

"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.: 2015-4821
Revision No.: 24
Date Of Last Revision: 06/30/2023

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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., workers an option is exercised) on or after applicable January 30, 2022: determination, 	Executive Order 14026 generally applies to the contract. The contractor must pay all covered at least \$16.20 per hour (or the wage rate listed on this wage if it is higher) for all hours spent performing on the contract in 2023.
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If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed workers or extended on or after January 30, applicable 2022: determination, 	Executive Order 13658 generally applies to the contract. The contractor must pay all covered at least \$12.15 per hour (or the wage rate listed on this wage if it is higher) for all hours spent performing on the contract in 2023.
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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: Indiana

Area: Indiana Counties of Crawford, Daviess, Dubois, Gibson, Greene, Jackson,
Knox, Lawrence, Martin, Orange, Pike

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

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

01011 - Accounting Clerk I

14.60***

01012 - Accounting Clerk II

16.40

01013 - Accounting Clerk III

18.34

01020 - Administrative Assistant

25.87

01035 - Court Reporter

20.49

01041 - Customer Service Representative I

14.71***

01042 - Customer Service Representative II

16.05***

01043 - Customer Service Representative III

18.03

01051 - Data Entry Operator I

15.01***

01052 - Data Entry Operator II

16.38

01060 - Dispatcher, Motor Vehicle

21.76

01070 - Document Preparation Clerk

14.21***

01090 - Duplicating Machine Operator

14.21***

01111 - General Clerk I
14.12***
01112 - General Clerk II
15.40***
01113 - General Clerk III
17.30
01120 - Housing Referral Assistant
19.90
01141 - Messenger Courier
13.81***
01191 - Order Clerk I
16.48
01192 - Order Clerk II
17.99
01261 - Personnel Assistant (Employment) I
17.48
01262 - Personnel Assistant (Employment) II
19.55
01263 - Personnel Assistant (Employment) III
21.80
01270 - Production Control Clerk
24.00
01290 - Rental Clerk
14.38***
01300 - Scheduler, Maintenance
15.95***
01311 - Secretary I
15.95***
01312 - Secretary II
17.85
01313 - Secretary III
19.90
01320 - Service Order Dispatcher
19.45
01410 - Supply Technician
25.87
01420 - Survey Worker
16.70
01460 - Switchboard Operator/Receptionist
14.58***
01531 - Travel Clerk I
14.71***
01532 - Travel Clerk II
15.35***
01533 - Travel Clerk III
16.19***
01611 - Word Processor I
15.52***
01612 - Word Processor II
17.43

01613 - Word Processor III
19.49
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass
22.22
05010 - Automotive Electrician
19.15
05040 - Automotive Glass Installer
18.18
05070 - Automotive Worker
18.18
05110 - Mobile Equipment Servicer
16.00***
05130 - Motor Equipment Metal Mechanic
20.03
05160 - Motor Equipment Metal Worker
18.18
05190 - Motor Vehicle Mechanic
20.03
05220 - Motor Vehicle Mechanic Helper
14.88***
05250 - Motor Vehicle Upholstery Worker
17.10
05280 - Motor Vehicle Wrecker
18.18
05310 - Painter, Automotive
19.15
05340 - Radiator Repair Specialist
18.18
05370 - Tire Repairer
14.73***
05400 - Transmission Repair Specialist
20.03
07000 - Food Preparation And Service Occupations
07010 - Baker
13.81***
07041 - Cook I
13.18***
07042 - Cook II
14.97***
07070 - Dishwasher
10.46***
07130 - Food Service Worker
11.48***
07210 - Meat Cutter
14.66***
07260 - Waiter/Waitress
10.23***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter

22.81
09040 - Furniture Handler
14.99***
09080 - Furniture Refinisher
19.64
09090 - Furniture Refinisher Helper
17.91
09110 - Furniture Repairer, Minor
18.81
09130 - Upholsterer
19.64
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles
14.08***
11060 - Elevator Operator
14.08***
11090 - Gardener
18.88
11122 - Housekeeping Aide
14.14***
11150 - Janitor
14.14***
11210 - Laborer, Grounds Maintenance
14.96***
11240 - Maid or Houseman
12.41***
11260 - Pruner
13.69***
11270 - Tractor Operator
17.56
11330 - Trail Maintenance Worker
14.96***
11360 - Window Cleaner
15.46***
12000 - Health Occupations
12010 - Ambulance Driver
16.29
12011 - Breath Alcohol Technician
22.22
12012 - Certified Occupational Therapist Assistant
28.33
12015 - Certified Physical Therapist Assistant
28.74
12020 - Dental Assistant
19.56
12025 - Dental Hygienist
39.64
12030 - EKG Technician
29.82
12035 - Electroneurodiagnostic Technologist

