

"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.: 2015-5681 Revision No.: 17 Date Of Last Revision: 12/27/2022

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.
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 \$12.15 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 2023.

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: Alaska

Area: Alaska Boroughs of Anchorage, Matanuska-Susit

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.55
01012 - Accounting Clerk II		20.84
01013 - Accounting Clerk III		23.30
01020 - Administrative Assistant		29.41
01035 - Court Reporter		20.98
01041 - Customer Service Representative I		15.13**
01042 - Customer Service Representative II		16.76
01043 - Customer Service Representative III		18.55
01051 - Data Entry Operator I		17.64
01052 - Data Entry Operator II		19.25
01060 - Dispatcher, Motor Vehicle		25.20
01070 - Document Preparation Clerk		18.95
01090 - Duplicating Machine Operator		18.95
01111 - General Clerk I		18.19
01112 - General Clerk II		19.84
01113 - General Clerk III		22.27

01120 - Housing Referral Assistant	23.38
01141 - Messenger Courier	17.98
01191 - Order Clerk I	17.73
01192 - Order Clerk II	19.35
01261 - Personnel Assistant (Employment) I	19.07
01262 - Personnel Assistant (Employment) II	21.33
01263 - Personnel Assistant (Employment) III	23.79
01270 - Production Control Clerk	26.24
01290 - Rental Clerk	16.84
01300 - Scheduler, Maintenance	18.76
01311 - Secretary I	18.76
01312 - Secretary II	20.98
01313 - Secretary III	23.38
01320 - Service Order Dispatcher	22.54
01410 - Supply Technician	29.41
01420 - Survey Worker	20.98
01460 - Switchboard Operator/Receptionist	17.46
01531 - Travel Clerk I	17.63
01532 - Travel Clerk II	19.47
01533 - Travel Clerk III	21.53
01611 - Word Processor I	18.62
01612 - Word Processor II	20.90
01613 - Word Processor III	23.38
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	29.42
05010 - Automotive Electrician	26.04
05040 - Automotive Glass Installer	24.45
05070 - Automotive Worker	24.45
05110 - Mobile Equipment Servicer	21.58
05130 - Motor Equipment Metal Mechanic	27.64
05160 - Motor Equipment Metal Worker	24.45
05190 - Motor Vehicle Mechanic	27.64
05220 - Motor Vehicle Mechanic Helper	20.38
05250 - Motor Vehicle Upholstery Worker	23.74
05280 - Motor Vehicle Wrecker	24.45
05310 - Painter, Automotive	26.04
05340 - Radiator Repair Specialist	24.45
05370 - Tire Repairer	17.78
05400 - Transmission Repair Specialist	27.64
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.33
07041 - Cook I	19.24
07042 - Cook II	22.14
07070 - Dishwasher	12.87***
07130 - Food Service Worker	14.44***
07210 - Meat Cutter	23.75
07260 - Waiter/Waitress	13.10***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	31.38
09040 - Furniture Handler	19.93
09080 - Furniture Refinisher	31.38
09090 - Furniture Refinisher Helper	23.69
09110 - Furniture Repairer, Minor	27.51
09130 - Upholsterer	31.38
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.30***
11060 - Elevator Operator	16.10***
11090 - Gardener	23.56
11122 - Housekeeping Aide	16.10***
11150 - Janitor	16.10***
11210 - Laborer, Grounds Maintenance	18.26
11240 - Maid or Houseman	14.77***
11260 - Pruner	16.49
11270 - Tractor Operator	21.79
11330 - Trail Maintenance Worker	18.26

