

"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.: 2015-5683 Revision No.: 17 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: Alaska

Area: Alaska Borough of Fairbanks North

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		

01011 - Accounting Clerk I	18.89
01012 - Accounting Clerk II	21.22
01013 - Accounting Clerk III	23.73
01020 - Administrative Assistant	29.41
01035 - Court Reporter	20.45
01041 - Customer Service Representative I	14.81***
01042 - Customer Service Representative II	16.28
01043 - Customer Service Representative III	18.14
01051 - Data Entry Operator I	14.92***
01052 - Data Entry Operator II	17.86
01060 - Dispatcher, Motor Vehicle	26.36
01070 - Document Preparation Clerk	16.29
01090 - Duplicating Machine Operator	16.29
01111 - General Clerk I	18.02
01112 - General Clerk II	19.65
01113 - General Clerk III	22.07
01120 - Housing Referral Assistant	22.80
01141 - Messenger Courier	15.60***
01191 - Order Clerk I	17.00
01192 - Order Clerk II	18.55
01261 - Personnel Assistant (Employment) I	19.07
01262 - Personnel Assistant (Employment) II	21.33
01263 - Personnel Assistant (Employment) III	23.79
01270 - Production Control Clerk	29.72
01290 - Rental Clerk	21.02
01300 - Scheduler, Maintenance	18.27
01311 - Secretary I	18.27
01312 - Secretary II	20.45
01313 - Secretary III	22.80
01320 - Service Order Dispatcher	23.57
01410 - Supply Technician	29.41
01420 - Survey Worker	20.45
01460 - Switchboard Operator/Receptionist	17.51
01531 - Travel Clerk I	17.35
01532 - Travel Clerk II	19.15
01533 - Travel Clerk III	21.15
01611 - Word Processor I	16.29
01612 - Word Processor II	18.27
01613 - Word Processor III	20.45
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	29.33
05010 - Automotive Electrician	30.22
05040 - Automotive Glass Installer	28.38
05070 - Automotive Worker	28.38
05110 - Mobile Equipment Servicer	24.66
05130 - Motor Equipment Metal Mechanic	32.08
05160 - Motor Equipment Metal Worker	28.38
05190 - Motor Vehicle Mechanic	32.08
05220 - Motor Vehicle Mechanic Helper	22.82

05250 - Motor Vehicle Upholstery Worker	26.51
05280 - Motor Vehicle Wrecker	28.38
05310 - Painter, Automotive	30.22
05340 - Radiator Repair Specialist	28.38
05370 - Tire Repairer	17.78
05400 - Transmission Repair Specialist	32.08
07000 - Food Preparation And Service Occupations	
07010 - Baker	23.40
07041 - Cook I	22.00
07042 - Cook II	25.31
07070 - Dishwasher	14.30***
07130 - Food Service Worker	15.13***
07210 - Meat Cutter	23.38
07260 - Waiter/Waitress	11.91***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	35.41
09040 - Furniture Handler	22.40
09080 - Furniture Refinisher	35.41
09090 - Furniture Refinisher Helper	26.73
09110 - Furniture Repairer, Minor	31.06
09130 - Upholsterer	35.41
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.52***
11060 - Elevator Operator	17.23
11090 - Gardener	27.74
11122 - Housekeeping Aide	17.23
11150 - Janitor	17.23
11210 - Laborer, Grounds Maintenance	21.50
11240 - Maid or Houseman	15.31***
11260 - Pruner	19.42
11270 - Tractor Operator	25.66
11330 - Trail Maintenance Worker	21.50
11360 - Window Cleaner	19.07
12000 - Health Occupations	
12010 - Ambulance Driver	26.51
12011 - Breath Alcohol Technician	26.51
12012 - Certified Occupational Therapist Assistant	36.37
12015 - Certified Physical Therapist Assistant	36.37
12020 - Dental Assistant	23.78
12025 - Dental Hygienist	58.05
12030 - EKG Technician	40.18
12035 - Electroneurodiagnostic Technologist	40.18
12040 - Emergency Medical Technician	26.51
12071 - Licensed Practical Nurse I	23.69
12072 - Licensed Practical Nurse II	26.51
12073 - Licensed Practical Nurse III	29.55
12100 - Medical Assistant	22.38
12130 - Medical Laboratory Technician	33.84
12160 - Medical Record Clerk	22.08

