

"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 Director	Division of Wage Determinations	Wage Determination No.: 2015-5401 Revision No.: 19 Date Of Last Revision: 12/27/2022

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	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: Montana

Area: Montana Counties of Flathead, Lake, Lincoln, Mineral, Ravalli, Sanders

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.87***
01012 - Accounting Clerk II		16.70
01013 - Accounting Clerk III		18.68
01020 - Administrative Assistant		24.03
01035 - Court Reporter		19.13
01041 - Customer Service Representative I		13.85***
01042 - Customer Service Representative II		15.11***
01043 - Customer Service Representative III		16.96
01051 - Data Entry Operator I		13.21***
01052 - Data Entry Operator II		14.41***
01060 - Dispatcher, Motor Vehicle		18.74
01070 - Document Preparation Clerk		15.22***
01090 - Duplicating Machine Operator		15.22***
01111 - General Clerk I		13.89***
01112 - General Clerk II		15.16***
01113 - General Clerk III		17.02

01120 - Housing Referral Assistant	21.32
01141 - Messenger Courier	12.42***
01191 - Order Clerk I	13.96***
01192 - Order Clerk II	15.22***
01261 - Personnel Assistant (Employment) I	17.09
01262 - Personnel Assistant (Employment) II	19.13
01263 - Personnel Assistant (Employment) III	21.32
01270 - Production Control Clerk	25.07
01290 - Rental Clerk	14.16***
01300 - Scheduler, Maintenance	17.09
01311 - Secretary I	17.09
01312 - Secretary II	19.13
01313 - Secretary III	21.32
01320 - Service Order Dispatcher	16.75
01410 - Supply Technician	24.03
01420 - Survey Worker	14.73***
01460 - Switchboard Operator/Receptionist	14.15***
01531 - Travel Clerk I	16.08***
01532 - Travel Clerk II	17.23
01533 - Travel Clerk III	18.36
01611 - Word Processor I	15.22***
01612 - Word Processor II	17.09
01613 - Word Processor III	19.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.69
05010 - Automotive Electrician	19.20
05040 - Automotive Glass Installer	17.88
05070 - Automotive Worker	17.88
05110 - Mobile Equipment Servicer	15.48***
05130 - Motor Equipment Metal Mechanic	20.50
05160 - Motor Equipment Metal Worker	17.88
05190 - Motor Vehicle Mechanic	20.50
05220 - Motor Vehicle Mechanic Helper	14.24***
05250 - Motor Vehicle Upholstery Worker	16.68
05280 - Motor Vehicle Wrecker	17.88
05310 - Painter, Automotive	19.20
05340 - Radiator Repair Specialist	17.88
05370 - Tire Repairer	17.09
05400 - Transmission Repair Specialist	20.50
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.16***
07041 - Cook I	14.30***
07042 - Cook II	16.52
07070 - Dishwasher	10.88***
07130 - Food Service Worker	12.85***
07210 - Meat Cutter	17.68
07260 - Waiter/Waitress	9.94***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.26
09040 - Furniture Handler	13.89***
09080 - Furniture Refinisher	21.26
09090 - Furniture Refinisher Helper	16.82
09110 - Furniture Repairer, Minor	19.18
09130 - Upholsterer	21.26
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.08***
11060 - Elevator Operator	14.08***
11090 - Gardener	23.29
11122 - Housekeeping Aide	14.11***
11150 - Janitor	14.11***
11210 - Laborer, Grounds Maintenance	17.69
11240 - Maid or Houseman	12.80***
11260 - Pruner	15.64***
11270 - Tractor Operator	21.43
11330 - Trail Maintenance Worker	17.69

