

"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.: 2015-4019 Revision No.: 21 Date Of Last Revision: 06/27/2022

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

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022:	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 is entered into on or after January 30 2022 or the 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>.

This wage determination is applicable to the following cities and towns in the following counties in NEW HAMPSHIRE:

HILLSBOROUGH COUNTY: Bedford Goffstown Manchester New Boston Weare

MERRIMACK COUNTY: Allentown Dunbarton Hooksett Pembroke

ROCKINGHAM COUNTY: Auburn Candia

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.96
01012 - Accounting Clerk II		20.16
01013 - Accounting Clerk III		22.55
01020 - Administrative Assistant		29.95
01035 - Court Reporter		20.52
01041 - Customer Service Representative I		15.34
01042 - Customer Service Representative II		16.74
01043 - Customer Service Representative III		18.80
01051 - Data Entry Operator I		16.09
01052 - Data Entry Operator II		17.57
01060 - Dispatcher Motor Vehicle		24.40

01070 - Document Preparation Clerk	14.40***
01090 - Duplicating Machine Operator	14.40***
01111 - General Clerk I	16.01
01112 - General Clerk II	17.48
01113 - General Clerk III	19.63
01120 - Housing Referral Assistant	22.87
01141 - Messenger Courier	14.40***
01191 - Order Clerk I	20.37
01192 - Order Clerk II	22.22
01261 - Personnel Assistant (Employment) I	18.28
01262 - Personnel Assistant (Employment) II	20.44
01263 - Personnel Assistant (Employment) III	22.78
01270 - Production Control Clerk	28.89
01290 - Rental Clerk	17.68
01300 - Scheduler Maintenance	18.35
01311 - Secretary I	18.35
01312 - Secretary II	20.52
01313 - Secretary III	22.87
01320 - Service Order Dispatcher	21.81
01410 - Supply Technician	29.95
01420 - Survey Worker	19.96
01460 - Switchboard Operator/Receptionist	15.67
01531 - Travel Clerk I	17.07
01532 - Travel Clerk II	17.09
01533 - Travel Clerk III	18.87
01611 - Word Processor I	16.34
01612 - Word Processor II	18.35
01613 - Word Processor III	20.52
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.74
05010 - Automotive Electrician	22.58
05040 - Automotive Glass Installer	21.52
05070 - Automotive Worker	21.52
05110 - Mobile Equipment Servicer	19.23
05130 - Motor Equipment Metal Mechanic	23.66
05160 - Motor Equipment Metal Worker	21.52
05190 - Motor Vehicle Mechanic	23.66
05220 - Motor Vehicle Mechanic Helper	17.99
05250 - Motor Vehicle Upholstery Worker	20.38
05280 - Motor Vehicle Wrecker	21.52
05310 - Painter Automotive	22.58
05340 - Radiator Repair Specialist	21.52
05370 - Tire Repairer	14.25***
05400 - Transmission Repair Specialist	23.66
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.02
07041 - Cook I	18.29
07042 - Cook II	20.47
07070 - Dishwasher	11.87***
07130 - Food Service Worker	14.66***
07210 - Meat Cutter	22.31
07260 - Waiter/Waitress	10.91***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.07
09040 - Furniture Handler	14.65***
09080 - Furniture Refinisher	21.07
09090 - Furniture Refinisher Helper	16.79
09110 - Furniture Repairer Minor	19.01
09130 - Upholsterer	21.07
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.38
11060 - Elevator Operator	15.38
11090 - Gardener	21.49
11122 - Housekeeping Aide	13.97***
11150 - Janitor	13.97***

