

"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.: 2015-4930
Daniel W. Simms Division of | Revision No.: 11
Director Wage Determinations | Date Of Last Revision: 09/16/2019

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.

State: Wisconsin

Area: Wisconsin Counties of Barron Buffalo Clark Crawford Dunn Jackson Juneau Monroe Pepin Trempealeau Vernon

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

OCCUPATION CODE - TITLE	FOOTNOTE
RATE	
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
13.62	
01012 - Accounting Clerk II	
15.29	
01013 - Accounting Clerk III	
17.19	
01020 - Administrative Assistant	
23.06	
01035 - Court Reporter	
17.28	
01041 - Customer Service Representative I	
12.61	
01042 - Customer Service Representative II	
14.18	
01043 - Customer Service Representative III	
15.47	
01051 - Data Entry Operator I	
15.22	
01052 - Data Entry Operator II	
16.60	
01060 - Dispatcher Motor Vehicle	18.13
01070 - Document Preparation Clerk	
13.55	
01090 - Duplicating Machine Operator	
13.55	
01111 - General Clerk I	
13.10	
01112 - General Clerk II	
14.29	
01113 - General Clerk III	
16.05	
01120 - Housing Referral Assistant	

19.26

01141 - Messenger Courier

12.44

01191 - Order Clerk I

14.55

01192 - Order Clerk II

15.87

01261 - Personnel Assistant (Employment) I

15.99

01262 - Personnel Assistant (Employment) II

17.89

01263 - Personnel Assistant (Employment) III

19.94

01270 - Production Control Clerk

21.09

01290 - Rental Clerk

13.53

01300 - Scheduler Maintenance

15.45

01311 - Secretary I

15.45

01312 - Secretary II

17.28

01313 - Secretary III

19.26

01320 - Service Order Dispatcher

16.20

01410 - Supply Technician

23.06

01420 - Survey Worker

16.44

01460 - Switchboard Operator/Receptionist

14.14

01531 - Travel Clerk I

14.51

01532 - Travel Clerk II

15.67

01533 - Travel Clerk III

16.84

01611 - Word Processor I

13.76

01612 - Word Processor II

15.45

01613 - Word Processor III

17.28

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer Fiberglass

18.21

05010 - Automotive Electrician

18.28

05040 - Automotive Glass Installer

17.51

05070 - Automotive Worker

15.84

05110 - Mobile Equipment Servicer

15.77

05130 - Motor Equipment Metal Mechanic

19.26

05160 - Motor Equipment Metal Worker

17.51

05190 - Motor Vehicle Mechanic

17.47

05220 - Motor Vehicle Mechanic Helper

15.20

05250 - Motor Vehicle Upholstery Worker

16.73

05280 - Motor Vehicle Wrecker

17.51

05310 - Painter Automotive

18.28

05340 - Radiator Repair Specialist

17.51

05370 - Tire Repairer

13.74

05400 - Transmission Repair Specialist

19.26

07000 - Food Preparation And Service Occupations

07010 - Baker

12.77

07041 - Cook I

13.87

07042 - Cook II	
15.57	
07070 - Dishwasher	
9.21	
07130 - Food Service Worker	
11.29	
07210 - Meat Cutter	
18.69	
07260 - Waiter/Waitress	
8.92	
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	
19.87	
09040 - Furniture Handler	
13.12	
09080 - Furniture Refinisher	
19.10	
09090 - Furniture Refinisher Helper	
15.15	
09110 - Furniture Repairer Minor	17.19
09130 - Upholsterer	
20.34	
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.99
11060 - Elevator Operator	
12.99	
11090 - Gardener	
15.09	
11122 - Housekeeping Aide	
13.50	
11150 - Janitor	
13.50	
11210 - Laborer Grounds Maintenance	12.54
11240 - Maid or Houseman	
11.17	
11260 - Pruner	
11.55	
11270 - Tractor Operator	
14.49	

