

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4731  
Revision No.: 19  
Date Of Last Revision: 12/27/2022

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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

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State: Ohio

Area: Ohio Counties of Greene, Miami, Montgomery

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
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01000 - Administrative Support And Clerical Occupations	
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01011 - Accounting Clerk I	
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16.20	
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01012 - Accounting Clerk II	
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18.20	
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01013 - Accounting Clerk III	
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20.35	
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01020 - Administrative Assistant	
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28.27	
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01035 - Court Reporter	
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25.74	
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01041 - Customer Service Representative I	
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14.76***	
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01042 - Customer Service Representative II	
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16.11***	
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01043 - Customer Service Representative III	
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18.08	
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01051 - Data Entry Operator I	
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15.55***	
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01052 - Data Entry Operator II	
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16.97	
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01060 - Dispatcher, Motor Vehicle	
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21.03	
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01070 - Document Preparation Clerk	
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17.83	
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01090 - Duplicating Machine Operator	
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17.83	
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01111 - General Clerk I	
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14.59\*\*\*  
01112 - General Clerk II  
15.95\*\*\*  
01113 - General Clerk III  
17.88  
01120 - Housing Referral Assistant  
22.43  
01141 - Messenger Courier  
14.97\*\*\*  
01191 - Order Clerk I  
17.67  
01192 - Order Clerk II  
19.28  
01261 - Personnel Assistant (Employment) I  
17.75  
01262 - Personnel Assistant (Employment) II  
19.85  
01263 - Personnel Assistant (Employment) III  
22.13  
01270 - Production Control Clerk  
22.72  
01290 - Rental Clerk  
14.69\*\*\*  
01300 - Scheduler, Maintenance  
17.99  
01311 - Secretary I  
17.99  
01312 - Secretary II  
20.12  
01313 - Secretary III  
22.43  
01320 - Service Order Dispatcher  
18.80  
01410 - Supply Technician  
28.27  
01420 - Survey Worker  
17.74  
01460 - Switchboard Operator/Receptionist  
14.26\*\*\*  
01531 - Travel Clerk I  
16.30  
01532 - Travel Clerk II  
17.39  
01533 - Travel Clerk III  
18.44  
01611 - Word Processor I  
18.25  
01612 - Word Processor II  
20.49  
01613 - Word Processor III

22.92  
05000 - Automotive Service Occupations  
    05005 - Automobile Body Repairer, Fiberglass  
22.97  
    05010 - Automotive Electrician  
20.69  
    05040 - Automotive Glass Installer  
19.88  
    05070 - Automotive Worker  
19.88  
    05110 - Mobile Equipment Servicer  
18.30  
    05130 - Motor Equipment Metal Mechanic  
19.53  
    05160 - Motor Equipment Metal Worker  
19.88  
    05190 - Motor Vehicle Mechanic  
18.67  
    05220 - Motor Vehicle Mechanic Helper  
17.51  
    05250 - Motor Vehicle Upholstery Worker  
19.10  
    05280 - Motor Vehicle Wrecker  
19.88  
    05310 - Painter, Automotive  
20.69  
    05340 - Radiator Repair Specialist  
19.88  
    05370 - Tire Repairer  
15.24\*\*\*  
    05400 - Transmission Repair Specialist  
19.53  
07000 - Food Preparation And Service Occupations  
    07010 - Baker  
13.79\*\*\*  
    07041 - Cook I  
14.24\*\*\*  
    07042 - Cook II  
15.88\*\*\*  
    07070 - Dishwasher  
10.95\*\*\*  
    07130 - Food Service Worker  
12.07\*\*\*  
    07210 - Meat Cutter  
17.53  
    07260 - Waiter/Waitress  
9.92\*\*\*  
09000 - Furniture Maintenance And Repair Occupations  
    09010 - Electrostatic Spray Painter  
20.32

