WD 15-5393 (Rev.-3) was first posted on www.wdol.gov on 08/08/2017

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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION

| WASHINGTON D.C. 20210

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| Wage Determination No.: 2015-5393

Daniel W. Simms Division of | Revision No.: 3

Director Wage Determinations| Date Of Revision: 08/03/2017

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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.

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State: Montana

Area: Montana County of Missoula

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

OCCUPATION CODE - TITLE FOOTNOTE RATE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I 13.13

01012 - Accounting Clerk II 14.74

01013 - Accounting Clerk III 16.49

01020 - Administrative Assistant 20.42

01035 - Court Reporter 16.65

01041 - Customer Service Representative I 10.75

01042 - Customer Service Representative II 12.09

01043 - Customer Service Representative III 13.20

01051 - Data Entry Operator I 11.38

01052 - Data Entry Operator II 12.42

01060 - Dispatcher, Motor Vehicle 16.63

01070 - Document Preparation Clerk 12.32

01090 - Duplicating Machine Operator 12.32

01111 - General Clerk I 11.38

01112 - General Clerk II 12.42

01113 - General Clerk III 13.95

01120 - Housing Referral Assistant 16.97

01141 - Messenger Courier 10.55

01191 - Order Clerk I 11.91

01192 - Order Clerk II 13.00

01261 - Personnel Assistant (Employment) I 14.15

01262 - Personnel Assistant (Employment) II 15.83

01263 - Personnel Assistant (Employment) III 17.64

01270 - Production Control Clerk 22.01

01290 - Rental Clerk 12.47

01300 - Scheduler, Maintenance 13.61

01311 - Secretary I 13.61

01312 - Secretary II 15.23

01313 - Secretary III 16.97

01320 - Service Order Dispatcher 15.82

01410 - Supply Technician 20.42

01420 - Survey Worker 14.90

01460 - Switchboard Operator/Receptionist 13.21

01531 - Travel Clerk I 11.90

01532 - Travel Clerk II 12.76

01533 - Travel Clerk III 13.59

01611 - Word Processor I 12.12

01612 - Word Processor II 13.61

01613 - Word Processor III 15.23

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass 18.35

05010 - Automotive Electrician 16.06

05040 - Automotive Glass Installer 15.17

05070 - Automotive Worker 15.17

05110 - Mobile Equipment Servicer 13.53

05130 - Motor Equipment Metal Mechanic 16.97

05160 - Motor Equipment Metal Worker 15.17

05190 - Motor Vehicle Mechanic 16.97

05220 - Motor Vehicle Mechanic Helper 12.78

05250 - Motor Vehicle Upholstery Worker 14.30

05280 - Motor Vehicle Wrecker 15.17

05310 - Painter, Automotive 16.06

05340 - Radiator Repair Specialist 15.17

05370 - Tire Repairer 12.99

05400 - Transmission Repair Specialist 16.97

07000 - Food Preparation And Service Occupations

07010 - Baker 12.23

07041 - Cook I 12.21

07042 - Cook II 14.10

07070 - Dishwasher 9.11

07130 - Food Service Worker 9.67

07210 - Meat Cutter 14.74

07260 - Waiter/Waitress 9.16

09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter 17.56

09040 - Furniture Handler 13.07

09080 - Furniture Refinisher 17.56

09090 - Furniture Refinisher Helper 15.37

09110 - Furniture Repairer, Minor 17.19

09130 - Upholsterer 17.56

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles 10.24

11060 - Elevator Operator 12.21

11090 - Gardener 15.64

11122 - Housekeeping Aide 12.21

11150 - Janitor 12.21

11210 - Laborer, Grounds Maintenance 11.89

11240 - Maid or Houseman 9.48

11260 - Pruner 10.63

11270 - Tractor Operator 14.39

11330 - Trail Maintenance Worker 11.89

11360 - Window Cleaner 13.66

12000 - Health Occupations

12010 - Ambulance Driver 15.07

12011 - Breath Alcohol Technician 16.46

12012 - Certified Occupational Therapist Assistant 20.52

12015 - Certified Physical Therapist Assistant 20.93

12020 - Dental Assistant 15.52

12025 - Dental Hygienist 34.44

12030 - EKG Technician 25.01

12035 - Electroneurodiagnostic Technologist 25.01

12040 - Emergency Medical Technician 15.07

12071 - Licensed Practical Nurse I 14.71

12072 - Licensed Practical Nurse II 16.46

12073 - Licensed Practical Nurse III 18.34

12100 - Medical Assistant 14.92

12130 - Medical Laboratory Technician 22.03

12160 - Medical Record Clerk 13.69

12190 - Medical Record Technician 15.32

12195 - Medical Transcriptionist 16.55

12210 - Nuclear Medicine Technologist 36.16

12221 - Nursing Assistant I 11.23

12222 - Nursing Assistant II 12.63

12223 - Nursing Assistant III 13.78

12224 - Nursing Assistant IV 15.48

12235 - Optical Dispenser 15.07

12236 - Optical Technician 14.71

12250 - Pharmacy Technician 16.68

12280 - Phlebotomist 16.79

12305 - Radiologic Technologist 26.08

12311 - Registered Nurse I 21.64

