

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
 WASHINGTON D.C. 20210

Daniel W. Simms Division of | Wage Determination No.: 2015-5397
 Director Wage Determinations | Revision No.: 18
 Date Of Last Revision: 07/19/2022

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:	With certain exceptions Executive Order 14026 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 the 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:	With certain exceptions Executive Order 13658 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 the 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 <https://www.dol.gov/agencies/whd/government-contracts>.

State: Montana

Area: Montana Counties of Big Horn Blaine Chouteau Fergus Glacier Hill
 Judith Basin Liberty Musselshell Petroleum Pondera Stillwater Teton
 Toole Wheatland

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.74
01012 - Accounting Clerk II		17.67
01013 - Accounting Clerk III		19.77
01020 - Administrative Assistant		24.41
01035 - Court Reporter		19.73
01041 - Customer Service Representative I		14.49***
01042 - Customer Service Representative II		15.81
01043 - Customer Service Representative III		17.74
01051 - Data Entry Operator I		15.97
01052 - Data Entry Operator II		17.44
01060 - Dispatcher Motor Vehicle		21.69
01070 - Document Preparation Clerk		15.70
01090 - Duplicating Machine Operator		15.70
01111 - General Clerk I		14.52***

01112 - General Clerk II	15.84
01113 - General Clerk III	17.78
01120 - Housing Referral Assistant	21.98
01141 - Messenger Courier	12.80***
01191 - Order Clerk I	14.39***
01192 - Order Clerk II	15.70
01261 - Personnel Assistant (Employment) I	17.63
01262 - Personnel Assistant (Employment) II	19.73
01263 - Personnel Assistant (Employment) III	21.98
01270 - Production Control Clerk	21.98
01290 - Rental Clerk	14.83***
01300 - Scheduler Maintenance	17.63
01311 - Secretary I	17.63
01312 - Secretary II	19.73
01313 - Secretary III	21.98
01320 - Service Order Dispatcher	19.38
01410 - Supply Technician	24.41
01420 - Survey Worker	17.61
01460 - Switchboard Operator/Receptionist	14.13***
01531 - Travel Clerk I	12.84***
01532 - Travel Clerk II	13.64***
01533 - Travel Clerk III	14.46***
01611 - Word Processor I	15.70
01612 - Word Processor II	17.63
01613 - Word Processor III	19.73
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.75
05010 - Automotive Electrician	20.04
05040 - Automotive Glass Installer	18.67
05070 - Automotive Worker	18.67
05110 - Mobile Equipment Servicer	16.16
05130 - Motor Equipment Metal Mechanic	21.41
05160 - Motor Equipment Metal Worker	18.67
05190 - Motor Vehicle Mechanic	21.41
05220 - Motor Vehicle Mechanic Helper	14.86***
05250 - Motor Vehicle Upholstery Worker	17.42
05280 - Motor Vehicle Wrecker	18.67
05310 - Painter Automotive	20.04
05340 - Radiator Repair Specialist	18.67
05370 - Tire Repairer	15.41
05400 - Transmission Repair Specialist	21.41
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.84
07041 - Cook I	14.41***
07042 - Cook II	16.65
07070 - Dishwasher	10.74***
07130 - Food Service Worker	11.96***
07210 - Meat Cutter	17.49
07260 - Waiter/Waitress	9.68***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	28.29
09040 - Furniture Handler	17.74
09080 - Furniture Refinisher	28.29
09090 - Furniture Refinisher Helper	21.50
09110 - Furniture Repairer Minor	25.19
09130 - Upholsterer	28.29
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.19***
11060 - Elevator Operator	14.64***
11090 - Gardener	19.83
11122 - Housekeeping Aide	14.64***
11150 - Janitor	14.64***
11210 - Laborer Grounds Maintenance	15.07
11240 - Maid or Houseman	11.49***
11260 - Pruner	13.35***

