

"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.: 2015-5527
Revision No.: 9
Date Of Last Revision: 12/23/2019

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: Washington

Area: Washington Counties of Benton Franklin

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

OCCUPATION CODE - TITLE
RATE

FOOTNOTE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I

16.46

01012 - Accounting Clerk II

18.48

01013 - Accounting Clerk III

20.68

01020 - Administrative Assistant

27.60

01035 - Court Reporter	
18.59	
01041 - Customer Service Representative I	
15.39	
01042 - Customer Service Representative II	
17.30	
01043 - Customer Service Representative III	
18.87	
01051 - Data Entry Operator I	
16.86	
01052 - Data Entry Operator II	
18.39	
01060 - Dispatcher Motor Vehicle	20.65
01070 - Document Preparation Clerk	
14.09	
01090 - Duplicating Machine Operator	
14.09	
01111 - General Clerk I	
13.69	
01112 - General Clerk II	
14.94	
01113 - General Clerk III	
16.77	
01120 - Housing Referral Assistant	
20.52	
01141 - Messenger Courier	
14.91	
01191 - Order Clerk I	
15.31	
01192 - Order Clerk II	
16.70	
01261 - Personnel Assistant (Employment) I	
17.60	
01262 - Personnel Assistant (Employment) II	
19.70	
01263 - Personnel Assistant (Employment) III	
21.95	
01270 - Production Control Clerk	
31.09	
01290 - Rental Clerk	
15.00	
01300 - Scheduler Maintenance	16.45
01311 - Secretary I	
16.45	
01312 - Secretary II	
18.40	
01313 - Secretary III	
20.52	
01320 - Service Order Dispatcher	
20.18	

01410 - Supply Technician	
27.60	
01420 - Survey Worker	
18.07	
01460 - Switchboard Operator/Receptionist	
14.99	
01531 - Travel Clerk I	
14.84	
01532 - Travel Clerk II	
15.95	
01533 - Travel Clerk III	
17.09	
01611 - Word Processor I	
15.07	
01612 - Word Processor II	
16.91	
01613 - Word Processor III	
18.91	
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.49
05010 - Automotive Electrician	
21.54	
05040 - Automotive Glass Installer	
20.11	
05070 - Automotive Worker	
20.11	
05110 - Mobile Equipment Servicer	
17.40	
05130 - Motor Equipment Metal Mechanic	
22.97	
05160 - Motor Equipment Metal Worker	
20.11	
05190 - Motor Vehicle Mechanic	
22.97	
05220 - Motor Vehicle Mechanic Helper	
16.30	
05250 - Motor Vehicle Upholstery Worker	
18.69	
05280 - Motor Vehicle Wrecker	
20.11	
05310 - Painter Automotive	21.54
05340 - Radiator Repair Specialist	
20.11	
05370 - Tire Repairer	
14.84	
05400 - Transmission Repair Specialist	
22.97	
07000 - Food Preparation And Service Occupations	
07010 - Baker	
17.23	

07041 - Cook I	
15.30	
07042 - Cook II	
17.85	
07070 - Dishwasher	
11.97	
07130 - Food Service Worker	
12.41	
07210 - Meat Cutter	
17.51	
07260 - Waiter/Waitress	
12.65	
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	
27.34	
09040 - Furniture Handler	
17.81	
09080 - Furniture Refinisher	
27.34	
09090 - Furniture Refinisher Helper	
21.97	
09110 - Furniture Repairer Minor	25.99
09130 - Upholsterer	
27.34	
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.94
11060 - Elevator Operator	
16.03	
11090 - Gardener	
18.70	
11122 - Housekeeping Aide	
16.03	
11150 - Janitor	
16.03	
11210 - Laborer Grounds Maintenance	13.90
11240 - Maid or Houseman	
11.99	
11260 - Pruner	
12.35	
11270 - Tractor Operator	
17.15	
11330 - Trail Maintenance Worker	
13.90	
11360 - Window Cleaner	
18.02	
12000 - Health Occupations	
12010 - Ambulance Driver	
22.40	
12011 - Breath Alcohol Technician	
24.02	

