

"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.: 2015-4047
Daniel W. Simms		Revision No.: 24
Director	Division of Wage Determinations	Date Of Last Revision: 06/30/2023

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 after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

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

BRISTOL COUNTY - Mansfield

ESSEX COUNTY - Lynnfield

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

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

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

SUFFOLK COUNTY - Boston, Chelsea, Revere, Winthrop

WORCESTER COUNTY - Berlin, Bolton

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		21.03
01012 - Accounting Clerk II		23.62
01013 - Accounting Clerk III		26.41
01020 - Administrative Assistant		36.01
01035 - Court Reporter		30.56
01041 - Customer Service Representative I		18.38
01042 - Customer Service Representative II		20.05
01043 - Customer Service Representative III		22.52
01051 - Data Entry Operator I		19.11
01052 - Data Entry Operator II		20.85
01060 - Dispatcher, Motor Vehicle		23.93
01070 - Document Preparation Clerk		21.09
01090 - Duplicating Machine Operator		21.09
01111 - General Clerk I		18.27

01112 - General Clerk II	19.93
01113 - General Clerk III	22.39
01120 - Housing Referral Assistant	26.86
01141 - Messenger Courier	19.23
01191 - Order Clerk I	21.08
01192 - Order Clerk II	23.00
01261 - Personnel Assistant (Employment) I	20.57
01262 - Personnel Assistant (Employment) II	23.01
01263 - Personnel Assistant (Employment) III	25.65
01270 - Production Control Clerk	28.85
01290 - Rental Clerk	19.15
01300 - Scheduler, Maintenance	21.54
01311 - Secretary I	21.54
01312 - Secretary II	24.10
01313 - Secretary III	26.86
01320 - Service Order Dispatcher	21.40
01410 - Supply Technician	36.01
01420 - Survey Worker	23.41
01460 - Switchboard Operator/Receptionist	18.30
01531 - Travel Clerk I	21.53
01532 - Travel Clerk II	23.20
01533 - Travel Clerk III	24.99
01611 - Word Processor I	20.33
01612 - Word Processor II	22.84
01613 - Word Processor III	25.54
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	29.47
05010 - Automotive Electrician	22.60
05040 - Automotive Glass Installer	21.60
05070 - Automotive Worker	21.60
05110 - Mobile Equipment Servicer	19.58
05130 - Motor Equipment Metal Mechanic	23.59
05160 - Motor Equipment Metal Worker	21.60
05190 - Motor Vehicle Mechanic	23.59
05220 - Motor Vehicle Mechanic Helper	18.40
05250 - Motor Vehicle Upholstery Worker	20.59
05280 - Motor Vehicle Wrecker	21.60
05310 - Painter, Automotive	22.60
05340 - Radiator Repair Specialist	21.60
05370 - Tire Repairer	16.59
05400 - Transmission Repair Specialist	23.59
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.91
07041 - Cook I	21.26
07042 - Cook II	23.46
07070 - Dishwasher	16.34
07130 - Food Service Worker	16.47
07210 - Meat Cutter	23.19
07260 - Waiter/Waitress	16.60
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.31
09040 - Furniture Handler	19.24
09080 - Furniture Refinisher	25.27
09090 - Furniture Refinisher Helper	20.41
09110 - Furniture Repairer, Minor	22.97
09130 - Upholsterer	23.12
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.40
11060 - Elevator Operator	17.05
11090 - Gardener	25.61
11122 - Housekeeping Aide	18.16
11150 - Janitor	18.16
11210 - Laborer, Grounds Maintenance	20.72
11240 - Maid or Houseman	17.70
11260 - Pruner	19.06
11270 - Tractor Operator	24.08
11330 - Trail Maintenance Worker	20.72
11360 - Window Cleaner	19.70
12000 - Health Occupations	
12010 - Ambulance Driver	22.45
12011 - Breath Alcohol Technician	28.28
12012 - Certified Occupational Therapist Assistant	34.06
12015 - Certified Physical Therapist Assistant	35.00
12020 - Dental Assistant	26.60
12025 - Dental Hygienist	47.23
12030 - EKG Technician	40.55
12035 - Electroneurodiagnostic Technologist	40.55
12040 - Emergency Medical Technician	22.45
12071 - Licensed Practical Nurse I	25.29
12072 - Licensed Practical Nurse II	28.28
12073 - Licensed Practical Nurse III	31.53
12100 - Medical Assistant	22.46
12130 - Medical Laboratory Technician	29.37

