

Attachment J-6

Wage Determinations – Service Contract Labor Standards (formerly known as the Service Contract Act [SCA] and Construction Wage Rate Requirements (formerly known as the Davis-Bacon Act [DBA])

**Service Contract Labor Standards (i.e., SCA)
Wage Determinations:**

**Wage Determination 2015-4461, Rev. 24
Dated 06-30-2023**

and

**Wage Determination 2015-4465, Rev. 22
Dated 08-07-2023**

Construction Wage Rate Requirements (formerly DBA):

General Decision Number: SC20220002 09/01/2023

"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 Wage Determination No.: 2015-4461 Revision No.: 24 Date Of Last Revision: 06/30/2023
Daniel W. Simms Director	Division of Wage Determinations

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 \$16.20 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 2023.
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 \$12.15 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 2023.

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: South Carolina

Area: South Carolina Counties of Allendale, Bamberg, Barnwell

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.94***
01012 - Accounting Clerk II		16.78
01013 - Accounting Clerk III		18.77
01020 - Administrative Assistant		31.95
01035 - Court Reporter		19.49
01041 - Customer Service Representative I		14.38***
01042 - Customer Service Representative II		15.69***
01043 - Customer Service Representative III		17.60
01051 - Data Entry Operator I		14.22***
01052 - Data Entry Operator II		15.52***
01060 - Dispatcher, Motor Vehicle		18.87
01070 - Document Preparation Clerk		15.52***
01090 - Duplicating Machine Operator		15.52***
01111 - General Clerk I		14.25***
01112 - General Clerk II		15.55***
01113 - General Clerk III		17.46

01120 - Housing Referral Assistant	21.73
01141 - Messenger Courier	12.65***
01191 - Order Clerk I	14.22***
01192 - Order Clerk II	15.52***
01261 - Personnel Assistant (Employment) I	17.09
01262 - Personnel Assistant (Employment) II	19.12
01263 - Personnel Assistant (Employment) III	21.31
01270 - Production Control Clerk	24.21
01290 - Rental Clerk	14.36***
01300 - Scheduler, Maintenance	17.43
01311 - Secretary I	17.43
01312 - Secretary II	19.49
01313 - Secretary III	21.73
01320 - Service Order Dispatcher	16.87
01410 - Supply Technician	31.95
01420 - Survey Worker	18.29
01460 - Switchboard Operator/Receptionist	14.18***
01531 - Travel Clerk I	13.77***
01532 - Travel Clerk II	14.73***
01533 - Travel Clerk III	15.67***
01611 - Word Processor I	15.52***
01612 - Word Processor II	17.43
01613 - Word Processor III	19.49
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.91
05010 - Automotive Electrician	18.01
05040 - Automotive Glass Installer	16.80
05070 - Automotive Worker	17.03
05110 - Mobile Equipment Servicer	14.58***
05130 - Motor Equipment Metal Mechanic	19.16
05160 - Motor Equipment Metal Worker	17.03
05190 - Motor Vehicle Mechanic	18.95
05220 - Motor Vehicle Mechanic Helper	13.98***
05250 - Motor Vehicle Upholstery Worker	15.90***
05280 - Motor Vehicle Wrecker	17.03
05310 - Painter, Automotive	17.87
05340 - Radiator Repair Specialist	17.03
05370 - Tire Repairer	14.44***
05400 - Transmission Repair Specialist	19.16
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.14***
07041 - Cook I	11.86***
07042 - Cook II	13.66***
07070 - Dishwasher	10.73***
07130 - Food Service Worker	13.18***
07210 - Meat Cutter	15.65***
07260 - Waiter/Waitress	9.06***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.62
09040 - Furniture Handler	12.92***
09080 - Furniture Refinisher	19.62
09090 - Furniture Refinisher Helper	15.27***
09110 - Furniture Repairer, Minor	17.31
09130 - Upholsterer	19.31
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.51***
11060 - Elevator Operator	13.13***
11090 - Gardener	18.07
11122 - Housekeeping Aide	12.47***
11150 - Janitor	12.47***
11210 - Laborer, Grounds Maintenance	13.83***
11240 - Maid or Houseman	10.76***
11260 - Pruner	12.36***
11270 - Tractor Operator	16.68
11330 - Trail Maintenance Worker	13.83***

