

"REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5315
Revision No.: 20
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.

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|---|---|
| If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., workers an option is exercised) on or after applicable January 30, 2022: determination, | Executive Order 14026 generally applies to the contract. The contractor must pay all covered at least \$16.20 per hour (or the wage rate listed on this wage if it is higher) for all hours spent performing on the contract in 2023. |
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| If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed workers or extended on or after January 30, applicable 2022: determination, | Executive Order 13658 generally applies to the contract. The contractor must pay all covered at least \$12.15 per hour (or the wage rate listed on this wage if it is higher) for all hours spent performing on the contract in 2023. |
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The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Oklahoma

Area: Oklahoma Counties of Canadian, Cleveland, Grady, Lincoln, Logan, McClain, Oklahoma

Fringe Benefits Required Follow the Occupational Listing

| OCCUPATION CODE - TITLE RATE | FOOTNOTE |
|---------------------------------|----------|
|---------------------------------|----------|

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I
15.15***

01012 - Accounting Clerk II
17.02

01013 - Accounting Clerk III
19.03

01020 - Administrative Assistant
22.58

01035 - Court Reporter
20.31

01041 - Customer Service Representative I
13.86***

01042 - Customer Service Representative II
14.44***

01043 - Customer Service Representative III
16.21

01051 - Data Entry Operator I
15.36***

01052 - Data Entry Operator II
16.75

01060 - Dispatcher, Motor Vehicle
23.11

01070 - Document Preparation Clerk
14.26***

01090 - Duplicating Machine Operator
14.26***

01111 - General Clerk I
13.57***
01112 - General Clerk II
14.81***
01113 - General Clerk III
18.00
01120 - Housing Referral Assistant
19.99
01141 - Messenger Courier
15.62***
01191 - Order Clerk I
16.09***
01192 - Order Clerk II
17.56
01261 - Personnel Assistant (Employment) I
16.89
01262 - Personnel Assistant (Employment) II
18.89
01263 - Personnel Assistant (Employment) III
21.06
01270 - Production Control Clerk
23.89
01290 - Rental Clerk
14.04***
01300 - Scheduler, Maintenance
16.04***
01311 - Secretary I
16.04***
01312 - Secretary II
17.94
01313 - Secretary III
19.99
01320 - Service Order Dispatcher
20.67
01410 - Supply Technician
22.58
01420 - Survey Worker
17.05
01460 - Switchboard Operator/Receptionist
14.31***
01531 - Travel Clerk I
17.05
01532 - Travel Clerk II
18.16
01533 - Travel Clerk III
18.97
01611 - Word Processor I
14.28***
01612 - Word Processor II
16.04***

01613 - Word Processor III
17.94
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass
20.28
05010 - Automotive Electrician
22.11
05040 - Automotive Glass Installer
21.00
05070 - Automotive Worker
21.00
05110 - Mobile Equipment Servicer
18.85
05130 - Motor Equipment Metal Mechanic
23.17
05160 - Motor Equipment Metal Worker
21.00
05190 - Motor Vehicle Mechanic
23.17
05220 - Motor Vehicle Mechanic Helper
17.73
05250 - Motor Vehicle Upholstery Worker
20.01
05280 - Motor Vehicle Wrecker
21.00
05310 - Painter, Automotive
22.11
05340 - Radiator Repair Specialist
21.00
05370 - Tire Repairer
16.13***
05400 - Transmission Repair Specialist
23.17
07000 - Food Preparation And Service Occupations
07010 - Baker
12.90***
07041 - Cook I
11.88***
07042 - Cook II
13.23***
07070 - Dishwasher
11.34***
07130 - Food Service Worker
10.67***
07210 - Meat Cutter
17.13
07260 - Waiter/Waitress
9.63***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter

18.08
09040 - Furniture Handler
12.54***
09080 - Furniture Refinisher
17.48
09090 - Furniture Refinisher Helper
14.02***
09110 - Furniture Repairer, Minor
15.82***
09130 - Upholsterer
16.16***
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles
13.76***
11060 - Elevator Operator
13.76***
11090 - Gardener
17.11
11122 - Housekeeping Aide
11.60***
11150 - Janitor
11.60***
11210 - Laborer, Grounds Maintenance
14.39***
11240 - Maid or Houseman
11.13***
11260 - Pruner
13.57***
11270 - Tractor Operator
16.09***
11330 - Trail Maintenance Worker
14.39***
11360 - Window Cleaner
12.31***
12000 - Health Occupations
12010 - Ambulance Driver
19.13
12011 - Breath Alcohol Technician
20.27
12012 - Certified Occupational Therapist Assistant
29.86
12015 - Certified Physical Therapist Assistant
28.70
12020 - Dental Assistant
18.61
12025 - Dental Hygienist
38.04
12030 - EKG Technician
23.05
12035 - Electroneurodiagnostic Technologist