12312 - Registered Nurse II 26.47

12313 - Registered Nurse II, Specialist 26.47

12314 - Registered Nurse III 32.02

12315 - Registered Nurse III, Anesthetist 32.02

12316 - Registered Nurse IV 38.38

12317 - Scheduler (Drug and Alcohol Testing) 20.38

12320 - Substance Abuse Treatment Counselor 20.43

13000 - Information And Arts Occupations

13011 - Exhibits Specialist I 17.93

13012 - Exhibits Specialist II 22.21

13013 - Exhibits Specialist III 27.17

13041 - Illustrator I 17.99

13042 - Illustrator II 22.27

13043 - Illustrator III 27.25

13047 - Librarian 23.31

13050 - Library Aide/Clerk 12.47

13054 - Library Information Technology Systems 21.04

Administrator

13058 - Library Technician 12.55

13061 - Media Specialist I 15.37

13062 - Media Specialist II 16.97

13063 - Media Specialist III 18.95

13071 - Photographer I 16.08

13072 - Photographer II 17.99

13073 - Photographer III 22.28

13074 - Photographer IV 27.25

13075 - Photographer V 32.98

13090 - Technical Order Library Clerk 15.74

13110 - Video Teleconference Technician 16.08

14000 - Information Technology Occupations

14041 - Computer Operator I 12.91

14042 - Computer Operator II 14.44

14043 - Computer Operator III 16.10

14044 - Computer Operator IV 17.93

14045 - Computer Operator V 19.82

14071 - Computer Programmer I (see 1) 21.01

14072 - Computer Programmer II (see 1) 26.04

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 12.91

14160 - Personal Computer Support Technician 17.93

14170 - System Support Specialist 25.36

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated) 29.19

15020 - Aircrew Training Devices Instructor (Rated) 35.31

15030 - Air Crew Training Devices Instructor (Pilot) 41.49

15050 - Computer Based Training Specialist / Instructor 29.19

15060 - Educational Technologist 22.79

15070 - Flight Instructor (Pilot) 41.49

15080 - Graphic Artist 19.77

15085 - Maintenance Test Pilot, Fixed, Jet/Prop 37.96

15086 - Maintenance Test Pilot, Rotary Wing 37.96

15088 - Non-Maintenance Test/Co-Pilot 37.96

15090 - Technical Instructor 18.47

15095 - Technical Instructor/Course Developer 22.61

15110 - Test Proctor 14.92

15120 - Tutor 14.92

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

16010 - Assembler 9.02

16030 - Counter Attendant 9.02

16040 - Dry Cleaner 10.69

16070 - Finisher, Flatwork, Machine 9.02

16090 - Presser, Hand 9.02

16110 - Presser, Machine, Drycleaning 9.02

16130 - Presser, Machine, Shirts 9.02

16160 - Presser, Machine, Wearing Apparel, Laundry 9.02

16190 - Sewing Machine Operator 11.41

16220 - Tailor 12.13

16250 - Washer, Machine 9.45

19000 - Machine Tool Operation And Repair Occupations

19010 - Machine-Tool Operator (Tool Room) 21.33

19040 - Tool And Die Maker 26.42

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator 14.91

21030 - Material Coordinator 22.01

21040 - Material Expediter 22.01

21050 - Material Handling Laborer 14.36

21071 - Order Filler 13.39

21080 - Production Line Worker (Food Processing) 14.91

21110 - Shipping Packer 15.28

21130 - Shipping/Receiving Clerk 15.28

21140 - Store Worker I 11.91

21150 - Stock Clerk 16.71

21210 - Tools And Parts Attendant 14.91

21410 - Warehouse Specialist 14.91

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder 24.11

23019 - Aircraft Logs and Records Technician 19.21

23021 - Aircraft Mechanic I 22.78

23022 - Aircraft Mechanic II 24.11

23023 - Aircraft Mechanic III 25.50

23040 - Aircraft Mechanic Helper 17.57

23050 - Aircraft, Painter 21.76

23060 - Aircraft Servicer 19.21

23070 - Aircraft Survival Flight Equipment Technician 21.76

23080 - Aircraft Worker 20.12

23091 - Aircrew Life Support Equipment (ALSE) Mechanic 20.12

I

23092 - Aircrew Life Support Equipment (ALSE) Mechanic 22.78

II

23110 - Appliance Mechanic 21.25

23120 - Bicycle Repairer 15.72

23125 - Cable Splicer 29.51

23130 - Carpenter, Maintenance 18.52

23140 - Carpet Layer 23.17

23160 - Electrician, Maintenance 26.37

23181 - Electronics Technician Maintenance I 20.10

23182 - Electronics Technician Maintenance II 23.77

23183 - Electronics Technician Maintenance III 25.38

23260 - Fabric Worker 18.53

23290 - Fire Alarm System Mechanic 21.43

23310 - Fire Extinguisher Repairer 17.20

23311 - Fuel Distribution System Mechanic 22.78

23312 - Fuel Distribution System Operator 18.71

23370 - General Maintenance Worker 16.68

23380 - Ground Support Equipment Mechanic 22.78

23381 - Ground Support Equipment Servicer 19.21

23382 - Ground Support Equipment Worker 20.12

23391 - Gunsmith I 17.20

23392 - Gunsmith II 19.86

23393 - Gunsmith III 22.78

23410 - Heating, Ventilation And Air-Conditioning 18.06

Mechanic

23411 - Heating, Ventilation And Air Contidioning 19.06

Mechanic (Research Facility)

