

"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.: 2015-4341  
Revision No.: 24  
Date Of Last Revision: 06/30/2023

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

<p>If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:</p>	<p>Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.</p>
<p>If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:</p>	<p>Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.</p>

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

States: North Carolina, Virginia

Area: North Carolina Counties of Currituck, Gates  
Virginia Counties of Chesapeake, Gloucester, Hampton, Isle of Wight, James City, Mathews, Newport News, Norfolk, Poquoson, Portsmouth, Suffolk, Virginia Beach, Williamsburg, York

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.54***
01012 - Accounting Clerk II		17.45
01013 - Accounting Clerk III		19.52
01020 - Administrative Assistant		29.38
01035 - Court Reporter		21.21
01041 - Customer Service Representative I		14.66***
01042 - Customer Service Representative II		15.99***
01043 - Customer Service Representative III		17.95
01051 - Data Entry Operator I		14.36***
01052 - Data Entry Operator II		15.66***
01060 - Dispatcher, Motor Vehicle		21.12
01070 - Document Preparation Clerk		15.83***
01090 - Duplicating Machine Operator		15.83***

01111 - General Clerk I	14.10***
01112 - General Clerk II	15.38***
01113 - General Clerk III	17.28
01120 - Housing Referral Assistant	22.75
01141 - Messenger Courier	17.19
01191 - Order Clerk I	16.66
01192 - Order Clerk II	18.18
01261 - Personnel Assistant (Employment) I	18.04
01262 - Personnel Assistant (Employment) II	20.17
01263 - Personnel Assistant (Employment) III	22.49
01270 - Production Control Clerk	30.09
01290 - Rental Clerk	16.92
01300 - Scheduler, Maintenance	18.25
01311 - Secretary I	18.25
01312 - Secretary II	20.41
01313 - Secretary III	22.75
01320 - Service Order Dispatcher	18.88
01410 - Supply Technician	29.38
01420 - Survey Worker	16.68
01460 - Switchboard Operator/Receptionist	14.61***
01531 - Travel Clerk I	16.25
01532 - Travel Clerk II	17.35
01533 - Travel Clerk III	18.39
01611 - Word Processor I	15.68***
01612 - Word Processor II	17.61
01613 - Word Processor III	19.69
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.82
05010 - Automotive Electrician	23.82
05040 - Automotive Glass Installer	22.59
05070 - Automotive Worker	22.59
05110 - Mobile Equipment Servicer	20.36
05130 - Motor Equipment Metal Mechanic	25.00
05160 - Motor Equipment Metal Worker	22.59
05190 - Motor Vehicle Mechanic	25.00
05220 - Motor Vehicle Mechanic Helper	19.18
05250 - Motor Vehicle Upholstery Worker	21.46
05280 - Motor Vehicle Wrecker	22.59
05310 - Painter, Automotive	23.82
05340 - Radiator Repair Specialist	22.59
05370 - Tire Repairer	14.33***
05400 - Transmission Repair Specialist	25.00
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.77***
07041 - Cook I	15.90***
07042 - Cook II	17.62
07070 - Dishwasher	12.00***
07130 - Food Service Worker	12.64***
07210 - Meat Cutter	19.08
07260 - Waiter/Waitress	12.16***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.69
09040 - Furniture Handler	15.20***
09080 - Furniture Refinisher	21.32
09090 - Furniture Refinisher Helper	17.16
09110 - Furniture Repairer, Minor	19.21
09130 - Upholsterer	20.17
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.33***
11060 - Elevator Operator	13.33***
11090 - Gardener	17.99
11122 - Housekeeping Aide	13.11***
11150 - Janitor	13.11***
11210 - Laborer, Grounds Maintenance	15.00***
11240 - Maid or Houseman	12.55***

