

"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.: 2015-4047
Daniel W. Simms	Division of	Revision No.: 11
Director	Wage Determinations	Date Of Last Revision: 07/16/2019

---

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.60 for calendar year 2019 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 \$10.60 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 2019. 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](http://www.dol.gov/whd/govcontracts).

---

This wage determination is applicable in the following towns and cities in the state of Massachusetts:

BRISTOL COUNTY - Mansfield

ESSEX COUNTY - Lynnfield

MIDDLESEX COUNTY - Acton Arlington Bedford Belmont Boxborough Burlington  
Cambridge Carlisle Concord Everett Lexington Lincoln Malden Maynard  
Medford Melrose Newton North Reading Reading Sherborn Somerville  
Stoneham Stow Wakefield Waltham Watertown Wayland Weston Wilmington  
Winchester Woburn

NORFOLK COUNTY - Braintree Brookline Canton Cohasset Dedham Dover  
Foxborough Franklin Holbrook Medfield Medway Millis Milton Needham  
Norfolk Norwood Quincy Randolph Sharon Stoughton Walpole Wellesley  
Westwood Weymouth Wrentham

PLYMOUTH COUNTY - Carver Duxbury Hanover Hingham Hull Kingston  
Marshfield Norwell Pembroke Plymouth Plympton Rockland Scituate

SUFFOLK COUNTY - Boston Chelsea Revere Winthrop

WORCESTER COUNTY - Berlin Bolton

---

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.21

01012 - Accounting Clerk II	20.43
01013 - Accounting Clerk III	22.86
01020 - Administrative Assistant	30.57
01035 - Court Reporter	25.25
01041 - Customer Service Representative I	16.81
01042 - Customer Service Representative II	18.91
01043 - Customer Service Representative III	20.64
01051 - Data Entry Operator I	16.53
01052 - Data Entry Operator II	18.04
01060 - Dispatcher Motor Vehicle	21.26
01070 - Document Preparation Clerk	18.84
01090 - Duplicating Machine Operator	18.84
01111 - General Clerk I	15.08
01112 - General Clerk II	16.46
01113 - General Clerk III	18.47
01120 - Housing Referral Assistant	23.44
01141 - Messenger Courier	14.93
01191 - Order Clerk I	17.11
01192 - Order Clerk II	18.67
01261 - Personnel Assistant (Employment) I	18.59
01262 - Personnel Assistant (Employment) II	20.80
01263 - Personnel Assistant (Employment) III	23.19
01270 - Production Control Clerk	26.75
01290 - Rental Clerk	17.19
01300 - Scheduler Maintenance	18.80
01311 - Secretary I	18.80
01312 - Secretary II	21.03
01313 - Secretary III	23.44
01320 - Service Order Dispatcher	19.00
01410 - Supply Technician	30.57
01420 - Survey Worker	19.82
01460 - Switchboard Operator/Receptionist	15.74
01531 - Travel Clerk I	16.69
01532 - Travel Clerk II	18.05
01533 - Travel Clerk III	19.46
01611 - Word Processor I	17.62
01612 - Word Processor II	19.77

01613 - Word Processor III	22.12
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.21
05010 - Automotive Electrician	22.60
05040 - Automotive Glass Installer	21.60
05070 - Automotive Worker	21.60
05110 - Mobile Equipment Servicer	19.58
05130 - Motor Equipment Metal Mechanic	23.59
05160 - Motor Equipment Metal Worker	21.60
05190 - Motor Vehicle Mechanic	23.59
05220 - Motor Vehicle Mechanic Helper	18.40
05250 - Motor Vehicle Upholstery Worker	20.59
05280 - Motor Vehicle Wrecker	21.60
05310 - Painter Automotive	22.60
05340 - Radiator Repair Specialist	21.60
05370 - Tire Repairer	15.08
05400 - Transmission Repair Specialist	23.59
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.71
07041 - Cook I	17.61
07042 - Cook II	19.44
07070 - Dishwasher	12.47
07130 - Food Service Worker	13.30
07210 - Meat Cutter	21.77
07260 - Waiter/Waitress	13.18
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.25
09040 - Furniture Handler	15.90
09080 - Furniture Refinisher	20.88
09090 - Furniture Refinisher Helper	16.86
09110 - Furniture Repairer Minor	18.98
09130 - Upholsterer	18.60
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.54
11060 - Elevator Operator	15.52
11090 - Gardener	21.11
11122 - Housekeeping Aide	17.16