11210 - Laborer Grounds Maintenance	17.57
11240 - Maid or Houseman	13.80***
11260 - Pruner	16.26
11270 - Tractor Operator	20.11
11330 - Trail Maintenance Worker	17.57
11360 - Window Cleaner	15.11
12000 - Health Occupations	
12010 - Ambulance Driver	21.08
12011 - Breath Alcohol Technician	25.98
12012 - Certified Occupational Therapist Assistant	35.64
12015 - Certified Physical Therapist Assistant	29.91
12020 - Dental Assistant	24.66
12025 - Dental Hygienist	41.58
12030 - EKG Technician	37.35
12035 - Electroneurodiagnostic Technologist	37.35
12040 - Emergency Medical Technician	21.08
12071 - Licensed Practical Nurse I	23.22
12072 - Licensed Practical Nurse II	25.98
12073 - Licensed Practical Nurse III	28.96
12100 - Medical Assistant	18.48
12130 - Medical Laboratory Technician	27.91
12160 - Medical Record Clerk	18.36
12190 - Medical Record Technician	22.58
12195 - Medical Transcriptionist	23.22
12210 - Nuclear Medicine Technologist	57.10
12221 - Nursing Assistant I	13.11***
12222 - Nursing Assistant II	14.73***
12223 - Nursing Assistant III	16.07
12224 - Nursing Assistant IV	18.05
12235 - Optical Dispenser	22.85
12236 - Optical Technician	23.22
12250 - Pharmacy Technician	17.21
12280 - Phlebotomist	19.47
12305 - Radiologic Technologist	36.06
12311 - Registered Nurse I	25.09
12312 - Registered Nurse II	30.70
12313 - Registered Nurse II Specialist	30.70
12314 - Registered Nurse III	37.13
12315 - Registered Nurse III Anesthetist	37.13
12316 - Registered Nurse IV	44.52
12317 - Scheduler (Drug and Alcohol Testing)	32.19
12320 - Substance Abuse Treatment Counselor	26.76
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.66
13012 - Exhibits Specialist II	26.84
13013 - Exhibits Specialist III	32.83
13041 - Illustrator I	21.66
13042 - Illustrator II	26.84
13043 - Illustrator III	32.83
13047 - Librarian	29.72
13050 - Library Aide/Clerk	14.30***
13054 - Library Information Technology Systems Administrator	26.84
13058 - Library Technician	20.46
13061 - Media Specialist I	19.36
13062 - Media Specialist II	21.66
13063 - Media Specialist III	24.15
13071 - Photographer I	19.36
13072 - Photographer II	21.66
13073 - Photographer III	26.84
13074 - Photographer IV	32.83
13075 - Photographer V	39.71
13090 - Technical Order Library Clerk	17.96
13110 - Video Teleconference Technician	22.70
14000 - Information Technology Occupations	

14041 - Computer Operator I	18.91
14042 - Computer Operator II	21.15
14043 - Computer Operator III	23.58
14044 - Computer Operator IV	26.21
14045 - Computer Operator V	29.02
14071 - Computer Programmer I	(see 1) 23.63
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	18.91
14160 - Personal Computer Support Technician	26.21
14170 - System Support Specialist	33.41
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.48
15020 - Aircrew Training Devices Instructor (Rated)	40.52
15030 - Air Crew Training Devices Instructor (Pilot)	48.56
15050 - Computer Based Training Specialist / Instructor	33.48
15060 - Educational Technologist	30.82
15070 - Flight Instructor (Pilot)	48.56
15080 - Graphic Artist	25.87
15085 - Maintenance Test Pilot Fixed Jet/Prop	47.94
15086 - Maintenance Test Pilot Rotary Wing	47.94
15088 - Non-Maintenance Test/Co-Pilot	47.94
15090 - Technical Instructor	27.19
15095 - Technical Instructor/Course Developer	33.26
15110 - Test Proctor	21.93
15120 - Tutor	21.93
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	15.58
16030 - Counter Attendant	15.58
16040 - Dry Cleaner	17.80
16070 - Finisher Flatwork Machine	15.58
16090 - Presser Hand	15.58
16110 - Presser Machine Drycleaning	15.58
16130 - Presser Machine Shirts	15.58
16160 - Presser Machine Wearing Apparel Laundry	15.58
16190 - Sewing Machine Operator	18.54
16220 - Tailor	19.28
16250 - Washer Machine	16.32
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.42
19040 - Tool And Die Maker	31.11
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.84
21030 - Material Coordinator	28.89
21040 - Material Expediter	28.89
21050 - Material Handling Laborer	15.18
21071 - Order Filler	14.57***
21080 - Production Line Worker (Food Processing)	16.84
21110 - Shipping Packer	19.21
21130 - Shipping/Receiving Clerk	19.21
21140 - Store Worker I	15.58
21150 - Stock Clerk	19.11
21210 - Tools And Parts Attendant	16.84
21410 - Warehouse Specialist	16.84
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	35.82
23019 - Aircraft Logs and Records Technician	29.57
23021 - Aircraft Mechanic I	34.34
23022 - Aircraft Mechanic II	35.82
23023 - Aircraft Mechanic III	37.26
23040 - Aircraft Mechanic Helper	26.10

