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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

| Wage Determination No.: 2015-4753
Daniel W. Simms Division of | Revision No.: 9
Director Wage Determinations | Date Of Revision: 07/03/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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 \$10.35 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 2018. 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: Ohio

Area: Ohio Counties of Crawford, Holmes, Knox, **Marion**

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.14
01012 - Accounting Clerk II		15.87
01013 - Accounting Clerk III		17.87
01020 - Administrative Assistant		22.20
01035 - Court Reporter		17.96
01041 - Customer Service Representative I		11.88
01042 - Customer Service Representative II		13.35
01043 - Customer Service Representative III		14.57
01051 - Data Entry Operator I		12.44
01052 - Data Entry Operator II		13.63
01060 - Dispatcher, Motor Vehicle		20.29
01070 - Document Preparation Clerk		13.01
01090 - Duplicating Machine Operator		13.01

01111 - General Clerk I	13.02	
01112 - General Clerk II	14.22	
01113 - General Clerk III	16.77	
01120 - Housing Referral Assistant	21.46	
01141 - Messenger Courier	12.68	
01191 - Order Clerk I	13.95	
01192 - Order Clerk II	15.22	
01261 - Personnel Assistant (Employment) I	16.56	
01262 - Personnel Assistant (Employment) II	17.57	
01263 - Personnel Assistant (Employment) III	19.60	
01270 - Production Control Clerk	21.74	
01290 - Rental Clerk	15.20	
01300 - Scheduler, Maintenance	17.20	
01311 - Secretary I	17.20	
01312 - Secretary II	19.24	
01313 - Secretary III	21.46	
01320 - Service Order Dispatcher	17.38	
01410 - Supply Technician	23.84	
01420 - Survey Worker	16.70	
01460 - Switchboard Operator/Receptionist	12.90	
01531 - Travel Clerk I	13.15	
01532 - Travel Clerk II	14.03	
01533 - Travel Clerk III	14.88	
01611 - Word Processor I	13.21	
01612 - Word Processor II	15.20	
01613 - Word Processor III	17.96	
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass	21.84	
05010 - Automotive Electrician	19.56	
05040 - Automotive Glass Installer	18.71	
05070 - Automotive Worker	19.26	
05110 - Mobile Equipment Servicer	17.02	
05130 - Motor Equipment Metal Mechanic	22.25	
05160 - Motor Equipment Metal Worker	18.89	
05190 - Motor Vehicle Mechanic	20.39	
05220 - Motor Vehicle Mechanic Helper	16.18	
05250 - Motor Vehicle Upholstery Worker	18.39	
05280 - Motor Vehicle Wrecker	19.26	
05310 - Painter, Automotive	20.38	
05340 - Radiator Repair Specialist	19.26	
05370 - Tire Repairer	13.75	
05400 - Transmission Repair Specialist	20.39	
07000 - Food Preparation And Service Occupations		
07010 - Baker	12.81	
07041 - Cook I	12.06	

07042 - Cook II	13.35
07070 - Dishwasher	9.14
07130 - Food Service Worker	9.69
07210 - Meat Cutter	15.86
07260 - Waiter/Waitress	9.22
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.32
09040 - Furniture Handler	11.93
09080 - Furniture Refinisher	16.32
09090 - Furniture Refinisher Helper	13.49
09110 - Furniture Repairer, Minor	14.89
09130 - Upholsterer	16.32
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.33
11060 - Elevator Operator	12.33
11090 - Gardener	15.12
11122 - Housekeeping Aide	12.54
11150 - Janitor	12.54
11210 - Laborer, Grounds Maintenance	12.01
11240 - Maid or Houseman	10.19
11260 - Pruner	10.89
11270 - Tractor Operator	14.06
11330 - Trail Maintenance Worker	12.01
11360 - Window Cleaner	13.85
12000 - Health Occupations	
12010 - Ambulance Driver	16.59
12011 - Breath Alcohol Technician	18.95
12012 - Certified Occupational Therapist Assistant	28.36
12015 - Certified Physical Therapist Assistant	27.61
12020 - Dental Assistant	18.01
12025 - Dental Hygienist	33.29
12030 - EKG Technician	28.58
12035 - Electroneurodiagnostic Technologist	28.58
12040 - Emergency Medical Technician	16.59
12071 - Licensed Practical Nurse I	16.94
12072 - Licensed Practical Nurse II	18.95
12073 - Licensed Practical Nurse III	21.13
12100 - Medical Assistant	13.74
12130 - Medical Laboratory Technician	24.21
12160 - Medical Record Clerk	15.51
12190 - Medical Record Technician	17.35
12195 - Medical Transcriptionist	18.26
12210 - Nuclear Medicine Technologist	31.73
12221 - Nursing Assistant I	11.81
12222 - Nursing Assistant II	13.28

