

"REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-4975  
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: determination,      	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 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: determination,      	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 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).

---

State: Iowa

Area: Iowa County of Story

---

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.56
01012 - Accounting Clerk II		18.58
01013 - Accounting Clerk III		20.79
01020 - Administrative Assistant		23.08
01035 - Court Reporter		19.77
01041 - Customer Service Representative I		14.39***
01042 - Customer Service Representative II		15.70***
01043 - Customer Service Representative III		17.62
01051 - Data Entry Operator I		14.64***
01052 - Data Entry Operator II		15.97***
01060 - Dispatcher, Motor Vehicle		20.44
01070 - Document Preparation Clerk		15.75***
01090 - Duplicating Machine Operator		15.75***
01111 - General Clerk I		14.59***
01112 - General Clerk II		15.92***
01113 - General Clerk III		17.87
01120 - Housing Referral Assistant		22.04
01141 - Messenger Courier		12.84***
01191 - Order Clerk I		15.59***
01192 - Order Clerk II		18.54
01261 - Personnel Assistant (Employment) I		17.67
01262 - Personnel Assistant (Employment) II		20.39
01263 - Personnel Assistant (Employment) III		23.30
01270 - Production Control Clerk		24.79
01290 - Rental Clerk		13.51***
01300 - Scheduler, Maintenance		17.67
01311 - Secretary I		17.67
01312 - Secretary II		19.77
01313 - Secretary III		22.04
01320 - Service Order Dispatcher		17.67
01410 - Supply Technician		23.08

01420 - Survey Worker	17.88
01460 - Switchboard Operator/Receptionist	14.07***
01531 - Travel Clerk I	13.92***
01532 - Travel Clerk II	14.80***
01533 - Travel Clerk III	15.76***
01611 - Word Processor I	15.75***
01612 - Word Processor II	17.67
01613 - Word Processor III	19.77
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.31
05010 - Automotive Electrician	21.36
05040 - Automotive Glass Installer	20.03
05070 - Automotive Worker	20.03
05110 - Mobile Equipment Servicer	18.10
05130 - Motor Equipment Metal Mechanic	22.66
05160 - Motor Equipment Metal Worker	20.03
05190 - Motor Vehicle Mechanic	22.66
05220 - Motor Vehicle Mechanic Helper	17.33
05250 - Motor Vehicle Upholstery Worker	18.88
05280 - Motor Vehicle Wrecker	20.03
05310 - Painter, Automotive	21.36
05340 - Radiator Repair Specialist	20.03
05370 - Tire Repairer	17.51
05400 - Transmission Repair Specialist	22.66
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.31***
07041 - Cook I	14.70***
07042 - Cook II	16.83
07070 - Dishwasher	9.46***
07130 - Food Service Worker	11.31***
07210 - Meat Cutter	14.16***
07260 - Waiter/Waitress	9.41***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.96
09040 - Furniture Handler	15.47***
09080 - Furniture Refinisher	23.96
09090 - Furniture Refinisher Helper	18.22
09110 - Furniture Repairer, Minor	21.04
09130 - Upholsterer	23.96
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.00***
11060 - Elevator Operator	14.00***
11090 - Gardener	20.28
11122 - Housekeeping Aide	14.36***
11150 - Janitor	14.36***
11210 - Laborer, Grounds Maintenance	16.01***
11240 - Maid or Houseman	12.33***
11260 - Pruner	14.58***
11270 - Tractor Operator	18.82
11330 - Trail Maintenance Worker	16.01***

