

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		Attachment 1 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.: 2015-4603 Revision No.: 23 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: Alabama

Area: Alabama Counties of Limestone, Madison

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.84***
01012 - Accounting Clerk II		17.80
01013 - Accounting Clerk III		19.90
01020 - Administrative Assistant		30.16
01035 - Court Reporter		19.29
01041 - Customer Service Representative I		13.53***
01042 - Customer Service Representative II		15.22***
01043 - Customer Service Representative III		16.61
01051 - Data Entry Operator I		14.12***
01052 - Data Entry Operator II		15.41***
01060 - Dispatcher, Motor Vehicle		19.73
01070 - Document Preparation Clerk		15.29***
01090 - Duplicating Machine Operator		15.29***
01111 - General Clerk I		12.87***
01112 - General Clerk II		14.05***
01113 - General Clerk III		15.77***

01120 - Housing Referral Assistant	Attachment 1	21.51
01141 - Messenger Courier		13.22***
01191 - Order Clerk I		14.66***
01192 - Order Clerk II		16.31
01261 - Personnel Assistant (Employment) I		17.52
01262 - Personnel Assistant (Employment) II		19.60
01263 - Personnel Assistant (Employment) III		21.85
01270 - Production Control Clerk		23.45
01290 - Rental Clerk		14.10***
01300 - Scheduler, Maintenance		17.25
01311 - Secretary I		17.25
01312 - Secretary II		19.29
01313 - Secretary III		21.51
01320 - Service Order Dispatcher		16.98
01410 - Supply Technician		30.16
01420 - Survey Worker		17.47
01460 - Switchboard Operator/Receptionist		14.15***
01531 - Travel Clerk I		12.66***
01532 - Travel Clerk II		13.54***
01533 - Travel Clerk III		14.29***
01611 - Word Processor I		15.36***
01612 - Word Processor II		17.25
01613 - Word Processor III		19.29
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.20
05010 - Automotive Electrician		22.52
05040 - Automotive Glass Installer		21.46
05070 - Automotive Worker		21.46
05110 - Mobile Equipment Servicer		19.46
05130 - Motor Equipment Metal Mechanic		23.56
05160 - Motor Equipment Metal Worker		21.46
05190 - Motor Vehicle Mechanic		22.29
05220 - Motor Vehicle Mechanic Helper		17.11
05250 - Motor Vehicle Upholstery Worker		20.48
05280 - Motor Vehicle Wrecker		21.46
05310 - Painter, Automotive		21.31
05340 - Radiator Repair Specialist		21.46
05370 - Tire Repairer		14.21***
05400 - Transmission Repair Specialist		23.56
07000 - Food Preparation And Service Occupations		
07010 - Baker		11.78***
07041 - Cook I		10.62***
07042 - Cook II		11.74***
07070 - Dishwasher		11.50***
07130 - Food Service Worker		9.49***
07210 - Meat Cutter		16.57
07260 - Waiter/Waitress		9.00***
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter		20.99
09040 - Furniture Handler		14.48***
09080 - Furniture Refinisher		20.99
09090 - Furniture Refinisher Helper		16.86
09110 - Furniture Repairer, Minor		18.93
09130 - Upholsterer		20.99
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles		11.33***
11060 - Elevator Operator		12.11***
11090 - Gardener		17.95
11122 - Housekeeping Aide		12.11***
11150 - Janitor		12.11***
11210 - Laborer, Grounds Maintenance		14.44***
11240 - Maid or Houseman		10.61***
11260 - Pruner		13.05***
11270 - Tractor Operator		16.81
11330 - Trail Maintenance Worker		14.44***

