"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.: 2015-5527
Revision No.: 15
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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.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 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 Executive Order 13658 generally 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 that 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 www.dol.gov/whd/govcontracts.

State: Washington

Area: Washington Counties of Benton Franklin

**Fringe Benefits Required Follow the Occupational Listing**

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|---|---|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 16.89 |
| 01012 - Accounting Clerk II | | 18.96 |
| 01013 - Accounting Clerk III | | 21.22 |
| 01020 - Administrative Assistant | | 31.67 |
| 01035 - Court Reporter | | 19.18 |
| 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 | | 18.58 |
| 01052 - Data Entry Operator II | | 20.27 |
| 01060 - Dispatcher Motor Vehicle | | 24.15 |
| 01070 - Document Preparation Clerk | | 15.26 |

01090 - Duplicating Machine Operator 15.26
01111 - General Clerk I 14.44
01112 - General Clerk II 15.76
01113 - General Clerk III 17.69
01120 - Housing Referral Assistant 21.38
01141 - Messenger Courier 15.63
01191 - Order Clerk I 15.31
01192 - Order Clerk II 16.70
01261 - Personnel Assistant (Employment) I 18.55
01262 - Personnel Assistant (Employment) II 20.77
01263 - Personnel Assistant (Employment) III 23.15
01270 - Production Control Clerk 31.09
01290 - Rental Clerk 16.20
01300 - Scheduler Maintenance 17.13
01311 - Secretary I 17.13
01312 - Secretary II 19.18
01313 - Secretary III 21.38
01320 - Service Order Dispatcher 21.58
01410 - Supply Technician 31.67
01420 - Survey Worker 18.07
01460 - Switchboard Operator/Receptionist 16.12
01531 - Travel Clerk I 14.84
01532 - Travel Clerk II 15.95
01533 - Travel Clerk III 17.09
01611 - Word Processor I 15.26
01612 - Word Processor II 17.13
01613 - Word Processor III 19.18
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 23.64
05010 - Automotive Electrician 24.06
05040 - Automotive Glass Installer 22.49
05070 - Automotive Worker 22.49
05110 - Mobile Equipment Servicer 19.27
05130 - Motor Equipment Metal Mechanic 25.68
05160 - Motor Equipment Metal Worker 22.49
05190 - Motor Vehicle Mechanic 25.68
05220 - Motor Vehicle Mechanic Helper 17.66
05250 - Motor Vehicle Upholstery Worker 20.89
05280 - Motor Vehicle Wrecker 22.49
05310 - Painter Automotive 24.06
05340 - Radiator Repair Specialist 22.49
05370 - Tire Repairer 14.84
05400 - Transmission Repair Specialist 25.68
07000 - Food Preparation And Service Occupations
07010 - Baker 17.23
07041 - Cook I 17.16
07042 - Cook II 20.03
07070 - Dishwasher 13.65
07130 - Food Service Worker 14.61
07210 - Meat Cutter 17.51
07260 - Waiter/Waitress 15.31
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 30.07
09040 - Furniture Handler 18.75
09080 - Furniture Refinisher 30.07
09090 - Furniture Refinisher Helper 23.12
09110 - Furniture Repairer Minor 27.35
09130 - Upholsterer 30.07
11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 14.78
11060 - Elevator Operator 16.03
11090 - Gardener 21.81
11122 - Housekeeping Aide 16.03
11150 - Janitor 16.03
11210 - Laborer Grounds Maintenance 16.21