11360 - Window Cleaner	15.96***
12000 - Health Occupations	
12010 - Ambulance Driver	15.73***
12011 - Breath Alcohol Technician	19.77
12012 - Certified Occupational Therapist Assistant	27.13
12015 - Certified Physical Therapist Assistant	26.39
12020 - Dental Assistant	17.81
12025 - Dental Hygienist	41.85
12030 - EKG Technician	32.45
12035 - Electroneurodiagnostic Technologist	32.45
12040 - Emergency Medical Technician	15.73***
12071 - Licensed Practical Nurse I	17.68
12072 - Licensed Practical Nurse II	19.77
12073 - Licensed Practical Nurse III	22.03
12100 - Medical Assistant	17.85
12130 - Medical Laboratory Technician	31.64
12160 - Medical Record Clerk	16.40
12190 - Medical Record Technician	18.34
12195 - Medical Transcriptionist	17.56
12210 - Nuclear Medicine Technologist	43.44
12221 - Nursing Assistant I	11.94***
12222 - Nursing Assistant II	13.42***
12223 - Nursing Assistant III	14.64***
12224 - Nursing Assistant IV	16.44
12235 - Optical Dispenser	18.18
12236 - Optical Technician	17.68
12250 - Pharmacy Technician	18.02
12280 - Phlebotomist	17.85
12305 - Radiologic Technologist	29.12
12311 - Registered Nurse I	24.38
12312 - Registered Nurse II	29.83
12313 - Registered Nurse II, Specialist	29.83
12314 - Registered Nurse III	36.08
12315 - Registered Nurse III, Anesthetist	36.08
12316 - Registered Nurse IV	43.26
12317 - Scheduler (Drug and Alcohol Testing)	24.49
12320 - Substance Abuse Treatment Counselor	22.66
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.06
13012 - Exhibits Specialist II	26.09
13013 - Exhibits Specialist III	31.91
13041 - Illustrator I	21.06
13042 - Illustrator II	26.09
13043 - Illustrator III	31.91
13047 - Librarian	28.89
13050 - Library Aide/Clerk	16.76
13054 - Library Information Technology Systems Administrator	26.09
13058 - Library Technician	15.52***
13061 - Media Specialist I	18.83
13062 - Media Specialist II	21.06
13063 - Media Specialist III	23.47
13071 - Photographer I	16.00***
13072 - Photographer II	17.98
13073 - Photographer III	22.28
13074 - Photographer IV	27.13
13075 - Photographer V	32.98
13090 - Technical Order Library Clerk	21.06
13110 - Video Teleconference Technician	18.83
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.62***
14042 - Computer Operator II	17.47
14043 - Computer Operator III	19.48
14044 - Computer Operator IV	21.69
14045 - Computer Operator V	23.98

14071 - Computer Programmer I	(see 1)	22.49
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		15.62***
14160 - Personal Computer Support Technician		21.69
14170 - System Support Specialist		29.92
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.70
15020 - Aircrew Training Devices Instructor (Rated)		37.13
15030 - Air Crew Training Devices Instructor (Pilot)		44.52
15050 - Computer Based Training Specialist / Instructor		30.70
15060 - Educational Technologist		29.85
15070 - Flight Instructor (Pilot)		44.52
15080 - Graphic Artist		21.80
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		44.52
15086 - Maintenance Test Pilot, Rotary Wing		44.52
15088 - Non-Maintenance Test/Co-Pilot		44.52
15090 - Technical Instructor		29.25
15095 - Technical Instructor/Course Developer		35.78
15110 - Test Proctor		23.62
15120 - Tutor		23.62
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.06***
16030 - Counter Attendant		10.06***
16040 - Dry Cleaner		11.89***
16070 - Finisher, Flatwork, Machine		10.06***
16090 - Presser, Hand		10.06***
16110 - Presser, Machine, Drycleaning		10.06***
16130 - Presser, Machine, Shirts		10.06***
16160 - Presser, Machine, Wearing Apparel, Laundry		10.06***
16190 - Sewing Machine Operator		12.68***
16220 - Tailor		13.50***
16250 - Washer, Machine		10.54***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.10
19040 - Tool And Die Maker		31.09
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.46
21030 - Material Coordinator		25.07
21040 - Material Expediter		25.07
21050 - Material Handling Laborer		14.95***
21071 - Order Filler		14.28***
21080 - Production Line Worker (Food Processing)		20.46
21110 - Shipping Packer		14.76***
21130 - Shipping/Receiving Clerk		14.76***
21140 - Store Worker I		13.02***
21150 - Stock Clerk		18.52
21210 - Tools And Parts Attendant		20.46
21410 - Warehouse Specialist		20.46
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		30.19
23019 - Aircraft Logs and Records Technician		23.21
23021 - Aircraft Mechanic I		28.52
23022 - Aircraft Mechanic II		30.19
23023 - Aircraft Mechanic III		31.94
23040 - Aircraft Mechanic Helper		19.81
23050 - Aircraft, Painter		26.71
23060 - Aircraft Servicer		23.21
23070 - Aircraft Survival Flight Equipment Technician		26.71
23080 - Aircraft Worker		24.88
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		24.88

