

"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.: 2015-4281
Revision No.: 27
Date Of Last Revision: 06/30/2023

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., workers an option is exercised) on or after applicable January 30, 2022: determination, 	Executive Order 14026 generally applies to the contract. The contractor must pay all covered at least \$16.20 per hour (or the wage rate listed on this wage if it is higher) for all hours spent performing on the contract in 2023.
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If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed workers or extended on or after January 30, applicable 2022: determination, 	Executive Order 13658 generally applies to the contract. The contractor must pay all covered at least \$12.15 per hour (or the wage rate listed on this wage if it is higher) for all hours spent performing on the contract in 2023.
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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.

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide
Maryland Counties of Calvert, Charles, Prince George's
Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, Loudoun, Manassas, Manassas Park, Prince William, Stafford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I 19.72	
01012 - Accounting Clerk II 22.15	
01013 - Accounting Clerk III 24.77	
01020 - Administrative Assistant 38.21	
01035 - Court Reporter 28.71	
01041 - Customer Service Representative I 16.73	
01042 - Customer Service Representative II 18.25	
01043 - Customer Service Representative III 20.48	
01051 - Data Entry Operator I 17.09	
01052 - Data Entry Operator II 18.65	
01060 - Dispatcher, Motor Vehicle 23.66	
01070 - Document Preparation Clerk 19.93	

01090 - Duplicating Machine Operator
19.93
01111 - General Clerk I
17.51
01112 - General Clerk II
19.12
01113 - General Clerk III
21.47
01120 - Housing Referral Assistant
26.03
01141 - Messenger Courier
19.79
01191 - Order Clerk I
17.71
01192 - Order Clerk II
19.32
01261 - Personnel Assistant (Employment) I
20.17
01262 - Personnel Assistant (Employment) II
22.56
01263 - Personnel Assistant (Employment) III
25.15
01270 - Production Control Clerk
26.81
01290 - Rental Clerk
19.99
01300 - Scheduler, Maintenance
20.87
01311 - Secretary I
20.87
01312 - Secretary II
23.35
01313 - Secretary III
26.03
01320 - Service Order Dispatcher
21.16
01410 - Supply Technician
38.21
01420 - Survey Worker
21.66
01460 - Switchboard Operator/Receptionist
17.45
01531 - Travel Clerk I
20.59
01532 - Travel Clerk II
22.45
01533 - Travel Clerk III
24.24
01611 - Word Processor I
18.62

01612 - Word Processor II
20.92
01613 - Word Processor III
23.39
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass
28.60
05010 - Automotive Electrician
26.35
05040 - Automotive Glass Installer
24.82
05070 - Automotive Worker
24.82
05110 - Mobile Equipment Servicer
21.35
05130 - Motor Equipment Metal Mechanic
27.74
05160 - Motor Equipment Metal Worker
24.82
05190 - Motor Vehicle Mechanic
27.74
05220 - Motor Vehicle Mechanic Helper
19.53
05250 - Motor Vehicle Upholstery Worker
23.17
05280 - Motor Vehicle Wrecker
24.82
05310 - Painter, Automotive
26.35
05340 - Radiator Repair Specialist
24.82
05370 - Tire Repairer
17.47
05400 - Transmission Repair Specialist
27.74
07000 - Food Preparation And Service Occupations
07010 - Baker
17.68
07041 - Cook I
18.44
07042 - Cook II
21.44
07070 - Dishwasher
16.05***
07130 - Food Service Worker
16.20
07210 - Meat Cutter
21.58
07260 - Waiter/Waitress
15.53***

