

"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.: 2015-4157
Revision No.: 21
Date Of Last Revision: 05/10/2023

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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: New York

Area: New York Counties of Nassau, Suffolk

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
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01000 - Administrative Support And Clerical Occupations	
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01011 - Accounting Clerk I	
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19.90	
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01012 - Accounting Clerk II	
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22.35	
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01013 - Accounting Clerk III	
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25.00	
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01020 - Administrative Assistant	
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38.71	
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01035 - Court Reporter	
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42.17	
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01041 - Customer Service Representative I	
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18.12	
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01042 - Customer Service Representative II	
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19.77	
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01043 - Customer Service Representative III	
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22.21	
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01051 - Data Entry Operator I	
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18.71	
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01052 - Data Entry Operator II	
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20.41	
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01060 - Dispatcher, Motor Vehicle	
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25.79	
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01070 - Document Preparation Clerk	
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19.81	
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01090 - Duplicating Machine Operator	
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19.81	
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01111 - General Clerk I	
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18.55
 01112 - General Clerk II
20.24
 01113 - General Clerk III
22.72
 01120 - Housing Referral Assistant
28.42
 01141 - Messenger Courier
19.30
 01191 - Order Clerk I
19.59
 01192 - Order Clerk II
20.45
 01261 - Personnel Assistant (Employment) I
21.74
 01262 - Personnel Assistant (Employment) II
24.32
 01263 - Personnel Assistant (Employment) III
27.11
 01270 - Production Control Clerk
28.02
 01290 - Rental Clerk
18.29
 01300 - Scheduler, Maintenance
22.79
 01311 - Secretary I
22.79
 01312 - Secretary II
25.50
 01313 - Secretary III
28.42
 01320 - Service Order Dispatcher
22.15
 01410 - Supply Technician
38.71
 01420 - Survey Worker
23.16
 01460 - Switchboard Operator/Receptionist
18.31
 01531 - Travel Clerk I
19.70
 01532 - Travel Clerk II
21.35
 01533 - Travel Clerk III
23.21
 01611 - Word Processor I
18.82
 01612 - Word Processor II
21.14
 01613 - Word Processor III

23.64
05000 - Automotive Service Occupations
 05005 - Automobile Body Repairer, Fiberglass
28.50
 05010 - Automotive Electrician
28.50
 05040 - Automotive Glass Installer
27.31
 05070 - Automotive Worker
27.31
 05110 - Mobile Equipment Servicer
20.99
 05130 - Motor Equipment Metal Mechanic
29.80
 05160 - Motor Equipment Metal Worker
27.31
 05190 - Motor Vehicle Mechanic
29.68
 05220 - Motor Vehicle Mechanic Helper
23.15
 05250 - Motor Vehicle Upholstery Worker
26.12
 05280 - Motor Vehicle Wrecker
27.31
 05310 - Painter, Automotive
28.50
 05340 - Radiator Repair Specialist
27.31
 05370 - Tire Repairer
18.57
 05400 - Transmission Repair Specialist
29.68
07000 - Food Preparation And Service Occupations
 07010 - Baker
18.55
 07041 - Cook I
20.55
 07042 - Cook II
22.94
 07070 - Dishwasher
16.30
 07130 - Food Service Worker
16.64
 07210 - Meat Cutter
22.64
 07260 - Waiter/Waitress
16.65
09000 - Furniture Maintenance And Repair Occupations
 09010 - Electrostatic Spray Painter
22.40

09040 - Furniture Handler
16.83
09080 - Furniture Refinisher
23.24
09090 - Furniture Refinisher Helper
18.79
09110 - Furniture Repairer, Minor
21.14
09130 - Upholsterer
24.38
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles
17.54
11060 - Elevator Operator
18.04
11090 - Gardener
22.64
11122 - Housekeeping Aide
18.04
11150 - Janitor
18.04
11210 - Laborer, Grounds Maintenance
18.62
11240 - Maid or Houseman
18.01
11260 - Pruner
17.31
11270 - Tractor Operator
21.31
11330 - Trail Maintenance Worker
18.62
11360 - Window Cleaner
19.41
12000 - Health Occupations
12010 - Ambulance Driver
25.29
12011 - Breath Alcohol Technician
27.04
12012 - Certified Occupational Therapist Assistant
35.10
12015 - Certified Physical Therapist Assistant
33.14
12020 - Dental Assistant
22.74
12025 - Dental Hygienist
47.34
12030 - EKG Technician
38.68
12035 - Electroneurodiagnostic Technologist
38.68

