

"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 Director	Division of Wage Determinations	Wage Determination No.: 2015-5623 Revision No.: 20 Date Of Last Revision: 12/27/2022

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:	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.
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:	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.

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).

State: California

Area: California Counties of Alameda, Contra Costa

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		21.90
01012 - Accounting Clerk II		24.57
01013 - Accounting Clerk III		27.49
01020 - Administrative Assistant		40.02
01035 - Court Reporter		55.18
01041 - Customer Service Representative I		19.55
01042 - Customer Service Representative II		21.80
01043 - Customer Service Representative III		23.97
01051 - Data Entry Operator I		18.90
01052 - Data Entry Operator II		20.62
01060 - Dispatcher, Motor Vehicle		29.13
01070 - Document Preparation Clerk		17.00
01090 - Duplicating Machine Operator		17.00
01111 - General Clerk I		18.33
01112 - General Clerk II		20.00
01113 - General Clerk III		22.47

01120 - Housing Referral Assistant	28.83
01141 - Messenger Courier	20.40
01191 - Order Clerk I	20.03
01192 - Order Clerk II	21.85
01261 - Personnel Assistant (Employment) I	21.28
01262 - Personnel Assistant (Employment) II	23.79
01263 - Personnel Assistant (Employment) III	26.52
01270 - Production Control Clerk	30.22
01290 - Rental Clerk	18.47
01300 - Scheduler, Maintenance	23.12
01311 - Secretary I	23.12
01312 - Secretary II	25.86
01313 - Secretary III	28.83
01320 - Service Order Dispatcher	24.26
01410 - Supply Technician	40.02
01420 - Survey Worker	27.28
01460 - Switchboard Operator/Receptionist	20.91
01531 - Travel Clerk I	22.18
01532 - Travel Clerk II	24.15
01533 - Travel Clerk III	26.16
01611 - Word Processor I	25.14
01612 - Word Processor II	28.22
01613 - Word Processor III	31.57
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	29.70
05010 - Automotive Electrician	27.67
05040 - Automotive Glass Installer	26.18
05070 - Automotive Worker	26.18
05110 - Mobile Equipment Servicer	23.08
05130 - Motor Equipment Metal Mechanic	29.18
05160 - Motor Equipment Metal Worker	26.18
05190 - Motor Vehicle Mechanic	29.18
05220 - Motor Vehicle Mechanic Helper	21.33
05250 - Motor Vehicle Upholstery Worker	24.68
05280 - Motor Vehicle Wrecker	26.18
05310 - Painter, Automotive	27.67
05340 - Radiator Repair Specialist	26.18
05370 - Tire Repairer	19.23
05400 - Transmission Repair Specialist	29.18
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.82
07041 - Cook I	21.70
07042 - Cook II	24.62
07070 - Dishwasher	17.01
07130 - Food Service Worker	18.05
07210 - Meat Cutter	21.34
07260 - Waiter/Waitress	16.86
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.75
09040 - Furniture Handler	15.26***
09080 - Furniture Refinisher	23.06
09090 - Furniture Refinisher Helper	17.77
09110 - Furniture Repairer, Minor	20.57
09130 - Upholsterer	21.91
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.26
11060 - Elevator Operator	17.26
11090 - Gardener	28.06
11122 - Housekeeping Aide	18.41
11150 - Janitor	18.41
11210 - Laborer, Grounds Maintenance	21.59
11240 - Maid or Houseman	19.32
11260 - Pruner	19.43
11270 - Tractor Operator	25.94
11330 - Trail Maintenance Worker	21.59

