

"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.: 2015-5689 Revision No.: 19 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](http://www.dol.gov/whd/govcontracts).

States: American Samoa, Hawaii, Johnston Island

Area: American Samoa Statewide  
Hawaii County of Honolulu  
Johnston Island Statewide  
OCCUPATION NOTE:

STEVEDORING AND LONGSHOREMEN: Wage rates and fringe benefits can be found on Wage Determination 2000-0085

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.99
01012 - Accounting Clerk II		20.19
01013 - Accounting Clerk III		22.59
01020 - Administrative Assistant		35.70
01035 - Court Reporter		22.50
01041 - Customer Service Representative I		15.07***
01042 - Customer Service Representative II		16.44
01043 - Customer Service Representative III		18.47

01051 - Data Entry Operator I	15.35***
01052 - Data Entry Operator II	16.75
01060 - Dispatcher, Motor Vehicle	22.50
01070 - Document Preparation Clerk	17.64
01090 - Duplicating Machine Operator	17.64
01111 - General Clerk I	14.71***
01112 - General Clerk II	16.05***
01113 - General Clerk III	18.01
01120 - Housing Referral Assistant	23.77
01141 - Messenger Courier	17.59
01191 - Order Clerk I	16.59
01192 - Order Clerk II	18.10
01261 - Personnel Assistant (Employment) I	17.23
01262 - Personnel Assistant (Employment) II	19.28
01263 - Personnel Assistant (Employment) III	21.49
01270 - Production Control Clerk	25.86
01290 - Rental Clerk	18.15
01300 - Scheduler, Maintenance	19.05
01311 - Secretary I	19.05
01312 - Secretary II	21.31
01313 - Secretary III	23.77
01320 - Service Order Dispatcher	20.10
01410 - Supply Technician	35.70
01420 - Survey Worker	22.58
01460 - Switchboard Operator/Receptionist	17.56
01531 - Travel Clerk I	19.60
01532 - Travel Clerk II	21.18
01533 - Travel Clerk III	22.70
01611 - Word Processor I	14.71***
01612 - Word Processor II	16.52
01613 - Word Processor III	18.47
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	26.31
05010 - Automotive Electrician	25.13
05040 - Automotive Glass Installer	23.51
05070 - Automotive Worker	23.51
05110 - Mobile Equipment Servicer	20.16
05130 - Motor Equipment Metal Mechanic	26.76
05160 - Motor Equipment Metal Worker	23.51
05190 - Motor Vehicle Mechanic	26.76
05220 - Motor Vehicle Mechanic Helper	18.46
05250 - Motor Vehicle Upholstery Worker	21.87
05280 - Motor Vehicle Wrecker	23.51
05310 - Painter, Automotive	25.13
05340 - Radiator Repair Specialist	23.51
05370 - Tire Repairer	20.00
05400 - Transmission Repair Specialist	26.76
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.11
07041 - Cook I	19.22
07042 - Cook II	22.40
07070 - Dishwasher	13.98***
07130 - Food Service Worker	14.73***
07210 - Meat Cutter	23.02
07260 - Waiter/Waitress	19.34
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.63
09040 - Furniture Handler	15.12***
09080 - Furniture Refinisher	24.93
09090 - Furniture Refinisher Helper	18.31
09110 - Furniture Repairer, Minor	21.70
09130 - Upholsterer	24.83
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.50***
11060 - Elevator Operator	15.74***