11360 - Window Cleaner	13.41***
12000 - Health Occupations	
12010 - Ambulance Driver	19.26
12011 - Breath Alcohol Technician	19.28
12012 - Certified Occupational Therapist Assistant	36.76
12015 - Certified Physical Therapist Assistant	30.93
12020 - Dental Assistant	18.18
12025 - Dental Hygienist	25.39
12030 - EKG Technician	27.79
12035 - Electroneurodiagnostic Technologist	27.79
12040 - Emergency Medical Technician	19.26
12071 - Licensed Practical Nurse I	17.23
12072 - Licensed Practical Nurse II	19.28
12073 - Licensed Practical Nurse III	21.49
12100 - Medical Assistant	14.45***
12130 - Medical Laboratory Technician	21.73
12160 - Medical Record Clerk	16.27
12190 - Medical Record Technician	18.19
12195 - Medical Transcriptionist	18.11
12210 - Nuclear Medicine Technologist	33.72
12221 - Nursing Assistant I	12.61***
12222 - Nursing Assistant II	14.19***
12223 - Nursing Assistant III	15.48***
12224 - Nursing Assistant IV	17.37
12235 - Optical Dispenser	15.05***
12236 - Optical Technician	17.72
12250 - Pharmacy Technician	17.55
12280 - Phlebotomist	15.22***
12305 - Radiologic Technologist	24.95
12311 - Registered Nurse I	23.45
12312 - Registered Nurse II	28.69
12313 - Registered Nurse II, Specialist	28.69
12314 - Registered Nurse III	34.70
12315 - Registered Nurse III, Anesthetist	34.70
12316 - Registered Nurse IV	41.60
12317 - Scheduler (Drug and Alcohol Testing)	23.89
12320 - Substance Abuse Treatment Counselor	18.48
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.32
13012 - Exhibits Specialist II	26.42
13013 - Exhibits Specialist III	32.31
13041 - Illustrator I	21.32
13042 - Illustrator II	26.42
13043 - Illustrator III	32.31
13047 - Librarian	29.25
13050 - Library Aide/Clerk	15.94***
13054 - Library Information Technology Systems Administrator	26.42
13058 - Library Technician	16.14***
13061 - Media Specialist I	19.06
13062 - Media Specialist II	21.32
13063 - Media Specialist III	23.77
13071 - Photographer I	18.08
13072 - Photographer II	20.57
13073 - Photographer III	25.05
13074 - Photographer IV	30.64
13075 - Photographer V	37.08
13090 - Technical Order Library Clerk	14.21***
13110 - Video Teleconference Technician	19.76
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.56
14042 - Computer Operator II	21.04
14043 - Computer Operator III	23.13
14044 - Computer Operator IV	26.96
14045 - Computer Operator V	29.85

14071 - Computer Programmer I	Attachment 1 (see 1)	26.86
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		18.56
14160 - Personal Computer Support Technician		26.96
14170 - System Support Specialist		30.29
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.19
15020 - Aircrew Training Devices Instructor (Rated)		41.35
15030 - Air Crew Training Devices Instructor (Pilot)		49.58
15050 - Computer Based Training Specialist / Instructor		34.19
15060 - Educational Technologist		33.57
15070 - Flight Instructor (Pilot)		49.58
15080 - Graphic Artist		29.29
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		49.58
15086 - Maintenance Test Pilot, Rotary Wing		49.58
15088 - Non-Maintenance Test/Co-Pilot		49.58
15090 - Technical Instructor		29.05
15095 - Technical Instructor/Course Developer		35.54
15110 - Test Proctor		23.45
15120 - Tutor		23.45
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.04***
16030 - Counter Attendant		10.04***
16040 - Dry Cleaner		12.61***
16070 - Finisher, Flatwork, Machine		10.04***
16090 - Presser, Hand		10.04***
16110 - Presser, Machine, Drycleaning		10.04***
16130 - Presser, Machine, Shirts		10.04***
16160 - Presser, Machine, Wearing Apparel, Laundry		10.04***
16190 - Sewing Machine Operator		13.32***
16220 - Tailor		14.04***
16250 - Washer, Machine		10.88***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.70
19040 - Tool And Die Maker		29.82
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.72
21030 - Material Coordinator		23.45
21040 - Material Expediter		23.45
21050 - Material Handling Laborer		14.01***
21071 - Order Filler		13.77***
21080 - Production Line Worker (Food Processing)		17.72
21110 - Shipping Packer		17.48
21130 - Shipping/Receiving Clerk		17.48
21140 - Store Worker I		14.25***
21150 - Stock Clerk		19.29
21210 - Tools And Parts Attendant		17.72
21410 - Warehouse Specialist		17.72
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		31.16
23019 - Aircraft Logs and Records Technician		25.80
23021 - Aircraft Mechanic I		29.88
23022 - Aircraft Mechanic II		31.16
23023 - Aircraft Mechanic III		32.45
23040 - Aircraft Mechanic Helper		23.00
23050 - Aircraft, Painter		28.49
23060 - Aircraft Servicer		25.80
23070 - Aircraft Survival Flight Equipment Technician		28.49
23080 - Aircraft Worker		27.07
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		27.07