12040 - Emergency Medical Technician
25.29
12071 - Licensed Practical Nurse I
24.17
12072 - Licensed Practical Nurse II
27.04
12073 - Licensed Practical Nurse III
30.14
12100 - Medical Assistant
20.58
12130 - Medical Laboratory Technician
38.55
12160 - Medical Record Clerk
24.41
12190 - Medical Record Technician
27.29
12195 - Medical Transcriptionist
21.37
12210 - Nuclear Medicine Technologist
48.88
12221 - Nursing Assistant I
15.87***
12222 - Nursing Assistant II
17.85
12223 - Nursing Assistant III
19.47
12224 - Nursing Assistant IV
21.87
12235 - Optical Dispenser
29.21
12236 - Optical Technician
19.59
12250 - Pharmacy Technician
18.16
12280 - Phlebotomist
23.02
12305 - Radiologic Technologist
39.65
12311 - Registered Nurse I
32.76
12312 - Registered Nurse II
38.41
12313 - Registered Nurse II, Specialist
38.41
12314 - Registered Nurse III
49.39
12315 - Registered Nurse III, Anesthetist
49.39
12316 - Registered Nurse IV
59.22

12317 - Scheduler (Drug and Alcohol Testing)
33.51
12320 - Substance Abuse Treatment Counselor
28.73
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I
27.27
13012 - Exhibits Specialist II
33.78
13013 - Exhibits Specialist III
41.32
13041 - Illustrator I
34.31
13042 - Illustrator II
40.20
13043 - Illustrator III
49.20
13047 - Librarian
37.33
13050 - Library Aide/Clerk
17.64
13054 - Library Information Technology Systems
33.71
Administrator
13058 - Library Technician
25.62
13061 - Media Specialist I
24.32
13062 - Media Specialist II
27.21
13063 - Media Specialist III
30.33
13071 - Photographer I
21.29
13072 - Photographer II
24.62
13073 - Photographer III
32.88
13074 - Photographer IV
44.26
13075 - Photographer V
50.85
13090 - Technical Order Library Clerk
22.16
13110 - Video Teleconference Technician
30.64
14000 - Information Technology Occupations
14041 - Computer Operator I
25.29
14042 - Computer Operator II

28.30
 14043 - Computer Operator III
 31.56
 14044 - Computer Operator IV
 35.08
 14045 - Computer Operator V
 38.83
 14071 - Computer Programmer I (see 1)
 14072 - Computer Programmer II (see 1)
 14073 - Computer Programmer III (see 1)
 14074 - Computer Programmer IV (see 1)
 14101 - Computer Systems Analyst I (see 1)
 14102 - Computer Systems Analyst II (see 1)
 14103 - Computer Systems Analyst III (see 1)
 14150 - Peripheral Equipment Operator
 25.29
 14160 - Personal Computer Support Technician
 35.08
 14170 - System Support Specialist
 40.71
 15000 - Instructional Occupations
 15010 - Aircrew Training Devices Instructor (Non-Rated)
 40.97
 15020 - Aircrew Training Devices Instructor (Rated)
 48.13
 15030 - Air Crew Training Devices Instructor (Pilot)
 57.71
 15050 - Computer Based Training Specialist / Instructor
 40.97
 15060 - Educational Technologist
 38.23
 15070 - Flight Instructor (Pilot)
 57.71
 15080 - Graphic Artist
 37.28
 15085 - Maintenance Test Pilot, Fixed, Jet/Prop
 55.40
 15086 - Maintenance Test Pilot, Rotary Wing
 55.40
 15088 - Non-Maintenance Test/Co-Pilot
 55.40
 15090 - Technical Instructor
 32.16

15095 - Technical Instructor/Course Developer
39.22
15110 - Test Proctor
25.56
15120 - Tutor
25.56
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler
18.53
16030 - Counter Attendant
18.53
16040 - Dry Cleaner
21.18
16070 - Finisher, Flatwork, Machine
18.53
16090 - Presser, Hand
18.53
16110 - Presser, Machine, Drycleaning
18.53
16130 - Presser, Machine, Shirts
18.53
16160 - Presser, Machine, Wearing Apparel, Laundry
18.53
16190 - Sewing Machine Operator
22.05
16220 - Tailor
22.94
16250 - Washer, Machine
19.41
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room)
26.96
19040 - Tool And Die Maker
31.24
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator
21.54
21030 - Material Coordinator
28.02
21040 - Material Expediter
28.02
21050 - Material Handling Laborer
17.76
21071 - Order Filler
17.22
21080 - Production Line Worker (Food Processing)
21.54
21110 - Shipping Packer
20.34
21130 - Shipping/Receiving Clerk

