

**PART III – LIST OF DOCUMENTS, EXHIBITS, AND OTHER ATTACHMENTS**

**SECTION J, ATTACHMENT J-9**

**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 LABOR ACT [DBA])**

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

**Wage Determination 2015-4465, Rev. 11**

**Dated 12/23/2019**

**Note – As stated in Section I for clause FAR 52.204-14 Service Contract Labor Standards, this Service Contract Act Labor Standard applies to SCA-covered subcontractors only**

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*REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210
		Wage Determination No.: 2015-4465
Daniel W. Simms	Division of	Revision No.: 11
Director	Wage Determinations	Date Of Last Revision: 12/23/2019

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Note: Under Executive Order (EO) 13658 an hourly minimum

wage of \$10.80 for calendar year 2020 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 \$10.80 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 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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States: Georgia South Carolina

Area: Georgia Counties of Burke Columbia Lincoln McDuffie Richmond

South Carolina Counties of Aiken Edgefield

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

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OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.21
01012 - Accounting Clerk II		15.95
01013 - Accounting Clerk III		17.85
01020 - Administrative Assistant		23.53
01035 - Court Reporter		17.75
01041 - Customer Service Representative I		11.12
01042 - Customer Service Representative II		12.50
01043 - Customer Service Representative III		13.64
01051 - Data Entry Operator I		13.68
01052 - Data Entry Operator II		14.92
01060 - Dispatcher Motor Vehicle		20.04
01070 - Document Preparation Clerk		14.13
01090 - Duplicating Machine Operator		14.13
01111 - General Clerk I		13.39
01112 - General Clerk II		14.49
01113 - General Clerk III		16.21
01120 - Housing Referral Assistant		19.79
01141 - Messenger Courier		11.15
01191 - Order Clerk I		15.08
01192 - Order Clerk II		17.16
01261 - Personnel Assistant (Employment) I		15.83
01262 - Personnel Assistant (Employment) II		17.71
01263 - Personnel Assistant (Employment) III		19.73
01270 - Production Control Clerk		24.21
01290 - Rental Clerk		14.10
01300 - Scheduler Maintenance		15.86
01311 - Secretary I		15.86
01312 - Secretary II		17.75
01313 - Secretary III		19.79
01320 - Service Order Dispatcher		17.91
01410 - Supply Technician		23.53
01420 - Survey Worker		15.35
01460 - Switchboard Operator/Receptionist		12.44
01531 - Travel Clerk I		12.32
01532 - Travel Clerk II		13.59
01533 - Travel Clerk III		14.67
01611 - Word Processor I		14.13

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01612 - Word Processor II		15.86
01613 - Word Processor III		17.75
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer Fiberglass		20.57
05010 - Automotive Electrician		18.01
05040 - Automotive Glass Installer		16.71
05070 - Automotive Worker		17.03
05110 - Mobile Equipment Servicer		14.48
05130 - Motor Equipment Metal Mechanic		19.16
05160 - Motor Equipment Metal Worker		17.03
05190 - Motor Vehicle Mechanic		18.87
05220 - Motor Vehicle Mechanic Helper		13.98
05250 - Motor Vehicle Upholstery Worker		15.90
05280 - Motor Vehicle Wrecker		17.03
05310 - Painter Automotive		17.73
05340 - Radiator Repair Specialist		17.03
05370 - Tire Repairer		13.18
05400 - Transmission Repair Specialist		19.16
07000 - Food Preparation And Service Occupations		
07010 - Baker		12.13
07041 - Cook I		12.25
07042 - Cook II		14.14
07070 - Dishwasher		9.07
07130 - Food Service Worker		9.43
07210 - Meat Cutter		16.05
07260 - Waiter/Waitress		9.04
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		17.84
09040 - Furniture Handler		12.10
09080 - Furniture Refinisher		17.84
09090 - Furniture Refinisher Helper		13.88
09110 - Furniture Repairer Minor		15.74
09130 - Upholsterer		17.84
11000 - General Services And Support Occupations		
11030 - Cleaner Vehicles		11.14
11060 - Elevator Operator		10.43
11090 - Gardener		15.50
11122 - Housekeeping Aide		10.43
11150 - Janitor		10.43
11210 - Laborer Grounds Maintenance		11.74
11240 - Maid or Houseman		9.22

