

"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

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|
| Wage Determination No.: 2015-5831

Daniel W. Simms Division of | Revision No.: 11

Director Wage Determinations | Date Of Last Revision:

07/16/2019

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.60
for
calendar year 2019 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 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 \$10.60 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 2019. 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.

State: Georgia

Area: Georgia County of De Kalb

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
15.94	
01012 - Accounting Clerk II	
17.90	
01013 - Accounting Clerk III	
20.03	
01020 - Administrative Assistant	
29.57	
01035 - Court Reporter	
23.02	
01041 - Customer Service Representative I	
13.65	
01042 - Customer Service Representative II	
15.35	
01043 - Customer Service Representative III	
16.75	
01051 - Data Entry Operator I	
14.22	
01052 - Data Entry Operator II	
15.70	
01060 - Dispatcher Motor Vehicle	
19.15	
01070 - Document Preparation Clerk	
16.68	
01090 - Duplicating Machine Operator	
16.68	
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
13.73
01191 - Order Clerk I
14.88
01192 - Order Clerk II
16.24
01261 - Personnel Assistant (Employment) I
17.01
01262 - Personnel Assistant (Employment) II
19.03
01263 - Personnel Assistant (Employment) III
21.21
01270 - Production Control Clerk
23.76
01290 - Rental Clerk
15.21
01300 - Scheduler Maintenance
17.03
01311 - Secretary I
17.03
01312 - Secretary II
19.06
01313 - Secretary III
21.24
01320 - Service Order Dispatcher
16.12
01410 - Supply Technician
29.57
01420 - Survey Worker
18.40
01460 - Switchboard Operator/Receptionist
14.18
01531 - Travel Clerk I
15.13
01532 - Travel Clerk II
16.54

01533 - Travel Clerk III
17.80
01611 - Word Processor I
15.80
01612 - Word Processor II
17.73
01613 - Word Processor III
20.13
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
13.83
05400 - Transmission Repair Specialist
23.36

07000 - Food Preparation And Service Occupations

07010 - Baker

12.20

07041 - Cook I

12.84

07042 - Cook II

15.17

07070 - Dishwasher

10.24

07130 - Food Service Worker

10.07

07210 - Meat Cutter

14.65

07260 - Waiter/Waitress

8.91

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

11.43

11060 - Elevator Operator

11.42

11090 - Gardener

19.47

11122 - Housekeeping Aide

11.42

11150 - Janitor

11.42

11210 - Laborer Grounds Maintenance
13.94
11240 - Maid or Houseman
9.90
11260 - Pruner
13.31
11270 - Tractor Operator
17.66
11330 - Trail Maintenance Worker
13.94
11360 - Window Cleaner
13.54
12000 - Health Occupations
12010 - Ambulance Driver
17.14
12011 - Breath Alcohol Technician
19.89
12012 - Certified Occupational Therapist Assistant
34.02
12015 - Certified Physical Therapist Assistant
27.66
12020 - Dental Assistant
18.84
12025 - Dental Hygienist
34.85
12030 - EKG Technician
30.97
12035 - Electroneurodiagnostic Technologist
30.97
12040 - Emergency Medical Technician
17.14
12071 - Licensed Practical Nurse I
17.72
12072 - Licensed Practical Nurse II
19.89
12073 - Licensed Practical Nurse III
21.97
12100 - Medical Assistant
16.22

12130 - Medical Laboratory Technician
21.00
12160 - Medical Record Clerk
17.23
12190 - Medical Record Technician
19.27
12195 - Medical Transcriptionist
17.62
12210 - Nuclear Medicine Technologist
37.67
12221 - Nursing Assistant I
11.46
12222 - Nursing Assistant II
12.89
12223 - Nursing Assistant III
14.06
12224 - Nursing Assistant IV
15.79
12235 - Optical Dispenser
17.19
12236 - Optical Technician
15.13
12250 - Pharmacy Technician
14.87
12280 - Phlebotomist
16.19
12305 - Radiologic Technologist
28.58
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)
23.93
12320 - Substance Abuse Treatment Counselor
22.28
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I
20.57
13012 - Exhibits Specialist II
24.22
13013 - Exhibits Specialist III
29.62
13041 - Illustrator I
20.89
13042 - Illustrator II
23.52
13043 - Illustrator III
28.34
13047 - Librarian
30.40
13050 - Library Aide/Clerk
13.39
13054 - Library Information Technology Systems
27.45
Administrator
13058 - Library Technician
16.87
13061 - Media Specialist I
19.80
13062 - Media Specialist II
22.16
13063 - Media Specialist III
24.70
13071 - Photographer I
16.50
13072 - Photographer II
18.46

13073 - Photographer III
22.50
13074 - Photographer IV
27.97
13075 - Photographer V
33.14
13090 - Technical Order Library Clerk
16.19
13110 - Video Teleconference Technician
20.44
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)
25.09
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
34.63
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated)
29.73