12012 - Certified Occupational Therapist Assistant
32.96
12015 - Certified Physical Therapist Assistant
30.63
12020 - Dental Assistant
19.44
12025 - Dental Hygienist
44.23
12030 - EKG Technician
31.79
12035 - Electroneurodiagnostic Technologist
31.79
12040 - Emergency Medical Technician
22.40
12071 - Licensed Practical Nurse I
21.47
12072 - Licensed Practical Nurse II
24.02
12073 - Licensed Practical Nurse III
26.77
12100 - Medical Assistant
16.73
12130 - Medical Laboratory Technician
23.16
12160 - Medical Record Clerk
16.50
12190 - Medical Record Technician
18.46
12195 - Medical Transcriptionist
19.70
12210 - Nuclear Medicine Technologist
52.77
12221 - Nursing Assistant I
11.42
12222 - Nursing Assistant II
12.85
12223 - Nursing Assistant III
14.02
12224 - Nursing Assistant IV
15.74
12235 - Optical Dispenser
19.06
12236 - Optical Technician
20.76
12250 - Pharmacy Technician
20.98
12280 - Phlebotomist
17.00
12305 - Radiologic Technologist
30.20

12311 - Registered Nurse I	
29.51	
12312 - Registered Nurse II	
36.10	
12313 - Registered Nurse II Specialist	36.10
12314 - Registered Nurse III	
43.68	
12315 - Registered Nurse III Anesthetist	43.68
12316 - Registered Nurse IV	
52.36	
12317 - Scheduler (Drug and Alcohol Testing)	
29.75	
12320 - Substance Abuse Treatment Counselor	
17.05	
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	
25.51	
13012 - Exhibits Specialist II	
31.59	
13013 - Exhibits Specialist III	
38.64	
13041 - Illustrator I	
25.51	
13042 - Illustrator II	
31.59	
13043 - Illustrator III	
38.64	
13047 - Librarian	
34.99	
13050 - Library Aide/Clerk	
19.58	
13054 - Library Information Technology Systems	
31.59	
Administrator	
13058 - Library Technician	
25.51	
13061 - Media Specialist I	
22.79	
13062 - Media Specialist II	
25.51	
13063 - Media Specialist III	
28.42	
13071 - Photographer I	
22.79	
13072 - Photographer II	
25.51	
13073 - Photographer III	
31.59	
13074 - Photographer IV	
38.64	

13075 - Photographer V
 46.75
 13090 - Technical Order Library Clerk
 20.61
 13110 - Video Teleconference Technician
 22.79
 14000 - Information Technology Occupations
 14041 - Computer Operator I
 19.45
 14042 - Computer Operator II
 21.76
 14043 - Computer Operator III
 24.28
 14044 - Computer Operator IV
 26.98
 14045 - Computer Operator V
 29.87
 14071 - Computer Programmer I (see 1)
 22.85
 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
 19.45
 14160 - Personal Computer Support Technician
 26.98
 14170 - System Support Specialist
 33.83
 15000 - Instructional Occupations
 15010 - Aircrew Training Devices Instructor (Non-Rated)
 30.62
 15020 - Aircrew Training Devices Instructor (Rated)
 37.04
 15030 - Air Crew Training Devices Instructor (Pilot)
 44.39
 15050 - Computer Based Training Specialist / Instructor
 30.62
 15060 - Educational Technologist
 37.11
 15070 - Flight Instructor (Pilot)
 44.39

15080 - Graphic Artist	
23.41	
15085 - Maintenance Test Pilot Fixed Jet/Prop	44.14
15086 - Maintenance Test Pilot Rotary Wing	44.14
15088 - Non-Maintenance Test/Co-Pilot	
44.14	
15090 - Technical Instructor	
32.14	
15095 - Technical Instructor/Course Developer	
39.33	
15110 - Test Proctor	
25.96	
15120 - Tutor	
25.96	
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	
13.13	
16030 - Counter Attendant	
13.13	
16040 - Dry Cleaner	
15.02	
16070 - Finisher Flatwork Machine	13.13
16090 - Presser Hand	13.13
16110 - Presser Machine Drycleaning	13.13
16130 - Presser Machine Shirts	13.13
16160 - Presser Machine Wearing Apparel Laundry	13.13
16190 - Sewing Machine Operator	
15.65	
16220 - Tailor	
16.28	
16250 - Washer Machine	13.76
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	
29.94	
19040 - Tool And Die Maker	
37.64	
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	
18.45	
21030 - Material Coordinator	
31.09	
21040 - Material Expediter	
31.09	
21050 - Material Handling Laborer	
14.77	
21071 - Order Filler	
14.07	
21080 - Production Line Worker (Food Processing)	
18.45	
21110 - Shipping Packer	