20.34
21140 - Store Worker I
19.25
21150 - Stock Clerk
24.13
21210 - Tools And Parts Attendant
21.54
21410 - Warehouse Specialist
21.54
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder
40.66
23019 - Aircraft Logs and Records Technician
34.27
23021 - Aircraft Mechanic I
39.14
23022 - Aircraft Mechanic II
40.66
23023 - Aircraft Mechanic III
42.18
23040 - Aircraft Mechanic Helper
30.46
23050 - Aircraft, Painter
37.67
23060 - Aircraft Servicer
34.27
23070 - Aircraft Survival Flight Equipment Technician
37.67
23080 - Aircraft Worker
36.12
23091 - Aircrew Life Support Equipment (ALSE) Mechanic
36.12
I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic
39.14
II
23110 - Appliance Mechanic
27.41
23120 - Bicycle Repairer
23.87
23125 - Cable Splicer
53.71
23130 - Carpenter, Maintenance
32.74
23140 - Carpet Layer
32.96
23160 - Electrician, Maintenance
37.18
23181 - Electronics Technician Maintenance I
30.54

23182 - Electronics Technician Maintenance II
31.85
23183 - Electronics Technician Maintenance III
33.09
23260 - Fabric Worker
41.90
23290 - Fire Alarm System Mechanic
28.97
23310 - Fire Extinguisher Repairer
29.73
23311 - Fuel Distribution System Mechanic
47.63
23312 - Fuel Distribution System Operator
39.37
23370 - General Maintenance Worker
24.67
23380 - Ground Support Equipment Mechanic
39.14
23381 - Ground Support Equipment Servicer
34.27
23382 - Ground Support Equipment Worker
36.12
23391 - Gunsmith I
29.73
23392 - Gunsmith II
33.19
23393 - Gunsmith III
35.96
23410 - Heating, Ventilation And Air-Conditioning
35.25
Mechanic
23411 - Heating, Ventilation And Air Contidioning
36.62
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic
36.87
23440 - Heavy Equipment Operator
42.64
23460 - Instrument Mechanic
30.86
23465 - Laboratory/Shelter Mechanic
34.61
23470 - Laborer
17.76
23510 - Locksmith
27.60
23530 - Machinery Maintenance Mechanic
30.69
23550 - Machinist, Maintenance
27.49

23580 - Maintenance Trades Helper
19.70
23591 - Metrology Technician I
32.42
23592 - Metrology Technician II
33.69
23593 - Metrology Technician III
34.95
23640 - Millwright
40.14
23710 - Office Appliance Repairer
27.87
23760 - Painter, Maintenance
28.45
23790 - Pipefitter, Maintenance
43.18
23810 - Plumber, Maintenance
41.57
23820 - Pneudraulic Systems Mechanic
35.96
23850 - Rigger
39.24
23870 - Scale Mechanic
33.19
23890 - Sheet-Metal Worker, Maintenance
37.07
23910 - Small Engine Mechanic
23.31
23931 - Telecommunications Mechanic I
35.34
23932 - Telecommunications Mechanic II
36.72
23950 - Telephone Lineman
47.42
23960 - Welder, Combination, Maintenance
26.94
23965 - Well Driller
36.84
23970 - Woodcraft Worker
35.96
23980 - Woodworker
29.73
24000 - Personal Needs Occupations
24550 - Case Manager
20.47
24570 - Child Care Attendant
16.08***
24580 - Child Care Center Clerk
20.05
24610 - Chore Aide

16.08***
24620 - Family Readiness And Support Services
20.47
Coordinator
24630 - Homemaker
20.47
25000 - Plant And System Operations Occupations
25010 - Boiler Tender
43.36
25040 - Sewage Plant Operator
37.04
25070 - Stationary Engineer
43.36
25190 - Ventilation Equipment Tender
33.74
25210 - Water Treatment Plant Operator
37.04
27000 - Protective Service Occupations
27004 - Alarm Monitor
28.35
27007 - Baggage Inspector
18.16
27008 - Corrections Officer
41.23
27010 - Court Security Officer
39.73
27030 - Detection Dog Handler
20.36
27040 - Detention Officer
41.23
27070 - Firefighter
44.02
27101 - Guard I
18.16
27102 - Guard II
20.36
27131 - Police Officer I
43.09
27132 - Police Officer II
47.83
28000 - Recreation Occupations
28041 - Carnival Equipment Operator
18.81
28042 - Carnival Equipment Repairer
19.99
28043 - Carnival Worker
15.28***
28210 - Gate Attendant/Gate Tender
21.16
28310 - Lifeguard