11330 - Trail Maintenance Worker  
12.54

11360 - Window Cleaner  
14.62

12000 - Health Occupations

12010 - Ambulance Driver  
13.58

12011 - Breath Alcohol Technician  
18.46

12012 - Certified Occupational Therapist Assistant  
26.24

12015 - Certified Physical Therapist Assistant  
26.13

12020 - Dental Assistant  
16.94

12025 - Dental Hygienist  
32.59

12030 - EKG Technician  
27.97

12035 - Electroneurodiagnostic Technologist  
27.97

12040 - Emergency Medical Technician  
13.58

12071 - Licensed Practical Nurse I  
16.50

12072 - Licensed Practical Nurse II  
18.46

12073 - Licensed Practical Nurse III  
20.57

12100 - Medical Assistant  
17.21

12130 - Medical Laboratory Technician  
24.54

12160 - Medical Record Clerk  
16.54

12190 - Medical Record Technician  
18.51

12195 - Medical Transcriptionist  
20.68

12210 - Nuclear Medicine Technologist	
40.55	
12221 - Nursing Assistant I	
11.45	
12222 - Nursing Assistant II	
12.88	
12223 - Nursing Assistant III	
14.05	
12224 - Nursing Assistant IV	
15.77	
12235 - Optical Dispenser	
16.24	
12236 - Optical Technician	
16.50	
12250 - Pharmacy Technician	
16.36	
12280 - Phlebotomist	
15.69	
12305 - Radiologic Technologist	
27.13	
12311 - Registered Nurse I	
24.49	
12312 - Registered Nurse II	
29.96	
12313 - Registered Nurse II Specialist	29.96
12314 - Registered Nurse III	
36.24	
12315 - Registered Nurse III Anesthetist	36.24
12316 - Registered Nurse IV	
41.98	
12317 - Scheduler (Drug and Alcohol Testing)	
22.86	
12320 - Substance Abuse Treatment Counselor	
26.43	
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	
16.66	
13012 - Exhibits Specialist II	
20.65	

13013 - Exhibits Specialist III  
25.26

13041 - Illustrator I  
16.66

13042 - Illustrator II  
20.65

13043 - Illustrator III  
25.26

13047 - Librarian  
23.03

13050 - Library Aide/Clerk  
12.85

13054 - Library Information Technology Systems  
20.65

Administrator

13058 - Library Technician  
15.04

13061 - Media Specialist I  
14.90

13062 - Media Specialist II  
16.66

13063 - Media Specialist III  
18.58

13071 - Photographer I  
14.42

13072 - Photographer II  
16.54

13073 - Photographer III  
20.49

13074 - Photographer IV  
25.07

13075 - Photographer V  
30.33

13090 - Technical Order Library Clerk  
16.90

13110 - Video Teleconference Technician  
19.98

14000 - Information Technology Occupations

14041 - Computer Operator I

14.64  
14042 - Computer Operator II

16.37  
14043 - Computer Operator III

18.35  
14044 - Computer Operator IV

20.43  
14045 - Computer Operator V

23.66  
14071 - Computer Programmer I (see 1)

17.71  
14072 - Computer Programmer II (see 1)

22.12  
14073 - Computer Programmer III (see 1)

26.85  
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

14.64  
14160 - Personal Computer Support Technician

20.43  
14170 - System Support Specialist

26.36  
15000 - Instructional Occupations  
15010 - Aircrew Training Devices Instructor (Non-Rated)

28.56  
15020 - Aircrew Training Devices Instructor (Rated)

34.55  
15030 - Air Crew Training Devices Instructor (Pilot)

41.41  
15050 - Computer Based Training Specialist / Instructor

28.56  
15060 - Educational Technologist

28.75		
	15070 - Flight Instructor (Pilot)	
41.41		
	15080 - Graphic Artist	
22.32		
	15085 - Maintenance Test Pilot Fixed Jet/Prop	41.41
	15086 - Maintenance Test Pilot Rotary Wing	41.41
	15088 - Non-Maintenance Test/Co-Pilot	
41.41		
	15090 - Technical Instructor	
19.53		
	15095 - Technical Instructor/Course Developer	
23.89		
	15110 - Test Proctor	
15.77		
	15120 - Tutor	
15.77		
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
	16010 - Assembler	
11.94		
	16030 - Counter Attendant	
11.94		
	16040 - Dry Cleaner	
14.91		
	16070 - Finisher Flatwork Machine	11.94
	16090 - Presser Hand	11.94
	16110 - Presser Machine Drycleaning	11.94
	16130 - Presser Machine Shirts	11.94
	16160 - Presser Machine Wearing Apparel Laundry	11.94
	16190 - Sewing Machine Operator	
15.79		
	16220 - Tailor	
16.68		
	16250 - Washer Machine	13.16
19000 - Machine Tool Operation And Repair Occupations		
	19010 - Machine-Tool Operator (Tool Room)	
20.85		
	19040 - Tool And Die Maker	
24.80		

## 21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator

18.37

21030 - Material Coordinator

21.09

21040 - Material Expediter

21.09

21050 - Material Handling Laborer

16.00

21071 - Order Filler

13.75

21080 - Production Line Worker (Food Processing)