11360 - Window Cleaner	13.95***
12000 - Health Occupations	
12010 - Ambulance Driver	16.54
12011 - Breath Alcohol Technician	21.44
12012 - Certified Occupational Therapist Assistant	29.42
12015 - Certified Physical Therapist Assistant	30.53
12020 - Dental Assistant	19.73
12025 - Dental Hygienist	35.38
12030 - EKG Technician	32.49
12035 - Electroneurodiagnostic Technologist	32.49
12040 - Emergency Medical Technician	16.54
12071 - Licensed Practical Nurse I	19.17
12072 - Licensed Practical Nurse II	21.44
12073 - Licensed Practical Nurse III	23.90
12100 - Medical Assistant	15.26***
12130 - Medical Laboratory Technician	25.69
12160 - Medical Record Clerk	16.79
12190 - Medical Record Technician	18.78
12195 - Medical Transcriptionist	19.17
12210 - Nuclear Medicine Technologist	47.12
12221 - Nursing Assistant I	12.44***
12222 - Nursing Assistant II	13.99***
12223 - Nursing Assistant III	15.26***
12224 - Nursing Assistant IV	17.14
12235 - Optical Dispenser	21.44
12236 - Optical Technician	19.17
12250 - Pharmacy Technician	15.82***
12280 - Phlebotomist	17.73
12305 - Radiologic Technologist	29.28
12311 - Registered Nurse I	25.86
12312 - Registered Nurse II	29.50
12313 - Registered Nurse II, Specialist	29.50
12314 - Registered Nurse III	35.70
12315 - Registered Nurse III, Anesthetist	35.70
12316 - Registered Nurse IV	42.78
12317 - Scheduler (Drug and Alcohol Testing)	26.57
12320 - Substance Abuse Treatment Counselor	24.56
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.51
13012 - Exhibits Specialist II	24.18
13013 - Exhibits Specialist III	29.58
13041 - Illustrator I	19.33
13042 - Illustrator II	23.95
13043 - Illustrator III	29.29
13047 - Librarian	26.77
13050 - Library Aide/Clerk	13.70***
13054 - Library Information Technology Systems Administrator	24.18
13058 - Library Technician	14.82***
13061 - Media Specialist I	17.44
13062 - Media Specialist II	19.51
13063 - Media Specialist III	21.76
13071 - Photographer I	17.29
13072 - Photographer II	19.33
13073 - Photographer III	23.95
13074 - Photographer IV	29.29
13075 - Photographer V	35.45
13090 - Technical Order Library Clerk	17.21
13110 - Video Teleconference Technician	18.84
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.41***
14042 - Computer Operator II	16.20
14043 - Computer Operator III	19.95
14044 - Computer Operator IV	20.79
14045 - Computer Operator V	24.54

14071 - Computer Programmer I	(see 1)	24.88
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		13.41***
14160 - Personal Computer Support Technician		20.79
14170 - System Support Specialist		24.54
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.77
15020 - Aircrew Training Devices Instructor (Rated)		37.24
15030 - Air Crew Training Devices Instructor (Pilot)		44.62
15050 - Computer Based Training Specialist / Instructor		30.77
15060 - Educational Technologist		30.75
15070 - Flight Instructor (Pilot)		44.62
15080 - Graphic Artist		27.38
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		44.62
15086 - Maintenance Test Pilot, Rotary Wing		44.62
15088 - Non-Maintenance Test/Co-Pilot		44.62
15090 - Technical Instructor		22.12
15095 - Technical Instructor/Course Developer		27.38
15110 - Test Proctor		18.04
15120 - Tutor		17.93
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.00***
16030 - Counter Attendant		11.00***
16040 - Dry Cleaner		13.59***
16070 - Finisher, Flatwork, Machine		11.00***
16090 - Presser, Hand		11.00***
16110 - Presser, Machine, Drycleaning		11.00***
16130 - Presser, Machine, Shirts		11.00***
16160 - Presser, Machine, Wearing Apparel, Laundry		11.00***
16190 - Sewing Machine Operator		14.34***
16220 - Tailor		15.27***
16250 - Washer, Machine		11.90***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.86
19040 - Tool And Die Maker		27.17
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.58
21030 - Material Coordinator		24.15
21040 - Material Expediter		24.15
21050 - Material Handling Laborer		15.10***
21071 - Order Filler		13.86***
21080 - Production Line Worker (Food Processing)		17.58
21110 - Shipping Packer		16.89
21130 - Shipping/Receiving Clerk		16.89
21140 - Store Worker I		12.46***
21150 - Stock Clerk		17.27
21210 - Tools And Parts Attendant		17.58
21410 - Warehouse Specialist		17.58
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		25.83
23019 - Aircraft Logs and Records Technician		20.20
23021 - Aircraft Mechanic I		24.38
23022 - Aircraft Mechanic II		25.83
23023 - Aircraft Mechanic III		27.17
23040 - Aircraft Mechanic Helper		17.32
23050 - Aircraft, Painter		22.99
23060 - Aircraft Servicer		20.20
23070 - Aircraft Survival Flight Equipment Technician		22.99
23080 - Aircraft Worker		21.62
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		21.62

