

"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.: 2015-4607 Revision No.: 16 Date Of Last Revision: 03/15/2022
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:	With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 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 2022.
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:	With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 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 2022.

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 <https://www.dol.gov/agencies/whd/government-contracts>.

State: Alabama

Area: Alabama Counties of Autauga Elmore Lowndes Montgomery

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.90***
01012 - Accounting Clerk II		15.61
01013 - Accounting Clerk III		17.46
01020 - Administrative Assistant		28.91
01035 - Court Reporter		20.08
01041 - Customer Service Representative I		13.15***
01042 - Customer Service Representative II		14.78***
01043 - Customer Service Representative III		16.13
01051 - Data Entry Operator I		13.73***
01052 - Data Entry Operator II		14.98***
01060 - Dispatcher Motor Vehicle		22.03
01070 - Document Preparation Clerk		14.10***
01090 - Duplicating Machine Operator		14.10***
01111 - General Clerk I		12.69***
01112 - General Clerk II		13.84***
01113 - General Clerk III		15.54

01120 - Housing Referral Assistant	19.21
01141 - Messenger Courier	11.49***
01191 - Order Clerk I	14.05***
01192 - Order Clerk II	15.33
01261 - Personnel Assistant (Employment) I	17.51
01262 - Personnel Assistant (Employment) II	20.67
01263 - Personnel Assistant (Employment) III	24.58
01270 - Production Control Clerk	25.47
01290 - Rental Clerk	12.77***
01300 - Scheduler Maintenance	15.40
01311 - Secretary I	15.40
01312 - Secretary II	17.23
01313 - Secretary III	19.21
01320 - Service Order Dispatcher	19.69
01410 - Supply Technician	28.91
01420 - Survey Worker	15.86
01460 - Switchboard Operator/Receptionist	13.09***
01531 - Travel Clerk I	16.35
01532 - Travel Clerk II	17.48
01533 - Travel Clerk III	18.46
01611 - Word Processor I	13.63***
01612 - Word Processor II	15.31
01613 - Word Processor III	17.12
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.51
05010 - Automotive Electrician	21.38
05040 - Automotive Glass Installer	20.19
05070 - Automotive Worker	20.19
05110 - Mobile Equipment Servicer	17.57
05130 - Motor Equipment Metal Mechanic	22.59
05160 - Motor Equipment Metal Worker	20.19
05190 - Motor Vehicle Mechanic	22.59
05220 - Motor Vehicle Mechanic Helper	16.35
05250 - Motor Vehicle Upholstery Worker	18.89
05280 - Motor Vehicle Wrecker	20.19
05310 - Painter Automotive	21.38
05340 - Radiator Repair Specialist	20.19
05370 - Tire Repairer	12.93***
05400 - Transmission Repair Specialist	22.59
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.02
07041 - Cook I	9.18***
07042 - Cook II	10.55***
07070 - Dishwasher	10.02***
07130 - Food Service Worker	11.18***
07210 - Meat Cutter	15.70
07260 - Waiter/Waitress	8.99***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.63
09040 - Furniture Handler	12.18***
09080 - Furniture Refinisher	18.63
09090 - Furniture Refinisher Helper	14.26***
09110 - Furniture Repairer Minor	16.46
09130 - Upholsterer	18.63
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	9.76***
11060 - Elevator Operator	10.73***
11090 - Gardener	16.10
11122 - Housekeeping Aide	10.73***
11150 - Janitor	10.73***
11210 - Laborer Grounds Maintenance	12.81***
11240 - Maid or Houseman	9.72***
11260 - Pruner	11.71***
11270 - Tractor Operator	14.99***
11330 - Trail Maintenance Worker	12.81***