11360 - Window Cleaner	15.80***
12000 - Health Occupations	
12010 - Ambulance Driver	20.84
12011 - Breath Alcohol Technician	20.84
12012 - Certified Occupational Therapist Assistant	27.81
12015 - Certified Physical Therapist Assistant	27.52
12020 - Dental Assistant	22.41
12025 - Dental Hygienist	36.88
12030 - EKG Technician	30.73
12035 - Electroneurodiagnostic Technologist	30.73
12040 - Emergency Medical Technician	20.84
12071 - Licensed Practical Nurse I	18.12
12072 - Licensed Practical Nurse II	20.27
12073 - Licensed Practical Nurse III	22.60
12100 - Medical Assistant	18.05
12130 - Medical Laboratory Technician	23.47
12160 - Medical Record Clerk	18.57
12190 - Medical Record Technician	22.41
12195 - Medical Transcriptionist	18.92
12210 - Nuclear Medicine Technologist	44.56
12221 - Nursing Assistant I	11.93***
12222 - Nursing Assistant II	13.41***
12223 - Nursing Assistant III	14.63***
12224 - Nursing Assistant IV	16.42
12235 - Optical Dispenser	19.10
12236 - Optical Technician	18.12
12250 - Pharmacy Technician	17.61
12280 - Phlebotomist	15.80***
12305 - Radiologic Technologist	25.30
12311 - Registered Nurse I	24.62
12312 - Registered Nurse II	30.12
12313 - Registered Nurse II, Specialist	30.12
12314 - Registered Nurse III	36.45
12315 - Registered Nurse III, Anesthetist	36.45
12316 - Registered Nurse IV	43.68
12317 - Scheduler (Drug and Alcohol Testing)	25.81
12320 - Substance Abuse Treatment Counselor	29.05
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.75
13012 - Exhibits Specialist II	26.95
13013 - Exhibits Specialist III	32.97
13041 - Illustrator I	21.75
13042 - Illustrator II	26.95
13043 - Illustrator III	32.97
13047 - Librarian	29.84
13050 - Library Aide/Clerk	17.71
13054 - Library Information Technology Systems Administrator	26.95
13058 - Library Technician	21.75
13061 - Media Specialist I	19.44

13062 - Media Specialist II	21.75
13063 - Media Specialist III	24.25
13071 - Photographer I	19.44
13072 - Photographer II	21.75
13073 - Photographer III	26.95
13074 - Photographer IV	32.97
13075 - Photographer V	39.87
13090 - Technical Order Library Clerk	22.23
13110 - Video Teleconference Technician	19.44
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.55
14042 - Computer Operator II	20.75
14043 - Computer Operator III	23.12
14044 - Computer Operator IV	25.70
14045 - Computer Operator V	28.46
14071 - Computer Programmer I	(see 1) 22.64
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	18.55
14160 - Personal Computer Support Technician	27.02
14170 - System Support Specialist	30.00
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.86
15020 - Aircrew Training Devices Instructor (Rated)	37.33
15030 - Air Crew Training Devices Instructor (Pilot)	44.75
15050 - Computer Based Training Specialist / Instructor	30.86
15060 - Educational Technologist	34.90
15070 - Flight Instructor (Pilot)	44.75
15080 - Graphic Artist	24.43
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	44.14
15086 - Maintenance Test Pilot, Rotary Wing	44.14
15088 - Non-Maintenance Test/Co-Pilot	44.14
15090 - Technical Instructor	23.80
15095 - Technical Instructor/Course Developer	29.12
15110 - Test Proctor	19.21
15120 - Tutor	19.21
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.08***
16030 - Counter Attendant	11.08***
16040 - Dry Cleaner	12.66***
16070 - Finisher, Flatwork, Machine	11.08***
16090 - Presser, Hand	11.08***
16110 - Presser, Machine, Drycleaning	11.08***
16130 - Presser, Machine, Shirts	11.08***
16160 - Presser, Machine, Wearing Apparel, Laundry	11.08***
16190 - Sewing Machine Operator	13.38***