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	24.38
II		
23110	- Appliance Mechanic	22.99
23120	- Bicycle Repairer	18.76
23125	- Cable Splicer	34.14
23130	- Carpenter, Maintenance	22.11
23140	- Carpet Layer	21.62
23160	- Electrician, Maintenance	24.69
23181	- Electronics Technician Maintenance I	21.62
23182	- Electronics Technician Maintenance II	22.99
23183	- Electronics Technician Maintenance III	24.38
23260	- Fabric Worker	20.20
23290	- Fire Alarm System Mechanic	24.38
23310	- Fire Extinguisher Repairer	18.76
23311	- Fuel Distribution System Mechanic	24.38
23312	- Fuel Distribution System Operator	18.76
23370	- General Maintenance Worker	19.25
23380	- Ground Support Equipment Mechanic	24.38
23381	- Ground Support Equipment Servicer	20.20
23382	- Ground Support Equipment Worker	21.62
23391	- Gunsmith I	18.76
23392	- Gunsmith II	21.62
23393	- Gunsmith III	24.38
23410	- Heating, Ventilation And Air-Conditioning Mechanic	20.62
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	21.85
23430	- Heavy Equipment Mechanic	24.99
23440	- Heavy Equipment Operator	19.89
23460	- Instrument Mechanic	24.38
23465	- Laboratory/Shelter Mechanic	22.99
23470	- Laborer	15.10***
23510	- Locksmith	22.99
23530	- Machinery Maintenance Mechanic	25.11
23550	- Machinist, Maintenance	21.82
23580	- Maintenance Trades Helper	17.32
23591	- Metrology Technician I	24.38
23592	- Metrology Technician II	25.83
23593	- Metrology Technician III	27.17
23640	- Millwright	25.85
23710	- Office Appliance Repairer	22.99
23760	- Painter, Maintenance	21.43
23790	- Pipefitter, Maintenance	24.48
23810	- Plumber, Maintenance	23.08
23820	- Pneudraulic Systems Mechanic	24.38
23850	- Rigger	24.38
23870	- Scale Mechanic	21.62
23890	- Sheet-Metal Worker, Maintenance	24.38
23910	- Small Engine Mechanic	21.62
23931	- Telecommunications Mechanic I	29.90
23932	- Telecommunications Mechanic II	31.68
23950	- Telephone Lineman	24.38
23960	- Welder, Combination, Maintenance	18.91
23965	- Well Driller	24.38
23970	- Woodcraft Worker	24.38
23980	- Woodworker	18.76
24000	- Personal Needs Occupations	
24550	- Case Manager	17.37
24570	- Child Care Attendant	11.00***
24580	- Child Care Center Clerk	14.04***
24610	- Chore Aide	13.35***
24620	- Family Readiness And Support Services Coordinator	17.37
24630	- Homemaker	17.37

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.58
25040 - Sewage Plant Operator	20.41
25070 - Stationary Engineer	23.64
25190 - Ventilation Equipment Tender	16.79
25210 - Water Treatment Plant Operator	20.41
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.74***
27007 - Baggage Inspector	15.07***
27008 - Corrections Officer	17.13
27010 - Court Security Officer	18.51
27030 - Detection Dog Handler	16.86
27040 - Detention Officer	17.13
27070 - Firefighter	17.57
27101 - Guard I	15.07***
27102 - Guard II	16.86
27131 - Police Officer I	21.09
27132 - Police Officer II	23.45
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.85***
28042 - Carnival Equipment Repairer	12.84***
28043 - Carnival Worker	8.80***
28210 - Gate Attendant/Gate Tender	16.91
28310 - Lifeguard	15.02***
28350 - Park Attendant (Aide)	18.92
28510 - Recreation Aide/Health Facility Attendant	13.81***
28515 - Recreation Specialist	23.39
28630 - Sports Official	15.06***
28690 - Swimming Pool Operator	17.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.18
29020 - Hatch Tender	22.18
29030 - Line Handler	22.18
29041 - Stevedore I	21.49
29042 - Stevedore II	24.37
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	43.06
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.69
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.70
30021 - Archeological Technician I	20.28
30022 - Archeological Technician II	22.69
30023 - Archeological Technician III	28.11
30030 - Cartographic Technician	27.87
30040 - Civil Engineering Technician	24.43
30051 - Cryogenic Technician I	26.37
30052 - Cryogenic Technician II	29.12
30061 - Drafter/CAD Operator I	20.28
30062 - Drafter/CAD Operator II	22.69
30063 - Drafter/CAD Operator III	25.28
30064 - Drafter/CAD Operator IV	29.85
30081 - Engineering Technician I	17.77
30082 - Engineering Technician II	20.10
30083 - Engineering Technician III	22.53
30084 - Engineering Technician IV	27.93
30085 - Engineering Technician V	32.62
30086 - Engineering Technician VI	37.46
30090 - Environmental Technician	27.76
30095 - Evidence Control Specialist	23.81
30210 - Laboratory Technician	23.96
30221 - Latent Fingerprint Technician I	26.37
30222 - Latent Fingerprint Technician II	29.12
30240 - Mathematical Technician	27.76
30361 - Paralegal/Legal Assistant I	20.12
30362 - Paralegal/Legal Assistant II	25.48
30363 - Paralegal/Legal Assistant III	31.16