23.05
12040 - Emergency Medical Technician
19.13
12071 - Licensed Practical Nurse I
18.12
12072 - Licensed Practical Nurse II
20.27
12073 - Licensed Practical Nurse III
22.60
12100 - Medical Assistant
15.25***
12130 - Medical Laboratory Technician
22.59
12160 - Medical Record Clerk
20.01
12190 - Medical Record Technician
22.40
12195 - Medical Transcriptionist
20.96
12210 - Nuclear Medicine Technologist
37.03
12221 - Nursing Assistant I
11.80***
12222 - Nursing Assistant II
13.26***
12223 - Nursing Assistant III
14.47***
12224 - Nursing Assistant IV
16.25
12235 - Optical Dispenser
16.72
12236 - Optical Technician
17.58
12250 - Pharmacy Technician
17.47
12280 - Phlebotomist
17.25
12305 - Radiologic Technologist
29.27
12311 - Registered Nurse I
27.48
12312 - Registered Nurse II
30.97
12313 - Registered Nurse II, Specialist
30.97
12314 - Registered Nurse III
37.46
12315 - Registered Nurse III, Anesthetist
37.46
12316 - Registered Nurse IV

44.91
12317 - Scheduler (Drug and Alcohol Testing)
25.12
12320 - Substance Abuse Treatment Counselor
22.93
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I
18.53
13012 - Exhibits Specialist II
22.25
13013 - Exhibits Specialist III
27.21
13041 - Illustrator I
20.86
13042 - Illustrator II
25.12
13043 - Illustrator III
30.74
13047 - Librarian
24.05
13050 - Library Aide/Clerk
13.06***
13054 - Library Information Technology Systems
21.71
Administrator
13058 - Library Technician
17.35
13061 - Media Specialist I
15.67***
13062 - Media Specialist II
17.53
13063 - Media Specialist III
19.54
13071 - Photographer I
15.79***
13072 - Photographer II
17.67
13073 - Photographer III
21.88
13074 - Photographer IV
26.77
13075 - Photographer V
32.38
13090 - Technical Order Library Clerk
16.40
13110 - Video Teleconference Technician
18.59
14000 - Information Technology Occupations
14041 - Computer Operator I
19.49

14042 - Computer Operator II
 21.81
 14043 - Computer Operator III
 24.31
 14044 - Computer Operator IV
 27.02
 14045 - Computer Operator V
 29.92
 14071 - Computer Programmer I (see 1)
 24.07
 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
 19.49
 14160 - Personal Computer Support Technician
 27.02
 14170 - System Support Specialist
 29.92
 15000 - Instructional Occupations
 15010 - Aircrew Training Devices Instructor (Non-Rated)
 31.39
 15020 - Aircrew Training Devices Instructor (Rated)
 37.97
 15030 - Air Crew Training Devices Instructor (Pilot)
 45.52
 15050 - Computer Based Training Specialist / Instructor
 31.39
 15060 - Educational Technologist
 28.13
 15070 - Flight Instructor (Pilot)
 45.52
 15080 - Graphic Artist
 22.62
 15085 - Maintenance Test Pilot, Fixed, Jet/Prop
 45.52
 15086 - Maintenance Test Pilot, Rotary Wing
 45.52
 15088 - Non-Maintenance Test/Co-Pilot
 45.52
 15090 - Technical Instructor

24.20
15095 - Technical Instructor/Course Developer
29.60
15110 - Test Proctor
19.53
15120 - Tutor
19.53
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler
9.99***
16030 - Counter Attendant
9.99***
16040 - Dry Cleaner
12.73***
16070 - Finisher, Flatwork, Machine
9.99***
16090 - Presser, Hand
9.99***
16110 - Presser, Machine, Drycleaning
9.99***
16130 - Presser, Machine, Shirts
9.99***
16160 - Presser, Machine, Wearing Apparel, Laundry
9.99***
16190 - Sewing Machine Operator
13.65***
16220 - Tailor
14.57***
16250 - Washer, Machine
10.93***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room)
25.31
19040 - Tool And Die Maker
29.97
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator
18.72
21030 - Material Coordinator
23.89
21040 - Material Expediter
23.89
21050 - Material Handling Laborer
16.48
21071 - Order Filler
14.05***
21080 - Production Line Worker (Food Processing)
18.72
21110 - Shipping Packer
15.28***