23050 - Aircraft Painter	32.77
23060 - Aircraft Servicer	29.57
23070 - Aircraft Survival Flight Equipment Technician	32.77
23080 - Aircraft Worker	31.23
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	31.23
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	34.34
23110 - Appliance Mechanic	26.58
23120 - Bicycle Repairer	22.64
23125 - Cable Splicer	44.67
23130 - Carpenter Maintenance	23.52
23140 - Carpet Layer	25.33
23160 - Electrician Maintenance	28.67
23181 - Electronics Technician Maintenance I	27.18
23182 - Electronics Technician Maintenance II	28.52
23183 - Electronics Technician Maintenance III	29.88
23260 - Fabric Worker	23.98
23290 - Fire Alarm System Mechanic	29.63
23310 - Fire Extinguisher Repairer	22.64
23311 - Fuel Distribution System Mechanic	29.95
23312 - Fuel Distribution System Operator	24.89
23370 - General Maintenance Worker	22.95
23380 - Ground Support Equipment Mechanic	34.34
23381 - Ground Support Equipment Servicer	29.57
23382 - Ground Support Equipment Worker	31.23
23391 - Gunsmith I	22.64
23392 - Gunsmith II	25.33
23393 - Gunsmith III	27.85
23410 - Heating Ventilation And Air-Conditioning Mechanic	28.98
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	30.23
23430 - Heavy Equipment Mechanic	27.17
23440 - Heavy Equipment Operator	26.19
23460 - Instrument Mechanic	27.85
23465 - Laboratory/Shelter Mechanic	26.58
23470 - Laborer	15.18
23510 - Locksmith	26.58
23530 - Machinery Maintenance Mechanic	24.52
23550 - Machinist Maintenance	29.25
23580 - Maintenance Trades Helper	14.66***
23591 - Metrology Technician I	27.85
23592 - Metrology Technician II	29.05
23593 - Metrology Technician III	30.22
23640 - Millwright	27.85
23710 - Office Appliance Repairer	25.83
23760 - Painter Maintenance	22.55
23790 - Pipefitter Maintenance	29.45
23810 - Plumber Maintenance	28.11
23820 - Pneudraulic Systems Mechanic	27.85
23850 - Rigger	27.85
23870 - Scale Mechanic	25.33
23890 - Sheet-Metal Worker Maintenance	25.26
23910 - Small Engine Mechanic	20.72
23931 - Telecommunications Mechanic I	36.37
23932 - Telecommunications Mechanic II	37.94
23950 - Telephone Lineman	34.25
23960 - Welder Combination Maintenance	28.74
23965 - Well Driller	27.69
23970 - Woodcraft Worker	27.85
23980 - Woodworker	22.64
24000 - Personal Needs Occupations	
24550 - Case Manager	17.75
24570 - Child Care Attendant	11.37***

