

"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 Wage Determination No.: 2015-5539 Revision No.: 22 Date Of Last Revision: 12/27/2022
Daniel W. Simms Director	Division of Wage Determinations

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: Washington

Area: Washington County of Pierce

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.47
01012 - Accounting Clerk II		21.86
01013 - Accounting Clerk III		24.45
01020 - Administrative Assistant		36.35
01035 - Court Reporter		23.68
01041 - Customer Service Representative I		16.60
01042 - Customer Service Representative II		18.12
01043 - Customer Service Representative III		20.33
01051 - Data Entry Operator I		17.13
01052 - Data Entry Operator II		18.69
01060 - Dispatcher, Motor Vehicle		26.48
01070 - Document Preparation Clerk		20.27
01090 - Duplicating Machine Operator		20.27
01111 - General Clerk I		18.34
01112 - General Clerk II		20.01
01113 - General Clerk III		22.46

01120 - Housing Referral Assistant	23.35
01141 - Messenger Courier	18.44
01191 - Order Clerk I	19.35
01192 - Order Clerk II	21.12
01261 - Personnel Assistant (Employment) I	20.16
01262 - Personnel Assistant (Employment) II	22.55
01263 - Personnel Assistant (Employment) III	25.14
01270 - Production Control Clerk	25.78
01290 - Rental Clerk	18.90
01300 - Scheduler, Maintenance	20.47
01311 - Secretary I	20.47
01312 - Secretary II	22.89
01313 - Secretary III	25.52
01320 - Service Order Dispatcher	23.67
01410 - Supply Technician	36.35
01420 - Survey Worker	22.38
01460 - Switchboard Operator/Receptionist	18.25
01531 - Travel Clerk I	21.32
01532 - Travel Clerk II	23.23
01533 - Travel Clerk III	24.99
01611 - Word Processor I	20.07
01612 - Word Processor II	22.54
01613 - Word Processor III	25.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.03
05010 - Automotive Electrician	26.57
05040 - Automotive Glass Installer	25.44
05070 - Automotive Worker	25.44
05110 - Mobile Equipment Servicer	22.70
05130 - Motor Equipment Metal Mechanic	27.49
05160 - Motor Equipment Metal Worker	25.44
05190 - Motor Vehicle Mechanic	27.49
05220 - Motor Vehicle Mechanic Helper	21.34
05250 - Motor Vehicle Upholstery Worker	24.09
05280 - Motor Vehicle Wrecker	25.44
05310 - Painter, Automotive	26.57
05340 - Radiator Repair Specialist	25.44
05370 - Tire Repairer	16.93
05400 - Transmission Repair Specialist	27.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.89
07041 - Cook I	20.51
07042 - Cook II	22.98
07070 - Dishwasher	16.94
07130 - Food Service Worker	17.38
07210 - Meat Cutter	22.72
07260 - Waiter/Waitress	18.06
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.25
09040 - Furniture Handler	16.86
09080 - Furniture Refinisher	20.36
09090 - Furniture Refinisher Helper	16.86
09110 - Furniture Repairer, Minor	18.46
09130 - Upholsterer	24.45
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.34
11060 - Elevator Operator	17.34
11090 - Gardener	24.92
11122 - Housekeeping Aide	18.50
11150 - Janitor	18.50
11210 - Laborer, Grounds Maintenance	20.41
11240 - Maid or Houseman	16.72
11260 - Pruner	18.89
11270 - Tractor Operator	23.42
11330 - Trail Maintenance Worker	20.41