30364 - Paralegal/Legal Assistant IV	37.70
30375 - Petroleum Supply Specialist	29.12
30390 - Photo-Optics Technician	27.76
30395 - Radiation Control Technician	29.12
30461 - Technical Writer I	25.63
30462 - Technical Writer II	31.34
30463 - Technical Writer III	37.91
30491 - Unexploded Ordnance (UXO) Technician I	27.37
30492 - Unexploded Ordnance (UXO) Technician II	33.11
30493 - Unexploded Ordnance (UXO) Technician III	39.69
30494 - Unexploded (UXO) Safety Escort	27.37
30495 - Unexploded (UXO) Sweep Personnel	27.37
30501 - Weather Forecaster I	26.55
30502 - Weather Forecaster II	32.31
30620 - Weather Observer, Combined Upper Air Or	(see 2) 25.28
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 26.00
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.11
31020 - Bus Aide	15.10***
31030 - Bus Driver	20.42
31043 - Driver Courier	13.74***
31260 - Parking and Lot Attendant	13.52***
31290 - Shuttle Bus Driver	14.35***
31310 - Taxi Driver	12.18***
31361 - Truckdriver, Light	14.35***
31362 - Truckdriver, Medium	15.45***
31363 - Truckdriver, Heavy	23.16
31364 - Truckdriver, Tractor-Trailer	23.16
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.14***
99030 - Cashier	10.48***
99050 - Desk Clerk	10.58***
99095 - Embalmer	27.37
99130 - Flight Follower	27.37
99251 - Laboratory Animal Caretaker I	16.44
99252 - Laboratory Animal Caretaker II	17.86
99260 - Marketing Analyst	32.08
99310 - Mortician	27.37
99410 - Pest Controller	22.06
99510 - Photofinishing Worker	14.38***
99710 - Recycling Laborer	13.96***
99711 - Recycling Specialist	16.94
99730 - Refuse Collector	11.96***
99810 - Sales Clerk	12.01***
99820 - School Crossing Guard	14.02***
99830 - Survey Party Chief	22.67
99831 - Surveying Aide	14.76***
99832 - Surveying Technician	20.16
99840 - Vending Machine Attendant	18.91
99841 - Vending Machine Repairer	23.61
99842 - Vending Machine Repairer Helper	18.91

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 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.

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: \$4.98 per hour, up to 40 hours per week, or \$199.20 per week or \$863.20 per month

HEALTH & WELFARE EO 13706: \$4.57 per hour, up to 40 hours per week, or \$182.80 per week, or \$792.13 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 15 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. (See 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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))."

"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

Daniel W. Simms Division of
Director Wage Determinations | Wage Determination No.: 2015-4465
Revision No.: 22
Date Of Last Revision: 08/07/2023

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 \$16.20 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 2023.
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 \$12.15 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 2023.

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.

States: Georgia, South Carolina

Area: Georgia Counties of Burke, Columbia, Lincoln, McDuffie, Richmond
South Carolina Counties of Aiken, Edgefield

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.25***
01012 - Accounting Clerk II		17.12
01013 - Accounting Clerk III		19.15
01020 - Administrative Assistant		27.82
01035 - Court Reporter		18.64
01041 - Customer Service Representative I		13.40***
01042 - Customer Service Representative II		14.62***
01043 - Customer Service Representative III		16.42
01051 - Data Entry Operator I		14.39***
01052 - Data Entry Operator II		15.70***
01060 - Dispatcher, Motor Vehicle		20.04
01070 - Document Preparation Clerk		14.84***
01090 - Duplicating Machine Operator		14.84***
01111 - General Clerk I		13.42***
01112 - General Clerk II		14.64***

01113 - General Clerk III	16.44
01120 - Housing Referral Assistant	20.78
01141 - Messenger Courier	13.68***
01191 - Order Clerk I	15.85***
01192 - Order Clerk II	17.29
01261 - Personnel Assistant (Employment) I	16.74
01262 - Personnel Assistant (Employment) II	18.72
01263 - Personnel Assistant (Employment) III	20.87
01270 - Production Control Clerk	24.21
01290 - Rental Clerk	14.61***
01300 - Scheduler, Maintenance	16.66
01311 - Secretary I	16.66
01312 - Secretary II	18.64
01313 - Secretary III	20.78
01320 - Service Order Dispatcher	17.91
01410 - Supply Technician	27.82
01420 - Survey Worker	16.97
01460 - Switchboard Operator/Receptionist	14.33***
01531 - Travel Clerk I	14.91***
01532 - Travel Clerk II	16.45
01533 - Travel Clerk III	17.75
01611 - Word Processor I	14.84***
01612 - Word Processor II	16.66
01613 - Word Processor III	18.64
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.63
05010 - Automotive Electrician	19.81
05040 - Automotive Glass Installer	18.38
05070 - Automotive Worker	18.65
05110 - Mobile Equipment Servicer	15.93***
05130 - Motor Equipment Metal Mechanic	21.07
05160 - Motor Equipment Metal Worker	18.65
05190 - Motor Vehicle Mechanic	20.76
05220 - Motor Vehicle Mechanic Helper	14.87***
05250 - Motor Vehicle Upholstery Worker	17.46
05280 - Motor Vehicle Wrecker	18.65
05310 - Painter, Automotive	19.50
05340 - Radiator Repair Specialist	18.65
05370 - Tire Repairer	14.71***
05400 - Transmission Repair Specialist	21.07
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.34***
07041 - Cook I	13.04***
07042 - Cook II	15.05***
07070 - Dishwasher	11.09***
07130 - Food Service Worker	11.52***
07210 - Meat Cutter	16.05***
07260 - Waiter/Waitress	9.94***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.87
09040 - Furniture Handler	12.10***
09080 - Furniture Refinisher	18.35
09090 - Furniture Refinisher Helper	13.88***
09110 - Furniture Repairer, Minor	16.18***
09130 - Upholsterer	18.35
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.94***
11060 - Elevator Operator	12.60***
11090 - Gardener	19.34
11122 - Housekeeping Aide	12.60***
11150 - Janitor	12.60***
11210 - Laborer, Grounds Maintenance	14.54***
11240 - Maid or Houseman	10.74***
11260 - Pruner	12.87***
11270 - Tractor Operator	17.79

