

"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.: 2015-5665
Revision No.: 21
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: California

Area: California Counties of Calaveras, Tuolumne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		

01011 - Accounting Clerk I	17.88
01012 - Accounting Clerk II	20.07
01013 - Accounting Clerk III	22.45
01020 - Administrative Assistant	30.56
01035 - Court Reporter	19.98
01041 - Customer Service Representative I	16.19***
01042 - Customer Service Representative II	18.08
01043 - Customer Service Representative III	19.84
01051 - Data Entry Operator I	13.96***
01052 - Data Entry Operator II	15.24***
01060 - Dispatcher, Motor Vehicle	24.34
01070 - Document Preparation Clerk	15.92***
01090 - Duplicating Machine Operator	15.92***
01111 - General Clerk I	14.89***
01112 - General Clerk II	16.24
01113 - General Clerk III	18.23
01120 - Housing Referral Assistant	22.28
01141 - Messenger Courier	12.98***
01191 - Order Clerk I	14.59***
01192 - Order Clerk II	15.92***
01261 - Personnel Assistant (Employment) I	18.01
01262 - Personnel Assistant (Employment) II	19.99
01263 - Personnel Assistant (Employment) III	22.46
01270 - Production Control Clerk	23.15
01290 - Rental Clerk	16.12***
01300 - Scheduler, Maintenance	17.86
01311 - Secretary I	17.86
01312 - Secretary II	19.98
01313 - Secretary III	22.28
01320 - Service Order Dispatcher	21.75
01410 - Supply Technician	30.56
01420 - Survey Worker	19.94
01460 - Switchboard Operator/Receptionist	15.05***
01531 - Travel Clerk I	15.49***
01532 - Travel Clerk II	16.73
01533 - Travel Clerk III	17.99
01611 - Word Processor I	15.26***
01612 - Word Processor II	17.12
01613 - Word Processor III	19.14
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	28.57
05010 - Automotive Electrician	21.80
05040 - Automotive Glass Installer	20.62
05070 - Automotive Worker	20.61
05110 - Mobile Equipment Servicer	18.26
05130 - Motor Equipment Metal Mechanic	22.96
05160 - Motor Equipment Metal Worker	20.61
05190 - Motor Vehicle Mechanic	22.96
05220 - Motor Vehicle Mechanic Helper	17.05

05250 - Motor Vehicle Upholstery Worker	19.45
05280 - Motor Vehicle Wrecker	20.61
05310 - Painter, Automotive	21.80
05340 - Radiator Repair Specialist	20.61
05370 - Tire Repairer	17.32
05400 - Transmission Repair Specialist	22.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	19.17
07041 - Cook I	18.81
07042 - Cook II	21.20
07070 - Dishwasher	14.32***
07130 - Food Service Worker	14.73***
07210 - Meat Cutter	17.97
07260 - Waiter/Waitress	14.34***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	28.92
09040 - Furniture Handler	20.76
09080 - Furniture Refinisher	28.92
09090 - Furniture Refinisher Helper	24.31
09110 - Furniture Repairer, Minor	27.34
09130 - Upholsterer	28.92
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.49***
11060 - Elevator Operator	16.45
11090 - Gardener	21.62
11122 - Housekeeping Aide	16.45
11150 - Janitor	16.45
11210 - Laborer, Grounds Maintenance	17.37
11240 - Maid or Houseman	14.62***
11260 - Pruner	16.05***
11270 - Tractor Operator	20.20
11330 - Trail Maintenance Worker	17.37
11360 - Window Cleaner	17.80
12000 - Health Occupations	
12010 - Ambulance Driver	19.72
12011 - Breath Alcohol Technician	29.12
12012 - Certified Occupational Therapist Assistant	40.72
12015 - Certified Physical Therapist Assistant	40.72
12020 - Dental Assistant	23.66
12025 - Dental Hygienist	50.02
12030 - EKG Technician	44.98
12035 - Electroneurodiagnostic Technologist	44.98
12040 - Emergency Medical Technician	19.72
12071 - Licensed Practical Nurse I	26.54
12072 - Licensed Practical Nurse II	29.68
12073 - Licensed Practical Nurse III	33.08
12100 - Medical Assistant	18.72
12130 - Medical Laboratory Technician	22.74
12160 - Medical Record Clerk	21.21

