

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT		1. CONTRACT D CODE	PAGE OF PAGES 1 141
2. AMENDMENT/MODIFICATION NO. P00003	3. EFFECTIVE DATE See Block 16C	4. REQUISITION/PURCHASE REQ. NO.	5. PROJECT NO. (If applicable)
6. ISSUED BY Savannah River Operations Office U.S. Department of Energy Savannah River Operations P.O. Box A Aiken SC 29802	CODE 893037	7. ADMINISTERED BY (If other than Item 6) Savannah River Operations U.S. Department of Energy Savannah River Operations P.O. Box A Aiken SC 29802	CODE 00901
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) Savannah River Mission Completion, LLC Attn: Kathleen Vaselopulos 109 Ramsey Pl Lynchburg VA 245016722		(X)	9A. AMENDMENT OF SOLICITATION NO.
CODE 117486417			9B. DATED (SEE ITEM 11)
FACILITY CODE		X	10A. MODIFICATION OF CONTRACT/ORDER NO. 89303322DEM000068
			10B. DATED (SEE ITEM 13) 10/27/2021

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers is extended, is not extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing items 8 and 15, and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or electronic communication which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by letter or electronic communication, provided each letter or electronic communication makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required)

No change in accounting and appropriation data.

13. THIS ITEM ONLY APPLIES TO MODIFICATION OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.

CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation data, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
X	D. OTHER (Specify type of modification and authority) H.11 Labor Standards, FAR 43.103(b) and FAR 52-222.41.

E. IMPORTANT Contractor is not is required to sign this document and return _____ copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)

DUNS Number: 117486417

UEI: C32KCWJ94LY8

A. The purpose of this modification is to incorporate U. S. Department of Labor (DOL) Wage Determination (WD) No. 2015-4461, Revision 19 and Wage Determination (WD) No. 2015-4465, Revision 18, which is attached hereto.

B. Section J, Attachment J-6, U.S. Department of Labor Wage Determination, is revised as follows: FROM: No. 2015-4461, Revision 18 TO: No. 2015-4661 Revision 19 and FROM No. 2015-4665, Revision 17 TO: No. 2015-4665, Revision 18.

C. All other terms and conditions remain unchanged.

Continued ...

Except as provided herein, all terms and conditions of the document referenced in Item 9 A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER (Type or print)	16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Cynthia T. Strowbridge
15B. CONTRACTOR/OFFEROR (Signature of person authorized to sign)	15C. DATE SIGNED
16B. UNITED STATES OF AMERICA <i>Cynthia Strowbridge</i> (Signature of Contracting Officer)	16C. DATE SIGNED 04/06/2022

Previous edition unusable

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED
89303322DEM000068/P00003

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NAME OF OFFEROR OR CONTRACTOR
Savannah River Mission Completion, LLC

ITEM NO. (A)	SUPPL ES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Payment:				

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. 20210Daniel W. Simms Director Division of Wage
DeterminationsWage Determination No.: 2015-4461
Revision No.: 19
Date of Last Revision: 03/15/2022

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 <u>on or after January 30, 2022</u> , or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	With certain exceptions, Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 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 2022.
If the contract was awarded <u>on or between January 1, 2015 and January 29, 2022</u> , and the contract is <u>not</u> renewed or extended on or after January 30, 2022:	With certain exceptions, Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 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 2022.

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 <https://www.dol.gov/agencies/whd/government-contracts>.

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		18 .27
01041 - Customer Service Representative I		12 .38***
01042 - Customer Service Representative II		13 .66***

01043 - Customer Service Representative III	15 .18
01051 - Data Entry Operator I	13 .33***
01052 - Data Entry Operator II	14 .55***
01060 - Dispatcher, Motor Vehicle	18 .09
01070 - Document Preparation Clerk	14 .55***
01090 - Duplicating Machine Operator	14 .55***
01111 - General Clerk I	13 .39***
01112 - General Clerk II	14 .49***
01113 - General Clerk III	16 .28
01120 - Housing Referral Assistant	20 .36
01141 - Messenger Courier	11 .86***
01191 - Order Clerk I	13 .33***
01192 - Order Clerk II	14 .55***
01261 - Personnel Assistant (Employment) I	16 .34
01262 - Personnel Assistant (Employment) II	18 .27
01263 - Personnel Assistant (Employment) III	20 .36
01270 - Production Control Clerk	24 .21
01290 - Rental Clerk	14 .10***
01300 - Scheduler, Maintenance	16 .34
01311 - Secretary I	16 .34
01312 - Secretary II	18 .27
01313 - Secretary III	20 .36
01320 - Service Order Dispatcher	16 .17
01410 - Supply Technician	31 .95
01420 - Survey Worker	16 .63
01460 - Switchboard Operator/Receptionist	13 .42***
01531 - Travel Clerk I	13 .26***
01532 - Travel Clerk II	14 .19***
01533 - Travel Clerk III	15 .06
01611 - Word Processor I	14 .55***
01612 - Word Processor II	16 .34
01613 - Word Processor III	18 .27

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass	20 .91
05010 - Automotive Electrician	18 .01
05040 - Automotive Glass Installer	16 .38
05070 - Automotive Worker	17 .03
05110 - Mobile Equipment Servicer	14 .26***
05130 - Motor Equipment Metal Mechanic	19 .16
05160 - Motor Equipment Metal Worker	17 .03
05190 - Motor Vehicle Mechanic	18 .42
05220 - Motor Vehicle Mechanic Helper	13 .98***
05250 - Motor Vehicle Upholstery Worker	15 .90
05280 - Motor Vehicle Wrecker	17 .03

05310 - Painter, Automotive	17 .32
05340 - Radiator Repair Specialist	17 .03
05370 - Tire Repairer	12 .96***
05400 - Transmission Repair Specialist	19 .16

07000 - Food Preparation And Service Occupations

07010 - Baker	16 .14
07041 - Cook I	10 .30***
07042 - Cook II	11 .88***
07070 - Dishwasher	9 .54***
07130 - Food Service Worker	13 .18***
07210 - Meat Cutter	14 .64***
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	12 .28***
11060 - Elevator Operator	12 .28***
11090 - Gardener	15 .63
11122 - Housekeeping Aide	10 .51***
11150 - Janitor	10 .51***
11210 - Laborer, Grounds Maintenance	12 .00***
11240 - Maid or Houseman	9 .48***
11260 - Pruner	10 .73***
11270 - Tractor Operator	14 .43***
11330 - Trail Maintenance Worker	12 .00***
11360 - Window Cleaner	11 .75***

12000 - Health Occupations

12010 - Ambulance Driver	16 .54
12011 - Breath Alcohol Technician	19 .83
12012 - Certified Occupational Therapist Assistant	27 .20
12015 - Certified Physical Therapist Assistant	27 .41
12020 - Dental Assistant	17 .94
12025 - Dental Hygienist	29 .24
12030 - EKG Technician	30 .05
12035 - Electroneurodiagnostic Technologist	30 .05
12040 - Emergency Medical Technician	16 .54

12071 - Licensed Practical Nurse I	17 .73
12072 - Licensed Practical Nurse II	19 .83
12073 - Licensed Practical Nurse III	22 .10
12100 - Medical Assistant	14 .12***
12130 - Medical Laboratory Technician	24 .77
12160 - Medical Record Clerk	15 .52
12190 - Medical Record Technician	18 .10
12195 - Medical Transcriptionist	17 .73
12210 - Nuclear Medicine Technologist	43 .57
12221 - Nursing Assistant I	11 .85***
12222 - Nursing Assistant II	13 .32***
12223 - Nursing Assistant III	14 .53***
12224 - Nursing Assistant IV	16 .32
12235 - Optical Dispenser	19 .83
12236 - Optical Technician	17 .73
12250 - Pharmacy Technician	14 .38***
12280 - Phlebotomist	17 .73
12305 - Radiologic Technologist	27 .13
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)	24 .55
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 .44***
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 .04
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		10 .10***
16030 - Counter Attendant		10 .10***
16040 - Dry Cleaner		12 .48***
16070 - Finisher, Flatwork, Machine		10 .10***
16090 - Presser, Hand		10 .10***
16110 - Presser, Machine, Drycleaning		10 .10***
16130 - Presser, Machine, Shirts		10 .10***

16160 - Presser, Machine, Wearing Apparel, Laundry	10 .10***
16190 - Sewing Machine Operator	13 .17***
16220 - Tailor	14 .02***
16250 - Washer, Machine	10 .93***

19000 - Machine Tool Operation And Repair Occupations

19010 - Machine-Tool Operator (Tool Room)	20 .04
19040 - Tool And Die Maker	24 .91

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	13 .54***
21071 - Order Filler	12 .69***
21080 - Production Line Worker (Food Processing)	17 .58
21110 - Shipping Packer	16 .60
21130 - Shipping/Receiving Clerk	16 .60
21140 - Store Worker I	12 .02***
21150 - Stock Clerk	16 .65
21210 - Tools And Parts Attendant	17 .58
21410 - Warehouse Specialist	17 .58

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder	24 .07
23019 - Aircraft Logs and Records Technician	18 .83
23021 - Aircraft Mechanic I	22 .72
23022 - Aircraft Mechanic II	24 .07
23023 - Aircraft Mechanic III	25 .32
23040 - Aircraft Mechanic Helper	16 .14
23050 - Aircraft, Painter	21 .43
23060 - Aircraft Servicer	18 .83
23070 - Aircraft Survival Flight Equipment Technician	21 .43
23080 - Aircraft Worker	20 .15
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	20 .15
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	22 .72
23110 - Appliance Mechanic	21 .43
23120 - Bicycle Repairer	17 .48
23125 - Cable Splicer	32 .27
23130 - Carpenter, Maintenance	20 .46
23140 - Carpet Layer	20 .15
23160 - Electrician, Maintenance	23 .76
23181 - Electronics Technician Maintenance I	20 .15
23182 - Electronics Technician Maintenance II	21 .43
23183 - Electronics Technician Maintenance III	22 .72

23260 - Fabric Worker	18 .83
23290 - Fire Alarm System Mechanic	22 .72
23310 - Fire Extinguisher Repairer	17 .48
23311 - Fuel Distribution System Mechanic	22 .72
23312 - Fuel Distribution System Operator	17 .48
23370 - General Maintenance Worker	19 .25
23380 - Ground Support Equipment Mechanic	22 .72
23381 - Ground Support Equipment Servicer	18 .83
23382 - Ground Support Equipment Worker	20 .15
23391 - Gunsmith I	17 .48
23392 - Gunsmith II	20 .15
23393 - Gunsmith III	22 .72
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20 .62
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	21 .85
23430 - Heavy Equipment Mechanic	22 .72
23440 - Heavy Equipment Operator	19 .89
23460 - Instrument Mechanic	22 .72
23465 - Laboratory/Shelter Mechanic	21 .43
23470 - Laborer	13 .54***
23510 - Locksmith	21 .43
23530 - Machinery Maintenance Mechanic	25 .01
23550 - Machinist, Maintenance	21 .66
23580 - Maintenance Trades Helper	16 .14
23591 - Metrology Technician I	22 .72
23592 - Metrology Technician II	24 .07
23593 - Metrology Technician III	25 .32
23640 - Millwright	25 .85
23710 - Office Appliance Repairer	20 .99
23760 - Painter, Maintenance	21 .43
23790 - Pipefitter, Maintenance	23 .74
23810 - Plumber, Maintenance	22 .39
23820 - Pneudraulic Systems Mechanic	22 .72
23850 - Rigger	22 .72
23870 - Scale Mechanic	20 .15
23890 - Sheet-Metal Worker, Maintenance	22 .72
23910 - Small Engine Mechanic	20 .15
23931 - Telecommunications Mechanic I	29 .90
23932 - Telecommunications Mechanic II	31 .68
23950 - Telephone Lineman	22 .72
23960 - Welder, Combination, Maintenance	18 .00
23965 - Well Driller	22 .72
23970 - Woodcraft Worker	22 .72
23980 - Woodworker	17 .48

24000 - Personal Needs Occupations

24550 - Case Manager	17 .20
24570 - Child Care Attendant	11 .00***
24580 - Child Care Center Clerk	14 .04***
24610 - Chore Aide	11 .95***
24620 - Family Readiness And Support Services Coordinator	17 .20
24630 - Homemaker	17 .20

25000 - Plant And System Operations Occupations

25010 - Boiler Tender	25 .58
25040 - Sewage Plant Operator	18 .55
25070 - Stationary Engineer	23 .58
25190 - Ventilation Equipment Tender	16 .66
25210 - Water Treatment Plant Operator	18 .55

27000 - Protective Service Occupations

27004 - Alarm Monitor	13 .45***
27007 - Baggage Inspector	15 .07
27008 - Corrections Officer	16 .67
27010 - Court Security Officer	16 .71
27030 - Detection Dog Handler	16 .86
27040 - Detention Officer	16 .67
27070 - Firefighter	17 .27
27101 - Guard I	15 .07
27102 - Guard II	16 .86
27131 - Police Officer I	18 .74
27132 - Police Officer II	20 .83

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	14 .77***
28350 - Park Attendant (Aide)	18 .92
28510 - Recreation Aide/Health Facility Attendant	13 .81***
28515 - Recreation Specialist	22 .99
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)	40 .29
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27 .78
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30 .59
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		18 .29
30362 - Paralegal/Legal Assistant II		23 .16
30363 - Paralegal/Legal Assistant III		28 .33
30364 - Paralegal/Legal Assistant IV		34 .27
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		25 .60
30492 - Unexploded Ordnance (UXO) Technician II		30 .98
30493 - Unexploded Ordnance (UXO) Technician III		37 .13
30494 - Unexploded (UXO) Safety Escort		25 .60
30495 - Unexploded (UXO) Sweep Personnel		25 .60
30501 - Weather Forecaster I		26 .55

30502 - Weather Forecaster II		32 .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		30 .98
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		22 .66
31364 - Truckdriver, Tractor-Trailer		22 .66

99000 - Miscellaneous Occupations

99020 - Cabin Safety Specialist		15 .10
99030 - Cashier		9 .36***
99050 - Desk Clerk		10 .00***
99095 - Embalmer		26 .29
99130 - Flight Follower		25 .60
99251 - Laboratory Animal Caretaker I		13 .59***
99252 - Laboratory Animal Caretaker II		14 .76***
99260 - Marketing Analyst		32 .08
99310 - Mortician		26 .29
99410 - Pest Controller		21 .23
99510 - Photofinishing Worker		13 .45***
99710 - Recycling Laborer		13 .96***
99711 - Recycling Specialist		16 .94
99730 - Refuse Collector		11 .96***
99810 - Sales Clerk		10 .95***
99820 - School Crossing Guard		13 .52***
99830 - Survey Party Chief		22 .67
99831 - Surveying Aide		14 .76***
99832 - Surveying Technician		20 .16
99840 - Vending Machine Attendant		18 .20
99841 - Vending Machine Repairer		22 .72
99842 - Vending Machine Repairer Helper		18 .20

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 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: \$4.60 per hour, up to 40 hours per week, or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour, up to 40 hours per week, or \$169.20 per week, or \$733.20 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: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your

rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information

regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

REGISTER OF WAGE DETERMINATIONS UNDER THE
SERVICE CONTRACT ACT

By direction of the Secretary of Labor

Daniel W. Simms Director Division of Wage
Determinations

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

Wage Determination No.: 2015-4465
Revision No.: 18
Date of Last Revision: 03/15/2022

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 <u>on or after January 30, 2022</u> , or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	With certain exceptions, Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 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 2022.
If the contract was awarded <u>on or between January 1, 2015 and January 29, 2022</u> , and the contract is <u>not</u> renewed or extended on or after January 30, 2022:	With certain exceptions, Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 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 2022.