11270 - Tractor Operator	18.25
11330 - Trail Maintenance Worker	15.07
11360 - Window Cleaner	16.56
12000 - Health Occupations	
12010 - Ambulance Driver	17.10
12011 - Breath Alcohol Technician	20.19
12012 - Certified Occupational Therapist Assistant	27.70
12015 - Certified Physical Therapist Assistant	27.70
12020 - Dental Assistant	17.92
12025 - Dental Hygienist	37.42
12030 - EKG Technician	30.61
12035 - Electroneurodiagnostic Technologist	30.61
12040 - Emergency Medical Technician	17.10
12071 - Licensed Practical Nurse I	18.05
12072 - Licensed Practical Nurse II	20.19
12073 - Licensed Practical Nurse III	22.51
12100 - Medical Assistant	20.83
12130 - Medical Laboratory Technician	29.32
12160 - Medical Record Clerk	19.19
12190 - Medical Record Technician	21.47
12195 - Medical Transcriptionist	18.05
12210 - Nuclear Medicine Technologist	44.38
12221 - Nursing Assistant I	12.12***
12222 - Nursing Assistant II	13.63***
12223 - Nursing Assistant III	14.87***
12224 - Nursing Assistant IV	16.69
12235 - Optical Dispenser	20.19
12236 - Optical Technician	18.05
12250 - Pharmacy Technician	17.68
12280 - Phlebotomist	18.05
12305 - Radiologic Technologist	29.38
12311 - Registered Nurse I	24.74
12312 - Registered Nurse II	30.27
12313 - Registered Nurse II Specialist	30.27
12314 - Registered Nurse III	36.61
12315 - Registered Nurse III Anesthetist	36.61
12316 - Registered Nurse IV	43.90
12317 - Scheduler (Drug and Alcohol Testing)	25.02
12320 - Substance Abuse Treatment Counselor	23.23
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.58
13012 - Exhibits Specialist II	20.55
13013 - Exhibits Specialist III	25.13
13041 - Illustrator I	16.93
13042 - Illustrator II	20.98
13043 - Illustrator III	25.13
13047 - Librarian	22.75
13050 - Library Aide/Clerk	13.17***
13054 - Library Information Technology Systems Administrator	20.55
13058 - Library Technician	14.64***
13061 - Media Specialist I	14.82***
13062 - Media Specialist II	16.58
13063 - Media Specialist III	18.49
13071 - Photographer I	15.46
13072 - Photographer II	17.98
13073 - Photographer III	22.28
13074 - Photographer IV	26.63
13075 - Photographer V	32.98
13090 - Technical Order Library Clerk	16.58
13110 - Video Teleconference Technician	14.82***
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.18
14042 - Computer Operator II	19.22
14043 - Computer Operator III	21.43

14044 - Computer Operator IV	23.86
14045 - Computer Operator V	26.38
14071 - Computer Programmer I	(see 1) 21.01
14072 - Computer Programmer II	(see 1) 26.04
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	17.18
14160 - Personal Computer Support Technician	23.86
14170 - System Support Specialist	29.33
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.70
15020 - Aircrew Training Devices Instructor (Rated)	37.13
15030 - Air Crew Training Devices Instructor (Pilot)	44.52
15050 - Computer Based Training Specialist / Instructor	30.70
15060 - Educational Technologist	27.58
15070 - Flight Instructor (Pilot)	44.52
15080 - Graphic Artist	20.59
15085 - Maintenance Test Pilot Fixed Jet/Prop	44.52
15086 - Maintenance Test Pilot Rotary Wing	44.52
15088 - Non-Maintenance Test/Co-Pilot	44.52
15090 - Technical Instructor	24.64
15095 - Technical Instructor/Course Developer	30.15
15110 - Test Proctor	19.91
15120 - Tutor	19.91
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.88***
16030 - Counter Attendant	10.88***
16040 - Dry Cleaner	12.44***
16070 - Finisher Flatwork Machine	10.88***
16090 - Presser Hand	10.88***
16110 - Presser Machine Drycleaning	10.88***
16130 - Presser Machine Shirts	10.88***
16160 - Presser Machine Wearing Apparel Laundry	10.88***
16190 - Sewing Machine Operator	12.96***
16220 - Tailor	13.48***
16250 - Washer Machine	11.40***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	28.98
19040 - Tool And Die Maker	35.89
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.47
21030 - Material Coordinator	22.81
21040 - Material Expediter	22.81
21050 - Material Handling Laborer	17.48
21071 - Order Filler	14.14***
21080 - Production Line Worker (Food Processing)	19.47
21110 - Shipping Packer	16.57
21130 - Shipping/Receiving Clerk	16.57
21140 - Store Worker I	13.02***
21150 - Stock Clerk	18.52
21210 - Tools And Parts Attendant	19.47
21410 - Warehouse Specialist	19.47
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	32.75
23019 - Aircraft Logs and Records Technician	25.19
23021 - Aircraft Mechanic I	30.94
23022 - Aircraft Mechanic II	32.75
23023 - Aircraft Mechanic III	34.65
23040 - Aircraft Mechanic Helper	21.50
23050 - Aircraft Painter	28.98
23060 - Aircraft Servicer	25.19
23070 - Aircraft Survival Flight Equipment Technician	28.98