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	29.88
II	
23110 - Appliance Mechanic	23.75
23120 - Bicycle Repairer	20.63
23125 - Cable Splicer	30.76
23130 - Carpenter, Maintenance	21.47
23140 - Carpet Layer	22.79
23160 - Electrician, Maintenance	23.92
23181 - Electronics Technician Maintenance I	23.98
23182 - Electronics Technician Maintenance II	25.55
23183 - Electronics Technician Maintenance III	26.62
23260 - Fabric Worker	21.69
23290 - Fire Alarm System Mechanic	23.46
23310 - Fire Extinguisher Repairer	20.63
23311 - Fuel Distribution System Mechanic	23.01
23312 - Fuel Distribution System Operator	19.38
23370 - General Maintenance Worker	19.49
23380 - Ground Support Equipment Mechanic	29.88
23381 - Ground Support Equipment Servicer	25.80
23382 - Ground Support Equipment Worker	27.07
23391 - Gunsmith I	20.63
23392 - Gunsmith II	22.79
23393 - Gunsmith III	25.16
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.81
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.79
23430 - Heavy Equipment Mechanic	25.93
23440 - Heavy Equipment Operator	22.26
23460 - Instrument Mechanic	25.16
23465 - Laboratory/Shelter Mechanic	24.05
23470 - Laborer	14.01***
23510 - Locksmith	24.05
23530 - Machinery Maintenance Mechanic	28.90
23550 - Machinist, Maintenance	23.05
23580 - Maintenance Trades Helper	14.57***
23591 - Metrology Technician I	25.16
23592 - Metrology Technician II	26.24
23593 - Metrology Technician III	27.28
23640 - Millwright	25.91
23710 - Office Appliance Repairer	22.90
23760 - Painter, Maintenance	18.18
23790 - Pipefitter, Maintenance	27.11
23810 - Plumber, Maintenance	25.91
23820 - Pneudraulic Systems Mechanic	25.16
23850 - Rigger	25.16
23870 - Scale Mechanic	22.79
23890 - Sheet-Metal Worker, Maintenance	22.76
23910 - Small Engine Mechanic	22.79
23931 - Telecommunications Mechanic I	28.02
23932 - Telecommunications Mechanic II	29.23
23950 - Telephone Lineman	23.72
23960 - Welder, Combination, Maintenance	20.22
23965 - Well Driller	25.16
23970 - Woodcraft Worker	25.16
23980 - Woodworker	20.63
24000 - Personal Needs Occupations	
24550 - Case Manager	16.51
24570 - Child Care Attendant	10.53***
24580 - Child Care Center Clerk	13.13***
24610 - Chore Aide	10.48***
24620 - Family Readiness And Support Services Coordinator	16.51
24630 - Homemaker	16.51

