

"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.: 2015-4871 Revision No.: 22 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](http://www.dol.gov/whd/govcontracts).

State: Michigan

Area: Michigan Counties of Alger, Baraga, Chippewa, Delta, Dickinson, Gogebic, Houghton, Iron, Keweenaw, Luce, Mackinac, Marquette, Menominee, Ontonagon, Schoolcraft

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
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01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	14.38***
01012 - Accounting Clerk II	16.14***
01013 - Accounting Clerk III	19.42
01020 - Administrative Assistant	25.62
01035 - Court Reporter	20.59
01041 - Customer Service Representative I	13.27***
01042 - Customer Service Representative II	14.48***
01043 - Customer Service Representative III	16.25
01051 - Data Entry Operator I	15.58***
01052 - Data Entry Operator II	17.00
01060 - Dispatcher, Motor Vehicle	18.17
01070 - Document Preparation Clerk	14.11***
01090 - Duplicating Machine Operator	14.11***
01111 - General Clerk I	14.10***
01112 - General Clerk II	15.60***
01113 - General Clerk III	17.71
01120 - Housing Referral Assistant	19.76
01141 - Messenger Courier	11.81***
01191 - Order Clerk I	16.36
01192 - Order Clerk II	17.85
01261 - Personnel Assistant (Employment) I	16.46
01262 - Personnel Assistant (Employment) II	18.41
01263 - Personnel Assistant (Employment) III	20.52
01270 - Production Control Clerk	27.33
01290 - Rental Clerk	13.81***
01300 - Scheduler, Maintenance	15.84***
01311 - Secretary I	15.84***
01312 - Secretary II	17.73
01313 - Secretary III	19.76
01320 - Service Order Dispatcher	16.24
01410 - Supply Technician	25.62
01420 - Survey Worker	20.20
01460 - Switchboard Operator/Receptionist	14.03***
01531 - Travel Clerk I	15.05***
01532 - Travel Clerk II	16.26
01533 - Travel Clerk III	17.60
01611 - Word Processor I	14.11***
01612 - Word Processor II	15.84***
01613 - Word Processor III	17.73
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.44
05010 - Automotive Electrician	21.07
05040 - Automotive Glass Installer	20.17
05070 - Automotive Worker	20.17
05110 - Mobile Equipment Servicer	18.22
05130 - Motor Equipment Metal Mechanic	21.96
05160 - Motor Equipment Metal Worker	20.17

05190 - Motor Vehicle Mechanic	21.96
05220 - Motor Vehicle Mechanic Helper	17.12
05250 - Motor Vehicle Upholstery Worker	19.21
05280 - Motor Vehicle Wrecker	20.17
05310 - Painter, Automotive	21.07
05340 - Radiator Repair Specialist	20.17
05370 - Tire Repairer	16.31
05400 - Transmission Repair Specialist	21.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.10***
07041 - Cook I	14.32***
07042 - Cook II	15.92***
07070 - Dishwasher	11.33***
07130 - Food Service Worker	11.78***
07210 - Meat Cutter	16.22
07260 - Waiter/Waitress	12.39***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	26.37
09040 - Furniture Handler	18.83
09080 - Furniture Refinisher	26.37
09090 - Furniture Refinisher Helper	21.47
09110 - Furniture Repairer, Minor	24.04
09130 - Upholsterer	26.37
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.63***
11060 - Elevator Operator	13.63***
11090 - Gardener	16.25
11122 - Housekeeping Aide	13.63***
11150 - Janitor	13.63***
11210 - Laborer, Grounds Maintenance	13.85***
11240 - Maid or Houseman	13.12***
11260 - Pruner	13.20***
11270 - Tractor Operator	15.33***
11330 - Trail Maintenance Worker	13.85***
11360 - Window Cleaner	14.52***
12000 - Health Occupations	
12010 - Ambulance Driver	15.47***
12011 - Breath Alcohol Technician	20.21
12012 - Certified Occupational Therapist Assistant	28.21
12015 - Certified Physical Therapist Assistant	25.05
12020 - Dental Assistant	18.21
12025 - Dental Hygienist	36.08
12030 - EKG Technician	23.98
12035 - Electroneurodiagnostic Technologist	23.98
12040 - Emergency Medical Technician	15.47***
12071 - Licensed Practical Nurse I	18.06
12072 - Licensed Practical Nurse II	20.21
12073 - Licensed Practical Nurse III	22.53
12100 - Medical Assistant	16.52