12190 - Medical Record Technician	23.74
12195 - Medical Transcriptionist	26.06
12210 - Nuclear Medicine Technologist	65.22
12221 - Nursing Assistant I	13.46***
12222 - Nursing Assistant II	15.14***
12223 - Nursing Assistant III	16.51
12224 - Nursing Assistant IV	18.54
12235 - Optical Dispenser	24.42
12236 - Optical Technician	26.40
12250 - Pharmacy Technician	22.09
12280 - Phlebotomist	23.87
12305 - Radiologic Technologist	44.98
12311 - Registered Nurse I	29.76
12312 - Registered Nurse II	36.40
12313 - Registered Nurse II, Specialist	36.40
12314 - Registered Nurse III	48.18
12315 - Registered Nurse III, Anesthetist	48.18
12316 - Registered Nurse IV	52.79
12317 - Scheduler (Drug and Alcohol Testing)	36.77
12320 - Substance Abuse Treatment Counselor	28.97
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.15
13012 - Exhibits Specialist II	29.54
13013 - Exhibits Specialist III	36.13
13041 - Illustrator I	23.16
13042 - Illustrator II	29.54
13043 - Illustrator III	36.13
13047 - Librarian	32.70
13050 - Library Aide/Clerk	17.94
13054 - Library Information Technology Systems Administrator	29.54
13058 - Library Technician	20.55
13061 - Media Specialist I	19.39
13062 - Media Specialist II	21.68
13063 - Media Specialist III	24.16
13071 - Photographer I	18.15
13072 - Photographer II	20.01
13073 - Photographer III	24.94
13074 - Photographer IV	30.49
13075 - Photographer V	36.89
13090 - Technical Order Library Clerk	22.53
13110 - Video Teleconference Technician	19.52
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.67
14042 - Computer Operator II	23.46
14043 - Computer Operator III	26.35
14044 - Computer Operator IV	29.27
14045 - Computer Operator V	32.43
14071 - Computer Programmer I	20.21

(see 1)

14072 - Computer Programmer II	(see 1)	25.48
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		20.67
14160 - Personal Computer Support Technician		29.27
14170 - System Support Specialist		32.43
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.33
15020 - Aircrew Training Devices Instructor (Rated)		37.89
15030 - Air Crew Training Devices Instructor (Pilot)		45.43
15050 - Computer Based Training Specialist / Instructor		31.33
15060 - Educational Technologist		44.40
15070 - Flight Instructor (Pilot)		45.43
15080 - Graphic Artist		24.37
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		45.43
15086 - Maintenance Test Pilot, Rotary Wing		45.43
15088 - Non-Maintenance Test/Co-Pilot		45.43
15090 - Technical Instructor		24.47
15095 - Technical Instructor/Course Developer		29.93
15110 - Test Proctor		19.75
15120 - Tutor		19.75
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		16.90
16030 - Counter Attendant		16.90
16040 - Dry Cleaner		19.31
16070 - Finisher, Flatwork, Machine		16.90
16090 - Presser, Hand		16.90
16110 - Presser, Machine, Drycleaning		16.90
16130 - Presser, Machine, Shirts		16.90
16160 - Presser, Machine, Wearing Apparel, Laundry		16.90
16190 - Sewing Machine Operator		20.11
16220 - Tailor		20.91
16250 - Washer, Machine		17.70
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		31.24
19040 - Tool And Die Maker		37.72
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.58
21030 - Material Coordinator		23.47
21040 - Material Expediter		23.47
21050 - Material Handling Laborer		16.60
21071 - Order Filler		14.48***
21080 - Production Line Worker (Food Processing)		20.58
21110 - Shipping Packer		17.98
21130 - Shipping/Receiving Clerk		17.98
21140 - Store Worker I		16.56

