

"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.: 2015-5399 Revision No.: 18 Date Of Last Revision: 08/10/2022

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:	With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 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 2022.
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:	With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 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 2022.

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 <https://www.dol.gov/agencies/whd/government-contracts>.

State: Montana

Area: Montana Counties of Beaverhead Broadwater Deer Lodge Gallatin
Granite Jefferson Lewis and Clark Madison Meagher Park Powell Silver
Bow Sweet Grass Yellowstone Natl P

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.34
01012 - Accounting Clerk II		17.23
01013 - Accounting Clerk III		19.27
01020 - Administrative Assistant		25.35
01035 - Court Reporter		19.83
01041 - Customer Service Representative I		14.33***
01042 - Customer Service Representative II		15.82
01043 - Customer Service Representative III		17.55
01051 - Data Entry Operator I		12.98***
01052 - Data Entry Operator II		14.16***
01060 - Dispatcher Motor Vehicle		20.83
01070 - Document Preparation Clerk		17.91
01090 - Duplicating Machine Operator		17.91
01111 - General Clerk I		14.55***

01112 - General Clerk II	15.88
01113 - General Clerk III	17.82
01120 - Housing Referral Assistant	22.10
01141 - Messenger Courier	17.01
01191 - Order Clerk I	15.06
01192 - Order Clerk II	16.43
01261 - Personnel Assistant (Employment) I	16.84
01262 - Personnel Assistant (Employment) II	18.84
01263 - Personnel Assistant (Employment) III	21.00
01270 - Production Control Clerk	27.87
01290 - Rental Clerk	15.09
01300 - Scheduler Maintenance	17.72
01311 - Secretary I	17.72
01312 - Secretary II	19.83
01313 - Secretary III	22.10
01320 - Service Order Dispatcher	18.63
01410 - Supply Technician	25.35
01420 - Survey Worker	16.17
01460 - Switchboard Operator/Receptionist	14.09***
01531 - Travel Clerk I	19.16
01532 - Travel Clerk II	20.55
01533 - Travel Clerk III	21.90
01611 - Word Processor I	15.78
01612 - Word Processor II	17.72
01613 - Word Processor III	19.83
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	24.64
05010 - Automotive Electrician	20.50
05040 - Automotive Glass Installer	19.11
05070 - Automotive Worker	19.11
05110 - Mobile Equipment Servicer	16.54
05130 - Motor Equipment Metal Mechanic	21.90
05160 - Motor Equipment Metal Worker	19.11
05190 - Motor Vehicle Mechanic	21.90
05220 - Motor Vehicle Mechanic Helper	15.31
05250 - Motor Vehicle Upholstery Worker	17.82
05280 - Motor Vehicle Wrecker	19.11
05310 - Painter Automotive	20.50
05340 - Radiator Repair Specialist	19.11
05370 - Tire Repairer	15.95
05400 - Transmission Repair Specialist	21.90
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.50***
07041 - Cook I	14.53***
07042 - Cook II	16.78
07070 - Dishwasher	10.94***
07130 - Food Service Worker	11.89***
07210 - Meat Cutter	17.72
07260 - Waiter/Waitress	9.70***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.34
09040 - Furniture Handler	13.59***
09080 - Furniture Refinisher	18.34
09090 - Furniture Refinisher Helper	15.37
09110 - Furniture Repairer Minor	17.19
09130 - Upholsterer	18.34
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.84***
11060 - Elevator Operator	14.08***
11090 - Gardener	23.40
11122 - Housekeeping Aide	14.27***
11150 - Janitor	14.27***
11210 - Laborer Grounds Maintenance	17.77
11240 - Maid or Houseman	13.77***
11260 - Pruner	15.71