11360 - Window Cleaner	17.82
12000 - Health Occupations	
12010 - Ambulance Driver	27.42
12011 - Breath Alcohol Technician	29.71
12012 - Certified Occupational Therapist Assistant	39.88
12015 - Certified Physical Therapist Assistant	31.99
12020 - Dental Assistant	22.83
12025 - Dental Hygienist	60.50
12030 - EKG Technician	44.16
12035 - Electroneurodiagnostic Technologist	44.16
12040 - Emergency Medical Technician	27.42
12071 - Licensed Practical Nurse I	26.57
12072 - Licensed Practical Nurse II	29.71
12073 - Licensed Practical Nurse III	33.11
12100 - Medical Assistant	22.71
12130 - Medical Laboratory Technician	32.47
12160 - Medical Record Clerk	23.58
12190 - Medical Record Technician	26.37
12195 - Medical Transcriptionist	24.70
12210 - Nuclear Medicine Technologist	63.99
12221 - Nursing Assistant I	13.74***
12222 - Nursing Assistant II	15.44***
12223 - Nursing Assistant III	16.85
12224 - Nursing Assistant IV	18.93
12235 - Optical Dispenser	26.73
12236 - Optical Technician	26.57
12250 - Pharmacy Technician	22.33
12280 - Phlebotomist	20.45
12305 - Radiologic Technologist	36.90
12311 - Registered Nurse I	28.98
12312 - Registered Nurse II	35.45
12313 - Registered Nurse II, Specialist	35.45
12314 - Registered Nurse III	42.88
12315 - Registered Nurse III, Anesthetist	42.88
12316 - Registered Nurse IV	51.40
12317 - Scheduler (Drug and Alcohol Testing)	36.80
12320 - Substance Abuse Treatment Counselor	29.25
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	28.07
13012 - Exhibits Specialist II	34.77
13013 - Exhibits Specialist III	42.53
13041 - Illustrator I	28.07
13042 - Illustrator II	34.77
13043 - Illustrator III	42.53
13047 - Librarian	38.51
13050 - Library Aide/Clerk	18.74
13054 - Library Information Technology Systems Administrator	34.77
13058 - Library Technician	22.11
13061 - Media Specialist I	25.08
13062 - Media Specialist II	28.07
13063 - Media Specialist III	31.29
13071 - Photographer I	21.47
13072 - Photographer II	26.20
13073 - Photographer III	29.76
13074 - Photographer IV	36.40
13075 - Photographer V	44.05
13090 - Technical Order Library Clerk	22.41
13110 - Video Teleconference Technician	23.49
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.92
14042 - Computer Operator II	22.29
14043 - Computer Operator III	24.86
14044 - Computer Operator IV	27.62
14045 - Computer Operator V	30.59

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		19.92
14160 - Personal Computer Support Technician		27.62
14170 - System Support Specialist		35.49
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.09
15020 - Aircrew Training Devices Instructor (Rated)		41.24
15030 - Air Crew Training Devices Instructor (Pilot)		49.42
15050 - Computer Based Training Specialist / Instructor		34.09
15060 - Educational Technologist		36.99
15070 - Flight Instructor (Pilot)		49.42
15080 - Graphic Artist		32.69
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		48.67
15086 - Maintenance Test Pilot, Rotary Wing		48.67
15088 - Non-Maintenance Test/Co-Pilot		48.67
15090 - Technical Instructor		28.50
15095 - Technical Instructor/Course Developer		34.88
15110 - Test Proctor		23.13
15120 - Tutor		23.13
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		13.11***
16030 - Counter Attendant		13.11***
16040 - Dry Cleaner		16.70
16070 - Finisher, Flatwork, Machine		13.11***
16090 - Presser, Hand		13.11***
16110 - Presser, Machine, Drycleaning		13.11***
16130 - Presser, Machine, Shirts		13.11***
16160 - Presser, Machine, Wearing Apparel, Laundry		13.11***
16190 - Sewing Machine Operator		17.88
16220 - Tailor		19.10
16250 - Washer, Machine		14.33***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		33.95
19040 - Tool And Die Maker		42.31
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		23.22
21030 - Material Coordinator		26.24
21040 - Material Expediter		26.24
21050 - Material Handling Laborer		17.59
21071 - Order Filler		17.34
21080 - Production Line Worker (Food Processing)		23.22
21110 - Shipping Packer		21.63
21130 - Shipping/Receiving Clerk		21.63
21140 - Store Worker I		17.11
21150 - Stock Clerk		23.32
21210 - Tools And Parts Attendant		23.22
21410 - Warehouse Specialist		23.22
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		38.45
23019 - Aircraft Logs and Records Technician		30.05
23021 - Aircraft Mechanic I		36.37
23022 - Aircraft Mechanic II		38.45
23023 - Aircraft Mechanic III		40.57
23040 - Aircraft Mechanic Helper		25.86
23050 - Aircraft, Painter		34.25
23060 - Aircraft Servicer		30.05
23070 - Aircraft Survival Flight Equipment Technician		34.25
23080 - Aircraft Worker		32.18
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		32.18