11360 - Window Cleaner	20.00
12000 - Health Occupations	
12010 - Ambulance Driver	31.13
12011 - Breath Alcohol Technician	27.29
12012 - Certified Occupational Therapist Assistant	31.19
12015 - Certified Physical Therapist Assistant	30.73
12020 - Dental Assistant	23.30
12025 - Dental Hygienist	48.28
12030 - EKG Technician	37.13
12035 - Electroneurodiagnostic Technologist	37.13
12040 - Emergency Medical Technician	31.13
12071 - Licensed Practical Nurse I	24.39
12072 - Licensed Practical Nurse II	27.29
12073 - Licensed Practical Nurse III	30.42
12100 - Medical Assistant	23.40
12130 - Medical Laboratory Technician	30.16
12160 - Medical Record Clerk	25.41
12190 - Medical Record Technician	28.43
12195 - Medical Transcriptionist	21.43
12210 - Nuclear Medicine Technologist	53.22
12221 - Nursing Assistant I	13.23***
12222 - Nursing Assistant II	14.87***
12223 - Nursing Assistant III	16.23
12224 - Nursing Assistant IV	18.21
12235 - Optical Dispenser	25.48
12236 - Optical Technician	22.04
12250 - Pharmacy Technician	22.98
12280 - Phlebotomist	21.93
12305 - Radiologic Technologist	38.26
12311 - Registered Nurse I	29.46
12312 - Registered Nurse II	36.05
12313 - Registered Nurse II, Specialist	36.05
12314 - Registered Nurse III	43.61
12315 - Registered Nurse III, Anesthetist	43.61
12316 - Registered Nurse IV	52.28
12317 - Scheduler (Drug and Alcohol Testing)	33.81
12320 - Substance Abuse Treatment Counselor	23.98
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	25.24
13012 - Exhibits Specialist II	31.26
13013 - Exhibits Specialist III	38.24
13041 - Illustrator I	25.54
13042 - Illustrator II	31.65
13043 - Illustrator III	38.72
13047 - Librarian	44.87
13050 - Library Aide/Clerk	18.29
13054 - Library Information Technology Systems Administrator	40.51
13058 - Library Technician	27.10
13061 - Media Specialist I	29.25
13062 - Media Specialist II	32.70
13063 - Media Specialist III	36.45
13071 - Photographer I	20.35
13072 - Photographer II	22.76
13073 - Photographer III	28.20
13074 - Photographer IV	34.50
13075 - Photographer V	41.74
13090 - Technical Order Library Clerk	22.96
13110 - Video Teleconference Technician	31.55
14000 - Information Technology Occupations	
14041 - Computer Operator I	24.24
14042 - Computer Operator II	27.14
14043 - Computer Operator III	30.25
14044 - Computer Operator IV	33.62
14045 - Computer Operator V	37.24

14071 - Computer Programmer I	26.92
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	24.24
14160 - Personal Computer Support Technician	33.62
14170 - System Support Specialist	39.55
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	36.56
15020 - Aircrew Training Devices Instructor (Rated)	44.24
15030 - Air Crew Training Devices Instructor (Pilot)	53.02
15050 - Computer Based Training Specialist / Instructor	36.56
15060 - Educational Technologist	38.54
15070 - Flight Instructor (Pilot)	53.02
15080 - Graphic Artist	35.02
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	53.02
15086 - Maintenance Test Pilot, Rotary Wing	53.02
15088 - Non-Maintenance Test/Co-Pilot	53.02
15090 - Technical Instructor	31.95
15095 - Technical Instructor/Course Developer	39.08
15110 - Test Proctor	25.79
15120 - Tutor	25.79
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	19.18
16030 - Counter Attendant	19.18
16040 - Dry Cleaner	21.91
16070 - Finisher, Flatwork, Machine	19.18
16090 - Presser, Hand	19.18
16110 - Presser, Machine, Drycleaning	19.18
16130 - Presser, Machine, Shirts	19.18
16160 - Presser, Machine, Wearing Apparel, Laundry	19.18
16190 - Sewing Machine Operator	22.82
16220 - Tailor	23.73
16250 - Washer, Machine	20.09
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	32.79
19040 - Tool And Die Maker	37.13
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.95
21030 - Material Coordinator	25.78
21040 - Material Expediter	25.78
21050 - Material Handling Laborer	18.27
21071 - Order Filler	18.38
21080 - Production Line Worker (Food Processing)	20.95
21110 - Shipping Packer	22.31
21130 - Shipping/Receiving Clerk	22.31
21140 - Store Worker I	18.80
21150 - Stock Clerk	23.72
21210 - Tools And Parts Attendant	20.95
21410 - Warehouse Specialist	20.95
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	38.34
23019 - Aircraft Logs and Records Technician	32.54
23021 - Aircraft Mechanic I	37.13
23022 - Aircraft Mechanic II	38.34
23023 - Aircraft Mechanic III	39.46
23040 - Aircraft Mechanic Helper	28.83
23050 - Aircraft, Painter	35.89
23060 - Aircraft Servicer	32.54
23070 - Aircraft Survival Flight Equipment Technician	35.89
23080 - Aircraft Worker	34.37
23091 - Aircrew Life Support Equipment (ALSE) Mechanic	34.37