12160 - Medical Record Clerk	25.23
12190 - Medical Record Technician	28.47
12195 - Medical Transcriptionist	23.14
12210 - Nuclear Medicine Technologist	44.76
12221 - Nursing Assistant I	13.98***
12222 - Nursing Assistant II	15.72***
12223 - Nursing Assistant III	17.15
12224 - Nursing Assistant IV	19.26
12235 - Optical Dispenser	30.02
12236 - Optical Technician	21.59
12250 - Pharmacy Technician	21.33
12280 - Phlebotomist	22.36
12305 - Radiologic Technologist	39.96
12311 - Registered Nurse I	31.18
12312 - Registered Nurse II	40.19
12313 - Registered Nurse II, Specialist	40.19
12314 - Registered Nurse III	48.63
12315 - Registered Nurse III, Anesthetist	48.63
12316 - Registered Nurse IV	58.29
12317 - Scheduler (Drug and Alcohol Testing)	35.05
12320 - Substance Abuse Treatment Counselor	25.89
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.17
13012 - Exhibits Specialist II	27.46
13013 - Exhibits Specialist III	33.59
13041 - Illustrator I	24.09
13042 - Illustrator II	29.83
13043 - Illustrator III	36.50
13047 - Librarian	37.64
13050 - Library Aide/Clerk	19.93
13054 - Library Information Technology Systems Administrator	33.99
13058 - Library Technician	23.73
13061 - Media Specialist I	24.53
13062 - Media Specialist II	27.43
13063 - Media Specialist III	30.58
13071 - Photographer I	21.13
13072 - Photographer II	23.63
13073 - Photographer III	29.27
13074 - Photographer IV	35.80
13075 - Photographer V	43.33
13090 - Technical Order Library Clerk	25.03
13110 - Video Teleconference Technician	29.82
14000 - Information Technology Occupations	
14041 - Computer Operator I	26.08
14042 - Computer Operator II	29.16
14043 - Computer Operator III	32.51
14044 - Computer Operator IV	36.14
14045 - Computer Operator V	40.02
14071 - Computer Programmer I	(see 1)
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	26.08
14160 - Personal Computer Support Technician	36.14
14170 - System Support Specialist	43.21
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	35.72
15020 - Aircrew Training Devices Instructor (Rated)	43.22
15030 - Air Crew Training Devices Instructor (Pilot)	51.80
15050 - Computer Based Training Specialist / Instructor	35.72
15060 - Educational Technologist	38.06
15070 - Flight Instructor (Pilot)	51.80
15080 - Graphic Artist	35.24
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	51.06
15086 - Maintenance Test Pilot, Rotary Wing	51.06
15088 - Non-Maintenance Test/Co-Pilot	51.06
15090 - Technical Instructor	30.03
15095 - Technical Instructor/Course Developer	36.73
15110 - Test Proctor	24.23
15120 - Tutor	24.23
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	16.41
16030 - Counter Attendant	16.41
16040 - Dry Cleaner	18.75
16070 - Finisher, Flatwork, Machine	16.41
16090 - Presser, Hand	16.41
16110 - Presser, Machine, Drycleaning	16.41
16130 - Presser, Machine, Shirts	16.41
16160 - Presser, Machine, Wearing Apparel, Laundry	16.41