11360 - Window Cleaner	20.47
12000 - Health Occupations	
12010 - Ambulance Driver	24.06
12011 - Breath Alcohol Technician	32.03
12012 - Certified Occupational Therapist Assistant	41.39
12015 - Certified Physical Therapist Assistant	37.13
12020 - Dental Assistant	26.98
12025 - Dental Hygienist	60.38
12030 - EKG Technician	36.73
12035 - Electroneurodiagnostic Technologist	36.73
12040 - Emergency Medical Technician	24.06
12071 - Licensed Practical Nurse I	28.63
12072 - Licensed Practical Nurse II	32.03
12073 - Licensed Practical Nurse III	35.71
12100 - Medical Assistant	26.75
12130 - Medical Laboratory Technician	36.96
12160 - Medical Record Clerk	26.41
12190 - Medical Record Technician	29.55
12195 - Medical Transcriptionist	23.80
12210 - Nuclear Medicine Technologist	72.68
12221 - Nursing Assistant I	15.90***
12222 - Nursing Assistant II	17.88
12223 - Nursing Assistant III	19.51
12224 - Nursing Assistant IV	21.90
12235 - Optical Dispenser	28.22
12236 - Optical Technician	22.53
12250 - Pharmacy Technician	26.89
12280 - Phlebotomist	26.78
12305 - Radiologic Technologist	58.76
12311 - Registered Nurse I	43.85
12312 - Registered Nurse II	53.66
12313 - Registered Nurse II, Specialist	53.66
12314 - Registered Nurse III	64.90
12315 - Registered Nurse III, Anesthetist	64.90
12316 - Registered Nurse IV	77.80
12317 - Scheduler (Drug and Alcohol Testing)	39.87
12320 - Substance Abuse Treatment Counselor	27.69
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	25.45
13012 - Exhibits Specialist II	31.05
13013 - Exhibits Specialist III	37.98
13041 - Illustrator I	26.48
13042 - Illustrator II	32.79
13043 - Illustrator III	40.13
13047 - Librarian	41.12
13050 - Library Aide/Clerk	22.88
13054 - Library Information Technology Systems Administrator	37.13
13058 - Library Technician	28.80
13061 - Media Specialist I	26.79
13062 - Media Specialist II	29.97
13063 - Media Specialist III	33.41
13071 - Photographer I	20.85
13072 - Photographer II	23.33
13073 - Photographer III	28.90
13074 - Photographer IV	35.35
13075 - Photographer V	42.77
13090 - Technical Order Library Clerk	26.86
13110 - Video Teleconference Technician	29.91
14000 - Information Technology Occupations	
14041 - Computer Operator I	24.37
14042 - Computer Operator II	27.27
14043 - Computer Operator III	30.40
14044 - Computer Operator IV	33.78
14045 - Computer Operator V	37.41

14071 - Computer Programmer I	(see 1)	
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		24.37
14160 - Personal Computer Support Technician		33.78
14170 - System Support Specialist		41.30
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		42.23
15020 - Aircrew Training Devices Instructor (Rated)		51.08
15030 - Air Crew Training Devices Instructor (Pilot)		61.24
15050 - Computer Based Training Specialist / Instructor		42.23
15060 - Educational Technologist		36.05
15070 - Flight Instructor (Pilot)		61.24
15080 - Graphic Artist		37.58
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		61.24
15086 - Maintenance Test Pilot, Rotary Wing		61.24
15088 - Non-Maintenance Test/Co-Pilot		61.24
15090 - Technical Instructor		33.96
15095 - Technical Instructor/Course Developer		41.54
15110 - Test Proctor		27.42
15120 - Tutor		27.42
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		19.34
16030 - Counter Attendant		19.34
16040 - Dry Cleaner		22.10
16070 - Finisher, Flatwork, Machine		19.34
16090 - Presser, Hand		19.34
16110 - Presser, Machine, Drycleaning		19.34
16130 - Presser, Machine, Shirts		19.34
16160 - Presser, Machine, Wearing Apparel, Laundry		19.34
16190 - Sewing Machine Operator		23.02
16220 - Tailor		23.94
16250 - Washer, Machine		20.26
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		29.05
19040 - Tool And Die Maker		35.85
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.53
21030 - Material Coordinator		30.22
21040 - Material Expediter		30.22
21050 - Material Handling Laborer		20.70
21071 - Order Filler		18.43
21080 - Production Line Worker (Food Processing)		22.53
21110 - Shipping Packer		21.34
21130 - Shipping/Receiving Clerk		21.34
21140 - Store Worker I		18.42
21150 - Stock Clerk		24.02
21210 - Tools And Parts Attendant		22.53
21410 - Warehouse Specialist		22.53
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		41.22
23019 - Aircraft Logs and Records Technician		33.18
23021 - Aircraft Mechanic I		39.23
23022 - Aircraft Mechanic II		41.22
23023 - Aircraft Mechanic III		42.97
23040 - Aircraft Mechanic Helper		28.67
23050 - Aircraft, Painter		37.20
23060 - Aircraft Servicer		33.18
23070 - Aircraft Survival Flight Equipment Technician		37.20
23080 - Aircraft Worker		35.21
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		35.21