15.07***

28350 - Park Attendant (Aide)

23.67

28510 - Recreation Aide/Health Facility Attendant

18.95

28515 - Recreation Specialist

29.33

28630 - Sports Official

18.84

28690 - Swimming Pool Operator

22.31

29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer

37.43

29020 - Hatch Tender

37.43

29030 - Line Handler

37.43

29041 - Stevedore I

35.53

29042 - Stevedore II

39.75

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center (HFO) (see 2)

50.33

30011 - Air Traffic Control Specialist, Station (HFO) (see 2)

34.70

30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)

38.22

30021 - Archeological Technician I

22.43

30022 - Archeological Technician II

26.50

30023 - Archeological Technician III

31.09

30030 - Cartographic Technician

29.15

30040 - Civil Engineering Technician

32.57

30051 - Cryogenic Technician I

30.93

30052 - Cryogenic Technician II

34.16

30061 - Drafter/CAD Operator I

20.15

30062 - Drafter/CAD Operator II

26.50

30063 - Drafter/CAD Operator III

29.42

30064 - Drafter/CAD Operator IV

31.09
30081 - Engineering Technician I
19.98
30082 - Engineering Technician II
22.47
30083 - Engineering Technician III
25.28
30084 - Engineering Technician IV
31.22
30085 - Engineering Technician V
38.08
30086 - Engineering Technician VI
46.20
30090 - Environmental Technician
26.77
30095 - Evidence Control Specialist
27.93
30210 - Laboratory Technician
27.78
30221 - Latent Fingerprint Technician I
34.45
30222 - Latent Fingerprint Technician II
38.05
30240 - Mathematical Technician
37.62
30361 - Paralegal/Legal Assistant I
25.38
30362 - Paralegal/Legal Assistant II
31.45
30363 - Paralegal/Legal Assistant III
38.46
30364 - Paralegal/Legal Assistant IV
46.53
30375 - Petroleum Supply Specialist
34.16
30390 - Photo-Optics Technician
28.11
30395 - Radiation Control Technician
34.16
30461 - Technical Writer I
30.30
30462 - Technical Writer II
37.05
30463 - Technical Writer III
44.82
30491 - Unexploded Ordnance (UXO) Technician I
31.99
30492 - Unexploded Ordnance (UXO) Technician II
38.70
30493 - Unexploded Ordnance (UXO) Technician III

46.39
 30494 - Unexploded (UX0) Safety Escort
 31.99
 30495 - Unexploded (UX0) Sweep Personnel
 31.99
 30501 - Weather Forecaster I
 31.09
 30502 - Weather Forecaster II
 37.82
 30620 - Weather Observer, Combined Upper Air Or (see 2)
 29.42
 Surface Programs
 30621 - Weather Observer, Senior (see 2)
 27.93
 31000 - Transportation/Mobile Equipment Operation Occupations
 31010 - Airplane Pilot
 38.70
 31020 - Bus Aide
 25.78
 31030 - Bus Driver
 33.20
 31043 - Driver Courier
 20.37
 31260 - Parking and Lot Attendant
 16.03***
 31290 - Shuttle Bus Driver
 19.65
 31310 - Taxi Driver
 17.31
 31361 - Truckdriver, Light
 21.64
 31362 - Truckdriver, Medium
 22.92
 31363 - Truckdriver, Heavy
 28.38
 31364 - Truckdriver, Tractor-Trailer
 28.38
 99000 - Miscellaneous Occupations
 99020 - Cabin Safety Specialist
 18.87
 99030 - Cashier
 18.74
 99050 - Desk Clerk
 17.55
 99095 - Embalmer
 39.23
 99130 - Flight Follower
 31.99
 99251 - Laboratory Animal Caretaker I
 18.37

99252 - Laboratory Animal Caretaker II
 19.51
 99260 - Marketing Analyst
 41.76
 99310 - Mortician
 38.57
 99410 - Pest Controller
 22.37
 99510 - Photofinishing Worker
 22.78
 99710 - Recycling Laborer
 33.83
 99711 - Recycling Specialist
 38.72
 99730 - Refuse Collector
 31.43
 99810 - Sales Clerk
 16.72
 99820 - School Crossing Guard
 18.85
 99830 - Survey Party Chief
 38.96
 99831 - Surveying Aide
 22.87
 99832 - Surveying Technician
 30.18
 99840 - Vending Machine Attendant
 25.91
 99841 - Vending Machine Repairer
 30.72
 99842 - Vending Machine Repairer Helper
 25.91

***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, 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))."