

WD 15-4841 (Rev.-3) was first posted on www.wdol.gov on 03/28/2017

\*\*\*\*\*

\*\*\*\*\*

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

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

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-4841  
Revision No.: 3  
Date Of Revision: 03/17/2017

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](http://www.dol.gov/whd/govcontracts).

State: Michigan

Area: Michigan County of Genesee

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

OCCUPATION CODE - TITLE

FOOTNOTE

RATE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I

14.99

01012 - Accounting Clerk II

16.83

01013 - Accounting Clerk III

18.83

01020 - Administrative Assistant

26.95

01035 - Court Reporter

19.80

01041 - Customer Service Representative I

12.00

01042 - Customer Service Representative II

13.49

01043 - Customer Service Representative III

14.72

01051 - Data Entry Operator I

13.85

01052 - Data Entry Operator II  
15.12  
01060 - Dispatcher, Motor Vehicle  
21.98  
01070 - Document Preparation Clerk  
15.38  
01090 - Duplicating Machine Operator  
15.38  
01111 - General Clerk I  
13.37  
01112 - General Clerk II  
14.60  
01113 - General Clerk III  
16.39  
01120 - Housing Referral Assistant  
22.04  
01141 - Messenger Courier  
11.77  
01191 - Order Clerk I  
14.80  
01192 - Order Clerk II  
16.15  
01261 - Personnel Assistant (Employment) I  
17.30  
01262 - Personnel Assistant (Employment) II  
19.35  
01263 - Personnel Assistant (Employment) III  
21.57  
01270 - Production Control Clerk  
23.47  
01290 - Rental Clerk  
15.38  
01300 - Scheduler, Maintenance  
17.30  
01311 - Secretary I  
17.30  
01312 - Secretary II  
19.35  
01313 - Secretary III  
22.04  
01320 - Service Order Dispatcher  
19.04  
01410 - Supply Technician  
26.95  
01420 - Survey Worker  
18.56  
01460 - Switchboard Operator/Receptionist  
13.67  
01531 - Travel Clerk I  
13.05  
01532 - Travel Clerk II  
14.18  
01533 - Travel Clerk III  
15.34  
01611 - Word Processor I  
15.07

01612 - Word Processor II  
16.92  
01613 - Word Processor III  
18.93  
05000 - Automotive Service Occupations  
05005 - Automobile Body Repairer, Fiberglass  
23.66  
05010 - Automotive Electrician  
22.58  
05040 - Automotive Glass Installer  
21.84  
05070 - Automotive Worker  
21.84  
05110 - Mobile Equipment Servicer  
20.43  
05130 - Motor Equipment Metal Mechanic  
23.31  
05160 - Motor Equipment Metal Worker  
21.84  
05190 - Motor Vehicle Mechanic  
23.31  
05220 - Motor Vehicle Mechanic Helper  
19.71  
05250 - Motor Vehicle Upholstery Worker  
21.12  
05280 - Motor Vehicle Wrecker  
21.84  
05310 - Painter, Automotive  
22.58  
05340 - Radiator Repair Specialist  
21.84  
05370 - Tire Repairer  
19.58  
05400 - Transmission Repair Specialist  
23.31  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
18.55  
07041 - Cook I  
13.99  
07042 - Cook II  
15.07  
07070 - Dishwasher  
11.64  
07130 - Food Service Worker  
12.01  
07210 - Meat Cutter  
16.92  
07260 - Waiter/Waitress  
12.36  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
23.44  
09040 - Furniture Handler  
18.10  
09080 - Furniture Refinisher  
23.44