16190 - Sewing Machine Operator	19.53
16220 - Tailor	20.31
16250 - Washer, Machine	17.19
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	28.31
19040 - Tool And Die Maker	33.10
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.37
21030 - Material Coordinator	28.85
21040 - Material Expediter	28.85
21050 - Material Handling Laborer	19.22
21071 - Order Filler	17.33
21080 - Production Line Worker (Food Processing)	21.37
21110 - Shipping Packer	21.19
21130 - Shipping/Receiving Clerk	21.19
21140 - Store Worker I	16.23
21150 - Stock Clerk	20.39
21210 - Tools And Parts Attendant	21.37
21410 - Warehouse Specialist	21.37
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	41.56
23019 - Aircraft Logs and Records Technician	34.88
23021 - Aircraft Mechanic I	39.95
23022 - Aircraft Mechanic II	41.56
23023 - Aircraft Mechanic III	43.22
23040 - Aircraft Mechanic Helper	31.16
23050 - Aircraft, Painter	38.27
23060 - Aircraft Servicer	34.88
23070 - Aircraft Survival Flight Equipment Technician	38.27
23080 - Aircraft Worker	36.58
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	36.58
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	39.95
23110 - Appliance Mechanic	27.42
23120 - Bicycle Repairer	17.99
23125 - Cable Splicer	49.09
23130 - Carpenter, Maintenance	30.85
23140 - Carpet Layer	35.29
23160 - Electrician, Maintenance	38.38
23181 - Electronics Technician Maintenance I	29.92
23182 - Electronics Technician Maintenance II	31.31
23183 - Electronics Technician Maintenance III	32.68
23260 - Fabric Worker	31.13
23290 - Fire Alarm System Mechanic	35.08
23310 - Fire Extinguisher Repairer	29.58
23311 - Fuel Distribution System Mechanic	39.95
23312 - Fuel Distribution System Operator	33.15
23370 - General Maintenance Worker	24.72
23380 - Ground Support Equipment Mechanic	39.95
23381 - Ground Support Equipment Servicer	34.88
23382 - Ground Support Equipment Worker	36.58
23391 - Gunsmith I	29.58
23392 - Gunsmith II	32.65
23393 - Gunsmith III	35.65
23410 - Heating, Ventilation And Air-Conditioning Mechanic	34.03
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	35.40
23430 - Heavy Equipment Mechanic	36.03
23440 - Heavy Equipment Operator	34.81
23460 - Instrument Mechanic	30.78
23465 - Laboratory/Shelter Mechanic	34.15
23470 - Laborer	19.22
23510 - Locksmith	29.07
23530 - Machinery Maintenance Mechanic	31.64
23550 - Machinist, Maintenance	28.39
23580 - Maintenance Trades Helper	21.55
23591 - Metrology Technician I	30.78
23592 - Metrology Technician II	32.02
23593 - Metrology Technician III	33.30
23640 - Millwright	31.13
23710 - Office Appliance Repairer	26.96
23760 - Painter, Maintenance	27.67
23790 - Pipefitter, Maintenance	39.26
23810 - Plumber, Maintenance	37.61
23820 - Pneudraulic Systems Mechanic	35.65
23850 - Rigger	33.67
23870 - Scale Mechanic	32.65
23890 - Sheet-Metal Worker, Maintenance	34.06
23910 - Small Engine Mechanic	23.92
23931 - Telecommunications Mechanic I	37.51
23932 - Telecommunications Mechanic II	39.56

