

Service Contract Act (SCA)

The Service Contract Act (SCA) requires contractors and subcontractors performing services on prime contracts in excess of \$2,500 to pay service employees in various classes no less than the wage rates and fringe benefits found prevailing in the locality, or the rates (including prospective increases) contained in a predecessor contractor's collective bargaining agreement. The Department of Labor issues wage determinations on a contract-by-contract basis in response to specific requests from contracting agencies. These determinations are incorporated into the contract.

MBO Partners needs the following information to review and certify compliance on SCA covered contracts:

SCA PROCESS

- Submit the following information to bah@mbopartners.com:
 - Associate Name
 - Job Description/Job tasks – A copy of the SOW
 - Period of Performance
 - Location of work
 - Occupation code and a copy of the Wage Determination for the role in the specified location.
 - The Wage determination provided should be the same one that was attached to the contract at the time the contract was entered into and/or modified. If a wage determination was not provided at the time of the contract, the requestor can pull the most recent one.
 - Directions for pulling a Wage Determination: If you do not have a copy of the wage determination that was submitted at the time of the contract execution, you can pull it manually by going to <https://www.wdol.gov/>
- MBO will review internally to ensure that the worker is being paid a wage based on what they are doing and where they are located. Once approved, MBO can sign any applicable documents affirming compliance within 24 hours of the request.

Important Note: SCA does contain eligibility and requirements around holiday, vacation and sick time. Vacation and holiday time is taken into consideration when reviewing the pay rate to ensure that the rate encompasses the allotted vacation and holiday pay. Sick time that is accrued and available will be billed back to Booz Allen when the worker uses it.

How do I pull a Wage Determination?

1. Visit <https://www.wdol.gov/>.

- Click "Selecting SCA WDs," click on the right county and state, and click Continue.

Wage Determinations OnLine.gov

HOME

Service Contract Act

- Selecting SCA WDs
- eSB
- Archived WDs
- WDs due to be revised
- PACT (Price Adjustment Calculation Tool) NEW

CAUTION: Users should note that the only WDs applicable to a particular solicitation or contract are those that have been incorporated by the contracting officer in that contract action.

Selecting SCA WDs

Select state & county where the services are to be performed then click Continue.

If you do not find the locality listed, please request a WD by e-SB.

Alabama [dropdown] [dropdown] [Continue]

WDOL User's Guide: Sec. B.5.a

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- When asked "Were these services previously performed at this locality under an SCA-Covered contract?":
 - If this is a new contract, click No.
 - If this is a follow-on or extension of an existing contract, click Yes.
- When asked "Are the contract services to be performed listed below as Non-Standard Services?"
 - If yes, click on the service to highlight it, then click "Yes."
 - If the contract services are not listed below, click "No". (It will list the nonstandard services in the box below. Typically this is no.)

Are the contract services to be performed listed below as Non-Standard Services?

If so, high-light the service by clicking on it, and click "Yes". If the contract services are not listed below then click "No".

Aerial Photographers/Seeding/Spraying Services

Aircraft Services (Large Multi-Engine Aircraft including CNET Postal Contracts)

Auto Concession Services

Yes No

The Wage Determination will then display.

- Click on "Printer Friendly Version" and then PDF the WD. This document indicates the job title that best matches what the worker will be doing. An example of a printer-friendly version is included at the end of this document.
- Submit this along with the above information to HR for review.

The Wage Determination you have requested is below.

Please scroll down to review the WD carefully to ensure that it is appropriate for the specific contract action.

determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.doi.gov/whd/govcontracts

State: Alabama

Area: Alabama Counties of Autauga, Elmore, Limestone, Montgomery

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.71
01012 - Accounting Clerk II		15.39
01013 - Accounting Clerk III		17.22

Printer Friendly Version

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Find Another WD

WDOL User's Guide Sec. B.6.f

The Printer Friendly Version looks like this:

WD 15-4607 (Rev.-4) was first posted on www.wdol.gov on 01/02/2018		

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION	
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210	
Wage Determination No.: 2015-4607		
Daniel W. Simms	Division of	Revision No.: 4
Director	Wage Determinations	Date Of Revision: 12/26/2017
Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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 \$10.35 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 2018. 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: Alabama		
Area: Alabama Counties of Autauga, Elmore, Lowndes, Montgomery		
Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.71
01012 - Accounting Clerk II		15.39
01013 - Accounting Clerk III		17.22
01020 - Administrative Assistant		24.73
01035 - Court Reporter		19.67
01041 - Customer Service Representative I		11.37
01042 - Customer Service Representative II		12.78
01043 - Customer Service Representative III		13.95
01051 - Data Entry Operator I		12.03
01052 - Data Entry Operator II		13.13
01060 - Dispatcher, Motor Vehicle		17.89
01070 - Document Preparation Clerk		12.82
01090 - Duplicating Machine Operator		12.82
01111 - General Clerk I		12.44
01112 - General Clerk II		13.58
01113 - General Clerk III		15.25
01120 - Housing Referral Assistant		17.99
01141 - Messenger Courier		11.49
01191 - Order Clerk I		12.44
01192 - Order Clerk II		13.57
01261 - Personnel Assistant (Employment) I		16.90
01262 - Personnel Assistant (Employment) II		20.67
01263 - Personnel Assistant (Employment) III		24.58
01270 - Production Control Clerk		23.15
01290 - Rental Clerk		11.79
01300 - Scheduler, Maintenance		14.43
01311 - Secretary I		14.43
01312 - Secretary II		16.14