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 <https://www.dol.gov/agencies/whd/government-contracts>.

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		14 .55***
01012 - Accounting Clerk II		16 .33
01013 - Accounting Clerk III		18 .27
01020 - Administrative Assistant		25 .29
01035 - Court Reporter		18 .64
01041 - Customer Service Representative I		12 .57***
01042 - Customer Service Representative II		14 .14***

01043 - Customer Service Representative III	15 .42
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 .84***
01090 - Duplicating Machine Operator	14 .84***
01111 - General Clerk I	13 .39***
01112 - General Clerk II	14 .49***
01113 - General Clerk III	16 .21
01120 - Housing Referral Assistant	20 .78
01141 - Messenger Courier	11 .84***
01191 - Order Clerk I	15 .08
01192 - Order Clerk II	17 .16
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	25 .29
01420 - Survey Worker	16 .97
01460 - Switchboard Operator/Receptionist	13 .06***
01531 - Travel Clerk I	12 .32***
01532 - Travel Clerk II	13 .59***
01533 - Travel Clerk III	14 .67***
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	12 .13***
07041 - Cook I	12 .67***
07042 - Cook II	14 .62***
07070 - Dishwasher	9 .16***
07130 - Food Service Worker	9 .52***
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	12 .06***
11060 - Elevator Operator	11 .45***
11090 - Gardener	17 .62
11122 - Housekeeping Aide	11 .45***
11150 - Janitor	11 .45***
11210 - Laborer, Grounds Maintenance	13 .34***
11240 - Maid or Houseman	9 .23***
11260 - Pruner	11 .81***
11270 - Tractor Operator	16 .24
11330 - Trail Maintenance Worker	13 .34***
11360 - Window Cleaner	12 .93***

12000 - Health Occupations

12010 - Ambulance Driver	15 .97
12011 - Breath Alcohol Technician	18 .91
12012 - Certified Occupational Therapist Assistant	28 .53
12015 - Certified Physical Therapist Assistant	27 .49
12020 - Dental Assistant	18 .84
12025 - Dental Hygienist	29 .39
12030 - EKG Technician	32 .88
12035 - Electroneurodiagnostic Technologist	32 .88

12040 - Emergency Medical Technician	15 .97
12071 - Licensed Practical Nurse I	17 .21
12072 - Licensed Practical Nurse II	19 .24
12073 - Licensed Practical Nurse III	21 .45
12100 - Medical Assistant	14 .92***
12130 - Medical Laboratory Technician	24 .25
12160 - Medical Record Clerk	19 .54
12190 - Medical Record Technician	21 .86
12195 - Medical Transcriptionist	17 .85
12210 - Nuclear Medicine Technologist	37 .57
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	17 .26
12236 - Optical Technician	16 .42
12250 - Pharmacy Technician	15 .72
12280 - Phlebotomist	15 .53
12305 - Radiologic Technologist	28 .82
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)	23 .84
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 .36
13072 - Photographer II	20 .54
13073 - Photographer III	25 .44

13074 - Photographer IV	31 .12
13075 - Photographer V	37 .66
13090 - Technical Order Library Clerk	17 .31
13110 - Video Teleconference Technician	20 .81

14000 - Information Technology Occupations

14041 - Computer Operator I	17 .84
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	17 .84
14160 - Personal Computer Support Technician	27 .54
14170 - System Support Specialist	30 .50

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated)	30 .47
15020 - Aircrew Training Devices Instructor (Rated)	36 .87
15030 - Air Crew Training Devices Instructor (Pilot)	44 .19
15050 - Computer Based Training Specialist / Instructor	30 .47
15060 - Educational Technologist	36 .92
15070 - Flight Instructor (Pilot)	44 .19
15080 - Graphic Artist	22 .19
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	44 .19
15086 - Maintenance Test Pilot, Rotary Wing	44 .19
15088 - Non-Maintenance Test/Co-Pilot	44 .19
15090 - Technical Instructor	23 .64
15095 - Technical Instructor/Course Developer	28 .92
15110 - Test Proctor	19 .09
15120 - Tutor	19 .09

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations

16010 - Assembler	9 .90***
16030 - Counter Attendant	9 .90***
16040 - Dry Cleaner	11 .89***
16070 - Finisher, Flatwork, Machine	9 .90***
16090 - Presser, Hand	9 .90***
16110 - Presser, Machine, Drycleaning	9 .90***

16130 - Presser, Machine, Shirts	9 .90***
16160 - Presser, Machine, Wearing Apparel, Laundry	9 .90***
16190 - Sewing Machine Operator	12 .56***
16220 - Tailor	13 .26***
16250 - Washer, Machine	10 .56***

19000 - Machine Tool Operation And Repair Occupations

19010 - Machine-Tool Operator (Tool Room)	20 .43
19040 - Tool And Die Maker	25 .54

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	12 .30***
21071 - Order Filler	11 .54***
21080 - Production Line Worker (Food Processing)	17 .58
21110 - Shipping Packer	17 .51
21130 - Shipping/Receiving Clerk	17 .51
21140 - Store Worker I	11 .82***
21150 - Stock Clerk	16 .82
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
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	20 .31
23120 - Bicycle Repairer	18 .18
23125 - Cable Splicer	34 .70
23130 - Carpenter, Maintenance	20 .92
23140 - Carpet Layer	20 .66
23160 - Electrician, Maintenance	23 .88
23181 - Electronics Technician Maintenance I	27 .26
23182 - Electronics Technician Maintenance II	28 .93

23183 - Electronics Technician Maintenance III	30 .78
23260 - Fabric Worker	20 .59
23290 - Fire Alarm System Mechanic	18 .00
23310 - Fire Extinguisher Repairer	19 .06
23311 - Fuel Distribution System Mechanic	24 .40
23312 - Fuel Distribution System Operator	19 .02
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	19 .06
23392 - Gunsmith II	22 .00
23393 - Gunsmith III	24 .84
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 .61
23440 - Heavy Equipment Operator	19 .15
23460 - Instrument Mechanic	24 .84
23465 - Laboratory/Shelter Mechanic	23 .35
23470 - Laborer	12 .30***
23510 - Locksmith	18 .60
23530 - Machinery Maintenance Mechanic	26 .34
23550 - Machinist, Maintenance	22 .85
23580 - Maintenance Trades Helper	15 .16
23591 - Metrology Technician I	24 .84
23592 - Metrology Technician II	26 .33
23593 - Metrology Technician III	27 .71
23640 - Millwright	26 .13
23710 - Office Appliance Repairer	17 .81
23760 - Painter, Maintenance	17 .49
23790 - Pipefitter, Maintenance	24 .84
23810 - Plumber, Maintenance	23 .35
23820 - Pneudraulic Systems Mechanic	24 .84
23850 - Rigger	24 .84
23870 - Scale Mechanic	22 .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	23 .76
23960 - Welder, Combination, Maintenance	23 .13
23965 - Well Driller	24 .84
23970 - Woodcraft Worker	24 .84
23980 - Woodworker	19 .06

24000 - Personal Needs Occupations

24550 - Case Manager	13 .79***
24570 - Child Care Attendant	11 .00***
24580 - Child Care Center Clerk	14 .04***
24610 - Chore Aide	10 .69***
24620 - Family Readiness And Support Services Coordinator	13 .79***
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

27004 - Alarm Monitor	16 .57
27007 - Baggage Inspector	15 .96
27008 - Corrections Officer	17 .76
27010 - Court Security Officer	18 .73
27030 - Detection Dog Handler	17 .85
27040 - Detention Officer	17 .76
27070 - Firefighter	18 .51
27101 - Guard I	15 .96
27102 - Guard II	17 .85
27131 - Police Officer I	19 .97
27132 - Police Officer II	22 .19

28000 - Recreation Occupations

28041 - Carnival Equipment Operator	12 .58***
28042 - Carnival Equipment Repairer	13 .68***
28043 - Carnival Worker	9 .14***
28210 - Gate Attendant/Gate Tender	17 .30
28310 - Lifeguard	11 .34***
28350 - Park Attendant (Aide)	19 .36
28510 - Recreation Aide/Health Facility Attendant	14 .14***
28515 - Recreation Specialist	22 .72
28630 - Sports Official	15 .43
28690 - Swimming Pool Operator	17 .62

29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer	29 .36
29020 - Hatch Tender	29 .36
29030 - Line Handler	29 .36
29041 - Stevedore I	27 .48

29042 - Stevedore II 31 .17

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	40 .29
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27 .78
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30 .59
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 .98
30052 - Cryogenic Technician II		29 .80
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		30 .54
30095 - Evidence Control Specialist		24 .36
30210 - Laboratory Technician		25 .96
30221 - Latent Fingerprint Technician I		26 .98
30222 - Latent Fingerprint Technician II		29 .80
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		29 .80
30390 - Photo-Optics Technician		27 .76
30395 - Radiation Control Technician		29 .80
30461 - Technical Writer I		25 .63
30462 - Technical Writer II		31 .34
30463 - Technical Writer III		37 .91
30491 - Unexploded Ordnance (UXO) Technician I		25 .60
30492 - Unexploded Ordnance (UXO) Technician II		30 .98
30493 - Unexploded Ordnance (UXO) Technician III		37 .13
30494 - Unexploded (UXO) Safety Escort		25 .60
30495 - Unexploded (UXO) Sweep Personnel		25 .60

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		30 .98
31020 - Bus Aide		12 .58***
31030 - Bus Driver		16 .50
31043 - Driver Courier		16 .22
31260 - Parking and Lot Attendant		9 .90***
31290 - Shuttle Bus Driver		16 .39
31310 - Taxi Driver		11 .80***
31361 - Truckdriver, Light		17 .63
31362 - Truckdriver, Medium		19 .04
31363 - Truckdriver, Heavy		20 .06
31364 - Truckdriver, Tractor-Trailer		20 .06

99000 - Miscellaneous Occupations

99020 - Cabin Safety Specialist		15 .10
99030 - Cashier		9 .84***
99050 - Desk Clerk		10 .00***
99095 - Embalmer		26 .29
99130 - Flight Follower		25 .60
99251 - Laboratory Animal Caretaker I		14 .30***
99252 - Laboratory Animal Caretaker II		15 .52
99260 - Marketing Analyst		26 .78
99310 - Mortician		26 .29
99410 - Pest Controller		16 .41
99510 - Photofinishing Worker		13 .45***
99710 - Recycling Laborer		16 .11
99711 - Recycling Specialist		19 .54
99730 - Refuse Collector		14 .39***
99810 - Sales Clerk		11 .29***
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		17 .92
99841 - Vending Machine Repairer		22 .45
99842 - Vending Machine Repairer Helper		17 .92

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 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: \$4.60 per hour, up to 40 hours per week, or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour, up to 40 hours per week, or \$169.20 per week, or \$733.20 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:** Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) **AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and

6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

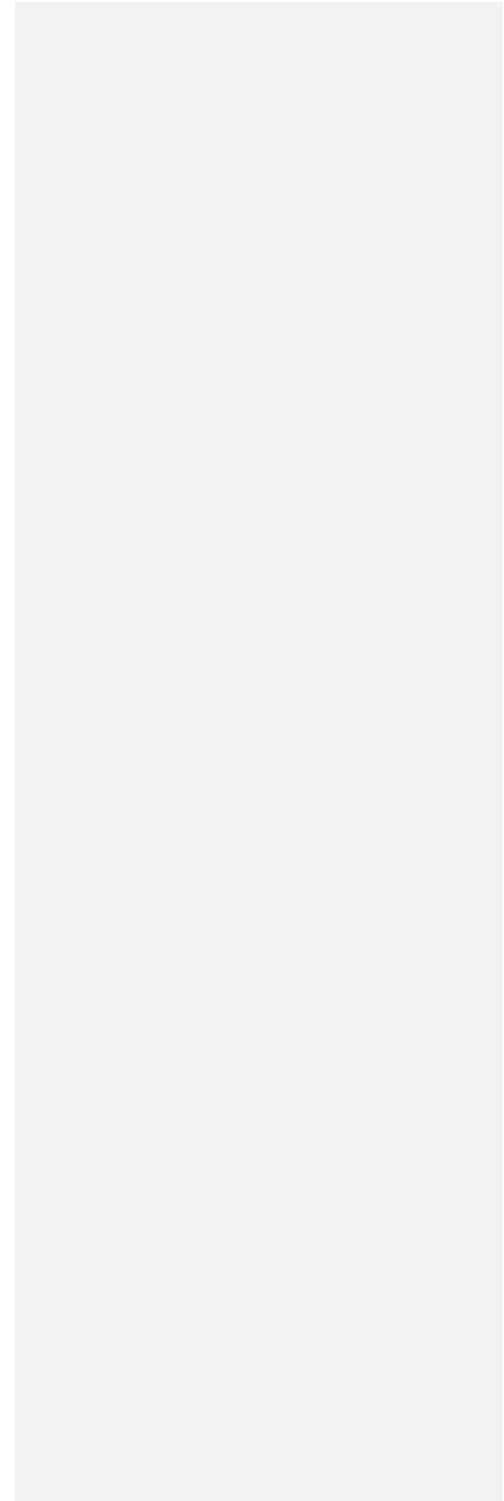
When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

Savannah River Site Integrated Mission Completion Contract No.
[89303322DEM00006889303319REM000055](#)

Section J
Attachment J-6

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. ~~193~~
Dated ~~034-1530-2020~~**

and

**Wage Determination 2015-4465, Rev. ~~182~~
Dated ~~038-1521-2020~~**

~~2015446113~~

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

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

Daniel W. Simms
Director
~~034/1530/20220~~

Division of
Wage Determinations

Wage Determination No.: 2015-4461
Revision No.: ~~193~~
Date Of Last Revision:

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: With certain exceptions, Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 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 2022.

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: With certain exceptions, Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 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 2022.

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 <https://www.dol.gov/agencies/whd/government-contracts>.