15020 - Aircrew Training Devices Instructor (Rated)
35.97

15030 - Air Crew Training Devices Instructor (Pilot)
43.11

15050 - Computer Based Training Specialist / Instructor
29.73

15060 - Educational Technologist
33.91

15070 - Flight Instructor (Pilot)
43.11

15080 - Graphic Artist
25.65

15085 - Maintenance Test Pilot Fixed Jet/Prop
43.11

15086 - Maintenance Test Pilot Rotary Wing
43.11

15088 - Non-Maintenance Test/Co-Pilot
43.11

15090 - Technical Instructor
25.50

15095 - Technical Instructor/Course Developer
31.18

15110 - Test Proctor
20.57

15120 - Tutor
20.57

16000 - Laundry Dry-Cleaning Pressing And Related Occupations

16010 - Assembler
10.14

16030 - Counter Attendant
10.14

16040 - Dry Cleaner
12.95

16070 - Finisher Flatwork Machine
10.14

16090 - Presser Hand
10.14

16110 - Presser Machine Drycleaning
10.14

16130 - Presser Machine Shirts
10.14
16160 - Presser Machine Wearing Apparel Laundry
10.14
16190 - Sewing Machine Operator
14.02
16220 - Tailor
15.09
16250 - Washer Machine
11.08
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room)
20.53
19040 - Tool And Die Maker
25.21
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator
17.31
21030 - Material Coordinator
23.76
21040 - Material Expediter
23.76
21050 - Material Handling Laborer
13.01
21071 - Order Filler
13.62
21080 - Production Line Worker (Food Processing)
17.31
21110 - Shipping Packer
15.57
21130 - Shipping/Receiving Clerk
15.57
21140 - Store Worker I
12.00
21150 - Stock Clerk
18.37
21210 - Tools And Parts Attendant
17.31

21410 - Warehouse Specialist
17.31

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder
39.18

23019 - Aircraft Logs and Records Technician
30.21

23021 - Aircraft Mechanic I
36.77

23022 - Aircraft Mechanic II
39.18

23023 - Aircraft Mechanic III
41.47

23040 - Aircraft Mechanic Helper
26.32

23050 - Aircraft Painter
32.33

23060 - Aircraft Servicer
30.21

23070 - Aircraft Survival Flight Equipment Technician
32.33

23080 - Aircraft Worker
32.15

23091 - Aircrew Life Support Equipment (ALSE) Mechanic
32.15

I

23092 - Aircrew Life Support Equipment (ALSE) Mechanic
36.77

II

23110 - Appliance Mechanic
18.74

23120 - Bicycle Repairer
16.84

23125 - Cable Splicer
26.64

23130 - Carpenter Maintenance
20.20

23140 - Carpet Layer
18.59

23160 - Electrician Maintenance
24.93

23181 - Electronics Technician Maintenance I
28.11

23182 - Electronics Technician Maintenance II
30.08

23183 - Electronics Technician Maintenance III
31.78

23260 - Fabric Worker
18.40

23290 - Fire Alarm System Mechanic
19.63

23310 - Fire Extinguisher Repairer
16.84

23311 - Fuel Distribution System Mechanic
22.91

23312 - Fuel Distribution System Operator
17.09

23370 - General Maintenance Worker
18.01

23380 - Ground Support Equipment Mechanic
36.77

23381 - Ground Support Equipment Servicer
30.21

23382 - Ground Support Equipment Worker
32.15

23391 - Gunsmith I
18.65

23392 - Gunsmith II
20.94

23393 - Gunsmith III
22.57

23410 - Heating Ventilation And Air-Conditioning
Mechanic
21.51

23411 - Heating Ventilation And Air Contidioning
Mechanic (Research Facility)
22.67

23430 - Heavy Equipment Mechanic
22.07
23440 - Heavy Equipment Operator
18.92
23460 - Instrument Mechanic
26.70
23465 - Laboratory/Shelter Mechanic
21.37
23470 - Laborer
12.45
23510 - Locksmith
21.83
23530 - Machinery Maintenance Mechanic
24.70
23550 - Machinist Maintenance
19.67
23580 - Maintenance Trades Helper
13.78
23591 - Metrology Technician I
26.70
23592 - Metrology Technician II
28.13
23593 - Metrology Technician III
29.64
23640 - Millwright
25.15
23710 - Office Appliance Repairer
20.06
23760 - Painter Maintenance
18.13
23790 - Pipefitter Maintenance
25.64
23810 - Plumber Maintenance
24.27
23820 - Pneudraulic Systems Mechanic
22.57
23850 - Rigger
23.43

