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

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

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-4471  
Revision No.: 1  
Date Of Revision: 04/21/2016

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 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 calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Georgia

Area: Georgia Counties of Barrow, Bartow, Butts, Carroll, Cherokee, Clayton, Cobb, Coweta, Dawson, De Kalb, Douglas, Fayette, Forsyth, Fulton, Gwinnett, Haralson, Henry, 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		14.74
01012 - Accounting Clerk II		16.54
01013 - Accounting Clerk III		18.72
01020 - Administrative Assistant		26.66
01035 - Court Reporter		23.02
01041 - Customer Service Representative I		12.93
01042 - Customer Service Representative II		14.54
01043 - Customer Service Representative III		15.86
01051 - Data Entry Operator I		13.84
01052 - Data Entry Operator II		15.70
01060 - Dispatcher, Motor Vehicle		19.15
01070 - Document Preparation Clerk		14.07
01090 - Duplicating Machine Operator		14.07
01111 - General Clerk I		13.43
01112 - General Clerk II		14.84
01113 - General Clerk III		16.45
01120 - Housing Referral Assistant		21.85
01141 - Messenger Courier		12.60
01191 - Order Clerk I		13.45
01192 - Order Clerk II		14.80
01261 - Personnel Assistant (Employment) I		15.22
01262 - Personnel Assistant (Employment) II		18.55
01263 - Personnel Assistant (Employment) III		20.90
01270 - Production Control Clerk		21.32
01290 - Rental Clerk		15.21
01300 - Scheduler, Maintenance		16.13
01311 - Secretary I		16.13
01312 - Secretary II		18.05
01313 - Secretary III		20.13
01320 - Service Order Dispatcher		15.87
01410 - Supply Technician		26.66
01420 - Survey Worker		18.40
01460 - Switchboard Operator/Receptionist		13.64
01531 - Travel Clerk I		14.56
01532 - Travel Clerk II		15.92
01533 - Travel Clerk III		17.13
01611 - Word Processor I		13.25
01612 - Word Processor II		15.21
01613 - Word Processor III		18.30
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.36
05010 - Automotive Electrician		21.55
05040 - Automotive Glass Installer		20.18
05070 - Automotive Worker		20.18
05110 - Mobile Equipment Servicer		17.47
05130 - Motor Equipment Metal Mechanic		23.36
05160 - Motor Equipment Metal Worker		20.18

05190	- Motor Vehicle Mechanic	23.36
05220	- Motor Vehicle Mechanic Helper	17.56
05250	- Motor Vehicle Upholstery Worker	19.05
05280	- Motor Vehicle Wrecker	20.18
05310	- Painter, Automotive	21.55
05340	- Radiator Repair Specialist	20.18
05370	- Tire Repairer	13.80
05400	- Transmission Repair Specialist	23.36
07000	- Food Preparation And Service Occupations	
07010	- Baker	12.20
07041	- Cook I	11.95
07042	- Cook II	13.58
07070	- Dishwasher	10.24
07130	- Food Service Worker	10.01
07210	- Meat Cutter	13.42
07260	- Waiter/Waitress	8.82
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	17.47
09040	- Furniture Handler	12.05
09080	- Furniture Refinisher	16.23
09090	- Furniture Refinisher Helper	12.55
09110	- Furniture Repairer, Minor	14.76
09130	- Upholsterer	16.23
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	10.14
11060	- Elevator Operator	10.14
11090	- Gardener	17.13
11122	- Housekeeping Aide	10.89
11150	- Janitor	10.89
11210	- Laborer, Grounds Maintenance	12.34
11240	- Maid or Houseman	9.54
11260	- Pruner	13.31
11270	- Tractor Operator	15.52
11330	- Trail Maintenance Worker	12.34
11360	- Window Cleaner	13.54
12000	- Health Occupations	
12010	- Ambulance Driver	16.75
12011	- Breath Alcohol Technician	19.89
12012	- Certified Occupational Therapist Assistant	27.73
12015	- Certified Physical Therapist Assistant	25.48
12020	- Dental Assistant	18.08
12025	- Dental Hygienist	33.98
12030	- EKG Technician	24.77
12035	- Electroneurodiagnostic Technologist	24.77
12040	- Emergency Medical Technician	16.75
12071	- Licensed Practical Nurse I	17.72
12072	- Licensed Practical Nurse II	19.89
12073	- Licensed Practical Nurse III	21.97
12100	- Medical Assistant	14.71
12130	- Medical Laboratory Technician	17.35
12160	- Medical Record Clerk	15.59
12190	- Medical Record Technician	17.44
12195	- Medical Transcriptionist	16.01
12210	- Nuclear Medicine Technologist	35.52
12221	- Nursing Assistant I	11.05
12222	- Nursing Assistant II	12.43
12223	- Nursing Assistant III	13.55
12224	- Nursing Assistant IV	14.82
12235	- Optical Dispenser	17.05
12236	- Optical Technician	15.13
12250	- Pharmacy Technician	14.87
12280	- Phlebotomist	14.82
12305	- Radiologic Technologist	25.80
12311	- Registered Nurse I	24.94
12312	- Registered Nurse II	29.25
12313	- Registered Nurse II, Specialist	29.25
12314	- Registered Nurse III	35.38
12315	- Registered Nurse III, Anesthetist	35.38
12316	- Registered Nurse IV	42.41
12317	- Scheduler (Drug and Alcohol Testing)	20.26
12320	- Substance Abuse Treatment Counselor	19.57
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	20.57
13012	- Exhibits Specialist II	23.52
13013	- Exhibits Specialist III	28.34
13041	- Illustrator I	20.89
13042	- Illustrator II	23.52
13043	- Illustrator III	28.34
13047	- Librarian	28.28
13050	- Library Aide/Clerk	13.39
13054	- Library Information Technology Systems	25.43

