

"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 Wage Determination No.: 2015-5677 Revision No.: 19 Date Of Last Revision: 03/15/2022
Daniel W. Simms Director	Division of Wage Determinations

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.

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:	With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 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 2022.
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:	With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 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 2022.

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 <https://www.dol.gov/agencies/whd/government-contracts>.

State: California

Area: California Counties of Modoc Nevada Plumas Sierra Siskiyou Trinity

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.44
01012 - Accounting Clerk II		18.46
01013 - Accounting Clerk III		20.65
01020 - Administrative Assistant		26.81
01035 - Court Reporter		20.96
01041 - Customer Service Representative I		15.02
01042 - Customer Service Representative II		16.88
01043 - Customer Service Representative III		18.42
01051 - Data Entry Operator I		16.42
01052 - Data Entry Operator II		17.91
01060 - Dispatcher Motor Vehicle		19.60
01070 - Document Preparation Clerk		14.72***
01090 - Duplicating Machine Operator		14.72***
01111 - General Clerk I		14.51***
01112 - General Clerk II		15.83
01113 - General Clerk III		17.78

01120 - Housing Referral Assistant	22.39
01141 - Messenger Courier	13.48***
01191 - Order Clerk I	17.02
01192 - Order Clerk II	18.56
01261 - Personnel Assistant (Employment) I	18.08
01262 - Personnel Assistant (Employment) II	20.21
01263 - Personnel Assistant (Employment) III	22.53
01270 - Production Control Clerk	23.66
01290 - Rental Clerk	17.07
01300 - Scheduler Maintenance	17.83
01311 - Secretary I	17.83
01312 - Secretary II	19.42
01313 - Secretary III	22.39
01320 - Service Order Dispatcher	17.53
01410 - Supply Technician	26.81
01420 - Survey Worker	23.48
01460 - Switchboard Operator/Receptionist	15.64
01531 - Travel Clerk I	14.93***
01532 - Travel Clerk II	16.10
01533 - Travel Clerk III	17.38
01611 - Word Processor I	14.68***
01612 - Word Processor II	16.48
01613 - Word Processor III	18.76
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	27.97
05010 - Automotive Electrician	24.93
05040 - Automotive Glass Installer	23.45
05070 - Automotive Worker	23.45
05110 - Mobile Equipment Servicer	20.50
05130 - Motor Equipment Metal Mechanic	26.43
05160 - Motor Equipment Metal Worker	23.45
05190 - Motor Vehicle Mechanic	26.43
05220 - Motor Vehicle Mechanic Helper	18.96
05250 - Motor Vehicle Upholstery Worker	21.97
05280 - Motor Vehicle Wrecker	23.45
05310 - Painter Automotive	24.93
05340 - Radiator Repair Specialist	23.45
05370 - Tire Repairer	15.70
05400 - Transmission Repair Specialist	26.43
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.51
07041 - Cook I	18.66
07042 - Cook II	21.33
07070 - Dishwasher	13.20***
07130 - Food Service Worker	14.58***
07210 - Meat Cutter	19.16
07260 - Waiter/Waitress	13.02***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	24.49
09040 - Furniture Handler	16.78
09080 - Furniture Refinisher	24.49
09090 - Furniture Refinisher Helper	19.34
09110 - Furniture Repairer Minor	22.17
09130 - Upholsterer	24.49
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.92***
11060 - Elevator Operator	14.92***
11090 - Gardener	19.95
11122 - Housekeeping Aide	15.45
11150 - Janitor	15.45
11210 - Laborer Grounds Maintenance	15.61
11240 - Maid or Houseman	14.59***
11260 - Pruner	14.21***
11270 - Tractor Operator	18.45
11330 - Trail Maintenance Worker	15.61

