

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210
		Wage Determination No.: 2015-4297
Daniel W. Simms	Division of	Revision No.: 23
Director	Wage Determinations	Date Of Last Revision: 05/10/2023

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	Executive Order 14026 generally applies to	
after January 30, 2022, or the	the contract.	
contract is renewed or extended (e.g.,	The contractor must pay all covered workers	
an option is exercised) on or after	at least \$16.20 per hour (or the applicable	
January 30, 2022:	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	Executive Order 13658 generally applies to	
between January 1, 2015 and January 29,	the contract.	
2022, and the contract is not renewed	The contractor must pay all covered workers	
or extended on or after January 30,	at least \$12.15 per hour (or the applicable	
2022:	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: West Virginia

Area: West Virginia County of Berkeley

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.42
01012 - Accounting Clerk II		18.44
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		16.22
01042 - Customer Service Representative II		17.70
01043 - Customer Service Representative III		19.88
01051 - Data Entry Operator I		15.41***
01052 - Data Entry Operator II		16.81
01060 - Dispatcher, Motor Vehicle		22.86
01070 - Document Preparation Clerk		18.01
01090 - Duplicating Machine Operator		18.01
01111 - General Clerk I		16.14***
01112 - General Clerk II		17.61
01113 - General Clerk III		19.78
01120 - Housing Referral Assistant		25.29
01141 - Messenger Courier		14.95***
01191 - Order Clerk I		17.05

01192 - Order Clerk II	18.60
01261 - Personnel Assistant (Employment) I	20.12
01262 - Personnel Assistant (Employment) II	22.50
01263 - Personnel Assistant (Employment) III	25.08
01270 - Production Control Clerk	22.42
01290 - Rental Clerk	18.41
01300 - Scheduler, Maintenance	18.32
01311 - Secretary I	18.32
01312 - Secretary II	20.49
01313 - Secretary III	25.29
01320 - Service Order Dispatcher	20.44
01410 - Supply Technician	31.41
01420 - Survey Worker	20.03
01460 - Switchboard Operator/Receptionist	15.87***
01531 - Travel Clerk I	16.10***
01532 - Travel Clerk II	17.56
01533 - Travel Clerk III	19.02
01611 - Word Processor I	16.31
01612 - Word Processor II	18.32
01613 - Word Processor III	20.49
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.26
05010 - Automotive Electrician	23.51
05040 - Automotive Glass Installer	22.15
05070 - Automotive Worker	22.15
05110 - Mobile Equipment Servicer	19.18
05130 - Motor Equipment Metal Mechanic	24.78
05160 - Motor Equipment Metal Worker	22.15
05190 - Motor Vehicle Mechanic	24.78
05220 - Motor Vehicle Mechanic Helper	18.49
05250 - Motor Vehicle Upholstery Worker	21.63
05280 - Motor Vehicle Wrecker	22.15
05310 - Painter, Automotive	23.51
05340 - Radiator Repair Specialist	22.15

05370 - Tire Repairer	15.47***
05400 - Transmission Repair Specialist	24.78
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.90***
07041 - Cook I	15.01***
07042 - Cook II	16.13***
07070 - Dishwasher	12.89***
07130 - Food Service Worker	13.58***
07210 - Meat Cutter	18.08
07260 - Waiter/Waitress	12.93***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.55
09040 - Furniture Handler	17.61
09080 - Furniture Refinisher	22.06
09090 - Furniture Refinisher Helper	19.09
09110 - Furniture Repairer, Minor	21.70
09130 - Upholsterer	22.06
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.83***
11060 - Elevator Operator	14.74***
11090 - Gardener	18.12
11122 - Housekeeping Aide	14.74***
11150 - Janitor	14.74***
11210 - Laborer, Grounds Maintenance	16.01***
11240 - Maid or Houseman	13.35***
11260 - Pruner	15.32***
11270 - Tractor Operator	17.35
11330 - Trail Maintenance Worker	16.01***
11360 - Window Cleaner	15.40***
12000 - Health Occupations	
12010 - Ambulance Driver	21.16
12011 - Breath Alcohol Technician	24.53
12012 - Certified Occupational Therapist Assistant	33.67
12015 - Certified Physical Therapist Assistant	29.71