Administrator	
13058 - Library Technician	15.42
13061 - Media Specialist I	18.42
13062 - Media Specialist II	20.62
13063 - Media Specialist III	22.98
13071 - Photographer I	14.87
13072 - Photographer II	16.51
13073 - Photographer III	20.45
13074 - Photographer IV	24.64
13075 - Photographer V	27.39
13090 - Technical Order Library Clerk	16.19
13110 - Video Teleconference Technician	19.25
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.20
14042 - Computer Operator II	19.24
14043 - Computer Operator III	21.45
14044 - Computer Operator IV	23.84
14045 - Computer Operator V	26.40
14071 - Computer Programmer I	(see 1)
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	17.20
14160 - Personal Computer Support Technician	23.84
14170 - System Support Specialist	33.03
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.93
15020 - Aircrew Training Devices Instructor (Rated)	35.00
15030 - Air Crew Training Devices Instructor (Pilot)	41.95
15050 - Computer Based Training Specialist / Instructor	28.93
15060 - Educational Technologist	33.91
15070 - Flight Instructor (Pilot)	41.95
15080 - Graphic Artist	24.69
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	38.59
15086 - Maintenance Test Pilot, Rotary Wing	38.59
15088 - Non-Maintenance Test/Co-Pilot	38.59
15090 - Technical Instructor	23.83
15095 - Technical Instructor/Course Developer	29.15
15110 - Test Proctor	19.24
15120 - Tutor	19.24
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.81
16030 - Counter Attendant	9.81
16040 - Dry Cleaner	12.93
16070 - Finisher, Flatwork, Machine	9.81
16090 - Presser, Hand	9.81
16110 - Presser, Machine, Drycleaning	9.81
16130 - Presser, Machine, Shirts	9.81
16160 - Presser, Machine, Wearing Apparel, Laundry	9.81
16190 - Sewing Machine Operator	14.02
16220 - Tailor	15.09
16250 - Washer, Machine	10.97
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	17.01
19040 - Tool And Die Maker	22.64
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.74
21030 - Material Coordinator	20.82
21040 - Material Expediter	20.82
21050 - Material Handling Laborer	13.01
21071 - Order Filler	13.62
21080 - Production Line Worker (Food Processing)	14.74
21110 - Shipping Packer	14.47
21130 - Shipping/Receiving Clerk	14.47
21140 - Store Worker I	11.48
21150 - Stock Clerk	17.39
21210 - Tools And Parts Attendant	14.74
21410 - Warehouse Specialist	14.74
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.44
23019 - Aircraft Logs and Records Technician	22.69
23021 - Aircraft Mechanic I	27.63
23022 - Aircraft Mechanic II	29.44
23023 - Aircraft Mechanic III	31.15
23040 - Aircraft Mechanic Helper	19.77
23050 - Aircraft, Painter	24.29
23060 - Aircraft Servicer	22.69
23070 - Aircraft Survival Flight Equipment Technician	24.29