09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter

25.01

09040 - Furniture Handler

14.06***

09080 - Furniture Refinisher

22.55

09090 - Furniture Refinisher Helper

16.71

09110 - Furniture Repairer, Minor

19.82

09130 - Upholsterer

19.86

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles

15.75***

11060 - Elevator Operator

15.87***

11090 - Gardener

24.11

11122 - Housekeeping Aide

16.87

11150 - Janitor

16.87

11210 - Laborer, Grounds Maintenance

18.22

11240 - Maid or Houseman

16.04***

11260 - Pruner

17.39

11270 - Tractor Operator

22.05

11330 - Trail Maintenance Worker

18.22

11360 - Window Cleaner

17.67

12000 - Health Occupations

12010 - Ambulance Driver

24.09

12011 - Breath Alcohol Technician

26.39

12012 - Certified Occupational Therapist Assistant

35.59

12015 - Certified Physical Therapist Assistant

33.02

12020 - Dental Assistant

23.78

12025 - Dental Hygienist

50.57

12030 - EKG Technician

39.45
12035 - Electroneurodiagnostic Technologist
39.45
12040 - Emergency Medical Technician
24.09
12071 - Licensed Practical Nurse I
23.60
12072 - Licensed Practical Nurse II
26.39
12073 - Licensed Practical Nurse III
29.42
12100 - Medical Assistant
20.85
12130 - Medical Laboratory Technician
30.04
12160 - Medical Record Clerk
23.61
12190 - Medical Record Technician
27.06
12195 - Medical Transcriptionist
20.72
12210 - Nuclear Medicine Technologist
43.80
12221 - Nursing Assistant I
14.54***
12222 - Nursing Assistant II
16.35
12223 - Nursing Assistant III
17.84
12224 - Nursing Assistant IV
20.04
12235 - Optical Dispenser
25.02
12236 - Optical Technician
23.50
12250 - Pharmacy Technician
20.24
12280 - Phlebotomist
22.95
12305 - Radiologic Technologist
39.19
12311 - Registered Nurse I
30.40
12312 - Registered Nurse II
36.78
12313 - Registered Nurse II, Specialist
36.78
12314 - Registered Nurse III
44.14
12315 - Registered Nurse III, Anesthetist

44.14
12316 - Registered Nurse IV
52.91
12317 - Scheduler (Drug and Alcohol Testing)
32.71
12320 - Substance Abuse Treatment Counselor
28.96
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I
24.30
13012 - Exhibits Specialist II
30.10
13013 - Exhibits Specialist III
36.82
13041 - Illustrator I
24.49
13042 - Illustrator II
30.33
13043 - Illustrator III
37.10
13047 - Librarian
42.46
13050 - Library Aide/Clerk
19.29
13054 - Library Information Technology Systems
38.33
Administrator
13058 - Library Technician
23.58
13061 - Media Specialist I
27.67
13062 - Media Specialist II
30.94
13063 - Media Specialist III
34.50
13071 - Photographer I
20.30
13072 - Photographer II
22.87
13073 - Photographer III
28.64
13074 - Photographer IV
34.67
13075 - Photographer V
41.62
13090 - Technical Order Library Clerk
24.23
13110 - Video Teleconference Technician
30.57
14000 - Information Technology Occupations

14041 - Computer Operator I
25.18
14042 - Computer Operator II
28.19
14043 - Computer Operator III
31.42
14044 - Computer Operator IV
34.89
14045 - Computer Operator V
38.68
14071 - Computer Programmer I (see 1)
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
25.18
14160 - Personal Computer Support Technician
34.89
14170 - System Support Specialist
40.07
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated)
38.18
15020 - Aircrew Training Devices Instructor (Rated)
46.20
15030 - Air Crew Training Devices Instructor (Pilot)
55.38
15050 - Computer Based Training Specialist / Instructor
38.18
15060 - Educational Technologist
46.20
15070 - Flight Instructor (Pilot)
55.38
15080 - Graphic Artist
38.26
15085 - Maintenance Test Pilot, Fixed, Jet/Prop
55.38
15086 - Maintenance Test Pilot, Rotary Wing
55.38
15088 - Non-Maintenance Test/Co-Pilot

55.38
15090 - Technical Instructor
32.11
15095 - Technical Instructor/Course Developer
39.27
15110 - Test Proctor
25.91
15120 - Tutor
25.91
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler
18.47
16030 - Counter Attendant
18.47
16040 - Dry Cleaner
21.11
16070 - Finisher, Flatwork, Machine
18.47
16090 - Presser, Hand
18.47
16110 - Presser, Machine, Drycleaning
18.47
16130 - Presser, Machine, Shirts
18.47
16160 - Presser, Machine, Wearing Apparel, Laundry
18.47
16190 - Sewing Machine Operator
21.99
16220 - Tailor
22.87
16250 - Washer, Machine
19.35
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room)
29.55
19040 - Tool And Die Maker
35.89
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator
22.38
21030 - Material Coordinator
26.81
21040 - Material Expediter
26.81
21050 - Material Handling Laborer
17.58
21071 - Order Filler
16.95
21080 - Production Line Worker (Food Processing)
22.38

