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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4730
Revision No.: 8
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 Delaware, Fairfield, Franklin, Licking, Madison, Morrow, Perry, Pickaway, Union

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.36
01012 - Accounting Clerk II		17.24
01013 - Accounting Clerk III		19.29
01020 - Administrative Assistant		26.86
01035 - Court Reporter		23.91
01041 - Customer Service Representative I		12.75
01042 - Customer Service Representative II		14.33
01043 - Customer Service Representative III		15.64
01051 - Data Entry Operator I		13.62
01052 - Data Entry Operator II		14.87
01060 - Dispatcher, Motor Vehicle		20.80
01070 - Document Preparation Clerk		13.01
01090 - Duplicating Machine Operator		13.01
01111 - General Clerk I		13.20
01112 - General Clerk II		14.41
01113 - General Clerk III		16.77
01120 - Housing Referral Assistant		21.46
01141 - Messenger Courier		14.50
01191 - Order Clerk I		14.42
01192 - Order Clerk II		15.72
01261 - Personnel Assistant (Employment) I		16.56
01262 - Personnel Assistant (Employment) II		18.26
01263 - Personnel Assistant (Employment) III		20.35
01270 - Production Control Clerk		24.59
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		18.59
01410 - Supply Technician		26.86
01420 - Survey Worker		16.70
01460 - Switchboard Operator/Receptionist		12.90
01531 - Travel Clerk I		12.97
01532 - Travel Clerk II		13.84
01533 - Travel Clerk III		14.68
01611 - Word Processor I		14.45
01612 - Word Processor II		16.22
01613 - Word Processor III		18.14
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	12.50
07041	- Cook I	13.11
07042	- Cook II	15.06
07070	- Dishwasher	9.68
07130	- Food Service Worker	9.69
07210	- Meat Cutter	17.36
07260	- Waiter/Waitress	9.35
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	16.32
09040	- Furniture Handler	11.93
09080	- Furniture Refinisher	17.55
09090	- Furniture Refinisher Helper	13.49
09110	- Furniture Repairer, Minor	15.41
09130	- Upholsterer	16.47
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.65
11060	- Elevator Operator	11.65
11090	- Gardener	17.53
11122	- Housekeeping Aide	12.54
11150	- Janitor	12.54
11210	- Laborer, Grounds Maintenance	13.59
11240	- Maid or Houseman	10.34
11260	- Pruner	12.29
11270	- Tractor Operator	16.21
11330	- Trail Maintenance Worker	13.59
11360	- Window Cleaner	13.85
12000	- Health Occupations	
12010	- Ambulance Driver	16.59
12011	- Breath Alcohol Technician	18.95
12012	- Certified Occupational Therapist Assistant	28.48
12015	- Certified Physical Therapist Assistant	27.41
12020	- Dental Assistant	18.66
12025	- Dental Hygienist	35.41
12030	- EKG Technician	25.91
12035	- Electroneurodiagnostic Technologist	25.91
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	15.86
12130	- Medical Laboratory Technician	22.22
12160	- Medical Record Clerk	17.11
12190	- Medical Record Technician	19.14
12195	- Medical Transcriptionist	17.75
12210	- Nuclear Medicine Technologist	34.19
12221	- Nursing Assistant I	11.15
12222	- Nursing Assistant II	12.54
12223	- Nursing Assistant III	13.69
12224	- Nursing Assistant IV	15.36
12235	- Optical Dispenser	18.36
12236	- Optical Technician	15.11
12250	- Pharmacy Technician	16.49
12280	- Phlebotomist	16.21
12305	- Radiologic Technologist	27.22
12311	- Registered Nurse I	24.55
12312	- Registered Nurse II	30.03
12313	- Registered Nurse II, Specialist	30.03
12314	- Registered Nurse III	36.34
12315	- Registered Nurse III, Anesthetist	36.34
12316	- Registered Nurse IV	43.56
12317	- Scheduler (Drug and Alcohol Testing)	22.65
12320	- Substance Abuse Treatment Counselor	22.67
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	29.47
13050	- Library Aide/Clerk	12.64
13054	- Library Information Technology Systems Administrator	26.62