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11260 - Pruner	10.41
11270 - Tractor Operator	14.28
11330 - Trail Maintenance Worker	11.74
11360 - Window Cleaner	11.77
12000 - Health Occupations	
12010 - Ambulance Driver	15.97
12011 - Breath Alcohol Technician	17.19
12012 - Certified Occupational Therapist Assistant	23.58
12015 - Certified Physical Therapist Assistant	25.95
12020 - Dental Assistant	18.35
12025 - Dental Hygienist	29.39
12030 - EKG Technician	30.20
12035 - Electroneurodiagnostic Technologist	30.20
12040 - Emergency Medical Technician	15.97
12071 - Licensed Practical Nurse I	15.79
12072 - Licensed Practical Nurse II	17.67
12073 - Licensed Practical Nurse III	19.69
12100 - Medical Assistant	14.53
12130 - Medical Laboratory Technician	20.78
12160 - Medical Record Clerk	19.54
12190 - Medical Record Technician	21.86
12195 - Medical Transcriptionist	17.30
12210 - Nuclear Medicine Technologist	34.15
12221 - Nursing Assistant I	11.55
12222 - Nursing Assistant II	12.98
12223 - Nursing Assistant III	14.16
12224 - Nursing Assistant IV	15.90
12235 - Optical Dispenser	14.73
12236 - Optical Technician	13.57
12250 - Pharmacy Technician	14.38
12280 - Phlebotomist	14.86
12305 - Radiologic Technologist	28.16
12311 - Registered Nurse I	25.86
12312 - Registered Nurse II	29.44
12313 - Registered Nurse II Specialist	29.44
12314 - Registered Nurse III	35.62
12315 - Registered Nurse III Anesthetist	35.62
12316 - Registered Nurse IV	42.69
12317 - Scheduler (Drug and Alcohol Testing)	21.88
12320 - Substance Abuse Treatment Counselor	21.29
13000 - Information And Arts Occupations	

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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		11.48
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		18.07
13072 - Photographer II		20.24
13073 - Photographer III		25.09
13074 - Photographer IV		30.71
13075 - Photographer V		37.04
13090 - Technical Order Library Clerk		15.74
13110 - Video Teleconference Technician		18.84
14000 - Information Technology Occupations		
14041 - Computer Operator I		14.75
14042 - Computer Operator II		17.82
14043 - Computer Operator III		21.95
14044 - Computer Operator IV		22.87
14045 - Computer Operator V		26.99
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		14.75
14160 - Personal Computer Support Technician		22.87
14170 - System Support Specialist		25.62
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.76
15020 - Aircrew Training Devices Instructor (Rated)		36.00
15030 - Air Crew Training Devices Instructor (Pilot)		43.15

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15050 - Computer Based Training Specialist / Instructor	29.76
15060 - Educational Technologist	33.86
15070 - Flight Instructor (Pilot)	43.15
15080 - Graphic Artist	22.19
15085 - Maintenance Test Pilot Fixed Jet/Prop	38.98
15086 - Maintenance Test Pilot Rotary Wing	38.98
15088 - Non-Maintenance Test/Co-Pilot	38.98
15090 - Technical Instructor	22.59
15095 - Technical Instructor/Course Developer	27.64
15110 - Test Proctor	18.24
15120 - Tutor	18.24
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.40
16030 - Counter Attendant	9.40
16040 - Dry Cleaner	11.33
16070 - Finisher Flatwork Machine	9.40
16090 - Presser Hand	9.40
16110 - Presser Machine Drycleaning	9.40
16130 - Presser Machine Shirts	9.40
16160 - Presser Machine Wearing Apparel Laundry	9.40
16190 - Sewing Machine Operator	11.97
16220 - Tailor	12.63
16250 - Washer Machine	10.03
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.72
19040 - Tool And Die Maker	24.65
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	11.58
21071 - Order Filler	11.54
21080 - Production Line Worker (Food Processing)	17.58
21110 - Shipping Packer	16.61
21130 - Shipping/Receiving Clerk	16.61
21140 - Store Worker I	11.30
21150 - Stock Clerk	16.02
21210 - Tools And Parts Attendant	17.58
21410 - Warehouse Specialist	17.58
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.50