09040 - Furniture Handler  
14.26\*\*\*  
09080 - Furniture Refinisher  
20.32  
09090 - Furniture Refinisher Helper  
16.36  
09110 - Furniture Repairer, Minor  
18.46  
09130 - Upholsterer  
20.32  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
13.70\*\*\*  
11060 - Elevator Operator  
14.76\*\*\*  
11090 - Gardener  
19.40  
11122 - Housekeeping Aide  
14.76\*\*\*  
11150 - Janitor  
14.76\*\*\*  
11210 - Laborer, Grounds Maintenance  
15.90\*\*\*  
11240 - Maid or Houseman  
11.65\*\*\*  
11260 - Pruner  
15.11\*\*\*  
11270 - Tractor Operator  
18.25  
11330 - Trail Maintenance Worker  
15.90\*\*\*  
11360 - Window Cleaner  
15.54\*\*\*  
12000 - Health Occupations  
12010 - Ambulance Driver  
17.38  
12011 - Breath Alcohol Technician  
20.52  
12012 - Certified Occupational Therapist Assistant  
31.42  
12015 - Certified Physical Therapist Assistant  
32.87  
12020 - Dental Assistant  
22.58  
12025 - Dental Hygienist  
37.14  
12030 - EKG Technician  
30.76  
12035 - Electroneurodiagnostic Technologist  
30.76

12040 - Emergency Medical Technician  
17.38  
12071 - Licensed Practical Nurse I  
18.88  
12072 - Licensed Practical Nurse II  
21.13  
12073 - Licensed Practical Nurse III  
23.56  
12100 - Medical Assistant  
17.87  
12130 - Medical Laboratory Technician  
23.74  
12160 - Medical Record Clerk  
20.16  
12190 - Medical Record Technician  
22.55  
12195 - Medical Transcriptionist  
21.17  
12210 - Nuclear Medicine Technologist  
37.35  
12221 - Nursing Assistant I  
11.92\*\*\*  
12222 - Nursing Assistant II  
13.41\*\*\*  
12223 - Nursing Assistant III  
14.63\*\*\*  
12224 - Nursing Assistant IV  
16.42  
12235 - Optical Dispenser  
22.20  
12236 - Optical Technician  
16.17\*\*\*  
12250 - Pharmacy Technician  
17.61  
12280 - Phlebotomist  
17.50  
12305 - Radiologic Technologist  
29.25  
12311 - Registered Nurse I  
24.37  
12312 - Registered Nurse II  
29.79  
12313 - Registered Nurse II, Specialist  
29.79  
12314 - Registered Nurse III  
36.06  
12315 - Registered Nurse III, Anesthetist  
36.06  
12316 - Registered Nurse IV  
43.22

12317 - Scheduler (Drug and Alcohol Testing)  
25.42  
12320 - Substance Abuse Treatment Counselor  
24.19  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
24.39  
13012 - Exhibits Specialist II  
30.21  
13013 - Exhibits Specialist III  
36.94  
13041 - Illustrator I  
22.55  
13042 - Illustrator II  
27.93  
13043 - Illustrator III  
34.16  
13047 - Librarian  
28.44  
13050 - Library Aide/Clerk  
12.35\*\*\*  
13054 - Library Information Technology Systems  
25.68  
Administrator  
13058 - Library Technician  
17.75  
13061 - Media Specialist I  
18.53  
13062 - Media Specialist II  
20.73  
13063 - Media Specialist III  
23.11  
13071 - Photographer I  
17.20  
13072 - Photographer II  
19.24  
13073 - Photographer III  
23.83  
13074 - Photographer IV  
29.14  
13075 - Photographer V  
35.27  
13090 - Technical Order Library Clerk  
16.08\*\*\*  
13110 - Video Teleconference Technician  
20.88  
14000 - Information Technology Occupations  
14041 - Computer Operator I  
19.56  
14042 - Computer Operator II

21.88  
14043 - Computer Operator III

24.38  
14044 - Computer Operator IV

27.08  
14045 - Computer Operator V

30.01  
14071 - Computer Programmer I (see 1)