11360 - Window Cleaner	11.72***
12000 - Health Occupations	
12010 - Ambulance Driver	15.66
12011 - Breath Alcohol Technician	18.01
12012 - Certified Occupational Therapist Assistant	25.51
12015 - Certified Physical Therapist Assistant	27.83
12020 - Dental Assistant	16.01
12025 - Dental Hygienist	27.88
12030 - EKG Technician	25.79
12035 - Electroneurodiagnostic Technologist	25.79
12040 - Emergency Medical Technician	15.66
12071 - Licensed Practical Nurse I	16.10
12072 - Licensed Practical Nurse II	18.01
12073 - Licensed Practical Nurse III	20.07
12100 - Medical Assistant	13.73***
12130 - Medical Laboratory Technician	21.03
12160 - Medical Record Clerk	15.53
12190 - Medical Record Technician	17.37
12195 - Medical Transcriptionist	16.62
12210 - Nuclear Medicine Technologist	39.57
12221 - Nursing Assistant I	11.82***
12222 - Nursing Assistant II	13.29***
12223 - Nursing Assistant III	14.49***
12224 - Nursing Assistant IV	16.28
12235 - Optical Dispenser	17.08
12236 - Optical Technician	15.35
12250 - Pharmacy Technician	14.42***
12280 - Phlebotomist	16.45
12305 - Radiologic Technologist	22.95
12311 - Registered Nurse I	24.61
12312 - Registered Nurse II	30.11
12313 - Registered Nurse II Specialist	30.11
12314 - Registered Nurse III	36.43
12315 - Registered Nurse III Anesthetist	36.43
12316 - Registered Nurse IV	43.66
12317 - Scheduler (Drug and Alcohol Testing)	22.31
12320 - Substance Abuse Treatment Counselor	23.31
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.35
13012 - Exhibits Specialist II	25.20
13013 - Exhibits Specialist III	30.83
13041 - Illustrator I	20.35
13042 - Illustrator II	25.20
13043 - Illustrator III	30.83
13047 - Librarian	27.91
13050 - Library Aide/Clerk	12.80***
13054 - Library Information Technology Systems Administrator	25.20
13058 - Library Technician	19.56
13061 - Media Specialist I	18.19
13062 - Media Specialist II	20.35
13063 - Media Specialist III	22.68
13071 - Photographer I	17.31
13072 - Photographer II	19.36
13073 - Photographer III	23.98
13074 - Photographer IV	29.33
13075 - Photographer V	35.50
13090 - Technical Order Library Clerk	16.22
13110 - Video Teleconference Technician	22.05
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.19
14042 - Computer Operator II	19.06
14043 - Computer Operator III	21.24
14044 - Computer Operator IV	23.61
14045 - Computer Operator V	26.15

14071 - Computer Programmer I	(see 1)	21.65
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		17.19
14160 - Personal Computer Support Technician		23.98
14170 - System Support Specialist		29.51
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.08
15020 - Aircrew Training Devices Instructor (Rated)		36.39
15030 - Air Crew Training Devices Instructor (Pilot)		43.62
15050 - Computer Based Training Specialist / Instructor		30.08
15060 - Educational Technologist		41.45
15070 - Flight Instructor (Pilot)		43.62
15080 - Graphic Artist		20.72
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.45
15086 - Maintenance Test Pilot Rotary Wing		43.45
15088 - Non-Maintenance Test/Co-Pilot		43.45
15090 - Technical Instructor		25.00
15095 - Technical Instructor/Course Developer		30.59
15110 - Test Proctor		20.20
15120 - Tutor		20.20
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		9.65***
16030 - Counter Attendant		9.65***
16040 - Dry Cleaner		11.70***
16070 - Finisher Flatwork Machine		9.65***
16090 - Presser Hand		9.65***
16110 - Presser Machine Drycleaning		9.65***
16130 - Presser Machine Shirts		9.65***
16160 - Presser Machine Wearing Apparel Laundry		9.65***
16190 - Sewing Machine Operator		12.39***
16220 - Tailor		13.09***
16250 - Washer Machine		10.34***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.83
19040 - Tool And Die Maker		28.10
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.04
21030 - Material Coordinator		25.47
21040 - Material Expediter		25.47
21050 - Material Handling Laborer		12.24***
21071 - Order Filler		12.39***
21080 - Production Line Worker (Food Processing)		15.04
21110 - Shipping Packer		15.41
21130 - Shipping/Receiving Clerk		15.41
21140 - Store Worker I		12.34***
21150 - Stock Clerk		15.48
21210 - Tools And Parts Attendant		15.04
21410 - Warehouse Specialist		15.04
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		33.87
23019 - Aircraft Logs and Records Technician		26.77
23021 - Aircraft Mechanic I		32.01
23022 - Aircraft Mechanic II		33.87
23023 - Aircraft Mechanic III		35.56
23040 - Aircraft Mechanic Helper		23.17
23050 - Aircraft Painter		30.29
23060 - Aircraft Servicer		26.77
23070 - Aircraft Survival Flight Equipment Technician		30.29
23080 - Aircraft Worker		28.61
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		28.61