11270 - Tractor Operator	21.53
11330 - Trail Maintenance Worker	17.77
11360 - Window Cleaner	16.14
12000 - Health Occupations	
12010 - Ambulance Driver	14.64***
12011 - Breath Alcohol Technician	20.60
12012 - Certified Occupational Therapist Assistant	28.26
12015 - Certified Physical Therapist Assistant	28.94
12020 - Dental Assistant	18.70
12025 - Dental Hygienist	37.46
12030 - EKG Technician	32.85
12035 - Electroneurodiagnostic Technologist	32.85
12040 - Emergency Medical Technician	14.64***
12071 - Licensed Practical Nurse I	18.42
12072 - Licensed Practical Nurse II	20.60
12073 - Licensed Practical Nurse III	22.96
12100 - Medical Assistant	18.11
12130 - Medical Laboratory Technician	29.28
12160 - Medical Record Clerk	17.83
12190 - Medical Record Technician	19.95
12195 - Medical Transcriptionist	18.33
12210 - Nuclear Medicine Technologist	45.27
12221 - Nursing Assistant I	11.90***
12222 - Nursing Assistant II	13.37***
12223 - Nursing Assistant III	14.59***
12224 - Nursing Assistant IV	16.38
12235 - Optical Dispenser	17.87
12236 - Optical Technician	18.42
12250 - Pharmacy Technician	18.19
12280 - Phlebotomist	17.81
12305 - Radiologic Technologist	29.45
12311 - Registered Nurse I	24.38
12312 - Registered Nurse II	29.83
12313 - Registered Nurse II Specialist	29.83
12314 - Registered Nurse III	36.08
12315 - Registered Nurse III Anesthetist	36.08
12316 - Registered Nurse IV	43.26
12317 - Scheduler (Drug and Alcohol Testing)	25.52
12320 - Substance Abuse Treatment Counselor	18.90
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.78
13012 - Exhibits Specialist II	22.03
13013 - Exhibits Specialist III	26.95
13041 - Illustrator I	17.78
13042 - Illustrator II	22.03
13043 - Illustrator III	26.95
13047 - Librarian	24.40
13050 - Library Aide/Clerk	14.16***
13054 - Library Information Technology Systems Administrator	22.03
13058 - Library Technician	14.84***
13061 - Media Specialist I	15.90
13062 - Media Specialist II	17.78
13063 - Media Specialist III	19.82
13071 - Photographer I	15.47
13072 - Photographer II	17.98
13073 - Photographer III	22.28
13074 - Photographer IV	26.63
13075 - Photographer V	32.98
13090 - Technical Order Library Clerk	17.78
13110 - Video Teleconference Technician	18.49
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.62
14042 - Computer Operator II	18.60
14043 - Computer Operator III	20.74

14044 - Computer Operator IV	23.04
14045 - Computer Operator V	25.52
14071 - Computer Programmer I	(see 1) 21.01
14072 - Computer Programmer II	(see 1) 26.04
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	16.62
14160 - Personal Computer Support Technician	23.04
14170 - System Support Specialist	29.58
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.19
15020 - Aircrew Training Devices Instructor (Rated)	35.31
15030 - Air Crew Training Devices Instructor (Pilot)	41.65
15050 - Computer Based Training Specialist / Instructor	29.19
15060 - Educational Technologist	29.23
15070 - Flight Instructor (Pilot)	41.65
15080 - Graphic Artist	22.78
15085 - Maintenance Test Pilot Fixed Jet/Prop	41.65
15086 - Maintenance Test Pilot Rotary Wing	41.65
15088 - Non-Maintenance Test/Co-Pilot	41.65
15090 - Technical Instructor	24.63
15095 - Technical Instructor/Course Developer	30.13
15110 - Test Proctor	19.89
15120 - Tutor	19.89
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.06***
16030 - Counter Attendant	10.06***
16040 - Dry Cleaner	11.89***
16070 - Finisher Flatwork Machine	10.06***
16090 - Presser Hand	10.06***
16110 - Presser Machine Drycleaning	10.06***
16130 - Presser Machine Shirts	10.06***
16160 - Presser Machine Wearing Apparel Laundry	10.06***
16190 - Sewing Machine Operator	12.68***
16220 - Tailor	13.50***
16250 - Washer Machine	10.54***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.95
19040 - Tool And Die Maker	30.90
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.74
21030 - Material Coordinator	27.87
21040 - Material Expediter	27.87
21050 - Material Handling Laborer	15.71
21071 - Order Filler	14.39***
21080 - Production Line Worker (Food Processing)	18.74
21110 - Shipping Packer	17.48
21130 - Shipping/Receiving Clerk	17.48
21140 - Store Worker I	13.02***
21150 - Stock Clerk	18.52
21210 - Tools And Parts Attendant	18.74
21410 - Warehouse Specialist	18.74
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.11
23019 - Aircraft Logs and Records Technician	26.23
23021 - Aircraft Mechanic I	32.23
23022 - Aircraft Mechanic II	34.11
23023 - Aircraft Mechanic III	36.09
23040 - Aircraft Mechanic Helper	22.38
23050 - Aircraft Painter	30.18
23060 - Aircraft Servicer	26.23
23070 - Aircraft Survival Flight Equipment Technician	30.18