11260 - Pruner	13.67***
11270 - Tractor Operator	16.94
11330 - Trail Maintenance Worker	15.00***
11360 - Window Cleaner	13.90***
12000 - Health Occupations	
12010 - Ambulance Driver	17.77
12011 - Breath Alcohol Technician	17.77
12012 - Certified Occupational Therapist Assistant	31.81
12015 - Certified Physical Therapist Assistant	29.61
12020 - Dental Assistant	20.00
12025 - Dental Hygienist	39.54
12030 - EKG Technician	31.12
12035 - Electroneurodiagnostic Technologist	31.12
12040 - Emergency Medical Technician	17.77
12071 - Licensed Practical Nurse I	19.40
12072 - Licensed Practical Nurse II	21.70
12073 - Licensed Practical Nurse III	24.19
12100 - Medical Assistant	17.91
12130 - Medical Laboratory Technician	24.28
12160 - Medical Record Clerk	20.04
12190 - Medical Record Technician	22.41
12195 - Medical Transcriptionist	16.79
12210 - Nuclear Medicine Technologist	38.24
12221 - Nursing Assistant I	12.24***
12222 - Nursing Assistant II	13.76***
12223 - Nursing Assistant III	15.01***
12224 - Nursing Assistant IV	16.86
12235 - Optical Dispenser	23.50
12236 - Optical Technician	20.83
12250 - Pharmacy Technician	17.91
12280 - Phlebotomist	17.19
12305 - Radiologic Technologist	30.62
12311 - Registered Nurse I	25.85
12312 - Registered Nurse II	31.61
12313 - Registered Nurse II, Specialist	31.61
12314 - Registered Nurse III	38.25
12315 - Registered Nurse III, Anesthetist	38.25
12316 - Registered Nurse IV	45.85
12317 - Scheduler (Drug and Alcohol Testing)	26.89
12320 - Substance Abuse Treatment Counselor	24.46
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.51
13012 - Exhibits Specialist II	27.90
13013 - Exhibits Specialist III	33.82
13041 - Illustrator I	22.93
13042 - Illustrator II	28.39
13043 - Illustrator III	34.74
13047 - Librarian	32.67
13050 - Library Aide/Clerk	14.82***
13054 - Library Information Technology Systems Administrator	27.64
13058 - Library Technician	18.25
13061 - Media Specialist I	20.49
13062 - Media Specialist II	22.93
13063 - Media Specialist III	25.56
13071 - Photographer I	16.69
13072 - Photographer II	20.31
13073 - Photographer III	24.67
13074 - Photographer IV	28.29
13075 - Photographer V	34.23
13090 - Technical Order Library Clerk	18.62
13110 - Video Teleconference Technician	24.40
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.79
14042 - Computer Operator II	21.01

14043 - Computer Operator III	23.42
14044 - Computer Operator IV	26.03
14045 - Computer Operator V	28.83
14071 - Computer Programmer I	(see 1) 22.93
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	18.79
14160 - Personal Computer Support Technician	26.03
14170 - System Support Specialist	28.83
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.58
15020 - Aircrew Training Devices Instructor (Rated)	40.63
15030 - Air Crew Training Devices Instructor (Pilot)	48.71
15050 - Computer Based Training Specialist / Instructor	33.58
15060 - Educational Technologist	37.98
15070 - Flight Instructor (Pilot)	48.71
15080 - Graphic Artist	26.48
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	48.71
15086 - Maintenance Test Pilot, Rotary Wing	48.71
15088 - Non-Maintenance Test/Co-Pilot	48.71
15090 - Technical Instructor	25.94
15095 - Technical Instructor/Course Developer	31.73
15110 - Test Proctor	20.94
15120 - Tutor	20.94
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.90***
16030 - Counter Attendant	11.90***
16040 - Dry Cleaner	15.02***
16070 - Finisher, Flatwork, Machine	11.90***
16090 - Presser, Hand	11.90***
16110 - Presser, Machine, Drycleaning	11.90***
16130 - Presser, Machine, Shirts	11.90***
16160 - Presser, Machine, Wearing Apparel, Laundry	11.90***
16190 - Sewing Machine Operator	15.65***
16220 - Tailor	16.28
16250 - Washer, Machine	13.04***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.50
19040 - Tool And Die Maker	29.34
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.42
21030 - Material Coordinator	30.09
21040 - Material Expediter	30.09
21050 - Material Handling Laborer	15.93***
21071 - Order Filler	14.53***
21080 - Production Line Worker (Food Processing)	21.42
21110 - Shipping Packer	17.48
21130 - Shipping/Receiving Clerk	17.48
21140 - Store Worker I	14.63***
21150 - Stock Clerk	18.63
21210 - Tools And Parts Attendant	21.42
21410 - Warehouse Specialist	21.42
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	36.27
23019 - Aircraft Logs and Records Technician	29.64
23021 - Aircraft Mechanic I	34.53
23022 - Aircraft Mechanic II	36.27
23023 - Aircraft Mechanic III	37.95
23040 - Aircraft Mechanic Helper	26.49
23050 - Aircraft, Painter	32.90
23060 - Aircraft Servicer	29.64