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	28.52
II	
23110 - Appliance Mechanic	25.10
23120 - Bicycle Repairer	20.23
23125 - Cable Splicer	47.62
23130 - Carpenter, Maintenance	22.89
23140 - Carpet Layer	23.17
23160 - Electrician, Maintenance	28.78
23181 - Electronics Technician Maintenance I	27.25
23182 - Electronics Technician Maintenance II	29.26
23183 - Electronics Technician Maintenance III	31.25
23260 - Fabric Worker	21.81
23290 - Fire Alarm System Mechanic	26.80
23310 - Fire Extinguisher Repairer	20.23
23311 - Fuel Distribution System Mechanic	26.80
23312 - Fuel Distribution System Operator	20.23
23370 - General Maintenance Worker	18.16
23380 - Ground Support Equipment Mechanic	28.52
23381 - Ground Support Equipment Servicer	23.21
23382 - Ground Support Equipment Worker	24.88
23391 - Gunsmith I	20.23
23392 - Gunsmith II	23.37
23393 - Gunsmith III	26.80
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.32
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.69
23430 - Heavy Equipment Mechanic	26.91
23440 - Heavy Equipment Operator	23.33
23460 - Instrument Mechanic	26.80
23465 - Laboratory/Shelter Mechanic	25.10
23470 - Laborer	14.95***
23510 - Locksmith	25.10
23530 - Machinery Maintenance Mechanic	27.91
23550 - Machinist, Maintenance	19.28
23580 - Maintenance Trades Helper	16.82
23591 - Metrology Technician I	26.80
23592 - Metrology Technician II	28.37
23593 - Metrology Technician III	30.01
23640 - Millwright	26.80
23710 - Office Appliance Repairer	25.10
23760 - Painter, Maintenance	19.96
23790 - Pipefitter, Maintenance	28.81
23810 - Plumber, Maintenance	25.16
23820 - Pneudraulic Systems Mechanic	26.80
23850 - Rigger	26.80
23870 - Scale Mechanic	23.37
23890 - Sheet-Metal Worker, Maintenance	26.80
23910 - Small Engine Mechanic	23.37
23931 - Telecommunications Mechanic I	29.41
23932 - Telecommunications Mechanic II	31.14
23950 - Telephone Lineman	24.12
23960 - Welder, Combination, Maintenance	23.56
23965 - Well Driller	26.80
23970 - Woodcraft Worker	26.80
23980 - Woodworker	20.23
24000 - Personal Needs Occupations	
24550 - Case Manager	15.35***
24570 - Child Care Attendant	11.33***
24580 - Child Care Center Clerk	14.13***
24610 - Chore Aide	13.80***
24620 - Family Readiness And Support Services Coordinator	15.35***
24630 - Homemaker	15.35***