12223 - Nursing Assistant III	14.49	
12224 - Nursing Assistant IV	16.26	
12235 - Optical Dispenser	17.13	
12236 - Optical Technician	15.11	
12250 - Pharmacy Technician	16.49	
12280 - Phlebotomist	14.93	
12305 - Radiologic Technologist	25.02	
12311 - Registered Nurse I	23.00	
12312 - Registered Nurse II	28.14	
12313 - Registered Nurse II, Specialist	28.14	
12314 - Registered Nurse III	34.04	
12315 - Registered Nurse III, Anesthetist	34.04	
12316 - Registered Nurse IV	40.80	
12317 - Scheduler (Drug and Alcohol Testing)	22.65	
12320 - Substance Abuse Treatment Counselor	22.25	
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	19.60	
13012 - Exhibits Specialist II	24.33	
13013 - Exhibits Specialist III	29.76	
13041 - Illustrator I	19.78	
13042 - Illustrator II	24.52	
13043 - Illustrator III	29.99	
13047 - Librarian	29.19	
13050 - Library Aide/Clerk	11.59	
13054 - Library Information Technology Systems Administrator		24.84
13058 - Library Technician	18.05	
13061 - Media Specialist I	17.91	
13062 - Media Specialist II	20.02	
13063 - Media Specialist III	22.33	
13071 - Photographer I	15.60	
13072 - Photographer II	18.10	
13073 - Photographer III	26.06	
13074 - Photographer IV	27.75	
13075 - Photographer V	33.59	
13090 - Technical Order Library Clerk	15.90	
13110 - Video Teleconference Technician	19.00	
14000 - Information Technology Occupations		
14041 - Computer Operator I	17.11	
14042 - Computer Operator II	19.14	
14043 - Computer Operator III	21.35	
14044 - Computer Operator IV	23.71	
14045 - Computer Operator V	26.27	
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		17.11
14160 - Personal Computer Support Technician		23.71
14170 - System Support Specialist		22.06
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.20
15020 - Aircrew Training Devices Instructor (Rated)		37.74
15030 - Air Crew Training Devices Instructor (Pilot)		45.23
15050 - Computer Based Training Specialist / Instructor		31.20
15060 - Educational Technologist		31.19
15070 - Flight Instructor (Pilot)		45.23
15080 - Graphic Artist		25.33
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		39.85
15086 - Maintenance Test Pilot, Rotary Wing		39.85
15088 - Non-Maintenance Test/Co-Pilot		39.85
15090 - Technical Instructor		21.28
15095 - Technical Instructor/Course Developer		26.03
15110 - Test Proctor		17.17
15120 - Tutor		17.17
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.88
16030 - Counter Attendant		9.88
16040 - Dry Cleaner		12.25
16070 - Finisher, Flatwork, Machine		9.88
16090 - Presser, Hand		9.88
16110 - Presser, Machine, Drycleaning		9.88
16130 - Presser, Machine, Shirts		9.88
16160 - Presser, Machine, Wearing Apparel, Laundry		9.88
16190 - Sewing Machine Operator		13.11
16220 - Tailor		13.97
16250 - Washer, Machine		10.49
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.84
19040 - Tool And Die Maker		23.39
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.62
21030 - Material Coordinator		21.74
21040 - Material Expediter		21.74
21050 - Material Handling Laborer		13.52
21071 - Order Filler		14.06
21080 - Production Line Worker (Food Processing)		16.62