11240 - Maid or Houseman 13.98
11260 - Pruner 14.95
11270 - Tractor Operator 19.99
11330 - Trail Maintenance Worker 16.21
11360 - Window Cleaner 19.36
12000 - Health Occupations
12010 - Ambulance Driver 23.80
12011 - Breath Alcohol Technician 25.99
12012 - Certified Occupational Therapist Assistant 35.64
12015 - Certified Physical Therapist Assistant 30.63
12020 - Dental Assistant 19.85
12025 - Dental Hygienist 45.97
12030 - EKG Technician 38.47
12035 - Electroneurodiagnostic Technologist 38.47
12040 - Emergency Medical Technician 23.80
12071 - Licensed Practical Nurse I 23.22
12072 - Licensed Practical Nurse II 25.99
12073 - Licensed Practical Nurse III 28.97
12100 - Medical Assistant 18.41
12130 - Medical Laboratory Technician 26.28
12160 - Medical Record Clerk 19.97
12190 - Medical Record Technician 22.34
12195 - Medical Transcriptionist 23.22
12210 - Nuclear Medicine Technologist 57.09
12221 - Nursing Assistant I 12.22
12222 - Nursing Assistant II 13.73
12223 - Nursing Assistant III 14.98
12224 - Nursing Assistant IV 16.82
12235 - Optical Dispenser 20.97
12236 - Optical Technician 23.22
12250 - Pharmacy Technician 21.68
12280 - Phlebotomist 18.31
12305 - Radiologic Technologist 34.62
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) 32.18
12320 - Substance Abuse Treatment Counselor 20.64
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 30.05
13012 - Exhibits Specialist II 37.22
13013 - Exhibits Specialist III 45.54
13041 - Illustrator I 30.05
13042 - Illustrator II 37.22
13043 - Illustrator III 45.54
13047 - Librarian 41.23
13050 - Library Aide/Clerk 21.19
13054 - Library Information Technology Systems Administrator 37.22
13058 - Library Technician 30.05
13061 - Media Specialist I 26.86
13062 - Media Specialist II 30.05
13063 - Media Specialist III 33.51
13071 - Photographer I 26.86
13072 - Photographer II 30.05
13073 - Photographer III 37.22
13074 - Photographer IV 45.54
13075 - Photographer V 55.10
13090 - Technical Order Library Clerk 24.60
13110 - Video Teleconference Technician 26.86
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) | | 32.61 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 39.46 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 47.30 |
| 15050 - Computer Based Training Specialist / Instructor | | 32.61 |
| 15060 - Educational Technologist | | 40.82 |
| 15070 - Flight Instructor (Pilot) | | 47.30 |
| 15080 - Graphic Artist | | 25.75 |
| 15085 - Maintenance Test Pilot Fixed Jet/Prop | | 47.30 |
| 15086 - Maintenance Test Pilot Rotary Wing | | 47.30 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 47.30 |
| 15090 - Technical Instructor | | 33.09 |
| 15095 - Technical Instructor/Course Developer | | 40.48 |
| 15110 - Test Proctor | | 26.72 |
| 15120 - Tutor | | 26.72 |
| 16000 - Laundry Dry-Cleaning Pressing And Related Occupations | | |
| 16010 - Assembler | | 15.19 |
| 16030 - Counter Attendant | | 15.19 |
| 16040 - Dry Cleaner | | 17.35 |
| 16070 - Finisher Flatwork Machine | | 15.19 |
| 16090 - Presser Hand | | 15.19 |
| 16110 - Presser Machine Drycleaning | | 15.19 |
| 16130 - Presser Machine Shirts | | 15.19 |
| 16160 - Presser Machine Wearing Apparel Laundry | | 15.19 |
| 16190 - Sewing Machine Operator | | 18.07 |
| 16220 - Tailor | | 18.79 |
| 16250 - Washer Machine | | 15.91 |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 31.51 |
| 19040 - Tool And Die Maker | | 39.62 |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 18.58 |
| 21030 - Material Coordinator | | 31.09 |
| 21040 - Material Expediter | | 31.09 |
| 21050 - Material Handling Laborer | | 15.78 |
| 21071 - Order Filler | | 14.87 |
| 21080 - Production Line Worker (Food Processing) | | 18.58 |
| 21110 - Shipping Packer | | 18.29 |
| 21130 - Shipping/Receiving Clerk | | 18.29 |
| 21140 - Store Worker I | | 14.47 |
| 21150 - Stock Clerk | | 18.35 |
| 21210 - Tools And Parts Attendant | | 18.58 |
| 21410 - Warehouse Specialist | | 18.58 |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 35.39 |
| 23019 - Aircraft Logs and Records Technician | | 27.35 |
| 23021 - Aircraft Mechanic I | | 33.62 |
| 23022 - Aircraft Mechanic II | | 35.39 |
| 23023 - Aircraft Mechanic III | | 38.48 |
| 23040 - Aircraft Mechanic Helper | | 23.12 |
| 23050 - Aircraft Painter | | 31.51 |