11360 - Window Cleaner	16.97
12000 - Health Occupations	
12010 - Ambulance Driver	20.12
12011 - Breath Alcohol Technician	26.11
12012 - Certified Occupational Therapist Assistant	35.83
12015 - Certified Physical Therapist Assistant	32.98
12020 - Dental Assistant	19.86
12025 - Dental Hygienist	52.04
12030 - EKG Technician	39.58
12035 - Electroneurodiagnostic Technologist	39.58
12040 - Emergency Medical Technician	20.12
12071 - Licensed Practical Nurse I	24.18
12072 - Licensed Practical Nurse II	27.05
12073 - Licensed Practical Nurse III	30.15
12100 - Medical Assistant	18.41
12130 - Medical Laboratory Technician	30.54
12160 - Medical Record Clerk	20.14
12190 - Medical Record Technician	22.52
12195 - Medical Transcriptionist	23.34
12210 - Nuclear Medicine Technologist	57.39
12221 - Nursing Assistant I	12.45***
12222 - Nursing Assistant II	13.99***
12223 - Nursing Assistant III	15.53
12224 - Nursing Assistant IV	17.44
12235 - Optical Dispenser	19.86
12236 - Optical Technician	23.34
12250 - Pharmacy Technician	19.30
12280 - Phlebotomist	26.35
12305 - Radiologic Technologist	47.21
12311 - Registered Nurse I	40.86
12312 - Registered Nurse II	49.98
12313 - Registered Nurse II Specialist	49.98
12314 - Registered Nurse III	60.45
12315 - Registered Nurse III Anesthetist	60.45
12316 - Registered Nurse IV	68.50
12317 - Scheduler (Drug and Alcohol Testing)	32.35
12320 - Substance Abuse Treatment Counselor	29.82
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.61
13012 - Exhibits Specialist II	29.25
13013 - Exhibits Specialist III	36.92
13041 - Illustrator I	22.71
13042 - Illustrator II	28.14
13043 - Illustrator III	34.42
13047 - Librarian	31.43
13050 - Library Aide/Clerk	16.22
13054 - Library Information Technology Systems Administrator	25.79
13058 - Library Technician	18.68
13061 - Media Specialist I	20.48
13062 - Media Specialist II	22.91
13063 - Media Specialist III	25.53
13071 - Photographer I	17.88
13072 - Photographer II	21.38
13073 - Photographer III	26.50
13074 - Photographer IV	33.56
13075 - Photographer V	39.20
13090 - Technical Order Library Clerk	20.37
13110 - Video Teleconference Technician	20.53
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.27
14042 - Computer Operator II	20.44
14043 - Computer Operator III	22.78
14044 - Computer Operator IV	25.32
14045 - Computer Operator V	28.04

14071 - Computer Programmer I	(see 1)	23.09
14072 - Computer Programmer II	(see 1)	27.20
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		18.27
14160 - Personal Computer Support Technician		25.32
14170 - System Support Specialist		26.96
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.36
15020 - Aircrew Training Devices Instructor (Rated)		42.77
15030 - Air Crew Training Devices Instructor (Pilot)		51.27
15050 - Computer Based Training Specialist / Instructor		35.36
15060 - Educational Technologist		40.76
15070 - Flight Instructor (Pilot)		51.27
15080 - Graphic Artist		26.55
15085 - Maintenance Test Pilot Fixed Jet/Prop		50.69
15086 - Maintenance Test Pilot Rotary Wing		50.69
15088 - Non-Maintenance Test/Co-Pilot		50.69
15090 - Technical Instructor		22.85
15095 - Technical Instructor/Course Developer		27.95
15110 - Test Proctor		18.44
15120 - Tutor		18.44
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		15.47
16030 - Counter Attendant		15.47
16040 - Dry Cleaner		17.68
16070 - Finisher Flatwork Machine		15.47
16090 - Presser Hand		15.47
16110 - Presser Machine Drycleaning		15.47
16130 - Presser Machine Shirts		15.47
16160 - Presser Machine Wearing Apparel Laundry		15.47
16190 - Sewing Machine Operator		18.42
16220 - Tailor		19.15
16250 - Washer Machine		16.21
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		28.04
19040 - Tool And Die Maker		34.73
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		21.40
21030 - Material Coordinator		23.66
21040 - Material Expediter		23.66
21050 - Material Handling Laborer		18.61
21071 - Order Filler		15.43
21080 - Production Line Worker (Food Processing)		21.40
21110 - Shipping Packer		22.25
21130 - Shipping/Receiving Clerk		22.25
21140 - Store Worker I		14.90***
21150 - Stock Clerk		19.40
21210 - Tools And Parts Attendant		21.40
21410 - Warehouse Specialist		21.40
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		31.89
23019 - Aircraft Logs and Records Technician		25.08
23021 - Aircraft Mechanic I		30.17
23022 - Aircraft Mechanic II		31.89
23023 - Aircraft Mechanic III		33.63
23040 - Aircraft Mechanic Helper		21.64
23050 - Aircraft Painter		28.44
23060 - Aircraft Servicer		25.08
23070 - Aircraft Survival Flight Equipment Technician		28.44
23080 - Aircraft Worker		26.76
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		26.76