11330 - Trail Maintenance Worker	14.54***
11360 - Window Cleaner	14.22***
12000 - Health Occupations	
12010 - Ambulance Driver	15.97***
12011 - Breath Alcohol Technician	21.10
12012 - Certified Occupational Therapist Assistant	31.29
12015 - Certified Physical Therapist Assistant	30.84
12020 - Dental Assistant	18.84
12025 - Dental Hygienist	32.00
12030 - EKG Technician	32.88
12035 - Electroneurodiagnostic Technologist	32.88
12040 - Emergency Medical Technician	15.97***
12071 - Licensed Practical Nurse I	18.86
12072 - Licensed Practical Nurse II	21.10
12073 - Licensed Practical Nurse III	23.52
12100 - Medical Assistant	16.41
12130 - Medical Laboratory Technician	24.25
12160 - Medical Record Clerk	19.54
12190 - Medical Record Technician	21.86
12195 - Medical Transcriptionist	17.93
12210 - Nuclear Medicine Technologist	37.57
12221 - Nursing Assistant I	12.63***
12222 - Nursing Assistant II	14.20***
12223 - Nursing Assistant III	15.49***
12224 - Nursing Assistant IV	17.40
12235 - Optical Dispenser	17.82
12236 - Optical Technician	18.86
12250 - Pharmacy Technician	17.52
12280 - Phlebotomist	17.08
12305 - Radiologic Technologist	28.82
12311 - Registered Nurse I	25.86
12312 - Registered Nurse II	29.83
12313 - Registered Nurse II, Specialist	29.83
12314 - Registered Nurse III	36.08
12315 - Registered Nurse III, Anesthetist	36.08
12316 - Registered Nurse IV	43.26
12317 - Scheduler (Drug and Alcohol Testing)	26.15
12320 - Substance Abuse Treatment Counselor	22.31
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.54
13012 - Exhibits Specialist II	27.91
13013 - Exhibits Specialist III	34.15
13041 - Illustrator I	22.54
13042 - Illustrator II	27.91
13043 - Illustrator III	34.15
13047 - Librarian	30.92
13050 - Library Aide/Clerk	13.42***
13054 - Library Information Technology Systems Administrator	27.91
13058 - Library Technician	16.35
13061 - Media Specialist I	20.14
13062 - Media Specialist II	22.54
13063 - Media Specialist III	25.12
13071 - Photographer I	18.95
13072 - Photographer II	21.20
13073 - Photographer III	26.27
13074 - Photographer IV	32.14
13075 - Photographer V	38.87
13090 - Technical Order Library Clerk	17.31
13110 - Video Teleconference Technician	25.18
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.45
14042 - Computer Operator II	21.56
14043 - Computer Operator III	24.78
14044 - Computer Operator IV	27.54

14045	- Computer Operator V		30.50
14071	- Computer Programmer I	(see 1)	24.88
14072	- Computer Programmer II	(see 1)	
14073	- Computer Programmer III	(see 1)	
14074	- Computer Programmer IV	(see 1)	
14101	- Computer Systems Analyst I	(see 1)	
14102	- Computer Systems Analyst II	(see 1)	
14103	- Computer Systems Analyst III	(see 1)	
14150	- Peripheral Equipment Operator		18.45
14160	- Personal Computer Support Technician		27.54
14170	- System Support Specialist		30.50
15000	- Instructional Occupations		
15010	- Aircrew Training Devices Instructor (Non-Rated)		31.39
15020	- Aircrew Training Devices Instructor (Rated)		37.97
15030	- Air Crew Training Devices Instructor (Pilot)		45.52
15050	- Computer Based Training Specialist / Instructor		31.39
15060	- Educational Technologist		36.92
15070	- Flight Instructor (Pilot)		45.52
15080	- Graphic Artist		23.46
15085	- Maintenance Test Pilot, Fixed, Jet/Prop		45.52
15086	- Maintenance Test Pilot, Rotary Wing		45.52
15088	- Non-Maintenance Test/Co-Pilot		45.52
15090	- Technical Instructor		25.81
15095	- Technical Instructor/Course Developer		31.56
15110	- Test Proctor		20.83
15120	- Tutor		20.83
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	- Assembler		10.78***
16030	- Counter Attendant		10.78***
16040	- Dry Cleaner		12.94***
16070	- Finisher, Flatwork, Machine		10.78***
16090	- Presser, Hand		10.78***
16110	- Presser, Machine, Drycleaning		10.78***
16130	- Presser, Machine, Shirts		10.78***
16160	- Presser, Machine, Wearing Apparel, Laundry		10.78***
16190	- Sewing Machine Operator		13.67***
16220	- Tailor		14.44***
16250	- Washer, Machine		11.49***
19000	- Machine Tool Operation And Repair Occupations		
19010	- Machine-Tool Operator (Tool Room)		22.19
19040	- Tool And Die Maker		27.73
21000	- Materials Handling And Packing Occupations		
21020	- Forklift Operator		17.58
21030	- Material Coordinator		24.15
21040	- Material Expediter		24.15
21050	- Material Handling Laborer		14.88***
21071	- Order Filler		13.96***
21080	- Production Line Worker (Food Processing)		17.58
21110	- Shipping Packer		17.51
21130	- Shipping/Receiving Clerk		17.51
21140	- Store Worker I		12.23***
21150	- Stock Clerk		17.41
21210	- Tools And Parts Attendant		17.58
21410	- Warehouse Specialist		17.58
23000	- Mechanics And Maintenance And Repair Occupations		
23010	- Aerospace Structural Welder		29.09
23019	- Aircraft Logs and Records Technician		22.74
23021	- Aircraft Mechanic I		27.44
23022	- Aircraft Mechanic II		29.09
23023	- Aircraft Mechanic III		30.61
23040	- Aircraft Mechanic Helper		19.50
23050	- Aircraft, Painter		25.79
23060	- Aircraft Servicer		22.74
23070	- Aircraft Survival Flight Equipment Technician		25.79
23080	- Aircraft Worker		24.30