24580 - Child Care Center Clerk	14.17***
24610 - Chore Aide	14.38***
24620 - Family Readiness And Support Services Coordinator	17.75
24630 - Homemaker	17.75
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.69
25040 - Sewage Plant Operator	27.44
25070 - Stationary Engineer	27.69
25190 - Ventilation Equipment Tender	21.86
25210 - Water Treatment Plant Operator	27.44
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.92
27007 - Baggage Inspector	15.45
27008 - Corrections Officer	25.91
27010 - Court Security Officer	27.38
27030 - Detection Dog Handler	17.28
27040 - Detention Officer	25.91
27070 - Firefighter	28.90
27101 - Guard I	15.45
27102 - Guard II	17.28
27131 - Police Officer I	27.95
27132 - Police Officer II	31.06
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.94***
28042 - Carnival Equipment Repairer	13.83***
28043 - Carnival Worker	10.45***
28210 - Gate Attendant/Gate Tender	17.47
28310 - Lifeguard	14.98***
28350 - Park Attendant (Aide)	19.55
28510 - Recreation Aide/Health Facility Attendant	14.27***
28515 - Recreation Specialist	23.30
28630 - Sports Official	15.57
28690 - Swimming Pool Operator	17.64
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.33
29020 - Hatch Tender	25.33
29030 - Line Handler	25.33
29041 - Stevedore I	23.98
29042 - Stevedore II	26.58
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	46.19
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	31.86
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	35.08
30021 - Archeological Technician I	19.43
30022 - Archeological Technician II	21.73
30023 - Archeological Technician III	26.93
30030 - Cartographic Technician	26.93
30040 - Civil Engineering Technician	27.26
30051 - Cryogenic Technician I	29.82
30052 - Cryogenic Technician II	32.94
30061 - Drafter/CAD Operator I	19.43
30062 - Drafter/CAD Operator II	21.73
30063 - Drafter/CAD Operator III	24.23
30064 - Drafter/CAD Operator IV	29.82
30081 - Engineering Technician I	17.29
30082 - Engineering Technician II	19.41
30083 - Engineering Technician III	21.72
30084 - Engineering Technician IV	26.91
30085 - Engineering Technician V	32.91
30086 - Engineering Technician VI	39.81
30090 - Environmental Technician	26.93
30095 - Evidence Control Specialist	26.93
30210 - Laboratory Technician	24.82
30221 - Latent Fingerprint Technician I	29.82

30222 - Latent Fingerprint Technician II	32.94
30240 - Mathematical Technician	26.93
30361 - Paralegal/Legal Assistant I	22.63
30362 - Paralegal/Legal Assistant II	28.04
30363 - Paralegal/Legal Assistant III	34.30
30364 - Paralegal/Legal Assistant IV	41.51
30375 - Petroleum Supply Specialist	32.94
30390 - Photo-Optics Technician	26.93
30395 - Radiation Control Technician	32.94
30461 - Technical Writer I	26.86
30462 - Technical Writer II	32.85
30463 - Technical Writer III	39.74
30491 - Unexploded Ordnance (UXO) Technician I	29.36
30492 - Unexploded Ordnance (UXO) Technician II	35.52
30493 - Unexploded Ordnance (UXO) Technician III	42.57
30494 - Unexploded (UXO) Safety Escort	29.36
30495 - Unexploded (UXO) Sweep Personnel	29.36
30501 - Weather Forecaster I	29.82
30502 - Weather Forecaster II	36.27
30620 - Weather Observer Combined Upper Air Or (see 2)	24.23
Surface Programs	
30621 - Weather Observer Senior (see 2)	26.93
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.52
31020 - Bus Aide	16.79
31030 - Bus Driver	22.28
31043 - Driver Courier	17.36
31260 - Parking and Lot Attendant	14.01***
31290 - Shuttle Bus Driver	17.74
31310 - Taxi Driver	13.09***
31361 - Truckdriver Light	18.55
31362 - Truckdriver Medium	19.65
31363 - Truckdriver Heavy	23.67
31364 - Truckdriver Tractor-Trailer	23.67
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.32
99030 - Cashier	11.61***
99050 - Desk Clerk	13.76***
99095 - Embalmer	29.36
99130 - Flight Follower	29.36
99251 - Laboratory Animal Caretaker I	14.40***
99252 - Laboratory Animal Caretaker II	15.39
99260 - Marketing Analyst	32.35
99310 - Mortician	29.36
99410 - Pest Controller	23.07
99510 - Photofinishing Worker	15.43
99710 - Recycling Laborer	17.71
99711 - Recycling Specialist	20.19
99730 - Refuse Collector	16.37
99810 - Sales Clerk	13.62***
99820 - School Crossing Guard	16.11
99830 - Survey Party Chief	25.57
99831 - Surveying Aide	15.56
99832 - Surveying Technician	23.25
99840 - Vending Machine Attendant	20.38
99841 - Vending Machine Repairer	24.37
99842 - Vending Machine Repairer Helper	20.38

***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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 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))."