

<p>"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor</p>	<p>U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210</p>
<p>Daniel W. Simms Director</p>	<p>Division of Wage Determinations</p>
<p>Wage Determination No.: 2015-5563 Revision No.: 22 Date Of Last Revision: 05/23/2024</p>	

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

<p>If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:</p>	<p>Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 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 2024.</p>
<p>If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:</p>	<p>Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.</p>

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

States: Oregon, Washington

Area: Oregon Counties of Clackamas, Columbia, Multnomah, Washington, Yamhill
Washington Counties of Clark, Skamania

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.14
01012 - Accounting Clerk II		21.48
01013 - Accounting Clerk III		24.03
01020 - Administrative Assistant		33.55
01035 - Court Reporter		23.43
01041 - Customer Service Representative I		17.69
01042 - Customer Service Representative II		19.31
01043 - Customer Service Representative III		21.68
01051 - Data Entry Operator I		18.92
01052 - Data Entry Operator II		20.65
01060 - Dispatcher, Motor Vehicle		23.25
01070 - Document Preparation Clerk		19.31
01090 - Duplicating Machine Operator		19.31
01111 - General Clerk I		18.13
01112 - General Clerk II		19.78

01113 - General Clerk III	22.20
01120 - Housing Referral Assistant	26.13
01141 - Messenger Courier	19.82
01191 - Order Clerk I	20.80
01192 - Order Clerk II	22.70
01261 - Personnel Assistant (Employment) I	20.20
01262 - Personnel Assistant (Employment) II	22.60
01263 - Personnel Assistant (Employment) III	25.20
01270 - Production Control Clerk	27.50
01290 - Rental Clerk	20.76
01300 - Scheduler, Maintenance	20.96
01311 - Secretary I	20.96
01312 - Secretary II	23.43
01313 - Secretary III	26.13
01320 - Service Order Dispatcher	20.79
01410 - Supply Technician	33.55
01420 - Survey Worker	23.75
01460 - Switchboard Operator/Receptionist	18.53
01531 - Travel Clerk I	19.15
01532 - Travel Clerk II	20.83
01533 - Travel Clerk III	23.19
01611 - Word Processor I	19.08
01612 - Word Processor II	21.42
01613 - Word Processor III	23.97
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.49
05010 - Automotive Electrician	24.89
05040 - Automotive Glass Installer	23.42
05070 - Automotive Worker	23.42
05110 - Mobile Equipment Servicer	20.63
05130 - Motor Equipment Metal Mechanic	26.30
05160 - Motor Equipment Metal Worker	23.42
05190 - Motor Vehicle Mechanic	26.30
05220 - Motor Vehicle Mechanic Helper	19.21
05250 - Motor Vehicle Upholstery Worker	22.04
05280 - Motor Vehicle Wrecker	23.42
05310 - Painter, Automotive	24.89
05340 - Radiator Repair Specialist	23.42
05370 - Tire Repairer	20.28
05400 - Transmission Repair Specialist	26.30
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.70
07041 - Cook I	20.50
07042 - Cook II	23.30
07070 - Dishwasher	16.54***
07130 - Food Service Worker	17.82
07210 - Meat Cutter	23.28
07260 - Waiter/Waitress	15.66***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.72
09040 - Furniture Handler	13.19***
09080 - Furniture Refinisher	20.19
09090 - Furniture Refinisher Helper	15.57***
09110 - Furniture Repairer, Minor	17.88
09130 - Upholsterer	19.01
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	18.38
11060 - Elevator Operator	18.01
11090 - Gardener	27.08
11122 - Housekeeping Aide	18.01
11150 - Janitor	18.01
11210 - Laborer, Grounds Maintenance	21.35
11240 - Maid or Houseman	17.72
11260 - Pruner	19.50
11270 - Tractor Operator	25.21