29.82
12040 - Emergency Medical Technician
16.29
12071 - Licensed Practical Nurse I
19.87
12072 - Licensed Practical Nurse II
22.22
12073 - Licensed Practical Nurse III
24.77
12100 - Medical Assistant
17.50
12130 - Medical Laboratory Technician
23.79
12160 - Medical Record Clerk
19.50
12190 - Medical Record Technician
21.89
12195 - Medical Transcriptionist
17.29
12210 - Nuclear Medicine Technologist
48.84
12221 - Nursing Assistant I
12.36***
12222 - Nursing Assistant II
13.89***
12223 - Nursing Assistant III
15.16***
12224 - Nursing Assistant IV
17.01
12235 - Optical Dispenser
16.15***
12236 - Optical Technician
19.87
12250 - Pharmacy Technician
17.10
12280 - Phlebotomist
15.52***
12305 - Radiologic Technologist
29.67
12311 - Registered Nurse I
25.59
12312 - Registered Nurse II
31.29
12313 - Registered Nurse II, Specialist
31.29
12314 - Registered Nurse III
37.86
12315 - Registered Nurse III, Anesthetist
37.86
12316 - Registered Nurse IV

45.38
12317 - Scheduler (Drug and Alcohol Testing)
27.53
12320 - Substance Abuse Treatment Counselor
21.19
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I
16.83
13012 - Exhibits Specialist II
20.32
13013 - Exhibits Specialist III
25.49
13041 - Illustrator I
16.79
13042 - Illustrator II
20.32
13043 - Illustrator III
25.49
13047 - Librarian
20.01
13050 - Library Aide/Clerk
13.09***
13054 - Library Information Technology Systems
20.32
Administrator
13058 - Library Technician
13.38***
13061 - Media Specialist I
14.80***
13062 - Media Specialist II
16.43
13063 - Media Specialist III
18.32
13071 - Photographer I
16.97
13072 - Photographer II
19.00
13073 - Photographer III
22.94
13074 - Photographer IV
28.77
13075 - Photographer V
34.82
13090 - Technical Order Library Clerk
15.49***
13110 - Video Teleconference Technician
16.49
14000 - Information Technology Occupations
14041 - Computer Operator I
17.53

14042 - Computer Operator II	
19.60	
14043 - Computer Operator III	
22.86	
14044 - Computer Operator IV	
25.03	
14045 - Computer Operator V	
27.73	
14071 - Computer Programmer I	(see 1)
20.14	
14072 - Computer Programmer II	(see 1)
24.96	
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	
17.53	
14160 - Personal Computer Support Technician	
25.03	
14170 - System Support Specialist	
30.32	
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	
31.88	
15020 - Aircrew Training Devices Instructor (Rated)	
38.57	
15030 - Air Crew Training Devices Instructor (Pilot)	
46.24	
15050 - Computer Based Training Specialist / Instructor	
31.88	
15060 - Educational Technologist	
30.00	
15070 - Flight Instructor (Pilot)	
46.24	
15080 - Graphic Artist	
21.44	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	
46.24	
15086 - Maintenance Test Pilot, Rotary Wing	
46.24	
15088 - Non-Maintenance Test/Co-Pilot	
46.24	
15090 - Technical Instructor	

18.92
15095 - Technical Instructor/Course Developer
23.75
15110 - Test Proctor
15.70***
15120 - Tutor
15.70***
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler
11.76***
16030 - Counter Attendant
11.76***
16040 - Dry Cleaner
14.82***
16070 - Finisher, Flatwork, Machine
11.76***
16090 - Presser, Hand
11.76***
16110 - Presser, Machine, Drycleaning
11.76***
16130 - Presser, Machine, Shirts
11.76***
16160 - Presser, Machine, Wearing Apparel, Laundry
11.76***
16190 - Sewing Machine Operator
15.73***
16220 - Tailor
16.59
16250 - Washer, Machine
12.86***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room)
25.94
19040 - Tool And Die Maker
30.74
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator
20.30
21030 - Material Coordinator
24.00
21040 - Material Expediter
24.00
21050 - Material Handling Laborer
17.22
21071 - Order Filler
14.80***
21080 - Production Line Worker (Food Processing)
20.30
21110 - Shipping Packer
18.33