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.05
25040 - Sewage Plant Operator	21.45
25070 - Stationary Engineer	26.05
25190 - Ventilation Equipment Tender	18.09
25210 - Water Treatment Plant Operator	21.45
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.01
27007 - Baggage Inspector	15.01***
27008 - Corrections Officer	19.14
27010 - Court Security Officer	22.23
27030 - Detection Dog Handler	16.79
27040 - Detention Officer	19.14
27070 - Firefighter	24.83
27101 - Guard I	15.01***
27102 - Guard II	16.79
27131 - Police Officer I	24.56
27132 - Police Officer II	27.30
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.33
28042 - Carnival Equipment Repairer	18.84
28043 - Carnival Worker	12.65***
28210 - Gate Attendant/Gate Tender	17.66
28310 - Lifeguard	14.87***
28350 - Park Attendant (Aide)	19.75
28510 - Recreation Aide/Health Facility Attendant	14.41***
28515 - Recreation Specialist	23.13
28630 - Sports Official	15.72***
28690 - Swimming Pool Operator	21.76
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.37
29020 - Hatch Tender	23.37
29030 - Line Handler	23.37
29041 - Stevedore I	21.81
29042 - Stevedore II	25.10
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	41.26
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	18.32
30022 - Archeological Technician II	20.51
30023 - Archeological Technician III	25.40
30030 - Cartographic Technician	25.40
30040 - Civil Engineering Technician	25.01
30051 - Cryogenic Technician I	28.13
30052 - Cryogenic Technician II	31.07
30061 - Drafter/CAD Operator I	18.32
30062 - Drafter/CAD Operator II	20.51
30063 - Drafter/CAD Operator III	22.86
30064 - Drafter/CAD Operator IV	28.13
30081 - Engineering Technician I	16.07***
30082 - Engineering Technician II	18.04
30083 - Engineering Technician III	20.18
30084 - Engineering Technician IV	25.01
30085 - Engineering Technician V	30.59
30086 - Engineering Technician VI	37.00
30090 - Environmental Technician	25.01
30095 - Evidence Control Specialist	25.40
30210 - Laboratory Technician	22.50
30221 - Latent Fingerprint Technician I	28.13
30222 - Latent Fingerprint Technician II	31.07
30240 - Mathematical Technician	25.40
30361 - Paralegal/Legal Assistant I	19.11
30362 - Paralegal/Legal Assistant II	23.67
30363 - Paralegal/Legal Assistant III	28.96

30364 - Paralegal/Legal Assistant IV	35.05
30375 - Petroleum Supply Specialist	31.07
30390 - Photo-Optics Technician	24.97
30395 - Radiation Control Technician	31.07
30461 - Technical Writer I	25.01
30462 - Technical Writer II	30.59
30463 - Technical Writer III	37.00
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	28.13
30502 - Weather Forecaster II	34.22
30620 - Weather Observer, Combined Upper Air Or	(see 2) 22.86
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 25.40
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	13.74***
31030 - Bus Driver	19.50
31043 - Driver Courier	15.91***
31260 - Parking and Lot Attendant	12.15***
31290 - Shuttle Bus Driver	17.29
31310 - Taxi Driver	14.04***
31361 - Truckdriver, Light	17.29
31362 - Truckdriver, Medium	19.50
31363 - Truckdriver, Heavy	23.09
31364 - Truckdriver, Tractor-Trailer	23.09
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47***
99030 - Cashier	11.44***
99050 - Desk Clerk	12.76***
99095 - Embalmer	26.22
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	16.30
99252 - Laboratory Animal Caretaker II	17.72
99260 - Marketing Analyst	27.98
99310 - Mortician	26.22
99410 - Pest Controller	20.35
99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	24.24
99711 - Recycling Specialist	29.36
99730 - Refuse Collector	21.43
99810 - Sales Clerk	13.79***
99820 - School Crossing Guard	14.80***
99830 - Survey Party Chief	27.13
99831 - Surveying Aide	16.85
99832 - Surveying Technician	22.91
99840 - Vending Machine Attendant	14.09***
99841 - Vending Machine Repairer	17.69
99842 - Vending Machine Repairer Helper	14.09***

***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))."