

"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.: 2015-4095 Revision No.: 23 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).

Applicable in the state of Massachusetts as follows:

FRANKLIN COUNTY - Ashfield town, Conway town, Deerfield town, Leverett town, Shutesbury town, Sunderland town, Wendell town, Whately town

HAMPDEN COUNTY - Agawam city, Blandford town, Chester town, Chicopee city, East Longmeadow town, Granville town, Hampden town, Holyoke city, Longmeadow town, Ludlow town, Monson town, Montgomery town, Palmer town, Russell town, Southwich town, Springfield city, Tolland town, Wales town, West Springfield town, Westfield city, Wilbraham town

HAMPSHIRE COUNTY - Amherst town, Belchertown town, Chesterfield town, Cummington town, Easthampton town, Goshen town, Granby town, Hadley town, Hatfield town, Huntington town, Northampton city, Pelham town, South Hadley town, Southampton town, Ware town, Westhampton town, Williamsburg town, Worthington town

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.96
01012 - Accounting Clerk II		20.16
01013 - Accounting Clerk III		22.55

01020 - Administrative Assistant	28.64
01035 - Court Reporter	20.43
01041 - Customer Service Representative I	15.11***
01042 - Customer Service Representative II	16.98
01043 - Customer Service Representative III	18.54
01051 - Data Entry Operator I	19.86
01052 - Data Entry Operator II	21.67
01060 - Dispatcher, Motor Vehicle	22.73
01070 - Document Preparation Clerk	18.44
01090 - Duplicating Machine Operator	18.44
01111 - General Clerk I	15.19***
01112 - General Clerk II	16.58
01113 - General Clerk III	18.61
01120 - Housing Referral Assistant	22.78
01141 - Messenger Courier	16.82
01191 - Order Clerk I	18.35
01192 - Order Clerk II	20.02
01261 - Personnel Assistant (Employment) I	18.40
01262 - Personnel Assistant (Employment) II	20.59
01263 - Personnel Assistant (Employment) III	22.96
01270 - Production Control Clerk	27.41
01290 - Rental Clerk	17.31
01300 - Scheduler, Maintenance	18.26
01311 - Secretary I	18.26
01312 - Secretary II	20.43
01313 - Secretary III	22.78
01320 - Service Order Dispatcher	20.32
01410 - Supply Technician	28.64
01420 - Survey Worker	18.92
01460 - Switchboard Operator/Receptionist	16.90
01531 - Travel Clerk I	15.29***
01532 - Travel Clerk II	16.68
01533 - Travel Clerk III	18.13
01611 - Word Processor I	17.67
01612 - Word Processor II	19.85
01613 - Word Processor III	22.20
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.32
05010 - Automotive Electrician	21.66
05040 - Automotive Glass Installer	20.77
05070 - Automotive Worker	20.77
05110 - Mobile Equipment Servicer	19.00
05130 - Motor Equipment Metal Mechanic	22.55
05160 - Motor Equipment Metal Worker	20.77
05190 - Motor Vehicle Mechanic	22.55
05220 - Motor Vehicle Mechanic Helper	17.94
05250 - Motor Vehicle Upholstery Worker	19.97
05280 - Motor Vehicle Wrecker	20.77
05310 - Painter, Automotive	21.66
05340 - Radiator Repair Specialist	20.77
05370 - Tire Repairer	15.43***
05400 - Transmission Repair Specialist	22.55
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.20
07041 - Cook I	19.15
07042 - Cook II	20.93
07070 - Dishwasher	14.37***
07130 - Food Service Worker	14.77***
07210 - Meat Cutter	22.25
07260 - Waiter/Waitress	14.35***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.23
09040 - Furniture Handler	16.45
09080 - Furniture Refinisher	22.59
09090 - Furniture Refinisher Helper	19.06