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.30
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.44
23110 - Appliance Mechanic	22.34
23120 - Bicycle Repairer	20.58
23125 - Cable Splicer	35.77
23130 - Carpenter, Maintenance	25.31
23140 - Carpet Layer	22.73
23160 - Electrician, Maintenance	28.90
23181 - Electronics Technician Maintenance I	27.26
23182 - Electronics Technician Maintenance II	28.93
23183 - Electronics Technician Maintenance III	30.78
23260 - Fabric Worker	22.22
23290 - Fire Alarm System Mechanic	19.80
23310 - Fire Extinguisher Repairer	20.58
23311 - Fuel Distribution System Mechanic	26.84
23312 - Fuel Distribution System Operator	20.92
23370 - General Maintenance Worker	19.59
23380 - Ground Support Equipment Mechanic	27.44
23381 - Ground Support Equipment Servicer	22.74
23382 - Ground Support Equipment Worker	24.30
23391 - Gunsmith I	20.58
23392 - Gunsmith II	23.74
23393 - Gunsmith III	26.82
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.75
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.06
23430 - Heavy Equipment Mechanic	28.07
23440 - Heavy Equipment Operator	23.18
23460 - Instrument Mechanic	26.82
23465 - Laboratory/Shelter Mechanic	25.21
23470 - Laborer	14.88***
23510 - Locksmith	22.51
23530 - Machinery Maintenance Mechanic	28.90
23550 - Machinist, Maintenance	22.85
23580 - Maintenance Trades Helper	15.16***
23591 - Metrology Technician I	26.82
23592 - Metrology Technician II	28.43
23593 - Metrology Technician III	29.91
23640 - Millwright	30.92
23710 - Office Appliance Repairer	17.81
23760 - Painter, Maintenance	17.49
23790 - Pipefitter, Maintenance	27.50
23810 - Plumber, Maintenance	25.85
23820 - Pneudraulic Systems Mechanic	26.82
23850 - Rigger	26.82
23870 - Scale Mechanic	23.74
23890 - Sheet-Metal Worker, Maintenance	24.84
23910 - Small Engine Mechanic	18.99
23931 - Telecommunications Mechanic I	26.40
23932 - Telecommunications Mechanic II	27.99
23950 - Telephone Lineman	25.00
23960 - Welder, Combination, Maintenance	23.13
23965 - Well Driller	26.82
23970 - Woodcraft Worker	26.82
23980 - Woodworker	20.58
24000 - Personal Needs Occupations	
24550 - Case Manager	15.17***
24570 - Child Care Attendant	11.00***
24580 - Child Care Center Clerk	14.13***
24610 - Chore Aide	12.18***
24620 - Family Readiness And Support Services Coordinator	15.17***

24630 - Homemaker	15.71***
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.99
25040 - Sewage Plant Operator	20.87
25070 - Stationary Engineer	28.99
25190 - Ventilation Equipment Tender	20.49
25210 - Water Treatment Plant Operator	20.87
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.62
27007 - Baggage Inspector	15.96***
27008 - Corrections Officer	18.79
27010 - Court Security Officer	18.73
27030 - Detection Dog Handler	17.85
27040 - Detention Officer	18.79
27070 - Firefighter	18.51
27101 - Guard I	15.96***
27102 - Guard II	17.85
27131 - Police Officer I	21.84
27132 - Police Officer II	24.27
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.84***
28042 - Carnival Equipment Repairer	15.05***
28043 - Carnival Worker	10.05***
28210 - Gate Attendant/Gate Tender	18.38
28310 - Lifeguard	11.34***
28350 - Park Attendant (Aide)	20.56
28510 - Recreation Aide/Health Facility Attendant	15.00***
28515 - Recreation Specialist	25.48
28630 - Sports Official	16.37
28690 - Swimming Pool Operator	17.70
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	32.30
29020 - Hatch Tender	32.30
29030 - Line Handler	32.30
29041 - Stevedore I	30.23
29042 - Stevedore II	34.29
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	43.06
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.69
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.70
30021 - Archeological Technician I	20.28
30022 - Archeological Technician II	22.69
30023 - Archeological Technician III	28.11
30030 - Cartographic Technician	27.87
30040 - Civil Engineering Technician	26.72
30051 - Cryogenic Technician I	28.92
30052 - Cryogenic Technician II	31.94
30061 - Drafter/CAD Operator I	20.28
30062 - Drafter/CAD Operator II	22.69
30063 - Drafter/CAD Operator III	25.28
30064 - Drafter/CAD Operator IV	29.85
30081 - Engineering Technician I	17.77
30082 - Engineering Technician II	20.10
30083 - Engineering Technician III	22.53
30084 - Engineering Technician IV	27.93
30085 - Engineering Technician V	32.62
30086 - Engineering Technician VI	37.66
30090 - Environmental Technician	30.54
30095 - Evidence Control Specialist	26.12
30210 - Laboratory Technician	29.89
30221 - Latent Fingerprint Technician I	28.92
30222 - Latent Fingerprint Technician II	31.94
30240 - Mathematical Technician	30.54
30361 - Paralegal/Legal Assistant I	18.68
30362 - Paralegal/Legal Assistant II	23.14