State: South Carolina

Area: South Carolina Counties of Allendale, Bamberg, Barnwell

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE FOOTNOTE RATE

<u>01000 - Administrative Support And Clerical Occupations</u>	
<u>01011 - Accounting Clerk I</u>	<u>14 .94***</u>
<u>01012 - Accounting Clerk II</u>	<u>16 .78</u>
<u>01013 - Accounting Clerk III</u>	<u>18 .77</u>

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01020 - Administrative Assistant	31 .95
01035 - Court Reporter	18 .27
01041 - Customer Service Representative I	12 .38***
01042 - Customer Service Representative II	13 .66***
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01043 - Customer Service Representative III	15 .18
01051 - Data Entry Operator I	13 .33***
01052 - Data Entry Operator II	14 .55***
01060 - Dispatcher, Motor Vehicle	18 .09
01070 - Document Preparation Clerk	14 .55***
01090 - Duplicating Machine Operator	14 .55***
01111 - General Clerk I	13 .39***
01112 - General Clerk II	14 .49***
01113 - General Clerk III	16 .28
01120 - Housing Referral Assistant	20 .36
01141 - Messenger Courier	11 .86***
01191 - Order Clerk I	13 .33***
01192 - Order Clerk II	14 .55***
01261 - Personnel Assistant (Employment) I	16 .34
01262 - Personnel Assistant (Employment) II	18 .27
01263 - Personnel Assistant (Employment) III	20 .36
01270 - Production Control Clerk	24 .21
01290 - Rental Clerk	14 .10***
01300 - Scheduler, Maintenance	16 .34
01311 - Secretary I	16 .34
01312 - Secretary II	18 .27
01313 - Secretary III	20 .36
01320 - Service Order Dispatcher	16 .17
01410 - Supply Technician	31 .95
01420 - Survey Worker	16 .63
01460 - Switchboard Operator/Receptionist	13 .42***
01531 - Travel Clerk I	13 .26***
01532 - Travel Clerk II	14 .19***
01533 - Travel Clerk III	15 .06
01611 - Word Processor I	14 .55***
01612 - Word Processor II	16 .34
01613 - Word Processor III	18 .27
-	
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20 .91
05010 - Automotive Electrician	18 .01
05040 - Automotive Glass Installer	16 .38
05070 - Automotive Worker	17 .03
05110 - Mobile Equipment Servicer	14 .26***
05130 - Motor Equipment Metal Mechanic	19 .16
05160 - Motor Equipment Metal Worker	17 .03
05190 - Motor Vehicle Mechanic	18 .42
05220 - Motor Vehicle Mechanic Helper	13 .98***
05250 - Motor Vehicle Upholstery Worker	15 .90
05280 - Motor Vehicle Wrecker	17 .03
-	
05310 - Painter, Automotive	17 .32

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05340 - Radiator Repair Specialist	17 .03
05370 - Tire Repairer 12 .96***	
05400 - Transmission Repair Specialist	19 .16
<u>07000 - Food Preparation And Service Occupations</u>	
07010 - Baker	16 .14
07041 - Cook I	10 .30***
07042 - Cook II	11 .88***
07070 - Dishwasher	9 .54***
07130 - Food Service Worker	13 .18***
07210 - Meat Cutter	14 .64***
07260 - Waiter/Waitress	9 .06***
<u>09000 - Furniture Maintenance And Repair Occupations</u>	
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
<u>11000 - General Services And Support Occupations</u>	
11030 - Cleaner, Vehicles	12 .28***
11060 - Elevator Operator	12 .28***
11090 - Gardener	15 .63
11122 - Housekeeping Aide	10 .51***
11150 - Janitor	10 .51***
11210 - Laborer, Grounds Maintenance	12 .00***
11240 - Maid or Houseman	9 .48***
11260 - Pruner	10 .73***
11270 - Tractor Operator	14 .43***
11330 - Trail Maintenance Worker	12 .00***
11360 - Window Cleaner	11 .75***
<u>12000 - Health Occupations</u>	
12010 - Ambulance Driver	16 .54
12011 - Breath Alcohol Technician	19 .83
12012 - Certified Occupational Therapist Assistant	27 .20
12015 - Certified Physical Therapist Assistant	27 .41
12020 - Dental Assistant	17 .94
12025 - Dental Hygienist	29 .24
12030 - EKG Technician	30 .05
12035 - Electroneurodiagnostic Technologist	30 .05
12040 - Emergency Medical Technician	16 .54
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12071 - Licensed Practical Nurse I	17 .73
12072 - Licensed Practical Nurse II	19 .83
12073 - Licensed Practical Nurse III	22 .10
12100 - Medical Assistant	14 .12***
12130 - Medical Laboratory Technician	24 .77
12160 - Medical Record Clerk	15 .52
12190 - Medical Record Technician	18 .10
12195 - Medical Transcriptionist	17 .73

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12210 - Nuclear Medicine Technologist	43 .57
12221 - Nursing Assistant I	11 .85***
12222 - Nursing Assistant II	13 .32***
12223 - Nursing Assistant III	14 .53***
12224 - Nursing Assistant IV	16 .32
12235 - Optical Dispenser	19 .83
12236 - Optical Technician	17 .73
12250 - Pharmacy Technician	14 .38***
12280 - Phlebotomist	17 .73
12305 - Radiologic Technologist	27 .13
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)	24 .55
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 .44***
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

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13075 - Photographer V	35 .45
13090 - Technical Order Library Clerk	17 .04
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)	

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<u>14102 - Computer Systems Analyst II</u>	(see 1)
<u>14103 - Computer Systems Analyst III</u>	(see 1)
<u>14150 - Peripheral Equipment Operator</u>	13 .41***
<u>14160 - Personal Computer Support Technician</u>	20 .79
<u>14170 - System Support Specialist</u>	24 .54
<u>15000 - Instructional Occupations</u>	
<u>15010 - Aircrew Training Devices Instructor (Non-Rated)</u>	30 .77
<u>15020 - Aircrew Training Devices Instructor (Rated)</u>	37 .24
<u>15030 - Air Crew Training Devices Instructor (Pilot)</u>	44 .62
<u>15050 - Computer Based Training Specialist / Instructor</u>	30 .77
<u>15060 - Educational Technologist</u>	30 .75
<u>15070 - Flight Instructor (Pilot)</u>	44 .62
<u>15080 - Graphic Artist</u>	27 .38
<u>15085 - Maintenance Test Pilot, Fixed, Jet/Prop</u>	44 .62
<u>15086 - Maintenance Test Pilot, Rotary Wing</u>	44 .62
<u>15088 - Non-Maintenance Test/Co-Pilot</u>	44 .62
<u>15090 - Technical Instructor</u>	22 .12
<u>15095 - Technical Instructor/Course Developer</u>	27 .38
<u>15110 - Test Proctor</u>	18 .04
<u>15120 - Tutor</u>	17 .93
<u>16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations</u>	
<u>16010 - Assembler</u>	10 .10***
<u>16030 - Counter Attendant</u>	10 .10***
<u>16040 - Dry Cleaner</u>	12 .48***
<u>16070 - Finisher, Flatwork, Machine</u>	10 .10***
<u>16090 - Presser, Hand</u>	10 .10***
<u>16110 - Presser, Machine, Drycleaning</u>	10 .10***
<u>16130 - Presser, Machine, Shirts</u>	10 .10***
<u>16160 - Presser, Machine, Wearing Apparel, Laundry</u>	10 .10***
<u>16190 - Sewing Machine Operator</u>	13 .17***
<u>16220 - Tailor</u>	14 .02***
<u>16250 - Washer, Machine</u>	10 .93***
<u>19000 - Machine Tool Operation And Repair Occupations</u>	
<u>19010 - Machine-Tool Operator (Tool Room)</u>	20 .04
<u>19040 - Tool And Die Maker</u>	24 .91
<u>21000 - Materials Handling And Packing Occupations</u>	
<u>21020 - Forklift Operator</u>	17 .58
<u>21030 - Material Coordinator</u>	24 .15
<u>21040 - Material Expediter</u>	24 .15
<u>21050 - Material Handling Laborer</u>	13 .54***
<u>21071 - Order Filler</u>	12 .69***
<u>21080 - Production Line Worker (Food Processing)</u>	17 .58
<u>21110 - Shipping Packer</u>	16 .60
<u>21130 - Shipping/Receiving Clerk</u>	16 .60
<u>21140 - Store Worker I</u>	12 .02***
<u>21150 - Stock Clerk</u>	16 .65
<u>21210 - Tools And Parts Attendant</u>	17 .58
<u>21410 - Warehouse Specialist</u>	17 .58

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<u>23000 - Mechanics And Maintenance And Repair Occupations</u>	
<u>23010 - Aerospace Structural Welder</u>	24 .07
<u>23019 - Aircraft Logs and Records Technician</u>	18 .83
<u>23021 - Aircraft Mechanic I</u>	22 .72
<u>23022 - Aircraft Mechanic II</u>	24 .07
<u>23023 - Aircraft Mechanic III</u>	25 .32
<u>23040 - Aircraft Mechanic Helper</u>	16 .14
<u>23050 - Aircraft, Painter</u>	21 .43
<u>23060 - Aircraft Servicer</u>	18 .83
<u>23070 - Aircraft Survival Flight Equipment Technician</u>	21 .43
<u>23080 - Aircraft Worker</u>	20 .15
<u>23091 - Aircrew Life Support Equipment (ALSE) Mechanic I</u>	20 .15
<u>23092 - Aircrew Life Support Equipment (ALSE) Mechanic II</u>	22 .72
<u>23110 - Appliance Mechanic</u>	21 .43
<u>23120 - Bicycle Repairer</u>	17 .48
<u>23125 - Cable Splicer</u>	32 .27
<u>23130 - Carpenter, Maintenance</u>	20 .46
<u>23140 - Carpet Layer</u>	20 .15
<u>23160 - Electrician, Maintenance</u>	23 .76
<u>23181 - Electronics Technician Maintenance I</u>	20 .15
<u>23182 - Electronics Technician Maintenance II</u>	21 .43
<u>23183 - Electronics Technician Maintenance III</u>	22 .72

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<u>23260 - Fabric Worker</u>	18 .83
<u>23290 - Fire Alarm System Mechanic</u>	22 .72
<u>23310 - Fire Extinguisher Repairer</u>	17 .48
<u>23311 - Fuel Distribution System Mechanic</u>	22 .72
<u>23312 - Fuel Distribution System Operator</u>	17 .48
<u>23370 - General Maintenance Worker</u>	19 .25
<u>23380 - Ground Support Equipment Mechanic</u>	22 .72
<u>23381 - Ground Support Equipment Servicer</u>	18 .83
<u>23382 - Ground Support Equipment Worker</u>	20 .15
<u>23391 - Gunsmith I</u>	17 .48
<u>23392 - Gunsmith II</u>	20 .15
<u>23393 - Gunsmith III</u>	22 .72
<u>23410 - Heating, Ventilation And Air-Conditioning Mechanic</u>	20 .62
<u>23411 - Heating, Ventilation And Air Conditioning Mechanic (Research Facility)</u>	21 .85
<u>23430 - Heavy Equipment Mechanic</u>	22 .72
<u>23440 - Heavy Equipment Operator</u>	19 .89
<u>23460 - Instrument Mechanic</u>	22 .72
<u>23465 - Laboratory/Shelter Mechanic</u>	21 .43
<u>23470 - Laborer</u>	13 .54***
<u>23510 - Locksmith</u>	21 .43
<u>23530 - Machinery Maintenance Mechanic</u>	25 .01
<u>23550 - Machinist, Maintenance</u>	21 .66
<u>23580 - Maintenance Trades Helper</u>	16 .14
<u>23591 - Metrology Technician I</u>	22 .72
<u>23592 - Metrology Technician II</u>	24 .07
<u>23593 - Metrology Technician III</u>	25 .32
<u>23640 - Millwright</u>	25 .85
<u>23710 - Office Appliance Repairer</u>	20 .99
<u>23760 - Painter, Maintenance</u>	21 .43
<u>23790 - Pipefitter, Maintenance</u>	23 .74

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<u>23810 - Plumber, Maintenance</u>	22 .39
<u>23820 - Pneudraulic Systems Mechanic</u>	22 .72
<u>23850 - Rigger</u>	22 .72
<u>23870 - Scale Mechanic</u>	20 .15
<u>23890 - Sheet-Metal Worker, Maintenance</u>	22 .72
<u>23910 - Small Engine Mechanic</u>	20 .15
<u>23931 - Telecommunications Mechanic I</u>	29 .90
<u>23932 - Telecommunications Mechanic II</u>	31 .68
<u>23950 - Telephone Lineman</u>	22 .72
<u>23960 - Welder, Combination, Maintenance</u>	18 .00
<u>23965 - Well Driller</u>	22 .72
<u>23970 - Woodcraft Worker</u>	22 .72
<u>23980 - Woodworker</u>	17 .48

24000 - Personal Needs Occupations

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<u>24550 - Case Manager</u>	17 .20
<u>24570 - Child Care Attendant</u>	11 .00***
<u>24580 - Child Care Center Clerk</u>	14 .04***
<u>24610 - Chore Aide</u>	11 .95***
<u>24620 - Family Readiness And Support Services Coordinator</u>	17 .20
<u>24630 - Homemaker</u>	17 .20

25000 - Plant And System Operations Occupations

<u>25010 - Boiler Tender</u>	25 .58
<u>25040 - Sewage Plant Operator</u>	18 .55
<u>25070 - Stationary Engineer</u>	23 .58
<u>25190 - Ventilation Equipment Tender</u>	16 .66
<u>25210 - Water Treatment Plant Operator</u>	18 .55

27000 - Protective Service Occupations

<u>27004 - Alarm Monitor</u>	13 .45***
<u>27007 - Baggage Inspector</u>	15 .07
<u>27008 - Corrections Officer</u>	16 .67
<u>27010 - Court Security Officer</u>	16 .71
<u>27030 - Detection Dog Handler</u>	16 .86
<u>27040 - Detention Officer</u>	16 .67
<u>27070 - Firefighter</u>	17 .27
<u>27101 - Guard I</u>	15 .07
<u>27102 - Guard II</u>	16 .86
<u>27131 - Police Officer I</u>	18 .74
<u>27132 - Police Officer II</u>	20 .83

28000 - Recreation Occupations

<u>28041 - Carnival Equipment Operator</u>	11 .85***
<u>28042 - Carnival Equipment Repairer</u>	12 .84***
<u>28043 - Carnival Worker</u>	8 .80***
<u>28210 - Gate Attendant/Gate Tender</u>	16 .91
<u>28310 - Lifeguard</u>	14 .77***
<u>28350 - Park Attendant (Aide)</u>	18 .92
<u>28510 - Recreation Aide/Health Facility Attendant</u>	13 .81***
<u>28515 - Recreation Specialist</u>	22 .99
<u>28630 - Sports Official</u>	15 .06

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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) 40 .29

30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 27 .78

30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 30 .59

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 18 .29

30362 - Paralegal/Legal Assistant II 23 .16

30363 - Paralegal/Legal Assistant III 28 .33

30364 - Paralegal/Legal Assistant IV 34 .27

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 25 .60

30492 - Unexploded Ordnance (UXO) Technician II 30 .98

30493 - Unexploded Ordnance (UXO) Technician III 37 .13

30494 - Unexploded (UXO) Safety Escort 25 .60

30495 - Unexploded (UXO) Sweep Personnel 25 .60

30501 - Weather Forecaster I 26 .55

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30502 - Weather Forecaster II	32 .31
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2)	25 .28
30621 - Weather Observer, Senior (see 2)	26 .00
<hr/>	
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30 .98
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	22 .66
31364 - Truckdriver, Tractor-Trailer	22 .66
<hr/>	
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15 .10
99030 - Cashier	9 .36***
99050 - Desk Clerk	10 .00***
99095 - Embalmer	26 .29
99130 - Flight Follower	25 .60
99251 - Laboratory Animal Caretaker I	13 .59***
99252 - Laboratory Animal Caretaker II	14 .76***
99260 - Marketing Analyst	32 .08
99310 - Mortician	26 .29
99410 - Pest Controller	21 .23
99510 - Photofinishing Worker	13 .45***
99710 - Recycling Laborer	13 .96***
99711 - Recycling Specialist	16 .94
99730 - Refuse Collector	11 .96***
99810 - Sales Clerk	10 .95***
99820 - School Crossing Guard	13 .52***
99830 - Survey Party Chief	22 .67
99831 - Surveying Aide	14 .76***
99832 - Surveying Technician	20 .16
99840 - Vending Machine Attendant	18 .20
99841 - Vending Machine Repairer	22 .72
99842 - Vending Machine Repairer Helper	18 .20

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 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.

