

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage
Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON, D.C. 20210

Wage Determination No.: 2015-5681

Revision No.: 1

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 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 calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Alaska

Area: Alaska Boroughs of Anchorage, Matanuska-Susit

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16 .86
01012 - Accounting Clerk II		19 .40
01013 - Accounting Clerk III		21 .71
01020 - Administrative Assistant		25 .67
01035 - Court Reporter		18 .84
01041 - Customer Service Representative I		13 .23
01042 - Customer Service Representative II		14 .88
01043 - Customer Service Representative III		16 .23
01051 - Data Entry Operator I		15 .10
01052 - Data Entry Operator II		17 .86
01060 - Dispatcher, Motor Vehicle		22 .28
01070 - Document Preparation Clerk		16 .19
01090 - Duplicating Machine Operator		16 .19
01111 - General Clerk I		17 .15
01112 - General Clerk II		18 .71
01113 - General Clerk III		21 .00
01120 - Housing Referral Assistant		21 .01

01141 - Messenger Courier	15 .60
01191 - Order Clerk I	17 .00
01192 - Order Clerk II	18 .55
01261 - Personnel Assistant (Employment) I	19 .07
01262 - Personnel Assistant (Employment) II	21 .33
01263 - Personnel Assistant (Employment) III	23 .79
01270 - Production Control Clerk	24 .85
01290 - Rental Clerk	16 .84
01300 - Scheduler, Maintenance	16 .84
01311 - Secretary I	16 .84
01312 - Secretary II	18 .84
01313 - Secretary III	21 .01
01320 - Service Order Dispatcher	18 .13
01410 - Supply Technician	25 .67
01420 - Survey Worker	18 .78
01460 - Switchboard Operator/Receptionist	15 .50
01531 - Travel Clerk I	15 .48
01532 - Travel Clerk II	17 .10
01533 - Travel Clerk III	18 .90
01611 - Word Processor I	16 .18
01612 - Word Processor II	18 .16
01613 - Word Processor III	20 .31

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass	27 .64
05010 - Automotive Electrician	23 .64
05040 - Automotive Glass Installer	21 .87
05070 - Automotive Worker	21 .87
05110 - Mobile Equipment Servicer	19 .62
05130 - Motor Equipment Metal Mechanic	23 .96
05160 - Motor Equipment Metal Worker	21 .87
05190 - Motor Vehicle Mechanic	23 .96
05220 - Motor Vehicle Mechanic Helper	18 .53
05250 - Motor Vehicle Upholstery Worker	21 .87
05280 - Motor Vehicle Wrecker	21 .87
05310 - Painter, Automotive	22 .86
05340 - Radiator Repair Specialist	21 .87
05370 - Tire Repairer	17 .78
05400 - Transmission Repair Specialist	23 .96

07000 - Food Preparation And Service Occupations

07010 - Baker	16 .70
07041 - Cook I	16 .69

07042 - Cook II	19 .21
07070 - Dishwasher	10 .99
07130 - Food Service Worker	13 .46
07210 - Meat Cutter	20 .49
07260 - Waiter/Waitress	11 .91

09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter	28 .53
09040 - Furniture Handler	19 .10
09080 - Furniture Refinisher	28 .53
09090 - Furniture Refinisher Helper	21 .54
09110 - Furniture Repairer, Minor	25 .01
09130 - Upholsterer	28 .53

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles	12 .44
11060 - Elevator Operator	12 .44
11090 - Gardener	19 .27
11122 - Housekeeping Aide	14 .45
11150 - Janitor	14 .45
11210 - Laborer, Grounds Maintenance	15 .31
11240 - Maid or Houseman	11 .96
11260 - Pruner	13 .83
11270 - Tractor Operator	18 .18
11330 - Trail Maintenance Worker	15 .31
11360 - Window Cleaner	16 .00

12000 - Health Occupations

12010 - Ambulance Driver	24 .93
12011 - Breath Alcohol Technician	22 .53
12012 - Certified Occupational Therapist Assistant	24 .75
12015 - Certified Physical Therapist Assistant	24 .09
12020 - Dental Assistant	21 .95
12025 - Dental Hygienist	44 .92
12030 - EKG Technician	32 .89
12035 - Electroneurodiagnostic Technologist	32 .89
12040 - Emergency Medical Technician	24 .93
12071 - Licensed Practical Nurse I	20 .14
12072 - Licensed Practical Nurse II	22 .53
12073 - Licensed Practical Nurse III	25 .12
12100 - Medical Assistant	17 .66
12130 - Medical Laboratory Technician	21 .47
12160 - Medical Record Clerk	17 .64
12190 - Medical Record Technician	19 .73