30363 - Paralegal/Legal Assistant III	28.31
30364 - Paralegal/Legal Assistant IV	34.24
30375 - Petroleum Supply Specialist	31.94
30390 - Photo-Optics Technician	27.76
30395 - Radiation Control Technician	31.94
30461 - Technical Writer I	28.63
30462 - Technical Writer II	35.04
30463 - Technical Writer III	42.37
30491 - Unexploded Ordnance (UXO) Technician I	27.37
30492 - Unexploded Ordnance (UXO) Technician II	33.11
30493 - Unexploded Ordnance (UXO) Technician III	39.69
30494 - Unexploded (UXO) Safety Escort	27.37
30495 - Unexploded (UXO) Sweep Personnel	27.37
30501 - Weather Forecaster I	29.85
30502 - Weather Forecaster II	36.31
30620 - Weather Observer, Combined Upper Air Or	(see 2) 25.28
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 26.12
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.11
31020 - Bus Aide	12.58***
31030 - Bus Driver	16.54
31043 - Driver Courier	16.76
31260 - Parking and Lot Attendant	11.98***
31290 - Shuttle Bus Driver	16.39
31310 - Taxi Driver	11.80***
31361 - Truckdriver, Light	18.22
31362 - Truckdriver, Medium	19.68
31363 - Truckdriver, Heavy	23.10
31364 - Truckdriver, Tractor-Trailer	23.10
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.14***
99030 - Cashier	10.79***
99050 - Desk Clerk	11.16***
99095 - Embalmer	26.29
99130 - Flight Follower	27.37
99251 - Laboratory Animal Caretaker I	14.30***
99252 - Laboratory Animal Caretaker II	15.52***
99260 - Marketing Analyst	27.43
99310 - Mortician	26.29
99410 - Pest Controller	17.51
99510 - Photofinishing Worker	14.38***
99710 - Recycling Laborer	18.05
99711 - Recycling Specialist	21.99
99730 - Refuse Collector	15.98***
99810 - Sales Clerk	12.42***
99820 - School Crossing Guard	13.42***
99830 - Survey Party Chief	22.77
99831 - Surveying Aide	14.82***
99832 - Surveying Technician	20.25
99840 - Vending Machine Attendant	19.20
99841 - Vending Machine Repairer	24.08
99842 - Vending Machine Repairer Helper	19.20

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 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.

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: \$4.98 per hour, up to 40 hours per week, or \$199.20 per week or \$863.20 per month

HEALTH & WELFARE EO 13706: \$4.57 per hour, up to 40 hours per week, or \$182.80 per week, or \$792.13 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 15 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. (See 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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))."

Davis-Bacon Act WD #

General Decision Number: SC20230002 09/01/2023

Superseded General Decision Number: SC20220002

State: South Carolina

Construction Types: Building, Heavy and Highway

Counties: Aiken, Allendale and Barnwell Counties in South Carolina.

SAVANNAH RIVER SITE ONLY

BUILDING CONSTRUCTION PROJECTS (does not include single family homes and apartments up to and including 4 stories)

HEAVY CONSTRUCTION PROJECTS (includes sewer & water line projects, and drainage projects)

HIGHWAY CONSTRUCTION PROJECTS

Note: Contracts subject to the Davis-Bacon Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658. Please note that these Executive Orders apply to covered contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but do not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(2)-(60).

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 \$16.20 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 2023.
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 \$12.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on that contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. If this contract is covered by one of the Executive Orders and a classification considered necessary for performance of work on the contract does not appear on this wage determination, the contractor must still submit a conformance request.

Additional information on contractor requirements and worker protections under the Executive Orders is available at <http://www.dol.gov/whd/govcontracts>.

Modification Number	Publication Date
0	01/06/2023
1	09/01/2023

* SUSC2011-002 09/30/2022

	Rates	Fringes
Asbestos abatement worker/hazardous material handler includes preparation, wetting, stripping, removal, scrapping, vacuuming, bagging and disposing of all insulation materials from mechanical systems, whether they contain asbestos or not.....	\$ 15.00 **	.25
Asbestos worker/insulator includes application of all insulating materials, protective coverings, coatings & finishes to all types of mechanical systems.	\$ 30.00	20.01
Boilermaker.....	\$ 31.73	23.99
Bricklayer.....	\$ 28.70	14.40
Carpenter.....	\$ 31.61	14.14
Cement mason.....	\$ 27.74	14.35
Electrician		
Cable Splicer.....	\$ 33.75	16.87
Groundman.....	\$ 22.10	16.87
Lineman.....	\$ 32.50	16.87
Elevator constructor.....	\$ 46.83	38.34
Glazier.....	\$ 26.29	14.39
Ironworker.....	\$ 33.17	14.97
Laborers:		
Concrete & building.....	\$ 21.35	11.83
Hazardous waste verifier....	\$ 22.10	11.83
Mortar mixer.....	\$ 21.60	11.83
Nozzleperson.....	\$ 21.85	11.83
Pipelayer.....	\$ 21.60	11.83
Pneumatic concrete gun operator.....	\$ 21.85	11.83
Pneumatic tool operator.....	\$ 21.60	11.83
Tool facility operator.....	\$ 22.10	11.83
Machinist.....	\$ 44.20	9.92