11090 - Gardener	23.62
11122 - Housekeeping Aide	15.74***
11150 - Janitor	15.74***
11210 - Laborer, Grounds Maintenance	17.85
11240 - Maid or Houseman	21.78
11260 - Pruner	15.97***
11270 - Tractor Operator	21.62
11330 - Trail Maintenance Worker	17.85
11360 - Window Cleaner	17.58
12000 - Health Occupations	
12010 - Ambulance Driver	28.19
12011 - Breath Alcohol Technician	28.19
12012 - Certified Occupational Therapist Assistant	30.36
12015 - Certified Physical Therapist Assistant	29.86
12020 - Dental Assistant	18.52
12025 - Dental Hygienist	41.00
12030 - EKG Technician	34.63
12035 - Electroneurodiagnostic Technologist	34.63
12040 - Emergency Medical Technician	28.19
12071 - Licensed Practical Nurse I	22.01
12072 - Licensed Practical Nurse II	24.62
12073 - Licensed Practical Nurse III	27.45
12100 - Medical Assistant	20.60
12130 - Medical Laboratory Technician	29.41
12160 - Medical Record Clerk	22.17
12190 - Medical Record Technician	24.79
12195 - Medical Transcriptionist	21.71
12210 - Nuclear Medicine Technologist	51.68
12221 - Nursing Assistant I	13.27***
12222 - Nursing Assistant II	14.91***
12223 - Nursing Assistant III	16.27
12224 - Nursing Assistant IV	18.28
12235 - Optical Dispenser	24.14
12236 - Optical Technician	22.01
12250 - Pharmacy Technician	20.15
12280 - Phlebotomist	22.01
12305 - Radiologic Technologist	41.89
12311 - Registered Nurse I	32.58
12312 - Registered Nurse II	39.86
12313 - Registered Nurse II, Specialist	39.86
12314 - Registered Nurse III	48.21
12315 - Registered Nurse III, Anesthetist	48.21
12316 - Registered Nurse IV	57.80
12317 - Scheduler (Drug and Alcohol Testing)	34.93
12320 - Substance Abuse Treatment Counselor	26.28
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	25.41
13012 - Exhibits Specialist II	31.48
13013 - Exhibits Specialist III	38.50
13041 - Illustrator I	25.27
13042 - Illustrator II	31.29
13043 - Illustrator III	38.28
13047 - Librarian	34.86
13050 - Library Aide/Clerk	17.87
13054 - Library Information Technology Systems Administrator	31.48
13058 - Library Technician	23.21
13061 - Media Specialist I	22.72
13062 - Media Specialist II	25.41
13063 - Media Specialist III	28.32
13071 - Photographer I	17.83
13072 - Photographer II	19.94
13073 - Photographer III	23.73
13074 - Photographer IV	30.21
13075 - Photographer V	36.55

13090 - Technical Order Library Clerk	22.44
13110 - Video Teleconference Technician	29.86
14000 - Information Technology Occupations	
14041 - Computer Operator I	21.22
14042 - Computer Operator II	23.74
14043 - Computer Operator III	27.59
14044 - Computer Operator IV	30.02
14045 - Computer Operator V	33.22
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	21.22
14160 - Personal Computer Support Technician	30.02
14170 - System Support Specialist	35.82
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.68
15020 - Aircrew Training Devices Instructor (Rated)	38.32
15030 - Air Crew Training Devices Instructor (Pilot)	45.94
15050 - Computer Based Training Specialist / Instructor	31.68
15060 - Educational Technologist	34.63
15070 - Flight Instructor (Pilot)	45.94
15080 - Graphic Artist	27.59
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	44.92
15086 - Maintenance Test Pilot, Rotary Wing	44.92
15088 - Non-Maintenance Test/Co-Pilot	44.92
15090 - Technical Instructor	26.09
15095 - Technical Instructor/Course Developer	31.91
15110 - Test Proctor	21.18
15120 - Tutor	21.18
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	13.48***
16030 - Counter Attendant	13.48***
16040 - Dry Cleaner	16.68
16070 - Finisher, Flatwork, Machine	13.48***
16090 - Presser, Hand	13.48***
16110 - Presser, Machine, Drycleaning	13.48***
16130 - Presser, Machine, Shirts	13.48***
16160 - Presser, Machine, Wearing Apparel, Laundry	13.48***
16190 - Sewing Machine Operator	17.75
16220 - Tailor	18.70
16250 - Washer, Machine	14.56***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	34.13
19040 - Tool And Die Maker	42.91
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	27.14
21030 - Material Coordinator	25.86
21040 - Material Expediter	25.86
21050 - Material Handling Laborer	17.71
21071 - Order Filler	15.15***
21080 - Production Line Worker (Food Processing)	27.14
21110 - Shipping Packer	18.69
21130 - Shipping/Receiving Clerk	18.69
21140 - Store Worker I	15.38***
21150 - Stock Clerk	21.62
21210 - Tools And Parts Attendant	27.14
21410 - Warehouse Specialist	27.14
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	39.92
23019 - Aircraft Logs and Records Technician	30.69
23021 - Aircraft Mechanic I	37.54