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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, 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: \$4.60 per hour, up to 40 hours per week, or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour, up to 40 hours per week, or \$169.20 per week, or \$733.20 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:

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

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necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

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;

The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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, 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, 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 ****

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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:

When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

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

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~~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.~~

~~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)).~~

~~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.~~

~~The contracting officer transmits the Wage and Hour Division's decision to the contractor.~~

~~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)).~~

~~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.~~

~~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		14.16

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01012	Accounting Clerk II	15.89
01013	Accounting Clerk III	17.78
01020	Administrative Assistant	29.19
01035	Court Reporter	17.60
01041	Customer Service Representative I	11.25
01042	Customer Service Representative II	12.65
01043	Customer Service Representative III	13.80
01051	Data Entry Operator I	12.64
01052	Data Entry Operator II	13.79

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01060	— Dispatcher, Motor Vehicle	18.09
01070	— Document Preparation Clerk	14.01
01090	— Duplicating Machine Operator	14.01
01111	— General Clerk I	13.39
01112	— General Clerk II	14.49
01113	— General Clerk III	16.21
01120	— Housing Referral Assistant	19.62
01141	— Messenger Courier	11.42
01191	— Order Clerk I	12.84
01192	— Order Clerk II	14.18
01261	— Personnel Assistant (Employment) I	16.13
01262	— Personnel Assistant (Employment) II	18.05
01263	— Personnel Assistant (Employment) III	20.12
01270	— Production Control Clerk	24.21
01290	— Rental Clerk	14.10
01300	— Scheduler, Maintenance	15.73
01311	— Secretary I	15.73
01312	— Secretary II	17.60
01313	— Secretary III	19.62
01320	— Service Order Dispatcher	16.17
01410	— Supply Technician	29.19
01420	— Survey Worker	16.63
01460	— Switchboard Operator/Receptionist	12.40
01531	— Travel Clerk I	12.82
01532	— Travel Clerk II	13.64
01533	— Travel Clerk III	14.52
01611	— Word Processor I	14.01
01612	— Word Processor II	15.73
01613	— Word Processor III	17.60
05000	— Automotive Service Occupations	
05005	— Automobile Body Repairer, Fiberglass	20.91
05010	— Automotive Electrician	18.01
05040	— Automotive Glass Installer	16.38
05070	— Automotive Worker	17.03
05110	— Mobile Equipment Servicer	14.26
05130	— Motor Equipment Metal Mechanic	19.16
05160	— Motor Equipment Metal Worker	17.03
05190	— Motor Vehicle Mechanic	18.42
05220	— Motor Vehicle Mechanic Helper	13.98
05250	— Motor Vehicle Upholstery Worker	15.90
05280	— Motor Vehicle Wrecker	17.03
05310	— Painter, Automotive	17.32
05340	— Radiator Repair Specialist	17.03
05370	— Tire Repairer	11.98
05400	— Transmission Repair Specialist	19.16
07000	— Food Preparation And Service Occupations	
07010	— Baker	14.67
07041	— Cook I	10.30

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07042	—Cook II	11.88
07070	—Dishwasher	9.14
07130	—Food Service Worker	11.98
07210	—Meat Cutter	14.10
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	11.16
11060	—Elevator Operator	11.16
11090	—Gardener	15.63
11122	—Housekeeping Aide	10.43
11150	—Janitor	10.43
11210	—Laborer, Grounds Maintenance	12.00
11240	—Maid or Houseman	9.17
11260	—Pruner	10.73
11270	—Tractor Operator	14.43
11330	—Trail Maintenance Worker	12.00
11360	—Window Cleaner	11.65
12000	—Health Occupations	
12010	—Ambulance Driver	16.54
12011	—Breath Alcohol Technician	19.19
12012	—Certified Occupational Therapist Assistant	26.32
12015	—Certified Physical Therapist Assistant	27.41
12020	—Dental Assistant	17.78
12025	—Dental Hygienist	29.24
12030	—EKG Technician	29.07
12035	—Electroneurodiagnostic Technologist	29.07
12040	—Emergency Medical Technician	16.54
12071	—Licensed Practical Nurse I	17.15
12072	—Licensed Practical Nurse II	19.19
12073	—Licensed Practical Nurse III	21.39
12100	—Medical Assistant	14.12
12130	—Medical Laboratory Technician	22.52
12160	—Medical Record Clerk	14.11
12190	—Medical Record Technician	17.36
12195	—Medical Transcriptionist	17.15
12210	—Nuclear Medicine Technologist	42.16
12221	—Nursing Assistant I	11.27
12222	—Nursing Assistant II	12.67
12223	—Nursing Assistant III	13.82
12224	—Nursing Assistant IV	15.52
12235	—Optical Dispenser	19.19

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12236	—Optical Technician	17.15
12250	—Pharmacy Technician	14.38
12280	—Phlebotomist	16.21
12305	—Radiologic Technologist	24.66
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)	23.76
12320	—Substance Abuse Treatment Counselor	23.76
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	19.03
13042	—Illustrator II	23.59
13043	—Illustrator III	28.85
13047	—Librarian	26.77
13050	—Library Aide/Clerk	12.22
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	16.98
13072	—Photographer II	18.99
13073	—Photographer III	23.52
13074	—Photographer IV	28.78
13075	—Photographer V	34.81
13090	—Technical Order Library Clerk	15.49
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	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

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14160	— Personal Computer Support Technician	20.79
14170	— System Support Specialist	24.54
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
15050	— Computer Based Training Specialist / Instructor	29.76
15060	— Educational Technologist	30.75
15070	— Flight Instructor (Pilot)	43.15
15080	— Graphic Artist	27.38
15085	— Maintenance Test Pilot, Fixed, Jet/Prop	41.02
15086	— Maintenance Test Pilot, Rotary Wing	41.02
15088	— Non-Maintenance Test/Co-Pilot	41.02
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	9.82
16030	— Counter Attendant	9.82
16040	— Dry-Cleaner	12.13
16070	— Finisher, Flatwork, Machine	9.82
16090	— Presser, Hand	9.82
16110	— Presser, Machine, Drycleaning	9.82
16130	— Presser, Machine, Shirts	9.82
16160	— Presser, Machine, Wearing Apparel, Laundry	9.82
16190	— Sewing Machine Operator	12.80
16220	— Tailor	13.63
16250	— Washer, Machine	10.62
19000	Machine Tool Operation And Repair Occupations	
19010	— Machine Tool Operator (Tool Room)	20.04
19040	— Tool And Die Maker	24.91
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	12.99
21071	— Order Filler	12.69
21080	— Production Line Worker (Food Processing)	17.58
21110	— Shipping Packer	16.60
21130	— Shipping/Receiving Clerk	16.60
21140	— Store Worker I	11.68
21150	— Stock Clerk	16.19
21210	— Tools And Parts Attendant	17.58
21410	— Warehouse Specialist	17.58
23000	Mechanics And Maintenance And Repair Occupations	
23010	— Aerospace Structural Welder	23.58
23019	— Aircraft Logs and Records Technician	18.44

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23021	— Aircraft Mechanic I	22.25
23022	— Aircraft Mechanic II	23.58
23023	— Aircraft Mechanic III	24.81
23040	— Aircraft Mechanic Helper	15.82
23050	— Aircraft Painter	20.99
23060	— Aircraft Servicer	18.44
23070	— Aircraft Survival Flight Equipment Technician	20.99
23080	— Aircraft Worker	19.74
23091	— Aircrew Life Support Equipment (ALSE) Mechanic I	19.74
23092	— Aircrew Life Support Equipment (ALSE) Mechanic II	22.25
23110	— Appliance Mechanic	20.99
23120	— Bicycle Repairer	16.83
23125	— Cable Splicer	32.27
23130	— Carpenter, Maintenance	18.60
23140	— Carpet Layer	19.74
23160	— Electrician, Maintenance	22.97
23181	— Electronics Technician Maintenance I	19.74
23182	— Electronics Technician Maintenance II	20.99
23183	— Electronics Technician Maintenance III	22.27
23260	— Fabric Worker	18.44
23290	— Fire Alarm System Mechanic	22.25
23310	— Fire Extinguisher Repairer	17.13
23311	— Fuel Distribution System Mechanic	22.25
23312	— Fuel Distribution System Operator	17.13
23370	— General Maintenance Worker	19.25
23380	— Ground Support Equipment Mechanic	22.25
23381	— Ground Support Equipment Servicer	18.44
23382	— Ground Support Equipment Worker	19.74
23391	— Gunsmith I	17.13
23392	— Gunsmith II	19.74
23393	— Gunsmith III	22.25
23410	— Heating, Ventilation And Air-Conditioning Mechanic	20.62
23411	— Heating, Ventilation And Air-Conditioning Mechanic (Research Facility)	21.85
23430	— Heavy Equipment Mechanic	22.25
23440	— Heavy Equipment Operator	18.30
23460	— Instrument Mechanic	22.25
23465	— Laboratory/Shelter Mechanic	20.99
23470	— Laborer	12.99
23510	— Locksmith	20.99
23530	— Machinery Maintenance Mechanic	24.77
23550	— Machinist, Maintenance	21.11
23580	— Maintenance Trades Helper	15.82
23591	— Metrology Technician I	22.25
23592	— Metrology Technician II	23.58

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23593	—Metrology Technician III	24.81
23640	—Millwright	23.50
23710	—Office Appliance Repairer	20.99
23760	—Painter, Maintenance	20.99
23790	—Pipefitter, Maintenance	23.74
23810	—Plumber, Maintenance	22.39
23820	—Pneumatic Systems Mechanic	22.25
23850	—Rigger	22.25
23870	—Scale Mechanic	19.74
23890	—Sheet Metal Worker, Maintenance	21.46
23910	—Small Engine Mechanic	19.74
23931	—Telecommunications Mechanic I	29.90
23932	—Telecommunications Mechanic II	31.68
23950	—Telephone Lineman	21.87
23960	—Welder, Combination, Maintenance	18.00
23965	—Well Driller	22.25
23970	—Woodcraft Worker	22.25
23980	—Woodworker	17.13
24000	—Personal Needs Occupations	
24550	—Case Manager	15.66
24570	—Child Care Attendant	11.00
24580	—Child Care Center Clerk	14.04
24610	—Chore Aide	10.86
24620	—Family Readiness And Support Services Coordinator	15.66
24630	—Homemaker	15.66
25000	—Plant And System Operations Occupations	
25010	—Boiler Tender	25.58
25040	—Sewage Plant Operator	18.55
25070	—Stationary Engineer	23.58
25190	—Ventilation Equipment Tender	16.66
25210	—Water Treatment Plant Operator	18.55
27000	—Protective Service Occupations	
27004	—Alarm Monitor	13.45
27007	—Baggage Inspector	13.70
27008	—Connections Officer	15.84
27010	—Court Security Officer	16.71
27030	—Detection Dog Handler	15.33
27040	—Detention Officer	15.84
27070	—Firefighter	17.27
27101	—Guard I	13.70
27102	—Guard II	15.33
27131	—Police Officer I	18.16
27132	—Police Officer II	20.18
28000	—Recreation Occupations	
28041	—Carnival Equipment Operator	11.75
28042	—Carnival Equipment Repairer	12.72
28043	—Carnival Worker	8.74

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28210	—Gate Attendant/Gate Tender	16.91
28310	—Lifeguard	14.77
28350	—Park Attendant (Aide)	18.92
28510	—Recreation Aide/Health Facility Attendant	13.81
28515	—Recreation Specialist	22.99
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)	39.89
30011	— Air Traffic Control Specialist, Station (HFO) (see 2)	27.50
30012	— Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.29
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	18.29
30362	—Paralegal/Legal Assistant II	23.16
30363	—Paralegal/Legal Assistant III	28.33
30364	—Paralegal/Legal Assistant IV	34.27
30375	—Petroleum Supply Specialist	29.12
30390	—Photo Optics Technician	27.76
30395	—Radiation Control Technician	29.12
30461	—Technical Writer I	25.63

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30462	Technical Writer II	31.34
30463	Technical Writer III	37.91
30491	Unexploded Ordnance (UXO) Technician I	25.35
30492	Unexploded Ordnance (UXO) Technician II	30.67
30493	Unexploded Ordnance (UXO) Technician III	36.76
30494	Unexploded (UXO) Safety Escort	25.35
30495	Unexploded (UXO) Sweep Personnel	25.35
30501	Weather Forecaster I	26.55
30502	Weather Forecaster II	32.31
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 Occupatio-s	
31010	Airplane Pilot	30.67
31020	Bus Aide	15.10
31030	Bus Driver	19.97
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	22.66
31364	Truckdriver, Tractor Trailer	22.66
99000	Miscellaneous Occupations	
99020	Cabin Safety Specialist	14.95
99030	Cashier	9.08
99050	Desk Clerk	10.00
99095	Embalmer	26.29
99130	Flight Follower	25.35
99251	Laboratory Animal Caretaker I	12.35
99252	Laboratory Animal Caretaker II	13.42
99260	Marketing Analyst	31.13
99310	Mortician	26.29
99410	Pest Controller	20.60
99510	Photofinishing Worker	13.32
99710	Recycling Laborer	13.96
99711	Recycling Specialist	16.94
99730	Refuse Collector	11.96
99810	Sales Clerk	10.95
99820	School Crossing Guard	13.14
99830	Survey Party Chief	22.67
99831	Surveying Aide	14.76
99832	Surveying Technician	20.16
99840	Vending Machine Attendant	17.67
99841	Vending Machine Repairer	22.05
99842	Vending Machine Repairer Helper	17.67

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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, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.~~

~~ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:~~

~~HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.92 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~~

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~~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 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.~~

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~~Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees~~

~~who satisfy the compensation requirements and whose primary duty consists of:~~

~~(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;~~

~~(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;~~

~~(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or~~

~~(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).~~

~~2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS — NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.~~

~~If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime~~

~~(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).~~

~~** HAZARDOUS PAY DIFFERENTIAL **~~

~~An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.~~

~~All dry house activities involving propellants or explosives. Demilitarization,~~

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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 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~~

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~~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.~~

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~~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)).~~

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~~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)).~~

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REGISTER OF WAGE DETERMINATIONS UNDER THE
SERVICE CONTRACT ACT

By direction of the Secretary of Labor

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

Daniel W Simms Director Division of Wage
Determinations

Wage Determination No : 2015-4465
Revision No : 18
Date of Last Revision: 03/15/2022

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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.