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	30.17
II	
23110 - Appliance Mechanic	28.04
23120 - Bicycle Repairer	23.06
23125 - Cable Splicer	55.37
23130 - Carpenter Maintenance	30.64
23140 - Carpet Layer	26.37
23160 - Electrician Maintenance	31.69
23181 - Electronics Technician Maintenance I	28.60
23182 - Electronics Technician Maintenance II	30.39
23183 - Electronics Technician Maintenance III	34.83
23260 - Fabric Worker	24.72
23290 - Fire Alarm System Mechanic	29.73
23310 - Fire Extinguisher Repairer	23.06
23311 - Fuel Distribution System Mechanic	32.23
23312 - Fuel Distribution System Operator	25.03
23370 - General Maintenance Worker	20.27
23380 - Ground Support Equipment Mechanic	30.17
23381 - Ground Support Equipment Servicer	25.08
23382 - Ground Support Equipment Worker	26.76
23391 - Gunsmith I	23.06
23392 - Gunsmith II	26.37
23393 - Gunsmith III	29.73
23410 - Heating Ventilation And Air-Conditioning Mechanic	26.70
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.22
23430 - Heavy Equipment Mechanic	28.48
23440 - Heavy Equipment Operator	29.93
23460 - Instrument Mechanic	29.73
23465 - Laboratory/Shelter Mechanic	28.04
23470 - Laborer	18.61
23510 - Locksmith	28.04
23530 - Machinery Maintenance Mechanic	27.49
23550 - Machinist Maintenance	23.10
23580 - Maintenance Trades Helper	17.41
23591 - Metrology Technician I	29.73
23592 - Metrology Technician II	31.43
23593 - Metrology Technician III	33.14
23640 - Millwright	31.69
23710 - Office Appliance Repairer	28.04
23760 - Painter Maintenance	24.55
23790 - Pipefitter Maintenance	29.64
23810 - Plumber Maintenance	27.96
23820 - Pneudraulic Systems Mechanic	29.73
23850 - Rigger	29.73
23870 - Scale Mechanic	26.37
23890 - Sheet-Metal Worker Maintenance	29.73
23910 - Small Engine Mechanic	26.37
23931 - Telecommunications Mechanic I	32.03
23932 - Telecommunications Mechanic II	33.86
23950 - Telephone Lineman	35.03
23960 - Welder Combination Maintenance	23.99
23965 - Well Driller	29.73
23970 - Woodcraft Worker	29.73
23980 - Woodworker	23.06
24000 - Personal Needs Occupations	
24550 - Case Manager	24.59
24570 - Child Care Attendant	14.81***
24580 - Child Care Center Clerk	18.46
24610 - Chore Aide	13.14***
24620 - Family Readiness And Support Services Coordinator	24.59
24630 - Homemaker	24.59