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23019 - Aircraft Logs and Records Technician	22.48
23021 - Aircraft Mechanic I	26.98
23022 - Aircraft Mechanic II	28.50
23023 - Aircraft Mechanic III	30.00
23040 - Aircraft Mechanic Helper	19.50
23050 - Aircraft Painter	25.37
23060 - Aircraft Servicer	22.48
23070 - Aircraft Survival Flight Equipment Technician	25.37
23080 - Aircraft Worker	23.58
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.58
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.98
23110 - Appliance Mechanic	18.60
23120 - Bicycle Repairer	15.03
23125 - Cable Splicer	33.44
23130 - Carpenter Maintenance	18.99
23140 - Carpet Layer	18.78
23160 - Electrician Maintenance	21.71
23181 - Electronics Technician Maintenance I	25.02
23182 - Electronics Technician Maintenance II	26.56
23183 - Electronics Technician Maintenance III	28.25
23260 - Fabric Worker	18.72
23290 - Fire Alarm System Mechanic	18.00
23310 - Fire Extinguisher Repairer	17.33
23311 - Fuel Distribution System Mechanic	22.18
23312 - Fuel Distribution System Operator	17.29
23370 - General Maintenance Worker	19.25
23380 - Ground Support Equipment Mechanic	26.98
23381 - Ground Support Equipment Servicer	22.48
23382 - Ground Support Equipment Worker	23.58
23391 - Gunsmith I	17.33
23392 - Gunsmith II	20.00
23393 - Gunsmith III	22.58
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.55
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.79
23430 - Heavy Equipment Mechanic	25.15
23440 - Heavy Equipment Operator	17.76
23460 - Instrument Mechanic	22.58

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23465 - Laboratory/Shelter Mechanic	21.23
23470 - Laborer	11.58
23510 - Locksmith	18.60
23530 - Machinery Maintenance Mechanic	26.32
23550 - Machinist Maintenance	22.85
23580 - Maintenance Trades Helper	15.16
23591 - Metrology Technician I	22.58
23592 - Metrology Technician II	23.94
23593 - Metrology Technician III	25.19
23640 - Millwright	23.75
23710 - Office Appliance Repairer	17.81
23760 - Painter Maintenance	16.37
23790 - Pipefitter Maintenance	20.53
23810 - Plumber Maintenance	19.30
23820 - Pneudraulic Systems Mechanic	22.58
23850 - Rigger	22.58
23870 - Scale Mechanic	20.00
23890 - Sheet-Metal Worker Maintenance	24.84
23910 - Small Engine Mechanic	18.99
23931 - Telecommunications Mechanic I	25.65
23932 - Telecommunications Mechanic II	27.19
23950 - Telephone Lineman	21.06
23960 - Welder Combination Maintenance	21.14
23965 - Well Driller	22.58
23970 - Woodcraft Worker	22.58
23980 - Woodworker	17.33
24000 - Personal Needs Occupations	
24550 - Case Manager	12.93
24570 - Child Care Attendant	11.00
24580 - Child Care Center Clerk	14.04
24610 - Chore Aide	10.63
24620 - Family Readiness And Support Services Coordinator	12.93
24630 - Homemaker	15.32
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	