<u>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:</u>	<u>With certain exceptions, Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 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 2022.</u>
<u>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:</u>	<u>With certain exceptions, Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 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 2022.</u>

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 <https://www.dol.gov/agencies/whd/government-contracts>

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

<u>OCCUPATION CODE - TITLE</u>	<u>FOOTNOTE</u>	<u>RATE</u>
<u>01000 - Administrative Support And Clerical Occupations</u>		
<u>01011 - Accounting Clerk I</u>	<u>14</u>	<u>55***</u>
<u>01012 - Accounting Clerk II</u>	<u>16</u>	<u>33</u>
<u>01013 - Accounting Clerk III</u>	<u>18</u>	<u>27</u>
<u>01020 - Administrative Assistant</u>	<u>25</u>	<u>29</u>
<u>01035 - Court Reporter</u>	<u>18</u>	<u>64</u>
<u>01041 - Customer Service Representative I</u>	<u>12</u>	<u>57***</u>
<u>01042 - Customer Service Representative II</u>	<u>14</u>	<u>14***</u>

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<u>01043 - Customer Service Representative III</u>	<u>15 42</u>
<u>01051 - Data Entry Operator I</u>	<u>13 68***</u>
<u>01052 - Data Entry Operator II</u>	<u>14 92***</u>
<u>01060 - Dispatcher, Motor Vehicle</u>	<u>20 04</u>
<u>01070 - Document Preparation Clerk</u>	<u>14 84***</u>
<u>01090 - Duplicating Machine Operator</u>	<u>14 84***</u>
<u>01111 - General Clerk I</u>	<u>13 39***</u>
<u>01112 - General Clerk II</u>	<u>14 49***</u>
<u>01113 - General Clerk III</u>	<u>16 21</u>
<u>01120 - Housing Referral Assistant</u>	<u>20 78</u>
<u>01141 - Messenger Courier</u>	<u>11 84***</u>
<u>01191 - Order Clerk I</u>	<u>15 08</u>
<u>01192 - Order Clerk II</u>	<u>17 16</u>
<u>01261 - Personnel Assistant (Employment) I</u>	<u>16 74</u>
<u>01262 - Personnel Assistant (Employment) II</u>	<u>18 72</u>
<u>01263 - Personnel Assistant (Employment) III</u>	<u>20 87</u>
<u>01270 - Production Control Clerk</u>	<u>24 21</u>
<u>01290 - Rental Clerk</u>	<u>14 61***</u>
<u>01300 - Scheduler, Maintenance</u>	<u>16 66</u>
<u>01311 - Secretary I</u>	<u>16 66</u>
<u>01312 - Secretary II</u>	<u>18 64</u>
<u>01313 - Secretary III</u>	<u>20 78</u>
<u>01320 - Service Order Dispatcher</u>	<u>17 91</u>
<u>01410 - Supply Technician</u>	<u>25 29</u>
<u>01420 - Survey Worker</u>	<u>16 97</u>
<u>01460 - Switchboard Operator/Receptionist</u>	<u>13 06***</u>
<u>01531 - Travel Clerk I</u>	<u>12 32***</u>
<u>01532 - Travel Clerk II</u>	<u>13 59***</u>
<u>01533 - Travel Clerk III</u>	<u>14 67***</u>
<u>01611 - Word Processor I</u>	<u>14 84***</u>
<u>01612 - Word Processor II</u>	<u>16 66</u>
<u>01613 - Word Processor III</u>	<u>18 64</u>
<u>05000 - Automotive Service Occupations</u>	
<u>05005 - Automobile Body Repairer, Fiberglass</u>	<u>22 63</u>
<u>05010 - Automotive Electrician</u>	<u>19 81</u>
<u>05040 - Automotive Glass Installer</u>	<u>18 38</u>
<u>05070 - Automotive Worker</u>	<u>18 65</u>
<u>05110 - Mobile Equipment Servicer</u>	<u>15 93</u>
<u>05130 - Motor Equipment Metal Mechanic</u>	<u>21 07</u>
<u>05160 - Motor Equipment Metal Worker</u>	<u>18 65</u>
<u>05190 - Motor Vehicle Mechanic</u>	<u>20 76</u>
<u>05220 - Motor Vehicle Mechanic Helper</u>	<u>14 87***</u>
<u>05250 - Motor Vehicle Upholstery Worker</u>	<u>17 46</u>

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<u>05280 - Motor Vehicle Wrecker</u>	<u>18 65</u>
<u>05310 - Painter, Automotive</u>	<u>19 50</u>
<u>05340 - Radiator Repair Specialist</u>	<u>18 65</u>
<u>05370 - Tire Repairer</u>	<u>14 71***</u>
<u>05400 - Transmission Repair Specialist</u>	<u>21 07</u>
<u>07000 - Food Preparation And Service Occupations</u>	
<u>07010 - Baker</u>	<u>12 13***</u>
<u>07041 - Cook I</u>	<u>12 67***</u>
<u>07042 - Cook II</u>	<u>14 62***</u>
<u>07070 - Dishwasher</u>	<u>9 16***</u>
<u>07130 - Food Service Worker</u>	<u>9 52***</u>
<u>07210 - Meat Cutter</u>	<u>16 05</u>
<u>07260 - Waiter/Waitress</u>	<u>9 04***</u>
<u>09000 - Furniture Maintenance And Repair Occupations</u>	
<u>09010 - Electrostatic Spray Painter</u>	<u>17 84</u>
<u>09040 - Furniture Handler</u>	<u>12 10***</u>
<u>09080 - Furniture Refinisher</u>	<u>17 84</u>
<u>09090 - Furniture Refinisher Helper</u>	<u>13 88***</u>
<u>09110 - Furniture Repairer, Minor</u>	<u>15 74</u>
<u>09130 - Upholsterer</u>	<u>17 84</u>
<u>11000 - General Services And Support Occupations</u>	
<u>11030 - Cleaner, Vehicles</u>	<u>12 06***</u>
<u>11060 - Elevator Operator</u>	<u>11 45***</u>
<u>11090 - Gardener</u>	<u>17 62</u>
<u>11122 - Housekeeping Aide</u>	<u>11 45***</u>
<u>11150 - Janitor</u>	<u>11 45***</u>
<u>11210 - Laborer, Grounds Maintenance</u>	<u>13 34***</u>
<u>11240 - Maid or Houseman</u>	<u>9 23***</u>
<u>11260 - Pruner</u>	<u>11 81***</u>
<u>11270 - Tractor Operator</u>	<u>16 24</u>
<u>11330 - Trail Maintenance Worker</u>	<u>13 34***</u>
<u>11360 - Window Cleaner</u>	<u>12 93***</u>
<u>12000 - Health Occupations</u>	
<u>12010 - Ambulance Driver</u>	<u>15 97</u>
<u>12011 - Breath Alcohol Technician</u>	<u>18 91</u>
<u>12012 - Certified Occupational Therapist Assistant</u>	<u>28 53</u>
<u>12015 - Certified Physical Therapist Assistant</u>	<u>27 49</u>
<u>12020 - Dental Assistant</u>	<u>18 84</u>
<u>12025 - Dental Hygienist</u>	<u>29 39</u>
<u>12030 - EKG Technician</u>	<u>32 88</u>
<u>12035 - Electroneurodiagnostic Technologist</u>	<u>32 88</u>

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<u>12040 - Emergency Medical Technician</u>	<u>15 97</u>
<u>12071 - Licensed Practical Nurse I</u>	<u>17 21</u>
<u>12072 - Licensed Practical Nurse II</u>	<u>19 24</u>
<u>12073 - Licensed Practical Nurse III</u>	<u>21 45</u>
<u>12100 - Medical Assistant</u>	<u>14 92***</u>
<u>12130 - Medical Laboratory Technician</u>	<u>24 25</u>
<u>12160 - Medical Record Clerk</u>	<u>19 54</u>
<u>12190 - Medical Record Technician</u>	<u>21 86</u>
<u>12195 - Medical Transcriptionist</u>	<u>17 85</u>
<u>12210 - Nuclear Medicine Technologist</u>	<u>37 57</u>
<u>12221 - Nursing Assistant I</u>	<u>11 55***</u>
<u>12222 - Nursing Assistant II</u>	<u>12 98***</u>
<u>12223 - Nursing Assistant III</u>	<u>14 16***</u>
<u>12224 - Nursing Assistant IV</u>	<u>15 90</u>
<u>12235 - Optical Dispenser</u>	<u>17 26</u>
<u>12236 - Optical Technician</u>	<u>16 42</u>
<u>12250 - Pharmacy Technician</u>	<u>15 72</u>
<u>12280 - Phlebotomist</u>	<u>15 53</u>
<u>12305 - Radiologic Technologist</u>	<u>28 82</u>
<u>12311 - Registered Nurse I</u>	<u>25 86</u>
<u>12312 - Registered Nurse II</u>	<u>29 44</u>
<u>12313 - Registered Nurse II, Specialist</u>	<u>29 44</u>
<u>12314 - Registered Nurse III</u>	<u>35 62</u>
<u>12315 - Registered Nurse III, Anesthetist</u>	<u>35 62</u>
<u>12316 - Registered Nurse IV</u>	<u>42 69</u>
<u>12317 - Scheduler (Drug and Alcohol Testing)</u>	<u>23 84</u>
<u>12320 - Substance Abuse Treatment Counselor</u>	<u>22 31</u>
<u>13000 - Information And Arts Occupations</u>	
<u>13011 - Exhibits Specialist I</u>	<u>22 54</u>
<u>13012 - Exhibits Specialist II</u>	<u>27 91</u>
<u>13013 - Exhibits Specialist III</u>	<u>34 15</u>
<u>13041 - Illustrator I</u>	<u>22 54</u>
<u>13042 - Illustrator II</u>	<u>27 91</u>
<u>13043 - Illustrator III</u>	<u>34 15</u>
<u>13047 - Librarian</u>	<u>30 92</u>
<u>13050 - Library Aide/Clerk</u>	<u>13 42***</u>
<u>13054 - Library Information Technology Systems Administrator</u>	<u>27 91</u>
<u>13058 - Library Technician</u>	<u>16 35</u>
<u>13061 - Media Specialist I</u>	<u>20 14</u>
<u>13062 - Media Specialist II</u>	<u>22 54</u>
<u>13063 - Media Specialist III</u>	<u>25 12</u>
<u>13071 - Photographer I</u>	<u>18 36</u>
<u>13072 - Photographer II</u>	<u>20 54</u>
<u>13073 - Photographer III</u>	<u>25 44</u>

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<u>13074 - Photographer IV</u>	<u>31 12</u>
<u>13075 - Photographer V</u>	<u>37 66</u>
<u>13090 - Technical Order Library Clerk</u>	<u>17 31</u>
<u>13110 - Video Teleconference Technician</u>	<u>20 81</u>
<u>14000 - Information Technology Occupations</u>	
<u>14041 - Computer Operator I</u>	<u>17 84</u>
<u>14042 - Computer Operator II</u>	<u>21 56</u>
<u>14043 - Computer Operator III</u>	<u>24 78</u>
<u>14044 - Computer Operator IV</u>	<u>27 54</u>
<u>14045 - Computer Operator V</u>	<u>30 50</u>
<u>14071 - Computer Programmer I</u>	<u>(see 1) 24 88</u>
<u>14072 - Computer Programmer II</u>	<u>(see 1)</u>
<u>14073 - Computer Programmer III</u>	<u>(see 1)</u>
<u>14074 - Computer Programmer IV</u>	<u>(see 1)</u>
<u>14101 - Computer Systems Analyst I</u>	<u>(see 1)</u>
<u>14102 - Computer Systems Analyst II</u>	<u>(see 1)</u>
<u>14103 - Computer Systems Analyst III</u>	<u>(see 1)</u>
<u>14150 - Peripheral Equipment Operator</u>	<u>17 84</u>
<u>14160 - Personal Computer Support Technician</u>	<u>27 54</u>
<u>14170 - System Support Specialist</u>	<u>30 50</u>
<u>15000 - Instructional Occupations</u>	
<u>15010 - Aircrew Training Devices Instructor (Non-Rated)</u>	<u>30 47</u>
<u>15020 - Aircrew Training Devices Instructor (Rated)</u>	<u>36 87</u>
<u>15030 - Air Crew Training Devices Instructor (Pilot)</u>	<u>44 19</u>
<u>15050 - Computer Based Training Specialist / Instructor</u>	<u>30 47</u>
<u>15060 - Educational Technologist</u>	<u>36 92</u>
<u>15070 - Flight Instructor (Pilot)</u>	<u>44 19</u>
<u>15080 - Graphic Artist</u>	<u>22 19</u>
<u>15085 - Maintenance Test Pilot, Fixed, Jet/Prop</u>	<u>44 19</u>
<u>15086 - Maintenance Test Pilot, Rotary Wing</u>	<u>44 19</u>
<u>15088 - Non-Maintenance Test/Co-Pilot</u>	<u>44 19</u>
<u>15090 - Technical Instructor</u>	<u>23 64</u>
<u>15095 - Technical Instructor/Course Developer</u>	<u>28 92</u>
<u>15110 - Test Proctor</u>	<u>19 09</u>
<u>15120 - Tutor</u>	<u>19 09</u>
<u>16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations</u>	
<u>16010 - Assembler</u>	<u>9 90***</u>
<u>16030 - Counter Attendant</u>	<u>9 90***</u>
<u>16040 - Dry Cleaner</u>	<u>11 89***</u>
<u>16070 - Finisher, Flatwork, Machine</u>	<u>9 90***</u>
<u>16090 - Presser, Hand</u>	<u>9 90***</u>
<u>16110 - Presser, Machine, Drycleaning</u>	<u>9 90***</u>

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<u>16130 - Presser, Machine, Shirts</u>	<u>9 90***</u>
<u>16160 - Presser, Machine, Wearing Apparel, Laundry</u>	<u>9 90***</u>
<u>16190 - Sewing Machine Operator</u>	<u>12 56***</u>
<u>16220 - Tailor</u>	<u>13 26***</u>
<u>16250 - Washer, Machine</u>	<u>10 56***</u>

19000 - Machine Tool Operation And Repair Occupations

<u>19010 - Machine-Tool Operator (Tool Room)</u>	<u>20 43</u>
<u>19040 - Tool And Die Maker</u>	<u>25 54</u>