23080 - Aircraft Worker	24.15
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.15
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.63
23110 - Appliance Mechanic	18.74
23120 - Bicycle Repairer	14.11
23125 - Cable Splicer	21.74
23130 - Carpenter, Maintenance	20.20
23140 - Carpet Layer	18.59
23160 - Electrician, Maintenance	22.60
23181 - Electronics Technician Maintenance I	21.99
23182 - Electronics Technician Maintenance II	24.64
23183 - Electronics Technician Maintenance III	26.34
23260 - Fabric Worker	17.17
23290 - Fire Alarm System Mechanic	18.40
23310 - Fire Extinguisher Repairer	15.87
23311 - Fuel Distribution System Mechanic	22.06
23312 - Fuel Distribution System Operator	16.26
23370 - General Maintenance Worker	17.92
23380 - Ground Support Equipment Mechanic	27.63
23381 - Ground Support Equipment Servicer	22.69
23382 - Ground Support Equipment Worker	24.15
23391 - Gunsmith I	18.65
23392 - Gunsmith II	20.94
23393 - Gunsmith III	21.98
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.42
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	22.57
23430 - Heavy Equipment Mechanic	21.78
23440 - Heavy Equipment Operator	18.92
23460 - Instrument Mechanic	23.76
23465 - Laboratory/Shelter Mechanic	20.14
23470 - Laborer	11.70
23510 - Locksmith	17.01
23530 - Machinery Maintenance Mechanic	21.64
23550 - Machinist, Maintenance	18.32
23580 - Maintenance Trades Helper	13.78
23591 - Metrology Technician I	22.45
23592 - Metrology Technician II	23.91
23593 - Metrology Technician III	25.31
23640 - Millwright	24.61
23710 - Office Appliance Repairer	20.06
23760 - Painter, Maintenance	17.36
23790 - Pipefitter, Maintenance	22.47
23810 - Plumber, Maintenance	21.28
23820 - Pneudraulic Systems Mechanic	21.44
23850 - Rigger	23.43
23870 - Scale Mechanic	18.82
23890 - Sheet-Metal Worker, Maintenance	19.19
23910 - Small Engine Mechanic	16.93
23931 - Telecommunications Mechanic I	27.93
23932 - Telecommunications Mechanic II	29.43
23950 - Telephone Lineman	20.47
23960 - Welder, Combination, Maintenance	16.38
23965 - Well Driller	19.00
23970 - Woodcraft Worker	21.44
23980 - Woodworker	15.14
24000 - Personal Needs Occupations	
24550 - Case Manager	14.03
24570 - Child Care Attendant	10.36
24580 - Child Care Center Clerk	12.63
24610 - Chore Aide	10.93
24620 - Family Readiness And Support Services Coordinator	14.03
24630 - Homemaker	16.76
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.88
25040 - Sewage Plant Operator	18.81
25070 - Stationary Engineer	23.88
25190 - Ventilation Equipment Tender	14.86
25210 - Water Treatment Plant Operator	18.81
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.20
27007 - Baggage Inspector	12.47
27008 - Corrections Officer	14.99
27010 - Court Security Officer	17.55
27030 - Detection Dog Handler	16.44
27040 - Detention Officer	15.32
27070 - Firefighter	17.97