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27004 - Alarm Monitor	14.53	
27007 - Baggage Inspector	14.51	
27008 - Corrections Officer	17.55	
27010 - Court Security Officer	18.08	
27030 - Detection Dog Handler	16.23	
27040 - Detention Officer	17.55	
27070 - Firefighter	17.64	
27101 - Guard I	14.51	
27102 - Guard II	16.23	
27131 - Police Officer I	19.06	
27132 - Police Officer II	21.18	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	11.89	
28042 - Carnival Equipment Repairer	12.91	
28043 - Carnival Worker	8.69	
28210 - Gate Attendant/Gate Tender	15.73	
28310 - Lifeguard	11.34	
28350 - Park Attendant (Aide)	17.60	
28510 - Recreation Aide/Health Facility Attendant	12.85	
28515 - Recreation Specialist	19.38	
28630 - Sports Official	14.03	
28690 - Swimming Pool Operator	17.62	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	25.29	
29020 - Hatch Tender	25.29	
29030 - Line Handler	25.29	
29041 - Stevedore I	23.68	
29042 - Stevedore II	26.84	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	38.78	
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	26.74	
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	29.45	
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	26.48	
30052 - Cryogenic Technician II	29.24	
30061 - Drafter/CAD Operator I	20.28	
30062 - Drafter/CAD Operator II	22.69	

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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		30.54
30095 - Evidence Control Specialist		23.91
30210 - Laboratory Technician		25.96
30221 - Latent Fingerprint Technician I		26.48
30222 - Latent Fingerprint Technician II		29.24
30240 - Mathematical Technician		27.76
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		29.24
30390 - Photo-Optics Technician		27.76
30395 - Radiation Control Technician		29.24
30461 - Technical Writer I		25.63
30462 - Technical Writer II		31.34
30463 - Technical Writer III		37.91
30491 - Unexploded Ordnance (UXO) Technician I		24.65
30492 - Unexploded Ordnance (UXO) Technician II		29.82
30493 - Unexploded Ordnance (UXO) Technician III		35.74
30494 - Unexploded (UXO) Safety Escort		24.65
30495 - Unexploded (UXO) Sweep Personnel		24.65
30501 - Weather Forecaster I		29.85
30502 - Weather Forecaster II		36.31
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.28
30621 - Weather Observer Senior	(see 2)	26.00
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		29.82
31020 - Bus Aide		10.40
31030 - Bus Driver		13.64
31043 - Driver Courier		13.74
31260 - Parking and Lot Attendant		9.90
31290 - Shuttle Bus Driver		14.90

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31310 - Taxi Driver		11.80
31361 - Truckdriver Light		14.90
31362 - Truckdriver Medium		16.10
31363 - Truckdriver Heavy		18.73
31364 - Truckdriver Tractor-Trailer		18.73
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		14.54
99030 - Cashier		9.05
99050 - Desk Clerk		10.00
99095 - Embalmer		26.29
99130 - Flight Follower		24.65
99251 - Laboratory Animal Caretaker I		11.82
99252 - Laboratory Animal Caretaker II		12.83
99260 - Marketing Analyst		26.78
99310 - Mortician		26.29
99410 - Pest Controller		16.41
99510 - Photofinishing Worker		12.95
99710 - Recycling Laborer		16.11
99711 - Recycling Specialist		19.54
99730 - Refuse Collector		14.39
99810 - Sales Clerk		10.70
99820 - School Crossing Guard		12.80
99830 - Survey Party Chief		20.77
99831 - Surveying Aide		13.52
99832 - Surveying Technician		18.47
99840 - Vending Machine Attendant		17.56
99841 - Vending Machine Repairer		22.00
99842 - Vending Machine Repairer Helper		17.56

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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

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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](http://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 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)

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HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday 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

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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 16% 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 drying 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



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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

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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)(1)). 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)(1)). 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

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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)(11)).
  
- 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.

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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))."