18.37

21110 - Shipping Packer

17.07

21130 - Shipping/Receiving Clerk

17.07

21140 - Store Worker I

14.51

21150 - Stock Clerk

18.56

21210 - Tools And Parts Attendant

18.37

21410 - Warehouse Specialist

18.37

## 23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder

26.59

23019 - Aircraft Logs and Records Technician

21.85

23021 - Aircraft Mechanic I

25.46

23022 - Aircraft Mechanic II

26.59

23023 - Aircraft Mechanic III

27.76

23040 - Aircraft Mechanic Helper

19.26

23050 - Aircraft Painter

24.32

23060 - Aircraft Servicer	
21.85	
23070 - Aircraft Survival Flight Equipment Technician	
24.32	
23080 - Aircraft Worker	
23.08	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic	
23.08	
I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	
25.46	
II	
23110 - Appliance Mechanic	
22.12	
23120 - Bicycle Repairer	
18.71	
23125 - Cable Splicer	
38.89	
23130 - Carpenter Maintenance	20.46
23140 - Carpet Layer	
23.08	
23160 - Electrician Maintenance	26.77
23181 - Electronics Technician Maintenance I	
23.08	
23182 - Electronics Technician Maintenance II	
24.32	
23183 - Electronics Technician Maintenance III	
25.46	
23260 - Fabric Worker	
21.85	
23290 - Fire Alarm System Mechanic	
25.46	
23310 - Fire Extinguisher Repairer	
20.55	
23311 - Fuel Distribution System Mechanic	
25.46	
23312 - Fuel Distribution System Operator	
20.55	
23370 - General Maintenance Worker	

19.14		
	23380 - Ground Support Equipment Mechanic	
25.46		
	23381 - Ground Support Equipment Servicer	
21.85		
	23382 - Ground Support Equipment Worker	
23.08		
	23391 - Gunsmith I	
20.55		
	23392 - Gunsmith II	
23.08		
	23393 - Gunsmith III	
25.46		
	23410 - Heating Ventilation And Air-Conditioning Mechanic	21.31
	23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.34
	23430 - Heavy Equipment Mechanic	
23.68		
	23440 - Heavy Equipment Operator	
25.84		
	23460 - Instrument Mechanic	
25.46		
	23465 - Laboratory/Shelter Mechanic	
24.32		
	23470 - Laborer	
16.00		
	23510 - Locksmith	
24.32		
	23530 - Machinery Maintenance Mechanic	
23.88		
	23550 - Machinist Maintenance	19.23
	23580 - Maintenance Trades Helper	
15.41		
	23591 - Metrology Technician I	
25.46		
	23592 - Metrology Technician II	
26.59		
	23593 - Metrology Technician III	

27.76		
	23640 - Millwright	
25.46		
	23710 - Office Appliance Repairer	
24.32		
	23760 - Painter Maintenance	20.99
	23790 - Pipefitter Maintenance	30.13
	23810 - Plumber Maintenance	28.78
	23820 - Pneudraulic Systems Mechanic	
25.46		
	23850 - Rigger	
25.46		
	23870 - Scale Mechanic	
23.08		
	23890 - Sheet-Metal Worker Maintenance	24.78
	23910 - Small Engine Mechanic	
16.78		
	23931 - Telecommunications Mechanic I	
25.70		
	23932 - Telecommunications Mechanic II	
26.84		
	23950 - Telephone Lineman	
25.46		
	23960 - Welder Combination Maintenance	18.95
	23965 - Well Driller	
25.46		
	23970 - Woodcraft Worker	
25.46		
	23980 - Woodworker	
20.55		
24000 - Personal Needs Occupations		
	24550 - Case Manager	
17.28		
	24570 - Child Care Attendant	
12.08		
	24580 - Child Care Center Clerk	
15.06		
	24610 - Chore Aide	
11.42		

24620 - Family Readiness And Support Services  
17.28  
Coordinator  
24630 - Homemaker  
17.28  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
25.46  
25040 - Sewage Plant Operator  
24.24  
25070 - Stationary Engineer  
25.46  
25190 - Ventilation Equipment Tender  
19.26  
25210 - Water Treatment Plant Operator  
24.24  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
20.18  
27007 - Baggage Inspector  
13.99  
27008 - Corrections Officer  
20.30  
27010 - Court Security Officer  
19.62  
27030 - Detection Dog Handler  
15.65  
27040 - Detention Officer  
20.30  
27070 - Firefighter  
17.50  
27101 - Guard I  
13.99  
27102 - Guard II  
15.65  
27131 - Police Officer I  
22.51  
27132 - Police Officer II  
25.01