21000 - Materials Handling And Packing Occupations

<u>21020 - Forklift Operator</u>	<u>17 58</u>
<u>21030 - Material Coordinator</u>	<u>24 15</u>
<u>21040 - Material Expediter</u>	<u>24 15</u>
<u>21050 - Material Handling Laborer</u>	<u>12 30***</u>
<u>21071 - Order Filler</u>	<u>11 54***</u>
<u>21080 - Production Line Worker (Food Processing)</u>	<u>17 58</u>
<u>21110 - Shipping Packer</u>	<u>17 51</u>
<u>21130 - Shipping/Receiving Clerk</u>	<u>17 51</u>
<u>21140 - Store Worker I</u>	<u>11 82***</u>
<u>21150 - Stock Clerk</u>	<u>16 82</u>
<u>21210 - Tools And Parts Attendant</u>	<u>17 58</u>
<u>21410 - Warehouse Specialist</u>	<u>17 58</u>

23000 - Mechanics And Maintenance And Repair Occupations

<u>23010 - Aerospace Structural Welder</u>	<u>28 50</u>
<u>23019 - Aircraft Logs and Records Technician</u>	<u>22 48</u>
<u>23021 - Aircraft Mechanic I</u>	<u>26 98</u>
<u>23022 - Aircraft Mechanic II</u>	<u>28 50</u>
<u>23023 - Aircraft Mechanic III</u>	<u>30 00</u>
<u>23040 - Aircraft Mechanic Helper</u>	<u>19 50</u>
<u>23050 - Aircraft Painter</u>	<u>25 37</u>
<u>23060 - Aircraft Servicer</u>	<u>22 48</u>
<u>23070 - Aircraft Survival Flight Equipment Technician</u>	<u>25 37</u>
<u>23080 - Aircraft Worker</u>	<u>23 58</u>
<u>23091 - Aircrew Life Support Equipment (ALSE) Mechanic I</u>	<u>23 58</u>
<u>23092 - Aircrew Life Support Equipment (ALSE) Mechanic II</u>	<u>26 98</u>
<u>23110 - Appliance Mechanic</u>	<u>20 31</u>
<u>23120 - Bicycle Repairer</u>	<u>18 18</u>
<u>23125 - Cable Splicer</u>	<u>34 70</u>
<u>23130 - Carpenter, Maintenance</u>	<u>20 92</u>
<u>23140 - Carpet Layer</u>	<u>20 66</u>
<u>23160 - Electrician, Maintenance</u>	<u>23 88</u>
<u>23181 - Electronics Technician Maintenance I</u>	<u>27 26</u>
<u>23182 - Electronics Technician Maintenance II</u>	<u>28 93</u>

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<u>23183 - Electronics Technician Maintenance III</u>	<u>30 78</u>
<u>23260 - Fabric Worker</u>	<u>20 59</u>
<u>23290 - Fire Alarm System Mechanic</u>	<u>18 00</u>
<u>23310 - Fire Extinguisher Repairer</u>	<u>19 06</u>
<u>23311 - Fuel Distribution System Mechanic</u>	<u>24 40</u>
<u>23312 - Fuel Distribution System Operator</u>	<u>19 02</u>
<u>23370 - General Maintenance Worker</u>	<u>19 25</u>
<u>23380 - Ground Support Equipment Mechanic</u>	<u>26 98</u>
<u>23381 - Ground Support Equipment Servicer</u>	<u>22 48</u>
<u>23382 - Ground Support Equipment Worker</u>	<u>23 58</u>
<u>23391 - Gunsmith I</u>	<u>19 06</u>
<u>23392 - Gunsmith II</u>	<u>22 00</u>
<u>23393 - Gunsmith III</u>	<u>24 84</u>
<u>23410 - Heating, Ventilation And Air-Conditioning Mechanic</u>	<u>20 55</u>
<u>23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)</u>	<u>21 79</u>
<u>23430 - Heavy Equipment Mechanic</u>	<u>25 61</u>
<u>23440 - Heavy Equipment Operator</u>	<u>19 15</u>
<u>23460 - Instrument Mechanic</u>	<u>24 84</u>
<u>23465 - Laboratory/Shelter Mechanic</u>	<u>23 35</u>
<u>23470 - Laborer</u>	<u>12 30***</u>
<u>23510 - Locksmith</u>	<u>18 60</u>
<u>23530 - Machinerv Maintenance Mechanic</u>	<u>26 34</u>
<u>23550 - Machinist, Maintenance</u>	<u>22 85</u>
<u>23580 - Maintenance Trades Helper</u>	<u>15 16</u>
<u>23591 - Metrology Technician I</u>	<u>24 84</u>
<u>23592 - Metrology Technician II</u>	<u>26 33</u>
<u>23593 - Metrology Technician III</u>	<u>27 71</u>
<u>23640 - Millwright</u>	<u>26 13</u>
<u>23710 - Office Appliance Repairer</u>	<u>17 81</u>
<u>23760 - Painter, Maintenance</u>	<u>17 49</u>
<u>23790 - Pipefitter, Maintenance</u>	<u>24 84</u>
<u>23810 - Plumber, Maintenance</u>	<u>23 35</u>
<u>23820 - Pneudraulic Systems Mechanic</u>	<u>24 84</u>
<u>23850 - Rigger</u>	<u>24 84</u>
<u>23870 - Scale Mechanic</u>	<u>22 00</u>
<u>23890 - Sheet-Metal Worker, Maintenance</u>	<u>24 84</u>
<u>23910 - Small Engine Mechanic</u>	<u>18 99</u>
<u>23931 - Telecommunications Mechanic I</u>	<u>25 65</u>
<u>23932 - Telecommunications Mechanic II</u>	<u>27 19</u>
<u>23950 - Telephone Lineman</u>	<u>23 76</u>
<u>23960 - Welder, Combination, Maintenance</u>	<u>23 13</u>
<u>23965 - Well Driller</u>	<u>24 84</u>
<u>23970 - Woodcraft Worker</u>	<u>24 84</u>
<u>23980 - Woodworker</u>	<u>19 06</u>

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24000 - Personal Needs Occupations

<u>24550 - Case Manager</u>	<u>13 79***</u>
<u>24570 - Child Care Attendant</u>	<u>11 00***</u>
<u>24580 - Child Care Center Clerk</u>	<u>14 04***</u>
<u>24610 - Chore Aide</u>	<u>10 69***</u>
<u>24620 - Family Readiness And Support Services Coordinator</u>	<u>13 79***</u>
<u>24630 - Homemaker</u>	<u>15 32</u>

25000 - Plant And System Operations Occupations

<u>25010 - Boiler Tender</u>	<u>28 99</u>
<u>25040 - Sewage Plant Operator</u>	<u>20 87</u>
<u>25070 - Stationary Engineer</u>	<u>28 99</u>
<u>25190 - Ventilation Equipment Tender</u>	<u>20 49</u>
<u>25210 - Water Treatment Plant Operator</u>	<u>20 87</u>

27000 - Protective Service Occupations

<u>27004 - Alarm Monitor</u>	<u>16 57</u>
<u>27007 - Baggage Inspector</u>	<u>15 96</u>
<u>27008 - Corrections Officer</u>	<u>17 76</u>
<u>27010 - Court Security Officer</u>	<u>18 73</u>
<u>27030 - Detection Dog Handler</u>	<u>17 85</u>
<u>27040 - Detention Officer</u>	<u>17 76</u>
<u>27070 - Firefighter</u>	<u>18 51</u>
<u>27101 - Guard I</u>	<u>15 96</u>
<u>27102 - Guard II</u>	<u>17 85</u>
<u>27131 - Police Officer I</u>	<u>19 97</u>
<u>27132 - Police Officer II</u>	<u>22 19</u>

28000 - Recreation Occupations

<u>28041 - Carnival Equipment Operator</u>	<u>12 58***</u>
<u>28042 - Carnival Equipment Repairer</u>	<u>13 68***</u>
<u>28043 - Carnival Worker</u>	<u>9 14***</u>
<u>28210 - Gate Attendant/Gate Tender</u>	<u>17 30</u>
<u>28310 - Lifeguard</u>	<u>11 34***</u>
<u>28350 - Park Attendant (Aide)</u>	<u>19 36</u>
<u>28510 - Recreation Aide/Health Facility Attendant</u>	<u>14 14***</u>
<u>28515 - Recreation Specialist</u>	<u>22 72</u>
<u>28630 - Sports Official</u>	<u>15 43</u>
<u>28690 - Swimming Pool Operator</u>	<u>17 62</u>

29000 - Stevedoring/Longshoremen Occupational Services

<u>29010 - Blocker And Bracer</u>	<u>29 36</u>
<u>29020 - Hatch Tender</u>	<u>29 36</u>
<u>29030 - Line Handler</u>	<u>29 36</u>
<u>29041 - Stevedore I</u>	<u>27 48</u>

29042 - Stevedore II 31 17

30000 - Technical Occupations

<u>30010 - Air Traffic Control Specialist, Center (HFO)</u>	<u>(see 2)</u>	<u>40 29</u>
<u>30011 - Air Traffic Control Specialist, Station (HFO)</u>	<u>(see 2)</u>	<u>27 78</u>
<u>30012 - Air Traffic Control Specialist, Terminal (HFO)</u>	<u>(see 2)</u>	<u>30 59</u>
<u>30021 - Archeological Technician I</u>		<u>20 28</u>
<u>30022 - Archeological Technician II</u>		<u>22 69</u>
<u>30023 - Archeological Technician III</u>		<u>28 11</u>
<u>30030 - Cartographic Technician</u>		<u>27 87</u>
<u>30040 - Civil Engineering Technician</u>		<u>26 72</u>
<u>30051 - Cryogenic Technician I</u>		<u>26 98</u>
<u>30052 - Cryogenic Technician II</u>		<u>29 80</u>
<u>30061 - Drafter/CAD Operator I</u>		<u>20 28</u>
<u>30062 - Drafter/CAD Operator II</u>		<u>22 69</u>
<u>30063 - Drafter/CAD Operator III</u>		<u>25 28</u>
<u>30064 - Drafter/CAD Operator IV</u>		<u>29 85</u>
<u>30081 - Engineering Technician I</u>		<u>17 77</u>
<u>30082 - Engineering Technician II</u>		<u>20 10</u>
<u>30083 - Engineering Technician III</u>		<u>22 53</u>
<u>30084 - Engineering Technician IV</u>		<u>27 93</u>
<u>30085 - Engineering Technician V</u>		<u>32 62</u>
<u>30086 - Engineering Technician VI</u>		<u>37 46</u>
<u>30090 - Environmental Technician</u>		<u>30 54</u>
<u>30095 - Evidence Control Specialist</u>		<u>24 36</u>
<u>30210 - Laboratory Technician</u>		<u>25 96</u>
<u>30221 - Latent Fingerprint Technician I</u>		<u>26 98</u>
<u>30222 - Latent Fingerprint Technician II</u>		<u>29 80</u>
<u>30240 - Mathematical Technician</u>		<u>30 54</u>
<u>30361 - Paralegal/Legal Assistant I</u>		<u>18 68</u>
<u>30362 - Paralegal/Legal Assistant II</u>		<u>23 14</u>
<u>30363 - Paralegal/Legal Assistant III</u>		<u>28 31</u>
<u>30364 - Paralegal/Legal Assistant IV</u>		<u>34 24</u>
<u>30375 - Petroleum Supply Specialist</u>		<u>29 80</u>
<u>30390 - Photo-Optics Technician</u>		<u>27 76</u>
<u>30395 - Radiation Control Technician</u>		<u>29 80</u>
<u>30461 - Technical Writer I</u>		<u>25 63</u>
<u>30462 - Technical Writer II</u>		<u>31 34</u>
<u>30463 - Technical Writer III</u>		<u>37 91</u>
<u>30491 - Unexploded Ordnance (UXO) Technician I</u>		<u>25 60</u>
<u>30492 - Unexploded Ordnance (UXO) Technician II</u>		<u>30 98</u>
<u>30493 - Unexploded Ordnance (UXO) Technician III</u>		<u>37 13</u>
<u>30494 - Unexploded (UXO) Safety Escort</u>		<u>25 60</u>
<u>30495 - Unexploded (UXO) Sweep Personnel</u>		<u>25 60</u>

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<u>30501 - Weather Forecaster I</u>	<u>29 85</u>
<u>30502 - Weather Forecaster II</u>	<u>36 31</u>
<u>30620 - Weather Observer, Combined Upper Air Or Surface Programs</u>	<u>(see 2) 25 28</u>
<u>30621 - Weather Observer, Senior</u>	<u>(see 2) 26 00</u>
 <u>31000 - Transportation/Mobile Equipment Operation Occupations</u>	
<u>31010 - Airplane Pilot</u>	<u>30 98</u>
<u>31020 - Bus Aide</u>	<u>12 58***</u>
<u>31030 - Bus Driver</u>	<u>16 50</u>
<u>31043 - Driver Courier</u>	<u>16 22</u>
<u>31260 - Parking and Lot Attendant</u>	<u>9 90***</u>
<u>31290 - Shuttle Bus Driver</u>	<u>16 39</u>
<u>31310 - Taxi Driver</u>	<u>11 80***</u>
<u>31361 - Truckdriver, Light</u>	<u>17 63</u>
<u>31362 - Truckdriver, Medium</u>	<u>19 04</u>
<u>31363 - Truckdriver, Heavy</u>	<u>20 06</u>
<u>31364 - Truckdriver, Tractor-Trailer</u>	<u>20 06</u>
 <u>99000 - Miscellaneous Occupations</u>	
<u>99020 - Cabin Safety Specialist</u>	<u>15 10</u>
<u>99030 - Cashier</u>	<u>9 84***</u>
<u>99050 - Desk Clerk</u>	<u>10 00***</u>
<u>99095 - Embalmer</u>	<u>26 29</u>
<u>99130 - Flight Follower</u>	<u>25 60</u>
<u>99251 - Laboratory Animal Caretaker I</u>	<u>14 30***</u>
<u>99252 - Laboratory Animal Caretaker II</u>	<u>15 52</u>
<u>99260 - Marketing Analyst</u>	<u>26 78</u>
<u>99310 - Mortician</u>	<u>26 29</u>
<u>99410 - Pest Controller</u>	<u>16 41</u>
<u>99510 - Photofinishing Worker</u>	<u>13 45***</u>
<u>99710 - Recycling Laborer</u>	<u>16 11</u>
<u>99711 - Recycling Specialist</u>	<u>19 54</u>
<u>99730 - Refuse Collector</u>	<u>14 39***</u>
<u>99810 - Sales Clerk</u>	<u>11 29***</u>
<u>99820 - School Crossing Guard</u>	<u>13 42***</u>
<u>99830 - Survey Party Chief</u>	<u>22 77</u>
<u>99831 - Surveying Aide</u>	<u>14 82***</u>
<u>99832 - Surveying Technician</u>	<u>20 25</u>
<u>99840 - Vending Machine Attendant</u>	<u>17 92</u>
<u>99841 - Vending Machine Repairer</u>	<u>22 45</u>
<u>99842 - Vending Machine Repairer Helper</u>	<u>17 92</u>

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***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage

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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 60 per hour, up to 40 hours per week, or \$184 00 per week or \$797 33 per month

HEALTH & WELFARE EO 13706: \$4 23 per hour, up to 40 hours per week, or \$169 20 per week, or \$733 20 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: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400)

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and

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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)).