**Construction Wage Rate Requirements (i.e., DBA) Wage Determination**

**General Decision Number: SC20190002**

**Dated 09/27/2019**

2/24/2020

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"General Decision Number: SC20190002 09/27/2019

Superseded General Decision Number: SC20180009

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: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 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, 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. If this contract is covered by the EO and a classification considered necessary for performance of work on the contract does not appear on this wage determination, the contractor must pay workers in that classification at least the wage rate determined through the conformance process set forth in 29 CFR 5.5(a)(1)(ii) (or the EO minimum wage rate, if it is higher than the conformed wage rate). The EO minimum wage rate will be adjusted annually. Please note that this EO applies to the above-mentioned types of contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but it does not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(2)-(60). Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

Modification Number	Publication Date
0	01/04/2019
1	03/01/2019
2	03/15/2019
3	09/27/2019

\* SUSC2011-002 10/25/2011

Rates Fringes

Asbestos abatement  
worker/hazardous material  
handler  
includes preparation,  
wetting, stripping,  
removal, scrapping,

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vacuuming, bagging and disposing of all insulation materials from mechanical systems, whether they contain asbestos or not.....\$ 13.69	.25
Asbestos worker/insulator includes application of all insulating materials, protective coverings, coatings & finishes to all types of mechanical systems.\$ 27.37	17.44
Boilermaker.....\$ 30.49	23.22
Bricklayer.....\$ 25.90	12.58
Carpenter.....\$ 28.18	12.45
Cement mason.....\$ 25.06	12.53
Electrician	
Cable Splicer.....\$ 29.65	15.56
Groundman.....\$ 19.48	15.56
Lineman.....\$ 28.65	15.56
Elevator constructor.....\$ 40.57	34.13
Glazier.....\$ 24.14	11.99
Ironworker.....\$ 29.97	13.72
Laborers:	
Concrete & building.....\$ 19.83	9.36
Hazardous waste verifier....\$ 20.58	9.36
Mortar mixer.....\$ 20.08	9.36
Nozzleperson.....\$ 20.33	9.36
Pipelayer.....\$ 20.08	9.36
Pneumatic concrete gun operator.....\$ 20.33	9.36
Pneumatic tool operator....\$ 20.08	9.36
Tool facility operator.....\$ 20.58	9.36
Machinist.....\$ 39.60	9.23
Millwright.....\$ 28.66	15.50
Painter	
Composite rate applies to all work performed by journeyman painters and sign painters except when engaged in industrial premium work.....\$ 24.14	11.99
Piledriver.....\$ 28.43	12.45
Pipefitter.....\$ 31.28	15.66
Plasterer.....\$ 25.06	12.53
Power equipment operators:	
Air compressor; concrete mixer (10 s or less);	

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conveyor; elevator; hoist, 1-drum; light plant; motor crane driver and oiler; roller; tractor (50 hp and over).....\$ 26.19	13.42
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.....\$ 31.56	13.42
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.....\$ 29.04	13.42
Fireman (Boiler).....\$ 23.04	13.42
Mechanic (diesel & gas)....\$ 31.56	13.42
Oiler.....\$ 23.04	13.42
Pump (2-1/2 in. and over); tractor (under 50 hp); fireperson (boiler); oiler..\$ 22.70	12.65
Rofer (built-up, composition and waterproofing).....\$ 25.30	6.86
Sheet metal worker.....\$ 30.29	15.06
Sprinkler fitter.....\$ 29.54	20.01
Tile setter.....\$ 25.90	12.58
Truck drivers: 2-1/2 tons & over, and special equipment.....\$ 27.31	9.73
Oiler (light equipment and garage attendant).....\$ 26.96	9.73
Under 2-1/2 tons.....\$ 26.68	9.73
Footnote: Health & Welfare Weekly Rate: \$284.20	

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

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 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



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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 [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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)).

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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

<https://beta.sam.gov/wage-determination/5C20190002/3>

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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.

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#### 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 Regional Office for the area in which the survey was conducted because those Regional Offices have 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,

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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  
20~~9~~ 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"