25.51  
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

19.56  
14160 - Personal Computer Support Technician

27.08  
14170 - System Support Specialist

30.92  
15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated)

31.48  
15020 - Aircrew Training Devices Instructor (Rated)

38.10  
15030 - Air Crew Training Devices Instructor (Pilot)

45.66  
15050 - Computer Based Training Specialist / Instructor

31.48  
15060 - Educational Technologist

35.49  
15070 - Flight Instructor (Pilot)

45.66  
15080 - Graphic Artist

23.71  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop

45.66  
15086 - Maintenance Test Pilot, Rotary Wing

45.66  
15088 - Non-Maintenance Test/Co-Pilot

45.66  
15090 - Technical Instructor

22.89

15095 - Technical Instructor/Course Developer  
28.01  
15110 - Test Proctor  
18.49  
15120 - Tutor  
18.49  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
10.69\*\*\*  
16030 - Counter Attendant  
10.69\*\*\*  
16040 - Dry Cleaner  
13.31\*\*\*  
16070 - Finisher, Flatwork, Machine  
10.69\*\*\*  
16090 - Presser, Hand  
10.69\*\*\*  
16110 - Presser, Machine, Drycleaning  
10.69\*\*\*  
16130 - Presser, Machine, Shirts  
10.69\*\*\*  
16160 - Presser, Machine, Wearing Apparel, Laundry  
10.69\*\*\*  
16190 - Sewing Machine Operator  
14.24\*\*\*  
16220 - Tailor  
15.18\*\*\*  
16250 - Washer, Machine  
11.40\*\*\*  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
21.98  
19040 - Tool And Die Maker  
25.30  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
18.85  
21030 - Material Coordinator  
22.72  
21040 - Material Expediter  
22.72  
21050 - Material Handling Laborer  
17.65  
21071 - Order Filler  
14.08\*\*\*  
21080 - Production Line Worker (Food Processing)  
18.85  
21110 - Shipping Packer  
17.56  
21130 - Shipping/Receiving Clerk

17.56  
21140 - Store Worker I  
17.40  
21150 - Stock Clerk  
21.92  
21210 - Tools And Parts Attendant  
18.85  
21410 - Warehouse Specialist  
18.85  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
30.29  
23019 - Aircraft Logs and Records Technician  
25.64  
23021 - Aircraft Mechanic I  
29.24  
23022 - Aircraft Mechanic II  
30.29  
23023 - Aircraft Mechanic III  
31.40  
23040 - Aircraft Mechanic Helper  
22.72  
23050 - Aircraft, Painter  
28.21  
23060 - Aircraft Servicer  
25.64  
23070 - Aircraft Survival Flight Equipment Technician  
28.21  
23080 - Aircraft Worker  
26.95  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
26.95  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
29.24  
II  
23110 - Appliance Mechanic  
20.71  
23120 - Bicycle Repairer  
22.73  
23125 - Cable Splicer  
36.47  
23130 - Carpenter, Maintenance  
24.55  
23140 - Carpet Layer  
25.35  
23160 - Electrician, Maintenance  
25.95  
23181 - Electronics Technician Maintenance I  
28.99

23182 - Electronics Technician Maintenance II  
30.34  
23183 - Electronics Technician Maintenance III  
31.45  
23260 - Fabric Worker  
24.12  
23290 - Fire Alarm System Mechanic  
24.15  
23310 - Fire Extinguisher Repairer  
22.73  
23311 - Fuel Distribution System Mechanic  
30.57  
23312 - Fuel Distribution System Operator  
25.27  
23370 - General Maintenance Worker  
21.77  
23380 - Ground Support Equipment Mechanic  
29.24  
23381 - Ground Support Equipment Servicer  
25.64  
23382 - Ground Support Equipment Worker  
26.95  
23391 - Gunsmith I  
22.73  
23392 - Gunsmith II  
25.35  
23393 - Gunsmith III  
27.51  
23410 - Heating, Ventilation And Air-Conditioning  
24.88  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
25.76  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
26.21  
23440 - Heavy Equipment Operator  
27.84  
23460 - Instrument Mechanic  
27.51  
23465 - Laboratory/Shelter Mechanic  
26.54  
23470 - Laborer  
15.39\*\*\*  
23510 - Locksmith  
26.54  
23530 - Machinery Maintenance Mechanic  
27.30  
23550 - Machinist, Maintenance  
23.21