16220 - Tailor	14.17***
16250 - Washer, Machine	11.61***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.96
19040 - Tool And Die Maker	29.38
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	22.04
21030 - Material Coordinator	24.79
21040 - Material Expediter	24.79
21050 - Material Handling Laborer	17.77
21071 - Order Filler	14.08***
21080 - Production Line Worker (Food Processing)	22.04
21110 - Shipping Packer	18.11
21130 - Shipping/Receiving Clerk	18.11
21140 - Store Worker I	13.75***
21150 - Stock Clerk	18.29
21210 - Tools And Parts Attendant	22.04
21410 - Warehouse Specialist	22.04
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.88
23019 - Aircraft Logs and Records Technician	21.04
23021 - Aircraft Mechanic I	25.42
23022 - Aircraft Mechanic II	26.88
23023 - Aircraft Mechanic III	28.32
23040 - Aircraft Mechanic Helper	19.20
23050 - Aircraft, Painter	23.96
23060 - Aircraft Servicer	21.04
23070 - Aircraft Survival Flight Equipment Technician	23.96
23080 - Aircraft Worker	22.47
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22.47
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.42
23110 - Appliance Mechanic	23.96
23120 - Bicycle Repairer	19.64
23125 - Cable Splicer	25.42
23130 - Carpenter, Maintenance	22.33
23140 - Carpet Layer	22.47
23160 - Electrician, Maintenance	28.79
23181 - Electronics Technician Maintenance I	24.42
23182 - Electronics Technician Maintenance II	26.02
23183 - Electronics Technician Maintenance III	27.60
23260 - Fabric Worker	21.04
23290 - Fire Alarm System Mechanic	25.42
23310 - Fire Extinguisher Repairer	19.64
23311 - Fuel Distribution System Mechanic	25.42
23312 - Fuel Distribution System Operator	19.64
23370 - General Maintenance Worker	22.17
23380 - Ground Support Equipment Mechanic	25.42
23381 - Ground Support Equipment Servicer	21.04

23382 - Ground Support Equipment Worker	22.47
23391 - Gunsmith I	19.64
23392 - Gunsmith II	22.47
23393 - Gunsmith III	25.42
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.97
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.58
23430 - Heavy Equipment Mechanic	25.43
23440 - Heavy Equipment Operator	24.55
23460 - Instrument Mechanic	25.42
23465 - Laboratory/Shelter Mechanic	23.96
23470 - Laborer	17.77
23510 - Locksmith	23.96
23530 - Machinery Maintenance Mechanic	29.38
23550 - Machinist, Maintenance	23.34
23580 - Maintenance Trades Helper	18.22
23591 - Metrology Technician I	25.42
23592 - Metrology Technician II	26.88
23593 - Metrology Technician III	28.32
23640 - Millwright	25.42
23710 - Office Appliance Repairer	23.96
23760 - Painter, Maintenance	20.36
23790 - Pipefitter, Maintenance	25.42
23810 - Plumber, Maintenance	23.96
23820 - Pneudraulic Systems Mechanic	25.42
23850 - Rigger	25.42
23870 - Scale Mechanic	22.47
23890 - Sheet-Metal Worker, Maintenance	27.89
23910 - Small Engine Mechanic	22.47
23931 - Telecommunications Mechanic I	30.56
23932 - Telecommunications Mechanic II	32.31
23950 - Telephone Lineman	25.42
23960 - Welder, Combination, Maintenance	22.72
23965 - Well Driller	25.42
23970 - Woodcraft Worker	25.42
23980 - Woodworker	19.64
24000 - Personal Needs Occupations	
24550 - Case Manager	16.78
24570 - Child Care Attendant	10.62***
24580 - Child Care Center Clerk	13.25***
24610 - Chore Aide	13.89***
24620 - Family Readiness And Support Services Coordinator	16.78
24630 - Homemaker	17.66
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.42
25040 - Sewage Plant Operator	23.96
25070 - Stationary Engineer	25.42
25190 - Ventilation Equipment Tender	18.22