12130 - Medical Laboratory Technician	26.17
12160 - Medical Record Clerk	16.97
12190 - Medical Record Technician	18.98
12195 - Medical Transcriptionist	18.06
12210 - Nuclear Medicine Technologist	44.42
12221 - Nursing Assistant I	12.60***
12222 - Nursing Assistant II	14.16***
12223 - Nursing Assistant III	15.45***
12224 - Nursing Assistant IV	17.34
12235 - Optical Dispenser	16.98
12236 - Optical Technician	18.06
12250 - Pharmacy Technician	16.79
12280 - Phlebotomist	15.84***
12305 - Radiologic Technologist	28.50
12311 - Registered Nurse I	24.55
12312 - Registered Nurse II	30.03
12313 - Registered Nurse II, Specialist	30.03
12314 - Registered Nurse III	36.34
12315 - Registered Nurse III, Anesthetist	36.34
12316 - Registered Nurse IV	43.55
12317 - Scheduler (Drug and Alcohol Testing)	25.04
12320 - Substance Abuse Treatment Counselor	20.60
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.97
13012 - Exhibits Specialist II	22.26
13013 - Exhibits Specialist III	27.23
13041 - Illustrator I	17.97
13042 - Illustrator II	22.26
13043 - Illustrator III	27.23
13047 - Librarian	24.66
13050 - Library Aide/Clerk	14.34***
13054 - Library Information Technology Systems Administrator	22.26
13058 - Library Technician	18.32
13061 - Media Specialist I	16.07***
13062 - Media Specialist II	17.97
13063 - Media Specialist III	20.04
13071 - Photographer I	17.13
13072 - Photographer II	19.16
13073 - Photographer III	23.75
13074 - Photographer IV	29.05
13075 - Photographer V	35.14
13090 - Technical Order Library Clerk	17.23
13110 - Video Teleconference Technician	19.45
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.25***
14042 - Computer Operator II	17.06
14043 - Computer Operator III	19.02
14044 - Computer Operator IV	21.14

14045 - Computer Operator V	23.41
14071 - Computer Programmer I	20.85
14072 - Computer Programmer II	25.83
14073 - Computer Programmer III (see 1)	
14074 - Computer Programmer IV (see 1)	
14101 - Computer Systems Analyst I	
14102 - Computer Systems Analyst II (see 1)	
14103 - Computer Systems Analyst III (see 1)	
14150 - Peripheral Equipment Operator	15.25***
14160 - Personal Computer Support Technician	21.14
14170 - System Support Specialist	25.06
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.14
15020 - Aircrew Training Devices Instructor (Rated)	35.26
15030 - Air Crew Training Devices Instructor (Pilot)	42.26
15050 - Computer Based Training Specialist / Instructor	29.14
15060 - Educational Technologist	29.01
15070 - Flight Instructor (Pilot)	42.26
15080 - Graphic Artist	22.64
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	42.26
15086 - Maintenance Test Pilot, Rotary Wing	42.26
15088 - Non-Maintenance Test/Co-Pilot	42.26
15090 - Technical Instructor	20.87
15095 - Technical Instructor/Course Developer	25.53
15110 - Test Proctor	16.85
15120 - Tutor	16.85
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	16.41
16030 - Counter Attendant	16.41
16040 - Dry Cleaner	18.75
16070 - Finisher, Flatwork, Machine	16.41
16090 - Presser, Hand	16.41
16110 - Presser, Machine, Drycleaning	16.41
16130 - Presser, Machine, Shirts	16.41
16160 - Presser, Machine, Wearing Apparel, Laundry	16.41
16190 - Sewing Machine Operator	19.53
16220 - Tailor	20.31
16250 - Washer, Machine	17.19
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.07
19040 - Tool And Die Maker	29.34
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	22.26
21030 - Material Coordinator	27.33
21040 - Material Expediter	27.33
21050 - Material Handling Laborer	14.16***
21071 - Order Filler	12.79***
21080 - Production Line Worker (Food Processing)	22.26
21110 - Shipping Packer	17.49