11330 - Trail Maintenance Worker	21.35
11360 - Window Cleaner	19.72
12000 - Health Occupations	
12010 - Ambulance Driver	24.16
12011 - Breath Alcohol Technician	31.59
12012 - Certified Occupational Therapist Assistant	35.28
12015 - Certified Physical Therapist Assistant	31.05
12020 - Dental Assistant	28.50
12025 - Dental Hygienist	52.45
12030 - EKG Technician	41.85
12035 - Electroneurodiagnostic Technologist	41.85
12040 - Emergency Medical Technician	24.16
12071 - Licensed Practical Nurse I	28.25
12072 - Licensed Practical Nurse II	31.59
12073 - Licensed Practical Nurse III	35.22
12100 - Medical Assistant	23.96
12130 - Medical Laboratory Technician	35.97
12160 - Medical Record Clerk	24.87
12190 - Medical Record Technician	27.82
12195 - Medical Transcriptionist	19.98
12210 - Nuclear Medicine Technologist	53.27
12221 - Nursing Assistant I	15.96***
12222 - Nursing Assistant II	17.93
12223 - Nursing Assistant III	19.57
12224 - Nursing Assistant IV	21.96
12235 - Optical Dispenser	26.24
12236 - Optical Technician	19.39
12250 - Pharmacy Technician	24.77
12280 - Phlebotomist	22.86
12305 - Radiologic Technologist	45.11
12311 - Registered Nurse I	31.67
12312 - Registered Nurse II	38.74
12313 - Registered Nurse II, Specialist	38.74
12314 - Registered Nurse III	46.87
12315 - Registered Nurse III, Anesthetist	46.87
12316 - Registered Nurse IV	56.18
12317 - Scheduler (Drug and Alcohol Testing)	39.16
12320 - Substance Abuse Treatment Counselor	29.93
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.80
13012 - Exhibits Specialist II	34.45
13013 - Exhibits Specialist III	42.14
13041 - Illustrator I	23.43
13042 - Illustrator II	29.03
13043 - Illustrator III	35.51
13047 - Librarian	38.15
13050 - Library Aide/Clerk	21.40
13054 - Library Information Technology Systems Administrator	34.45
13058 - Library Technician	24.74
13061 - Media Specialist I	24.86
13062 - Media Specialist II	27.80
13063 - Media Specialist III	31.01
13071 - Photographer I	19.51
13072 - Photographer II	21.84
13073 - Photographer III	27.05
13074 - Photographer IV	33.09
13075 - Photographer V	40.03
13090 - Technical Order Library Clerk	26.86
13110 - Video Teleconference Technician	24.82
14000 - Information Technology Occupations	
14041 - Computer Operator I	21.15
14042 - Computer Operator II	23.66
14043 - Computer Operator III	26.38
14044 - Computer Operator IV	29.31

14045 - Computer Operator V		32.46
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		21.15
14160 - Personal Computer Support Technician		29.31
14170 - System Support Specialist		32.46
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		37.90
15020 - Aircrew Training Devices Instructor (Rated)		45.85
15030 - Air Crew Training Devices Instructor (Pilot)		54.96
15050 - Computer Based Training Specialist / Instructor		37.90
15060 - Educational Technologist		43.19
15070 - Flight Instructor (Pilot)		54.96
15080 - Graphic Artist		30.18
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		54.96
15086 - Maintenance Test Pilot, Rotary Wing		54.96
15088 - Non-Maintenance Test/Co-Pilot		54.96
15090 - Technical Instructor		25.78
15095 - Technical Instructor/Course Developer		31.54
15110 - Test Proctor		20.81
15120 - Tutor		20.81
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		18.02
16030 - Counter Attendant		18.02
16040 - Dry Cleaner		20.60
16070 - Finisher, Flatwork, Machine		18.02
16090 - Presser, Hand		18.02
16110 - Presser, Machine, Drycleaning		18.02
16130 - Presser, Machine, Shirts		18.02
16160 - Presser, Machine, Wearing Apparel, Laundry		18.02
16190 - Sewing Machine Operator		21.46
16220 - Tailor		22.31
16250 - Washer, Machine		18.88
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		30.31
19040 - Tool And Die Maker		36.86
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		23.77
21030 - Material Coordinator		27.50
21040 - Material Expediter		27.50
21050 - Material Handling Laborer		20.65
21071 - Order Filler		19.72
21080 - Production Line Worker (Food Processing)		23.77
21110 - Shipping Packer		21.15
21130 - Shipping/Receiving Clerk		21.15
21140 - Store Worker I		17.27
21150 - Stock Clerk		22.15
21210 - Tools And Parts Attendant		23.77
21410 - Warehouse Specialist		23.77
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		39.79
23019 - Aircraft Logs and Records Technician		31.65
23021 - Aircraft Mechanic I		37.75
23022 - Aircraft Mechanic II		39.79
23023 - Aircraft Mechanic III		41.82
23040 - Aircraft Mechanic Helper		27.54
23050 - Aircraft, Painter		35.72
23060 - Aircraft Servicer		31.65
23070 - Aircraft Survival Flight Equipment Technician		35.72
23080 - Aircraft Worker		33.65

