

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor

Daniel W. Simms  
Director

Division of Wage  
Determinations

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON, D.C. 20210

Wage Determination No.: 2015-5087

Revision No.: 13

Date of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 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 \$10.95 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 2021. 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).

State: Missouri

Area: Missouri Counties of Christian, Dallas, Greene, Polk, Webster

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		12 .85
01012 - Accounting Clerk II		14 .43
01013 - Accounting Clerk III		16 .15
01020 - Administrative Assistant		21 .81
01035 - Court Reporter		16 .24
01041 - Customer Service Representative I		11 .84
01042 - Customer Service Representative II		13 .31
01043 - Customer Service Representative III		14 .52
01051 - Data Entry Operator I		12 .24
01052 - Data Entry Operator II		13 .35
01060 - Dispatcher, Motor Vehicle		21 .97
01070 - Document Preparation Clerk		14 .43
01090 - Duplicating Machine Operator		14 .43
01111 - General Clerk I		11 .78
01112 - General Clerk II		12 .85
01113 - General Clerk III		14 .43
01120 - Housing Referral Assistant		18 .09

01141 - Messenger Courier	13 .50
01191 - Order Clerk I	12 .41
01192 - Order Clerk II	13 .54
01261 - Personnel Assistant (Employment) I	15 .14
01262 - Personnel Assistant (Employment) II	16 .94
01263 - Personnel Assistant (Employment) III	18 .89
01270 - Production Control Clerk	18 .26
01290 - Rental Clerk	13 .22
01300 - Scheduler, Maintenance	14 .51
01311 - Secretary I	14 .51
01312 - Secretary II	16 .24
01313 - Secretary III	18 .09
01320 - Service Order Dispatcher	19 .64
01410 - Supply Technician	21 .81
01420 - Survey Worker	14 .87
01460 - Switchboard Operator/Receptionist	11 .46
01531 - Travel Clerk I	14 .05
01532 - Travel Clerk II	15 .17
01533 - Travel Clerk III	16 .29
01611 - Word Processor I	14 .54
01612 - Word Processor II	16 .32
01613 - Word Processor III	18 .26

**05000 - Automotive Service Occupations**

05005 - Automobile Body Repairer, Fiberglass	22 .23
05010 - Automotive Electrician	19 .61
05040 - Automotive Glass Installer	18 .38
05070 - Automotive Worker	18 .38
05110 - Mobile Equipment Servicer	16 .08
05130 - Motor Equipment Metal Mechanic	20 .79
05160 - Motor Equipment Metal Worker	18 .38
05190 - Motor Vehicle Mechanic	20 .79
05220 - Motor Vehicle Mechanic Helper	14 .83
05250 - Motor Vehicle Upholstery Worker	17 .25
05280 - Motor Vehicle Wrecker	18 .38
05310 - Painter, Automotive	19 .61
05340 - Radiator Repair Specialist	18 .38
05370 - Tire Repairer	15 .13
05400 - Transmission Repair Specialist	20 .79

**07000 - Food Preparation And Service Occupations**

07010 - Baker	13 .04
07041 - Cook I	10 .84

07042 - Cook II	12 .39
07070 - Dishwasher	9 .92
07130 - Food Service Worker	10 .58
07210 - Meat Cutter	14 .00
07260 - Waiter/Waitress	9 .12

**09000 - Furniture Maintenance And Repair Occupations**

09010 - Electrostatic Spray Painter	18 .59
09040 - Furniture Handler	11 .76
09080 - Furniture Refinisher	18 .59
09090 - Furniture Refinisher Helper	14 .07
09110 - Furniture Repairer, Minor	16 .35
09130 - Upholsterer	17 .66

**11000 - General Services And Support Occupations**

11030 - Cleaner, Vehicles	11 .44
11060 - Elevator Operator	11 .55
11090 - Gardener	15 .88
11122 - Housekeeping Aide	11 .55
11150 - Janitor	11 .55
11210 - Laborer, Grounds Maintenance	12 .28
11240 - Maid or Houseman	10 .75
11260 - Pruner	11 .41
11270 - Tractor Operator	14 .67
11330 - Trail Maintenance Worker	12 .28
11360 - Window Cleaner	12 .73

**12000 - Health Occupations**

12010 - Ambulance Driver	18 .11
12011 - Breath Alcohol Technician	18 .55
12012 - Certified Occupational Therapist Assistant	28 .41
12015 - Certified Physical Therapist Assistant	26 .02
12020 - Dental Assistant	19 .27
12025 - Dental Hygienist	36 .82
12030 - EKG Technician	23 .85
12035 - Electroneurodiagnostic Technologist	23 .85
12040 - Emergency Medical Technician	18 .11
12071 - Licensed Practical Nurse I	16 .59
12072 - Licensed Practical Nurse II	18 .57
12073 - Licensed Practical Nurse III	20 .70
12100 - Medical Assistant	13 .33
12130 - Medical Laboratory Technician	17 .91
12160 - Medical Record Clerk	16 .47
12190 - Medical Record Technician	18 .43