21130 - Shipping/Receiving Clerk	17.49
21140 - Store Worker I	16.66
21150 - Stock Clerk	20.14
21210 - Tools And Parts Attendant	22.26
21410 - Warehouse Specialist	22.26
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	32.23
23019 - Aircraft Logs and Records Technician	27.09
23021 - Aircraft Mechanic I	30.96
23022 - Aircraft Mechanic II	32.23
23023 - Aircraft Mechanic III	33.53
23040 - Aircraft Mechanic Helper	24.35
23050 - Aircraft, Painter	29.71
23060 - Aircraft Servicer	27.09
23070 - Aircraft Survival Flight Equipment Technician	29.71
23080 - Aircraft Worker	28.46
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	28.46
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	30.96
23110 - Appliance Mechanic	26.30
23120 - Bicycle Repairer	19.73
23125 - Cable Splicer	36.42
23130 - Carpenter, Maintenance	22.81
23140 - Carpet Layer	25.19
23160 - Electrician, Maintenance	31.17
23181 - Electronics Technician Maintenance I	37.72
23182 - Electronics Technician Maintenance II	39.39
23183 - Electronics Technician Maintenance III	41.05
23260 - Fabric Worker	23.98
23290 - Fire Alarm System Mechanic	27.41
23310 - Fire Extinguisher Repairer	22.75
23311 - Fuel Distribution System Mechanic	32.23
23312 - Fuel Distribution System Operator	26.90
23370 - General Maintenance Worker	18.94
23380 - Ground Support Equipment Mechanic	30.96
23381 - Ground Support Equipment Servicer	27.09
23382 - Ground Support Equipment Worker	28.46
23391 - Gunsmith I	22.75
23392 - Gunsmith II	25.19
23393 - Gunsmith III	27.41
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.68
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.70
23430 - Heavy Equipment Mechanic	24.64
23440 - Heavy Equipment Operator	24.15
23460 - Instrument Mechanic	27.41
23465 - Laboratory/Shelter Mechanic	26.30

23470 - Laborer	14.16***
23510 - Locksmith	26.30
23530 - Machinery Maintenance Mechanic	28.47
23550 - Machinist, Maintenance	19.21
23580 - Maintenance Trades Helper	16.09***
23591 - Metrology Technician I	27.41
23592 - Metrology Technician II	28.54
23593 - Metrology Technician III	29.68
23640 - Millwright	29.07
23710 - Office Appliance Repairer	23.58
23760 - Painter, Maintenance	19.04
23790 - Pipefitter, Maintenance	33.19
23810 - Plumber, Maintenance	31.85
23820 - Pneudraulic Systems Mechanic	27.41
23850 - Rigger	27.41
23870 - Scale Mechanic	25.19
23890 - Sheet-Metal Worker, Maintenance	29.30
23910 - Small Engine Mechanic	22.09
23931 - Telecommunications Mechanic I	27.12
23932 - Telecommunications Mechanic II	28.24
23950 - Telephone Lineman	25.80
23960 - Welder, Combination, Maintenance	21.58
23965 - Well Driller	26.10
23970 - Woodcraft Worker	27.41
23980 - Woodworker	22.75
24000 - Personal Needs Occupations	
24550 - Case Manager	15.25***
24570 - Child Care Attendant	11.30***
24580 - Child Care Center Clerk	14.08***
24610 - Chore Aide	13.43***
24620 - Family Readiness And Support Services Coordinator	15.25***
24630 - Homemaker	16.13***
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.87
25040 - Sewage Plant Operator	24.89
25070 - Stationary Engineer	31.87
25190 - Ventilation Equipment Tender	24.90
25210 - Water Treatment Plant Operator	24.89
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.69
27007 - Baggage Inspector	14.65***
27008 - Corrections Officer	27.71
27010 - Court Security Officer	24.75
27030 - Detection Dog Handler	16.39
27040 - Detention Officer	27.71
27070 - Firefighter	20.70
27101 - Guard I	14.65***
27102 - Guard II	16.39

