

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.: 2015-5105

Revision No.: 12

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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.

States: Kansas, Missouri

Area: Kansas Counties of Johnson, Leavenworth, Linn, Miami, Wyandotte
Missouri Counties of Bates, Caldwell, Cass, Clay, Clinton, Jackson, Lafayette, Platte, Ray

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15 .97
01012 - Accounting Clerk II		17 .93
01013 - Accounting Clerk III		20 .05
01020 - Administrative Assistant		27 .26
01035 - Court Reporter		24 .39
01041 - Customer Service Representative I		14 .00
01042 - Customer Service Representative II		15 .74
01043 - Customer Service Representative III		17 .18
01051 - Data Entry Operator I		14 .46
01052 - Data Entry Operator II		15 .78
01060 - Dispatcher, Motor Vehicle		20 .35
01070 - Document Preparation Clerk		17 .23
01090 - Duplicating Machine Operator		17 .23
01111 - General Clerk I		14 .25
01112 - General Clerk II		15 .64
01113 - General Clerk III		17 .56

01120 - Housing Referral Assistant	20 .79
01141 - Messenger Courier	15 .77
01191 - Order Clerk I	15 .40
01192 - Order Clerk II	17 .28
01261 - Personnel Assistant (Employment) I	16 .71
01262 - Personnel Assistant (Employment) II	18 .69
01263 - Personnel Assistant (Employment) III	20 .83
01270 - Production Control Clerk	25 .14
01290 - Rental Clerk	14 .97
01300 - Scheduler, Maintenance	16 .25
01311 - Secretary I	16 .25
01312 - Secretary II	18 .17
01313 - Secretary III	20 .79
01320 - Service Order Dispatcher	21 .18
01410 - Supply Technician	27 .26
01420 - Survey Worker	17 .02
01460 - Switchboard Operator/Receptionist	14 .03
01531 - Travel Clerk I	17 .26
01532 - Travel Clerk II	18 .63
01533 - Travel Clerk III	20 .00
01611 - Word Processor I	16 .02
01612 - Word Processor II	17 .99
01613 - Word Processor III	20 .12

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass	23 .30
05010 - Automotive Electrician	21 .47
05040 - Automotive Glass Installer	20 .25
05070 - Automotive Worker	20 .25
05110 - Mobile Equipment Servicer	17 .53
05130 - Motor Equipment Metal Mechanic	22 .44
05160 - Motor Equipment Metal Worker	20 .25
05190 - Motor Vehicle Mechanic	22 .44
05220 - Motor Vehicle Mechanic Helper	16 .12
05250 - Motor Vehicle Upholstery Worker	18 .90
05280 - Motor Vehicle Wrecker	20 .25
05310 - Painter, Automotive	21 .47
05340 - Radiator Repair Specialist	20 .25
05370 - Tire Repairer	15 .18
05400 - Transmission Repair Specialist	22 .44

07000 - Food Preparation And Service Occupations

07010 - Baker	14 .52
07041 - Cook I	13 .02

07042 - Cook II	15 .04
07070 - Dishwasher	10 .19
07130 - Food Service Worker	11 .34
07210 - Meat Cutter	17 .93
07260 - Waiter/Waitress	9 .39

09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter	22 .09
09040 - Furniture Handler	15 .75
09080 - Furniture Refinisher	21 .23
09090 - Furniture Refinisher Helper	17 .01
09110 - Furniture Repairer, Minor	19 .27
09130 - Upholsterer	15 .83

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles	12 .06
11060 - Elevator Operator	13 .76
11090 - Gardener	20 .67
11122 - Housekeeping Aide	13 .76
11150 - Janitor	13 .76
11210 - Laborer, Grounds Maintenance	15 .83
11240 - Maid or Houseman	10 .97
11260 - Pruner	14 .29
11270 - Tractor Operator	19 .00
11330 - Trail Maintenance Worker	15 .83
11360 - Window Cleaner	15 .25

