

"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.: 2015-4353 Revision No.: 20 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.

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.

State: West Virginia

Area: West Virginia Counties of Barbour, Braxton, Calhoun, Doddridge, Gilmer, Grant, Hardy, Harrison, Jackson, Lewis, Marion, Mason, Morgan, Pendleton, Pleasants, Randolph, Ritchie, Roane, Taylor, Tucker, Tyler, Upshur, Wetzel

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.15***
01012 - Accounting Clerk II		18.14
01013 - Accounting Clerk III		20.28
01020 - Administrative Assistant		22.44
01035 - Court Reporter		23.53
01041 - Customer Service Representative I		15.03***
01042 - Customer Service Representative II		16.58
01043 - Customer Service Representative III		18.44
01051 - Data Entry Operator I		13.69***
01052 - Data Entry Operator II		14.94***
01060 - Dispatcher, Motor Vehicle		20.31
01070 - Document Preparation Clerk		13.81***
01090 - Duplicating Machine Operator		13.81***
01111 - General Clerk I		13.93***
01112 - General Clerk II		15.20***
01113 - General Clerk III		17.06
01120 - Housing Referral Assistant		18.21
01141 - Messenger Courier		12.38***
01191 - Order Clerk I		13.78***
01192 - Order Clerk II		15.04***
01261 - Personnel Assistant (Employment) I		17.75

01262	- Personnel Assistant (Employment) II	19.86
01263	- Personnel Assistant (Employment) III	22.14
01270	- Production Control Clerk	22.77
01290	- Rental Clerk	11.99***
01300	- Scheduler, Maintenance	14.61***
01311	- Secretary I	14.61***
01312	- Secretary II	16.34
01313	- Secretary III	18.21
01320	- Service Order Dispatcher	18.16
01410	- Supply Technician	22.44
01420	- Survey Worker	14.75***
01460	- Switchboard Operator/Receptionist	13.63***
01531	- Travel Clerk I	14.20***
01532	- Travel Clerk II	15.10***
01533	- Travel Clerk III	16.33
01611	- Word Processor I	13.64***
01612	- Word Processor II	15.31***
01613	- Word Processor III	16.78
05000	- Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	19.63
05010	- Automotive Electrician	14.95***
05040	- Automotive Glass Installer	14.27***
05070	- Automotive Worker	14.27***
05110	- Mobile Equipment Servicer	13.17***
05130	- Motor Equipment Metal Mechanic	15.56***
05160	- Motor Equipment Metal Worker	14.27***
05190	- Motor Vehicle Mechanic	15.56***
05220	- Motor Vehicle Mechanic Helper	12.61***
05250	- Motor Vehicle Upholstery Worker	13.72***
05280	- Motor Vehicle Wrecker	14.27***
05310	- Painter, Automotive	14.95***
05340	- Radiator Repair Specialist	14.27***
05370	- Tire Repairer	13.63***
05400	- Transmission Repair Specialist	15.56***
07000	- Food Preparation And Service Occupations	
07010	- Baker	11.03***
07041	- Cook I	13.02***
07042	- Cook II	14.48***
07070	- Dishwasher	10.20***
07130	- Food Service Worker	10.72***
07210	- Meat Cutter	14.65***
07260	- Waiter/Waitress	10.84***
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	17.48
09040	- Furniture Handler	12.48***
09080	- Furniture Refinisher	17.48
09090	- Furniture Refinisher Helper	14.17***
09110	- Furniture Repairer, Minor	15.83***
09130	- Upholsterer	17.48
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	12.73***
11060	- Elevator Operator	13.12***
11090	- Gardener	14.21***
11122	- Housekeeping Aide	13.12***
11150	- Janitor	13.12***
11210	- Laborer, Grounds Maintenance	11.81***
11240	- Maid or Houseman	10.92***
11260	- Pruner	11.04***
11270	- Tractor Operator	13.42***
11330	- Trail Maintenance Worker	11.81***
11360	- Window Cleaner	14.03***
12000	- Health Occupations	
12010	- Ambulance Driver	14.50***
12011	- Breath Alcohol Technician	20.57
12012	- Certified Occupational Therapist Assistant	28.79
12015	- Certified Physical Therapist Assistant	25.08
12020	- Dental Assistant	15.23***
12025	- Dental Hygienist	29.86
12030	- EKG Technician	23.29
12035	- Electroneurodiagnostic Technologist	23.29
12040	- Emergency Medical Technician	14.50***