23022 - Aircraft Mechanic II	39.92
23023 - Aircraft Mechanic III	42.27
23040 - Aircraft Mechanic Helper	25.89
23050 - Aircraft, Painter	35.27
23060 - Aircraft Servicer	30.69
23070 - Aircraft Survival Flight Equipment Technician	35.27
23080 - Aircraft Worker	32.98
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	32.98
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	37.54
23110 - Appliance Mechanic	26.54
23120 - Bicycle Repairer	27.38
23125 - Cable Splicer	48.83
23130 - Carpenter, Maintenance	40.26
23140 - Carpet Layer	34.72
23160 - Electrician, Maintenance	37.92
23181 - Electronics Technician Maintenance I	33.05
23182 - Electronics Technician Maintenance II	35.33
23183 - Electronics Technician Maintenance III	37.62
23260 - Fabric Worker	29.71
23290 - Fire Alarm System Mechanic	24.13
23310 - Fire Extinguisher Repairer	27.38
23311 - Fuel Distribution System Mechanic	37.95
23312 - Fuel Distribution System Operator	28.60
23370 - General Maintenance Worker	23.19
23380 - Ground Support Equipment Mechanic	37.54
23381 - Ground Support Equipment Servicer	30.69
23382 - Ground Support Equipment Worker	32.98
23391 - Gunsmith I	27.38
23392 - Gunsmith II	31.92
23393 - Gunsmith III	36.34
23410 - Heating, Ventilation And Air-Conditioning Mechanic	31.06
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	33.04
23430 - Heavy Equipment Mechanic	36.95
23440 - Heavy Equipment Operator	46.36
23460 - Instrument Mechanic	38.09
23465 - Laboratory/Shelter Mechanic	34.13
23470 - Laborer	17.71
23510 - Locksmith	32.16
23530 - Machinery Maintenance Mechanic	38.09
23550 - Machinist, Maintenance	34.01
23580 - Maintenance Trades Helper	22.65
23591 - Metrology Technician I	38.09
23592 - Metrology Technician II	40.52
23593 - Metrology Technician III	42.90
23640 - Millwright	36.34
23710 - Office Appliance Repairer	22.58
23760 - Painter, Maintenance	28.93
23790 - Pipefitter, Maintenance	36.72
23810 - Plumber, Maintenance	34.49
23820 - Pneudraulic Systems Mechanic	36.34
23850 - Rigger	34.66
23870 - Scale Mechanic	31.92
23890 - Sheet-Metal Worker, Maintenance	41.36
23910 - Small Engine Mechanic	25.71
23931 - Telecommunications Mechanic I	30.42
23932 - Telecommunications Mechanic II	32.34
23950 - Telephone Lineman	38.12
23960 - Welder, Combination, Maintenance	32.52
23965 - Well Driller	36.34
23970 - Woodcraft Worker	36.34
23980 - Woodworker	27.38

24000 - Personal Needs Occupations	
24550 - Case Manager	17.90
24570 - Child Care Attendant	13.79***
24580 - Child Care Center Clerk	17.20
24610 - Chore Aide	14.32***
24620 - Family Readiness And Support Services Coordinator	17.90
24630 - Homemaker	20.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	34.94
25040 - Sewage Plant Operator	29.52
25070 - Stationary Engineer	34.94
25190 - Ventilation Equipment Tender	24.10
25210 - Water Treatment Plant Operator	29.52
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.92
27007 - Baggage Inspector	17.59
27008 - Corrections Officer	32.24
27010 - Court Security Officer	32.24
27030 - Detection Dog Handler	19.68
27040 - Detention Officer	32.24
27070 - Firefighter	32.24
27101 - Guard I	17.59
27102 - Guard II	19.68
27131 - Police Officer I	35.02
27132 - Police Officer II	38.92
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.44
28042 - Carnival Equipment Repairer	17.95
28043 - Carnival Worker	12.14***
28210 - Gate Attendant/Gate Tender	17.47
28310 - Lifeguard	22.53
28350 - Park Attendant (Aide)	19.53
28510 - Recreation Aide/Health Facility Attendant	14.35***
28515 - Recreation Specialist	24.20
28630 - Sports Official	15.55***
28690 - Swimming Pool Operator	20.93
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	
29020 - Hatch Tender	
29030 - Line Handler	
29041 - Stevedore I	
29042 - Stevedore II	
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	42.76
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.48
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.47
30021 - Archeological Technician I	19.10
30022 - Archeological Technician II	21.37
30023 - Archeological Technician III	26.48
30030 - Cartographic Technician	26.48
30040 - Civil Engineering Technician	29.07
30051 - Cryogenic Technician I	29.32
30052 - Cryogenic Technician II	32.39
30061 - Drafter/CAD Operator I	19.10
30062 - Drafter/CAD Operator II	21.37
30063 - Drafter/CAD Operator III	23.82
30064 - Drafter/CAD Operator IV	29.32
30081 - Engineering Technician I	17.80
30082 - Engineering Technician II	19.97
30083 - Engineering Technician III	22.50
30084 - Engineering Technician IV	29.74
30085 - Engineering Technician V	33.87
30086 - Engineering Technician VI	40.97
30090 - Environmental Technician	28.13