12000 - Health Occupations

12010 - Ambulance Driver	17 .67
12011 - Breath Alcohol Technician	20 .08
12012 - Certified Occupational Therapist Assistant	28 .49
12015 - Certified Physical Therapist Assistant	27 .87
12020 - Dental Assistant	19 .43
12025 - Dental Hygienist	35 .00
12030 - EKG Technician	30 .45
12035 - Electroneurodiagnostic Technologist	30 .45
12040 - Emergency Medical Technician	17 .67
12071 - Licensed Practical Nurse I	17 .96
12072 - Licensed Practical Nurse II	20 .08
12073 - Licensed Practical Nurse III	22 .39
12100 - Medical Assistant	16 .70
12130 - Medical Laboratory Technician	22 .73
12160 - Medical Record Clerk	19 .38
12190 - Medical Record Technician	21 .68

12195 - Medical Transcriptionist	17 .61
12210 - Nuclear Medicine Technologist	39 .55
12221 - Nursing Assistant I	11 .59
12222 - Nursing Assistant II	13 .04
12223 - Nursing Assistant III	14 .23
12224 - Nursing Assistant IV	15 .97
12235 - Optical Dispenser	16 .73
12236 - Optical Technician	14 .95
12250 - Pharmacy Technician	15 .79
12280 - Phlebotomist	17 .01
12305 - Radiologic Technologist	27 .69
12311 - Registered Nurse I	23 .68
12312 - Registered Nurse II	27 .27
12313 - Registered Nurse II, Specialist	27 .27
12314 - Registered Nurse III	33 .15
12315 - Registered Nurse III, Anesthetist	33 .15
12316 - Registered Nurse IV	39 .45
12317 - Scheduler (Drug and Alcohol Testing)	24 .87
12320 - Substance Abuse Treatment Counselor	20 .32

13000 - Information And Arts Occupations

13011 - Exhibits Specialist I	21 .13
13012 - Exhibits Specialist II	27 .35
13013 - Exhibits Specialist III	32 .01
13041 - Illustrator I	19 .30
13042 - Illustrator II	23 .90
13043 - Illustrator III	29 .24
13047 - Librarian	30 .95
13050 - Library Aide/Clerk	12 .27
13054 - Library Information Technology Systems Administrator	23 .49
13058 - Library Technician	16 .42
13061 - Media Specialist I	18 .41
13062 - Media Specialist II	20 .60
13063 - Media Specialist III	22 .96
13071 - Photographer I	17 .20
13072 - Photographer II	19 .24
13073 - Photographer III	23 .84
13074 - Photographer IV	29 .17
13075 - Photographer V	35 .29
13090 - Technical Order Library Clerk	16 .42
13110 - Video Teleconference Technician	22 .84

14000 - Information Technology Occupations

14041 - Computer Operator I	17 .15
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14042 - Computer Operator II		19 .19
14043 - Computer Operator III		21 .39
14044 - Computer Operator IV		23 .76
14045 - Computer Operator V		26 .31
14071 - Computer Programmer I	(see 1)	22 .38
14072 - Computer Programmer II	(see 1)	27 .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		17 .15
14160 - Personal Computer Support Technician		23 .76
14170 - System Support Specialist		29 .37

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated)		29 .33
15020 - Aircrew Training Devices Instructor (Rated)		35 .48
15030 - Air Crew Training Devices Instructor (Pilot)		42 .53
15050 - Computer Based Training Specialist / Instructor		29 .33
15060 - Educational Technologist		30 .38
15070 - Flight Instructor (Pilot)		42 .53
15080 - Graphic Artist		25 .30
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		42 .53
15086 - Maintenance Test Pilot, Rotary Wing		42 .53
15088 - Non-Maintenance Test/Co-Pilot		42 .53
15090 - Technical Instructor		24 .09
15095 - Technical Instructor/Course Developer		29 .48
15110 - Test Proctor		19 .46
15120 - Tutor		19 .46

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)	27 .66
19040 - Tool And Die Maker	32 .18

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator	19 .24
21030 - Material Coordinator	25 .14
21040 - Material Expediter	25 .14
21050 - Material Handling Laborer	16 .19
21071 - Order Filler	13 .52
21080 - Production Line Worker (Food Processing)	19 .24
21110 - Shipping Packer	16 .12
21130 - Shipping/Receiving Clerk	16 .12
21140 - Store Worker I	14 .99
21150 - Stock Clerk	20 .53
21210 - Tools And Parts Attendant	19 .24
21410 - Warehouse Specialist	19 .24