09090 - Furniture Refinisher Helper  
20.50  
09110 - Furniture Repairer, Minor  
21.98  
09130 - Upholsterer  
23.44  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
14.97  
11060 - Elevator Operator  
14.97  
11090 - Gardener  
17.38  
11122 - Housekeeping Aide  
13.41  
11150 - Janitor  
13.41  
11210 - Laborer, Grounds Maintenance  
14.78  
11240 - Maid or Houseman  
12.13  
11260 - Pruner  
13.63  
11270 - Tractor Operator  
15.88  
11330 - Trail Maintenance Worker  
14.78  
11360 - Window Cleaner  
14.24  
12000 - Health Occupations  
12010 - Ambulance Driver  
17.90  
12011 - Breath Alcohol Technician  
19.72  
12012 - Certified Occupational Therapist Assistant  
24.39  
12015 - Certified Physical Therapist Assistant  
22.97  
12020 - Dental Assistant  
17.03  
12025 - Dental Hygienist  
30.37  
12030 - EKG Technician  
25.82  
12035 - Electroneurodiagnostic Technologist  
25.82  
12040 - Emergency Medical Technician  
17.90  
12071 - Licensed Practical Nurse I  
17.61  
12072 - Licensed Practical Nurse II  
19.72  
12073 - Licensed Practical Nurse III  
21.80  
12100 - Medical Assistant  
14.58

12130 - Medical Laboratory Technician  
22.29  
12160 - Medical Record Clerk  
15.74  
12190 - Medical Record Technician  
19.47  
12195 - Medical Transcriptionist  
18.11  
12210 - Nuclear Medicine Technologist  
33.56  
12221 - Nursing Assistant I  
11.25  
12222 - Nursing Assistant II  
12.27  
12223 - Nursing Assistant III  
13.40  
12224 - Nursing Assistant IV  
15.04  
12235 - Optical Dispenser  
19.36  
12236 - Optical Technician  
17.61  
12250 - Pharmacy Technician  
17.78  
12280 - Phlebotomist  
15.74  
12305 - Radiologic Technologist  
26.11  
12311 - Registered Nurse I  
29.83  
12312 - Registered Nurse II  
32.20  
12313 - Registered Nurse II, Specialist  
32.20  
12314 - Registered Nurse III  
44.14  
12315 - Registered Nurse III, Anesthetist  
44.14  
12316 - Registered Nurse IV  
52.92  
12317 - Scheduler (Drug and Alcohol Testing)  
24.22  
12320 - Substance Abuse Treatment Counselor  
24.22  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
21.47  
13012 - Exhibits Specialist II  
26.61  
13013 - Exhibits Specialist III  
32.54  
13041 - Illustrator I  
25.01  
13042 - Illustrator II  
30.40  
13043 - Illustrator III  
35.82