27131 - Police Officer I	22.63
27132 - Police Officer II	25.14
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.72***
28042 - Carnival Equipment Repairer	14.57***
28043 - Carnival Worker	11.67***
28210 - Gate Attendant/Gate Tender	17.38
28310 - Lifeguard	16.12***
28350 - Park Attendant (Aide)	19.44
28510 - Recreation Aide/Health Facility Attendant	14.18***
28515 - Recreation Specialist	24.08
28630 - Sports Official	15.47***
28690 - Swimming Pool Operator	17.06
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.19
29020 - Hatch Tender	25.19
29030 - Line Handler	25.19
29041 - Stevedore I	23.98
29042 - Stevedore II	26.30
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	17.58
30022 - Archeological Technician II	19.67
30023 - Archeological Technician III	24.36
30030 - Cartographic Technician	24.36
30040 - Civil Engineering Technician	28.64
30051 - Cryogenic Technician I	26.99
30052 - Cryogenic Technician II	29.81
30061 - Drafter/CAD Operator I	17.58
30062 - Drafter/CAD Operator II	19.67
30063 - Drafter/CAD Operator III	21.93
30064 - Drafter/CAD Operator IV	26.99
30081 - Engineering Technician I	17.07
30082 - Engineering Technician II	19.16
30083 - Engineering Technician III	21.43
30084 - Engineering Technician IV	26.56
30085 - Engineering Technician V	32.49
30086 - Engineering Technician VI	39.30
30090 - Environmental Technician	24.36
30095 - Evidence Control Specialist	24.36
30210 - Laboratory Technician	21.93
30221 - Latent Fingerprint Technician I	26.99
30222 - Latent Fingerprint Technician II	29.81
30240 - Mathematical Technician	24.36
30361 - Paralegal/Legal Assistant I	19.79
30362 - Paralegal/Legal Assistant II	24.51
30363 - Paralegal/Legal Assistant III	29.99

30364 - Paralegal/Legal Assistant IV	36.27
30375 - Petroleum Supply Specialist	29.81
30390 - Photo-Optics Technician	23.50
30395 - Radiation Control Technician	29.81
30461 - Technical Writer I	24.36
30462 - Technical Writer II	29.81
30463 - Technical Writer III	36.06
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	26.99
30502 - Weather Forecaster II	32.83
30620 - Weather Observer, Combined Upper Air Or (see 2)	21.93
Surface Programs	
30621 - Weather Observer, Senior (see 2)	24.36
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	12.33***
31030 - Bus Driver	15.74***
31043 - Driver Courier	16.72
31260 - Parking and Lot Attendant	12.57***
31290 - Shuttle Bus Driver	16.14***
31310 - Taxi Driver	12.55***
31361 - Truckdriver, Light	17.75
31362 - Truckdriver, Medium	19.19
31363 - Truckdriver, Heavy	21.22
31364 - Truckdriver, Tractor-Trailer	21.22
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47***
99030 - Cashier	11.26***
99050 - Desk Clerk	12.45***
99095 - Embalmer	27.12
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	13.63***
99252 - Laboratory Animal Caretaker II	14.51***
99260 - Marketing Analyst	23.70
99310 - Mortician	27.12
99410 - Pest Controller	24.27
99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	19.30
99711 - Recycling Specialist	22.06
99730 - Refuse Collector	18.11
99810 - Sales Clerk	13.56***
99820 - School Crossing Guard	14.32***
99830 - Survey Party Chief	25.06
99831 - Surveying Aide	14.89***
99832 - Surveying Technician	22.79

99840 - Vending Machine Attendant	15.02***
99841 - Vending Machine Repairer	17.37
99842 - Vending Machine Repairer Helper	15.02***

\*\*\*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.

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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](http://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))."