21110 - Shipping Packer
18.17
21130 - Shipping/Receiving Clerk
18.17
21140 - Store Worker I
17.59
21150 - Stock Clerk
21.28
21210 - Tools And Parts Attendant
22.38
21410 - Warehouse Specialist
22.38
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder
41.02
23019 - Aircraft Logs and Records Technician
32.52
23021 - Aircraft Mechanic I
38.95
23022 - Aircraft Mechanic II
41.02
23023 - Aircraft Mechanic III
43.02
23040 - Aircraft Mechanic Helper
27.42
23050 - Aircraft, Painter
36.99
23060 - Aircraft Servicer
32.52
23070 - Aircraft Survival Flight Equipment Technician
36.99
23080 - Aircraft Worker
34.84
23091 - Aircrew Life Support Equipment (ALSE) Mechanic
34.84
I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic
38.95
II
23110 - Appliance Mechanic
22.98
23120 - Bicycle Repairer
17.98
23125 - Cable Splicer
37.49
23130 - Carpenter, Maintenance
27.50
23140 - Carpet Layer
22.54
23160 - Electrician, Maintenance

30.37
23181 - Electronics Technician Maintenance I

34.31
23182 - Electronics Technician Maintenance II

36.43
23183 - Electronics Technician Maintenance III

38.36
23260 - Fabric Worker

26.61
23290 - Fire Alarm System Mechanic

29.84
23310 - Fire Extinguisher Repairer

24.53
23311 - Fuel Distribution System Mechanic

37.07
23312 - Fuel Distribution System Operator

28.53
23370 - General Maintenance Worker

23.61
23380 - Ground Support Equipment Mechanic

38.95
23381 - Ground Support Equipment Servicer

32.52
23382 - Ground Support Equipment Worker

34.84
23391 - Gunsmith I

24.53
23392 - Gunsmith II

28.51
23393 - Gunsmith III

31.87
23410 - Heating, Ventilation And Air-Conditioning

30.17
Mechanic
23411 - Heating, Ventilation And Air Contidioning

31.78
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic

29.69
23440 - Heavy Equipment Operator

27.40
23460 - Instrument Mechanic

33.14
23465 - Laboratory/Shelter Mechanic

30.27
23470 - Laborer

17.83
23510 - Locksmith

32.72
23530 - Machinery Maintenance Mechanic

30.29
23550 - Machinist, Maintenance
31.20
23580 - Maintenance Trades Helper
18.27
23591 - Metrology Technician I
33.14
23592 - Metrology Technician II
34.91
23593 - Metrology Technician III
36.61
23640 - Millwright
29.89
23710 - Office Appliance Repairer
22.96
23760 - Painter, Maintenance
22.76
23790 - Pipefitter, Maintenance
31.30
23810 - Plumber, Maintenance
29.73
23820 - Pneudraulic Systems Mechanic
31.87
23850 - Rigger
34.16
23870 - Scale Mechanic
28.51
23890 - Sheet-Metal Worker, Maintenance
29.06
23910 - Small Engine Mechanic
23.01
23931 - Telecommunications Mechanic I
37.06
23932 - Telecommunications Mechanic II
39.03
23950 - Telephone Lineman
39.78
23960 - Welder, Combination, Maintenance
27.58
23965 - Well Driller
28.79
23970 - Woodcraft Worker
31.87
23980 - Woodworker
24.53
24000 - Personal Needs Occupations
24550 - Case Manager
20.75
24570 - Child Care Attendant
16.47

24580 - Child Care Center Clerk
20.53
24610 - Chore Aide
15.60***
24620 - Family Readiness And Support Services
20.75
Coordinator
24630 - Homemaker
20.75
25000 - Plant And System Operations Occupations
25010 - Boiler Tender
38.36
25040 - Sewage Plant Operator
28.60
25070 - Stationary Engineer
38.36
25190 - Ventilation Equipment Tender
27.00
25210 - Water Treatment Plant Operator
28.60
27000 - Protective Service Occupations
27004 - Alarm Monitor
24.90
27007 - Baggage Inspector
19.39
27008 - Corrections Officer
29.35
27010 - Court Security Officer
30.66
27030 - Detection Dog Handler
21.69
27040 - Detention Officer
29.35
27070 - Firefighter
31.96
27101 - Guard I
19.39
27102 - Guard II
21.69
27131 - Police Officer I
33.25
27132 - Police Officer II
36.96
28000 - Recreation Occupations
28041 - Carnival Equipment Operator
18.60
28042 - Carnival Equipment Repairer
20.33
28043 - Carnival Worker
14.23***