11150 - Janitor	17.16
11210 - Laborer Grounds Maintenance	17.08
11240 - Maid or Houseman	15.71
11260 - Pruner	15.71
11270 - Tractor Operator	19.84
11330 - Trail Maintenance Worker	17.08
11360 - Window Cleaner	18.67
12000 - Health Occupations	
12010 - Ambulance Driver	18.55
12011 - Breath Alcohol Technician	24.70
12012 - Certified Occupational Therapist Assistant	30.39
12015 - Certified Physical Therapist Assistant	32.52
12020 - Dental Assistant	22.78
12025 - Dental Hygienist	42.94
12030 - EKG Technician	38.43
12035 - Electroneurodiagnostic Technologist	38.43
12040 - Emergency Medical Technician	18.55
12071 - Licensed Practical Nurse I	22.71
12072 - Licensed Practical Nurse II	25.41
12073 - Licensed Practical Nurse III	28.33
12100 - Medical Assistant	19.04
12130 - Medical Laboratory Technician	23.49
12160 - Medical Record Clerk	21.29
12190 - Medical Record Technician	23.82
12195 - Medical Transcriptionist	23.14
12210 - Nuclear Medicine Technologist	40.69
12221 - Nursing Assistant I	12.77
12222 - Nursing Assistant II	14.37
12223 - Nursing Assistant III	15.68
12224 - Nursing Assistant IV	17.60
12235 - Optical Dispenser	30.02
12236 - Optical Technician	19.18
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	19.02
12305 - Radiologic Technologist	36.26
12311 - Registered Nurse I	31.18
12312 - Registered Nurse II	40.19

12313 - Registered Nurse II Specialist	40.19
12314 - Registered Nurse III	48.63
12315 - Registered Nurse III Anesthetist	48.63
12316 - Registered Nurse IV	58.29
12317 - Scheduler (Drug and Alcohol Testing)	28.50
12320 - Substance Abuse Treatment Counselor	22.28
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.17
13012 - Exhibits Specialist II	27.46
13013 - Exhibits Specialist III	33.59
13041 - Illustrator I	24.09
13042 - Illustrator II	29.83
13043 - Illustrator III	36.50
13047 - Librarian	35.60
13050 - Library Aide/Clerk	16.11
13054 - Library Information Technology Systems Administrator	32.15
13058 - Library Technician	23.72
13061 - Media Specialist I	22.75
13062 - Media Specialist II	24.72
13063 - Media Specialist III	27.56
13071 - Photographer I	18.65
13072 - Photographer II	20.87
13073 - Photographer III	25.85
13074 - Photographer IV	30.00
13075 - Photographer V	38.26
13090 - Technical Order Library Clerk	20.23
13110 - Video Teleconference Technician	26.39
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.71
14042 - Computer Operator II	22.05
14043 - Computer Operator III	24.58
14044 - Computer Operator IV	27.32
14045 - Computer Operator V	30.25
14071 - Computer Programmer I	(see 1) 25.98
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		19.71
14160 - Personal Computer Support Technician		27.32
14170 - System Support Specialist		38.57
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.72
15020 - Aircrew Training Devices Instructor (Rated)		43.22
15030 - Air Crew Training Devices Instructor (Pilot)		51.80
15050 - Computer Based Training Specialist / Instructor		35.72
15060 - Educational Technologist		36.83
15070 - Flight Instructor (Pilot)		51.80
15080 - Graphic Artist		31.54
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.47
15086 - Maintenance Test Pilot Rotary Wing		44.47
15088 - Non-Maintenance Test/Co-Pilot		44.47
15090 - Technical Instructor		29.29
15095 - Technical Instructor/Course Developer		35.83
15110 - Test Proctor		23.65
15120 - Tutor		23.65
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		12.53
16030 - Counter Attendant		12.53
16040 - Dry Cleaner		15.72
16070 - Finisher Flatwork Machine		12.53
16090 - Presser Hand		12.53
16110 - Presser Machine Drycleaning		12.53
16130 - Presser Machine Shirts		12.53
16160 - Presser Machine Wearing Apparel Laundry		12.53
16190 - Sewing Machine Operator		16.65
16220 - Tailor		17.38
16250 - Washer Machine		13.16
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.95
19040 - Tool And Die Maker		26.82