09110 - Furniture Repairer, Minor	20.90
09130 - Upholsterer	21.23
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.06***
11060 - Elevator Operator	17.58
11090 - Gardener	21.68
11122 - Housekeeping Aide	17.58
11150 - Janitor	17.58
11210 - Laborer, Grounds Maintenance	17.79
11240 - Maid or Houseman	14.07***
11260 - Pruner	16.21
11270 - Tractor Operator	20.47
11330 - Trail Maintenance Worker	17.79
11360 - Window Cleaner	19.28
12000 - Health Occupations	
12010 - Ambulance Driver	22.06
12011 - Breath Alcohol Technician	25.41
12012 - Certified Occupational Therapist Assistant	29.42
12015 - Certified Physical Therapist Assistant	30.16
12020 - Dental Assistant	22.29
12025 - Dental Hygienist	40.08
12030 - EKG Technician	29.50
12035 - Electroneurodiagnostic Technologist	29.50
12040 - Emergency Medical Technician	22.06
12071 - Licensed Practical Nurse I	22.72
12072 - Licensed Practical Nurse II	25.41
12073 - Licensed Practical Nurse III	28.33
12100 - Medical Assistant	18.82
12130 - Medical Laboratory Technician	30.66
12160 - Medical Record Clerk	20.49
12190 - Medical Record Technician	22.92
12195 - Medical Transcriptionist	20.86
12210 - Nuclear Medicine Technologist	47.11
12221 - Nursing Assistant I	13.89***
12222 - Nursing Assistant II	15.62***
12223 - Nursing Assistant III	17.04
12224 - Nursing Assistant IV	19.12
12235 - Optical Dispenser	27.34
12236 - Optical Technician	22.72
12250 - Pharmacy Technician	17.54
12280 - Phlebotomist	21.56
12305 - Radiologic Technologist	30.61
12311 - Registered Nurse I	29.56
12312 - Registered Nurse II	36.16
12313 - Registered Nurse II, Specialist	36.16
12314 - Registered Nurse III	45.75
12315 - Registered Nurse III, Anesthetist	45.75
12316 - Registered Nurse IV	52.44
12317 - Scheduler (Drug and Alcohol Testing)	31.49
12320 - Substance Abuse Treatment Counselor	24.25
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.79
13012 - Exhibits Specialist II	29.48
13013 - Exhibits Specialist III	36.05
13041 - Illustrator I	23.79
13042 - Illustrator II	29.48
13043 - Illustrator III	36.05
13047 - Librarian	32.64
13050 - Library Aide/Clerk	17.30
13054 - Library Information Technology Systems Administrator	29.48
13058 - Library Technician	21.18
13061 - Media Specialist I	21.27
13062 - Media Specialist II	23.79
13063 - Media Specialist III	26.52

13071 - Photographer I	18.12
13072 - Photographer II	20.75
13073 - Photographer III	25.71
13074 - Photographer IV	31.45
13075 - Photographer V	38.05
13090 - Technical Order Library Clerk	21.72
13110 - Video Teleconference Technician	24.75
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.51
14042 - Computer Operator II	22.34
14043 - Computer Operator III	24.75
14044 - Computer Operator IV	27.68
14045 - Computer Operator V	30.66
14071 - Computer Programmer I	(see 1) 23.30
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	19.51
14160 - Personal Computer Support Technician	27.68
14170 - System Support Specialist	39.52
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	32.41
15020 - Aircrew Training Devices Instructor (Rated)	39.24
15030 - Air Crew Training Devices Instructor (Pilot)	47.00
15050 - Computer Based Training Specialist / Instructor	32.41
15060 - Educational Technologist	31.19
15070 - Flight Instructor (Pilot)	47.00
15080 - Graphic Artist	27.67
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	46.98
15086 - Maintenance Test Pilot, Rotary Wing	46.98
15088 - Non-Maintenance Test/Co-Pilot	46.98
15090 - Technical Instructor	26.85
15095 - Technical Instructor/Course Developer	32.84
15110 - Test Proctor	21.67
15120 - Tutor	21.67
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)	25.38
19040 - Tool And Die Maker	29.40
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.98
21030 - Material Coordinator	27.41
21040 - Material Expediter	27.41
21050 - Material Handling Laborer	17.18
21071 - Order Filler	16.62
21080 - Production Line Worker (Food Processing)	18.98
21110 - Shipping Packer	19.41
21130 - Shipping/Receiving Clerk	19.41
21140 - Store Worker I	15.12***
21150 - Stock Clerk	19.83
21210 - Tools And Parts Attendant	18.98