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	32.01
II	
23110 - Appliance Mechanic	22.93
23120 - Bicycle Repairer	18.06
23125 - Cable Splicer	41.28
23130 - Carpenter Maintenance	17.94
23140 - Carpet Layer	21.66
23160 - Electrician Maintenance	21.93
23181 - Electronics Technician Maintenance I	28.67
23182 - Electronics Technician Maintenance II	30.35
23183 - Electronics Technician Maintenance III	32.09
23260 - Fabric Worker	20.27
23290 - Fire Alarm System Mechanic	27.10
23310 - Fire Extinguisher Repairer	18.85
23311 - Fuel Distribution System Mechanic	22.21
23312 - Fuel Distribution System Operator	17.27
23370 - General Maintenance Worker	18.43
23380 - Ground Support Equipment Mechanic	32.01
23381 - Ground Support Equipment Servicer	26.77
23382 - Ground Support Equipment Worker	28.61
23391 - Gunsmith I	18.85
23392 - Gunsmith II	21.66
23393 - Gunsmith III	24.24
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.81
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.19
23430 - Heavy Equipment Mechanic	23.77
23440 - Heavy Equipment Operator	17.55
23460 - Instrument Mechanic	24.24
23465 - Laboratory/Shelter Mechanic	22.93
23470 - Laborer	11.91***
23510 - Locksmith	20.98
23530 - Machinery Maintenance Mechanic	25.88
23550 - Machinist Maintenance	21.02
23580 - Maintenance Trades Helper	13.43***
23591 - Metrology Technician I	24.24
23592 - Metrology Technician II	25.64
23593 - Metrology Technician III	26.93
23640 - Millwright	24.24
23710 - Office Appliance Repairer	21.60
23760 - Painter Maintenance	17.68
23790 - Pipefitter Maintenance	24.11
23810 - Plumber Maintenance	22.81
23820 - Pneudraulic Systems Mechanic	24.24
23850 - Rigger	24.24
23870 - Scale Mechanic	21.66
23890 - Sheet-Metal Worker Maintenance	20.96
23910 - Small Engine Mechanic	19.58
23931 - Telecommunications Mechanic I	25.84
23932 - Telecommunications Mechanic II	27.32
23950 - Telephone Lineman	21.92
23960 - Welder Combination Maintenance	20.96
23965 - Well Driller	24.24
23970 - Woodcraft Worker	24.24
23980 - Woodworker	18.85
24000 - Personal Needs Occupations	
24550 - Case Manager	15.70
24570 - Child Care Attendant	10.31***
24580 - Child Care Center Clerk	13.33***
24610 - Chore Aide	9.40***
24620 - Family Readiness And Support Services Coordinator	15.70
24630 - Homemaker	16.50