DBA Wage Determination

General Decision Number: SC20200002

Modification No. 2

Dated 08-14-2020

"General Decision Number: SC20200002 08/14/2020

Superseded General Decision Number: SC20190002

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 \$10.80 for calendar year 2020 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 \$10.80 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. 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.

Modification Number	Publication Date
0	01/03/2020
1	03/13/2020
2	08/14/2020

* SUSC2011-002 10/25/2011

	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.....	\$ 14.01	.25
Asbestos worker/insulator includes application of all insulating materials, protective coverings, coatings & finishes to all types of mechanical systems.	\$ 28.02	18.09
Boilermaker.....	\$ 30.49	23.22
Bricklayer.....	\$ 26.31	13.15
Carpenter.....	\$ 28.91	12.71
Cement mason.....	\$ 25.44	13.10
Electrician		
Cable Splicer.....	\$ 30.50	15.83
Groundman.....	\$ 20.06	15.83
Lineman.....	\$ 29.50	15.83
Elevator constructor.....	\$ 41.90	35.25
Glazier.....	\$ 24.50	12.54

Ironworker.	\$ 30.57	14.12
Laborers:		
Concrete & building.	\$ 20.08	9.87
Hazardous waste verifier. ..	\$ 20.83	9.87
Mortar mixer.	\$ 20.33	9.87
Nozzleperson.	\$ 20.58	9.87
Pipelayer.	\$ 20.33	9.87
Pneumatic concrete gun operator.	\$ 20.58	9.87
Pneumatic tool operator. ...	\$ 20.33	9.87
Tool facility operator.	\$ 20.83	9.87
Machinist.	\$ 40.50	9.46
Millwright.	\$ 29.27	16.00
Painter		
Composite rate applies to all work performed by journeyman painters and sign painters except when engaged in industrial premium work.	\$ 24.50	12.54
Piledriver.	\$ 29.16	12.66
Pipefitter.	\$ 32.13	15.66
Plasterer.	\$ 25.44	13.10
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).	\$ 26.80	13.97
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.\$ 32.29	13.97
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.\$ 29.71	13.97
Fireman (Boiler).\$ 23.57	13.97
Mechanic (diesel & gas). ...\$ 32.29	13.97
Oiler.\$ 23.57	13.97
Pump (2-1/2 in. and over); tractor (under 50 hp); fireperson (boiler); oiler..\$ 23.57	13.97
Roofer (built-up, composition and waterproofing).\$ 25.90	7.08
Sheet metal worker.\$ 31.38	15.18
Sprinkler fitter.\$ 29.64	21.42
Tile setter.\$ 26.31	13.15
Truck drivers: 2-1/2 tons & over, and special equipment.\$ 27.86	10.12
Oiler (light equipment and garage attendant).\$ 27.51	10.12
Under 2-1/2 tons.\$ 27.23	10.12
Footnote: Health & Welfare Weekly Rate: \$300.28	

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 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.

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.

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, 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"

History

- **Aug 14, 2020**[SC20200002 - Modification 2](#)
- **Aug 14, 2020**[SC20200002 - Modification 1](#)
- **Mar 13, 2020**[SC20200002 - Modification 0](#)

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. 19
Dated 03-15-2022**

and

**Wage Determination 2015-4465, Rev. 18
Dated 03-15-2022**

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4461
Revision No.: 19
Date Of Last Revision: 03/15/2022

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: With certain exceptions, Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 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 2022.

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: With certain exceptions, Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 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 2022.

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 <https://www.dol.gov/agencies/whd/government-contracts>.

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	18 .27
01041 - Customer Service Representative I	12 .38***
01042 - Customer Service Representative II	13 .66***
01043 - Customer Service Representative III	15 .18
01051 - Data Entry Operator I	13 .33***
01052 - Data Entry Operator II	14 .55***
01060 - Dispatcher, Motor Vehicle	18 .09
01070 - Document Preparation Clerk	14 .55***
01090 - Duplicating Machine Operator	14 .55***
01111 - General Clerk I	13 .39***
01112 - General Clerk II	14 .49***
01113 - General Clerk III	16 .28
01120 - Housing Referral Assistant	20 .36
01141 - Messenger Courier	11 .86***
01191 - Order Clerk I	13 .33***
01192 - Order Clerk II	14 .55***
01261 - Personnel Assistant (Employment) I	16 .34
01262 - Personnel Assistant (Employment) II	18 .27
01263 - Personnel Assistant (Employment) III	20 .36
01270 - Production Control Clerk	24 .21
01290 - Rental Clerk	14 .10***
01300 - Scheduler, Maintenance	16 .34
01311 - Secretary I	16 .34
01312 - Secretary II	18 .27
01313 - Secretary III	20 .36
01320 - Service Order Dispatcher	16 .17
01410 - Supply Technician	31 .95
01420 - Survey Worker	16 .63
01460 - Switchboard Operator/Receptionist	13 .42***
01531 - Travel Clerk I	13 .26***
01532 - Travel Clerk II	14 .19***
01533 - Travel Clerk III	15 .06
01611 - Word Processor I	14 .55***
01612 - Word Processor II	16 .34
01613 - Word Processor III	18 .27
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20 .91
05010 - Automotive Electrician	18 .01
05040 - Automotive Glass Installer	16 .38
05070 - Automotive Worker	17 .03
05110 - Mobile Equipment Servicer	14 .26***
05130 - Motor Equipment Metal Mechanic	19 .16
05160 - Motor Equipment Metal Worker	17 .03
05190 - Motor Vehicle Mechanic	18 .42
05220 - Motor Vehicle Mechanic Helper	13 .98***
05250 - Motor Vehicle Upholstery Worker	15 .90
05280 - Motor Vehicle Wrecker	17 .03
05310 - Painter, Automotive	17 .32
05340 - Radiator Repair Specialist	17 .03

05370 - Tire Repairer	12	.96***	
05400 - Transmission Repair Specialist	19	.16	
07000 - Food Preparation And Service Occupations			
07010 - Baker	16	.14	
07041 - Cook I	10	.30***	
07042 - Cook II	11	.88***	
07070 - Dishwasher	9	.54***	
07130 - Food Service Worker	13	.18***	
07210 - Meat Cutter	14	.64***	
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	12	.28***	
11060 - Elevator Operator	12	.28***	
11090 - Gardener	15	.63	
11122 - Housekeeping Aide	10	.51***	
11150 - Janitor	10	.51***	
11210 - Laborer, Grounds Maintenance	12	.00***	
11240 - Maid or Houseman	9	.48***	
11260 - Pruner	10	.73***	
11270 - Tractor Operator	14	.43***	
11330 - Trail Maintenance Worker	12	.00***	
11360 - Window Cleaner	11	.75***	
12000 - Health Occupations			
12010 - Ambulance Driver	16	.54	
12011 - Breath Alcohol Technician	19	.83	
12012 - Certified Occupational Therapist Assistant	27	.20	
12015 - Certified Physical Therapist Assistant	27	.41	
12020 - Dental Assistant	17	.94	
12025 - Dental Hygienist	29	.24	
12030 - EKG Technician	30	.05	
12035 - Electroneurodiagnostic Technologist	30	.05	
12040 - Emergency Medical Technician	16	.54	
12071 - Licensed Practical Nurse I			
12072 - Licensed Practical Nurse II	19	.83	
12073 - Licensed Practical Nurse III	22	.10	
12100 - Medical Assistant	14	.12***	
12130 - Medical Laboratory Technician	24	.77	
12160 - Medical Record Clerk	15	.52	
12190 - Medical Record Technician	18	.10	
12195 - Medical Transcriptionist	17	.73	
12210 - Nuclear Medicine Technologist	43	.57	

12221 - Nursing Assistant I	11	.85***
12222 - Nursing Assistant II	13	.32***
12223 - Nursing Assistant III	14	.53***
12224 - Nursing Assistant IV	16	.32
12235 - Optical Dispenser	19	.83
12236 - Optical Technician	17	.73
12250 - Pharmacy Technician	14	.38***
12280 - Phlebotomist	17	.73
12305 - Radiologic Technologist	27	.13
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)	24	.55
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	.44***
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	.04
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	10 .10***
16030 - Counter Attendant	10 .10***
16040 - Dry Cleaner	12 .48***
16070 - Finisher, Flatwork, Machine	10 .10***
16090 - Presser, Hand	10 .10***
16110 - Presser, Machine, Drycleaning	10 .10***
16130 - Presser, Machine, Shirts	10 .10***
16160 - Presser, Machine, Wearing Apparel, Laundry	10 .10***
16190 - Sewing Machine Operator	13 .17***
16220 - Tailor	14 .02***
16250 - Washer, Machine	10 .93***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20 .04
19040 - Tool And Die Maker	24 .91
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	13 .54***
21071 - Order Filler	12 .69***
21080 - Production Line Worker (Food Processing)	17 .58
21110 - Shipping Packer	16 .60
21130 - Shipping/Receiving Clerk	16 .60
21140 - Store Worker I	12 .02***
21150 - Stock Clerk	16 .65
21210 - Tools And Parts Attendant	17 .58
21410 - Warehouse Specialist	17 .58
23000 - Mechanics And Maintenance And Repair Occupations	

23010 - Aerospace Structural Welder	24 .07
23019 - Aircraft Logs and Records Technician	18 .83
23021 - Aircraft Mechanic I	22 .72
23022 - Aircraft Mechanic II	24 .07
23023 - Aircraft Mechanic III	25 .32
23040 - Aircraft Mechanic Helper	16 .14
23050 - Aircraft, Painter	21 .43
23060 - Aircraft Servicer	18 .83
23070 - Aircraft Survival Flight Equipment Technician	21 .43
23080 - Aircraft Worker	20 .15
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	20 .15
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	22 .72
23110 - Appliance Mechanic	21 .43
23120 - Bicycle Repairer	17 .48
23125 - Cable Splicer	32 .27
23130 - Carpenter, Maintenance	20 .46
23140 - Carpet Layer	20 .15
23160 - Electrician, Maintenance	23 .76
23181 - Electronics Technician Maintenance I	20 .15
23182 - Electronics Technician Maintenance II	21 .43
23183 - Electronics Technician Maintenance III	22 .72
23260 - Fabric Worker	18 .83
23290 - Fire Alarm System Mechanic	22 .72
23310 - Fire Extinguisher Repairer	17 .48
23311 - Fuel Distribution System Mechanic	22 .72
23312 - Fuel Distribution System Operator	17 .48
23370 - General Maintenance Worker	19 .25
23380 - Ground Support Equipment Mechanic	22 .72
23381 - Ground Support Equipment Servicer	18 .83
23382 - Ground Support Equipment Worker	20 .15
23391 - Gunsmith I	17 .48
23392 - Gunsmith II	20 .15
23393 - Gunsmith III	22 .72
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20 .62
23411 - Heating, Ventilation And Air Conditioning Mechanic (Research Facility)	21 .85
23430 - Heavy Equipment Mechanic	22 .72
23440 - Heavy Equipment Operator	19 .89
23460 - Instrument Mechanic	22 .72
23465 - Laboratory/Shelter Mechanic	21 .43
23470 - Laborer	13 .54***
23510 - Locksmith	21 .43
23530 - Machinery Maintenance Mechanic	25 .01
23550 - Machinist, Maintenance	21 .66
23580 - Maintenance Trades Helper	16 .14
23591 - Metrology Technician I	22 .72
23592 - Metrology Technician II	24 .07
23593 - Metrology Technician III	25 .32
23640 - Millwright	25 .85
23710 - Office Appliance Repairer	20 .99
23760 - Painter, Maintenance	21 .43
23790 - Pipefitter, Maintenance	23 .74
23810 - Plumber, Maintenance	22 .39

23820 - Pneudraulic Systems Mechanic	22 .72
23850 - Rigger	22 .72
23870 - Scale Mechanic	20 .15
23890 - Sheet-Metal Worker, Maintenance	22 .72
23910 - Small Engine Mechanic	20 .15
23931 - Telecommunications Mechanic I	29 .90
23932 - Telecommunications Mechanic II	31 .68
23950 - Telephone Lineman	22 .72
23960 - Welder, Combination, Maintenance	18 .00
23965 - Well Driller	22 .72
23970 - Woodcraft Worker	22 .72
23980 - Woodworker	17 .48
24000 - Personal Needs Occupations	
24550 - Case Manager	17 .20
24570 - Child Care Attendant	11 .00***
24580 - Child Care Center Clerk	14 .04***
24610 - Chore Aide	11 .95***
24620 - Family Readiness And Support Services Coordinator	17 .20
24630 - Homemaker	17 .20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25 .58
25040 - Sewage Plant Operator	18 .55
25070 - Stationary Engineer	23 .58
25190 - Ventilation Equipment Tender	16 .66
25210 - Water Treatment Plant Operator	18 .55
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13 .45***
27007 - Baggage Inspector	15 .07
27008 - Corrections Officer	16 .67
27010 - Court Security Officer	16 .71
27030 - Detection Dog Handler	16 .86
27040 - Detention Officer	16 .67
27070 - Firefighter	17 .27
27101 - Guard I	15 .07
27102 - Guard II	16 .86
27131 - Police Officer I	18 .74
27132 - Police Officer II	20 .83
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	14 .77***
28350 - Park Attendant (Aide)	18 .92
28510 - Recreation Aide/Health Facility Attendant	13 .81***
28515 - Recreation Specialist	22 .99
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)	40 .29
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27 .78
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30 .59
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	18 .29
30362 - Paralegal/Legal Assistant II	23 .16
30363 - Paralegal/Legal Assistant III	28 .33
30364 - Paralegal/Legal Assistant IV	34 .27
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	25 .60
30492 - Unexploded Ordnance (UXO) Technician II	30 .98
30493 - Unexploded Ordnance (UXO) Technician III	37 .13
30494 - Unexploded (UXO) Safety Escort	25 .60
30495 - Unexploded (UXO) Sweep Personnel	25 .60
30501 - Weather Forecaster I	26 .55

30502 - Weather Forecaster II	32 .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	30 .98
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	22 .66
31364 - Truckdriver, Tractor-Trailer	22 .66
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15 .10
99030 - Cashier	9 .36***
99050 - Desk Clerk	10 .00***
99095 - Embalmer	26 .29
99130 - Flight Follower	25 .60
99251 - Laboratory Animal Caretaker I	13 .59***
99252 - Laboratory Animal Caretaker II	14 .76***
99260 - Marketing Analyst	32 .08
99310 - Mortician	26 .29
99410 - Pest Controller	21 .23
99510 - Photofinishing Worker	13 .45***
99710 - Recycling Laborer	13 .96***
99711 - Recycling Specialist	16 .94
99730 - Refuse Collector	11 .96***
99810 - Sales Clerk	10 .95***
99820 - School Crossing Guard	13 .52***
99830 - Survey Party Chief	22 .67
99831 - Surveying Aide	14 .76***
99832 - Surveying Technician	20 .16
99840 - Vending Machine Attendant	18 .20
99841 - Vending Machine Repairer	22 .72
99842 - Vending Machine Repairer Helper	18 .20

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 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: \$4.60 per hour, up to 40 hours per week, or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour, up to 40 hours per week, or \$169.20 per week, or \$733.20 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:

COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is

nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

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;

The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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:

When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

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.