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	36.37
II	
23110 - Appliance Mechanic	27.15
23120 - Bicycle Repairer	26.18
23125 - Cable Splicer	47.72
23130 - Carpenter, Maintenance	33.10
23140 - Carpet Layer	31.89
23160 - Electrician, Maintenance	37.18
23181 - Electronics Technician Maintenance I	35.75
23182 - Electronics Technician Maintenance II	38.06
23183 - Electronics Technician Maintenance III	40.41
23260 - Fabric Worker	29.79
23290 - Fire Alarm System Mechanic	36.26
23310 - Fire Extinguisher Repairer	27.71
23311 - Fuel Distribution System Mechanic	36.04
23312 - Fuel Distribution System Operator	29.95
23370 - General Maintenance Worker	23.46
23380 - Ground Support Equipment Mechanic	36.37
23381 - Ground Support Equipment Servicer	30.05
23382 - Ground Support Equipment Worker	32.18
23391 - Gunsmith I	27.71
23392 - Gunsmith II	31.89
23393 - Gunsmith III	36.04
23410 - Heating, Ventilation And Air-Conditioning Mechanic	36.66
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	38.76
23430 - Heavy Equipment Mechanic	37.33
23440 - Heavy Equipment Operator	36.57
23460 - Instrument Mechanic	36.04
23465 - Laboratory/Shelter Mechanic	33.95
23470 - Laborer	17.59
23510 - Locksmith	33.95
23530 - Machinery Maintenance Mechanic	36.22
23550 - Machinist, Maintenance	33.39
23580 - Maintenance Trades Helper	19.42
23591 - Metrology Technician I	36.04
23592 - Metrology Technician II	38.11
23593 - Metrology Technician III	40.21
23640 - Millwright	33.90
23710 - Office Appliance Repairer	23.58
23760 - Painter, Maintenance	27.65
23790 - Pipefitter, Maintenance	43.35
23810 - Plumber, Maintenance	40.83
23820 - Pneudraulic Systems Mechanic	36.04
23850 - Rigger	36.04
23870 - Scale Mechanic	31.89
23890 - Sheet-Metal Worker, Maintenance	40.24
23910 - Small Engine Mechanic	30.12
23931 - Telecommunications Mechanic I	40.47
23932 - Telecommunications Mechanic II	42.79
23950 - Telephone Lineman	36.98
23960 - Welder, Combination, Maintenance	36.31
23965 - Well Driller	28.44
23970 - Woodcraft Worker	36.04
23980 - Woodworker	27.71
24000 - Personal Needs Occupations	
24550 - Case Manager	20.81
24570 - Child Care Attendant	13.80***
24580 - Child Care Center Clerk	17.21
24610 - Chore Aide	17.33
24620 - Family Readiness And Support Services Coordinator	20.81
24630 - Homemaker	20.81