23080 - Aircraft Worker	26.99
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.99
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	30.94
23110 - Appliance Mechanic	28.98
23120 - Bicycle Repairer	23.36
23125 - Cable Splicer	46.05
23130 - Carpenter Maintenance	22.74
23140 - Carpet Layer	26.99
23160 - Electrician Maintenance	36.54
23181 - Electronics Technician Maintenance I	26.99
23182 - Electronics Technician Maintenance II	28.98
23183 - Electronics Technician Maintenance III	30.94
23260 - Fabric Worker	25.19
23290 - Fire Alarm System Mechanic	30.94
23310 - Fire Extinguisher Repairer	23.36
23311 - Fuel Distribution System Mechanic	37.52
23312 - Fuel Distribution System Operator	28.64
23370 - General Maintenance Worker	18.78
23380 - Ground Support Equipment Mechanic	30.94
23381 - Ground Support Equipment Servicer	25.19
23382 - Ground Support Equipment Worker	26.99
23391 - Gunsmith I	23.36
23392 - Gunsmith II	26.99
23393 - Gunsmith III	30.94
23410 - Heating Ventilation And Air-Conditioning Mechanic	28.96
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	30.66
23430 - Heavy Equipment Mechanic	29.38
23440 - Heavy Equipment Operator	24.93
23460 - Instrument Mechanic	30.94
23465 - Laboratory/Shelter Mechanic	28.98
23470 - Laborer	17.48
23510 - Locksmith	28.98
23530 - Machinery Maintenance Mechanic	36.89
23550 - Machinist Maintenance	23.45
23580 - Maintenance Trades Helper	20.21
23591 - Metrology Technician I	30.94
23592 - Metrology Technician II	32.75
23593 - Metrology Technician III	34.65
23640 - Millwright	30.94
23710 - Office Appliance Repairer	28.98
23760 - Painter Maintenance	24.16
23790 - Pipefitter Maintenance	37.45
23810 - Plumber Maintenance	32.55
23820 - Pneudraulic Systems Mechanic	30.94
23850 - Rigger	30.94
23870 - Scale Mechanic	26.99
23890 - Sheet-Metal Worker Maintenance	30.94
23910 - Small Engine Mechanic	26.99
23931 - Telecommunications Mechanic I	34.95
23932 - Telecommunications Mechanic II	37.00
23950 - Telephone Lineman	31.41
23960 - Welder Combination Maintenance	22.95
23965 - Well Driller	31.13
23970 - Woodcraft Worker	30.94
23980 - Woodworker	23.36
24000 - Personal Needs Occupations	
24550 - Case Manager	15.11
24570 - Child Care Attendant	11.43***
24580 - Child Care Center Clerk	14.25***
24610 - Chore Aide	13.31***
24620 - Family Readiness And Support Services	15.11