28210 - Gate Attendant/Gate Tender
19.88
28310 - Lifeguard
13.98***
28350 - Park Attendant (Aide)
22.24
28510 - Recreation Aide/Health Facility Attendant
16.24
28515 - Recreation Specialist
27.56
28630 - Sports Official
17.71
28690 - Swimming Pool Operator
23.63
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer
35.06
29020 - Hatch Tender
35.06
29030 - Line Handler
35.06
29041 - Stevedore I
32.73
29042 - Stevedore II
37.23
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)
48.97
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)
33.77
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)
37.19
30021 - Archeological Technician I
20.86
30022 - Archeological Technician II
23.34
30023 - Archeological Technician III
28.90
30030 - Cartographic Technician
28.90
30040 - Civil Engineering Technician
34.36
30051 - Cryogenic Technician I
32.01
30052 - Cryogenic Technician II
35.36
30061 - Drafter/CAD Operator I
20.86
30062 - Drafter/CAD Operator II
23.34

30063 - Drafter/CAD Operator III
26.01
30064 - Drafter/CAD Operator IV
32.01
30081 - Engineering Technician I
22.92
30082 - Engineering Technician II
25.72
30083 - Engineering Technician III
28.79
30084 - Engineering Technician IV
35.64
30085 - Engineering Technician V
43.61
30086 - Engineering Technician VI
52.76
30090 - Environmental Technician
28.90
30095 - Evidence Control Specialist
28.90
30210 - Laboratory Technician
28.21
30221 - Latent Fingerprint Technician I
37.63
30222 - Latent Fingerprint Technician II
41.56
30240 - Mathematical Technician
35.01
30361 - Paralegal/Legal Assistant I
24.57
30362 - Paralegal/Legal Assistant II
30.45
30363 - Paralegal/Legal Assistant III
37.23
30364 - Paralegal/Legal Assistant IV
45.04
30375 - Petroleum Supply Specialist
35.36
30390 - Photo-Optics Technician
28.90
30395 - Radiation Control Technician
35.36
30461 - Technical Writer I
31.20
30462 - Technical Writer II
38.15
30463 - Technical Writer III
46.16
30491 - Unexploded Ordnance (UXO) Technician I
31.12

30492 - Unexploded Ordnance (UXO) Technician II
37.66
30493 - Unexploded Ordnance (UXO) Technician III
45.14
30494 - Unexploded (UXO) Safety Escort
31.12
30495 - Unexploded (UXO) Sweep Personnel
31.12
30501 - Weather Forecaster I
32.01
30502 - Weather Forecaster II
38.93
30620 - Weather Observer, Combined Upper Air Or (see 2)
26.01
Surface Programs
30621 - Weather Observer, Senior (see 2)
28.90
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot
37.66
31020 - Bus Aide
16.66
31030 - Bus Driver
23.92
31043 - Driver Courier
20.34
31260 - Parking and Lot Attendant
16.01***
31290 - Shuttle Bus Driver
19.93
31310 - Taxi Driver
17.71
31361 - Truckdriver, Light
22.24
31362 - Truckdriver, Medium
24.14
31363 - Truckdriver, Heavy
26.16
31364 - Truckdriver, Tractor-Trailer
26.16
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist
18.36
99030 - Cashier
14.39***
99050 - Desk Clerk
15.36***
99095 - Embalmer
34.10
99130 - Flight Follower

31.12
99251 - Laboratory Animal Caretaker I
17.93
99252 - Laboratory Animal Caretaker II
19.60
99260 - Marketing Analyst
37.98
99310 - Mortician
34.10
99410 - Pest Controller
21.91
99510 - Photofinishing Worker
20.52
99710 - Recycling Laborer
22.98
99711 - Recycling Specialist
28.16
99730 - Refuse Collector
20.95
99810 - Sales Clerk
15.66***
99820 - School Crossing Guard
18.02
99830 - Survey Party Chief
31.00
99831 - Surveying Aide
19.26
99832 - Surveying Technician
29.45
99840 - Vending Machine Attendant
17.03
99841 - Vending Machine Repairer
21.64
99842 - Vending Machine Repairer Helper
17.03

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 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: \$4.98 per hour, up to 40 hours per week, or \$199.20 per week or \$863.20 per month

HEALTH & WELFARE EO 13706: \$4.57 per hour, up to 40 hours per week, or \$182.80 per week, or \$792.13 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, 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. (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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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))."