fingerprint Technician I		28.13
30222 - Latent Fingerprint Technician II		31.06
30240 - Mathematical Technician		28.44
30361 - Paralegal/Legal Assistant I		22.25
30362 - Paralegal/Legal Assistant II		27.57
30363 - Paralegal/Legal Assistant III		33.73
30364 - Paralegal/Legal Assistant IV		40.81
30375 - Petroleum Supply Specialist		34.78
30390 - Photo-Optics Technician		28.44
30395 - Radiation Control Technician		34.78
30461 - Technical Writer I		28.44
30462 - Technical Writer II		34.78
30463 - Technical Writer III		42.08
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		31.49
30502 - Weather Forecaster II		38.31
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.59
30621 - Weather Observer, Senior	(see 2)	28.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		16.18
31030 - Bus Driver		22.34
31043 - Driver Courier		20.16
31260 - Parking and Lot Attendant		14.36
31290 - Shuttle Bus Driver		16.83
31310 - Taxi Driver		15.84
31361 - Truckdriver, Light		21.74
31362 - Truckdriver, Medium		23.42

31363 - Truckdriver, Heavy	26.66
31364 - Truckdriver, Tractor-Trailer	26.66
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.27
99030 - Cashier	13.59
99050 - Desk Clerk	13.92
99095 - Embalmer	29.28
99130 - Flight Follower	29.28
99251 - Laboratory Animal Caretaker I	15.57
99252 - Laboratory Animal Caretaker II	16.79
99260 - Marketing Analyst	30.71
99310 - Mortician	29.28
99410 - Pest Controller	21.85
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	18.91
99711 - Recycling Specialist	22.79
99730 - Refuse Collector	17.12
99810 - Sales Clerk	14.02
99820 - School Crossing Guard	16.13
99830 - Survey Party Chief	30.60
99831 - Surveying Aide	19.13
99832 - Surveying Technician	26.22
99840 - Vending Machine Attendant	22.72
99841 - Vending Machine Repairer	28.46
99842 - Vending Machine Repairer Helper	22.72

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, i 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))."""
```

History

- **May 13, 2026**
  2015-4491 - Revision 33
- **Dec 03, 2025**
  2015-4491 - Revision 32
- **Jul 08, 2025**
  2015-4491 - Revision 31
- **May 23, 2025**
  2015-4491 - Revision 30
- **Dec 23, 2024**
  2015-4491 - Revision 29
- **Jul 22, 2024**
  2015-4491 - Revision 27
- **May 07, 2024**
  2015-4491 - Revision 26
- **Dec 26, 2023**
  2015-4491 - Revision 25

- **Aug 03, 2023**
  2015-4491 - Revision 24
- **Dec 27, 2022**
  2015-4491 - Revision 23
- **Jul 06, 2022**
  2015-4491 - Revision 22
- **Jun 27, 2022**
  2015-4491 - Revision 21
- **Mar 15, 2022**
  2015-4491 - Revision 20
- **Dec 27, 2021**
  2015-4491 - Revision 19
- **Oct 20, 2021**
  2015-4491 - Revision 18
- **Jul 21, 2021**
  2015-4491 - Revision 17
- **Jun 09, 2021**
  2015-4491 - Revision 16
- **Dec 21, 2020**
  2015-4491 - Revision 15
- **Aug 21, 2020**
  2015-4491 - Revision 14
- **Dec 23, 2019**
  2015-4491 - Revision 13

- **Jul 16, 2019**
  2015-4491 - Revision 12
- **Jun 03, 2019**
  2015-4491 - Revision 11
- **Dec 26, 2018**
  2015-4491 - Revision 10
- **Jul 16, 2018**
  2015-4491 - Revision 9
- **Jul 11, 2018**
  2015-4491 - Revision 8
- **Jul 03, 2018**
  2015-4491 - Revision 7
- **Jun 27, 2018**
  2015-4491 - Revision 6
- **Jan 10, 2018**
  2015-4491 - Revision 5
- **Dec 26, 2017**
  2015-4491 - Revision 4
- **Jul 25, 2017**
  2015-4491 - Revision 3
- **Jul 13, 2017**
  2015-4491 - Revision 2
- **Jan 31, 2017**
  2015-4491 - Revision 1

WARNING

This is a U.S. General Services Administration Federal Government computer system that is **"FOR OFFICIAL USE ONLY."** This system is subject to monitoring. Individuals found performing unauthorized activities are subject to disciplinary action including criminal prosecution.

This system contains Controlled Unclassified Information (CUI). All individuals viewing, reproducing or disposing of this information are required to protect it in accordance with 32 CFR Part 2002 and GSA Order CIO 2103.2 CUI Policy.