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	37.13
II	
23110 - Appliance Mechanic	24.65
23120 - Bicycle Repairer	19.71
23125 - Cable Splicer	47.78
23130 - Carpenter, Maintenance	31.14
23140 - Carpet Layer	24.79
23160 - Electrician, Maintenance	37.99
23181 - Electronics Technician Maintenance I	37.43
23182 - Electronics Technician Maintenance II	39.08
23183 - Electronics Technician Maintenance III	40.43
23260 - Fabric Worker	31.10
23290 - Fire Alarm System Mechanic	30.53
23310 - Fire Extinguisher Repairer	29.32
23311 - Fuel Distribution System Mechanic	41.56
23312 - Fuel Distribution System Operator	34.33
23370 - General Maintenance Worker	24.19
23380 - Ground Support Equipment Mechanic	37.13
23381 - Ground Support Equipment Servicer	32.54
23382 - Ground Support Equipment Worker	34.37
23391 - Gunsmith I	29.32
23392 - Gunsmith II	32.85
23393 - Gunsmith III	35.49
23410 - Heating, Ventilation And Air-Conditioning Mechanic	33.36
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	34.45
23430 - Heavy Equipment Mechanic	34.10
23440 - Heavy Equipment Operator	41.36
23460 - Instrument Mechanic	30.33
23465 - Laboratory/Shelter Mechanic	34.30
23470 - Laborer	18.27
23510 - Locksmith	31.64
23530 - Machinery Maintenance Mechanic	32.66
23550 - Machinist, Maintenance	29.23
23580 - Maintenance Trades Helper	21.68
23591 - Metrology Technician I	30.33
23592 - Metrology Technician II	31.32
23593 - Metrology Technician III	32.24
23640 - Millwright	36.64
23710 - Office Appliance Repairer	25.88
23760 - Painter, Maintenance	25.98
23790 - Pipefitter, Maintenance	38.92
23810 - Plumber, Maintenance	37.62
23820 - Pneudraulic Systems Mechanic	35.49
23850 - Rigger	36.01
23870 - Scale Mechanic	32.85
23890 - Sheet-Metal Worker, Maintenance	37.88
23910 - Small Engine Mechanic	25.97
23931 - Telecommunications Mechanic I	33.19
23932 - Telecommunications Mechanic II	34.27
23950 - Telephone Lineman	35.60
23960 - Welder, Combination, Maintenance	27.89
23965 - Well Driller	35.49
23970 - Woodcraft Worker	35.49
23980 - Woodworker	29.32
24000 - Personal Needs Occupations	
24550 - Case Manager	21.07
24570 - Child Care Attendant	17.45
24580 - Child Care Center Clerk	21.76
24610 - Chore Aide	17.06
24620 - Family Readiness And Support Services Coordinator	21.07
24630 - Homemaker	21.07

