

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.: 2015-4275

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

State: Maryland

Area: Maryland Counties of Caroline, Dorchester, Kent, Talbot

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15 .26
01012 - Accounting Clerk II		17 .12
01013 - Accounting Clerk III		19 .16
01020 - Administrative Assistant		30 .57
01035 - Court Reporter		21 .74
01041 - Customer Service Representative I		12 .21
01042 - Customer Service Representative II		13 .73
01043 - Customer Service Representative III		14 .98
01051 - Data Entry Operator I		14 .22
01052 - Data Entry Operator II		15 .51
01060 - Dispatcher, Motor Vehicle		20 .44
01070 - Document Preparation Clerk		15 .21
01090 - Duplicating Machine Operator		15 .21
01111 - General Clerk I		14 .03
01112 - General Clerk II		15 .30
01113 - General Clerk III		17 .17
01120 - Housing Referral Assistant		24 .11

01141 - Messenger Courier	12 .91
01191 - Order Clerk I	14 .81
01192 - Order Clerk II	15 .83
01261 - Personnel Assistant (Employment) I	16 .76
01262 - Personnel Assistant (Employment) II	18 .75
01263 - Personnel Assistant (Employment) III	20 .91
01270 - Production Control Clerk	22 .74
01290 - Rental Clerk	16 .83
01300 - Scheduler, Maintenance	19 .12
01311 - Secretary I	19 .12
01312 - Secretary II	21 .84
01313 - Secretary III	24 .11
01320 - Service Order Dispatcher	18 .44
01410 - Supply Technician	30 .57
01420 - Survey Worker	18 .10
01460 - Switchboard Operator/Receptionist	14 .72
01531 - Travel Clerk I	13 .22
01532 - Travel Clerk II	14 .16
01533 - Travel Clerk III	15 .16
01611 - Word Processor I	15 .91
01612 - Word Processor II	19 .02
01613 - Word Processor III	21 .84

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass	25 .25
05010 - Automotive Electrician	22 .35
05040 - Automotive Glass Installer	20 .34
05070 - Automotive Worker	21 .19
05110 - Mobile Equipment Servicer	19 .63
05130 - Motor Equipment Metal Mechanic	22 .81
05160 - Motor Equipment Metal Worker	21 .22
05190 - Motor Vehicle Mechanic	22 .83
05220 - Motor Vehicle Mechanic Helper	18 .71
05250 - Motor Vehicle Upholstery Worker	20 .54
05280 - Motor Vehicle Wrecker	21 .22
05310 - Painter, Automotive	22 .14
05340 - Radiator Repair Specialist	21 .22
05370 - Tire Repairer	14 .50
05400 - Transmission Repair Specialist	23 .49

07000 - Food Preparation And Service Occupations

07010 - Baker	15 .65
07041 - Cook I	13 .84

07042 - Cook II	15 .22
07070 - Dishwasher	9 .76
07130 - Food Service Worker	11 .55
07210 - Meat Cutter	19 .04
07260 - Waiter/Waitress	11 .11

09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter	20 .35
09040 - Furniture Handler	17 .39
09080 - Furniture Refinisher	22 .85
09090 - Furniture Refinisher Helper	19 .50
09110 - Furniture Repairer, Minor	21 .21
09130 - Upholsterer	20 .35

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles	12 .81
11060 - Elevator Operator	12 .81
11090 - Gardener	18 .59
11122 - Housekeeping Aide	12 .81
11150 - Janitor	12 .81
11210 - Laborer, Grounds Maintenance	14 .51
11240 - Maid or Houseman	11 .73
11260 - Pruner	13 .18
11270 - Tractor Operator	17 .21
11330 - Trail Maintenance Worker	14 .51
11360 - Window Cleaner	13 .61

12000 - Health Occupations

12010 - Ambulance Driver	19 .23
12011 - Breath Alcohol Technician	22 .31
12012 - Certified Occupational Therapist Assistant	30 .49
12015 - Certified Physical Therapist Assistant	26 .75
12020 - Dental Assistant	20 .20
12025 - Dental Hygienist	39 .88
12030 - EKG Technician	35 .05
12035 - Electroneurodiagnostic Technologist	35 .05
12040 - Emergency Medical Technician	19 .23
12071 - Licensed Practical Nurse I	20 .68
12072 - Licensed Practical Nurse II	23 .14
12073 - Licensed Practical Nurse III	25 .79
12100 - Medical Assistant	16 .19
12130 - Medical Laboratory Technician	23 .25
12160 - Medical Record Clerk	15 .47
12190 - Medical Record Technician	27 .83