12071	- Licensed Practical Nurse I	18.40
12072	- Licensed Practical Nurse II	20.57
12073	- Licensed Practical Nurse III	22.93
12100	- Medical Assistant	13.87***
12130	- Medical Laboratory Technician	23.03
12160	- Medical Record Clerk	16.27
12190	- Medical Record Technician	18.21
12195	- Medical Transcriptionist	16.50
12210	- Nuclear Medicine Technologist	45.22
12221	- Nursing Assistant I	13.56***
12222	- Nursing Assistant II	15.24***
12223	- Nursing Assistant III	16.63
12224	- Nursing Assistant IV	18.68
12235	- Optical Dispenser	16.60
12236	- Optical Technician	18.40
12250	- Pharmacy Technician	14.91***
12280	- Phlebotomist	14.58***
12305	- Radiologic Technologist	23.87
12311	- Registered Nurse I	26.47
12312	- Registered Nurse II	32.37
12313	- Registered Nurse II, Specialist	32.37
12314	- Registered Nurse III	39.17
12315	- Registered Nurse III, Anesthetist	39.17
12316	- Registered Nurse IV	46.95
12317	- Scheduler (Drug and Alcohol Testing)	25.49
12320	- Substance Abuse Treatment Counselor	17.86
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	14.85***
13012	- Exhibits Specialist II	18.41
13013	- Exhibits Specialist III	22.52
13041	- Illustrator I	14.85***
13042	- Illustrator II	18.41
13043	- Illustrator III	22.52
13047	- Librarian	20.38
13050	- Library Aide/Clerk	10.59***
13054	- Library Information Technology Systems Administrator	18.41
13058	- Library Technician	14.75***
13061	- Media Specialist I	13.28***
13062	- Media Specialist II	14.85***
13063	- Media Specialist III	16.57
13071	- Photographer I	13.62***
13072	- Photographer II	15.23***
13073	- Photographer III	18.87
13074	- Photographer IV	23.08
13075	- Photographer V	27.93
13090	- Technical Order Library Clerk	13.29***
13110	- Video Teleconference Technician	13.50***
14000	- Information Technology Occupations	
14041	- Computer Operator I	16.09***
14042	- Computer Operator II	18.01
14043	- Computer Operator III	20.08
14044	- Computer Operator IV	22.31
14045	- Computer Operator V	24.70
14071	- Computer Programmer I	(see 1) 24.67
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	16.09***
14160	- Personal Computer Support Technician	22.67
14170	- System Support Specialist	23.86
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	33.39
15020	- Aircrew Training Devices Instructor (Rated)	40.38
15030	- Air Crew Training Devices Instructor (Pilot)	48.40
15050	- Computer Based Training Specialist / Instructor	33.39
15060	- Educational Technologist	25.81
15070	- Flight Instructor (Pilot)	48.40