21150 - Stock Clerk	20.77
21210 - Tools And Parts Attendant	20.58
21410 - Warehouse Specialist	20.58
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.59
23019 - Aircraft Logs and Records Technician	27.87
23021 - Aircraft Mechanic I	32.90
23022 - Aircraft Mechanic II	34.59
23023 - Aircraft Mechanic III	36.23
23040 - Aircraft Mechanic Helper	24.44
23050 - Aircraft, Painter	31.24
23060 - Aircraft Servicer	27.87
23070 - Aircraft Survival Flight Equipment Technician	31.24
23080 - Aircraft Worker	29.54
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.54
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.90
23110 - Appliance Mechanic	30.65
23120 - Bicycle Repairer	25.67
23125 - Cable Splicer	37.30
23130 - Carpenter, Maintenance	28.74
23140 - Carpet Layer	29.54
23160 - Electrician, Maintenance	34.17
23181 - Electronics Technician Maintenance I	29.54
23182 - Electronics Technician Maintenance II	31.24
23183 - Electronics Technician Maintenance III	32.90
23260 - Fabric Worker	27.87
23290 - Fire Alarm System Mechanic	32.90
23310 - Fire Extinguisher Repairer	26.17
23311 - Fuel Distribution System Mechanic	33.91
23312 - Fuel Distribution System Operator	26.65
23370 - General Maintenance Worker	21.77
23380 - Ground Support Equipment Mechanic	32.90
23381 - Ground Support Equipment Servicer	27.87
23382 - Ground Support Equipment Worker	29.54
23391 - Gunsmith I	26.17
23392 - Gunsmith II	29.54
23393 - Gunsmith III	32.90
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.37
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.82
23430 - Heavy Equipment Mechanic	30.33
23440 - Heavy Equipment Operator	30.51
23460 - Instrument Mechanic	32.90
23465 - Laboratory/Shelter Mechanic	31.24
23470 - Laborer	16.60
23510 - Locksmith	31.24

23530 - Machinery Maintenance Mechanic	34.80
23550 - Machinist, Maintenance	23.21
23580 - Maintenance Trades Helper	18.74
23591 - Metrology Technician I	32.90
23592 - Metrology Technician II	34.59
23593 - Metrology Technician III	36.23
23640 - Millwright	32.90
23710 - Office Appliance Repairer	31.24
23760 - Painter, Maintenance	26.18
23790 - Pipefitter, Maintenance	30.72
23810 - Plumber, Maintenance	29.17
23820 - Pneudraulic Systems Mechanic	32.90
23850 - Rigger	32.90
23870 - Scale Mechanic	29.54
23890 - Sheet-Metal Worker, Maintenance	32.90
23910 - Small Engine Mechanic	27.58
23931 - Telecommunications Mechanic I	30.43
23932 - Telecommunications Mechanic II	31.99
23950 - Telephone Lineman	39.32
23960 - Welder, Combination, Maintenance	23.39
23965 - Well Driller	30.83
23970 - Woodcraft Worker	32.90
23980 - Woodworker	26.08
24000 - Personal Needs Occupations	
24550 - Case Manager	21.42
24570 - Child Care Attendant	16.19***
24580 - Child Care Center Clerk	20.19
24610 - Chore Aide	14.32***
24620 - Family Readiness And Support Services Coordinator	21.42
24630 - Homemaker	21.42
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	36.19
25040 - Sewage Plant Operator	34.33
25070 - Stationary Engineer	36.19
25190 - Ventilation Equipment Tender	26.88
25210 - Water Treatment Plant Operator	34.33
27000 - Protective Service Occupations	
27004 - Alarm Monitor	29.40
27007 - Baggage Inspector	16.16***
27008 - Corrections Officer	43.39
27010 - Court Security Officer	33.62
27030 - Detection Dog Handler	18.61
27040 - Detention Officer	43.39
27070 - Firefighter	24.77
27101 - Guard I	16.16***
27102 - Guard II	18.61
27131 - Police Officer I	41.96
27132 - Police Officer II	46.62