23870 - Scale Mechanic
19.97
23890 - Sheet-Metal Worker Maintenance
19.19
23910 - Small Engine Mechanic
19.20
23931 - Telecommunications Mechanic I
29.38
23932 - Telecommunications Mechanic II
30.96
23950 - Telephone Lineman
22.52
23960 - Welder Combination Maintenance
17.85
23965 - Well Driller
19.00
23970 - Woodcraft Worker
22.57
23980 - Woodworker
16.84
24000 - Personal Needs Occupations
24550 - Case Manager
14.03
24570 - Child Care Attendant
10.42
24580 - Child Care Center Clerk
12.99
24610 - Chore Aide
10.93
24620 - Family Readiness And Support Services
14.03
Coordinator
24630 - Homemaker
16.76
25000 - Plant And System Operations Occupations
25010 - Boiler Tender
29.34
25040 - Sewage Plant Operator
20.35

25070 - Stationary Engineer
29.34
25190 - Ventilation Equipment Tender
19.79
25210 - Water Treatment Plant Operator
20.35
27000 - Protective Service Occupations
27004 - Alarm Monitor
17.39
27007 - Baggage Inspector
12.96
27008 - Corrections Officer
17.37
27010 - Court Security Officer
18.59
27030 - Detection Dog Handler
16.44
27040 - Detention Officer
17.37
27070 - Firefighter
19.81
27101 - Guard I
12.96
27102 - Guard II
16.44
27131 - Police Officer I
19.78
27132 - Police Officer II
21.98
28000 - Recreation Occupations
28041 - Carnival Equipment Operator
13.52
28042 - Carnival Equipment Repairer
14.90
28043 - Carnival Worker
9.30
28210 - Gate Attendant/Gate Tender
15.26

28310 - Lifeguard
11.33
28350 - Park Attendant (Aide)
17.08
28510 - Recreation Aide/Health Facility Attendant
11.94
28515 - Recreation Specialist
19.99
28630 - Sports Official
13.03
28690 - Swimming Pool Operator
18.99
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer
24.96
29020 - Hatch Tender
24.96
29030 - Line Handler
24.96
29041 - Stevedore I
23.00
29042 - Stevedore II
26.71
30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2)
40.78
30011 - Air Traffic Control Specialist Station (HFO) (see 2)
28.12
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)
30.96
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
23.31

30051 - Cryogenic Technician I
28.41

30052 - Cryogenic Technician II
31.38

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
25.65

30210 - Laboratory Technician
19.90

30221 - Latent Fingerprint Technician I
24.60

30222 - Latent Fingerprint Technician II
27.16

30240 - Mathematical Technician
25.65

30361 - Paralegal/Legal Assistant I
20.59

30362 - Paralegal/Legal Assistant II
25.50

30363 - Paralegal/Legal Assistant III
31.19

30364 - Paralegal/Legal Assistant IV
37.74

30375 - Petroleum Supply Specialist
31.38

30390 - Photo-Optics Technician
26.56

30395 - Radiation Control Technician
31.38

30461 - Technical Writer I
26.07

30462 - Technical Writer II
30.07

30463 - Technical Writer III
36.37

30491 - Unexploded Ordnance (UXO) Technician I
25.92

30492 - Unexploded Ordnance (UXO) Technician II
31.36

30493 - Unexploded Ordnance (UXO) Technician III
37.59

30494 - Unexploded (UXO) Safety Escort
25.92

30495 - Unexploded (UXO) Sweep Personnel
25.92

30501 - Weather Forecaster I
28.41

30502 - Weather Forecaster II
34.55

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

31.36

31020 - Bus Aide

11.49

31030 - Bus Driver

17.43

31043 - Driver Courier

14.98

31260 - Parking and Lot Attendant

9.50

31290 - Shuttle Bus Driver

16.52

31310 - Taxi Driver

10.70

31361 - Truckdriver Light

16.52

31362 - Truckdriver Medium

18.05

31363 - Truckdriver Heavy

20.96

31364 - Truckdriver Tractor-Trailer

20.96

99000 - Miscellaneous Occupations

99020 - Cabin Safety Specialist

15.29

99030 - Cashier

9.71

99050 - Desk Clerk

10.29

99095 - Embalmer

26.90

99130 - Flight Follower

25.92

99251 - Laboratory Animal Caretaker I

12.15

99252 - Laboratory Animal Caretaker II

13.40

99260 - Marketing Analyst
30.40
99310 - Mortician
29.59
99410 - Pest Controller
16.79
99510 - Photofinishing Worker
16.45
99710 - Recycling Laborer
18.80
99711 - Recycling Specialist
23.81
99730 - Refuse Collector
16.34
99810 - Sales Clerk
13.50
99820 - School Crossing Guard
14.88
99830 - Survey Party Chief
23.58
99831 - Surveying Aide
13.84
99832 - Surveying Technician
19.49
99840 - Vending Machine Attendant
12.42
99841 - Vending Machine Repairer
16.24
99842 - Vending Machine Repairer Helper
12.42

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 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 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))."