13047 - Librarian  
 30.28  
 13050 - Library Aide/Clerk  
 13.49  
 13054 - Library Information Technology Systems  
 27.34  
 Administrator  
 13058 - Library Technician  
 18.56  
 13061 - Media Specialist I  
 18.54  
 13062 - Media Specialist II  
 20.75  
 13063 - Media Specialist III  
 23.13  
 13071 - Photographer I  
 19.42  
 13072 - Photographer II  
 22.83  
 13073 - Photographer III  
 29.56  
 13074 - Photographer IV  
 34.28  
 13075 - Photographer V  
 39.82  
 13090 - Technical Order Library Clerk  
 18.56  
 13110 - Video Teleconference Technician  
 21.04  
 14000 - Information Technology Occupations  
 14041 - Computer Operator I  
 17.16  
 14042 - Computer Operator II  
 19.20  
 14043 - Computer Operator III  
 21.40  
 14044 - Computer Operator IV  
 23.77  
 14045 - Computer Operator V  
 26.33  
 14071 - Computer Programmer I (see 1)  
 22.60  
 14072 - Computer Programmer II (see 1)  
 27.62  
 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  
 17.16  
 14160 - Personal Computer Support Technician  
 23.77  
 14170 - System Support Specialist  
 22.48  
 15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated)  
 32.52  
 15020 - Aircrew Training Devices Instructor (Rated)  
 39.35  
 15030 - Air Crew Training Devices Instructor (Pilot)  
 50.79  
 15050 - Computer Based Training Specialist / Instructor  
 32.52  
 15060 - Educational Technologist  
 33.33  
 15070 - Flight Instructor (Pilot)  
 50.79  
 15080 - Graphic Artist  
 30.61  
 15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
 43.07  
 15086 - Maintenance Test Pilot, Rotary Wing  
 43.07  
 15088 - Non-Maintenance Test/Co-Pilot  
 43.07  
 15090 - Technical Instructor  
 26.84  
 15095 - Technical Instructor/Course Developer  
 32.69  
 15110 - Test Proctor  
 21.80  
 15120 - Tutor  
 21.80  
 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
 16010 - Assembler  
 10.42  
 16030 - Counter Attendant  
 10.42  
 16040 - Dry Cleaner  
 14.06  
 16070 - Finisher, Flatwork, Machine  
 10.42  
 16090 - Presser, Hand  
 10.42  
 16110 - Presser, Machine, Drycleaning  
 10.42  
 16130 - Presser, Machine, Shirts  
 10.42  
 16160 - Presser, Machine, Wearing Apparel, Laundry  
 10.42  
 16190 - Sewing Machine Operator  
 15.30  
 16220 - Tailor  
 16.50  
 16250 - Washer, Machine  
 11.62  
 19000 - Machine Tool Operation And Repair Occupations  
 19010 - Machine-Tool Operator (Tool Room)  
 26.18  
 19040 - Tool And Die Maker  
 29.03  
 21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator  
 20.65  
 21030 - Material Coordinator  
 24.54  
 21040 - Material Expediter  
 24.54  
 21050 - Material Handling Laborer  
 18.05  
 21071 - Order Filler  
 15.92  
 21080 - Production Line Worker (Food Processing)  
 20.65  
 21110 - Shipping Packer  
 17.34  
 21130 - Shipping/Receiving Clerk  
 17.34  
 21140 - Store Worker I  
 17.77  
 21150 - Stock Clerk  
 22.59  
 21210 - Tools And Parts Attendant  
 20.65  
 21410 - Warehouse Specialist  
 20.65  
 23000 - Mechanics And Maintenance And Repair Occupations  
 23010 - Aerospace Structural Welder  
 29.30  
 23019 - Aircraft Logs and Records Technician  
 22.27  
 23021 - Aircraft Mechanic I  
 27.91  
 23022 - Aircraft Mechanic II  
 29.30  
 23023 - Aircraft Mechanic III  
 30.84  
 23040 - Aircraft Mechanic Helper  
 19.74  
 23050 - Aircraft, Painter  
 25.78  
 23060 - Aircraft Servicer  
 22.27  
 23070 - Aircraft Survival Flight Equipment Technician  
 23.41  
 23080 - Aircraft Worker  
 23.38  
 23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
 23.38  
 I  
 23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
 27.91  
 II  
 23110 - Appliance Mechanic  
 23.44  
 23120 - Bicycle Repairer  
 20.53  
 23125 - Cable Splicer  
 27.79

23130 - Carpenter, Maintenance  
25.15  
23140 - Carpet Layer  
24.10  
23160 - Electrician, Maintenance  
32.65  
23181 - Electronics Technician Maintenance I  
26.20  
23182 - Electronics Technician Maintenance II  
27.07  
23183 - Electronics Technician Maintenance III  
31.31  
23260 - Fabric Worker  
23.20  
23290 - Fire Alarm System Mechanic  
24.83  
23310 - Fire Extinguisher Repairer  
22.37  
23311 - Fuel Distribution System Mechanic  
25.62  
23312 - Fuel Distribution System Operator  
22.26  
23370 - General Maintenance Worker  
23.96  
23380 - Ground Support Equipment Mechanic  
27.91  
23381 - Ground Support Equipment Servicer  
22.27  
23382 - Ground Support Equipment Worker  
23.38  
23391 - Gunsmith I  
22.37  
23392 - Gunsmith II  
24.10  
23393 - Gunsmith III  
25.75  
23410 - Heating, Ventilation And Air-Conditioning  
25.96  
Mechanic  
23411 - Heating, Ventilation And Air Contditioning  
26.71  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
29.63  
23440 - Heavy Equipment Operator  
27.67  
23460 - Instrument Mechanic  
29.03  
23465 - Laboratory/Shelter Mechanic  
24.89  
23470 - Laborer  
16.69  
23510 - Locksmith  
23.44  
23530 - Machinery Maintenance Mechanic  
30.34