12020 - Dental Assistant	20.52
12025 - Dental Hygienist	49.23
12030 - EKG Technician	33.48
12035 - Electroneurodiagnostic Technologist	33.48
12040 - Emergency Medical Technician	21.16
12071 - Licensed Practical Nurse I	21.94
12072 - Licensed Practical Nurse II	24.53
12073 - Licensed Practical Nurse III	27.35
12100 - Medical Assistant	17.63
12130 - Medical Laboratory Technician	24.00
12160 - Medical Record Clerk	20.14
12190 - Medical Record Technician	23.11
12195 - Medical Transcriptionist	22.71
12210 - Nuclear Medicine Technologist	53.92
12221 - Nursing Assistant I	13.68***
12222 - Nursing Assistant II	15.38***
12223 - Nursing Assistant III	16.78
12224 - Nursing Assistant IV	18.85
12235 - Optical Dispenser	20.17
12236 - Optical Technician	21.94
12250 - Pharmacy Technician	18.12
12280 - Phlebotomist	17.98
12305 - Radiologic Technologist	34.35
12311 - Registered Nurse I	30.01
12312 - Registered Nurse II	36.70
12313 - Registered Nurse II, Specialist	36.70
12314 - Registered Nurse III	44.14
12315 - Registered Nurse III, Anesthetist	44.14
12316 - Registered Nurse IV	52.91
12317 - Scheduler (Drug and Alcohol Testing)	30.40
12320 - Substance Abuse Treatment Counselor	24.83
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.09
13012 - Exhibits Specialist II	27.38

13013 - Exhibits Specialist III		33.48
13041 - Illustrator I		22.09
13042 - Illustrator II		27.38
13043 - Illustrator III		33.48
13047 - Librarian		33.88
13050 - Library Aide/Clerk		17.59
13054 - Library Information Technology Systems Administrator		30.60
13058 - Library Technician		22.09
13061 - Media Specialist I		19.76
13062 - Media Specialist II		22.09
13063 - Media Specialist III		24.63
13071 - Photographer I		19.39
13072 - Photographer II		21.70
13073 - Photographer III		26.88
13074 - Photographer IV		32.89
13075 - Photographer V		39.78
13090 - Technical Order Library Clerk		22.09
13110 - Video Teleconference Technician		22.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.78
14042 - Computer Operator II		22.12
14043 - Computer Operator III		24.66
14044 - Computer Operator IV		27.42
14045 - Computer Operator V		30.36
14071 - Computer Programmer I	(see 1)	26.36
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		19.78
14160 - Personal Computer Support Technician		27.42

14170 - System Support Specialist	30.36
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	36.47
15020 - Aircrew Training Devices Instructor (Rated)	44.06
15030 - Air Crew Training Devices Instructor (Pilot)	52.81
15050 - Computer Based Training Specialist / Instructor	36.47
15060 - Educational Technologist	44.41
15070 - Flight Instructor (Pilot)	52.81
15080 - Graphic Artist	26.80
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	51.13
15086 - Maintenance Test Pilot, Rotary Wing	51.13
15088 - Non-Maintenance Test/Co-Pilot	51.13
15090 - Technical Instructor	25.08
15095 - Technical Instructor/Course Developer	30.67
15110 - Test Proctor	20.20
15120 - Tutor	20.20
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	14.49***
16030 - Counter Attendant	14.49***
16040 - Dry Cleaner	16.56
16070 - Finisher, Flatwork, Machine	14.49***
16090 - Presser, Hand	14.49***
16110 - Presser, Machine, Drycleaning	14.49***
16130 - Presser, Machine, Shirts	14.49***
16160 - Presser, Machine, Wearing Apparel, Laundry	14.49***
16190 - Sewing Machine Operator	17.25
16220 - Tailor	18.32
16250 - Washer, Machine	15.18***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.96
19040 - Tool And Die Maker	30.60
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.38
21030 - Material Coordinator	22.42