23070 - Aircraft Survival Flight Equipment Technician	32.90
23080 - Aircraft Worker	31.20
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	31.20
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	34.53
23110 - Appliance Mechanic	24.16
23120 - Bicycle Repairer	22.00
23125 - Cable Splicer	29.23
23130 - Carpenter, Maintenance	23.10
23140 - Carpet Layer	24.39
23160 - Electrician, Maintenance	27.08
23181 - Electronics Technician Maintenance I	25.64
23182 - Electronics Technician Maintenance II	27.04
23183 - Electronics Technician Maintenance III	28.37
23260 - Fabric Worker	23.18
23290 - Fire Alarm System Mechanic	24.65
23310 - Fire Extinguisher Repairer	22.00
23311 - Fuel Distribution System Mechanic	33.28
23312 - Fuel Distribution System Operator	27.11
23370 - General Maintenance Worker	19.21
23380 - Ground Support Equipment Mechanic	34.53
23381 - Ground Support Equipment Servicer	29.64
23382 - Ground Support Equipment Worker	31.20
23391 - Gunsmith I	22.00
23392 - Gunsmith II	24.39
23393 - Gunsmith III	27.00
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.42
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.65
23430 - Heavy Equipment Mechanic	26.27
23440 - Heavy Equipment Operator	22.22
23460 - Instrument Mechanic	29.73
23465 - Laboratory/Shelter Mechanic	25.73
23470 - Laborer	15.93***
23510 - Locksmith	23.94
23530 - Machinery Maintenance Mechanic	26.32
23550 - Machinist, Maintenance	28.32
23580 - Maintenance Trades Helper	16.29
23591 - Metrology Technician I	29.73
23592 - Metrology Technician II	31.24
23593 - Metrology Technician III	32.69
23640 - Millwright	27.56
23710 - Office Appliance Repairer	25.03
23760 - Painter, Maintenance	20.64
23790 - Pipefitter, Maintenance	26.50
23810 - Plumber, Maintenance	25.26
23820 - Pneudraulic Systems Mechanic	27.00
23850 - Rigger	27.21
23870 - Scale Mechanic	24.39
23890 - Sheet-Metal Worker, Maintenance	29.28
23910 - Small Engine Mechanic	20.11
23931 - Telecommunications Mechanic I	29.09
23932 - Telecommunications Mechanic II	30.54
23950 - Telephone Lineman	31.63
23960 - Welder, Combination, Maintenance	29.90
23965 - Well Driller	26.96
23970 - Woodcraft Worker	27.00
23980 - Woodworker	22.00
24000 - Personal Needs Occupations	
24550 - Case Manager	17.39
24570 - Child Care Attendant	12.27***
24580 - Child Care Center Clerk	15.30***
24610 - Chore Aide	11.81***