12195 - Medical Transcriptionist	17 .59
12210 - Nuclear Medicine Technologist	38 .44
12221 - Nursing Assistant I	12 .09
12222 - Nursing Assistant II	13 .59
12223 - Nursing Assistant III	14 .83
12224 - Nursing Assistant IV	16 .64
12235 - Optical Dispenser	16 .00
12236 - Optical Technician	16 .59
12250 - Pharmacy Technician	14 .61
12280 - Phlebotomist	14 .19
12305 - Radiologic Technologist	23 .85
12311 - Registered Nurse I	22 .22
12312 - Registered Nurse II	27 .19
12313 - Registered Nurse II, Specialist	27 .19
12314 - Registered Nurse III	32 .90
12315 - Registered Nurse III, Anesthetist	32 .90
12316 - Registered Nurse IV	39 .43
12317 - Scheduler (Drug and Alcohol Testing)	22 .97
12320 - Substance Abuse Treatment Counselor	16 .05

**13000 - Information And Arts Occupations**

13011 - Exhibits Specialist I	18 .13
13012 - Exhibits Specialist II	22 .20
13013 - Exhibits Specialist III	25 .99
13041 - Illustrator I	18 .13
13042 - Illustrator II	22 .20
13043 - Illustrator III	25 .99
13047 - Librarian	23 .53
13050 - Library Aide/Clerk	12 .51
13054 - Library Information Technology Systems Administrator	21 .24
13058 - Library Technician	15 .57
13061 - Media Specialist I	15 .33
13062 - Media Specialist II	17 .15
13063 - Media Specialist III	19 .12
13071 - Photographer I	12 .42
13072 - Photographer II	15 .34
13073 - Photographer III	19 .91
13074 - Photographer IV	24 .34
13075 - Photographer V	30 .59
13090 - Technical Order Library Clerk	15 .74
13110 - Video Teleconference Technician	18 .91

**14000 - Information Technology Occupations**

14041 - Computer Operator I	14 .91
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14042 - Computer Operator II		16 .68
14043 - Computer Operator III		18 .59
14044 - Computer Operator IV		20 .65
14045 - Computer Operator V		22 .88
14071 - Computer Programmer I	(see 1)	20 .54
14072 - Computer Programmer II	(see 1)	25 .43
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		14 .91
14160 - Personal Computer Support Technician		20 .65
14170 - System Support Specialist		24 .66

### 15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated)		29 .11
15020 - Aircrew Training Devices Instructor (Rated)		35 .22
15030 - Air Crew Training Devices Instructor (Pilot)		42 .22
15050 - Computer Based Training Specialist / Instructor		29 .11
15060 - Educational Technologist		26 .88
15070 - Flight Instructor (Pilot)		42 .22
15080 - Graphic Artist		20 .17
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		42 .22
15086 - Maintenance Test Pilot, Rotary Wing		42 .22
15088 - Non-Maintenance Test/Co-Pilot		42 .22
15090 - Technical Instructor		17 .80
15095 - Technical Instructor/Course Developer		21 .78
15110 - Test Proctor		14 .37
15120 - Tutor		14 .37

### 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations

16010 - Assembler		10 .63
16030 - Counter Attendant		10 .63
16040 - Dry Cleaner		13 .41
16070 - Finisher, Flatwork, Machine		10 .63
16090 - Presser, Hand		10 .63
16110 - Presser, Machine, Drycleaning		10 .63
16130 - Presser, Machine, Shirts		10 .63
16160 - Presser, Machine, Wearing Apparel, Laundry		10 .63
16190 - Sewing Machine Operator		14 .40
16220 - Tailor		15 .40
16250 - Washer, Machine		11 .45

**19000 - Machine Tool Operation And Repair Occupations**

19010 - Machine-Tool Operator (Tool Room)	22 .51
19040 - Tool And Die Maker	27 .69

**21000 - Materials Handling And Packing Occupations**

21020 - Forklift Operator	14 .90
21030 - Material Coordinator	18 .26
21040 - Material Expediter	18 .26
21050 - Material Handling Laborer	13 .69
21071 - Order Filler	12 .14
21080 - Production Line Worker (Food Processing)	14 .90
21110 - Shipping Packer	14 .44
21130 - Shipping/Receiving Clerk	14 .44
21140 - Store Worker I	11 .76
21150 - Stock Clerk	15 .80
21210 - Tools And Parts Attendant	14 .90
21410 - Warehouse Specialist	14 .90