15080 - Graphic Artist	18.11
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	48.40
15086 - Maintenance Test Pilot, Rotary Wing	48.40
15088 - Non-Maintenance Test/Co-Pilot	48.40
15090 - Technical Instructor	21.19
15095 - Technical Instructor/Course Developer	25.92
15110 - Test Proctor	17.11
15120 - Tutor	17.11
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.78***
16030 - Counter Attendant	10.78***
16040 - Dry Cleaner	13.31***
16070 - Finisher, Flatwork, Machine	10.78***
16090 - Presser, Hand	10.78***
16110 - Presser, Machine, Drycleaning	10.78***
16130 - Presser, Machine, Shirts	10.78***
16160 - Presser, Machine, Wearing Apparel, Laundry	10.78***
16190 - Sewing Machine Operator	14.20***
16220 - Tailor	15.06***
16250 - Washer, Machine	11.57***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.07
19040 - Tool And Die Maker	30.51
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.49
21030 - Material Coordinator	22.77
21040 - Material Expediter	22.77
21050 - Material Handling Laborer	14.08***
21071 - Order Filler	11.90***
21080 - Production Line Worker (Food Processing)	16.49
21110 - Shipping Packer	14.90***
21130 - Shipping/Receiving Clerk	14.90***
21140 - Store Worker I	16.51
21150 - Stock Clerk	20.19
21210 - Tools And Parts Attendant	16.49
21410 - Warehouse Specialist	16.49
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.97
23019 - Aircraft Logs and Records Technician	22.75
23021 - Aircraft Mechanic I	25.95
23022 - Aircraft Mechanic II	26.97
23023 - Aircraft Mechanic III	27.97
23040 - Aircraft Mechanic Helper	20.62
23050 - Aircraft, Painter	24.95
23060 - Aircraft Servicer	22.75
23070 - Aircraft Survival Flight Equipment Technician	24.95
23080 - Aircraft Worker	23.82
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.82
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.95
23110 - Appliance Mechanic	26.07
23120 - Bicycle Repairer	22.35
23125 - Cable Splicer	36.91
23130 - Carpenter, Maintenance	20.00
23140 - Carpet Layer	24.84
23160 - Electrician, Maintenance	29.50
23181 - Electronics Technician Maintenance I	24.84
23182 - Electronics Technician Maintenance II	26.84
23183 - Electronics Technician Maintenance III	27.92
23260 - Fabric Worker	23.61
23290 - Fire Alarm System Mechanic	27.16
23310 - Fire Extinguisher Repairer	22.35
23311 - Fuel Distribution System Mechanic	37.91
23312 - Fuel Distribution System Operator	30.22
23370 - General Maintenance Worker	16.23
23380 - Ground Support Equipment Mechanic	25.95
23381 - Ground Support Equipment Servicer	22.75
23382 - Ground Support Equipment Worker	23.82
23391 - Gunsmith I	22.35
23392 - Gunsmith II	24.84

23393 - Gunsmith III	27.16
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.13
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	19.08
23430 - Heavy Equipment Mechanic	22.30
23440 - Heavy Equipment Operator	22.53
23460 - Instrument Mechanic	27.16
23465 - Laboratory/Shelter Mechanic	26.07
23470 - Laborer	14.08***
23510 - Locksmith	26.07
23530 - Machinery Maintenance Mechanic	25.81
23550 - Machinist, Maintenance	22.13
23580 - Maintenance Trades Helper	15.72***
23591 - Metrology Technician I	27.16
23592 - Metrology Technician II	28.31
23593 - Metrology Technician III	29.36
23640 - Millwright	29.20
23710 - Office Appliance Repairer	20.46
23760 - Painter, Maintenance	22.94
23790 - Pipefitter, Maintenance	26.28
23810 - Plumber, Maintenance	26.08
23820 - Pneudraulic Systems Mechanic	27.16
23850 - Rigger	27.16
23870 - Scale Mechanic	24.84
23890 - Sheet-Metal Worker, Maintenance	25.26
23910 - Small Engine Mechanic	16.23
23931 - Telecommunications Mechanic I	23.74
23932 - Telecommunications Mechanic II	24.75
23950 - Telephone Lineman	35.87
23960 - Welder, Combination, Maintenance	23.42
23965 - Well Driller	26.78
23970 - Woodcraft Worker	27.16
23980 - Woodworker	22.35
24000 - Personal Needs Occupations	
24550 - Case Manager	14.61***
24570 - Child Care Attendant	10.38***
24580 - Child Care Center Clerk	12.95***
24610 - Chore Aide	10.70***
24620 - Family Readiness And Support Services Coordinator	14.61***
24630 - Homemaker	14.61***
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.16
25040 - Sewage Plant Operator	18.22
25070 - Stationary Engineer	27.16
25190 - Ventilation Equipment Tender	20.47
25210 - Water Treatment Plant Operator	18.22
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.95***
27007 - Baggage Inspector	13.90***
27008 - Corrections Officer	17.86
27010 - Court Security Officer	19.99
27030 - Detection Dog Handler	15.55***
27040 - Detention Officer	17.86
27070 - Firefighter	20.48
27101 - Guard I	13.90***
27102 - Guard II	15.55***
27131 - Police Officer I	22.26
27132 - Police Officer II	24.75
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.01***
28042 - Carnival Equipment Repairer	12.72***
28043 - Carnival Worker	9.88***
28210 - Gate Attendant/Gate Tender	16.46
28310 - Lifeguard	12.47***
28350 - Park Attendant (Aide)	18.18
28510 - Recreation Aide/Health Facility Attendant	13.43***
28515 - Recreation Specialist	20.28
28630 - Sports Official	13.04***
28690 - Swimming Pool Operator	14.70***

