

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.: 2015-4271

Revision No.: 7

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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

States: Delaware, Maryland

Area: Delaware County of Sussex
Maryland Counties of Somerset, Wicomico, Worcester

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13 .95
01012 - Accounting Clerk II		15 .66
01013 - Accounting Clerk III		17 .52
01020 - Administrative Assistant		23 .52
01035 - Court Reporter		19 .31
01041 - Customer Service Representative I		11 .34
01042 - Customer Service Representative II		12 .76
01043 - Customer Service Representative III		13 .92
01051 - Data Entry Operator I		14 .67
01052 - Data Entry Operator II		16 .00
01060 - Dispatcher, Motor Vehicle		19 .66
01070 - Document Preparation Clerk		13 .19
01090 - Duplicating Machine Operator		13 .19
01111 - General Clerk I		12 .40
01112 - General Clerk II		13 .53
01113 - General Clerk III		15 .19

01120 - Housing Referral Assistant	19 .57
01141 - Messenger Courier	13 .34
01191 - Order Clerk I	12 .91
01192 - Order Clerk II	14 .09
01261 - Personnel Assistant (Employment) I	15 .46
01262 - Personnel Assistant (Employment) II	17 .30
01263 - Personnel Assistant (Employment) III	19 .28
01270 - Production Control Clerk	19 .75
01290 - Rental Clerk	13 .91
01300 - Scheduler, Maintenance	15 .70
01311 - Secretary I	15 .70
01312 - Secretary II	17 .56
01313 - Secretary III	19 .57
01320 - Service Order Dispatcher	18 .58
01410 - Supply Technician	23 .52
01420 - Survey Worker	15 .29
01460 - Switchboard Operator/Receptionist	12 .46
01531 - Travel Clerk I	13 .07
01532 - Travel Clerk II	14 .16
01533 - Travel Clerk III	15 .16
01611 - Word Processor I	13 .98
01612 - Word Processor II	15 .70
01613 - Word Processor III	17 .56

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass	19 .51
05010 - Automotive Electrician	17 .86
05040 - Automotive Glass Installer	16 .91
05070 - Automotive Worker	17 .04
05110 - Mobile Equipment Servicer	15 .10
05130 - Motor Equipment Metal Mechanic	18 .95
05160 - Motor Equipment Metal Worker	17 .04
05190 - Motor Vehicle Mechanic	18 .95
05220 - Motor Vehicle Mechanic Helper	13 .94
05250 - Motor Vehicle Upholstery Worker	16 .26
05280 - Motor Vehicle Wrecker	17 .04
05310 - Painter, Automotive	17 .86
05340 - Radiator Repair Specialist	17 .04
05370 - Tire Repairer	12 .64
05400 - Transmission Repair Specialist	18 .95

07000 - Food Preparation And Service Occupations

07010 - Baker	11 .90
07041 - Cook I	13 .56

07042 - Cook II	15 .18
07070 - Dishwasher	9 .42
07130 - Food Service Worker	10 .50
07210 - Meat Cutter	17 .31
07260 - Waiter/Waitress	9 .70

09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter	15 .35
09040 - Furniture Handler	11 .10
09080 - Furniture Refinisher	16 .37
09090 - Furniture Refinisher Helper	12 .82
09110 - Furniture Repairer, Minor	14 .77
09130 - Upholsterer	18 .54

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles	11 .37
11060 - Elevator Operator	11 .37
11090 - Gardener	16 .67
11122 - Housekeeping Aide	11 .46
11150 - Janitor	11 .46
11210 - Laborer, Grounds Maintenance	12 .86
11240 - Maid or Houseman	10 .27
11260 - Pruner	11 .68
11270 - Tractor Operator	15 .39
11330 - Trail Maintenance Worker	12 .86
11360 - Window Cleaner	12 .62

12000 - Health Occupations

12010 - Ambulance Driver	16 .50
12011 - Breath Alcohol Technician	19 .22
12012 - Certified Occupational Therapist Assistant	27 .47
12015 - Certified Physical Therapist Assistant	29 .68
12020 - Dental Assistant	19 .39
12025 - Dental Hygienist	37 .99
12030 - EKG Technician	29 .43
12035 - Electroneurodiagnostic Technologist	29 .43
12040 - Emergency Medical Technician	16 .50
12071 - Licensed Practical Nurse I	17 .90
12072 - Licensed Practical Nurse II	20 .03
12073 - Licensed Practical Nurse III	22 .33
12100 - Medical Assistant	14 .55
12130 - Medical Laboratory Technician	25 .10
12160 - Medical Record Clerk	15 .82
12190 - Medical Record Technician	17 .70