**23000 - Mechanics And Maintenance And Repair Occupations**

23010 - Aerospace Structural Welder	24 .38
23019 - Aircraft Logs and Records Technician	19 .12
23021 - Aircraft Mechanic I	23 .04
23022 - Aircraft Mechanic II	24 .38
23023 - Aircraft Mechanic III	25 .64
23040 - Aircraft Mechanic Helper	16 .47
23050 - Aircraft, Painter	21 .74
23060 - Aircraft Servicer	19 .12
23070 - Aircraft Survival Flight Equipment Technician	21 .74
23080 - Aircraft Worker	20 .38
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	20 .38
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23 .04
23110 - Appliance Mechanic	24 .21
23120 - Bicycle Repairer	17 .67
23125 - Cable Splicer	38 .34
23130 - Carpenter, Maintenance	18 .42
23140 - Carpet Layer	21 .65
23160 - Electrician, Maintenance	27 .38
23181 - Electronics Technician Maintenance I	22 .37
23182 - Electronics Technician Maintenance II	23 .87
23183 - Electronics Technician Maintenance III	25 .30
23260 - Fabric Worker	20 .32
23290 - Fire Alarm System Mechanic	23 .62
23310 - Fire Extinguisher Repairer	18 .94
23311 - Fuel Distribution System Mechanic	26 .94

23312 - Fuel Distribution System Operator	20 .85
23370 - General Maintenance Worker	16 .43
23380 - Ground Support Equipment Mechanic	23 .04
23381 - Ground Support Equipment Servicer	19 .12
23382 - Ground Support Equipment Worker	20 .38
23391 - Gunsmith I	18 .94
23392 - Gunsmith II	21 .65
23393 - Gunsmith III	24 .49
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20 .47
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	21 .65
23430 - Heavy Equipment Mechanic	24 .08
23440 - Heavy Equipment Operator	22 .31
23460 - Instrument Mechanic	24 .49
23465 - Laboratory/Shelter Mechanic	23 .10
23470 - Laborer	13 .72
23510 - Locksmith	25 .08
23530 - Machinery Maintenance Mechanic	23 .83
23550 - Machinist, Maintenance	20 .19
23580 - Maintenance Trades Helper	13 .28
23591 - Metrology Technician I	24 .49
23592 - Metrology Technician II	25 .90
23593 - Metrology Technician III	27 .24
23640 - Millwright	24 .49
23710 - Office Appliance Repairer	17 .16
23760 - Painter, Maintenance	20 .38
23790 - Pipefitter, Maintenance	28 .53
23810 - Plumber, Maintenance	25 .38
23820 - Pneudraulic Systems Mechanic	24 .49
23850 - Rigger	24 .49
23870 - Scale Mechanic	21 .65
23890 - Sheet-Metal Worker, Maintenance	19 .55
23910 - Small Engine Mechanic	21 .06
23931 - Telecommunications Mechanic I	25 .18
23932 - Telecommunications Mechanic II	26 .64
23950 - Telephone Lineman	31 .25
23960 - Welder, Combination, Maintenance	20 .53
23965 - Well Driller	24 .49
23970 - Woodcraft Worker	24 .49
23980 - Woodworker	18 .94
<b>24000 - Personal Needs Occupations</b>	
24550 - Case Manager	13 .23

24570 - Child Care Attendant	9 .46
24580 - Child Care Center Clerk	13 .26
24610 - Chore Aide	10 .88
24620 - Family Readiness And Support Services Coordinator	13 .23
24630 - Homemaker	15 .27

**25000 - Plant And System Operations Occupations**

25010 - Boiler Tender	24 .49
25040 - Sewage Plant Operator	19 .19
25070 - Stationary Engineer	24 .49
25190 - Ventilation Equipment Tender	17 .46
25210 - Water Treatment Plant Operator	19 .19

**27000 - Protective Service Occupations**

27004 - Alarm Monitor	16 .21
27007 - Baggage Inspector	13 .28
27008 - Corrections Officer	20 .22
27010 - Court Security Officer	18 .45
27030 - Detection Dog Handler	16 .84
27040 - Detention Officer	20 .22
27070 - Firefighter	18 .47
27101 - Guard I	13 .28
27102 - Guard II	16 .84
27131 - Police Officer I	19 .59
27132 - Police Officer II	21 .76