12190 - Medical Record Technician	24.69
12195 - Medical Transcriptionist	23.69
12210 - Nuclear Medicine Technologist	58.26
12221 - Nursing Assistant I	15.55***
12222 - Nursing Assistant II	17.49
12223 - Nursing Assistant III	19.09
12224 - Nursing Assistant IV	21.42
12235 - Optical Dispenser	26.51
12236 - Optical Technician	23.69
12250 - Pharmacy Technician	22.38
12280 - Phlebotomist	21.99
12305 - Radiologic Technologist	38.72
12311 - Registered Nurse I	32.84
12312 - Registered Nurse II	40.18
12313 - Registered Nurse II, Specialist	40.18
12314 - Registered Nurse III	48.60
12315 - Registered Nurse III, Anesthetist	48.60
12316 - Registered Nurse IV	58.26
12317 - Scheduler (Drug and Alcohol Testing)	32.84
12320 - Substance Abuse Treatment Counselor	29.86
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.00
13012 - Exhibits Specialist II	33.44
13013 - Exhibits Specialist III	40.90
13041 - Illustrator I	27.00
13042 - Illustrator II	33.44
13043 - Illustrator III	40.90
13047 - Librarian	36.07
13050 - Library Aide/Clerk	17.56
13054 - Library Information Technology Systems Administrator	32.56
13058 - Library Technician	24.59
13061 - Media Specialist I	23.50
13062 - Media Specialist II	26.29
13063 - Media Specialist III	29.31
13071 - Photographer I	24.13
13072 - Photographer II	27.00
13073 - Photographer III	33.44
13074 - Photographer IV	40.90
13075 - Photographer V	48.19
13090 - Technical Order Library Clerk	21.87
13110 - Video Teleconference Technician	24.13
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.44
14042 - Computer Operator II	21.75
14043 - Computer Operator III	24.47
14044 - Computer Operator IV	27.20
14045 - Computer Operator V	30.12
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		19.62
14160 - Personal Computer Support Technician		27.62
14170 - System Support Specialist		30.12
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.09
15020 - Aircrew Training Devices Instructor (Rated)		41.24
15030 - Air Crew Training Devices Instructor (Pilot)		49.42
15050 - Computer Based Training Specialist / Instructor		34.09
15060 - Educational Technologist		38.26
15070 - Flight Instructor (Pilot)		49.42
15080 - Graphic Artist		42.39
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		49.42
15086 - Maintenance Test Pilot, Rotary Wing		49.42
15088 - Non-Maintenance Test/Co-Pilot		49.42
15090 - Technical Instructor		34.65
15095 - Technical Instructor/Course Developer		42.39
15110 - Test Proctor		27.97
15120 - Tutor		27.97
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		13.11***
16030 - Counter Attendant		13.11***
16040 - Dry Cleaner		16.70
16070 - Finisher, Flatwork, Machine		13.11***
16090 - Presser, Hand		13.11***
16110 - Presser, Machine, Drycleaning		13.11***
16130 - Presser, Machine, Shirts		13.11***
16160 - Presser, Machine, Wearing Apparel, Laundry		13.11***
16190 - Sewing Machine Operator		17.88
16220 - Tailor		19.10
16250 - Washer, Machine		14.33***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		37.74
19040 - Tool And Die Maker		47.04
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		21.52
21030 - Material Coordinator		29.72
21040 - Material Expediter		29.72
21050 - Material Handling Laborer		19.00
21071 - Order Filler		17.45
21080 - Production Line Worker (Food Processing)		21.52
21110 - Shipping Packer		26.34
21130 - Shipping/Receiving Clerk		26.34
21140 - Store Worker I		17.11