24620 - Family Readiness And Support Services Coordinator	17.39
24630 - Homemaker	17.39
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.98
25040 - Sewage Plant Operator	22.75
25070 - Stationary Engineer	26.98
25190 - Ventilation Equipment Tender	20.70
25210 - Water Treatment Plant Operator	22.75
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.34
27007 - Baggage Inspector	15.55***
27008 - Corrections Officer	22.40
27010 - Court Security Officer	24.50
27030 - Detection Dog Handler	17.39
27040 - Detention Officer	22.40
27070 - Firefighter	26.60
27101 - Guard I	15.55***
27102 - Guard II	17.39
27131 - Police Officer I	23.75
27132 - Police Officer II	26.40
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.32***
28042 - Carnival Equipment Repairer	14.14***
28043 - Carnival Worker	10.78***
28210 - Gate Attendant/Gate Tender	17.35
28310 - Lifeguard	12.22***
28350 - Park Attendant (Aide)	19.41
28510 - Recreation Aide/Health Facility Attendant	14.16***
28515 - Recreation Specialist	24.05
28630 - Sports Official	15.45***
28690 - Swimming Pool Operator	16.06***
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.78
29020 - Hatch Tender	28.78
29030 - Line Handler	28.78
29041 - Stevedore I	27.34
29042 - Stevedore II	30.35
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	43.60
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	30.06
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	33.11
30021 - Archeological Technician I	18.85
30022 - Archeological Technician II	21.09
30023 - Archeological Technician III	25.82
30030 - Cartographic Technician	26.68
30040 - Civil Engineering Technician	28.45
30051 - Cryogenic Technician I	28.59
30052 - Cryogenic Technician II	31.58
30061 - Drafter/CAD Operator I	18.85
30062 - Drafter/CAD Operator II	21.09
30063 - Drafter/CAD Operator III	23.52
30064 - Drafter/CAD Operator IV	28.93
30081 - Engineering Technician I	17.82
30082 - Engineering Technician II	19.79
30083 - Engineering Technician III	22.59
30084 - Engineering Technician IV	27.42
30085 - Engineering Technician V	33.54
30086 - Engineering Technician VI	40.58
30090 - Environmental Technician	24.49
30095 - Evidence Control Specialist	25.82
30210 - Laboratory Technician	22.20
30221 - Latent Fingerprint Technician I	25.71
30222 - Latent Fingerprint Technician II	28.39
30240 - Mathematical Technician	35.52

30361 - Paralegal/Legal Assistant I	20.59
30362 - Paralegal/Legal Assistant II	25.51
30363 - Paralegal/Legal Assistant III	31.22
30364 - Paralegal/Legal Assistant IV	37.75
30375 - Petroleum Supply Specialist	31.58
30390 - Photo-Optics Technician	26.68
30395 - Radiation Control Technician	31.58
30461 - Technical Writer I	25.03
30462 - Technical Writer II	30.61
30463 - Technical Writer III	37.03
30491 - Unexploded Ordnance (UXO) Technician I	27.71
30492 - Unexploded Ordnance (UXO) Technician II	33.52
30493 - Unexploded Ordnance (UXO) Technician III	40.18
30494 - Unexploded (UXO) Safety Escort	27.71
30495 - Unexploded (UXO) Sweep Personnel	27.71
30501 - Weather Forecaster I	28.59
30502 - Weather Forecaster II	34.78
30620 - Weather Observer, Combined Upper Air Or	(see 2) 23.52
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 25.82
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.52
31020 - Bus Aide	14.73***
31030 - Bus Driver	18.62
31043 - Driver Courier	16.13***
31260 - Parking and Lot Attendant	11.95***
31290 - Shuttle Bus Driver	15.64***
31310 - Taxi Driver	14.88***
31361 - Truckdriver, Light	17.13
31362 - Truckdriver, Medium	18.05
31363 - Truckdriver, Heavy	22.41
31364 - Truckdriver, Tractor-Trailer	22.41
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.34
99030 - Cashier	11.85***
99050 - Desk Clerk	12.33***
99095 - Embalmer	30.76
99130 - Flight Follower	27.71
99251 - Laboratory Animal Caretaker I	14.15***
99252 - Laboratory Animal Caretaker II	15.03***
99260 - Marketing Analyst	28.59
99310 - Mortician	30.76
99410 - Pest Controller	18.03
99510 - Photofinishing Worker	15.16***
99710 - Recycling Laborer	20.04
99711 - Recycling Specialist	22.63
99730 - Refuse Collector	18.26
99810 - Sales Clerk	12.57***
99820 - School Crossing Guard	15.63***
99830 - Survey Party Chief	24.55
99831 - Surveying Aide	15.32***
99832 - Surveying Technician	22.32
99840 - Vending Machine Attendant	18.05
99841 - Vending Machine Repairer	21.24
99842 - Vending Machine Repairer Helper	18.05

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into

with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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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: \$4.98 per hour, up to 40 hours per week, or \$199.20 per week or \$863.20 per month

HEALTH & WELFARE EO 13706: \$4.57 per hour, up to 40 hours per week, or \$182.80 per week, or \$792.13 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 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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, dyeing, 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))."