21130 - Shipping/Receiving Clerk
18.33
21140 - Store Worker I
15.74***
21150 - Stock Clerk
20.64
21210 - Tools And Parts Attendant
20.30
21410 - Warehouse Specialist
20.30
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder
26.98
23019 - Aircraft Logs and Records Technician
22.04
23021 - Aircraft Mechanic I
25.84
23022 - Aircraft Mechanic II
26.98
23023 - Aircraft Mechanic III
28.18
23040 - Aircraft Mechanic Helper
19.18
23050 - Aircraft, Painter
24.71
23060 - Aircraft Servicer
22.04
23070 - Aircraft Survival Flight Equipment Technician
24.71
23080 - Aircraft Worker
23.44
23091 - Aircrew Life Support Equipment (ALSE) Mechanic
23.44
I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic
25.84
II
23110 - Appliance Mechanic
22.55
23120 - Bicycle Repairer
20.63
23125 - Cable Splicer
37.07
23130 - Carpenter, Maintenance
22.68
23140 - Carpet Layer
23.44
23160 - Electrician, Maintenance
31.01
23181 - Electronics Technician Maintenance I

24.44
23182 - Electronics Technician Maintenance II

25.74
23183 - Electronics Technician Maintenance III

26.92
23260 - Fabric Worker

22.04
23290 - Fire Alarm System Mechanic

23.17
23310 - Fire Extinguisher Repairer

20.63
23311 - Fuel Distribution System Mechanic

26.57
23312 - Fuel Distribution System Operator

20.82
23370 - General Maintenance Worker

21.18
23380 - Ground Support Equipment Mechanic

25.84
23381 - Ground Support Equipment Servicer

22.04
23382 - Ground Support Equipment Worker

23.44
23391 - Gunsmith I

20.63
23392 - Gunsmith II

23.44
23393 - Gunsmith III

25.84
23410 - Heating, Ventilation And Air-Conditioning

25.08
Mechanic
23411 - Heating, Ventilation And Air Contidioning

26.19
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic

27.10
23440 - Heavy Equipment Operator

25.13
23460 - Instrument Mechanic

31.01
23465 - Laboratory/Shelter Mechanic

24.71
23470 - Laborer

17.22
23510 - Locksmith

24.71
23530 - Machinery Maintenance Mechanic

26.66
23550 - Machinist, Maintenance

22.55
23580 - Maintenance Trades Helper
15.99***
23591 - Metrology Technician I
31.01
23592 - Metrology Technician II
32.38
23593 - Metrology Technician III
33.82
23640 - Millwright
30.48
23710 - Office Appliance Repairer
22.95
23760 - Painter, Maintenance
18.97
23790 - Pipefitter, Maintenance
28.29
23810 - Plumber, Maintenance
27.05
23820 - Pneudraulic Systems Mechanic
25.84
23850 - Rigger
25.84
23870 - Scale Mechanic
23.44
23890 - Sheet-Metal Worker, Maintenance
22.51
23910 - Small Engine Mechanic
19.74
23931 - Telecommunications Mechanic I
27.49
23932 - Telecommunications Mechanic II
28.71
23950 - Telephone Lineman
27.34
23960 - Welder, Combination, Maintenance
23.05
23965 - Well Driller
25.84
23970 - Woodcraft Worker
25.84
23980 - Woodworker
20.63
24000 - Personal Needs Occupations
24550 - Case Manager
16.00***
24570 - Child Care Attendant
12.13***
24580 - Child Care Center Clerk
15.12***

24610 - Chore Aide
12.82***
24620 - Family Readiness And Support Services
16.00***
Coordinator
24630 - Homemaker
16.00***
25000 - Plant And System Operations Occupations
25010 - Boiler Tender
24.31
25040 - Sewage Plant Operator
22.47
25070 - Stationary Engineer
24.31
25190 - Ventilation Equipment Tender
18.11
25210 - Water Treatment Plant Operator
22.47
27000 - Protective Service Occupations
27004 - Alarm Monitor
18.39
27007 - Baggage Inspector
14.91***
27008 - Corrections Officer
18.26
27010 - Court Security Officer
20.72
27030 - Detection Dog Handler
17.43
27040 - Detention Officer
18.26
27070 - Firefighter
23.18
27101 - Guard I
14.91***
27102 - Guard II
17.43
27131 - Police Officer I
21.39
27132 - Police Officer II
23.77
28000 - Recreation Occupations
28041 - Carnival Equipment Operator
14.76***
28042 - Carnival Equipment Repairer
15.97***
28043 - Carnival Worker
12.01***
28210 - Gate Attendant/Gate Tender
15.63***