30095 - Evidence Control Specialist	26.48
30210 - Laboratory Technician	29.24
30221 - Latent Fingerprint Technician I	28.49
30222 - Latent Fingerprint Technician II	31.47
30240 - Mathematical Technician	28.36
30361 - Paralegal/Legal Assistant I	20.49
30362 - Paralegal/Legal Assistant II	25.38
30363 - Paralegal/Legal Assistant III	31.05
30364 - Paralegal/Legal Assistant IV	37.57
30375 - Petroleum Supply Specialist	32.39
30390 - Photo-Optics Technician	26.48
30395 - Radiation Control Technician	32.39
30461 - Technical Writer I	26.16
30462 - Technical Writer II	32.00
30463 - Technical Writer III	38.72
30491 - Unexploded Ordnance (UXO) Technician I	27.17
30492 - Unexploded Ordnance (UXO) Technician II	32.87
30493 - Unexploded Ordnance (UXO) Technician III	39.40
30494 - Unexploded (UXO) Safety Escort	27.17
30495 - Unexploded (UXO) Sweep Personnel	27.17
30501 - Weather Forecaster I	29.32
30502 - Weather Forecaster II	35.66
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 23.82
30621 - Weather Observer, Senior	(see 2) 26.48
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	32.87
31020 - Bus Aide	19.38
31030 - Bus Driver	27.83
31043 - Driver Courier	16.74
31260 - Parking and Lot Attendant	13.28***
31290 - Shuttle Bus Driver	16.75
31310 - Taxi Driver	15.59***
31361 - Truckdriver, Light	18.29
31362 - Truckdriver, Medium	19.84
31363 - Truckdriver, Heavy	24.19
31364 - Truckdriver, Tractor-Trailer	24.19
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.03***
99030 - Cashier	13.94***
99050 - Desk Clerk	23.76
99095 - Embalmer	24.89
99130 - Flight Follower	27.17
99251 - Laboratory Animal Caretaker I	17.44
99252 - Laboratory Animal Caretaker II	19.05
99260 - Marketing Analyst	29.31
99310 - Mortician	24.89
99410 - Pest Controller	19.04
99510 - Photofinishing Worker	14.28***
99710 - Recycling Laborer	26.77
99711 - Recycling Specialist	32.45
99730 - Refuse Collector	23.97
99810 - Sales Clerk	14.75***
99820 - School Crossing Guard	17.45
99830 - Survey Party Chief	30.12
99831 - Surveying Aide	16.46
99832 - Surveying Technician	22.56
99840 - Vending Machine Attendant	13.95***
99841 - Vending Machine Repairer	17.74
99842 - Vending Machine Repairer Helper	13.95***

\*\*\*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](http://www.dol.gov/whd/govcontracts).

#### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: (Hawaii): \$2.04 per hour, up to 40 hours per week, or \$81.60 per week, or \$353.60 per month for all employees on whose behalf the contractor provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act, the new health and welfare benefit rate will be \$4.80 per hour, up to 40 hours per week.

HEALTH & WELFARE (Hawaii) EO 13706: \$1.65 per hour up to 40 hours per week, or \$66.00 per week, or \$286.00 per month for all employees on whose behalf the contractor provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act, the new health and welfare benefit rate will be \$4.41 per hour, up to 40 hours per week. \*

\*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 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. (See 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))."