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	33.10
25040 - Sewage Plant Operator	30.68
25070 - Stationary Engineer	33.10
25190 - Ventilation Equipment Tender	23.52
25210 - Water Treatment Plant Operator	30.68
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.80
27007 - Baggage Inspector	17.26
27008 - Corrections Officer	37.70
27010 - Court Security Officer	30.56
27030 - Detection Dog Handler	21.22
27040 - Detention Officer	37.70
27070 - Firefighter	24.10
27101 - Guard I	17.26
27102 - Guard II	21.22
27131 - Police Officer I	39.18
27132 - Police Officer II	43.56
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.48
28042 - Carnival Equipment Repairer	18.89
28043 - Carnival Worker	13.45***
28210 - Gate Attendant/Gate Tender	19.34
28310 - Lifeguard	14.98***
28350 - Park Attendant (Aide)	21.63
28510 - Recreation Aide/Health Facility Attendant	15.78
28515 - Recreation Specialist	26.79
28630 - Sports Official	17.22
28690 - Swimming Pool Operator	21.60
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.29
29020 - Hatch Tender	28.29
29030 - Line Handler	28.29
29041 - Stevedore I	26.44
29042 - Stevedore II	30.15
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59
30021 - Archeological Technician I	20.36
30022 - Archeological Technician II	22.78
30023 - Archeological Technician III	28.22
30030 - Cartographic Technician	28.22
30040 - Civil Engineering Technician	28.22
30051 - Cryogenic Technician I	30.53
30052 - Cryogenic Technician II	33.72
30061 - Drafter/CAD Operator I	20.36
30062 - Drafter/CAD Operator II	22.78
30063 - Drafter/CAD Operator III	25.39
30064 - Drafter/CAD Operator IV	31.26
30081 - Engineering Technician I	18.94
30082 - Engineering Technician II	21.26
30083 - Engineering Technician III	23.79
30084 - Engineering Technician IV	29.47
30085 - Engineering Technician V	36.05
30086 - Engineering Technician VI	43.62
30090 - Environmental Technician	27.68
30095 - Evidence Control Specialist	27.57
30210 - Laboratory Technician	24.97
30221 - Latent Fingerprint Technician I	30.53
30222 - Latent Fingerprint Technician II	33.72
30240 - Mathematical Technician	28.22
30361 - Paralegal/Legal Assistant I	18.92
30362 - Paralegal/Legal Assistant II	24.85
30363 - Paralegal/Legal Assistant III	30.39

30364 - Paralegal/Legal Assistant IV	36.76
30375 - Petroleum Supply Specialist	33.72
30390 - Photo-Optics Technician	28.22
30395 - Radiation Control Technician	33.72
30461 - Technical Writer I	27.97
30462 - Technical Writer II	34.21
30463 - Technical Writer III	41.39
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	31.26
30502 - Weather Forecaster II	38.01
30620 - Weather Observer Combined Upper Air Or	(see 2) 25.39
Surface Programs	
30621 - Weather Observer Senior	(see 2) 28.22
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	15.25
31030 - Bus Driver	22.08
31043 - Driver Courier	17.41
31260 - Parking and Lot Attendant	13.76***
31290 - Shuttle Bus Driver	18.79
31310 - Taxi Driver	15.04
31361 - Truckdriver Light	18.79
31362 - Truckdriver Medium	20.37
31363 - Truckdriver Heavy	22.58
31364 - Truckdriver Tractor-Trailer	22.58
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	14.09***
99050 - Desk Clerk	14.28***
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	15.09
99252 - Laboratory Animal Caretaker II	16.31
99260 - Marketing Analyst	24.83
99310 - Mortician	25.60
99410 - Pest Controller	19.69
99510 - Photofinishing Worker	15.20
99710 - Recycling Laborer	23.92
99711 - Recycling Specialist	28.27
99730 - Refuse Collector	21.76
99810 - Sales Clerk	15.23
99820 - School Crossing Guard	16.19
99830 - Survey Party Chief	38.36
99831 - Surveying Aide	20.83
99832 - Surveying Technician	28.59
99840 - Vending Machine Attendant	20.37
99841 - Vending Machine Repairer	24.32
99842 - Vending Machine Repairer Helper	20.37

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 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.

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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 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: 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))."