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	37.16
25040 - Sewage Plant Operator	37.68
25070 - Stationary Engineer	37.16
25190 - Ventilation Equipment Tender	28.85
25210 - Water Treatment Plant Operator	37.68
27000 - Protective Service Occupations	
27004 - Alarm Monitor	35.85
27007 - Baggage Inspector	18.83
27008 - Corrections Officer	34.75
27010 - Court Security Officer	41.00
27030 - Detection Dog Handler	22.54
27040 - Detention Officer	34.75
27070 - Firefighter	46.75
27101 - Guard I	18.83
27102 - Guard II	22.54
27131 - Police Officer I	42.50
27132 - Police Officer II	47.25
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	20.56
28042 - Carnival Equipment Repairer	21.88
28043 - Carnival Worker	16.58
28210 - Gate Attendant/Gate Tender	21.72
28310 - Lifeguard	16.45
28350 - Park Attendant (Aide)	24.30
28510 - Recreation Aide/Health Facility Attendant	17.74
28515 - Recreation Specialist	30.11
28630 - Sports Official	19.36
28690 - Swimming Pool Operator	24.51
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	42.49
29020 - Hatch Tender	42.49
29030 - Line Handler	42.49
29041 - Stevedore I	40.23
29042 - Stevedore II	44.36
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	45.55
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.41
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.59
30021 - Archeological Technician I	22.27
30022 - Archeological Technician II	24.91
30023 - Archeological Technician III	30.86
30030 - Cartographic Technician	30.86
30040 - Civil Engineering Technician	37.33
30051 - Cryogenic Technician I	29.82
30052 - Cryogenic Technician II	32.94
30061 - Drafter/CAD Operator I	22.27
30062 - Drafter/CAD Operator II	24.91
30063 - Drafter/CAD Operator III	27.78
30064 - Drafter/CAD Operator IV	34.17
30081 - Engineering Technician I	20.07
30082 - Engineering Technician II	22.53
30083 - Engineering Technician III	25.20
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.19
30086 - Engineering Technician VI	46.21
30090 - Environmental Technician	30.76
30095 - Evidence Control Specialist	26.93
30210 - Laboratory Technician	26.55
30221 - Latent Fingerprint Technician I	32.69
30222 - Latent Fingerprint Technician II	36.11
30240 - Mathematical Technician	37.35
30361 - Paralegal/Legal Assistant I	22.87
30362 - Paralegal/Legal Assistant II	28.34
30363 - Paralegal/Legal Assistant III	32.99

30364 - Paralegal/Legal Assistant IV	37.71
30375 - Petroleum Supply Specialist	32.94
30390 - Photo-Optics Technician	30.86
30395 - Radiation Control Technician	32.94
30461 - Technical Writer I	28.43
30462 - Technical Writer II	34.77
30463 - Technical Writer III	42.06
30491 - Unexploded Ordnance (UXO) Technician I	28.95
30492 - Unexploded Ordnance (UXO) Technician II	35.03
30493 - Unexploded Ordnance (UXO) Technician III	41.98
30494 - Unexploded (UXO) Safety Escort	28.95
30495 - Unexploded (UXO) Sweep Personnel	28.95
30501 - Weather Forecaster I	30.16
30502 - Weather Forecaster II	36.69
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 24.23
30621 - Weather Observer, Senior	(see 2) 27.77
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.03
31020 - Bus Aide	23.02
31030 - Bus Driver	29.82
31043 - Driver Courier	20.90
31260 - Parking and Lot Attendant	17.45
31290 - Shuttle Bus Driver	21.85
31310 - Taxi Driver	18.66
31361 - Truckdriver, Light	22.24
31362 - Truckdriver, Medium	23.59
31363 - Truckdriver, Heavy	28.65
31364 - Truckdriver, Tractor-Trailer	28.65
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.08
99030 - Cashier	16.39
99050 - Desk Clerk	16.76
99095 - Embalmer	29.76
99130 - Flight Follower	28.95
99251 - Laboratory Animal Caretaker I	17.53
99252 - Laboratory Animal Caretaker II	18.66
99260 - Marketing Analyst	36.15
99310 - Mortician	30.39
99410 - Pest Controller	28.20
99510 - Photofinishing Worker	20.23
99710 - Recycling Laborer	31.87
99711 - Recycling Specialist	36.58
99730 - Refuse Collector	29.49
99810 - Sales Clerk	16.82
99820 - School Crossing Guard	20.78
99830 - Survey Party Chief	35.67
99831 - Surveying Aide	20.47
99832 - Surveying Technician	28.05
99840 - Vending Machine Attendant	20.07
99841 - Vending Machine Repairer	23.93
99842 - Vending Machine Repairer Helper	20.07

***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))."