Millwright.....	\$ 32.44	17.10
Painter		
Composite rate applies to all work performed by journeyman painters and sign painters except when engaged in industrial premium work.....	\$ 26.29	14.39
Piledriver.....	\$ 31.86	14.14
Pipefitter.....	\$ 34.51	16.66
Plasterer.....	\$ 27.74	14.35
Power equipment operators:		
Air compressor; concrete mixer (10 s or less); conveyor; elevator; hoist, 1-drum; light plant; motor crane driver and oiler; roller; tractor (50 hp and over).....	\$ 28.22	16.23
Backhoe; central mixing plant; concrete placing machine; crane, derrick, dragline; hoist, 2-drum; motor grader; shovel; sideboom tractor; tower/pedestal crane; hoist, 1-drum (hoisting personnel); mechanic (diesel & gas); maxi grinder.....	\$ 34.00	16.23
Batch plant; bulldozer; concrete mixer (over 10 s); distributor (bituminous surfaces); end loader; fork lift truck; lead oiler; pan scraper; paving machine; pumpcrete; trenching machine; well drill.....	\$ 31.28	16.23
Fireman (Boiler).....	\$ 24.82	16.23
Mechanic (diesel & gas).....	\$ 34.00	16.23
Oiler.....	\$ 24.82	16.23
Pump (2-1/2 in. and over); tractor (under 50 hp); fireperson (boiler); oiler..	\$ 24.82	16.23
Rofer (built-up, composition and waterproofing).....	\$ 27.68	8.34
Sheet metal worker.....	\$ 33.82	16.42
Sprinkler fitter.....	\$ 33.43	22.88
Tile setter.....	\$ 28.70	14.40
Truck drivers: 2-1/2 tons & over, and special equipment.....	\$ 29.54	11.95

Oiler (light equipment and garage attendant).....	\$ 29.19	11.95
Under 2-1/2 tons.....	\$ 28.91	11.95

Footnote: Health & Welfare Weekly Rate: \$373.40

WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

** Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20) or 13658 (\$12.15). Please see the Note at the top of the wage determination for more information.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Davis-Bacon 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 a victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at <https://www.dol.gov/agencies/whd/government-contracts>.

Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (ii)).

The body of each wage determination lists the classification and wage rates that have been found to be prevailing for the cited type(s) of construction in the area covered by the wage determination. The classifications are listed in alphabetical order of ""identifiers"" that indicate whether the particular rate is a union rate (current union negotiated rate for local), a survey rate (weighted average rate) or a union average rate (weighted union average rate).

Union Rate Identifiers

A four letter classification abbreviation identifier enclosed in dotted lines beginning with characters other than ""SU"" or ""UAVG"" denotes that the union classification and rate were prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2014. PLUM is an abbreviation identifier of the union which prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing

the wage determination. 07/01/2014 is the effective date of the most current negotiated rate, which in this example is July 1, 2014.

Union prevailing wage rates are updated to reflect all rate changes in the collective bargaining agreement (CBA) governing this classification and rate.

Survey Rate Identifiers

Classifications listed under the "SU" identifier indicate that no one rate prevailed for this classification in the survey and the published rate is derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As this weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SULA2012-007 5/13/2014. SU indicates the rates are survey rates based on a weighted average calculation of rates and are not majority rates. LA indicates the State of Louisiana. 2012 is the year of survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. 5/13/2014 indicates the survey completion date for the classifications and rates under that identifier.

Survey wage rates are not updated and remain in effect until a new survey is conducted.

Union Average Rate Identifiers

Classification(s) listed under the UAVG identifier indicate that no single majority rate prevailed for those classifications; however, 100% of the data reported for the classifications was union data. EXAMPLE: UAVG-OH-0010 08/29/2014. UAVG indicates that the rate is a weighted union average rate. OH indicates the state. The next number, 0010 in the example, is an internal number used in producing the wage determination. 08/29/2014 indicates the survey completion date for the classifications and rates under that identifier.

A UAVG rate will be updated once a year, usually in January of each year, to reflect a weighted average of the current negotiated/CBA rate of the union locals from which the rate is based.

WAGE DETERMINATION APPEALS PROCESS

1.) Has there been an initial decision in the matter? This can be:

- * an existing published wage determination
- * a survey underlying a wage determination
- * a Wage and Hour Division letter setting forth a position on a wage determination matter
- * a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour National Office because National Office has responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described

in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations
Wage and Hour Division
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

4.) All decisions by the Administrative Review Board are final.

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END OF GENERAL DECISION