

"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		Wage Determination No.: 2015-4047 Revision No.: 22 Date Of Last Revision: 12/27/2022
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:	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).

This wage determination is applicable in the following towns and cities in the state of Massachusetts:

BRISTOL COUNTY - Mansfield

ESSEX COUNTY - Lynnfield

MIDDLESEX COUNTY - Acton, Arlington, Bedford, Belmont, Boxborough, Burlington, Cambridge, Carlisle, Concord, Everett, Lexington, Lincoln, Malden, Maynard, Medford, Melrose, Newton, North Reading, Reading, Sherborn, Somerville, Stoneham, Stow, Wakefield, Waltham, Watertown, Wayland, Weston, Wilmington, Winchester, Woburn

NORFOLK COUNTY - Braintree, Brookline, Canton, Cohasset, Dedham, Dover, Foxborough, Franklin, Holbrook, Medfield, Medway, Millis, Milton, Needham, Norfolk, Norwood, Quincy, Randolph, Sharon, Stoughton, Walpole, Wellesley, Westwood, Weymouth, Wrentham

PLYMOUTH COUNTY - Carver, Duxbury, Hanover, Hingham, Hull, Kingston, Marshfield, Norwell, Pembroke, Plymouth, Plympton, Rockland, Scituate

SUFFOLK COUNTY - Boston, Chelsea, Revere, Winthrop

WORCESTER COUNTY - Berlin, Bolton

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.69
01012 - Accounting Clerk II		22.12
01013 - Accounting Clerk III		24.73
01020 - Administrative Assistant		35.61
01035 - Court Reporter		27.78
01041 - Customer Service Representative I		18.33
01042 - Customer Service Representative II		20.00
01043 - Customer Service Representative III		22.44
01051 - Data Entry Operator I		17.37
01052 - Data Entry Operator II		18.95
01060 - Dispatcher, Motor Vehicle		23.23
01070 - Document Preparation Clerk		19.17
01090 - Duplicating Machine Operator		19.17
01111 - General Clerk I		17.68
01112 - General Clerk II		19.29
01113 - General Clerk III		21.67
01120 - Housing Referral Assistant		25.80
01141 - Messenger Courier		18.09
01191 - Order Clerk I		21.08
01192 - Order Clerk II		23.00
01261 - Personnel Assistant (Employment) I		18.70
01262 - Personnel Assistant (Employment) II		20.92
01263 - Personnel Assistant (Employment) III		23.32
01270 - Production Control Clerk		28.85
01290 - Rental Clerk		19.15
01300 - Scheduler, Maintenance		20.69
01311 - Secretary I		20.69
01312 - Secretary II		23.15
01313 - Secretary III		25.80
01320 - Service Order Dispatcher		20.77
01410 - Supply Technician		35.61
01420 - Survey Worker		22.47
01460 - Switchboard Operator/Receptionist		17.70
01531 - Travel Clerk I		20.20
01532 - Travel Clerk II		21.85
01533 - Travel Clerk III		23.55
01611 - Word Processor I		20.33
01612 - Word Processor II		22.84
01613 - Word Processor III		25.54
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		27.73
05010 - Automotive Electrician		22.60
05040 - Automotive Glass Installer		21.60
05070 - Automotive Worker		21.60
05110 - Mobile Equipment Servicer		19.58
05130 - Motor Equipment Metal Mechanic		23.59
05160 - Motor Equipment Metal Worker		21.60
05190 - Motor Vehicle Mechanic		23.59
05220 - Motor Vehicle Mechanic Helper		18.40
05250 - Motor Vehicle Upholstery Worker		20.59
05280 - Motor Vehicle Wrecker		21.60
05310 - Painter, Automotive		22.60
05340 - Radiator Repair Specialist		21.60
05370 - Tire Repairer		15.08***
05400 - Transmission Repair Specialist		23.59
07000 - Food Preparation And Service Occupations		
07010 - Baker		16.93
07041 - Cook I		21.26
07042 - Cook II		23.46
07070 - Dishwasher		14.85***