23950 - Telephone Lineman	47.72
23960 - Welder, Combination, Maintenance	27.36
23965 - Well Driller	34.67
23970 - Woodcraft Worker	35.65
23980 - Woodworker	29.58
24000 - Personal Needs Occupations	
24550 - Case Manager	18.37
24570 - Child Care Attendant	16.54
24580 - Child Care Center Clerk	20.62
24610 - Chore Aide	16.82
24620 - Family Readiness And Support Services Coordinator	18.37
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	37.68
25040 - Sewage Plant Operator	30.21
25070 - Stationary Engineer	37.68
25190 - Ventilation Equipment Tender	29.39
25210 - Water Treatment Plant Operator	30.21
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.21
27007 - Baggage Inspector	18.65
27008 - Corrections Officer	37.45
27010 - Court Security Officer	33.88
27030 - Detection Dog Handler	20.86
27040 - Detention Officer	37.45
27070 - Firefighter	31.57
27101 - Guard I	18.65
27102 - Guard II	20.86
27131 - Police Officer I	33.25
27132 - Police Officer II	36.96
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	19.86
28042 - Carnival Equipment Repairer	21.13
28043 - Carnival Worker	15.85***
28210 - Gate Attendant/Gate Tender	20.32
28310 - Lifeguard	15.46***
28350 - Park Attendant (Aide)	22.73
28510 - Recreation Aide/Health Facility Attendant	16.58
28515 - Recreation Specialist	28.15
28630 - Sports Official	18.10
28690 - Swimming Pool Operator	23.32
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	32.81
29020 - Hatch Tender	32.81
29030 - Line Handler	32.81
29041 - Stevedore I	31.28
29042 - Stevedore II	34.32
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	48.44
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	33.40
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	36.78
30021 - Archeological Technician I	21.07
30022 - Archeological Technician II	23.57
30023 - Archeological Technician III	29.20
30030 - Cartographic Technician	29.20
30040 - Civil Engineering Technician	29.49
30051 - Cryogenic Technician I	31.26
30052 - Cryogenic Technician II	34.52
30061 - Drafter/CAD Operator I	21.07
30062 - Drafter/CAD Operator II	23.57
30063 - Drafter/CAD Operator III	26.27
30064 - Drafter/CAD Operator IV	32.34
30081 - Engineering Technician I	19.02
30082 - Engineering Technician II	21.36
30083 - Engineering Technician III	23.91
30084 - Engineering Technician IV	29.62
30085 - Engineering Technician V	36.22
30086 - Engineering Technician VI	43.66
30090 - Environmental Technician	29.28
30095 - Evidence Control Specialist	28.23
30210 - Laboratory Technician	28.24
30221 - Latent Fingerprint Technician I	37.06
30222 - Latent Fingerprint Technician II	40.94
30240 - Mathematical Technician	38.86
30361 - Paralegal/Legal Assistant I	21.12
30362 - Paralegal/Legal Assistant II	26.18
30363 - Paralegal/Legal Assistant III	32.01
30364 - Paralegal/Legal Assistant IV	38.73
30375 - Petroleum Supply Specialist	34.52
30390 - Photo-Optics Technician	29.20
30395 - Radiation Control Technician	34.52
30461 - Technical Writer I	33.39

30462 - Technical Writer II	40.83
30463 - Technical Writer III	49.40
30491 - Unexploded Ordnance (UXO) Technician I	30.79
30492 - Unexploded Ordnance (UXO) Technician II	37.25
30493 - Unexploded Ordnance (UXO) Technician III	44.65
30494 - Unexploded (UXO) Safety Escort	30.79
30495 - Unexploded (UXO) Sweep Personnel	30.79
30501 - Weather Forecaster I	32.34
30502 - Weather Forecaster II	39.33
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 26.27
30621 - Weather Observer, Senior	(see 2) 29.20
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	37.25
31020 - Bus Aide	20.53
31030 - Bus Driver	26.70
31043 - Driver Courier	21.04
31260 - Parking and Lot Attendant	16.72
31290 - Shuttle Bus Driver	19.16
31310 - Taxi Driver	16.57
31361 - Truckdriver, Light	22.38
31362 - Truckdriver, Medium	23.55
31363 - Truckdriver, Heavy	27.95
31364 - Truckdriver, Tractor-Trailer	27.95
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.16
99030 - Cashier	15.57***
99050 - Desk Clerk	16.37
99095 - Embalmer	40.21
99130 - Flight Follower	30.79
99251 - Laboratory Animal Caretaker I	19.66
99252 - Laboratory Animal Caretaker II	20.91
99260 - Marketing Analyst	38.00
99310 - Mortician	40.21
99410 - Pest Controller	23.57
99510 - Photofinishing Worker	20.42
99710 - Recycling Laborer	26.08
99711 - Recycling Specialist	30.29
99730 - Refuse Collector	24.05
99810 - Sales Clerk	16.32
99820 - School Crossing Guard	16.39
99830 - Survey Party Chief	31.74
99831 - Surveying Aide	21.00
99832 - Surveying Technician	28.86
99840 - Vending Machine Attendant	17.48
99841 - Vending Machine Repairer	20.55
99842 - Vending Machine Repairer Helper	17.48

***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: \$4.98 per hour, up to 40 hours per week, or \$199.20 per week or \$863.20 per month

HEALTH & WELFARE EO 13706: \$4.57 per hour, up to 40 hours per week, or \$182.80 per week, or \$792.13 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 employee (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))."