29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.35
29020 - Hatch Tender	26.35
29030 - Line Handler	26.35
29041 - Stevedore I	24.70
29042 - Stevedore II	28.03
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	46.70
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	32.20
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.47
30021 - Archeological Technician I	20.85
30022 - Archeological Technician II	23.32
30023 - Archeological Technician III	28.90
30030 - Cartographic Technician	28.90
30040 - Civil Engineering Technician	24.43
30051 - Cryogenic Technician I	30.87
30052 - Cryogenic Technician II	34.10
30061 - Drafter/CAD Operator I	20.85
30062 - Drafter/CAD Operator II	23.32
30063 - Drafter/CAD Operator III	26.00
30064 - Drafter/CAD Operator IV	30.87
30081 - Engineering Technician I	18.80
30082 - Engineering Technician II	21.10
30083 - Engineering Technician III	23.60
30084 - Engineering Technician IV	29.25
30085 - Engineering Technician V	35.78
30086 - Engineering Technician VI	43.28
30090 - Environmental Technician	22.92
30095 - Evidence Control Specialist	27.87
30210 - Laboratory Technician	26.01
30221 - Latent Fingerprint Technician I	30.87
30222 - Latent Fingerprint Technician II	34.10
30240 - Mathematical Technician	28.90
30361 - Paralegal/Legal Assistant I	21.31
30362 - Paralegal/Legal Assistant II	25.84
30363 - Paralegal/Legal Assistant III	31.63
30364 - Paralegal/Legal Assistant IV	38.27
30375 - Petroleum Supply Specialist	34.10
30390 - Photo-Optics Technician	28.90
30395 - Radiation Control Technician	34.10
30461 - Technical Writer I	27.87
30462 - Technical Writer II	34.10
30463 - Technical Writer III	41.25
30491 - Unexploded Ordnance (UXO) Technician I	29.68
30492 - Unexploded Ordnance (UXO) Technician II	35.91
30493 - Unexploded Ordnance (UXO) Technician III	43.04
30494 - Unexploded (UXO) Safety Escort	29.68
30495 - Unexploded (UXO) Sweep Personnel	29.68
30501 - Weather Forecaster I	30.87
30502 - Weather Forecaster II	37.55
30620 - Weather Observer, Combined Upper Air Or (see 2)	26.00
Surface Programs	
30621 - Weather Observer, Senior (see 2)	28.90
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.91
31020 - Bus Aide	14.18***
31030 - Bus Driver	19.47
31043 - Driver Courier	14.77***
31260 - Parking and Lot Attendant	13.88***
31290 - Shuttle Bus Driver	14.92***
31310 - Taxi Driver	11.88***
31361 - Truckdriver, Light	15.64***
31362 - Truckdriver, Medium	16.52
31363 - Truckdriver, Heavy	22.55
31364 - Truckdriver, Tractor-Trailer	22.55
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.51
99030 - Cashier	10.72***
99050 - Desk Clerk	10.73***
99095 - Embalmer	30.90
99130 - Flight Follower	29.68

99251 - Laboratory Animal Caretaker I	12.73***
99252 - Laboratory Animal Caretaker II	13.48***
99260 - Marketing Analyst	21.58
99310 - Mortician	30.90
99410 - Pest Controller	15.27***
99510 - Photofinishing Worker	15.60***
99710 - Recycling Laborer	13.45***
99711 - Recycling Specialist	15.06***
99730 - Refuse Collector	12.69***
99810 - Sales Clerk	11.02***
99820 - School Crossing Guard	17.97
99830 - Survey Party Chief	23.41
99831 - Surveying Aide	14.47***
99832 - Surveying Technician	19.88
99840 - Vending Machine Attendant	19.19
99841 - Vending Machine Repairer	22.55
99842 - Vending Machine Repairer Helper	19.19

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) **

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report

of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."