13058	- Library Technician	18.05
13061	- Media Specialist I	19.21
13062	- Media Specialist II	21.49
13063	- Media Specialist III	23.95
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	15.88
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	35.71
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	43.06
15086	- Maintenance Test Pilot, Rotary Wing	43.06
15088	- Non-Maintenance Test/Co-Pilot	43.06
15090	- Technical Instructor	22.64
15095	- Technical Instructor/Course Developer	27.69
15110	- Test Proctor	18.28
15120	- Tutor	18.28
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.85
16030	- Counter Attendant	9.85
16040	- Dry Cleaner	12.18
16070	- Finisher, Flatwork, Machine	9.85
16090	- Presser, Hand	9.85
16110	- Presser, Machine, Drycleaning	9.85
16130	- Presser, Machine, Shirts	9.85
16160	- Presser, Machine, Wearing Apparel, Laundry	9.85
16190	- Sewing Machine Operator	13.03
16220	- Tailor	13.89
16250	- Washer, Machine	10.44
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	20.30
19040	- Tool And Die Maker	24.15
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	15.71
21030	- Material Coordinator	24.59
21040	- Material Expediter	24.59
21050	- Material Handling Laborer	12.84
21071	- Order Filler	14.06
21080	- Production Line Worker (Food Processing)	15.71
21110	- Shipping Packer	14.48
21130	- Shipping/Receiving Clerk	14.48
21140	- Store Worker I	12.99
21150	- Stock Clerk	17.57
21210	- Tools And Parts Attendant	15.71
21410	- Warehouse Specialist	15.71
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	27.26
23019	- Aircraft Logs and Records Technician	21.80
23021	- Aircraft Mechanic I	25.99
23022	- Aircraft Mechanic II	27.26
23023	- Aircraft Mechanic III	28.41
23040	- Aircraft Mechanic Helper	18.79
23050	- Aircraft, Painter	24.82
23060	- Aircraft Servicer	21.80
23070	- Aircraft Survival Flight Equipment Technician	24.82
23080	- Aircraft Worker	23.34

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.34
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.99
23110 - Appliance Mechanic	22.31
23120 - Bicycle Repairer	18.26
23125 - Cable Splicer	32.15
23130 - Carpenter, Maintenance	22.07
23140 - Carpet Layer	19.58
23160 - Electrician, Maintenance	21.76
23181 - Electronics Technician Maintenance I	25.42
23182 - Electronics Technician Maintenance II	27.03
23183 - Electronics Technician Maintenance III	28.33
23260 - Fabric Worker	20.56
23290 - Fire Alarm System Mechanic	23.63
23310 - Fire Extinguisher Repairer	19.17
23311 - Fuel Distribution System Mechanic	28.83
23312 - Fuel Distribution System Operator	22.55
23370 - General Maintenance Worker	18.63
23380 - Ground Support Equipment Mechanic	25.99
23381 - Ground Support Equipment Servicer	21.80
23382 - Ground Support Equipment Worker	23.34
23391 - Gunsmith I	19.17
23392 - Gunsmith II	22.02
23393 - Gunsmith III	24.51
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.31
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.45
23430 - Heavy Equipment Mechanic	24.56
23440 - Heavy Equipment Operator	26.37
23460 - Instrument Mechanic	27.66
23465 - Laboratory/Shelter Mechanic	23.41
23470 - Laborer	12.84
23510 - Locksmith	23.33
23530 - Machinery Maintenance Mechanic	23.73
23550 - Machinist, Maintenance	18.87
23580 - Maintenance Trades Helper	14.94
23591 - Metrology Technician I	27.66
23592 - Metrology Technician II	29.01
23593 - Metrology Technician III	30.23
23640 - Millwright	28.86
23710 - Office Appliance Repairer	19.23
23760 - Painter, Maintenance	19.75
23790 - Pipefitter, Maintenance	25.32
23810 - Plumber, Maintenance	22.85
23820 - Pneudraulic Systems Mechanic	24.51
23850 - Rigger	24.51
23870 - Scale Mechanic	22.02
23890 - Sheet-Metal Worker, Maintenance	25.98
23910 - Small Engine Mechanic	17.17
23931 - Telecommunications Mechanic I	25.16
23932 - Telecommunications Mechanic II	26.21
23950 - Telephone Lineman	24.26
23960 - Welder, Combination, Maintenance	18.85
23965 - Well Driller	21.94
23970 - Woodcraft Worker	24.51
23980 - Woodworker	19.17
24000 - Personal Needs Occupations	
24550 - Case Manager	16.02
24570 - Child Care Attendant	11.85
24580 - Child Care Center Clerk	14.77
24610 - Chore Aide	10.93
24620 - Family Readiness And Support Services Coordinator	16.02
24630 - Homemaker	16.18
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.39
25040 - Sewage Plant Operator	24.43
25070 - Stationary Engineer	25.39
25190 - Ventilation Equipment Tender	18.36
25210 - Water Treatment Plant Operator	24.43
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.34
27007 - Baggage Inspector	13.40
27008 - Corrections Officer	21.63
27010 - Court Security Officer	24.86
27030 - Detection Dog Handler	16.94
27040 - Detention Officer	21.63
27070 - Firefighter	28.88
27101 - Guard I	13.40