12195 - Medical Transcriptionist	20 .41
12210 - Nuclear Medicine Technologist	43 .70
12221 - Nursing Assistant I	13 .27
12222 - Nursing Assistant II	14 .92
12223 - Nursing Assistant III	16 .28
12224 - Nursing Assistant IV	18 .27
12235 - Optical Dispenser	20 .37
12236 - Optical Technician	20 .14
12250 - Pharmacy Technician	19 .13
12280 - Phlebotomist	18 .27
12305 - Radiologic Technologist	32 .64
12311 - Registered Nurse I	28 .98
12312 - Registered Nurse II	35 .45
12313 - Registered Nurse II, Specialist	35 .45
12314 - Registered Nurse III	42 .88
12315 - Registered Nurse III, Anesthetist	42 .88
12316 - Registered Nurse IV	51 .40
12317 - Scheduler (Drug and Alcohol Testing)	27 .92
12320 - Substance Abuse Treatment Counselor	21 .03

13000 - Information And Arts Occupations

13011 - Exhibits Specialist I	23 .20
13012 - Exhibits Specialist II	27 .82
13013 - Exhibits Specialist III	33 .99
13041 - Illustrator I	23 .20
13042 - Illustrator II	27 .82
13043 - Illustrator III	33 .99
13047 - Librarian	28 .23
13050 - Library Aide/Clerk	17 .15
13054 - Library Information Technology Systems Administrator	25 .49
13058 - Library Technician	19 .63
13061 - Media Specialist I	18 .38
13062 - Media Specialist II	20 .57
13063 - Media Specialist III	22 .94
13071 - Photographer I	19 .50
13072 - Photographer II	23 .82
13073 - Photographer III	27 .01
13074 - Photographer IV	33 .05
13075 - Photographer V	35 .10
13090 - Technical Order Library Clerk	16 .95
13110 - Video Teleconference Technician	20 .27

14000 - Information Technology Occupations

14041 - Computer Operator I	17 .37
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14042 - Computer Operator II	19 .44
14043 - Computer Operator III	24 .42
14044 - Computer Operator IV	25 .98
14045 - Computer Operator V	27 .62
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	18 .34
14160 - Personal Computer Support Technician	27 .62
14170 - System Support Specialist	35 .49

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated)	34 .09
15020 - Aircrew Training Devices Instructor (Rated)	41 .24
15030 - Air Crew Training Devices Instructor (Pilot)	49 .42
15050 - Computer Based Training Specialist / Instructor	34 .09
15060 - Educational Technologist	27 .79
15070 - Flight Instructor (Pilot)	48 .92
15080 - Graphic Artist	25 .25
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	40 .23
15086 - Maintenance Test Pilot, Rotary Wing	40 .23
15088 - Non-Maintenance Test/Co-Pilot	40 .23
15090 - Technical Instructor	25 .91
15095 - Technical Instructor/Course Developer	31 .71
15110 - Test Proctor	21 .03
15120 - Tutor	21 .03

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations

16010 - Assembler	11 .74
16030 - Counter Attendant	11 .74
16040 - Dry Cleaner	14 .96
16070 - Finisher, Flatwork, Machine	11 .74
16090 - Presser, Hand	11 .74
16110 - Presser, Machine, Drycleaning	11 .74
16130 - Presser, Machine, Shirts	11 .74
16160 - Presser, Machine, Wearing Apparel, Laundry	11 .74
16190 - Sewing Machine Operator	16 .01
16220 - Tailor	17 .11
16250 - Washer, Machine	12 .82

19000 - Machine Tool Operation And Repair Occupations

19010 - Machine-Tool Operator (Tool Room)	28 .84
19040 - Tool And Die Maker	35 .93

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator	21 .52
21030 - Material Coordinator	24 .85
21040 - Material Expediter	24 .85
21050 - Material Handling Laborer	17 .01
21071 - Order Filler	15 .49
21080 - Production Line Worker (Food Processing)	21 .52
21110 - Shipping Packer	17 .80
21130 - Shipping/Receiving Clerk	17 .80
21140 - Store Worker I	15 .33
21150 - Stock Clerk	20 .89
21210 - Tools And Parts Attendant	21 .52
21410 - Warehouse Specialist	21 .52