28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	18.09
28042 - Carnival Equipment Repairer	19.37
28043 - Carnival Worker	14.38***
28210 - Gate Attendant/Gate Tender	19.93
28310 - Lifeguard	16.68
28350 - Park Attendant (Aide)	22.31
28510 - Recreation Aide/Health Facility Attendant	16.28
28515 - Recreation Specialist	27.63
28630 - Sports Official	17.77
28690 - Swimming Pool Operator	21.87
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.54
29020 - Hatch Tender	29.54
29030 - Line Handler	29.54
29041 - Stevedore I	27.87
29042 - Stevedore II	31.24
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	19.89
30022 - Archeological Technician II	22.25
30023 - Archeological Technician III	27.58
30030 - Cartographic Technician	27.58
30040 - Civil Engineering Technician	28.90
30051 - Cryogenic Technician I	24.77
30052 - Cryogenic Technician II	27.35
30061 - Drafter/CAD Operator I	19.89
30062 - Drafter/CAD Operator II	22.25
30063 - Drafter/CAD Operator III	24.82
30064 - Drafter/CAD Operator IV	30.53
30081 - Engineering Technician I	16.43
30082 - Engineering Technician II	18.45
30083 - Engineering Technician III	20.64
30084 - Engineering Technician IV	25.56
30085 - Engineering Technician V	31.27
30086 - Engineering Technician VI	37.83
30090 - Environmental Technician	32.79
30095 - Evidence Control Specialist	22.36
30210 - Laboratory Technician	24.82
30221 - Latent Fingerprint Technician I	24.77
30222 - Latent Fingerprint Technician II	27.35
30240 - Mathematical Technician	27.58
30361 - Paralegal/Legal Assistant I	20.90
30362 - Paralegal/Legal Assistant II	25.90
30363 - Paralegal/Legal Assistant III	31.68
30364 - Paralegal/Legal Assistant IV	38.33
30375 - Petroleum Supply Specialist	27.35

30390 - Photo-Optics Technician	26.83
30395 - Radiation Control Technician	27.35
30461 - Technical Writer I	25.61
30462 - Technical Writer II	31.31
30463 - Technical Writer III	37.88
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	24.77
30502 - Weather Forecaster II	30.12
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 24.82
30621 - Weather Observer, Senior	(see 2) 26.36
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	15.45***
31030 - Bus Driver	20.47
31043 - Driver Courier	17.69
31260 - Parking and Lot Attendant	14.46***
31290 - Shuttle Bus Driver	17.58
31310 - Taxi Driver	16.62
31361 - Truckdriver, Light	18.94
31362 - Truckdriver, Medium	20.18
31363 - Truckdriver, Heavy	23.43
31364 - Truckdriver, Tractor-Trailer	23.43
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47***
99030 - Cashier	14.34***
99050 - Desk Clerk	14.32***
99095 - Embalmer	26.22
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	16.50
99252 - Laboratory Animal Caretaker II	17.67
99260 - Marketing Analyst	28.66
99310 - Mortician	26.22
99410 - Pest Controller	22.09
99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	25.53
99711 - Recycling Specialist	29.66
99730 - Refuse Collector	23.35
99810 - Sales Clerk	14.49***
99820 - School Crossing Guard	17.75
99830 - Survey Party Chief	35.42
99831 - Surveying Aide	21.38
99832 - Surveying Technician	29.30
99840 - Vending Machine Attendant	17.69
99841 - Vending Machine Repairer	23.56

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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))."