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.24
25040 - Sewage Plant Operator	21.13
25070 - Stationary Engineer	24.24
25190 - Ventilation Equipment Tender	17.54
25210 - Water Treatment Plant Operator	21.13
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.87
27007 - Baggage Inspector	12.18***
27008 - Corrections Officer	19.44
27010 - Court Security Officer	20.98
27030 - Detection Dog Handler	13.63***
27040 - Detention Officer	19.44
27070 - Firefighter	22.51
27101 - Guard I	12.18***
27102 - Guard II	13.63***
27131 - Police Officer I	20.68
27132 - Police Officer II	22.98
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.55***
28042 - Carnival Equipment Repairer	13.49***
28043 - Carnival Worker	9.81***
28210 - Gate Attendant/Gate Tender	14.46***
28310 - Lifeguard	11.64***
28350 - Park Attendant (Aide)	16.18
28510 - Recreation Aide/Health Facility Attendant	11.81***
28515 - Recreation Specialist	17.73
28630 - Sports Official	12.89***
28690 - Swimming Pool Operator	15.50
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.56
29020 - Hatch Tender	22.56
29030 - Line Handler	22.56
29041 - Stevedore I	21.10
29042 - Stevedore II	23.88
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59
30021 - Archeological Technician I	18.27
30022 - Archeological Technician II	20.15
30023 - Archeological Technician III	25.56
30030 - Cartographic Technician	25.56
30040 - Civil Engineering Technician	22.06
30051 - Cryogenic Technician I	28.31
30052 - Cryogenic Technician II	30.97
30061 - Drafter/CAD Operator I	18.27
30062 - Drafter/CAD Operator II	20.15
30063 - Drafter/CAD Operator III	23.00
30064 - Drafter/CAD Operator IV	28.31
30081 - Engineering Technician I	15.76
30082 - Engineering Technician II	17.70
30083 - Engineering Technician III	20.74
30084 - Engineering Technician IV	24.52
30085 - Engineering Technician V	29.99
30086 - Engineering Technician VI	36.29
30090 - Environmental Technician	25.56
30095 - Evidence Control Specialist	25.30
30210 - Laboratory Technician	25.97
30221 - Latent Fingerprint Technician I	25.48
30222 - Latent Fingerprint Technician II	28.15
30240 - Mathematical Technician	25.56
30361 - Paralegal/Legal Assistant I	19.68
30362 - Paralegal/Legal Assistant II	24.44
30363 - Paralegal/Legal Assistant III	29.90

30364 - Paralegal/Legal Assistant IV	36.17
30375 - Petroleum Supply Specialist	30.97
30390 - Photo-Optics Technician	25.56
30395 - Radiation Control Technician	30.97
30461 - Technical Writer I	24.85
30462 - Technical Writer II	30.39
30463 - Technical Writer III	36.77
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	28.31
30502 - Weather Forecaster II	34.09
30620 - Weather Observer Combined Upper Air Or	(see 2) 23.00
Surface Programs	
30621 - Weather Observer Senior	(see 2) 25.56
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	13.85***
31030 - Bus Driver	18.72
31043 - Driver Courier	13.61***
31260 - Parking and Lot Attendant	11.11***
31290 - Shuttle Bus Driver	13.61***
31310 - Taxi Driver	9.90***
31361 - Truckdriver Light	14.62***
31362 - Truckdriver Medium	15.72
31363 - Truckdriver Heavy	19.77
31364 - Truckdriver Tractor-Trailer	19.77
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.81***
99050 - Desk Clerk	10.33***
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	15.22
99252 - Laboratory Animal Caretaker II	16.36
99260 - Marketing Analyst	28.36
99310 - Mortician	25.60
99410 - Pest Controller	16.71
99510 - Photofinishing Worker	13.45***
99710 - Recycling Laborer	15.66
99711 - Recycling Specialist	18.33
99730 - Refuse Collector	14.32***
99810 - Sales Clerk	12.37***
99820 - School Crossing Guard	12.40***
99830 - Survey Party Chief	25.09
99831 - Surveying Aide	16.69
99832 - Surveying Technician	22.83
99840 - Vending Machine Attendant	14.35***
99841 - Vending Machine Repairer	17.72
99842 - Vending Machine Repairer Helper	14.35***

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 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: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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 10 years and 4 after 20 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty 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).

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))."