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder	31 .95
23019 - Aircraft Logs and Records Technician	24 .97
23021 - Aircraft Mechanic I	30 .22
23022 - Aircraft Mechanic II	31 .95
23023 - Aircraft Mechanic III	33 .71
23040 - Aircraft Mechanic Helper	21 .69
23050 - Aircraft, Painter	28 .47
23060 - Aircraft Servicer	24 .97
23070 - Aircraft Survival Flight Equipment Technician	28 .47
23080 - Aircraft Worker	26 .73
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26 .73
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	30 .22
23110 - Appliance Mechanic	24 .68
23120 - Bicycle Repairer	21 .52
23125 - Cable Splicer	35 .49
23130 - Carpenter, Maintenance	30 .09
23140 - Carpet Layer	27 .08
23160 - Electrician, Maintenance	36 .58
23181 - Electronics Technician Maintenance I	31 .05
23182 - Electronics Technician Maintenance II	36 .98
23183 - Electronics Technician Maintenance III	39 .26
23260 - Fabric Worker	25 .30
23290 - Fire Alarm System Mechanic	28 .28
23310 - Fire Extinguisher Repairer	23 .54
23311 - Fuel Distribution System Mechanic	31 .26

23312 - Fuel Distribution System Operator	27 .23
23370 - General Maintenance Worker	22 .16
23380 - Ground Support Equipment Mechanic	30 .22
23381 - Ground Support Equipment Servicer	24 .97
23382 - Ground Support Equipment Worker	26 .73
23391 - Gunsmith I	23 .54
23392 - Gunsmith II	27 .08
23393 - Gunsmith III	30 .62
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28 .95
23411 - Heating, Ventilation And Air Condtioning Mechanic (Research Facility)	31 .48
23430 - Heavy Equipment Mechanic	31 .34
23440 - Heavy Equipment Operator	32 .77
23460 - Instrument Mechanic	30 .45
23465 - Laboratory/Shelter Mechanic	28 .84
23470 - Laborer	17 .01
23510 - Locksmith	28 .00
23530 - Machinery Maintenance Mechanic	30 .18
23550 - Machinist, Maintenance	27 .84
23580 - Maintenance Trades Helper	19 .42
23591 - Metrology Technician I	30 .45
23592 - Metrology Technician II	32 .19
23593 - Metrology Technician III	33 .96
23640 - Millwright	30 .62
23710 - Office Appliance Repairer	23 .24
23760 - Painter, Maintenance	25 .54
23790 - Pipefitter, Maintenance	32 .26
23810 - Plumber, Maintenance	30 .80
23820 - Pneudraulic Systems Mechanic	30 .62
23850 - Rigger	27 .84
23870 - Scale Mechanic	27 .08
23890 - Sheet-Metal Worker, Maintenance	30 .23
23910 - Small Engine Mechanic	27 .08
23931 - Telecommunications Mechanic I	29 .47
23932 - Telecommunications Mechanic II	31 .16
23950 - Telephone Lineman	31 .47
23960 - Welder, Combination, Maintenance	28 .52
23965 - Well Driller	27 .05
23970 - Woodcraft Worker	30 .62
23980 - Woodworker	23 .54
24000 - Personal Needs Occupations	
24550 - Case Manager	16 .21

24570 - Child Care Attendant	12 .47
24580 - Child Care Center Clerk	15 .54
24610 - Chore Aide	14 .94
24620 - Family Readiness And Support Services Coordinator	16 .21
24630 - Homemaker	18 .94

25000 - Plant And System Operations Occupations

25010 - Boiler Tender	32 .19
25040 - Sewage Plant Operator	31 .57
25070 - Stationary Engineer	32 .19
25190 - Ventilation Equipment Tender	23 .28
25210 - Water Treatment Plant Operator	31 .57

27000 - Protective Service Occupations

27004 - Alarm Monitor	21 .68
27007 - Baggage Inspector	16 .33
27008 - Corrections Officer	29 .89
27010 - Court Security Officer	28 .91
27030 - Detection Dog Handler	18 .27
27040 - Detention Officer	29 .89
27070 - Firefighter	22 .46
27101 - Guard I	16 .33
27102 - Guard II	18 .27
27131 - Police Officer I	34 .16
27132 - Police Officer II	37 .95