12195 - Medical Transcriptionist	16 .22
12210 - Nuclear Medicine Technologist	39 .07
12221 - Nursing Assistant I	11 .01
12222 - Nursing Assistant II	12 .38
12223 - Nursing Assistant III	13 .51
12224 - Nursing Assistant IV	15 .17
12235 - Optical Dispenser	17 .96
12236 - Optical Technician	16 .89
12250 - Pharmacy Technician	13 .95
12280 - Phlebotomist	15 .29
12305 - Radiologic Technologist	28 .16
12311 - Registered Nurse I	22 .25
12312 - Registered Nurse II	27 .22
12313 - Registered Nurse II, Specialist	27 .22
12314 - Registered Nurse III	32 .93
12315 - Registered Nurse III, Anesthetist	32 .93
12316 - Registered Nurse IV	39 .48
12317 - Scheduler (Drug and Alcohol Testing)	24 .81
12320 - Substance Abuse Treatment Counselor	19 .66

13000 - Information And Arts Occupations

13011 - Exhibits Specialist I	20 .47
13012 - Exhibits Specialist II	25 .36
13013 - Exhibits Specialist III	31 .01
13041 - Illustrator I	20 .47
13042 - Illustrator II	25 .36
13043 - Illustrator III	31 .01
13047 - Librarian	28 .08
13050 - Library Aide/Clerk	11 .36
13054 - Library Information Technology Systems Administrator	25 .36
13058 - Library Technician	13 .78
13061 - Media Specialist I	18 .29
13062 - Media Specialist II	20 .47
13063 - Media Specialist III	22 .82
13071 - Photographer I	17 .71
13072 - Photographer II	20 .47
13073 - Photographer III	23 .36
13074 - Photographer IV	28 .71
13075 - Photographer V	33 .68
13090 - Technical Order Library Clerk	15 .74
13110 - Video Teleconference Technician	18 .29

14000 - Information Technology Occupations

14041 - Computer Operator I	13 .68
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14042 - Computer Operator II		16 .13
14043 - Computer Operator III		17 .99
14044 - Computer Operator IV		19 .99
14045 - Computer Operator V		22 .13
14071 - Computer Programmer I	(see 1)	22 .50
14072 - Computer Programmer II	(see 1)	25 .20
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		13 .68
14160 - Personal Computer Support Technician		19 .99
14170 - System Support Specialist		26 .47

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated)		28 .71
15020 - Aircrew Training Devices Instructor (Rated)		34 .74
15030 - Air Crew Training Devices Instructor (Pilot)		41 .65
15050 - Computer Based Training Specialist / Instructor		28 .14
15060 - Educational Technologist		34 .20
15070 - Flight Instructor (Pilot)		41 .65
15080 - Graphic Artist		21 .18
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		43 .69
15086 - Maintenance Test Pilot, Rotary Wing		43 .69
15088 - Non-Maintenance Test/Co-Pilot		43 .69
15090 - Technical Instructor		25 .45
15095 - Technical Instructor/Course Developer		31 .13
15110 - Test Proctor		20 .55
15120 - Tutor		20 .55

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

16010 - Assembler		10 .33
16030 - Counter Attendant		10 .33
16040 - Dry Cleaner		11 .89
16070 - Finisher, Flatwork, Machine		10 .33
16090 - Presser, Hand		10 .33
16110 - Presser, Machine, Drycleaning		10 .33
16130 - Presser, Machine, Shirts		10 .33
16160 - Presser, Machine, Wearing Apparel, Laundry		10 .33
16190 - Sewing Machine Operator		12 .67
16220 - Tailor		13 .54
16250 - Washer, Machine		10 .82

19000 - Machine Tool Operation And Repair Occupations

19010 - Machine-Tool Operator (Tool Room)	22 .09
19040 - Tool And Die Maker	26 .37

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator	15 .70
21030 - Material Coordinator	19 .75
21040 - Material Expediter	19 .75
21050 - Material Handling Laborer	12 .25
21071 - Order Filler	10 .87
21080 - Production Line Worker (Food Processing)	15 .70
21110 - Shipping Packer	14 .10
21130 - Shipping/Receiving Clerk	14 .10
21140 - Store Worker I	13 .84
21150 - Stock Clerk	18 .60
21210 - Tools And Parts Attendant	15 .70
21410 - Warehouse Specialist	15 .70