**28000 - Recreation Occupations**

28041 - Carnival Equipment Operator	12 .20
28042 - Carnival Equipment Repairer	13 .24
28043 - Carnival Worker	9 .35
28210 - Gate Attendant/Gate Tender	12 .73
28310 - Lifeguard	10 .83
28350 - Park Attendant (Aide)	14 .24
28510 - Recreation Aide/Health Facility Attendant	10 .09
28515 - Recreation Specialist	16 .84
28630 - Sports Official	11 .34
28690 - Swimming Pool Operator	17 .18

**29000 - Stevedoring/Longshoremen Occupational Services**

29010 - Blocker And Bracer	19 .36
29020 - Hatch Tender	19 .36
29030 - Line Handler	19 .36
29041 - Stevedore I	18 .16
29042 - Stevedore II	20 .65

**30000 - Technical Occupations**

30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39 .89
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27 .50
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30 .29
30021 - Archeological Technician I		17 .00
30022 - Archeological Technician II		19 .03
30023 - Archeological Technician III		23 .56
30030 - Cartographic Technician		23 .56
30040 - Civil Engineering Technician		23 .55
30051 - Cryogenic Technician I		26 .10
30052 - Cryogenic Technician II		28 .83
30061 - Drafter/CAD Operator I		17 .00
30062 - Drafter/CAD Operator II		19 .03
30063 - Drafter/CAD Operator III		21 .21
30064 - Drafter/CAD Operator IV		26 .10
30081 - Engineering Technician I		13 .82
30082 - Engineering Technician II		15 .82
30083 - Engineering Technician III		20 .33
30084 - Engineering Technician IV		25 .19
30085 - Engineering Technician V		30 .82
30086 - Engineering Technician VI		37 .29
30090 - Environmental Technician		23 .56
30095 - Evidence Control Specialist		23 .56
30210 - Laboratory Technician		22 .70
30221 - Latent Fingerprint Technician I		24 .72
30222 - Latent Fingerprint Technician II		27 .30
30240 - Mathematical Technician		23 .56
30361 - Paralegal/Legal Assistant I		18 .02
30362 - Paralegal/Legal Assistant II		22 .32
30363 - Paralegal/Legal Assistant III		27 .30
30364 - Paralegal/Legal Assistant IV		33 .03
30375 - Petroleum Supply Specialist		28 .83
30390 - Photo-Optics Technician		23 .56
30395 - Radiation Control Technician		28 .83
30461 - Technical Writer I		23 .56
30462 - Technical Writer II		28 .83
30463 - Technical Writer III		35 .01
30491 - Unexploded Ordnance (UXO) Technician I		25 .35
30492 - Unexploded Ordnance (UXO) Technician II		30 .67
30493 - Unexploded Ordnance (UXO) Technician III		36 .76
30494 - Unexploded (UXO) Safety Escort		25 .35
30495 - Unexploded (UXO) Sweep Personnel		25 .35

30501 - Weather Forecaster I		26 .10
30502 - Weather Forecaster II		31 .75
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	21 .21
30621 - Weather Observer, Senior	(see 2)	23 .56

**31000 - Transportation/Mobile Equipment Operation Occupations**

31010 - Airplane Pilot		30 .67
31020 - Bus Aide		13 .74
31030 - Bus Driver		19 .12
31043 - Driver Courier		14 .29
31260 - Parking and Lot Attendant		11 .43
31290 - Shuttle Bus Driver		15 .41
31310 - Taxi Driver		12 .14
31361 - Truckdriver, Light		15 .41
31362 - Truckdriver, Medium		16 .89
31363 - Truckdriver, Heavy		20 .38
31364 - Truckdriver, Tractor-Trailer		20 .38

**99000 - Miscellaneous Occupations**

99020 - Cabin Safety Specialist		14 .95
99030 - Cashier		10 .11
99050 - Desk Clerk		11 .11
99095 - Embalmer		22 .74
99130 - Flight Follower		25 .35
99251 - Laboratory Animal Caretaker I		12 .36
99252 - Laboratory Animal Caretaker II		13 .39
99260 - Marketing Analyst		21 .56
99310 - Mortician		22 .02
99410 - Pest Controller		15 .65
99510 - Photofinishing Worker		13 .32
99710 - Recycling Laborer		19 .73
99711 - Recycling Specialist		23 .54
99730 - Refuse Collector		17 .92
99810 - Sales Clerk		12 .63
99820 - School Crossing Guard		13 .09
99830 - Survey Party Chief		20 .16
99831 - Surveying Aide		11 .66
99832 - Surveying Technician		19 .31
99840 - Vending Machine Attendant		13 .81
99841 - Vending Machine Repairer		17 .59
99842 - Vending Machine Repairer Helper		14 .60

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 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)).