21040 - Material Expediter	22.42
21050 - Material Handling Laborer	16.06***
21071 - Order Filler	17.28
21080 - Production Line Worker (Food Processing)	19.38
21110 - Shipping Packer	19.28
21130 - Shipping/Receiving Clerk	19.28
21140 - Store Worker I	20.46
21150 - Stock Clerk	23.28
21210 - Tools And Parts Attendant	19.38
21410 - Warehouse Specialist	19.38
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.63
23019 - Aircraft Logs and Records Technician	32.86
23021 - Aircraft Mechanic I	36.44
23022 - Aircraft Mechanic II	37.63
23023 - Aircraft Mechanic III	38.79
23040 - Aircraft Mechanic Helper	30.51
23050 - Aircraft, Painter	35.25
23060 - Aircraft Servicer	32.86
23070 - Aircraft Survival Flight Equipment Technician	35.25
23080 - Aircraft Worker	34.07
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	34.07
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	36.44
23110 - Appliance Mechanic	26.96
23120 - Bicycle Repairer	24.24
23125 - Cable Splicer	36.47
23130 - Carpenter, Maintenance	21.97
23140 - Carpet Layer	26.05
23160 - Electrician, Maintenance	28.84
23181 - Electronics Technician Maintenance I	27.49
23182 - Electronics Technician Maintenance II	28.45
23183 - Electronics Technician Maintenance III	29.40

23260 - Fabric Worker	25.12
23290 - Fire Alarm System Mechanic	26.64
23310 - Fire Extinguisher Repairer	24.24
23311 - Fuel Distribution System Mechanic	30.81
23312 - Fuel Distribution System Operator	26.80
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechanic	36.44
23381 - Ground Support Equipment Servicer	32.86
23382 - Ground Support Equipment Worker	34.07
23391 - Gunsmith I	24.24
23392 - Gunsmith II	26.05
23393 - Gunsmith III	27.86
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.50
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.29
23430 - Heavy Equipment Mechanic	29.28
23440 - Heavy Equipment Operator	23.89
23460 - Instrument Mechanic	27.86
23465 - Laboratory/Shelter Mechanic	26.96
23470 - Laborer	16.06***
23510 - Locksmith	26.96
23530 - Machinery Maintenance Mechanic	26.96
23550 - Machinist, Maintenance	27.21
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	27.86
23592 - Metrology Technician II	28.77
23593 - Metrology Technician III	29.66
23640 - Millwright	31.01
23710 - Office Appliance Repairer	22.96
23760 - Painter, Maintenance	21.75
23790 - Pipefitter, Maintenance	24.63
23810 - Plumber, Maintenance	23.63
23820 - Pneudraulic Systems Mechanic	27.86

23850 - Rigger	27.86
23870 - Scale Mechanic	26.05
23890 - Sheet-Metal Worker, Maintenance	25.20
23910 - Small Engine Mechanic	26.05
23931 - Telecommunications Mechanic I	31.69
23932 - Telecommunications Mechanic II	32.71
23950 - Telephone Lineman	39.92
23960 - Welder, Combination, Maintenance	22.91
23965 - Well Driller	27.86
23970 - Woodcraft Worker	27.86
23980 - Woodworker	24.24
24000 - Personal Needs Occupations	
24550 - Case Manager	17.19
24570 - Child Care Attendant	12.79***
24580 - Child Care Center Clerk	15.95***
24610 - Chore Aide	14.37***
24620 - Family Readiness And Support Services Coordinator	17.19
24630 - Homemaker	17.73
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.30
25040 - Sewage Plant Operator	23.94
25070 - Stationary Engineer	27.30
25190 - Ventilation Equipment Tender	22.71
25210 - Water Treatment Plant Operator	23.94
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.98
27007 - Baggage Inspector	15.38***
27008 - Corrections Officer	24.88
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	17.77
27040 - Detention Officer	24.88
27070 - Firefighter	24.63
27101 - Guard I	15.38***