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder	24 .55
23019 - Aircraft Logs and Records Technician	19 .94
23021 - Aircraft Mechanic I	23 .44
23022 - Aircraft Mechanic II	24 .55
23023 - Aircraft Mechanic III	25 .47
23040 - Aircraft Mechanic Helper	17 .24
23050 - Aircraft, Painter	22 .09
23060 - Aircraft Servicer	19 .94
23070 - Aircraft Survival Flight Equipment Technician	22 .09
23080 - Aircraft Worker	20 .91
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	20 .91
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23 .44
23110 - Appliance Mechanic	19 .84
23120 - Bicycle Repairer	14 .72
23125 - Cable Splicer	35 .00
23130 - Carpenter, Maintenance	18 .39
23140 - Carpet Layer	17 .78
23160 - Electrician, Maintenance	22 .81
23181 - Electronics Technician Maintenance I	22 .08
23182 - Electronics Technician Maintenance II	23 .75
23183 - Electronics Technician Maintenance III	25 .61
23260 - Fabric Worker	19 .94
23290 - Fire Alarm System Mechanic	19 .56
23310 - Fire Extinguisher Repairer	18 .67

23311 - Fuel Distribution System Mechanic	23 .66
23312 - Fuel Distribution System Operator	19 .24
23370 - General Maintenance Worker	17 .01
23380 - Ground Support Equipment Mechanic	23 .44
23381 - Ground Support Equipment Servicer	19 .94
23382 - Ground Support Equipment Worker	20 .91
23391 - Gunsmith I	18 .67
23392 - Gunsmith II	20 .91
23393 - Gunsmith III	23 .44
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22 .13
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23 .18
23430 - Heavy Equipment Mechanic	21 .26
23440 - Heavy Equipment Operator	19 .32
23460 - Instrument Mechanic	23 .44
23465 - Laboratory/Shelter Mechanic	22 .09
23470 - Laborer	12 .25
23510 - Locksmith	22 .09
23530 - Machinery Maintenance Mechanic	21 .00
23550 - Machinist, Maintenance	21 .19
23580 - Maintenance Trades Helper	11 .97
23591 - Metrology Technician I	23 .44
23592 - Metrology Technician II	24 .55
23593 - Metrology Technician III	25 .47
23640 - Millwright	23 .13
23710 - Office Appliance Repairer	20 .53
23760 - Painter, Maintenance	15 .83
23790 - Pipefitter, Maintenance	25 .14
23810 - Plumber, Maintenance	23 .69
23820 - Pneudraulic Systems Mechanic	23 .44
23850 - Rigger	23 .44
23870 - Scale Mechanic	20 .91
23890 - Sheet-Metal Worker, Maintenance	22 .46
23910 - Small Engine Mechanic	19 .38
23931 - Telecommunications Mechanic I	27 .20
23932 - Telecommunications Mechanic II	28 .49
23950 - Telephone Lineman	33 .40
23960 - Welder, Combination, Maintenance	17 .96
23965 - Well Driller	22 .41
23970 - Woodcraft Worker	23 .44
23980 - Woodworker	18 .67

24000 - Personal Needs Occupations

24550 - Case Manager	14 .59
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24570 - Child Care Attendant	10 .18
24580 - Child Care Center Clerk	12 .70
24610 - Chore Aide	11 .21
24620 - Family Readiness And Support Services Coordinator	14 .59
24630 - Homemaker	14 .59

25000 - Plant And System Operations Occupations

25010 - Boiler Tender	25 .31
25040 - Sewage Plant Operator	19 .46
25070 - Stationary Engineer	25 .31
25190 - Ventilation Equipment Tender	17 .24
25210 - Water Treatment Plant Operator	19 .46

27000 - Protective Service Occupations

27004 - Alarm Monitor	18 .53
27007 - Baggage Inspector	13 .43
27008 - Corrections Officer	21 .78
27010 - Court Security Officer	21 .10
27030 - Detection Dog Handler	15 .02
27040 - Detention Officer	21 .78
27070 - Firefighter	20 .41
27101 - Guard I	13 .43
27102 - Guard II	15 .02
27131 - Police Officer I	24 .02
27132 - Police Officer II	26 .69