25000 - Plant And System Operations Occupations Attachment 1

25010 - Boiler Tender	27.55
25040 - Sewage Plant Operator	26.33
25070 - Stationary Engineer	27.55
25190 - Ventilation Equipment Tender	21.15
25210 - Water Treatment Plant Operator	26.33
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.12
27007 - Baggage Inspector	13.90***
27008 - Corrections Officer	21.19
27010 - Court Security Officer	23.35
27030 - Detection Dog Handler	15.55***
27040 - Detention Officer	21.19
27070 - Firefighter	23.41
27101 - Guard I	13.90***
27102 - Guard II	15.55***
27131 - Police Officer I	23.09
27132 - Police Officer II	25.66
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.83***
28042 - Carnival Equipment Repairer	12.63***
28043 - Carnival Worker	9.18***
28210 - Gate Attendant/Gate Tender	17.15
28310 - Lifeguard	12.21***
28350 - Park Attendant (Aide)	19.18
28510 - Recreation Aide/Health Facility Attendant	13.99***
28515 - Recreation Specialist	23.75
28630 - Sports Official	15.27***
28690 - Swimming Pool Operator	15.65***
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.22
29020 - Hatch Tender	23.22
29030 - Line Handler	23.22
29041 - Stevedore I	22.10
29042 - Stevedore II	24.50
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	42.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.49
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.48
30021 - Archeological Technician I	18.62
30022 - Archeological Technician II	20.83
30023 - Archeological Technician III	25.81
30030 - Cartographic Technician	25.81
30040 - Civil Engineering Technician	24.25
30051 - Cryogenic Technician I	28.58
30052 - Cryogenic Technician II	31.57
30061 - Drafter/CAD Operator I	18.62
30062 - Drafter/CAD Operator II	20.83
30063 - Drafter/CAD Operator III	23.22
30064 - Drafter/CAD Operator IV	28.58
30081 - Engineering Technician I	15.98***
30082 - Engineering Technician II	18.00
30083 - Engineering Technician III	21.00
30084 - Engineering Technician IV	28.62
30085 - Engineering Technician V	33.81
30086 - Engineering Technician VI	40.89
30090 - Environmental Technician	28.03
30095 - Evidence Control Specialist	24.65
30210 - Laboratory Technician	25.18
30221 - Latent Fingerprint Technician I	28.58
30222 - Latent Fingerprint Technician II	31.57
30240 - Mathematical Technician	28.03
30361 - Paralegal/Legal Assistant I	19.20
30362 - Paralegal/Legal Assistant II	23.78
30363 - Paralegal/Legal Assistant III	29.10

30364 - Paralegal/Legal Assistant IV	Attachment 1	35.20
30375 - Petroleum Supply Specialist		30.15
30390 - Photo-Optics Technician		25.81
30395 - Radiation Control Technician		30.15
30461 - Technical Writer I		25.03
30462 - Technical Writer II		30.61
30463 - Technical Writer III		37.03
30491 - Unexploded Ordnance (UXO) Technician I		27.18
30492 - Unexploded Ordnance (UXO) Technician II		32.89
30493 - Unexploded Ordnance (UXO) Technician III		39.42
30494 - Unexploded (UXO) Safety Escort		27.18
30495 - Unexploded (UXO) Sweep Personnel		27.18
30501 - Weather Forecaster I		28.58
30502 - Weather Forecaster II		34.76
30620 - Weather Observer, Combined Upper Air Or	(see 2)	23.22
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	25.81
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		32.89
31020 - Bus Aide		12.70***
31030 - Bus Driver		16.61
31043 - Driver Courier		16.24
31260 - Parking and Lot Attendant		13.08***
31290 - Shuttle Bus Driver		16.25
31310 - Taxi Driver		11.55***
31361 - Truckdriver, Light		17.34
31362 - Truckdriver, Medium		18.24
31363 - Truckdriver, Heavy		20.47
31364 - Truckdriver, Tractor-Trailer		20.47
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		16.03***
99030 - Cashier		11.13***
99050 - Desk Clerk		10.84***
99095 - Embalmer		26.46
99130 - Flight Follower		27.18
99251 - Laboratory Animal Caretaker I		12.61***
99252 - Laboratory Animal Caretaker II		14.81***
99260 - Marketing Analyst		28.53
99310 - Mortician		26.46
99410 - Pest Controller		18.47
99510 - Photofinishing Worker		14.28***
99710 - Recycling Laborer		19.63
99711 - Recycling Specialist		22.84
99730 - Refuse Collector		17.73
99810 - Sales Clerk		12.19***
99820 - School Crossing Guard		13.95***
99830 - Survey Party Chief		21.58
99831 - Surveying Aide		13.29***
99832 - Surveying Technician		18.20
99840 - Vending Machine Attendant		20.50
99841 - Vending Machine Repairer		24.19
99842 - Vending Machine Repairer Helper		20.50

***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.

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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: \$4.80 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 10 years, and 4 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: 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, Attachment 1

(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

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and maintenance at a rate of \$3.35 per week (or 3.67 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.

Attachment 1
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))."