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)).

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.

The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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 THE
SERVICE CONTRACT ACT

By direction of the Secretary of Labor

Daniel W. Simms Director
Determinations

Division of Wage

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

Wage Determination No.: 2015-4465

Revision No.: 18

Date of Last Revision: 03/15/2022

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.

<p>If the contract is entered into <u>on or after January 30, 2022</u>, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:</p>	<p>With certain exceptions, Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 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 2022.</p>
<p>If the contract was awarded <u>on or between January 1, 2015 and January 29, 2022</u>, and the contract is <u>not</u> renewed or extended on or after January 30, 2022:</p>	<p>With certain exceptions, Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 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 2022.</p>

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 <https://www.dol.gov/agencies/whd/government-contracts>.

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	14	.55***
01012 - Accounting Clerk II		16 .33
01013 - Accounting Clerk III		18 .27
01020 - Administrative Assistant		25 .29
01035 - Court Reporter		18 .64
01041 - Customer Service Representative I	12	.57***
01042 - Customer Service Representative II	14	.14***

01043 - Customer Service Representative III	15 .42
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 .84***
01090 - Duplicating Machine Operator	14 .84***
01111 - General Clerk I	13 .39***
01112 - General Clerk II	14 .49***
01113 - General Clerk III	16 .21
01120 - Housing Referral Assistant	20 .78
01141 - Messenger Courier	11 .84***
01191 - Order Clerk I	15 .08
01192 - Order Clerk II	17 .16
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	25 .29
01420 - Survey Worker	16 .97
01460 - Switchboard Operator/Receptionist	13 .06***
01531 - Travel Clerk I	12 .32***
01532 - Travel Clerk II	13 .59***
01533 - Travel Clerk III	14 .67***
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	12 .13***
07041 - Cook I	12 .67***
07042 - Cook II	14 .62***
07070 - Dishwasher	9 .16***
07130 - Food Service Worker	9 .52***
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	12 .06***
11060 - Elevator Operator	11 .45***
11090 - Gardener	17 .62
11122 - Housekeeping Aide	11 .45***
11150 - Janitor	11 .45***
11210 - Laborer, Grounds Maintenance	13 .34***
11240 - Maid or Houseman	9 .23***
11260 - Pruner	11 .81***
11270 - Tractor Operator	16 .24
11330 - Trail Maintenance Worker	13 .34***
11360 - Window Cleaner	12 .93***

12000 - Health Occupations

12010 - Ambulance Driver	15 .97
12011 - Breath Alcohol Technician	18 .91
12012 - Certified Occupational Therapist Assistant	28 .53
12015 - Certified Physical Therapist Assistant	27 .49
12020 - Dental Assistant	18 .84
12025 - Dental Hygienist	29 .39
12030 - EKG Technician	32 .88
12035 - Electroneurodiagnostic Technologist	32 .88

12040 - Emergency Medical Technician	15 .97
12071 - Licensed Practical Nurse I	17 .21
12072 - Licensed Practical Nurse II	19 .24
12073 - Licensed Practical Nurse III	21 .45
12100 - Medical Assistant	14 .92***
12130 - Medical Laboratory Technician	24 .25
12160 - Medical Record Clerk	19 .54
12190 - Medical Record Technician	21 .86
12195 - Medical Transcriptionist	17 .85
12210 - Nuclear Medicine Technologist	37 .57
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	17 .26
12236 - Optical Technician	16 .42
12250 - Pharmacy Technician	15 .72
12280 - Phlebotomist	15 .53
12305 - Radiologic Technologist	28 .82
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)	23 .84
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 .36
13072 - Photographer II	20 .54
13073 - Photographer III	25 .44

13074 - Photographer IV	31 .12
13075 - Photographer V	37 .66
13090 - Technical Order Library Clerk	17 .31
13110 - Video Teleconference Technician	20 .81

14000 - Information Technology Occupations

14041 - Computer Operator I	17 .84
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	17 .84
14160 - Personal Computer Support Technician	27 .54
14170 - System Support Specialist	30 .50

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated)	30 .47
15020 - Aircrew Training Devices Instructor (Rated)	36 .87
15030 - Air Crew Training Devices Instructor (Pilot)	44 .19
15050 - Computer Based Training Specialist / Instructor	30 .47
15060 - Educational Technologist	36 .92
15070 - Flight Instructor (Pilot)	44 .19
15080 - Graphic Artist	22 .19
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	44 .19
15086 - Maintenance Test Pilot, Rotary Wing	44 .19
15088 - Non-Maintenance Test/Co-Pilot	44 .19
15090 - Technical Instructor	23 .64
15095 - Technical Instructor/Course Developer	28 .92
15110 - Test Proctor	19 .09
15120 - Tutor	19 .09

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations

16010 - Assembler	9 .90***
16030 - Counter Attendant	9 .90***
16040 - Dry Cleaner	11 .89***
16070 - Finisher, Flatwork, Machine	9 .90***
16090 - Presser, Hand	9 .90***
16110 - Presser, Machine, Drycleaning	9 .90***

16130 - Presser, Machine, Shirts	9.90***
16160 - Presser, Machine, Wearing Apparel, Laundry	9.90***
16190 - Sewing Machine Operator	12.56***
16220 - Tailor	13.26***
16250 - Washer, Machine	10.56***

19000 - Machine Tool Operation And Repair Occupations

19010 - Machine-Tool Operator (Tool Room)	20.43
19040 - Tool And Die Maker	25.54

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	12.30***
21071 - Order Filler	11.54***
21080 - Production Line Worker (Food Processing)	17.58
21110 - Shipping Packer	17.51
21130 - Shipping/Receiving Clerk	17.51
21140 - Store Worker I	11.82***
21150 - Stock Clerk	16.82
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
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	20.31
23120 - Bicycle Repairer	18.18
23125 - Cable Splicer	34.70
23130 - Carpenter, Maintenance	20.92
23140 - Carpet Layer	20.66
23160 - Electrician, Maintenance	23.88
23181 - Electronics Technician Maintenance I	27.26
23182 - Electronics Technician Maintenance II	28.93

23183 - Electronics Technician Maintenance III	30 .78
23260 - Fabric Worker	20 .59
23290 - Fire Alarm System Mechanic	18 .00
23310 - Fire Extinguisher Repairer	19 .06
23311 - Fuel Distribution System Mechanic	24 .40
23312 - Fuel Distribution System Operator	19 .02
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	19 .06
23392 - Gunsmith II	22 .00
23393 - Gunsmith III	24 .84
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 .61
23440 - Heavy Equipment Operator	19 .15
23460 - Instrument Mechanic	24 .84
23465 - Laboratory/Shelter Mechanic	23 .35
23470 - Laborer	12 .30***
23510 - Locksmith	18 .60
23530 - Machinery Maintenance Mechanic	26 .34
23550 - Machinist, Maintenance	22 .85
23580 - Maintenance Trades Helper	15 .16
23591 - Metrology Technician I	24 .84
23592 - Metrology Technician II	26 .33
23593 - Metrology Technician III	27 .71
23640 - Millwright	26 .13
23710 - Office Appliance Repairer	17 .81
23760 - Painter, Maintenance	17 .49
23790 - Pipefitter, Maintenance	24 .84
23810 - Plumber, Maintenance	23 .35
23820 - Pneudraulic Systems Mechanic	24 .84
23850 - Rigger	24 .84
23870 - Scale Mechanic	22 .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	23 .76
23960 - Welder, Combination, Maintenance	23 .13
23965 - Well Driller	24 .84
23970 - Woodcraft Worker	24 .84
23980 - Woodworker	19 .06

24000 - Personal Needs Occupations

24550 - Case Manager	13 .79***
24570 - Child Care Attendant	11 .00***
24580 - Child Care Center Clerk	14 .04***
24610 - Chore Aide	10 .69***
24620 - Family Readiness And Support Services Coordinator	13 .79***
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

27004 - Alarm Monitor	16 .57
27007 - Baggage Inspector	15 .96
27008 - Corrections Officer	17 .76
27010 - Court Security Officer	18 .73
27030 - Detection Dog Handler	17 .85
27040 - Detention Officer	17 .76
27070 - Firefighter	18 .51
27101 - Guard I	15 .96
27102 - Guard II	17 .85
27131 - Police Officer I	19 .97
27132 - Police Officer II	22 .19

28000 - Recreation Occupations

28041 - Carnival Equipment Operator	12 .58***
28042 - Carnival Equipment Repairer	13 .68***
28043 - Carnival Worker	9 .14***
28210 - Gate Attendant/Gate Tender	17 .30
28310 - Lifeguard	11 .34***
28350 - Park Attendant (Aide)	19 .36
28510 - Recreation Aide/Health Facility Attendant	14 .14***
28515 - Recreation Specialist	22 .72
28630 - Sports Official	15 .43
28690 - Swimming Pool Operator	17 .62

29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer	29 .36
29020 - Hatch Tender	29 .36
29030 - Line Handler	29 .36
29041 - Stevedore I	27 .48

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	40 .29
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27 .78
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30 .59
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 .98
30052 - Cryogenic Technician II		29 .80
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		30 .54
30095 - Evidence Control Specialist		24 .36
30210 - Laboratory Technician		25 .96
30221 - Latent Fingerprint Technician I		26 .98
30222 - Latent Fingerprint Technician II		29 .80
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		29 .80
30390 - Photo-Optics Technician		27 .76
30395 - Radiation Control Technician		29 .80
30461 - Technical Writer I		25 .63
30462 - Technical Writer II		31 .34
30463 - Technical Writer III		37 .91
30491 - Unexploded Ordnance (UXO) Technician I		25 .60
30492 - Unexploded Ordnance (UXO) Technician II		30 .98
30493 - Unexploded Ordnance (UXO) Technician III		37 .13
30494 - Unexploded (UXO) Safety Escort		25 .60
30495 - Unexploded (UXO) Sweep Personnel		25 .60

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		30 .98
31020 - Bus Aide		12 .58***
31030 - Bus Driver		16 .50
31043 - Driver Courier		16 .22
31260 - Parking and Lot Attendant		9 .90***
31290 - Shuttle Bus Driver		16 .39
31310 - Taxi Driver		11 .80***
31361 - Truckdriver, Light		17 .63
31362 - Truckdriver, Medium		19 .04
31363 - Truckdriver, Heavy		20 .06
31364 - Truckdriver, Tractor-Trailer		20 .06

99000 - Miscellaneous Occupations

99020 - Cabin Safety Specialist		15 .10
99030 - Cashier		9 .84***
99050 - Desk Clerk		10 .00***
99095 - Embalmer		26 .29
99130 - Flight Follower		25 .60
99251 - Laboratory Animal Caretaker I		14 .30***
99252 - Laboratory Animal Caretaker II		15 .52
99260 - Marketing Analyst		26 .78
99310 - Mortician		26 .29
99410 - Pest Controller		16 .41
99510 - Photofinishing Worker		13 .45***
99710 - Recycling Laborer		16 .11
99711 - Recycling Specialist		19 .54
99730 - Refuse Collector		14 .39***
99810 - Sales Clerk		11 .29***
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		17 .92
99841 - Vending Machine Repairer		22 .45
99842 - Vending Machine Repairer Helper		17 .92

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 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: \$4.60 per hour, up to 40 hours per week, or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour, up to 40 hours per week, or \$169.20 per week, or \$733.20 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: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and

6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

DBA Wage Determination

General Decision Number: SC20200002

Modification No. 2

Dated 08-14-2020

"General Decision Number: SC20200002 08/14/2020

Superseded General Decision Number: SC20190002

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 \$10.80 for calendar year 2020 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 \$10.80 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. 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.

Modification Number	Publication Date
0	01/03/2020
1	03/13/2020
2	08/14/2020

* SUSC2011-002 10/25/2011

	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.....\$ 14.01		.25
Asbestos worker/insulator includes application of all insulating materials, protective coverings, coatings & finishes to all types of mechanical systems. \$ 28.02		18.09
Boilermaker.....\$ 30.49		23.22
Bricklayer.....\$ 26.31		13.15
Carpenter.....\$ 28.91		12.71
Cement mason.....\$ 25.44		13.10
Electrician		
Cable Splicer.....\$ 30.50		15.83
Groundman.....\$ 20.06		15.83
Lineman.....\$ 29.50		15.83
Elevator constructor.....\$ 41.90		35.25
Glazier.....\$ 24.50		12.54

Ironworker.	\$ 30.57	14.12
Laborers:		
Concrete & building.	\$ 20.08	9.87
Hazardous waste verifier. ..	\$ 20.83	9.87
Mortar mixer.	\$ 20.33	9.87
Nozzleperson.	\$ 20.58	9.87
Pipelayer.	\$ 20.33	9.87
Pneumatic concrete gun operator.	\$ 20.58	9.87
Pneumatic tool operator. ...	\$ 20.33	9.87
Tool facility operator.	\$ 20.83	9.87
Machinist.	\$ 40.50	9.46
Millwright.	\$ 29.27	16.00
Painter		
Composite rate applies to all work performed by journeyman painters and sign painters except when engaged in industrial premium work.	\$ 24.50	12.54
Piledriver.	\$ 29.16	12.66
Pipefitter.	\$ 32.13	15.66
Plasterer.	\$ 25.44	13.10
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).	\$ 26.80	13.97
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.	\$ 32.29	13.97
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.	\$ 29.71	13.97
Fireman (Boiler).	\$ 23.57	13.97
Mechanic (diesel & gas). ...	\$ 32.29	13.97
Oiler.	\$ 23.57	13.97
Pump (2-1/2 in. and over); tractor (under 50 hp); fireperson (boiler); oiler..	\$ 23.57	13.97
Roofer (built-up, composition and waterproofing).	\$ 25.90	7.08
Sheet metal worker.	\$ 31.38	15.18
Sprinkler fitter.	\$ 29.64	21.42
Tile setter.	\$ 26.31	13.15
Truck drivers: 2-1/2 tons & over, and special equipment.	\$ 27.86	10.12
Oiler (light equipment and garage attendant).	\$ 27.51	10.12
Under 2-1/2 tons.	\$ 27.23	10.12
Footnote: Health & Welfare Weekly Rate:	\$300.28	

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 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.

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.

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, 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"

History

- **Aug 14, 2020**[SC20200002 - Modification 2](#)
- **Aug 14, 2020**[SC20200002 - Modification 1](#)
- **Mar 13, 2020**[SC20200002 - Modification 0](#)