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	39.23
II	
23110 - Appliance Mechanic	28.11
23120 - Bicycle Repairer	21.51
23125 - Cable Splicer	57.17
23130 - Carpenter, Maintenance	36.14
23140 - Carpet Layer	33.40
23160 - Electrician, Maintenance	50.38
23181 - Electronics Technician Maintenance I	37.10
23182 - Electronics Technician Maintenance II	39.20
23183 - Electronics Technician Maintenance III	41.34
23260 - Fabric Worker	34.58
23290 - Fire Alarm System Mechanic	29.18
23310 - Fire Extinguisher Repairer	30.21
23311 - Fuel Distribution System Mechanic	41.32
23312 - Fuel Distribution System Operator	32.67
23370 - General Maintenance Worker	27.07
23380 - Ground Support Equipment Mechanic	39.23
23381 - Ground Support Equipment Servicer	33.18
23382 - Ground Support Equipment Worker	35.21
23391 - Gunsmith I	30.21
23392 - Gunsmith II	34.28
23393 - Gunsmith III	38.19
23410 - Heating, Ventilation And Air-Conditioning Mechanic	34.00
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	35.73
23430 - Heavy Equipment Mechanic	36.73
23440 - Heavy Equipment Operator	46.65
23460 - Instrument Mechanic	45.53
23465 - Laboratory/Shelter Mechanic	36.22
23470 - Laborer	20.70
23510 - Locksmith	27.98
23530 - Machinery Maintenance Mechanic	36.53
23550 - Machinist, Maintenance	28.16
23580 - Maintenance Trades Helper	20.03
23591 - Metrology Technician I	45.53
23592 - Metrology Technician II	47.85
23593 - Metrology Technician III	49.87
23640 - Millwright	47.45
23710 - Office Appliance Repairer	25.76
23760 - Painter, Maintenance	30.71
23790 - Pipefitter, Maintenance	41.10
23810 - Plumber, Maintenance	38.96
23820 - Pneudraulic Systems Mechanic	38.19
23850 - Rigger	35.44
23870 - Scale Mechanic	34.28
23890 - Sheet-Metal Worker, Maintenance	35.76
23910 - Small Engine Mechanic	25.63
23931 - Telecommunications Mechanic I	36.16
23932 - Telecommunications Mechanic II	37.99
23950 - Telephone Lineman	38.69
23960 - Welder, Combination, Maintenance	28.18
23965 - Well Driller	33.43
23970 - Woodcraft Worker	38.19
23980 - Woodworker	30.21
24000 - Personal Needs Occupations	
24550 - Case Manager	22.64
24570 - Child Care Attendant	17.96
24580 - Child Care Center Clerk	22.38
24610 - Chore Aide	16.73
24620 - Family Readiness And Support Services Coordinator	22.64
24630 - Homemaker	22.64