23060 - Aircraft Servicer 27.35
23070 - Aircraft Survival Flight Equipment Technician 31.35
23080 - Aircraft Worker 28.44
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 28.44
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 33.62
23110 - Appliance Mechanic 31.51
23120 - Bicycle Repairer 25.22
23125 - Cable Splicer 43.10
23130 - Carpenter Maintenance 26.15
23140 - Carpet Layer 21.40
23160 - Electrician Maintenance 42.37
23181 - Electronics Technician Maintenance I 33.15
23182 - Electronics Technician Maintenance II 35.50
23183 - Electronics Technician Maintenance III 37.87
23260 - Fabric Worker 27.35
23290 - Fire Alarm System Mechanic 33.62
23310 - Fire Extinguisher Repairer 25.22
23311 - Fuel Distribution System Mechanic 33.62
23312 - Fuel Distribution System Operator 25.22
23370 - General Maintenance Worker 21.66
23380 - Ground Support Equipment Mechanic 33.62
23381 - Ground Support Equipment Servicer 27.35
23382 - Ground Support Equipment Worker 29.44
23391 - Gunsmith I 25.22
23392 - Gunsmith II 29.44
23393 - Gunsmith III 33.62
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.10
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility) 27.47
23430 - Heavy Equipment Mechanic 28.38
23440 - Heavy Equipment Operator 30.70
23460 - Instrument Mechanic 41.99
23465 - Laboratory/Shelter Mechanic 31.51
23470 - Laborer 15.78
23510 - Locksmith 31.51
23530 - Machinery Maintenance Mechanic 29.29
23550 - Machinist Maintenance 30.05
23580 - Maintenance Trades Helper 23.12
23591 - Metrology Technician I 41.99
23592 - Metrology Technician II 44.20
23593 - Metrology Technician III 46.81
23640 - Millwright 41.38
23710 - Office Appliance Repairer 22.32
23760 - Painter Maintenance 21.87
23790 - Pipefitter Maintenance 41.90
23810 - Plumber Maintenance 39.27
23820 - Pneudraulic Systems Mechanic 33.62
23850 - Rigger 33.62
23870 - Scale Mechanic 29.44
23890 - Sheet-Metal Worker Maintenance 34.57
23910 - Small Engine Mechanic 28.32
23931 - Telecommunications Mechanic I 33.10
23932 - Telecommunications Mechanic II 34.85
23950 - Telephone Lineman 35.05
23960 - Welder Combination Maintenance 27.79
23965 - Well Driller 33.62
23970 - Woodcraft Worker 33.62
23980 - Woodworker 25.22
24000 - Personal Needs Occupations
24550 - Case Manager 18.21
24570 - Child Care Attendant 14.01
24580 - Child Care Center Clerk 17.48

24610 - Chore Aide 14.95
24620 - Family Readiness And Support Services Coordinator 18.21
24630 - Homemaker 18.21
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 36.51
25040 - Sewage Plant Operator 33.15
25070 - Stationary Engineer 36.51
25190 - Ventilation Equipment Tender 25.12
25210 - Water Treatment Plant Operator 33.15
27000 - Protective Service Occupations
27004 - Alarm Monitor 27.46
27007 - Baggage Inspector 19.07
27008 - Corrections Officer 28.94
27010 - Court Security Officer 32.82
27030 - Detection Dog Handler 22.01
27040 - Detention Officer 28.94
27070 - Firefighter 36.70
27101 - Guard I 19.07
27102 - Guard II 22.01
27131 - Police Officer I 39.45
27132 - Police Officer II 43.83
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 19.10
28042 - Carnival Equipment Repairer 20.83
28043 - Carnival Worker 14.38
28210 - Gate Attendant/Gate Tender 18.06
28310 - Lifeguard 13.78
28350 - Park Attendant (Aide) 20.22
28510 - Recreation Aide/Health Facility Attendant 14.75
28515 - Recreation Specialist 25.03
28630 - Sports Official 16.08
28690 - Swimming Pool Operator 24.44
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 33.65
29020 - Hatch Tender 33.65
29030 - Line Handler 33.65
29041 - Stevedore I 31.24
29042 - Stevedore II 36.04
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 20.44
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 33.59
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 19.55
30362 - Paralegal/Legal Assistant II 24.21
30363 - Paralegal/Legal Assistant III 29.61
30364 - Paralegal/Legal Assistant IV 35.84
30375 - Petroleum Supply Specialist 34.65
30390 - Photo-Optics Technician 28.33
30395 - Radiation Control Technician 34.65
30461 - Technical Writer I 30.47
30462 - Technical Writer II 37.27
30463 - Technical Writer III 45.10
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 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 30.98
31020 - Bus Aide 15.74
31030 - Bus Driver 23.38
31043 - Driver Courier 19.50
31260 - Parking and Lot Attendant 14.77
31290 - Shuttle Bus Driver 21.19
31310 - Taxi Driver 19.14
31361 - Truckdriver Light 21.27
31362 - Truckdriver Medium 23.07
31363 - Truckdriver Heavy 23.13
31364 - Truckdriver Tractor-Trailer 23.13
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 15.10
99030 - Cashier 14.03
99050 - Desk Clerk 14.29
99095 - Embalmer 25.60
99130 - Flight Follower 25.60
99251 - Laboratory Animal Caretaker I 14.79
99252 - Laboratory Animal Caretaker II 16.13
99260 - Marketing Analyst 25.70
99310 - Mortician 25.60
99410 - Pest Controller 23.19
99510 - Photofinishing Worker 13.45
99710 - Recycling Laborer 28.75
99711 - Recycling Specialist 35.11
99730 - Refuse Collector 25.66
99810 - Sales Clerk 14.52
99820 - School Crossing Guard 15.19
99830 - Survey Party Chief 29.32
99831 - Surveying Aide 18.43
99832 - Surveying Technician 25.21
99840 - Vending Machine Attendant 20.24
99841 - Vending Machine Repairer 25.77
99842 - Vending Machine Repairer Helper 20.24

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 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 eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday 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))."