21110 - Shipping Packer	15.90	
21130 - Shipping/Receiving Clerk	15.90	
21140 - Store Worker I	14.10	
21150 - Stock Clerk	18.75	
21210 - Tools And Parts Attendant	16.62	
21410 - Warehouse Specialist	16.62	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	24.09	
23019 - Aircraft Logs and Records Technician	20.26	
23021 - Aircraft Mechanic I	23.13	
23022 - Aircraft Mechanic II	24.09	
23023 - Aircraft Mechanic III	25.10	
23040 - Aircraft Mechanic Helper	18.34	
23050 - Aircraft, Painter	21.34	
23060 - Aircraft Servicer	20.26	
23070 - Aircraft Survival Flight Equipment Technician	21.34	
23080 - Aircraft Worker	20.76	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	20.76	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23.13	
23110 - Appliance Mechanic	22.31	
23120 - Bicycle Repairer	13.72	
23125 - Cable Splicer	33.26	
23130 - Carpenter, Maintenance	19.87	
23140 - Carpet Layer	21.32	
23160 - Electrician, Maintenance	23.56	
23181 - Electronics Technician Maintenance I	25.03	
23182 - Electronics Technician Maintenance II	26.45	
23183 - Electronics Technician Maintenance III	27.70	
23260 - Fabric Worker	18.93	
23290 - Fire Alarm System Mechanic	19.54	
23310 - Fire Extinguisher Repairer	17.73	
23311 - Fuel Distribution System Mechanic	24.44	
23312 - Fuel Distribution System Operator	19.09	
23370 - General Maintenance Worker	18.85	
23380 - Ground Support Equipment Mechanic	23.13	
23381 - Ground Support Equipment Servicer	20.26	
23382 - Ground Support Equipment Worker	20.76	
23391 - Gunsmith I	17.73	
23392 - Gunsmith II	20.19	
23393 - Gunsmith III	22.35	
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.54	
23411 - Heating, Ventilation And Air Contidioning	22.51	

Mechanic (Research Facility)		
23430 - Heavy Equipment Mechanic		22.96
23440 - Heavy Equipment Operator		24.42
23460 - Instrument Mechanic		23.78
23465 - Laboratory/Shelter Mechanic		21.34
23470 - Laborer	13.52	
23510 - Locksmith	21.21	
23530 - Machinery Maintenance Mechanic		23.30
23550 - Machinist, Maintenance		18.71
23580 - Maintenance Trades Helper		16.43
23591 - Metrology Technician I		23.78
23592 - Metrology Technician II		24.77
23593 - Metrology Technician III		25.80
23640 - Millwright	29.18	
23710 - Office Appliance Repairer		19.23
23760 - Painter, Maintenance		20.74
23790 - Pipefitter, Maintenance		25.32
23810 - Plumber, Maintenance		22.98
23820 - Pneudraulic Systems Mechanic		22.35
23850 - Rigger	22.35	
23870 - Scale Mechanic	20.19	
23890 - Sheet-Metal Worker, Maintenance		22.33
23910 - Small Engine Mechanic		15.61
23931 - Telecommunications Mechanic I		25.16
23932 - Telecommunications Mechanic II		26.21
23950 - Telephone Lineman		22.71
23960 - Welder, Combination, Maintenance		18.19
23965 - Well Driller	21.66	
23970 - Woodcraft Worker		22.35
23980 - Woodworker		17.73
24000 - Personal Needs Occupations		
24550 - Case Manager		14.43
24570 - Child Care Attendant		11.85
24580 - Child Care Center Clerk		14.77
24610 - Chore Aide	10.50	
24620 - Family Readiness And Support Services Coordinator		14.43
24630 - Homemaker		16.18
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	22.99	
25040 - Sewage Plant Operator		22.67
25070 - Stationary Engineer		22.99
25190 - Ventilation Equipment Tender		16.81
25210 - Water Treatment Plant Operator		22.67
27000 - Protective Service Occupations		