28000 - Recreation Occupations

28041 - Carnival Equipment Operator	15 .56
28042 - Carnival Equipment Repairer	16 .82
28043 - Carnival Worker	11 .99
28210 - Gate Attendant/Gate Tender	16 .46
28310 - Lifeguard	13 .72
28350 - Park Attendant (Aide)	18 .95
28510 - Recreation Aide/Health Facility Attendant	13 .43
28515 - Recreation Specialist	28 .82
28630 - Sports Official	15 .09
28690 - Swimming Pool Operator	21 .90

29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer	27 .08
29020 - Hatch Tender	27 .08
29030 - Line Handler	27 .08
29041 - Stevedore I	27 .49
29042 - Stevedore II	30 .84

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39 .35
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27 .13
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	29 .88
30021 - Archeological Technician I		23 .41
30022 - Archeological Technician II		27 .28
30023 - Archeological Technician III		29 .46
30030 - Cartographic Technician		31 .78
30040 - Civil Engineering Technician		32 .59
30051 - Cryogenic Technician I		30 .15
30052 - Cryogenic Technician II		33 .30
30061 - Drafter/CAD Operator I		23 .41
30062 - Drafter/CAD Operator II		27 .28
30063 - Drafter/CAD Operator III		29 .19
30064 - Drafter/CAD Operator IV		34 .79
30081 - Engineering Technician I		22 .72
30082 - Engineering Technician II		26 .56
30083 - Engineering Technician III		29 .74
30084 - Engineering Technician IV		33 .02
30085 - Engineering Technician V		38 .08
30086 - Engineering Technician VI		45 .77
30090 - Environmental Technician		24 .34
30095 - Evidence Control Specialist		27 .23
30210 - Laboratory Technician		26 .61
30221 - Latent Fingerprint Technician I		30 .15
30222 - Latent Fingerprint Technician II		33 .30
30240 - Mathematical Technician		32 .95
30361 - Paralegal/Legal Assistant I		21 .93
30362 - Paralegal/Legal Assistant II		27 .15
30363 - Paralegal/Legal Assistant III		33 .22
30364 - Paralegal/Legal Assistant IV		40 .20
30375 - Petroleum Supply Specialist		33 .30
30390 - Photo-Optics Technician		32 .95
30395 - Radiation Control Technician		33 .30
30461 - Technical Writer I		22 .24
30462 - Technical Writer II		27 .19
30463 - Technical Writer III		35 .87
30491 - Unexploded Ordnance (UXO) Technician I		25 .01
30492 - Unexploded Ordnance (UXO) Technician II		30 .26
30493 - Unexploded Ordnance (UXO) Technician III		36 .27
30494 - Unexploded (UXO) Safety Escort		25 .01
30495 - Unexploded (UXO) Sweep Personnel		25 .01

30501 - Weather Forecaster I		34 .79
30502 - Weather Forecaster II		42 .32
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	29 .19
30621 - Weather Observer, Senior	(see 2)	32 .42

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		31 .07
31020 - Bus Aide		13 .98
31030 - Bus Driver		21 .04
31043 - Driver Courier		17 .79
31260 - Parking and Lot Attendant		13 .19
31290 - Shuttle Bus Driver		17 .89
31310 - Taxi Driver		15 .74
31361 - Truckdriver, Light		17 .89
31362 - Truckdriver, Medium		19 .85
31363 - Truckdriver, Heavy		24 .40
31364 - Truckdriver, Tractor-Trailer		24 .40

99000 - Miscellaneous Occupations

99020 - Cabin Safety Specialist		15 .15
99030 - Cashier		12 .27
99050 - Desk Clerk		14 .09
99095 - Embalmer		25 .01
99130 - Flight Follower		25 .68
99251 - Laboratory Animal Caretaker I		13 .15
99252 - Laboratory Animal Caretaker II		20 .92
99260 - Marketing Analyst		31 .87
99310 - Mortician		25 .01
99410 - Pest Controller		24 .78
99510 - Photofinishing Worker		13 .15
99710 - Recycling Laborer		25 .38
99711 - Recycling Specialist		30 .29
99730 - Refuse Collector		22 .92
99810 - Sales Clerk		13 .82
99820 - School Crossing Guard		16 .32
99830 - Survey Party Chief		29 .08
99831 - Surveying Aide		19 .36
99832 - Surveying Technician		26 .44
99840 - Vending Machine Attendant		18 .71
99841 - Vending Machine Repairer		21 .90
99842 - Vending Machine Repairer Helper		18 .71

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: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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, Good Friday, Memorial 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: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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)).