28000 - Recreation Occupations

    28041 - Carnival Equipment Operator  
13.66

    28042 - Carnival Equipment Repairer  
14.58

    28043 - Carnival Worker  
10.88

    28210 - Gate Attendant/Gate Tender  
14.27

    28310 - Lifeguard  
11.34

    28350 - Park Attendant (Aide)  
15.97

    28510 - Recreation Aide/Health Facility Attendant  
11.65

    28515 - Recreation Specialist  
19.78

    28630 - Sports Official  
12.71

    28690 - Swimming Pool Operator  
16.37

29000 - Stevedoring/Longshoremen Occupational Services

    29010 - Blocker And Bracer  
23.08

    29020 - Hatch Tender  
23.08

    29030 - Line Handler  
23.08

    29041 - Stevedore I  
21.85

    29042 - Stevedore II  
24.32

30000 - Technical Occupations

    30010 - Air Traffic Control Specialist Center (HFO) (see 2) 38.78

    30011 - Air Traffic Control Specialist Station (HFO) (see 2) 26.74

    30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 29.45

    30021 - Archeological Technician I  
15.71

    30022 - Archeological Technician II

18.39  
30023 - Archeological Technician III

23.15  
30030 - Cartographic Technician

23.15  
30040 - Civil Engineering Technician

24.07  
30051 - Cryogenic Technician I

24.11  
30052 - Cryogenic Technician II

26.63  
30061 - Drafter/CAD Operator I

15.71  
30062 - Drafter/CAD Operator II

18.39  
30063 - Drafter/CAD Operator III

20.84  
30064 - Drafter/CAD Operator IV

25.64  
30081 - Engineering Technician I

14.74  
30082 - Engineering Technician II

16.54  
30083 - Engineering Technician III

18.51  
30084 - Engineering Technician IV

22.93  
30085 - Engineering Technician V

28.04  
30086 - Engineering Technician VI

33.93  
30090 - Environmental Technician

25.43  
30095 - Evidence Control Specialist

21.77  
30210 - Laboratory Technician

19.55  
30221 - Latent Fingerprint Technician I

24.11

30222 - Latent Fingerprint Technician II  
26.63

30240 - Mathematical Technician  
23.15

30361 - Paralegal/Legal Assistant I  
19.58

30362 - Paralegal/Legal Assistant II  
24.25

30363 - Paralegal/Legal Assistant III  
29.66

30364 - Paralegal/Legal Assistant IV  
35.89

30375 - Petroleum Supply Specialist  
26.63

30390 - Photo-Optics Technician  
23.15

30395 - Radiation Control Technician  
26.63

30461 - Technical Writer I  
23.15

30462 - Technical Writer II  
28.32

30463 - Technical Writer III  
34.26

30491 - Unexploded Ordnance (UXO) Technician I  
24.65

30492 - Unexploded Ordnance (UXO) Technician II  
29.82

30493 - Unexploded Ordnance (UXO) Technician III  
35.74

30494 - Unexploded (UXO) Safety Escort  
24.65

30495 - Unexploded (UXO) Sweep Personnel  
24.65

30501 - Weather Forecaster I  
25.64

30502 - Weather Forecaster II  
31.19

30620 - Weather Observer Combined Upper Air Or (see 2) 20.84

Surface Programs		
30621 - Weather Observer Senior	(see 2)	23.15
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		
29.82		
31020 - Bus Aide		
13.74		
31030 - Bus Driver		
19.15		
31043 - Driver Courier		
14.00		
31260 - Parking and Lot Attendant		
14.03		
31290 - Shuttle Bus Driver		
14.94		
31310 - Taxi Driver		
10.81		
31361 - Truckdriver Light		14.94
31362 - Truckdriver Medium		15.91
31363 - Truckdriver Heavy		21.11
31364 - Truckdriver Tractor-Trailer		21.11
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		
14.54		
99030 - Cashier		
9.94		
99050 - Desk Clerk		
10.27		
99095 - Embalmer		
28.88		
99130 - Flight Follower		
24.65		
99251 - Laboratory Animal Caretaker I		
11.03		
99252 - Laboratory Animal Caretaker II		
11.77		
99260 - Marketing Analyst		
24.60		
99310 - Mortician		

28.88

99410 - Pest Controller

22.58

99510 - Photofinishing Worker

13.88

99710 - Recycling Laborer

19.34

99711 - Recycling Specialist

22.40

99730 - Refuse Collector

17.85

99810 - Sales Clerk

11.75

99820 - School Crossing Guard

15.85

99830 - Survey Party Chief

26.89

99831 - Surveying Aide

15.72

99832 - Surveying Technician

20.64

99840 - Vending Machine Attendant

19.71

99841 - Vending Machine Repairer

23.31

99842 - Vending Machine Repairer Helper

19.71

---

-

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: 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 \$4.54 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 \$4.22 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 8 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. (See 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))."