27102	- Guard II	16.94
27131	- Police Officer I	31.55
27132	- Police Officer II	35.07
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	12.46
28042	- Carnival Equipment Repairer	13.48
28043	- Carnival Worker	9.45
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	18.67
28630	- Sports Official	12.47
28690	- Swimming Pool Operator	17.08
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	20.91
29020	- Hatch Tender	20.91
29030	- Line Handler	20.91
29041	- Stevedore I	19.53
29042	- Stevedore II	22.23
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	16.70
30022	- Archeological Technician II	18.68
30023	- Archeological Technician III	23.15
30030	- Cartographic Technician	23.15
30040	- Civil Engineering Technician	27.45
30051	- Cryogenic Technician I	24.95
30052	- Cryogenic Technician II	27.56
30061	- Drafter/CAD Operator I	16.70
30062	- Drafter/CAD Operator II	18.68
30063	- Drafter/CAD Operator III	20.83
30064	- Drafter/CAD Operator IV	25.62
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	22.54
30210	- Laboratory Technician	20.77
30221	- Latent Fingerprint Technician I	28.04
30222	- Latent Fingerprint Technician II	30.98
30240	- Mathematical Technician	23.15
30361	- Paralegal/Legal Assistant I	18.90
30362	- Paralegal/Legal Assistant II	23.41
30363	- Paralegal/Legal Assistant III	28.63
30364	- Paralegal/Legal Assistant IV	34.64
30375	- Petroleum Supply Specialist	27.56
30390	- Photo-Optics Technician	23.15
30395	- Radiation Control Technician	27.56
30461	- Technical Writer I	23.34
30462	- Technical Writer II	28.54
30463	- Technical Writer III	34.53
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	24.95
30502	- Weather Forecaster II	30.35
30620	- Weather Observer, Combined Upper Air Or (see 2)	20.83
Surface Programs		
30621	- Weather Observer, Senior (see 2)	23.15
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	30.25
31020	- Bus Aide	13.81
31030	- Bus Driver	19.70
31043	- Driver Courier	17.01
31260	- Parking and Lot Attendant	12.00
31290	- Shuttle Bus Driver	19.36
31310	- Taxi Driver	10.82
31361	- Truckdriver, Light	19.36
31362	- Truckdriver, Medium	19.70
31363	- Truckdriver, Heavy	22.31
31364	- Truckdriver, Tractor-Trailer	22.31
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.75

99030 - Cashier	9.78
99050 - Desk Clerk	10.30
99095 - Embalmer	26.70
99130 - Flight Follower	25.00
99251 - Laboratory Animal Caretaker I	11.65
99252 - Laboratory Animal Caretaker II	12.60
99260 - Marketing Analyst	30.67
99310 - Mortician	26.70
99410 - Pest Controller	16.09
99510 - Photofinishing Worker	14.34
99710 - Recycling Laborer	20.25
99711 - Recycling Specialist	24.17
99730 - Refuse Collector	18.33
99810 - Sales Clerk	11.38
99820 - School Crossing Guard	12.88
99830 - Survey Party Chief	24.16
99831 - Surveying Aide	14.35
99832 - Surveying Technician	21.96
99840 - Vending Machine Attendant	14.14
99841 - Vending Machine Repairer	17.56
99842 - Vending Machine Repairer Helper	14.14

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: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$4.48 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of \$4.18 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. *

*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)).