23580 - Maintenance Trades Helper  
16.60  
23591 - Metrology Technician I  
27.51  
23592 - Metrology Technician II  
28.49  
23593 - Metrology Technician III  
29.54  
23640 - Millwright  
30.67  
23710 - Office Appliance Repairer  
20.23  
23760 - Painter, Maintenance  
20.43  
23790 - Pipefitter, Maintenance  
29.95  
23810 - Plumber, Maintenance  
28.90  
23820 - Pneudraulic Systems Mechanic  
27.51  
23850 - Rigger  
27.51  
23870 - Scale Mechanic  
25.35  
23890 - Sheet-Metal Worker, Maintenance  
30.05  
23910 - Small Engine Mechanic  
18.60  
23931 - Telecommunications Mechanic I  
30.28  
23932 - Telecommunications Mechanic II  
31.36  
23950 - Telephone Lineman  
27.51  
23960 - Welder, Combination, Maintenance  
22.57  
23965 - Well Driller  
27.81  
23970 - Woodcraft Worker  
27.51  
23980 - Woodworker  
22.73  
24000 - Personal Needs Occupations  
24550 - Case Manager  
16.47  
24570 - Child Care Attendant  
11.19\*\*\*  
24580 - Child Care Center Clerk  
14.92\*\*\*  
24610 - Chore Aide

11.65\*\*\*  
24620 - Family Readiness And Support Services  
16.47  
Coordinator  
24630 - Homemaker  
17.38  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
29.90  
25040 - Sewage Plant Operator  
26.05  
25070 - Stationary Engineer  
29.90  
25190 - Ventilation Equipment Tender  
23.24  
25210 - Water Treatment Plant Operator  
26.05  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
27.45  
27007 - Baggage Inspector  
13.86\*\*\*  
27008 - Corrections Officer  
23.27  
27010 - Court Security Officer  
23.59  
27030 - Detection Dog Handler  
17.82  
27040 - Detention Officer  
23.27  
27070 - Firefighter  
24.51  
27101 - Guard I  
13.86\*\*\*  
27102 - Guard II  
17.82  
27131 - Police Officer I  
33.25  
27132 - Police Officer II  
36.96  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
12.98\*\*\*  
28042 - Carnival Equipment Repairer  
13.76\*\*\*  
28043 - Carnival Worker  
11.15\*\*\*  
28210 - Gate Attendant/Gate Tender  
16.19\*\*\*  
28310 - Lifeguard

12.03\*\*\*  
28350 - Park Attendant (Aide)  
18.12  
28510 - Recreation Aide/Health Facility Attendant  
13.22\*\*\*  
28515 - Recreation Specialist  
22.44  
28630 - Sports Official  
14.43\*\*\*  
28690 - Swimming Pool Operator  
18.63  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer  
28.19  
29020 - Hatch Tender  
28.19  
29030 - Line Handler  
28.19  
29041 - Stevedore I  
26.84  
29042 - Stevedore II  
29.52  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)  
42.59  
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)  
29.37  
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)  
32.34  
30021 - Archeological Technician I  
18.61  
30022 - Archeological Technician II  
20.82  
30023 - Archeological Technician III  
25.80  
30030 - Cartographic Technician  
25.80  
30040 - Civil Engineering Technician  
28.45  
30051 - Cryogenic Technician I  
28.57  
30052 - Cryogenic Technician II  
31.56  
30061 - Drafter/CAD Operator I  
18.61  
30062 - Drafter/CAD Operator II  
20.82  
30063 - Drafter/CAD Operator III  
23.21  
30064 - Drafter/CAD Operator IV