12195 - Medical Transcriptionist	20 .68
12210 - Nuclear Medicine Technologist	46 .57
12221 - Nursing Assistant I	12 .58
12222 - Nursing Assistant II	14 .15
12223 - Nursing Assistant III	15 .44
12224 - Nursing Assistant IV	17 .32
12235 - Optical Dispenser	23 .14
12236 - Optical Technician	20 .68
12250 - Pharmacy Technician	15 .13
12280 - Phlebotomist	18 .59
12305 - Radiologic Technologist	29 .62
12311 - Registered Nurse I	29 .51
12312 - Registered Nurse II	32 .76
12313 - Registered Nurse II, Specialist	32 .76
12314 - Registered Nurse III	39 .32
12315 - Registered Nurse III, Anesthetist	39 .32
12316 - Registered Nurse IV	47 .11
12317 - Scheduler (Drug and Alcohol Testing)	28 .67
12320 - Substance Abuse Treatment Counselor	22 .25

13000 - Information And Arts Occupations

13011 - Exhibits Specialist I	21 .66
13012 - Exhibits Specialist II	26 .74
13013 - Exhibits Specialist III	31 .85
13041 - Illustrator I	22 .72
13042 - Illustrator II	28 .98
13043 - Illustrator III	33 .08
13047 - Librarian	32 .55
13050 - Library Aide/Clerk	16 .83
13054 - Library Information Technology Systems Administrator	28 .66
13058 - Library Technician	18 .32
13061 - Media Specialist I	18 .36
13062 - Media Specialist II	20 .56
13063 - Media Specialist III	22 .88
13071 - Photographer I	17 .96
13072 - Photographer II	20 .21
13073 - Photographer III	25 .04
13074 - Photographer IV	30 .62
13075 - Photographer V	37 .06
13090 - Technical Order Library Clerk	17 .38
13110 - Video Teleconference Technician	21 .03

14000 - Information Technology Occupations

14041 - Computer Operator I	18 .50
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14042 - Computer Operator II	20 .70
14043 - Computer Operator III	23 .06
14044 - Computer Operator IV	25 .64
14045 - Computer Operator V	28 .39
14071 - Computer Programmer I	(see 1)
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	18 .50
14160 - Personal Computer Support Technician	25 .64
14170 - System Support Specialist	30 .15

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated)	33 .14
15020 - Aircrew Training Devices Instructor (Rated)	40 .11
15030 - Air Crew Training Devices Instructor (Pilot)	48 .06
15050 - Computer Based Training Specialist / Instructor	33 .14
15060 - Educational Technologist	30 .33
15070 - Flight Instructor (Pilot)	48 .06
15080 - Graphic Artist	24 .99
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	43 .47
15086 - Maintenance Test Pilot, Rotary Wing	43 .47
15088 - Non-Maintenance Test/Co-Pilot	43 .47
15090 - Technical Instructor	26 .59
15095 - Technical Instructor/Course Developer	32 .52
15110 - Test Proctor	21 .46
15120 - Tutor	21 .46

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)	20 .94
19040 - Tool And Die Maker	24 .29

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator	19 .21
21030 - Material Coordinator	22 .53
21040 - Material Expediter	22 .53
21050 - Material Handling Laborer	12 .78
21071 - Order Filler	13 .73
21080 - Production Line Worker (Food Processing)	19 .21
21110 - Shipping Packer	16 .45
21130 - Shipping/Receiving Clerk	16 .45
21140 - Store Worker I	14 .39
21150 - Stock Clerk	19 .11
21210 - Tools And Parts Attendant	19 .21
21410 - Warehouse Specialist	19 .21