23550 - Machinist, Maintenance  
27.99  
23580 - Maintenance Trades Helper  
19.60  
23591 - Metrology Technician I  
29.03  
23592 - Metrology Technician II  
29.96  
23593 - Metrology Technician III  
30.88  
23640 - Millwright  
34.10  
23710 - Office Appliance Repairer  
24.76  
23760 - Painter, Maintenance  
26.60  
23790 - Pipefitter, Maintenance  
32.47  
23810 - Plumber, Maintenance  
31.35  
23820 - Pneudraulic Systems Mechanic  
25.75  
23850 - Rigger  
25.62  
23870 - Scale Mechanic  
24.10  
23890 - Sheet-Metal Worker, Maintenance  
29.24  
23910 - Small Engine Mechanic  
23.98  
23931 - Telecommunications Mechanic I  
26.29  
23932 - Telecommunications Mechanic II  
27.07  
23950 - Telephone Lineman  
26.29  
23960 - Welder, Combination, Maintenance  
26.46  
23965 - Well Driller  
25.34  
23970 - Woodcraft Worker  
25.75  
23980 - Woodworker  
22.37  
24000 - Personal Needs Occupations  
24550 - Case Manager  
16.29  
24570 - Child Care Attendant  
13.85  
24580 - Child Care Center Clerk  
18.10  
24610 - Chore Aide  
11.03  
24620 - Family Readiness And Support Services  
16.29  
Coordinator

24630 - Homemaker  
19.20  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
28.00  
25040 - Sewage Plant Operator  
25.78  
25070 - Stationary Engineer  
28.00  
25190 - Ventilation Equipment Tender  
21.57  
25210 - Water Treatment Plant Operator  
25.78  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
20.29  
27007 - Baggage Inspector  
12.93  
27008 - Corrections Officer  
23.65  
27010 - Court Security Officer  
23.72  
27030 - Detection Dog Handler  
19.75  
27040 - Detention Officer  
23.65  
27070 - Firefighter  
21.27  
27101 - Guard I  
12.93  
27102 - Guard II  
19.75  
27131 - Police Officer I  
27.65  
27132 - Police Officer II  
30.72  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
14.14  
28042 - Carnival Equipment Repairer  
14.65  
28043 - Carnival Worker  
12.22  
28210 - Gate Attendant/Gate Tender  
14.56  
28310 - Lifeguard  
13.00  
28350 - Park Attendant (Aide)  
16.32  
28510 - Recreation Aide/Health Facility Attendant  
11.16  
28515 - Recreation Specialist  
16.58  
28630 - Sports Official  
13.00  
28690 - Swimming Pool Operator  
20.87

29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer  
22.67  
29020 - Hatch Tender  
22.67  
29030 - Line Handler  
22.67  
29041 - Stevedore I  
21.83  
29042 - Stevedore II  
23.41  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)  
40.16  
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)  
27.70  
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)  
30.50  
30021 - Archeological Technician I  
21.64  
30022 - Archeological Technician II  
24.72  
30023 - Archeological Technician III  
30.61  
30030 - Cartographic Technician  
30.61  
30040 - Civil Engineering Technician  
27.83  
30051 - Cryogenic Technician I  
26.85  
30052 - Cryogenic Technician II  
29.66  
30061 - Drafter/CAD Operator I  
20.08  
30062 - Drafter/CAD Operator II  
22.47  
30063 - Drafter/CAD Operator III  
25.05  
30064 - Drafter/CAD Operator IV  
30.82  
30081 - Engineering Technician I  
18.36  
30082 - Engineering Technician II  
21.64  
30083 - Engineering Technician III  
25.16  
30084 - Engineering Technician IV  
31.16  
30085 - Engineering Technician V  
36.70  
30086 - Engineering Technician VI  
44.38  
30090 - Environmental Technician  
25.01  
30095 - Evidence Control Specialist  
31.16