21130 - Shipping/Receiving Clerk
15.28***
21140 - Store Worker I
16.13***
21150 - Stock Clerk
19.54
21210 - Tools And Parts Attendant
18.72
21410 - Warehouse Specialist
18.72
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder
29.87
23019 - Aircraft Logs and Records Technician
24.72
23021 - Aircraft Mechanic I
28.62
23022 - Aircraft Mechanic II
29.87
23023 - Aircraft Mechanic III
31.13
23040 - Aircraft Mechanic Helper
21.91
23050 - Aircraft, Painter
27.32
23060 - Aircraft Servicer
24.72
23070 - Aircraft Survival Flight Equipment Technician
27.32
23080 - Aircraft Worker
25.93
23091 - Aircrew Life Support Equipment (ALSE) Mechanic
25.93
I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic
28.62
II
23110 - Appliance Mechanic
18.51
23120 - Bicycle Repairer
20.01
23125 - Cable Splicer
31.52
23130 - Carpenter, Maintenance
20.07
23140 - Carpet Layer
20.76
23160 - Electrician, Maintenance
24.15
23181 - Electronics Technician Maintenance I

27.28
23182 - Electronics Technician Maintenance II

28.73
23183 - Electronics Technician Maintenance III

30.10
23260 - Fabric Worker

21.27
23290 - Fire Alarm System Mechanic

24.46
23310 - Fire Extinguisher Repairer

20.04
23311 - Fuel Distribution System Mechanic

29.67
23312 - Fuel Distribution System Operator

24.15
23370 - General Maintenance Worker

17.41
23380 - Ground Support Equipment Mechanic

28.62
23381 - Ground Support Equipment Servicer

24.72
23382 - Ground Support Equipment Worker

25.93
23391 - Gunsmith I

20.04
23392 - Gunsmith II

22.33
23393 - Gunsmith III

24.64
23410 - Heating, Ventilation And Air-Conditioning

23.15
Mechanic
23411 - Heating, Ventilation And Air Contidioning

24.16
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic

24.80
23440 - Heavy Equipment Operator

20.39
23460 - Instrument Mechanic

26.86
23465 - Laboratory/Shelter Mechanic

23.51
23470 - Laborer

16.48
23510 - Locksmith

23.51
23530 - Machinery Maintenance Mechanic

25.09
23550 - Machinist, Maintenance

24.00
23580 - Maintenance Trades Helper
15.43***
23591 - Metrology Technician I
26.86
23592 - Metrology Technician II
28.04
23593 - Metrology Technician III
29.23
23640 - Millwright
24.64
23710 - Office Appliance Repairer
19.87
23760 - Painter, Maintenance
22.42
23790 - Pipefitter, Maintenance
27.34
23810 - Plumber, Maintenance
26.09
23820 - Pneudraulic Systems Mechanic
24.64
23850 - Rigger
26.05
23870 - Scale Mechanic
22.33
23890 - Sheet-Metal Worker, Maintenance
27.58
23910 - Small Engine Mechanic
18.02
23931 - Telecommunications Mechanic I
25.05
23932 - Telecommunications Mechanic II
26.14
23950 - Telephone Lineman
31.64
23960 - Welder, Combination, Maintenance
21.10
23965 - Well Driller
24.64
23970 - Woodcraft Worker
24.64
23980 - Woodworker
20.04
24000 - Personal Needs Occupations
24550 - Case Manager
16.03***
24570 - Child Care Attendant
10.72***
24580 - Child Care Center Clerk
13.37***

24610 - Chore Aide
11.55***
24620 - Family Readiness And Support Services
16.03***
Coordinator
24630 - Homemaker
16.03***
25000 - Plant And System Operations Occupations
25010 - Boiler Tender
27.42
25040 - Sewage Plant Operator
22.78
25070 - Stationary Engineer
27.42
25190 - Ventilation Equipment Tender
20.55
25210 - Water Treatment Plant Operator
22.78
27000 - Protective Service Occupations
27004 - Alarm Monitor
19.47
27007 - Baggage Inspector
15.53***
27008 - Corrections Officer
20.48
27010 - Court Security Officer
24.73
27030 - Detection Dog Handler
17.66
27040 - Detention Officer
20.48
27070 - Firefighter
29.10
27101 - Guard I
15.53***
27102 - Guard II
17.66
27131 - Police Officer I
26.47
27132 - Police Officer II
29.42
28000 - Recreation Occupations
28041 - Carnival Equipment Operator
11.19***
28042 - Carnival Equipment Repairer
11.89***
28043 - Carnival Worker
9.43***
28210 - Gate Attendant/Gate Tender
17.13