23080 - Aircraft Worker	28.10
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	28.10
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.23
23110 - Appliance Mechanic	24.95
23120 - Bicycle Repairer	20.12
23125 - Cable Splicer	47.13
23130 - Carpenter Maintenance	22.98
23140 - Carpet Layer	23.17
23160 - Electrician Maintenance	28.96
23181 - Electronics Technician Maintenance I	28.33
23182 - Electronics Technician Maintenance II	30.42
23183 - Electronics Technician Maintenance III	32.48
23260 - Fabric Worker	21.69
23290 - Fire Alarm System Mechanic	23.63
23310 - Fire Extinguisher Repairer	20.12
23311 - Fuel Distribution System Mechanic	27.17
23312 - Fuel Distribution System Operator	20.68
23370 - General Maintenance Worker	18.91
23380 - Ground Support Equipment Mechanic	32.23
23381 - Ground Support Equipment Servicer	26.23
23382 - Ground Support Equipment Worker	28.10
23391 - Gunsmith I	20.12
23392 - Gunsmith II	23.24
23393 - Gunsmith III	26.64
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.66
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.99
23430 - Heavy Equipment Mechanic	24.87
23440 - Heavy Equipment Operator	24.85
23460 - Instrument Mechanic	26.64
23465 - Laboratory/Shelter Mechanic	24.95
23470 - Laborer	15.71
23510 - Locksmith	24.95
23530 - Machinery Maintenance Mechanic	26.62
23550 - Machinist Maintenance	24.23
23580 - Maintenance Trades Helper	16.70
23591 - Metrology Technician I	26.64
23592 - Metrology Technician II	28.20
23593 - Metrology Technician III	29.84
23640 - Millwright	26.64
23710 - Office Appliance Repairer	21.23
23760 - Painter Maintenance	22.69
23790 - Pipefitter Maintenance	31.14
23810 - Plumber Maintenance	29.16
23820 - Pneudraulic Systems Mechanic	26.64
23850 - Rigger	26.64
23870 - Scale Mechanic	23.24
23890 - Sheet-Metal Worker Maintenance	26.40
23910 - Small Engine Mechanic	22.63
23931 - Telecommunications Mechanic I	29.24
23932 - Telecommunications Mechanic II	30.96
23950 - Telephone Lineman	29.00
23960 - Welder Combination Maintenance	22.42
23965 - Well Driller	24.97
23970 - Woodcraft Worker	26.64
23980 - Woodworker	20.12
24000 - Personal Needs Occupations	
24550 - Case Manager	15.95
24570 - Child Care Attendant	11.26***
24580 - Child Care Center Clerk	14.04***
24610 - Chore Aide	13.86***
24620 - Family Readiness And Support Services	15.95