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder	26 .75
23019 - Aircraft Logs and Records Technician	22 .76
23021 - Aircraft Mechanic I	25 .74
23022 - Aircraft Mechanic II	26 .75
23023 - Aircraft Mechanic III	28 .06
23040 - Aircraft Mechanic Helper	19 .86
23050 - Aircraft, Painter	23 .81
23060 - Aircraft Servicer	22 .76
23070 - Aircraft Survival Flight Equipment Technician	23 .81
23080 - Aircraft Worker	21 .61
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21 .61
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25 .74
23110 - Appliance Mechanic	21 .01
23120 - Bicycle Repairer	17 .21
23125 - Cable Splicer	31 .33
23130 - Carpenter, Maintenance	24 .40
23140 - Carpet Layer	22 .57
23160 - Electrician, Maintenance	28 .70
23181 - Electronics Technician Maintenance I	25 .72
23182 - Electronics Technician Maintenance II	27 .79
23183 - Electronics Technician Maintenance III	29 .80
23260 - Fabric Worker	20 .10
23290 - Fire Alarm System Mechanic	23 .71
23310 - Fire Extinguisher Repairer	21 .37
23311 - Fuel Distribution System Mechanic	26 .89

23312 - Fuel Distribution System Operator	22 .07
23370 - General Maintenance Worker	21 .37
23380 - Ground Support Equipment Mechanic	25 .74
23381 - Ground Support Equipment Servicer	22 .76
23382 - Ground Support Equipment Worker	21 .61
23391 - Gunsmith I	21 .37
23392 - Gunsmith II	23 .77
23393 - Gunsmith III	25 .51
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25 .17
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26 .15
23430 - Heavy Equipment Mechanic	24 .33
23440 - Heavy Equipment Operator	27 .08
23460 - Instrument Mechanic	25 .03
23465 - Laboratory/Shelter Mechanic	24 .46
23470 - Laborer	15 .44
23510 - Locksmith	23 .29
23530 - Machinery Maintenance Mechanic	24 .32
23550 - Machinist, Maintenance	23 .37
23580 - Maintenance Trades Helper	18 .52
23591 - Metrology Technician I	25 .03
23592 - Metrology Technician II	26 .01
23593 - Metrology Technician III	26 .83
23640 - Millwright	25 .21
23710 - Office Appliance Repairer	23 .06
23760 - Painter, Maintenance	21 .97
23790 - Pipefitter, Maintenance	30 .24
23810 - Plumber, Maintenance	26 .77
23820 - Pneudraulic Systems Mechanic	25 .51
23850 - Rigger	25 .51
23870 - Scale Mechanic	23 .77
23890 - Sheet-Metal Worker, Maintenance	26 .51
23910 - Small Engine Mechanic	20 .67
23931 - Telecommunications Mechanic I	25 .91
23932 - Telecommunications Mechanic II	26 .92
23950 - Telephone Lineman	31 .12
23960 - Welder, Combination, Maintenance	20 .91
23965 - Well Driller	23 .10
23970 - Woodcraft Worker	25 .51
23980 - Woodworker	19 .28

24000 - Personal Needs Occupations

24550 - Case Manager	15 .33
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24570 - Child Care Attendant	13 .15
24580 - Child Care Center Clerk	16 .40
24610 - Chore Aide	11 .43
24620 - Family Readiness And Support Services Coordinator	15 .33
24630 - Homemaker	16 .64

25000 - Plant And System Operations Occupations

25010 - Boiler Tender	23 .83
25040 - Sewage Plant Operator	22 .82
25070 - Stationary Engineer	23 .83
25190 - Ventilation Equipment Tender	18 .03
25210 - Water Treatment Plant Operator	22 .82

27000 - Protective Service Occupations

27004 - Alarm Monitor	20 .30
27007 - Baggage Inspector	13 .56
27008 - Corrections Officer	24 .29
27010 - Court Security Officer	27 .70
27030 - Detection Dog Handler	19 .14
27040 - Detention Officer	24 .29
27070 - Firefighter	27 .25
27101 - Guard I	13 .56
27102 - Guard II	19 .14
27131 - Police Officer I	28 .28
27132 - Police Officer II	31 .43

28000 - Recreation Occupations

28041 - Carnival Equipment Operator	12 .46
28042 - Carnival Equipment Repairer	13 .22
28043 - Carnival Worker	9 .59
28210 - Gate Attendant/Gate Tender	18 .00
28310 - Lifeguard	12 .78
28350 - Park Attendant (Aide)	20 .14
28510 - Recreation Aide/Health Facility Attendant	13 .96
28515 - Recreation Specialist	24 .95
28630 - Sports Official	16 .04
28690 - Swimming Pool Operator	20 .19