21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.66
21030 - Material Coordinator	26.75
21040 - Material Expediter	26.75
21050 - Material Handling Laborer	14.87
21071 - Order Filler	15.51
21080 - Production Line Worker (Food Processing)	18.66
21110 - Shipping Packer	18.63
21130 - Shipping/Receiving Clerk	18.63
21140 - Store Worker I	14.14
21150 - Stock Clerk	18.20
21210 - Tools And Parts Attendant	18.66
21410 - Warehouse Specialist	18.66
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	36.54
23019 - Aircraft Logs and Records Technician	29.67
23021 - Aircraft Mechanic I	34.14
23022 - Aircraft Mechanic II	36.54
23023 - Aircraft Mechanic III	37.04
23040 - Aircraft Mechanic Helper	26.50
23050 - Aircraft Painter	32.54
23060 - Aircraft Servicer	29.67
23070 - Aircraft Survival Flight Equipment Technician	32.54
23080 - Aircraft Worker	31.12
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	31.12
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	34.14
23110 - Appliance Mechanic	24.24
23120 - Bicycle Repairer	17.00
23125 - Cable Splicer	44.08
23130 - Carpenter Maintenance	30.65
23140 - Carpet Layer	32.08
23160 - Electrician Maintenance	34.10
23181 - Electronics Technician Maintenance I	26.57
23182 - Electronics Technician Maintenance II	27.78
23183 - Electronics Technician Maintenance III	29.01



23260 - Fabric Worker	27.16
23290 - Fire Alarm System Mechanic	32.46
23310 - Fire Extinguisher Repairer	25.81
23311 - Fuel Distribution System Mechanic	34.95
23312 - Fuel Distribution System Operator	29.00
23370 - General Maintenance Worker	23.18
23380 - Ground Support Equipment Mechanic	34.14
23381 - Ground Support Equipment Servicer	29.67
23382 - Ground Support Equipment Worker	31.12
23391 - Gunsmith I	25.81
23392 - Gunsmith II	28.48
23393 - Gunsmith III	31.10
23410 - Heating Ventilation And Air-Conditioning Mechanic	29.46
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	30.65
23430 - Heavy Equipment Mechanic	31.10
23440 - Heavy Equipment Operator	34.81
23460 - Instrument Mechanic	26.48
23465 - Laboratory/Shelter Mechanic	29.80
23470 - Laborer	15.05
23510 - Locksmith	25.63
23530 - Machinery Maintenance Mechanic	27.98
23550 - Machinist Maintenance	25.30
23580 - Maintenance Trades Helper	19.59
23591 - Metrology Technician I	26.48
23592 - Metrology Technician II	28.35
23593 - Metrology Technician III	28.65
23640 - Millwright	30.81
23710 - Office Appliance Repairer	25.51
23760 - Painter Maintenance	26.66
23790 - Pipefitter Maintenance	32.93
23810 - Plumber Maintenance	31.55
23820 - Pneudraulic Systems Mechanic	31.10
23850 - Rigger	25.30
23870 - Scale Mechanic	28.48
23890 - Sheet-Metal Worker Maintenance	34.02

23910 - Small Engine Mechanic	23.18
23931 - Telecommunications Mechanic I	36.99
23932 - Telecommunications Mechanic II	39.56
23950 - Telephone Lineman	40.17
23960 - Welder Combination Maintenance	26.68
23965 - Well Driller	31.10
23970 - Woodcraft Worker	31.10
23980 - Woodworker	25.81
24000 - Personal Needs Occupations	
24550 - Case Manager	15.78
24570 - Child Care Attendant	14.11
24580 - Child Care Center Clerk	17.60
24610 - Chore Aide	13.90
24620 - Family Readiness And Support Services Coordinator	15.78
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.93
25040 - Sewage Plant Operator	27.96
25070 - Stationary Engineer	30.93
25190 - Ventilation Equipment Tender	24.12
25210 - Water Treatment Plant Operator	27.96
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.26
27007 - Baggage Inspector	15.85
27008 - Corrections Officer	34.42
27010 - Court Security Officer	32.67
27030 - Detection Dog Handler	18.95
27040 - Detention Officer	34.42
27070 - Firefighter	30.91
27101 - Guard I	15.85
27102 - Guard II	18.95
27131 - Police Officer I	31.21
27132 - Police Officer II	34.68
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.66
28042 - Carnival Equipment Repairer	16.66