28310 - Lifeguard
12.47***
28350 - Park Attendant (Aide)
19.15
28510 - Recreation Aide/Health Facility Attendant
13.97***
28515 - Recreation Specialist
23.72
28630 - Sports Official
15.25***
28690 - Swimming Pool Operator
16.74
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer
27.72
29020 - Hatch Tender
27.72
29030 - Line Handler
27.72
29041 - Stevedore I
26.41
29042 - Stevedore II
29.18
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
18.68
30022 - Archeological Technician II
20.90
30023 - Archeological Technician III
25.90
30030 - Cartographic Technician
25.90
30040 - Civil Engineering Technician
26.79
30051 - Cryogenic Technician I
27.95
30052 - Cryogenic Technician II
30.88
30061 - Drafter/CAD Operator I
18.68
30062 - Drafter/CAD Operator II
20.90
30063 - Drafter/CAD Operator III
23.30

30064 - Drafter/CAD Operator IV
28.68
30081 - Engineering Technician I
19.05
30082 - Engineering Technician II
21.83
30083 - Engineering Technician III
23.92
30084 - Engineering Technician IV
29.64
30085 - Engineering Technician V
36.26
30086 - Engineering Technician VI
43.86
30090 - Environmental Technician
24.73
30095 - Evidence Control Specialist
25.23
30210 - Laboratory Technician
21.44
30221 - Latent Fingerprint Technician I
29.49
30222 - Latent Fingerprint Technician II
32.58
30240 - Mathematical Technician
28.87
30361 - Paralegal/Legal Assistant I
20.54
30362 - Paralegal/Legal Assistant II
25.43
30363 - Paralegal/Legal Assistant III
31.11
30364 - Paralegal/Legal Assistant IV
37.64
30375 - Petroleum Supply Specialist
30.88
30390 - Photo-Optics Technician
25.90
30395 - Radiation Control Technician
30.88
30461 - Technical Writer I
24.83
30462 - Technical Writer II
30.38
30463 - Technical Writer III
36.76
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
 27.95
 30502 - Weather Forecaster II
 34.00
 30620 - Weather Observer, Combined Upper Air Or (see 2)
 23.30
 Surface Programs
 30621 - Weather Observer, Senior (see 2)
 25.90
 31000 - Transportation/Mobile Equipment Operation Occupations
 31010 - Airplane Pilot
 31.73
 31020 - Bus Aide
 14.63***
 31030 - Bus Driver
 18.46
 31043 - Driver Courier
 16.44
 31260 - Parking and Lot Attendant
 12.28***
 31290 - Shuttle Bus Driver
 16.17***
 31310 - Taxi Driver
 12.36***
 31361 - Truckdriver, Light
 17.48
 31362 - Truckdriver, Medium
 18.55
 31363 - Truckdriver, Heavy
 23.59
 31364 - Truckdriver, Tractor-Trailer
 23.59
 99000 - Miscellaneous Occupations
 99020 - Cabin Safety Specialist
 15.47***
 99030 - Cashier
 11.12***
 99050 - Desk Clerk
 10.99***
 99095 - Embalmer
 26.57
 99130 - Flight Follower
 26.22
 99251 - Laboratory Animal Caretaker I

14.00***
99252 - Laboratory Animal Caretaker II
14.89***
99260 - Marketing Analyst
28.39
99310 - Mortician
27.19
99410 - Pest Controller
16.75
99510 - Photofinishing Worker
14.65***
99710 - Recycling Laborer
22.01
99711 - Recycling Specialist
24.60
99730 - Refuse Collector
20.74
99810 - Sales Clerk
11.68***
99820 - School Crossing Guard
14.49***
99830 - Survey Party Chief
25.32
99831 - Surveying Aide
14.24***
99832 - Surveying Technician
22.42
99840 - Vending Machine Attendant
14.55***
99841 - Vending Machine Repairer
17.23
99842 - Vending Machine Repairer Helper
14.55***

***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 10 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. (See 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))."