23430 - Heavy Equipment Mechanic 24.28

23440 - Heavy Equipment Operator 24.16

23460 - Instrument Mechanic 22.78

23465 - Laboratory/Shelter Mechanic 21.33

23470 - Laborer 12.07

23510 - Locksmith 20.71

23530 - Machinery Maintenance Mechanic 22.53

23550 - Machinist, Maintenance 19.38

23580 - Maintenance Trades Helper 15.87

23591 - Metrology Technician I 22.78

23592 - Metrology Technician II 24.11

23593 - Metrology Technician III 25.50

23640 - Millwright 22.78

23710 - Office Appliance Repairer 19.84

23760 - Painter, Maintenance 19.96

23790 - Pipefitter, Maintenance 26.94

23810 - Plumber, Maintenance 22.23

23820 - Pneudraulic Systems Mechanic 22.78

23850 - Rigger 22.78

23870 - Scale Mechanic 19.86

23890 - Sheet-Metal Worker, Maintenance 22.42

23910 - Small Engine Mechanic 19.14

23931 - Telecommunications Mechanic I 24.43

23932 - Telecommunications Mechanic II 25.86

23950 - Telephone Lineman 22.78

23960 - Welder, Combination, Maintenance 20.41

23965 - Well Driller 22.78

23970 - Woodcraft Worker 22.78

23980 - Woodworker 17.20

24000 - Personal Needs Occupations

24550 - Case Manager 11.87

24570 - Child Care Attendant 9.03

24580 - Child Care Center Clerk 11.40

24610 - Chore Aide 10.81

24620 - Family Readiness And Support Services 11.87

Coordinator

24630 - Homemaker 13.26

25000 - Plant And System Operations Occupations

25010 - Boiler Tender 22.45

25040 - Sewage Plant Operator 18.95

25070 - Stationary Engineer 22.45

25190 - Ventilation Equipment Tender 15.60

25210 - Water Treatment Plant Operator 18.62

27000 - Protective Service Occupations

27004 - Alarm Monitor 13.70

27007 - Baggage Inspector 11.25

27008 - Corrections Officer 18.00

27010 - Court Security Officer 19.14

27030 - Detection Dog Handler 13.28

27040 - Detention Officer 18.00

27070 - Firefighter 19.79

27101 - Guard I 11.25

27102 - Guard II 13.28

27131 - Police Officer I 23.53

27132 - Police Officer II 26.10

28000 - Recreation Occupations

28041 - Carnival Equipment Operator 12.60

28042 - Carnival Equipment Repairer 13.70

28043 - Carnival Worker 9.36

28210 - Gate Attendant/Gate Tender 13.98

28310 - Lifeguard 10.82

28350 - Park Attendant (Aide) 15.64

28510 - Recreation Aide/Health Facility Attendant 11.42

28515 - Recreation Specialist 15.36

28630 - Sports Official 12.46

28690 - Swimming Pool Operator 15.91

29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer 19.86

29020 - Hatch Tender 19.86

29030 - Line Handler 19.86

29041 - Stevedore I 18.93

29042 - Stevedore II 21.33

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 37.52

30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 25.87

30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 28.49

30021 - Archeological Technician I 17.13

30022 - Archeological Technician II 19.17

30023 - Archeological Technician III 23.73

30030 - Cartographic Technician 23.73

30040 - Civil Engineering Technician 23.28

30051 - Cryogenic Technician I 26.29

30052 - Cryogenic Technician II 29.04