27101	- Guard I	12.47
27102	- Guard II	16.44
27131	- Police Officer I	19.70
27132	- Police Officer II	21.89
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	12.01
28042	- Carnival Equipment Repairer	13.96
28043	- Carnival Worker	8.83
28210	- Gate Attendant/Gate Tender	15.26
28310	- Lifeguard	11.33
28350	- Park Attendant (Aide)	17.08
28510	- Recreation Aide/Health Facility Attendant	10.56
28515	- Recreation Specialist	15.02
28630	- Sports Official	12.93
28690	- Swimming Pool Operator	18.99
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	20.63
29020	- Hatch Tender	20.63
29030	- Line Handler	20.63
29041	- Stevedore I	19.01
29042	- Stevedore II	22.07
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	38.61
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	26.62
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.32
30021	- Archeological Technician I	19.76
30022	- Archeological Technician II	21.45
30023	- Archeological Technician III	27.39
30030	- Cartographic Technician	26.56
30040	- Civil Engineering Technician	19.26
30051	- Cryogenic Technician I	23.59
30052	- Cryogenic Technician II	26.06
30061	- Drafter/CAD Operator I	19.76
30062	- Drafter/CAD Operator II	21.45
30063	- Drafter/CAD Operator III	23.91
30064	- Drafter/CAD Operator IV	29.42
30081	- Engineering Technician I	16.64
30082	- Engineering Technician II	20.00
30083	- Engineering Technician III	20.90
30084	- Engineering Technician IV	26.47
30085	- Engineering Technician V	31.68
30086	- Engineering Technician VI	37.02
30090	- Environmental Technician	24.13
30095	- Evidence Control Specialist	21.31
30210	- Laboratory Technician	18.55
30221	- Latent Fingerprint Technician I	22.27
30222	- Latent Fingerprint Technician II	24.61
30240	- Mathematical Technician	25.03
30361	- Paralegal/Legal Assistant I	19.41
30362	- Paralegal/Legal Assistant II	24.05
30363	- Paralegal/Legal Assistant III	29.41
30364	- Paralegal/Legal Assistant IV	35.56
30375	- Petroleum Supply Specialist	26.06
30390	- Photo-Optics Technician	26.56
30395	- Radiation Control Technician	26.06
30461	- Technical Writer I	26.07
30462	- Technical Writer II	30.07
30463	- Technical Writer III	36.37
30491	- Unexploded Ordnance (UXO) Technician I	24.54
30492	- Unexploded Ordnance (UXO) Technician II	29.69
30493	- Unexploded Ordnance (UXO) Technician III	35.58
30494	- Unexploded (UXO) Safety Escort	24.54
30495	- Unexploded (UXO) Sweep Personnel	24.54
30501	- Weather Forecaster I	23.59
30502	- Weather Forecaster II	28.70
30620	- Weather Observer, Combined Upper Air Or (see 2)	23.91
Surface Programs		
30621	- Weather Observer, Senior (see 2)	27.39
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	29.69
31020	- Bus Aide	11.49
31030	- Bus Driver	17.43
31043	- Driver Courier	13.94
31260	- Parking and Lot Attendant	9.48
31290	- Shuttle Bus Driver	15.38
31310	- Taxi Driver	10.70
31361	- Truckdriver, Light	15.38
31362	- Truckdriver, Medium	16.81
31363	- Truckdriver, Heavy	20.87
31364	- Truckdriver, Tractor-Trailer	20.87
99000	- Miscellaneous Occupations	

99020 - Cabin Safety Specialist	14.47
99030 - Cashier	9.25
99050 - Desk Clerk	10.05
99095 - Embalmer	26.90
99130 - Flight Follower	24.54
99251 - Laboratory Animal Caretaker I	10.92
99252 - Laboratory Animal Caretaker II	12.03
99260 - Marketing Analyst	27.86
99310 - Mortician	29.59
99410 - Pest Controller	15.92
99510 - Photofinishing Worker	16.45
99710 - Recycling Laborer	16.50
99711 - Recycling Specialist	20.76
99730 - Refuse Collector	14.37
99810 - Sales Clerk	13.50
99820 - School Crossing Guard	13.53
99830 - Survey Party Chief	22.70
99831 - Surveying Aide	13.32
99832 - Surveying Technician	18.76
99840 - Vending Machine Attendant	11.69
99841 - Vending Machine Repairer	14.69
99842 - Vending Machine Repairer Helper	11.69

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).