27102 - Guard II	17.77
27131 - Police Officer I	26.52
27132 - Police Officer II	29.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.16***
28042 - Carnival Equipment Repairer	14.71***
28043 - Carnival Worker	12.50***
28210 - Gate Attendant/Gate Tender	16.57
28310 - Lifeguard	12.93***
28350 - Park Attendant (Aide)	18.54
28510 - Recreation Aide/Health Facility Attendant	13.52***
28515 - Recreation Specialist	22.96
28630 - Sports Official	14.75***
28690 - Swimming Pool Operator	18.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.50
29020 - Hatch Tender	26.50
29030 - Line Handler	26.50
29041 - Stevedore I	25.56
29042 - Stevedore II	27.42
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	48.97
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	33.77
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	37.19
30021 - Archeological Technician I	20.52
30022 - Archeological Technician II	22.94
30023 - Archeological Technician III	28.42
30030 - Cartographic Technician	28.42
30040 - Civil Engineering Technician	28.42
30051 - Cryogenic Technician I	31.47
30052 - Cryogenic Technician II	34.77
30061 - Drafter/CAD Operator I	20.52
30062 - Drafter/CAD Operator II	22.94
30063 - Drafter/CAD Operator III	25.57

30064 - Drafter/CAD Operator IV	31.47
30081 - Engineering Technician I	22.92
30082 - Engineering Technician II	25.72
30083 - Engineering Technician III	28.79
30084 - Engineering Technician IV	35.64
30085 - Engineering Technician V	43.61
30086 - Engineering Technician VI	52.76
30090 - Environmental Technician	28.42
30095 - Evidence Control Specialist	28.42
30210 - Laboratory Technician	25.57
30221 - Latent Fingerprint Technician I	31.47
30222 - Latent Fingerprint Technician II	34.77
30240 - Mathematical Technician	28.94
30361 - Paralegal/Legal Assistant I	23.32
30362 - Paralegal/Legal Assistant II	28.90
30363 - Paralegal/Legal Assistant III	35.35
30364 - Paralegal/Legal Assistant IV	42.76
30375 - Petroleum Supply Specialist	34.77
30390 - Photo-Optics Technician	28.42
30395 - Radiation Control Technician	34.77
30461 - Technical Writer I	28.42
30462 - Technical Writer II	34.77
30463 - Technical Writer III	42.07
30491 - Unexploded Ordnance (UXO) Technician I	31.12
30492 - Unexploded Ordnance (UXO) Technician II	37.66
30493 - Unexploded Ordnance (UXO) Technician III	45.14
30494 - Unexploded (UXO) Safety Escort	31.12
30495 - Unexploded (UXO) Sweep Personnel	31.12
30501 - Weather Forecaster I	31.47
30502 - Weather Forecaster II	38.29
30620 - Weather Observer, Combined Upper Air Or	(see 2) 25.57
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 28.42
31000 - Transportation/Mobile Equipment Operation Occupations	

31010 - Airplane Pilot	37.66
31020 - Bus Aide	19.04
31030 - Bus Driver	22.94
31043 - Driver Courier	21.05
31260 - Parking and Lot Attendant	18.66
31290 - Shuttle Bus Driver	18.08
31310 - Taxi Driver	15.38***
31361 - Truckdriver, Light	21.88
31362 - Truckdriver, Medium	22.70
31363 - Truckdriver, Heavy	23.71
31364 - Truckdriver, Tractor-Trailer	23.71
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.36
99030 - Cashier	12.75***
99050 - Desk Clerk	12.83***
99095 - Embalmer	31.73
99130 - Flight Follower	31.12
99251 - Laboratory Animal Caretaker I	15.90***
99252 - Laboratory Animal Caretaker II	16.52
99260 - Marketing Analyst	28.95
99310 - Mortician	31.73
99410 - Pest Controller	22.32
99510 - Photofinishing Worker	16.36
99710 - Recycling Laborer	20.44
99711 - Recycling Specialist	22.16
99730 - Refuse Collector	19.57
99810 - Sales Clerk	13.21***
99820 - School Crossing Guard	16.44
99830 - Survey Party Chief	24.34
99831 - Surveying Aide	15.13***
99832 - Surveying Technician	21.55
99840 - Vending Machine Attendant	22.35
99841 - Vending Machine Repairer	27.02
99842 - Vending Machine Repairer Helper	22.35

***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 8 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))."