29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer	24 .30
29020 - Hatch Tender	24 .30
29030 - Line Handler	24 .30
29041 - Stevedore I	23 .38
29042 - Stevedore II	25 .20

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	42 .40
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	29 .23
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	32 .19
30021 - Archeological Technician I		20 .33
30022 - Archeological Technician II		22 .75
30023 - Archeological Technician III		28 .18
30030 - Cartographic Technician		28 .81
30040 - Civil Engineering Technician		23 .40
30051 - Cryogenic Technician I		23 .85
30052 - Cryogenic Technician II		26 .34
30061 - Drafter/CAD Operator I		20 .33
30062 - Drafter/CAD Operator II		22 .75
30063 - Drafter/CAD Operator III		25 .43
30064 - Drafter/CAD Operator IV		31 .30
30081 - Engineering Technician I		18 .92
30082 - Engineering Technician II		21 .23
30083 - Engineering Technician III		26 .18
30084 - Engineering Technician IV		31 .87
30085 - Engineering Technician V		38 .78
30086 - Engineering Technician VI		42 .58
30090 - Environmental Technician		25 .50
30095 - Evidence Control Specialist		21 .53
30210 - Laboratory Technician		25 .35
30221 - Latent Fingerprint Technician I		23 .85
30222 - Latent Fingerprint Technician II		26 .34
30240 - Mathematical Technician		28 .72
30361 - Paralegal/Legal Assistant I		19 .08
30362 - Paralegal/Legal Assistant II		23 .64
30363 - Paralegal/Legal Assistant III		28 .92
30364 - Paralegal/Legal Assistant IV		34 .98
30375 - Petroleum Supply Specialist		26 .34
30390 - Photo-Optics Technician		28 .27
30395 - Radiation Control Technician		26 .34
30461 - Technical Writer I		21 .76
30462 - Technical Writer II		26 .62
30463 - Technical Writer III		32 .20
30491 - Unexploded Ordnance (UXO) Technician I		26 .94
30492 - Unexploded Ordnance (UXO) Technician II		32 .60
30493 - Unexploded Ordnance (UXO) Technician III		39 .07
30494 - Unexploded (UXO) Safety Escort		26 .94
30495 - Unexploded (UXO) Sweep Personnel		26 .94

30501 - Weather Forecaster I		31 .30
30502 - Weather Forecaster II		38 .07
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25 .43
30621 - Weather Observer, Senior	(see 2)	28 .18

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		32 .60
31020 - Bus Aide		14 .71
31030 - Bus Driver		20 .23
31043 - Driver Courier		17 .63
31260 - Parking and Lot Attendant		13 .52
31290 - Shuttle Bus Driver		19 .00
31310 - Taxi Driver		13 .30
31361 - Truckdriver, Light		19 .00
31362 - Truckdriver, Medium		19 .28
31363 - Truckdriver, Heavy		21 .21
31364 - Truckdriver, Tractor-Trailer		21 .21

99000 - Miscellaneous Occupations

99020 - Cabin Safety Specialist		15 .89
99030 - Cashier		11 .80
99050 - Desk Clerk		12 .64
99095 - Embalmer		33 .98
99130 - Flight Follower		26 .94
99251 - Laboratory Animal Caretaker I		11 .48
99252 - Laboratory Animal Caretaker II		12 .37
99260 - Marketing Analyst		25 .69
99310 - Mortician		33 .98
99410 - Pest Controller		22 .65
99510 - Photofinishing Worker		14 .65
99710 - Recycling Laborer		18 .85
99711 - Recycling Specialist		21 .14
99730 - Refuse Collector		17 .57
99810 - Sales Clerk		12 .68
99820 - School Crossing Guard		15 .40
99830 - Survey Party Chief		19 .84
99831 - Surveying Aide		13 .14
99832 - Surveying Technician		18 .07
99840 - Vending Machine Attendant		19 .45
99841 - Vending Machine Repairer		22 .61
99842 - Vending Machine Repairer Helper		19 .45

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 10 years, and 5 weeks 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 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)).