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	50.98
25040 - Sewage Plant Operator	49.65
25070 - Stationary Engineer	50.98
25190 - Ventilation Equipment Tender	37.27
25210 - Water Treatment Plant Operator	49.65
27000 - Protective Service Occupations	
27004 - Alarm Monitor	46.75
27007 - Baggage Inspector	19.25
27008 - Corrections Officer	42.48
27010 - Court Security Officer	46.28
27030 - Detection Dog Handler	30.14
27040 - Detention Officer	42.48
27070 - Firefighter	51.38
27101 - Guard I	19.25
27102 - Guard II	30.14
27131 - Police Officer I	54.20
27132 - Police Officer II	60.24
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	21.88
28042 - Carnival Equipment Repairer	23.67
28043 - Carnival Worker	16.39
28210 - Gate Attendant/Gate Tender	20.98
28310 - Lifeguard	16.34
28350 - Park Attendant (Aide)	23.47
28510 - Recreation Aide/Health Facility Attendant	17.13
28515 - Recreation Specialist	29.08
28630 - Sports Official	18.69
28690 - Swimming Pool Operator	26.86
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	39.53
29020 - Hatch Tender	39.53
29030 - Line Handler	39.53
29041 - Stevedore I	37.27
29042 - Stevedore II	41.78
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	50.68
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	34.95
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	38.49
30021 - Archeological Technician I	24.86
30022 - Archeological Technician II	27.80
30023 - Archeological Technician III	34.44
30030 - Cartographic Technician	34.44
30040 - Civil Engineering Technician	43.55
30051 - Cryogenic Technician I	33.86
30052 - Cryogenic Technician II	37.40
30061 - Drafter/CAD Operator I	24.86
30062 - Drafter/CAD Operator II	27.80
30063 - Drafter/CAD Operator III	30.99
30064 - Drafter/CAD Operator IV	38.15
30081 - Engineering Technician I	18.90
30082 - Engineering Technician II	21.22
30083 - Engineering Technician III	23.73
30084 - Engineering Technician IV	29.40
30085 - Engineering Technician V	35.98
30086 - Engineering Technician VI	43.51
30090 - Environmental Technician	30.70
30095 - Evidence Control Specialist	30.57
30210 - Laboratory Technician	28.01
30221 - Latent Fingerprint Technician I	45.41
30222 - Latent Fingerprint Technician II	50.16
30240 - Mathematical Technician	43.43
30361 - Paralegal/Legal Assistant I	23.52
30362 - Paralegal/Legal Assistant II	29.13
30363 - Paralegal/Legal Assistant III	35.65

30364 - Paralegal/Legal Assistant IV	43.11
30375 - Petroleum Supply Specialist	37.40
30390 - Photo-Optics Technician	35.89
30395 - Radiation Control Technician	37.40
30461 - Technical Writer I	35.93
30462 - Technical Writer II	43.96
30463 - Technical Writer III	53.16
30491 - Unexploded Ordnance (UXO) Technician I	32.21
30492 - Unexploded Ordnance (UXO) Technician II	38.97
30493 - Unexploded Ordnance (UXO) Technician III	46.71
30494 - Unexploded (UXO) Safety Escort	32.21
30495 - Unexploded (UXO) Sweep Personnel	32.21
30501 - Weather Forecaster I	33.86
30502 - Weather Forecaster II	41.20
30620 - Weather Observer, Combined Upper Air Or	(see 2) 29.69
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 33.00
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	38.97
31020 - Bus Aide	22.20
31030 - Bus Driver	30.85
31043 - Driver Courier	21.54
31260 - Parking and Lot Attendant	16.88
31290 - Shuttle Bus Driver	21.19
31310 - Taxi Driver	17.34
31361 - Truckdriver, Light	23.31
31362 - Truckdriver, Medium	24.93
31363 - Truckdriver, Heavy	28.46
31364 - Truckdriver, Tractor-Trailer	28.46
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	19.00
99030 - Cashier	17.02
99050 - Desk Clerk	18.34
99095 - Embalmer	30.14
99130 - Flight Follower	32.21
99251 - Laboratory Animal Caretaker I	20.47
99252 - Laboratory Animal Caretaker II	22.14
99260 - Marketing Analyst	46.56
99310 - Mortician	29.47
99410 - Pest Controller	22.79
99510 - Photofinishing Worker	22.97
99710 - Recycling Laborer	38.60
99711 - Recycling Specialist	44.59
99730 - Refuse Collector	34.73
99810 - Sales Clerk	17.34
99820 - School Crossing Guard	20.92
99830 - Survey Party Chief	43.06
99831 - Surveying Aide	25.91
99832 - Surveying Technician	37.88
99840 - Vending Machine Attendant	18.66
99841 - Vending Machine Repairer	22.91
99842 - Vending Machine Repairer Helper	18.66

\*\*\*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.

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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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, 4 weeks after 15 years, and 5 weeks after 25 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: 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, 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))."