25210 - Water Treatment Plant Operator	23.96
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.40
27007 - Baggage Inspector	13.55***
27008 - Corrections Officer	22.35
27010 - Court Security Officer	20.95
27030 - Detection Dog Handler	18.66
27040 - Detention Officer	22.35
27070 - Firefighter	19.70
27101 - Guard I	13.55***
27102 - Guard II	18.66
27131 - Police Officer I	28.99
27132 - Police Officer II	32.21
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.90***
28042 - Carnival Equipment Repairer	14.99***
28043 - Carnival Worker	10.73***
28210 - Gate Attendant/Gate Tender	14.23***
28310 - Lifeguard	12.68***
28350 - Park Attendant (Aide)	15.92***
28510 - Recreation Aide/Health Facility Attendant	11.62***
28515 - Recreation Specialist	19.72
28630 - Sports Official	12.68***
28690 - Swimming Pool Operator	19.08
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.47
29020 - Hatch Tender	22.47
29030 - Line Handler	22.47
29041 - Stevedore I	21.05
29042 - Stevedore II	23.96
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	41.37
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	28.53
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.42
30021 - Archeological Technician I	18.59
30022 - Archeological Technician II	20.79
30023 - Archeological Technician III	25.76
30030 - Cartographic Technician	25.76
30040 - Civil Engineering Technician	36.30
30051 - Cryogenic Technician I	31.26
30052 - Cryogenic Technician II	34.53
30061 - Drafter/CAD Operator I	18.59
30062 - Drafter/CAD Operator II	20.79
30063 - Drafter/CAD Operator III	23.18
30064 - Drafter/CAD Operator IV	28.53
30081 - Engineering Technician I	17.34
30082 - Engineering Technician II	19.46
30083 - Engineering Technician III	21.77
30084 - Engineering Technician IV	26.96
30085 - Engineering Technician V	32.98



30086 - Engineering Technician VI	39.91
30090 - Environmental Technician	26.53
30095 - Evidence Control Specialist	28.22
30210 - Laboratory Technician	22.40
30221 - Latent Fingerprint Technician I	31.26
30222 - Latent Fingerprint Technician II	34.53
30240 - Mathematical Technician	25.76
30361 - Paralegal/Legal Assistant I	19.03
30362 - Paralegal/Legal Assistant II	23.63
30363 - Paralegal/Legal Assistant III	28.90
30364 - Paralegal/Legal Assistant IV	34.98
30375 - Petroleum Supply Specialist	34.53
30390 - Photo-Optics Technician	27.59
30395 - Radiation Control Technician	34.53
30461 - Technical Writer I	25.76
30462 - Technical Writer II	31.52
30463 - Technical Writer III	38.12
30491 - Unexploded Ordnance (UXO) Technician I	26.29
30492 - Unexploded Ordnance (UXO) Technician II	31.81
30493 - Unexploded Ordnance (UXO) Technician III	38.13
30494 - Unexploded (UXO) Safety Escort	26.29
30495 - Unexploded (UXO) Sweep Personnel	26.29
30501 - Weather Forecaster I	31.26
30502 - Weather Forecaster II	38.02
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 23.18
30621 - Weather Observer, Senior	(see 2) 27.31
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.81
31020 - Bus Aide	14.89***
31030 - Bus Driver	20.24
31043 - Driver Courier	15.93***
31260 - Parking and Lot Attendant	13.69***
31290 - Shuttle Bus Driver	15.81***
31310 - Taxi Driver	13.46***
31361 - Truckdriver, Light	17.39
31362 - Truckdriver, Medium	18.04
31363 - Truckdriver, Heavy	22.37
31364 - Truckdriver, Tractor-Trailer	22.37
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.51***
99030 - Cashier	11.27***
99050 - Desk Clerk	11.20***
99095 - Embalmer	27.89
99130 - Flight Follower	26.29
99251 - Laboratory Animal Caretaker I	14.86***
99252 - Laboratory Animal Caretaker II	16.02***
99260 - Marketing Analyst	29.17
99310 - Mortician	27.89
99410 - Pest Controller	22.84

99510 - Photofinishing Worker	13.82***
99710 - Recycling Laborer	17.60
99711 - Recycling Specialist	20.70
99730 - Refuse Collector	16.02***
99810 - Sales Clerk	13.63***
99820 - School Crossing Guard	15.26***
99830 - Survey Party Chief	26.36
99831 - Surveying Aide	14.12***
99832 - Surveying Technician	19.93
99840 - Vending Machine Attendant	19.77
99841 - Vending Machine Repairer	24.39
99842 - Vending Machine Repairer Helper	19.77

\*\*\*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: \$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))."