29.65  
30081 - Engineering Technician I  
15.77\*\*\*  
30082 - Engineering Technician II  
17.69  
30083 - Engineering Technician III  
20.55  
30084 - Engineering Technician IV  
24.52  
30085 - Engineering Technician V  
30.00  
30086 - Engineering Technician VI  
36.30  
30090 - Environmental Technician  
22.35  
30095 - Evidence Control Specialist  
25.80  
30210 - Laboratory Technician  
27.73  
30221 - Latent Fingerprint Technician I  
30.38  
30222 - Latent Fingerprint Technician II  
33.56  
30240 - Mathematical Technician  
30.84  
30361 - Paralegal/Legal Assistant I  
19.22  
30362 - Paralegal/Legal Assistant II  
23.81  
30363 - Paralegal/Legal Assistant III  
31.43  
30364 - Paralegal/Legal Assistant IV  
37.70  
30375 - Petroleum Supply Specialist  
31.56  
30390 - Photo-Optics Technician  
25.80  
30395 - Radiation Control Technician  
31.56  
30461 - Technical Writer I  
25.32  
30462 - Technical Writer II  
30.97  
30463 - Technical Writer III  
37.46  
30491 - Unexploded Ordnance (UXO) Technician I  
27.06  
30492 - Unexploded Ordnance (UXO) Technician II  
32.75  
30493 - Unexploded Ordnance (UXO) Technician III

39.25  
30494 - Unexploded (UX0) Safety Escort  
27.06  
30495 - Unexploded (UX0) Sweep Personnel  
27.06  
30501 - Weather Forecaster I  
28.57  
30502 - Weather Forecaster II  
34.75  
30620 - Weather Observer, Combined Upper Air Or (see 2)  
23.21  
Surface Programs  
30621 - Weather Observer, Senior (see 2)  
25.80  
31000 - Transportation/Mobile Equipment Operation Occupations  
31010 - Airplane Pilot  
32.75  
31020 - Bus Aide  
15.57\*\*\*  
31030 - Bus Driver  
21.53  
31043 - Driver Courier  
17.02  
31260 - Parking and Lot Attendant  
13.38\*\*\*  
31290 - Shuttle Bus Driver  
18.11  
31310 - Taxi Driver  
12.33\*\*\*  
31361 - Truckdriver, Light  
18.11  
31362 - Truckdriver, Medium  
19.12  
31363 - Truckdriver, Heavy  
23.34  
31364 - Truckdriver, Tractor-Trailer  
23.34  
99000 - Miscellaneous Occupations  
99020 - Cabin Safety Specialist  
15.97\*\*\*  
99030 - Cashier  
10.92\*\*\*  
99050 - Desk Clerk  
11.31\*\*\*  
99095 - Embalmer  
34.47  
99130 - Flight Follower  
27.06  
99251 - Laboratory Animal Caretaker I  
13.51\*\*\*

99252 - Laboratory Animal Caretaker II  
 14.37\*\*\*  
 99260 - Marketing Analyst  
 29.26  
 99310 - Mortician  
 34.47  
 99410 - Pest Controller  
 18.70  
 99510 - Photofinishing Worker  
 15.85\*\*\*  
 99710 - Recycling Laborer  
 20.20  
 99711 - Recycling Specialist  
 23.17  
 99730 - Refuse Collector  
 18.74  
 99810 - Sales Clerk  
 13.26\*\*\*  
 99820 - School Crossing Guard  
 19.01  
 99830 - Survey Party Chief  
 30.44  
 99831 - Surveying Aide  
 15.65\*\*\*  
 99832 - Surveying Technician  
 23.95  
 99840 - Vending Machine Attendant  
 17.88  
 99841 - Vending Machine Repairer  
 20.13  
 99842 - Vending Machine Repairer Helper  
 17.88

\*\*\*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 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 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))."