28043 - Carnival Worker	12.40
28210 - Gate Attendant/Gate Tender	16.61
28310 - Lifeguard	13.45
28350 - Park Attendant (Aide)	18.58
28510 - Recreation Aide/Health Facility Attendant	13.58
28515 - Recreation Specialist	23.02
28630 - Sports Official	14.80
28690 - Swimming Pool Operator	19.44
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.33
29020 - Hatch Tender	27.33
29030 - Line Handler	27.33
29041 - Stevedore I	26.29
29042 - Stevedore II	29.25
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	42.15
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	29.06
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	32.00
30021 - Archeological Technician I	21.07
30022 - Archeological Technician II	23.57
30023 - Archeological Technician III	29.20
30030 - Cartographic Technician	29.20
30040 - Civil Engineering Technician	28.36
30051 - Cryogenic Technician I	29.11
30052 - Cryogenic Technician II	32.16
30061 - Drafter/CAD Operator I	21.07
30062 - Drafter/CAD Operator II	23.57
30063 - Drafter/CAD Operator III	26.27
30064 - Drafter/CAD Operator IV	32.34
30081 - Engineering Technician I	17.29
30082 - Engineering Technician II	19.42
30083 - Engineering Technician III	21.74
30084 - Engineering Technician IV	26.93
30085 - Engineering Technician V	32.93
30086 - Engineering Technician VI	38.49
30090 - Environmental Technician	29.02
30095 - Evidence Control Specialist	26.29

30210 - Laboratory Technician	27.31
30221 - Latent Fingerprint Technician I	32.02
30222 - Latent Fingerprint Technician II	35.38
30240 - Mathematical Technician	29.20
30361 - Paralegal/Legal Assistant I	20.44
30362 - Paralegal/Legal Assistant II	25.32
30363 - Paralegal/Legal Assistant III	30.97
30364 - Paralegal/Legal Assistant IV	37.46
30375 - Petroleum Supply Specialist	32.16
30390 - Photo-Optics Technician	29.20
30395 - Radiation Control Technician	32.16
30461 - Technical Writer I	28.30
30462 - Technical Writer II	34.62
30463 - Technical Writer III	41.88
30491 - Unexploded Ordnance (UXO) Technician I	26.79
30492 - Unexploded Ordnance (UXO) Technician II	32.41
30493 - Unexploded Ordnance (UXO) Technician III	38.85
30494 - Unexploded (UXO) Safety Escort	26.79
30495 - Unexploded (UXO) Sweep Personnel	26.79
30501 - Weather Forecaster I	32.34
30502 - Weather Forecaster II	39.33
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 26.27
30621 - Weather Observer Senior	(see 2) 29.20
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	32.41
31020 - Bus Aide	18.66
31030 - Bus Driver	24.27
31043 - Driver Courier	17.63
31260 - Parking and Lot Attendant	14.28
31290 - Shuttle Bus Driver	18.76
31310 - Taxi Driver	14.44
31361 - Truckdriver Light	18.76
31362 - Truckdriver Medium	19.74
31363 - Truckdriver Heavy	25.42
31364 - Truckdriver Tractor-Trailer	25.42
99000 - Miscellaneous Occupations	

99020 - Cabin Safety Specialist	15.80
99030 - Cashier	11.89
99050 - Desk Clerk	14.08
99095 - Embalmer	38.21
99130 - Flight Follower	26.79
99251 - Laboratory Animal Caretaker I	19.09
99252 - Laboratory Animal Caretaker II	20.31
99260 - Marketing Analyst	34.51
99310 - Mortician	38.21
99410 - Pest Controller	23.48
99510 - Photofinishing Worker	16.32
99710 - Recycling Laborer	20.65
99711 - Recycling Specialist	23.98
99730 - Refuse Collector	18.99
99810 - Sales Clerk	13.61
99820 - School Crossing Guard	15.05
99830 - Survey Party Chief	31.00
99831 - Surveying Aide	20.51
99832 - Surveying Technician	28.19
99840 - Vending Machine Attendant	15.89
99841 - Vending Machine Repairer	18.68
99842 - Vending Machine Repairer Helper	15.89

---

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](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 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 and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

\*\* HAZARDOUS PAY DIFFERENTIAL \*\*



An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\*

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) \*\*

#### Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage

rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."