07130 - Food Service Worker	14.97***
07210 - Meat Cutter	23.19
07260 - Waiter/Waitress	15.68***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.20
09040 - Furniture Handler	17.49
09080 - Furniture Refinisher	22.97
09090 - Furniture Refinisher Helper	18.55
09110 - Furniture Repairer, Minor	20.88
09130 - Upholsterer	23.12
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.91***
11060 - Elevator Operator	15.52***
11090 - Gardener	23.28
11122 - Housekeeping Aide	18.16
11150 - Janitor	18.16
11210 - Laborer, Grounds Maintenance	18.84
11240 - Maid or Houseman	17.28
11260 - Pruner	17.33
11270 - Tractor Operator	21.89
11330 - Trail Maintenance Worker	18.84
11360 - Window Cleaner	19.70
12000 - Health Occupations	
12010 - Ambulance Driver	20.41
12011 - Breath Alcohol Technician	26.13
12012 - Certified Occupational Therapist Assistant	30.96
12015 - Certified Physical Therapist Assistant	32.52
12020 - Dental Assistant	25.31
12025 - Dental Hygienist	47.23
12030 - EKG Technician	38.43
12035 - Electroneurodiagnostic Technologist	38.43
12040 - Emergency Medical Technician	20.41
12071 - Licensed Practical Nurse I	23.37
12072 - Licensed Practical Nurse II	26.13
12073 - Licensed Practical Nurse III	29.13
12100 - Medical Assistant	22.38
12130 - Medical Laboratory Technician	28.67
12160 - Medical Record Clerk	25.23
12190 - Medical Record Technician	28.47
12195 - Medical Transcriptionist	23.14
12210 - Nuclear Medicine Technologist	40.69
12221 - Nursing Assistant I	13.16***
12222 - Nursing Assistant II	14.79***
12223 - Nursing Assistant III	16.14***
12224 - Nursing Assistant IV	18.11
12235 - Optical Dispenser	30.02
12236 - Optical Technician	19.63
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	21.57
12305 - Radiologic Technologist	37.57
12311 - Registered Nurse I	31.18
12312 - Registered Nurse II	40.19
12313 - Registered Nurse II, Specialist	40.19
12314 - Registered Nurse III	48.63
12315 - Registered Nurse III, Anesthetist	48.63
12316 - Registered Nurse IV	58.29
12317 - Scheduler (Drug and Alcohol Testing)	32.38
12320 - Substance Abuse Treatment Counselor	23.54
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.17
13012 - Exhibits Specialist II	27.46
13013 - Exhibits Specialist III	33.59
13041 - Illustrator I	24.09
13042 - Illustrator II	29.83
13043 - Illustrator III	36.50

13047 - Librarian	37.13
13050 - Library Aide/Clerk	18.12
13054 - Library Information Technology Systems Administrator	33.53
13058 - Library Technician	23.73
13061 - Media Specialist I	24.19
13062 - Media Specialist II	27.06
13063 - Media Specialist III	30.17
13071 - Photographer I	19.21
13072 - Photographer II	21.48
13073 - Photographer III	26.61
13074 - Photographer IV	32.55
13075 - Photographer V	39.39
13090 - Technical Order Library Clerk	22.75
13110 - Video Teleconference Technician	29.63
14000 - Information Technology Occupations	
14041 - Computer Operator I	23.85
14042 - Computer Operator II	26.69
14043 - Computer Operator III	29.74
14044 - Computer Operator IV	33.06
14045 - Computer Operator V	36.61
14071 - Computer Programmer I	(see 1) 26.93
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	23.85
14160 - Personal Computer Support Technician	33.06
14170 - System Support Specialist	43.21
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	35.72
15020 - Aircrew Training Devices Instructor (Rated)	43.22
15030 - Air Crew Training Devices Instructor (Pilot)	51.80
15050 - Computer Based Training Specialist / Instructor	35.72
15060 - Educational Technologist	37.69
15070 - Flight Instructor (Pilot)	51.80
15080 - Graphic Artist	34.96
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	49.32
15086 - Maintenance Test Pilot, Rotary Wing	49.32
15088 - Non-Maintenance Test/Co-Pilot	49.32
15090 - Technical Instructor	30.03
15095 - Technical Instructor/Course Developer	36.73
15110 - Test Proctor	24.23
15120 - Tutor	24.23
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	15.58***
16030 - Counter Attendant	15.58***
16040 - Dry Cleaner	17.80
16070 - Finisher, Flatwork, Machine	15.58***
16090 - Presser, Hand	15.58***
16110 - Presser, Machine, Drycleaning	15.58***
16130 - Presser, Machine, Shirts	15.58***
16160 - Presser, Machine, Wearing Apparel, Laundry	15.58***
16190 - Sewing Machine Operator	18.54
16220 - Tailor	19.28
16250 - Washer, Machine	16.32
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.74
19040 - Tool And Die Maker	30.09
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.53
21030 - Material Coordinator	28.85
21040 - Material Expediter	28.85