Coordinator	
24630 - Homemaker	15.95
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.30
25040 - Sewage Plant Operator	23.64
25070 - Stationary Engineer	26.30
25190 - Ventilation Equipment Tender	18.27
25210 - Water Treatment Plant Operator	23.64
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.40
27007 - Baggage Inspector	15.00
27008 - Corrections Officer	19.16
27010 - Court Security Officer	23.59
27030 - Detection Dog Handler	16.78
27040 - Detention Officer	19.16
27070 - Firefighter	29.10
27101 - Guard I	15.00
27102 - Guard II	16.78
27131 - Police Officer I	26.47
27132 - Police Officer II	29.42
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.17
28042 - Carnival Equipment Repairer	17.57
28043 - Carnival Worker	11.80***
28210 - Gate Attendant/Gate Tender	18.91
28310 - Lifeguard	14.40***
28350 - Park Attendant (Aide)	21.15
28510 - Recreation Aide/Health Facility Attendant	15.43
28515 - Recreation Specialist	24.20
28630 - Sports Official	16.84
28690 - Swimming Pool Operator	20.30
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.24
29020 - Hatch Tender	23.24
29030 - Line Handler	23.24
29041 - Stevedore I	21.69
29042 - Stevedore II	24.95
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	18.31
30022 - Archeological Technician II	20.48
30023 - Archeological Technician III	25.37
30030 - Cartographic Technician	25.37
30040 - Civil Engineering Technician	23.31
30051 - Cryogenic Technician I	28.10
30052 - Cryogenic Technician II	31.04
30061 - Drafter/CAD Operator I	18.31
30062 - Drafter/CAD Operator II	20.48
30063 - Drafter/CAD Operator III	22.83
30064 - Drafter/CAD Operator IV	28.10
30081 - Engineering Technician I	16.31
30082 - Engineering Technician II	18.31
30083 - Engineering Technician III	20.48
30084 - Engineering Technician IV	25.37
30085 - Engineering Technician V	31.04
30086 - Engineering Technician VI	37.55
30090 - Environmental Technician	21.80
30095 - Evidence Control Specialist	25.37
30210 - Laboratory Technician	25.15
30221 - Latent Fingerprint Technician I	28.10
30222 - Latent Fingerprint Technician II	31.04
30240 - Mathematical Technician	25.37
30361 - Paralegal/Legal Assistant I	19.07

30362 - Paralegal/Legal Assistant II	23.63
30363 - Paralegal/Legal Assistant III	28.91
30364 - Paralegal/Legal Assistant IV	34.98
30375 - Petroleum Supply Specialist	31.04
30390 - Photo-Optics Technician	24.08
30395 - Radiation Control Technician	31.04
30461 - Technical Writer I	25.37
30462 - Technical Writer II	31.04
30463 - Technical Writer III	37.55
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	28.10
30502 - Weather Forecaster II	34.18
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 22.83
30621 - Weather Observer Senior	(see 2) 25.37
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	12.70***
31030 - Bus Driver	18.03
31043 - Driver Courier	17.18
31260 - Parking and Lot Attendant	14.77***
31290 - Shuttle Bus Driver	15.89
31310 - Taxi Driver	13.35***
31361 - Truckdriver Light	18.68
31362 - Truckdriver Medium	20.42
31363 - Truckdriver Heavy	23.29
31364 - Truckdriver Tractor-Trailer	23.29
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47
99030 - Cashier	11.53***
99050 - Desk Clerk	12.51***
99095 - Embalmer	26.22
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	13.68***
99252 - Laboratory Animal Caretaker II	14.87***
99260 - Marketing Analyst	28.91
99310 - Mortician	26.22
99410 - Pest Controller	23.76
99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	26.04
99711 - Recycling Specialist	31.54
99730 - Refuse Collector	23.02
99810 - Sales Clerk	14.02***
99820 - School Crossing Guard	14.80***
99830 - Survey Party Chief	30.41
99831 - Surveying Aide	18.88
99832 - Surveying Technician	25.67
99840 - Vending Machine Attendant	19.51
99841 - Vending Machine Repairer	23.16
99842 - Vending Machine Repairer Helper	19.51

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or

seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour up to 40 hours per week or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour up to 40 hours per week or \$176.40 per week or \$764.40 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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))."