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	37.45
25040 - Sewage Plant Operator	38.59
25070 - Stationary Engineer	37.45
25190 - Ventilation Equipment Tender	26.64
25210 - Water Treatment Plant Operator	38.59
27000 - Protective Service Occupations	
27004 - Alarm Monitor	34.92
27007 - Baggage Inspector	18.27
27008 - Corrections Officer	34.66
27010 - Court Security Officer	34.66
27030 - Detection Dog Handler	20.44
27040 - Detention Officer	34.66
27070 - Firefighter	29.00
27101 - Guard I	18.27
27102 - Guard II	20.44
27131 - Police Officer I	42.63
27132 - Police Officer II	47.38
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	19.60
28042 - Carnival Equipment Repairer	21.21
28043 - Carnival Worker	14.84***
28210 - Gate Attendant/Gate Tender	21.50
28310 - Lifeguard	17.56
28350 - Park Attendant (Aide)	24.05
28510 - Recreation Aide/Health Facility Attendant	17.56
28515 - Recreation Specialist	31.70
28630 - Sports Official	19.16
28690 - Swimming Pool Operator	24.39
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	31.89
29020 - Hatch Tender	31.89
29030 - Line Handler	31.89
29041 - Stevedore I	30.24
29042 - Stevedore II	33.95
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	46.31
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.93
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.16
30021 - Archeological Technician I	24.06
30022 - Archeological Technician II	27.28
30023 - Archeological Technician III	33.35
30030 - Cartographic Technician	33.35
30040 - Civil Engineering Technician	37.09
30051 - Cryogenic Technician I	36.93
30052 - Cryogenic Technician II	40.80
30061 - Drafter/CAD Operator I	24.06
30062 - Drafter/CAD Operator II	27.28
30063 - Drafter/CAD Operator III	30.01
30064 - Drafter/CAD Operator IV	36.93
30081 - Engineering Technician I	22.72
30082 - Engineering Technician II	26.56
30083 - Engineering Technician III	29.74
30084 - Engineering Technician IV	33.02
30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	45.77
30090 - Environmental Technician	29.52
30095 - Evidence Control Specialist	33.35
30210 - Laboratory Technician	30.01
30221 - Latent Fingerprint Technician I	36.93
30222 - Latent Fingerprint Technician II	40.80
30240 - Mathematical Technician	35.13
30361 - Paralegal/Legal Assistant I	22.33
30362 - Paralegal/Legal Assistant II	27.66
30363 - Paralegal/Legal Assistant III	33.84

30364 - Paralegal/Legal Assistant IV	40.95
30375 - Petroleum Supply Specialist	40.80
30390 - Photo-Optics Technician	33.35
30395 - Radiation Control Technician	40.80
30461 - Technical Writer I	25.55
30462 - Technical Writer II	31.26
30463 - Technical Writer III	37.83
30491 - Unexploded Ordnance (UXO) Technician I	29.43
30492 - Unexploded Ordnance (UXO) Technician II	35.61
30493 - Unexploded Ordnance (UXO) Technician III	42.68
30494 - Unexploded (UXO) Safety Escort	29.43
30495 - Unexploded (UXO) Sweep Personnel	29.43
30501 - Weather Forecaster I	36.93
30502 - Weather Forecaster II	44.92
30620 - Weather Observer, Combined Upper Air Or	(see 2) 30.01
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 33.35
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.61
31020 - Bus Aide	20.03
31030 - Bus Driver	27.78
31043 - Driver Courier	21.73
31260 - Parking and Lot Attendant	14.53***
31290 - Shuttle Bus Driver	22.25
31310 - Taxi Driver	19.04
31361 - Truckdriver, Light	23.49
31362 - Truckdriver, Medium	25.25
31363 - Truckdriver, Heavy	28.03
31364 - Truckdriver, Tractor-Trailer	28.03
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.36
99030 - Cashier	14.04***
99050 - Desk Clerk	14.94***
99095 - Embalmer	29.43
99130 - Flight Follower	29.43
99251 - Laboratory Animal Caretaker I	16.95
99252 - Laboratory Animal Caretaker II	20.92
99260 - Marketing Analyst	32.86
99310 - Mortician	29.43
99410 - Pest Controller	29.46
99510 - Photofinishing Worker	15.92***
99710 - Recycling Laborer	31.73
99711 - Recycling Specialist	37.86
99730 - Refuse Collector	28.65
99810 - Sales Clerk	14.57***
99820 - School Crossing Guard	21.71
99830 - Survey Party Chief	34.74
99831 - Surveying Aide	23.14
99832 - Surveying Technician	31.60
99840 - Vending Machine Attendant	25.36
99841 - Vending Machine Repairer	31.54
99842 - Vending Machine Repairer Helper	25.36

***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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: 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))."