21050 - Material Handling Laborer	18.05
21071 - Order Filler	17.06
21080 - Production Line Worker (Food Processing)	19.53
21110 - Shipping Packer	19.26
21130 - Shipping/Receiving Clerk	19.26
21140 - Store Worker I	15.38***
21150 - Stock Clerk	19.52
21210 - Tools And Parts Attendant	19.53
21410 - Warehouse Specialist	19.53
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	38.24
23019 - Aircraft Logs and Records Technician	32.10
23021 - Aircraft Mechanic I	36.76
23022 - Aircraft Mechanic II	38.24
23023 - Aircraft Mechanic III	39.77
23040 - Aircraft Mechanic Helper	28.68
23050 - Aircraft, Painter	35.21
23060 - Aircraft Servicer	32.10
23070 - Aircraft Survival Flight Equipment Technician	35.21
23080 - Aircraft Worker	33.67
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	33.67
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	36.76
23110 - Appliance Mechanic	24.93
23120 - Bicycle Repairer	17.99
23125 - Cable Splicer	47.52
23130 - Carpenter, Maintenance	30.65
23140 - Carpet Layer	35.29
23160 - Electrician, Maintenance	36.73
23181 - Electronics Technician Maintenance I	29.92
23182 - Electronics Technician Maintenance II	31.31
23183 - Electronics Technician Maintenance III	32.68
23260 - Fabric Worker	30.06
23290 - Fire Alarm System Mechanic	35.08
23310 - Fire Extinguisher Repairer	28.57
23311 - Fuel Distribution System Mechanic	39.95
23312 - Fuel Distribution System Operator	33.15
23370 - General Maintenance Worker	24.52
23380 - Ground Support Equipment Mechanic	36.76
23381 - Ground Support Equipment Servicer	32.10
23382 - Ground Support Equipment Worker	33.67
23391 - Gunsmith I	28.57
23392 - Gunsmith II	31.53
23393 - Gunsmith III	34.43
23410 - Heating, Ventilation And Air-Conditioning Mechanic	30.94
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	32.18
23430 - Heavy Equipment Mechanic	34.21
23440 - Heavy Equipment Operator	34.81
23460 - Instrument Mechanic	29.98
23465 - Laboratory/Shelter Mechanic	32.98
23470 - Laborer	18.05
23510 - Locksmith	29.07
23530 - Machinery Maintenance Mechanic	30.13
23550 - Machinist, Maintenance	28.39
23580 - Maintenance Trades Helper	19.59
23591 - Metrology Technician I	29.98
23592 - Metrology Technician II	31.19
23593 - Metrology Technician III	32.44
23640 - Millwright	30.81
23710 - Office Appliance Repairer	25.51
23760 - Painter, Maintenance	26.92
23790 - Pipefitter, Maintenance	37.82

23810 - Plumber, Maintenance	36.23
23820 - Pneudraulic Systems Mechanic	34.43
23850 - Rigger	30.61
23870 - Scale Mechanic	31.53
23890 - Sheet-Metal Worker, Maintenance	34.06
23910 - Small Engine Mechanic	23.18
23931 - Telecommunications Mechanic I	37.51
23932 - Telecommunications Mechanic II	39.56
23950 - Telephone Lineman	47.72
23960 - Welder, Combination, Maintenance	26.68
23965 - Well Driller	31.52
23970 - Woodcraft Worker	34.43
23980 - Woodworker	28.57
24000 - Personal Needs Occupations	
24550 - Case Manager	17.84
24570 - Child Care Attendant	15.04***
24580 - Child Care Center Clerk	18.75
24610 - Chore Aide	16.82
24620 - Family Readiness And Support Services Coordinator	17.84
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	37.68
25040 - Sewage Plant Operator	29.77
25070 - Stationary Engineer	37.68
25190 - Ventilation Equipment Tender	29.39
25210 - Water Treatment Plant Operator	29.77
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.46
27007 - Baggage Inspector	18.65
27008 - Corrections Officer	37.45
27010 - Court Security Officer	33.88
27030 - Detection Dog Handler	20.86
27040 - Detention Officer	37.45
27070 - Firefighter	31.57
27101 - Guard I	18.65
27102 - Guard II	20.86
27131 - Police Officer I	33.25
27132 - Police Officer II	36.96
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	18.26
28042 - Carnival Equipment Repairer	19.42
28043 - Carnival Worker	14.49***
28210 - Gate Attendant/Gate Tender	18.47
28310 - Lifeguard	14.45***
28350 - Park Attendant (Aide)	20.66
28510 - Recreation Aide/Health Facility Attendant	15.07***
28515 - Recreation Specialist	25.59
28630 - Sports Official	16.45
28690 - Swimming Pool Operator	21.43
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.83
29020 - Hatch Tender	29.83
29030 - Line Handler	29.83
29041 - Stevedore I	28.44
29042 - Stevedore II	31.20
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	46.19
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.86
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.08
30021 - Archeological Technician I	21.07
30022 - Archeological Technician II	23.57
30023 - Archeological Technician III	29.20
30030 - Cartographic Technician	29.20
30040 - Civil Engineering Technician	29.49