21150 - Stock Clerk	23.32
21210 - Tools And Parts Attendant	21.52
21410 - Warehouse Specialist	21.52
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.37
23019 - Aircraft Logs and Records Technician	29.21
23021 - Aircraft Mechanic I	35.35
23022 - Aircraft Mechanic II	37.37
23023 - Aircraft Mechanic III	39.44
23040 - Aircraft Mechanic Helper	25.15
23050 - Aircraft, Painter	33.30
23060 - Aircraft Servicer	29.21
23070 - Aircraft Survival Flight Equipment Technician	33.30
23080 - Aircraft Worker	31.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	31.27
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.35
23110 - Appliance Mechanic	35.41
23120 - Bicycle Repairer	30.81
23125 - Cable Splicer	41.35
23130 - Carpenter, Maintenance	33.22
23140 - Carpet Layer	35.45
23160 - Electrician, Maintenance	38.30
23181 - Electronics Technician Maintenance I	36.35
23182 - Electronics Technician Maintenance II	38.70
23183 - Electronics Technician Maintenance III	41.09
23260 - Fabric Worker	33.11
23290 - Fire Alarm System Mechanic	40.07
23310 - Fire Extinguisher Repairer	30.81
23311 - Fuel Distribution System Mechanic	40.07
23312 - Fuel Distribution System Operator	30.81
23370 - General Maintenance Worker	26.75
23380 - Ground Support Equipment Mechanic	35.35
23381 - Ground Support Equipment Servicer	29.21
23382 - Ground Support Equipment Worker	31.27
23391 - Gunsmith I	30.81
23392 - Gunsmith II	35.45
23393 - Gunsmith III	40.07
23410 - Heating, Ventilation And Air-Conditioning Mechanic	36.82
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	38.93
23430 - Heavy Equipment Mechanic	43.31
23440 - Heavy Equipment Operator	36.05
23460 - Instrument Mechanic	40.07
23465 - Laboratory/Shelter Mechanic	37.74
23470 - Laborer	19.00
23510 - Locksmith	37.74

23530 - Machinery Maintenance Mechanic	39.25
23550 - Machinist, Maintenance	39.22
23580 - Maintenance Trades Helper	19.42
23591 - Metrology Technician I	40.07
23592 - Metrology Technician II	42.36
23593 - Metrology Technician III	44.70
23640 - Millwright	40.07
23710 - Office Appliance Repairer	37.74
23760 - Painter, Maintenance	33.19
23790 - Pipefitter, Maintenance	41.75
23810 - Plumber, Maintenance	39.32
23820 - Pneudraulic Systems Mechanic	40.07
23850 - Rigger	40.07
23870 - Scale Mechanic	35.45
23890 - Sheet-Metal Worker, Maintenance	43.27
23910 - Small Engine Mechanic	35.45
23931 - Telecommunications Mechanic I	39.23
23932 - Telecommunications Mechanic II	41.77
23950 - Telephone Lineman	40.07
23960 - Welder, Combination, Maintenance	36.98
23965 - Well Driller	37.59
23970 - Woodcraft Worker	40.07
23980 - Woodworker	30.81
24000 - Personal Needs Occupations	
24550 - Case Manager	21.59
24570 - Child Care Attendant	17.74
24580 - Child Care Center Clerk	22.13
24610 - Chore Aide	17.45
24620 - Family Readiness And Support Services Coordinator	21.59
24630 - Homemaker	21.59
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	38.68
25040 - Sewage Plant Operator	37.27
25070 - Stationary Engineer	38.68
25190 - Ventilation Equipment Tender	27.51
25210 - Water Treatment Plant Operator	37.27
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.62
27007 - Baggage Inspector	20.01
27008 - Corrections Officer	27.17
27010 - Court Security Officer	27.13
27030 - Detection Dog Handler	22.38
27040 - Detention Officer	27.17
27070 - Firefighter	27.13
27101 - Guard I	20.01
27102 - Guard II	22.38
27131 - Police Officer I	38.74
27132 - Police Officer II	43.06