27004 - Alarm Monitor	19.36	
27007 - Baggage Inspector	14.46	
27008 - Corrections Officer	21.89	
27010 - Court Security Officer	22.95	
27030 - Detection Dog Handler	16.94	
27040 - Detention Officer	21.89	
27070 - Firefighter	22.50	
27101 - Guard I	14.46	
27102 - Guard II	16.94	
27131 - Police Officer I	24.41	
27132 - Police Officer II	27.12	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	12.01	
28042 - Carnival Equipment Repairer	12.91	
28043 - Carnival Worker	9.24	
28210 - Gate Attendant/Gate Tender	14.00	
28310 - Lifeguard	10.82	
28350 - Park Attendant (Aide)	15.66	
28510 - Recreation Aide/Health Facility Attendant	11.36	
28515 - Recreation Specialist	18.88	
28630 - Sports Official	12.47	
28690 - Swimming Pool Operator	17.08	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	22.34	
29020 - Hatch Tender	22.34	
29030 - Line Handler	22.34	
29041 - Stevedore I	20.34	
29042 - Stevedore II	23.43	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.33	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.12	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.87	
30021 - Archeological Technician I	16.91	
30022 - Archeological Technician II	18.92	
30023 - Archeological Technician III	23.45	
30030 - Cartographic Technician	23.45	
30040 - Civil Engineering Technician	25.96	
30051 - Cryogenic Technician I	25.96	
30052 - Cryogenic Technician II	28.67	
30061 - Drafter/CAD Operator I	16.91	
30062 - Drafter/CAD Operator II	18.92	
30063 - Drafter/CAD Operator III	21.09	
30064 - Drafter/CAD Operator IV	25.96	
30081 - Engineering Technician I	15.81	
30082 - Engineering Technician II	17.74	

30083 - Engineering Technician III	19.84	
30084 - Engineering Technician IV	24.59	
30085 - Engineering Technician V	30.08	
30086 - Engineering Technician VI	36.39	
30090 - Environmental Technician	19.81	
30095 - Evidence Control Specialist	23.45	
30210 - Laboratory Technician	21.45	
30221 - Latent Fingerprint Technician I	25.96	
30222 - Latent Fingerprint Technician II	28.67	
30240 - Mathematical Technician	23.45	
30361 - Paralegal/Legal Assistant I	18.44	
30362 - Paralegal/Legal Assistant II	22.84	
30363 - Paralegal/Legal Assistant III	27.94	
30364 - Paralegal/Legal Assistant IV	33.80	
30375 - Petroleum Supply Specialist	28.67	
30390 - Photo-Optics Technician	23.15	
30395 - Radiation Control Technician	28.67	
30461 - Technical Writer I	23.45	
30462 - Technical Writer II	28.67	
30463 - Technical Writer III	34.69	
30491 - Unexploded Ordnance (UXO) Technician I		25.00
30492 - Unexploded Ordnance (UXO) Technician II		30.25
30493 - Unexploded Ordnance (UXO) Technician III		36.26
30494 - Unexploded (UXO) Safety Escort		25.00
30495 - Unexploded (UXO) Sweep Personnel		25.00
30501 - Weather Forecaster I	25.96	
30502 - Weather Forecaster II	31.58	
30620 - Weather Observer, Combined Upper Air Or	(see 2)	21.09
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	23.45
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	30.25	
31020 - Bus Aide	13.82	
31030 - Bus Driver	19.70	
31043 - Driver Courier	17.01	
31260 - Parking and Lot Attendant	12.56	
31290 - Shuttle Bus Driver	19.36	
31310 - Taxi Driver	10.37	
31361 - Truckdriver, Light	19.36	
31362 - Truckdriver, Medium	19.70	
31363 - Truckdriver, Heavy	21.84	
31364 - Truckdriver, Tractor-Trailer	21.84	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	14.75	
99030 - Cashier	9.78	

99050 - Desk Clerk	10.30
99095 - Embalmer	26.14
99130 - Flight Follower	25.00
99251 - Laboratory Animal Caretaker I	11.45
99252 - Laboratory Animal Caretaker II	12.31
99260 - Marketing Analyst	24.56
99310 - Mortician	26.14
99410 - Pest Controller	16.09
99510 - Photofinishing Worker	14.34
99710 - Recycling Laborer	20.57
99711 - Recycling Specialist	24.31
99730 - Refuse Collector	18.72
99810 - Sales Clerk	11.38
99820 - School Crossing Guard	12.88
99830 - Survey Party Chief	22.15
99831 - Surveying Aide	13.15
99832 - Surveying Technician	20.13
99840 - Vending Machine Attendant	15.07
99841 - Vending Machine Repairer	17.45
99842 - Vending Machine Repairer Helper	15.07

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: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 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 5 years, 4 weeks after 15 years, and 5 weeks after 25 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)).