30210 - Laboratory Technician  
 21.70  
 30221 - Latent Fingerprint Technician I  
 26.85  
 30222 - Latent Fingerprint Technician II  
 29.66  
 30240 - Mathematical Technician  
 30.61  
 30361 - Paralegal/Legal Assistant I  
 20.88  
 30362 - Paralegal/Legal Assistant II  
 25.86  
 30363 - Paralegal/Legal Assistant III  
 31.63  
 30364 - Paralegal/Legal Assistant IV  
 38.28  
 30375 - Petroleum Supply Specialist  
 29.66  
 30390 - Photo-Optics Technician  
 30.61  
 30395 - Radiation Control Technician  
 29.66  
 30461 - Technical Writer I  
 27.78  
 30462 - Technical Writer II  
 30.90  
 30463 - Technical Writer III  
 36.08  
 30491 - Unexploded Ordnance (UXO) Technician I  
 25.53  
 30492 - Unexploded Ordnance (UXO) Technician II  
 30.88  
 30493 - Unexploded Ordnance (UXO) Technician III  
 37.02  
 30494 - Unexploded (UXO) Safety Escort  
 25.53  
 30495 - Unexploded (UXO) Sweep Personnel  
 25.53  
 30501 - Weather Forecaster I  
 30.82  
 30502 - Weather Forecaster II  
 32.66  
 30620 - Weather Observer, Combined Upper Air Or (see 2)  
 25.16  
 Surface Programs  
 30621 - Weather Observer, Senior (see 2)  
 27.55  
 31000 - Transportation/Mobile Equipment Operation Occupations  
 31010 - Airplane Pilot  
 30.88  
 31020 - Bus Aide  
 13.47  
 31030 - Bus Driver  
 17.19  
 31043 - Driver Courier  
 17.03

31260 - Parking and Lot Attendant  
12.47  
31290 - Shuttle Bus Driver  
18.08  
31310 - Taxi Driver  
13.66  
31361 - Truckdriver, Light  
18.08  
31362 - Truckdriver, Medium  
19.61  
31363 - Truckdriver, Heavy  
21.82  
31364 - Truckdriver, Tractor-Trailer  
21.85  
99000 - Miscellaneous Occupations  
99020 - Cabin Safety Specialist  
15.06  
99030 - Cashier  
10.62  
99050 - Desk Clerk  
11.40  
99095 - Embalmer  
29.33  
99130 - Flight Follower  
25.53  
99251 - Laboratory Animal Caretaker I  
13.63  
99252 - Laboratory Animal Caretaker II  
15.18  
99260 - Marketing Analyst  
28.95  
99310 - Mortician  
33.88  
99410 - Pest Controller  
19.28  
99510 - Photofinishing Worker  
15.49  
99710 - Recycling Laborer  
19.14  
99711 - Recycling Specialist  
21.24  
99730 - Refuse Collector  
17.00  
99810 - Sales Clerk  
12.17  
99820 - School Crossing Guard  
12.22  
99830 - Survey Party Chief  
24.92  
99831 - Surveying Aide  
12.97  
99832 - Surveying Technician  
19.86  
99840 - Vending Machine Attendant  
18.85  
99841 - Vending Machine Repairer  
23.69

99842 - Vending Machine Repairer Helper  
18.85

---

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, 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)).