28310 - Lifeguard
 11.94***
 28350 - Park Attendant (Aide)
 17.49
 28510 - Recreation Aide/Health Facility Attendant
 12.89***
 28515 - Recreation Specialist
 21.66
 28630 - Sports Official
 13.93***
 28690 - Swimming Pool Operator
 19.75
 29000 - Stevedoring/Longshoremen Occupational Services
 29010 - Blocker And Bracer
 26.94
 29020 - Hatch Tender
 26.94
 29030 - Line Handler
 26.94
 29041 - Stevedore I
 25.43
 29042 - Stevedore II
 28.36
 30000 - Technical Occupations
 30010 - Air Traffic Control Specialist, Center (HFO) (see 2)
 43.46
 30011 - Air Traffic Control Specialist, Station (HFO) (see 2)
 29.97
 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)
 33.00
 30021 - Archeological Technician I
 19.64
 30022 - Archeological Technician II
 21.97
 30023 - Archeological Technician III
 27.23
 30030 - Cartographic Technician
 27.23
 30040 - Civil Engineering Technician
 28.42
 30051 - Cryogenic Technician I
 30.14
 30052 - Cryogenic Technician II
 33.29
 30061 - Drafter/CAD Operator I
 19.64
 30062 - Drafter/CAD Operator II
 21.97
 30063 - Drafter/CAD Operator III
 24.49

30064 - Drafter/CAD Operator IV
30.14
30081 - Engineering Technician I
18.07
30082 - Engineering Technician II
20.28
30083 - Engineering Technician III
22.69
30084 - Engineering Technician IV
28.11
30085 - Engineering Technician V
34.39
30086 - Engineering Technician VI
41.60
30090 - Environmental Technician
25.37
30095 - Evidence Control Specialist
27.23
30210 - Laboratory Technician
22.50
30221 - Latent Fingerprint Technician I
30.14
30222 - Latent Fingerprint Technician II
33.29
30240 - Mathematical Technician
27.23
30361 - Paralegal/Legal Assistant I
19.92
30362 - Paralegal/Legal Assistant II
25.74
30363 - Paralegal/Legal Assistant III
30.18
30364 - Paralegal/Legal Assistant IV
38.20
30375 - Petroleum Supply Specialist
33.29
30390 - Photo-Optics Technician
27.23
30395 - Radiation Control Technician
33.29
30461 - Technical Writer I
24.52
30462 - Technical Writer II
29.98
30463 - Technical Writer III
36.27
30491 - Unexploded Ordnance (UXO) Technician I
27.62
30492 - Unexploded Ordnance (UXO) Technician II
33.42

30493 - Unexploded Ordnance (UXO) Technician III
 40.05
 30494 - Unexploded (UXO) Safety Escort
 27.62
 30495 - Unexploded (UXO) Sweep Personnel
 27.62
 30501 - Weather Forecaster I
 30.14
 30502 - Weather Forecaster II
 36.66
 30620 - Weather Observer, Combined Upper Air Or (see 2)
 24.49
 Surface Programs
 30621 - Weather Observer, Senior (see 2)
 27.23
 31000 - Transportation/Mobile Equipment Operation Occupations
 31010 - Airplane Pilot
 33.42
 31020 - Bus Aide
 13.66***
 31030 - Bus Driver
 18.42
 31043 - Driver Courier
 16.03***
 31260 - Parking and Lot Attendant
 16.05***
 31290 - Shuttle Bus Driver
 14.82***
 31310 - Taxi Driver
 14.60***
 31361 - Truckdriver, Light
 17.24
 31362 - Truckdriver, Medium
 18.42
 31363 - Truckdriver, Heavy
 23.52
 31364 - Truckdriver, Tractor-Trailer
 23.52
 99000 - Miscellaneous Occupations
 99020 - Cabin Safety Specialist
 16.29
 99030 - Cashier
 11.25***
 99050 - Desk Clerk
 11.26***
 99095 - Embalmer
 33.22
 99130 - Flight Follower
 27.62
 99251 - Laboratory Animal Caretaker I

14.72***
 99252 - Laboratory Animal Caretaker II
 15.83***
 99260 - Marketing Analyst
 25.88
 99310 - Mortician
 33.22
 99410 - Pest Controller
 18.58
 99510 - Photofinishing Worker
 14.51***
 99710 - Recycling Laborer
 19.88
 99711 - Recycling Specialist
 23.34
 99730 - Refuse Collector
 18.19
 99810 - Sales Clerk
 12.82***
 99820 - School Crossing Guard
 17.40
 99830 - Survey Party Chief
 26.32
 99831 - Surveying Aide
 15.86***
 99832 - Surveying Technician
 21.59
 99840 - Vending Machine Attendant
 17.73
 99841 - Vending Machine Repairer
 21.66
 99842 - Vending Machine Repairer Helper
 17.73

***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: \$4.98 per hour, up to 40 hours per week, or \$199.20 per week or \$863.20 per month

HEALTH & WELFARE EO 13706: \$4.57 per hour, up to 40 hours per week, or \$182.80 per week, or \$792.13 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 8 years, 4 weeks after 15 years, and 5 weeks after 25 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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))."