17.25	21130 - Shipping/Receiving Clerk	
17.25	21140 - Store Worker I	
12.50	21150 - Stock Clerk	
17.43	21210 - Tools And Parts Attendant	
18.45	21410 - Warehouse Specialist	
18.45	23000 - Mechanics And Maintenance And Repair Occupations	
	23010 - Aerospace Structural Welder	
33.63	23019 - Aircraft Logs and Records Technician	
25.99	23021 - Aircraft Mechanic I	
31.94	23022 - Aircraft Mechanic II	
33.63	23023 - Aircraft Mechanic III	
35.60	23040 - Aircraft Mechanic Helper	
21.97	23050 - Aircraft Painter	29.94
	23060 - Aircraft Servicer	
25.99	23070 - Aircraft Survival Flight Equipment Technician	
29.94	23080 - Aircraft Worker	
27.97	23091 - Aircrew Life Support Equipment (ALSE) Mechanic	
27.97	I	
	23092 - Aircrew Life Support Equipment (ALSE) Mechanic	
31.94	II	
	23110 - Appliance Mechanic	
29.94	23120 - Bicycle Repairer	
21.14	23125 - Cable Splicer	
43.10	23130 - Carpenter Maintenance	22.89
	23140 - Carpet Layer	
21.40	23160 - Electrician Maintenance	40.98
	23181 - Electronics Technician Maintenance I	
33.15	23182 - Electronics Technician Maintenance II	

35.50	23183 - Electronics Technician Maintenance III	
37.87	23260 - Fabric Worker	
25.99	23290 - Fire Alarm System Mechanic	
31.94	23310 - Fire Extinguisher Repairer	
23.96	23311 - Fuel Distribution System Mechanic	
31.94	23312 - Fuel Distribution System Operator	
23.96	23370 - General Maintenance Worker	
20.78	23380 - Ground Support Equipment Mechanic	
31.94	23381 - Ground Support Equipment Servicer	
25.99	23382 - Ground Support Equipment Worker	
27.97	23391 - Gunsmith I	
23.96	23392 - Gunsmith II	
27.97	23393 - Gunsmith III	
31.94	23410 - Heating Ventilation And Air-Conditioning Mechanic	26.10
	23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	27.47
	23430 - Heavy Equipment Mechanic	
25.82	23440 - Heavy Equipment Operator	
25.98	23460 - Instrument Mechanic	
38.96	23465 - Laboratory/Shelter Mechanic	
29.94	23470 - Laborer	
14.77	23510 - Locksmith	
27.23	23530 - Machinery Maintenance Mechanic	
25.56	23550 - Machinist Maintenance	25.32
	23580 - Maintenance Trades Helper	
21.97	23591 - Metrology Technician I	
38.96		

23592 - Metrology Technician II	
41.00	
23593 - Metrology Technician III	
43.42	
23640 - Millwright	
40.89	
23710 - Office Appliance Repairer	
22.32	
23760 - Painter Maintenance	19.88
23790 - Pipefitter Maintenance	36.20
23810 - Plumber Maintenance	33.93
23820 - Pneudraulic Systems Mechanic	
31.94	
23850 - Rigger	
31.94	
23870 - Scale Mechanic	
27.97	
23890 - Sheet-Metal Worker Maintenance	34.57
23910 - Small Engine Mechanic	
27.97	
23931 - Telecommunications Mechanic I	
31.05	
23932 - Telecommunications Mechanic II	
32.67	
23950 - Telephone Lineman	
31.86	
23960 - Welder Combination Maintenance	26.86
23965 - Well Driller	
31.94	
23970 - Woodcraft Worker	
31.94	
23980 - Woodworker	
23.96	
24000 - Personal Needs Occupations	
24550 - Case Manager	
17.89	
24570 - Child Care Attendant	
12.05	
24580 - Child Care Center Clerk	
15.03	
24610 - Chore Aide	
13.64	
24620 - Family Readiness And Support Services	
17.89	
Coordinator	
24630 - Homemaker	
17.89	
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	
36.51	

25040 - Sewage Plant Operator
30.48
25070 - Stationary Engineer
36.51
25190 - Ventilation Equipment Tender
25.12
25210 - Water Treatment Plant Operator
30.48
27000 - Protective Service Occupations
27004 - Alarm Monitor
26.63
27007 - Baggage Inspector
19.07
27008 - Corrections Officer
26.20
27010 - Court Security Officer
29.05
27030 - Detection Dog Handler
22.01
27040 - Detention Officer
26.20
27070 - Firefighter
31.89
27101 - Guard I
19.07
27102 - Guard II
22.01
27131 - Police Officer I
35.96
27132 - Police Officer II
39.97
28000 - Recreation Occupations
28041 - Carnival Equipment Operator
16.96
28042 - Carnival Equipment Repairer
18.49
28043 - Carnival Worker
12.21
28210 - Gate Attendant/Gate Tender
15.34
28310 - Lifeguard
12.53
28350 - Park Attendant (Aide)
17.16
28510 - Recreation Aide/Health Facility Attendant
12.52
28515 - Recreation Specialist
21.25
28630 - Sports Official
13.66