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder	31 .43
23019 - Aircraft Logs and Records Technician	25 .45
23021 - Aircraft Mechanic I	30 .22
23022 - Aircraft Mechanic II	31 .43
23023 - Aircraft Mechanic III	32 .61
23040 - Aircraft Mechanic Helper	21 .71
23050 - Aircraft, Painter	28 .91
23060 - Aircraft Servicer	25 .45
23070 - Aircraft Survival Flight Equipment Technician	28 .91
23080 - Aircraft Worker	27 .27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27 .27
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	30 .22
23110 - Appliance Mechanic	21 .23
23120 - Bicycle Repairer	20 .49
23125 - Cable Splicer	40 .77
23130 - Carpenter, Maintenance	25 .73
23140 - Carpet Layer	25 .78
23160 - Electrician, Maintenance	30 .70
23181 - Electronics Technician Maintenance I	26 .08
23182 - Electronics Technician Maintenance II	28 .85
23183 - Electronics Technician Maintenance III	30 .13
23260 - Fabric Worker	22 .14
23290 - Fire Alarm System Mechanic	24 .62
23310 - Fire Extinguisher Repairer	20 .54

23311 - Fuel Distribution System Mechanic	33 .04
23312 - Fuel Distribution System Operator	25 .85
23370 - General Maintenance Worker	20 .36
23380 - Ground Support Equipment Mechanic	30 .22
23381 - Ground Support Equipment Servicer	25 .45
23382 - Ground Support Equipment Worker	27 .27
23391 - Gunsmith I	20 .54
23392 - Gunsmith II	23 .73
23393 - Gunsmith III	26 .26
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27 .08
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	28 .17
23430 - Heavy Equipment Mechanic	26 .01
23440 - Heavy Equipment Operator	27 .83
23460 - Instrument Mechanic	24 .78
23465 - Laboratory/Shelter Mechanic	25 .15
23470 - Laborer	14 .86
23510 - Locksmith	24 .84
23530 - Machinery Maintenance Mechanic	26 .56
23550 - Machinist, Maintenance	22 .05
23580 - Maintenance Trades Helper	16 .31
23591 - Metrology Technician I	24 .78
23592 - Metrology Technician II	25 .77
23593 - Metrology Technician III	26 .75
23640 - Millwright	34 .31
23710 - Office Appliance Repairer	21 .38
23760 - Painter, Maintenance	21 .58
23790 - Pipefitter, Maintenance	32 .02
23810 - Plumber, Maintenance	30 .63
23820 - Pneudraulic Systems Mechanic	26 .26
23850 - Rigger	25 .25
23870 - Scale Mechanic	23 .73
23890 - Sheet-Metal Worker, Maintenance	29 .58
23910 - Small Engine Mechanic	21 .10
23931 - Telecommunications Mechanic I	25 .19
23932 - Telecommunications Mechanic II	26 .20
23950 - Telephone Lineman	24 .54
23960 - Welder, Combination, Maintenance	22 .01
23965 - Well Driller	28 .22
23970 - Woodcraft Worker	26 .26
23980 - Woodworker	20 .54
24000 - Personal Needs Occupations	
24550 - Case Manager	16 .34

24570 - Child Care Attendant	10 .80
24580 - Child Care Center Clerk	14 .51
24610 - Chore Aide	11 .09
24620 - Family Readiness And Support Services Coordinator	16 .34
24630 - Homemaker	16 .34

25000 - Plant And System Operations Occupations

25010 - Boiler Tender	28 .67
25040 - Sewage Plant Operator	22 .55
25070 - Stationary Engineer	28 .67
25190 - Ventilation Equipment Tender	20 .60
25210 - Water Treatment Plant Operator	22 .55

27000 - Protective Service Occupations

27004 - Alarm Monitor	20 .33
27007 - Baggage Inspector	15 .81
27008 - Corrections Officer	18 .89
27010 - Court Security Officer	20 .82
27030 - Detection Dog Handler	17 .68
27040 - Detention Officer	18 .89
27070 - Firefighter	24 .20
27101 - Guard I	15 .81
27102 - Guard II	17 .68
27131 - Police Officer I	22 .60
27132 - Police Officer II	25 .11