28000 - Recreation Occupations

28041 - Carnival Equipment Operator	11 .03
28042 - Carnival Equipment Repairer	11 .80
28043 - Carnival Worker	9 .64
28210 - Gate Attendant/Gate Tender	15 .53
28310 - Lifeguard	12 .47
28350 - Park Attendant (Aide)	17 .37
28510 - Recreation Aide/Health Facility Attendant	12 .77
28515 - Recreation Specialist	20 .76
28630 - Sports Official	13 .83
28690 - Swimming Pool Operator	15 .13

29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer	21 .14
29020 - Hatch Tender	21 .14
29030 - Line Handler	21 .14
29041 - Stevedore I	19 .57
29042 - Stevedore II	22 .33

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	38 .15
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	26 .30
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	28 .97
30021 - Archeological Technician I		16 .81
30022 - Archeological Technician II		18 .81
30023 - Archeological Technician III		23 .29
30030 - Cartographic Technician		23 .29
30040 - Civil Engineering Technician		22 .73
30051 - Cryogenic Technician I		25 .80
30052 - Cryogenic Technician II		28 .50
30061 - Drafter/CAD Operator I		16 .81
30062 - Drafter/CAD Operator II		18 .81
30063 - Drafter/CAD Operator III		20 .96
30064 - Drafter/CAD Operator IV		25 .80
30081 - Engineering Technician I		14 .92
30082 - Engineering Technician II		16 .75
30083 - Engineering Technician III		18 .74
30084 - Engineering Technician IV		23 .20
30085 - Engineering Technician V		28 .39
30086 - Engineering Technician VI		34 .34
30090 - Environmental Technician		23 .29
30095 - Evidence Control Specialist		23 .29
30210 - Laboratory Technician		20 .68
30221 - Latent Fingerprint Technician I		25 .80
30222 - Latent Fingerprint Technician II		28 .50
30240 - Mathematical Technician		23 .29
30361 - Paralegal/Legal Assistant I		17 .84
30362 - Paralegal/Legal Assistant II		22 .10
30363 - Paralegal/Legal Assistant III		27 .03
30364 - Paralegal/Legal Assistant IV		32 .70
30375 - Petroleum Supply Specialist		28 .50
30390 - Photo-Optics Technician		22 .97
30395 - Radiation Control Technician		28 .50
30461 - Technical Writer I		22 .79
30462 - Technical Writer II		27 .85
30463 - Technical Writer III		33 .72
30491 - Unexploded Ordnance (UXO) Technician I		24 .24
30492 - Unexploded Ordnance (UXO) Technician II		29 .33
30493 - Unexploded Ordnance (UXO) Technician III		35 .16
30494 - Unexploded (UXO) Safety Escort		24 .24
30495 - Unexploded (UXO) Sweep Personnel		24 .24

30501 - Weather Forecaster I		25 .80
30502 - Weather Forecaster II		31 .38
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	20 .96
30621 - Weather Observer, Senior	(see 2)	23 .29

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		29 .33
31020 - Bus Aide		11 .00
31030 - Bus Driver		15 .03
31043 - Driver Courier		13 .06
31260 - Parking and Lot Attendant		11 .00
31290 - Shuttle Bus Driver		14 .14
31310 - Taxi Driver		12 .29
31361 - Truckdriver, Light		14 .14
31362 - Truckdriver, Medium		15 .10
31363 - Truckdriver, Heavy		19 .71
31364 - Truckdriver, Tractor-Trailer		19 .71

99000 - Miscellaneous Occupations

99020 - Cabin Safety Specialist		14 .30
99030 - Cashier		10 .00
99050 - Desk Clerk		11 .77
99095 - Embalmer		28 .02
99130 - Flight Follower		24 .24
99251 - Laboratory Animal Caretaker I		12 .88
99252 - Laboratory Animal Caretaker II		13 .95
99260 - Marketing Analyst		27 .47
99310 - Mortician		28 .02
99410 - Pest Controller		17 .27
99510 - Photofinishing Worker		12 .74
99710 - Recycling Laborer		15 .71
99711 - Recycling Specialist		18 .78
99730 - Refuse Collector		14 .26
99810 - Sales Clerk		11 .40
99820 - School Crossing Guard		14 .15
99830 - Survey Party Chief		20 .81
99831 - Surveying Aide		13 .63
99832 - Surveying Technician		18 .67
99840 - Vending Machine Attendant		15 .26
99841 - Vending Machine Repairer		18 .00
99842 - Vending Machine Repairer Helper		15 .58

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 10 years, and 4 after 20 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)).