28690 - Swimming Pool Operator	
22.22	
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	
30.59	
29020 - Hatch Tender	
30.59	
29030 - Line Handler	
30.59	
29041 - Stevedore I	
28.40	
29042 - Stevedore II	
32.76	
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	38.78
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	26.74
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	29.45
30021 - Archeological Technician I	
20.44	
30022 - Archeological Technician II	
22.87	
30023 - Archeological Technician III	
28.33	
30030 - Cartographic Technician	
28.33	
30040 - Civil Engineering Technician	
30.98	
30051 - Cryogenic Technician I	
31.38	
30052 - Cryogenic Technician II	
34.65	
30061 - Drafter/CAD Operator I	
20.44	
30062 - Drafter/CAD Operator II	
22.87	
30063 - Drafter/CAD Operator III	
25.49	
30064 - Drafter/CAD Operator IV	
31.38	
30081 - Engineering Technician I	
18.20	
30082 - Engineering Technician II	
20.44	
30083 - Engineering Technician III	
22.87	
30084 - Engineering Technician IV	
28.33	
30085 - Engineering Technician V	
34.65	
30086 - Engineering Technician VI	

41.92	30090 - Environmental Technician		
30.54	30095 - Evidence Control Specialist		
28.33	30210 - Laboratory Technician		
34.99	30221 - Latent Fingerprint Technician I		
31.38	30222 - Latent Fingerprint Technician II		
34.65	30240 - Mathematical Technician		
28.33	30361 - Paralegal/Legal Assistant I		
18.39	30362 - Paralegal/Legal Assistant II		
22.78	30363 - Paralegal/Legal Assistant III		
27.86	30364 - Paralegal/Legal Assistant IV		
33.71	30375 - Petroleum Supply Specialist		
34.65	30390 - Photo-Optics Technician		
28.33	30395 - Radiation Control Technician		
34.65	30461 - Technical Writer I		
28.35	30462 - Technical Writer II		
34.69	30463 - Technical Writer III		
41.96	30491 - Unexploded Ordnance (UXO) Technician I		
24.65	30492 - Unexploded Ordnance (UXO) Technician II		
29.82	30493 - Unexploded Ordnance (UXO) Technician III		
35.74	30494 - Unexploded (UXO) Safety Escort		
24.65	30495 - Unexploded (UXO) Sweep Personnel		
24.65	30501 - Weather Forecaster I		
31.38	30502 - Weather Forecaster II		
38.15	30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	25.49
	30621 - Weather Observer Senior	(see 2)	28.33

31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	
29.82	
31020 - Bus Aide	
14.32	
31030 - Bus Driver	
20.90	
31043 - Driver Courier	
16.12	
31260 - Parking and Lot Attendant	
12.72	
31290 - Shuttle Bus Driver	
17.58	
31310 - Taxi Driver	
15.82	
31361 - Truckdriver Light	17.58
31362 - Truckdriver Medium	19.06
31363 - Truckdriver Heavy	23.12
31364 - Truckdriver Tractor-Trailer	23.12
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	
14.54	
99030 - Cashier	
12.03	
99050 - Desk Clerk	
12.20	
99095 - Embalmer	
24.65	
99130 - Flight Follower	
24.65	
99251 - Laboratory Animal Caretaker I	
12.60	
99252 - Laboratory Animal Caretaker II	
13.74	
99260 - Marketing Analyst	
25.70	
99310 - Mortician	
24.65	
99410 - Pest Controller	
22.73	
99510 - Photofinishing Worker	
12.95	
99710 - Recycling Laborer	
23.76	
99711 - Recycling Specialist	
29.02	
99730 - Refuse Collector	
21.21	
99810 - Sales Clerk	
12.30	

99820 - School Crossing Guard
14.93
99830 - Survey Party Chief
29.32
99831 - Surveying Aide
18.43
99832 - Surveying Technician
25.21
99840 - Vending Machine Attendant
19.22
99841 - Vending Machine Repairer
24.46
99842 - Vending Machine Repairer Helper
19.22

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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 \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 10 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not

list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformance 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))."