28000 - Recreation Occupations

28041 - Carnival Equipment Operator	12 .88
28042 - Carnival Equipment Repairer	14 .00
28043 - Carnival Worker	9 .68
28210 - Gate Attendant/Gate Tender	15 .77
28310 - Lifeguard	12 .47
28350 - Park Attendant (Aide)	17 .64
28510 - Recreation Aide/Health Facility Attendant	12 .87
28515 - Recreation Specialist	21 .85
28630 - Sports Official	14 .05
28690 - Swimming Pool Operator	19 .20

29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer	33 .76
29020 - Hatch Tender	33 .76
29030 - Line Handler	33 .76
29041 - Stevedore I	31 .50
29042 - Stevedore II	35 .78

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 .60
30021 - Archeological Technician I		18 .04
30022 - Archeological Technician II		20 .18
30023 - Archeological Technician III		24 .76
30030 - Cartographic Technician		25 .01
30040 - Civil Engineering Technician		25 .38
30051 - Cryogenic Technician I		25 .41
30052 - Cryogenic Technician II		28 .08
30061 - Drafter/CAD Operator I		18 .04
30062 - Drafter/CAD Operator II		20 .18
30063 - Drafter/CAD Operator III		22 .51
30064 - Drafter/CAD Operator IV		27 .69
30081 - Engineering Technician I		15 .54
30082 - Engineering Technician II		19 .08
30083 - Engineering Technician III		21 .95
30084 - Engineering Technician IV		24 .41
30085 - Engineering Technician V		29 .54
30086 - Engineering Technician VI		36 .00
30090 - Environmental Technician		23 .10
30095 - Evidence Control Specialist		22 .95
30210 - Laboratory Technician		22 .08
30221 - Latent Fingerprint Technician I		23 .39
30222 - Latent Fingerprint Technician II		25 .84
30240 - Mathematical Technician		27 .51
30361 - Paralegal/Legal Assistant I		19 .19
30362 - Paralegal/Legal Assistant II		23 .77
30363 - Paralegal/Legal Assistant III		29 .08
30364 - Paralegal/Legal Assistant IV		35 .18
30375 - Petroleum Supply Specialist		28 .08
30390 - Photo-Optics Technician		25 .01
30395 - Radiation Control Technician		28 .08
30461 - Technical Writer I		22 .96
30462 - Technical Writer II		30 .90
30463 - Technical Writer III		33 .99
30491 - Unexploded Ordnance (UXO) Technician I		25 .61
30492 - Unexploded Ordnance (UXO) Technician II		30 .98
30493 - Unexploded Ordnance (UXO) Technician III		37 .14
30494 - Unexploded (UXO) Safety Escort		25 .61
30495 - Unexploded (UXO) Sweep Personnel		25 .61

30501 - Weather Forecaster I		27 .69
30502 - Weather Forecaster II		33 .68
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22 .51
30621 - Weather Observer, Senior	(see 2)	25 .01

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		30 .98
31020 - Bus Aide		14 .18
31030 - Bus Driver		19 .95
31043 - Driver Courier		15 .32
31260 - Parking and Lot Attendant		12 .47
31290 - Shuttle Bus Driver		16 .66
31310 - Taxi Driver		12 .72
31361 - Truckdriver, Light		16 .66
31362 - Truckdriver, Medium		21 .15
31363 - Truckdriver, Heavy		22 .92
31364 - Truckdriver, Tractor-Trailer		22 .92

99000 - Miscellaneous Occupations

99020 - Cabin Safety Specialist		15 .11
99030 - Cashier		11 .02
99050 - Desk Clerk		10 .69
99095 - Embalmer		24 .03
99130 - Flight Follower		25 .61
99251 - Laboratory Animal Caretaker I		13 .18
99252 - Laboratory Animal Caretaker II		14 .33
99260 - Marketing Analyst		29 .91
99310 - Mortician		30 .24
99410 - Pest Controller		17 .98
99510 - Photofinishing Worker		15 .44
99710 - Recycling Laborer		17 .70
99711 - Recycling Specialist		21 .25
99730 - Refuse Collector		15 .97
99810 - Sales Clerk		12 .20
99820 - School Crossing Guard		12 .17
99830 - Survey Party Chief		26 .02
99831 - Surveying Aide		16 .18
99832 - Surveying Technician		22 .15
99840 - Vending Machine Attendant		15 .43
99841 - Vending Machine Repairer		19 .39
99842 - Vending Machine Repairer Helper		15 .43

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: \$4.54 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)).