Coordinator	
24630 - Homemaker	15.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.39
25040 - Sewage Plant Operator	23.73
25070 - Stationary Engineer	30.39
25190 - Ventilation Equipment Tender	21.11
25210 - Water Treatment Plant Operator	23.73
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.87
27007 - Baggage Inspector	14.74***
27008 - Corrections Officer	21.68
27010 - Court Security Officer	22.71
27030 - Detection Dog Handler	16.49
27040 - Detention Officer	21.68
27070 - Firefighter	23.75
27101 - Guard I	14.74***
27102 - Guard II	16.49
27131 - Police Officer I	22.30
27132 - Police Officer II	24.79
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.95***
28042 - Carnival Equipment Repairer	16.25
28043 - Carnival Worker	11.86***
28210 - Gate Attendant/Gate Tender	19.21
28310 - Lifeguard	14.40***
28350 - Park Attendant (Aide)	21.48
28510 - Recreation Aide/Health Facility Attendant	15.68
28515 - Recreation Specialist	20.45
28630 - Sports Official	17.11
28690 - Swimming Pool Operator	20.70
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.27
29020 - Hatch Tender	28.27
29030 - Line Handler	28.27
29041 - Stevedore I	26.90
29042 - Stevedore II	30.95
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.27
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.46
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.33
30021 - Archeological Technician I	16.19
30022 - Archeological Technician II	18.62
30023 - Archeological Technician III	22.43
30030 - Cartographic Technician	22.86
30040 - Civil Engineering Technician	22.27
30051 - Cryogenic Technician I	21.59
30052 - Cryogenic Technician II	23.85
30061 - Drafter/CAD Operator I	16.19
30062 - Drafter/CAD Operator II	18.44
30063 - Drafter/CAD Operator III	20.47
30064 - Drafter/CAD Operator IV	24.86
30081 - Engineering Technician I	12.90***
30082 - Engineering Technician II	15.44
30083 - Engineering Technician III	17.27
30084 - Engineering Technician IV	21.41
30085 - Engineering Technician V	26.19
30086 - Engineering Technician VI	31.68
30090 - Environmental Technician	16.38
30095 - Evidence Control Specialist	19.49
30210 - Laboratory Technician	21.13
30221 - Latent Fingerprint Technician I	21.59
30222 - Latent Fingerprint Technician II	23.85
30240 - Mathematical Technician	21.60
30361 - Paralegal/Legal Assistant I	20.15

30362 - Paralegal/Legal Assistant II	24.96
30363 - Paralegal/Legal Assistant III	30.54
30364 - Paralegal/Legal Assistant IV	36.94
30375 - Petroleum Supply Specialist	23.85
30390 - Photo-Optics Technician	21.89
30395 - Radiation Control Technician	23.85
30461 - Technical Writer I	18.37
30462 - Technical Writer II	22.46
30463 - Technical Writer III	27.18
30491 - Unexploded Ordnance (UXO) Technician I	26.22
30492 - Unexploded Ordnance (UXO) Technician II	31.73
30493 - Unexploded Ordnance (UXO) Technician III	38.03
30494 - Unexploded (UXO) Safety Escort	26.22
30495 - Unexploded (UXO) Sweep Personnel	26.22
30501 - Weather Forecaster I	24.86
30502 - Weather Forecaster II	30.24
30620 - Weather Observer Combined Upper Air Or (see 2)	20.47
Surface Programs	
30621 - Weather Observer Senior (see 2)	21.60
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	12.84***
31030 - Bus Driver	18.23
31043 - Driver Courier	16.71
31260 - Parking and Lot Attendant	14.61***
31290 - Shuttle Bus Driver	17.47
31310 - Taxi Driver	15.71
31361 - Truckdriver Light	18.16
31362 - Truckdriver Medium	19.58
31363 - Truckdriver Heavy	25.63
31364 - Truckdriver Tractor-Trailer	25.63
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47
99030 - Cashier	11.44***
99050 - Desk Clerk	11.27***
99095 - Embalmer	32.26
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	14.29***
99252 - Laboratory Animal Caretaker II	15.53
99260 - Marketing Analyst	28.86
99310 - Mortician	32.26
99410 - Pest Controller	23.76
99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	23.58
99711 - Recycling Specialist	28.57
99730 - Refuse Collector	20.86
99810 - Sales Clerk	14.27***
99820 - School Crossing Guard	14.80***
99830 - Survey Party Chief	24.67
99831 - Surveying Aide	15.32
99832 - Surveying Technician	20.83
99840 - Vending Machine Attendant	20.28
99841 - Vending Machine Repairer	25.46
99842 - Vending Machine Repairer Helper	20.28

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 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 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))."