30051 - Cryogenic Technician I	30.26
30052 - Cryogenic Technician II	33.43
30061 - Drafter/CAD Operator I	21.07
30062 - Drafter/CAD Operator II	23.57
30063 - Drafter/CAD Operator III	26.27
30064 - Drafter/CAD Operator IV	32.34
30081 - Engineering Technician I	17.29
30082 - Engineering Technician II	19.42
30083 - Engineering Technician III	21.74
30084 - Engineering Technician IV	26.93
30085 - Engineering Technician V	32.93
30086 - Engineering Technician VI	39.69
30090 - Environmental Technician	29.02
30095 - Evidence Control Specialist	27.33
30210 - Laboratory Technician	28.24
30221 - Latent Fingerprint Technician I	37.06
30222 - Latent Fingerprint Technician II	40.94
30240 - Mathematical Technician	35.33
30361 - Paralegal/Legal Assistant I	20.44
30362 - Paralegal/Legal Assistant II	25.32
30363 - Paralegal/Legal Assistant III	30.97
30364 - Paralegal/Legal Assistant IV	37.46
30375 - Petroleum Supply Specialist	33.43
30390 - Photo-Optics Technician	29.20
30395 - Radiation Control Technician	33.43
30461 - Technical Writer I	31.57
30462 - Technical Writer II	38.62
30463 - Technical Writer III	46.74
30491 - Unexploded Ordnance (UXO) Technician I	29.36
30492 - Unexploded Ordnance (UXO) Technician II	35.52
30493 - Unexploded Ordnance (UXO) Technician III	42.57
30494 - Unexploded (UXO) Safety Escort	29.36
30495 - Unexploded (UXO) Sweep Personnel	29.36
30501 - Weather Forecaster I	32.34
30502 - Weather Forecaster II	39.33
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 26.27
30621 - Weather Observer, Senior	(see 2) 29.20
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.52
31020 - Bus Aide	20.53
31030 - Bus Driver	26.70
31043 - Driver Courier	21.04
31260 - Parking and Lot Attendant	15.55***
31290 - Shuttle Bus Driver	19.16
31310 - Taxi Driver	16.57
31361 - Truckdriver, Light	22.38
31362 - Truckdriver, Medium	23.55
31363 - Truckdriver, Heavy	25.42
31364 - Truckdriver, Tractor-Trailer	25.42
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.32
99030 - Cashier	14.39***
99050 - Desk Clerk	14.88***
99095 - Embalmer	40.21
99130 - Flight Follower	29.36
99251 - Laboratory Animal Caretaker I	19.09
99252 - Laboratory Animal Caretaker II	20.31
99260 - Marketing Analyst	36.92
99310 - Mortician	40.21
99410 - Pest Controller	23.48
99510 - Photofinishing Worker	20.42
99710 - Recycling Laborer	23.71
99711 - Recycling Specialist	27.54
99730 - Refuse Collector	21.86

99810 - Sales Clerk	14.84***
99820 - School Crossing Guard	15.51***
99830 - Survey Party Chief	31.74
99831 - Surveying Aide	21.00
99832 - Surveying Technician	28.86
99840 - Vending Machine Attendant	15.89***
99841 - Vending Machine Repairer	18.68
99842 - Vending Machine Repairer Helper	15.89***

\*\*\*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](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))."