21410 - Warehouse Specialist	18.98
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.96
23019 - Aircraft Logs and Records Technician	32.45
23021 - Aircraft Mechanic I	36.64
23022 - Aircraft Mechanic II	37.96
23023 - Aircraft Mechanic III	39.39
23040 - Aircraft Mechanic Helper	29.14
23050 - Aircraft, Painter	35.20
23060 - Aircraft Servicer	32.45
23070 - Aircraft Survival Flight Equipment Technician	35.20
23080 - Aircraft Worker	33.75
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	33.75
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	36.64
23110 - Appliance Mechanic	24.57
23120 - Bicycle Repairer	21.31
23125 - Cable Splicer	45.90
23130 - Carpenter, Maintenance	28.05
23140 - Carpet Layer	25.92
23160 - Electrician, Maintenance	34.02
23181 - Electronics Technician Maintenance I	35.90
23182 - Electronics Technician Maintenance II	37.44
23183 - Electronics Technician Maintenance III	39.23
23260 - Fabric Worker	28.94
23290 - Fire Alarm System Mechanic	28.73
23310 - Fire Extinguisher Repairer	27.52
23311 - Fuel Distribution System Mechanic	38.37
23312 - Fuel Distribution System Operator	32.33
23370 - General Maintenance Worker	22.52
23380 - Ground Support Equipment Mechanic	36.64
23381 - Ground Support Equipment Servicer	32.45
23382 - Ground Support Equipment Worker	33.75
23391 - Gunsmith I	27.52
23392 - Gunsmith II	30.09
23393 - Gunsmith III	32.66
23410 - Heating, Ventilation And Air-Conditioning Mechanic	30.45
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.55
23430 - Heavy Equipment Mechanic	29.42
23440 - Heavy Equipment Operator	32.33
23460 - Instrument Mechanic	32.42
23465 - Laboratory/Shelter Mechanic	31.38
23470 - Laborer	17.18
23510 - Locksmith	28.04
23530 - Machinery Maintenance Mechanic	27.91
23550 - Machinist, Maintenance	25.61
23580 - Maintenance Trades Helper	17.69
23591 - Metrology Technician I	32.42
23592 - Metrology Technician II	33.58
23593 - Metrology Technician III	34.85
23640 - Millwright	31.91
23710 - Office Appliance Repairer	23.93
23760 - Painter, Maintenance	22.95
23790 - Pipefitter, Maintenance	33.91
23810 - Plumber, Maintenance	32.58
23820 - Pneudraulic Systems Mechanic	32.66
23850 - Rigger	32.66
23870 - Scale Mechanic	30.09
23890 - Sheet-Metal Worker, Maintenance	31.83
23910 - Small Engine Mechanic	21.38
23931 - Telecommunications Mechanic I	40.98
23932 - Telecommunications Mechanic II	42.46

23950 - Telephone Lineman	36.85
23960 - Welder, Combination, Maintenance	24.98
23965 - Well Driller	32.66
23970 - Woodcraft Worker	32.66
23980 - Woodworker	27.52
24000 - Personal Needs Occupations	
24550 - Case Manager	17.90
24570 - Child Care Attendant	14.44***
24580 - Child Care Center Clerk	18.02
24610 - Chore Aide	16.72
24620 - Family Readiness And Support Services Coordinator	17.90
24630 - Homemaker	18.54
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.94
25040 - Sewage Plant Operator	28.78
25070 - Stationary Engineer	29.94
25190 - Ventilation Equipment Tender	23.81
25210 - Water Treatment Plant Operator	28.78
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.92
27007 - Baggage Inspector	16.21
27008 - Corrections Officer	25.79
27010 - Court Security Officer	27.28
27030 - Detection Dog Handler	18.61
27040 - Detention Officer	25.79
27070 - Firefighter	28.78
27101 - Guard I	16.21
27102 - Guard II	18.61
27131 - Police Officer I	31.97
27132 - Police Officer II	35.53
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.60
28042 - Carnival Equipment Repairer	16.89
28043 - Carnival Worker	13.95***
28210 - Gate Attendant/Gate Tender	17.91
28310 - Lifeguard	14.29***
28350 - Park Attendant (Aide)	20.04
28510 - Recreation Aide/Health Facility Attendant	14.63***
28515 - Recreation Specialist	24.83
28630 - Sports Official	15.96***
28690 - Swimming Pool Operator	20.70
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	30.09
29020 - Hatch Tender	30.09
29030 - Line Handler	30.09
29041 - Stevedore I	28.94
29042 - Stevedore II	31.38
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	46.23
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.88
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.10
30021 - Archeological Technician I	18.94
30022 - Archeological Technician II	21.19
30023 - Archeological Technician III	26.25
30030 - Cartographic Technician	26.25
30040 - Civil Engineering Technician	28.93
30051 - Cryogenic Technician I	29.07
30052 - Cryogenic Technician II	32.12
30061 - Drafter/CAD Operator I	18.94
30062 - Drafter/CAD Operator II	21.19
30063 - Drafter/CAD Operator III	23.62
30064 - Drafter/CAD Operator IV	29.07
30081 - Engineering Technician I	18.12
30082 - Engineering Technician II	20.33