28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.66
28042 - Carnival Equipment Repairer	18.72
28043 - Carnival Worker	13.54***
28210 - Gate Attendant/Gate Tender	28.91
28310 - Lifeguard	24.31
28350 - Park Attendant (Aide)	32.34
28510 - Recreation Aide/Health Facility Attendant	23.61
28515 - Recreation Specialist	43.96
28630 - Sports Official	25.76
28690 - Swimming Pool Operator	26.94
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	35.45
29020 - Hatch Tender	35.45
29030 - Line Handler	35.45
29041 - Stevedore I	33.11
29042 - Stevedore II	37.74
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	46.31
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.93
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.16
30021 - Archeological Technician I	23.41
30022 - Archeological Technician II	27.28
30023 - Archeological Technician III	29.46
30030 - Cartographic Technician	31.78
30040 - Civil Engineering Technician	32.97
30051 - Cryogenic Technician I	28.14
30052 - Cryogenic Technician II	31.08
30061 - Drafter/CAD Operator I	23.41
30062 - Drafter/CAD Operator II	27.28
30063 - Drafter/CAD Operator III	29.19
30064 - Drafter/CAD Operator IV	34.79
30081 - Engineering Technician I	22.72
30082 - Engineering Technician II	26.56
30083 - Engineering Technician III	29.74
30084 - Engineering Technician IV	33.02
30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	45.77
30090 - Environmental Technician	26.77
30095 - Evidence Control Specialist	25.41
30210 - Laboratory Technician	26.61
30221 - Latent Fingerprint Technician I	28.14
30222 - Latent Fingerprint Technician II	31.08
30240 - Mathematical Technician	32.95
30361 - Paralegal/Legal Assistant I	23.18
30362 - Paralegal/Legal Assistant II	28.72
30363 - Paralegal/Legal Assistant III	35.13
30364 - Paralegal/Legal Assistant IV	42.50
30375 - Petroleum Supply Specialist	31.08

30390 - Photo-Optics Technician	32.95
30395 - Radiation Control Technician	31.08
30461 - Technical Writer I	25.37
30462 - Technical Writer II	31.03
30463 - Technical Writer III	41.12
30491 - Unexploded Ordnance (UXO) Technician I	29.43
30492 - Unexploded Ordnance (UXO) Technician II	35.61
30493 - Unexploded Ordnance (UXO) Technician III	42.68
30494 - Unexploded (UXO) Safety Escort	29.43
30495 - Unexploded (UXO) Sweep Personnel	29.43
30501 - Weather Forecaster I	34.79
30502 - Weather Forecaster II	42.32
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 29.19
30621 - Weather Observer, Senior	(see 2) 32.42
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.61
31020 - Bus Aide	21.31
31030 - Bus Driver	30.25
31043 - Driver Courier	21.23
31260 - Parking and Lot Attendant	17.49
31290 - Shuttle Bus Driver	21.91
31310 - Taxi Driver	20.94
31361 - Truckdriver, Light	22.95
31362 - Truckdriver, Medium	24.67
31363 - Truckdriver, Heavy	29.61
31364 - Truckdriver, Tractor-Trailer	29.61
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.36
99030 - Cashier	14.75***
99050 - Desk Clerk	15.59***
99095 - Embalmer	29.43
99130 - Flight Follower	29.43
99251 - Laboratory Animal Caretaker I	19.87
99252 - Laboratory Animal Caretaker II	27.41
99260 - Marketing Analyst	28.00
99310 - Mortician	29.43
99410 - Pest Controller	29.46
99510 - Photofinishing Worker	15.47***
99710 - Recycling Laborer	25.38
99711 - Recycling Specialist	30.29
99730 - Refuse Collector	22.92
99810 - Sales Clerk	14.47***
99820 - School Crossing Guard	19.19
99830 - Survey Party Chief	34.96
99831 - Surveying Aide	23.28
99832 - Surveying Technician	31.78
99840 - Vending Machine Attendant	25.36
99841 - Vending Machine Repairer	31.54

***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 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))."