30061 - Drafter/CAD Operator I 17.13

30062 - Drafter/CAD Operator II 19.17

30063 - Drafter/CAD Operator III 21.36

30064 - Drafter/CAD Operator IV 26.29

30081 - Engineering Technician I 15.26

30082 - Engineering Technician II 17.13

30083 - Engineering Technician III 19.17

30084 - Engineering Technician IV 23.73

30085 - Engineering Technician V 29.04

30086 - Engineering Technician VI 35.13

30090 - Environmental Technician 19.82

30095 - Evidence Control Specialist 23.73

30210 - Laboratory Technician 19.21

30221 - Latent Fingerprint Technician I 26.95

30222 - Latent Fingerprint Technician II 29.77

30240 - Mathematical Technician 23.73

30361 - Paralegal/Legal Assistant I 16.16

30362 - Paralegal/Legal Assistant II 20.01

30363 - Paralegal/Legal Assistant III 24.49

30364 - Paralegal/Legal Assistant IV 29.62

30375 - Petroleum Supply Specialist 29.04

30390 - Photo-Optics Technician 21.89

30395 - Radiation Control Technician 29.04

30461 - Technical Writer I 22.23

30462 - Technical Writer II 27.18

30463 - Technical Writer III 32.89

30491 - Unexploded Ordnance (UXO) Technician I 23.85

30492 - Unexploded Ordnance (UXO) Technician II 28.85

30493 - Unexploded Ordnance (UXO) Technician III 34.58

30494 - Unexploded (UXO) Safety Escort 23.85

30495 - Unexploded (UXO) Sweep Personnel 23.85

30501 - Weather Forecaster I 26.29

30502 - Weather Forecaster II 31.98

30620 - Weather Observer, Combined Upper Air Or (see 2) 21.36

Surface Programs

30621 - Weather Observer, Senior (see 2) 23.73

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot 28.85

31020 - Bus Aide 10.99

31030 - Bus Driver 18.34

31043 - Driver Courier 13.71

31260 - Parking and Lot Attendant 10.97

31290 - Shuttle Bus Driver 14.89

31310 - Taxi Driver 10.73

31361 - Truckdriver, Light 14.89

31362 - Truckdriver, Medium 18.56

31363 - Truckdriver, Heavy 19.76

31364 - Truckdriver, Tractor-Trailer 19.76

99000 - Miscellaneous Occupations

99020 - Cabin Safety Specialist 14.07

99030 - Cashier 9.53

99050 - Desk Clerk 9.59

99095 - Embalmer 23.85

99130 - Flight Follower 23.85

99251 - Laboratory Animal Caretaker I 11.92

99252 - Laboratory Animal Caretaker II 12.95

99260 - Marketing Analyst 22.28

99310 - Mortician 23.85

99410 - Pest Controller 16.82

99510 - Photofinishing Worker 12.97

99710 - Recycling Laborer 15.11

99711 - Recycling Specialist 18.29

99730 - Refuse Collector 13.51

99810 - Sales Clerk 11.90

99820 - School Crossing Guard 13.45

99830 - Survey Party Chief 22.43

99831 - Surveying Aide 13.93

99832 - Surveying Technician 18.94

99840 - Vending Machine Attendant 14.66

99841 - Vending Machine Repairer 17.40

99842 - Vending Machine Repairer Helper 14.66

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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: $4.41 per hour or $176.40 per week or $764.40 per month

HEALTH & WELFARE EO 13706: $4.13 per hour, or $165.20 per week, or $715.87 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)).