30083 - Engineering Technician III	22.75
30084 - Engineering Technician IV	28.19
30085 - Engineering Technician V	34.48
30086 - Engineering Technician VI	41.71
30090 - Environmental Technician	25.95
30095 - Evidence Control Specialist	26.25
30210 - Laboratory Technician	29.12
30221 - Latent Fingerprint Technician I	29.07
30222 - Latent Fingerprint Technician II	32.12
30240 - Mathematical Technician	28.55
30361 - Paralegal/Legal Assistant I	22.31
30362 - Paralegal/Legal Assistant II	27.62
30363 - Paralegal/Legal Assistant III	33.79
30364 - Paralegal/Legal Assistant IV	40.89
30375 - Petroleum Supply Specialist	32.12
30390 - Photo-Optics Technician	26.25
30395 - Radiation Control Technician	32.12
30461 - Technical Writer I	27.27
30462 - Technical Writer II	33.36
30463 - Technical Writer III	40.36
30491 - Unexploded Ordnance (UXO) Technician I	29.38
30492 - Unexploded Ordnance (UXO) Technician II	35.55
30493 - Unexploded Ordnance (UXO) Technician III	42.61
30494 - Unexploded (UXO) Safety Escort	29.38
30495 - Unexploded (UXO) Sweep Personnel	29.38
30501 - Weather Forecaster I	29.07
30502 - Weather Forecaster II	35.36
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 23.62
30621 - Weather Observer, Senior	(see 2) 26.25
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.55
31020 - Bus Aide	18.79
31030 - Bus Driver	25.76
31043 - Driver Courier	19.36
31260 - Parking and Lot Attendant	14.05***
31290 - Shuttle Bus Driver	18.00
31310 - Taxi Driver	15.57***
31361 - Truckdriver, Light	20.52
31362 - Truckdriver, Medium	21.57
31363 - Truckdriver, Heavy	23.48
31364 - Truckdriver, Tractor-Trailer	23.48
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.33
99030 - Cashier	14.02***
99050 - Desk Clerk	14.05***
99095 - Embalmer	29.67
99130 - Flight Follower	29.38
99251 - Laboratory Animal Caretaker I	18.80
99252 - Laboratory Animal Caretaker II	19.92
99260 - Marketing Analyst	30.14
99310 - Mortician	30.30
99410 - Pest Controller	21.09
99510 - Photofinishing Worker	15.33***
99710 - Recycling Laborer	23.47
99711 - Recycling Specialist	27.01
99730 - Refuse Collector	21.40
99810 - Sales Clerk	14.18***
99820 - School Crossing Guard	15.04***
99830 - Survey Party Chief	25.69
99831 - Surveying Aide	16.82
99832 - Surveying Technician	23.05
99840 - Vending Machine Attendant	21.17
99841 - Vending Machine Repairer	24.52
99842 - Vending Machine Repairer Helper	21.17

\*\*\*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, 4 weeks after 15 years, and 5 weeks after 25 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))."