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	33.65
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	37.75
23110 - Appliance Mechanic	22.19
23120 - Bicycle Repairer	20.12
23125 - Cable Splicer	57.08
23130 - Carpenter, Maintenance	31.08
23140 - Carpet Layer	25.65
23160 - Electrician, Maintenance	46.61
23181 - Electronics Technician Maintenance I	34.70
23182 - Electronics Technician Maintenance II	36.88
23183 - Electronics Technician Maintenance III	38.96
23260 - Fabric Worker	30.07
23290 - Fire Alarm System Mechanic	34.47
23310 - Fire Extinguisher Repairer	28.42
23311 - Fuel Distribution System Mechanic	39.09
23312 - Fuel Distribution System Operator	30.65
23370 - General Maintenance Worker	23.86
23380 - Ground Support Equipment Mechanic	37.75
23381 - Ground Support Equipment Servicer	31.65
23382 - Ground Support Equipment Worker	33.65
23391 - Gunsmith I	28.42
23392 - Gunsmith II	32.28
23393 - Gunsmith III	36.25
23410 - Heating, Ventilation And Air-Conditioning Mechanic	30.34
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.98
23430 - Heavy Equipment Mechanic	33.66
23440 - Heavy Equipment Operator	34.02
23460 - Instrument Mechanic	33.43
23465 - Laboratory/Shelter Mechanic	34.31
23470 - Laborer	20.65
23510 - Locksmith	22.56
23530 - Machinery Maintenance Mechanic	32.09
23550 - Machinist, Maintenance	27.95
23580 - Maintenance Trades Helper	20.00
23591 - Metrology Technician I	33.43
23592 - Metrology Technician II	35.23
23593 - Metrology Technician III	37.03
23640 - Millwright	37.00
23710 - Office Appliance Repairer	23.03
23760 - Painter, Maintenance	23.30
23790 - Pipefitter, Maintenance	41.99
23810 - Plumber, Maintenance	39.73
23820 - Pneudraulic Systems Mechanic	36.25
23850 - Rigger	37.11
23870 - Scale Mechanic	32.28
23890 - Sheet-Metal Worker, Maintenance	37.64
23910 - Small Engine Mechanic	22.63
23931 - Telecommunications Mechanic I	33.61
23932 - Telecommunications Mechanic II	35.43
23950 - Telephone Lineman	32.10
23960 - Welder, Combination, Maintenance	27.86
23965 - Well Driller	30.91
23970 - Woodcraft Worker	36.25
23980 - Woodworker	28.42
24000 - Personal Needs Occupations	
24550 - Case Manager	22.90
24570 - Child Care Attendant	17.29
24580 - Child Care Center Clerk	21.57
24610 - Chore Aide	17.81
24620 - Family Readiness And Support Services Coordinator	22.90

24630 - Homemaker	22.90
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	39.40
25040 - Sewage Plant Operator	36.32
25070 - Stationary Engineer	39.40
25190 - Ventilation Equipment Tender	28.75
25210 - Water Treatment Plant Operator	36.32
27000 - Protective Service Occupations	
27004 - Alarm Monitor	35.74
27007 - Baggage Inspector	18.28
27008 - Corrections Officer	38.57
27010 - Court Security Officer	39.06
27030 - Detection Dog Handler	20.45
27040 - Detention Officer	38.57
27070 - Firefighter	41.34
27101 - Guard I	18.28
27102 - Guard II	20.45
27131 - Police Officer I	39.56
27132 - Police Officer II	43.95
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	21.21
28042 - Carnival Equipment Repairer	22.78
28043 - Carnival Worker	16.40***
28210 - Gate Attendant/Gate Tender	23.90
28310 - Lifeguard	16.15***
28350 - Park Attendant (Aide)	26.73
28510 - Recreation Aide/Health Facility Attendant	19.52
28515 - Recreation Specialist	33.13
28630 - Sports Official	21.30
28690 - Swimming Pool Operator	25.88
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	39.18
29020 - Hatch Tender	39.18
29030 - Line Handler	39.18
29041 - Stevedore I	36.88
29042 - Stevedore II	41.64
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	48.64
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	33.54
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	36.93
30021 - Archeological Technician I	20.69
30022 - Archeological Technician II	23.15
30023 - Archeological Technician III	28.68
30030 - Cartographic Technician	28.68
30040 - Civil Engineering Technician	37.91
30051 - Cryogenic Technician I	31.76
30052 - Cryogenic Technician II	35.08
30061 - Drafter/CAD Operator I	20.69
30062 - Drafter/CAD Operator II	23.15
30063 - Drafter/CAD Operator III	25.81
30064 - Drafter/CAD Operator IV	31.76
30081 - Engineering Technician I	18.17
30082 - Engineering Technician II	20.39
30083 - Engineering Technician III	22.81
30084 - Engineering Technician IV	28.34
30085 - Engineering Technician V	34.94
30086 - Engineering Technician VI	41.83
30090 - Environmental Technician	30.04
30095 - Evidence Control Specialist	28.68
30210 - Laboratory Technician	24.83
30221 - Latent Fingerprint Technician I	39.76
30222 - Latent Fingerprint Technician II	43.92
30240 - Mathematical Technician	34.29
30361 - Paralegal/Legal Assistant I	22.15
30362 - Paralegal/Legal Assistant II	27.45

30363 - Paralegal/Legal Assistant III	33.58
30364 - Paralegal/Legal Assistant IV	40.62
30375 - Petroleum Supply Specialist	35.08
30390 - Photo-Optics Technician	28.68
30395 - Radiation Control Technician	35.08
30461 - Technical Writer I	28.62
30462 - Technical Writer II	35.01
30463 - Technical Writer III	42.35
30491 - Unexploded Ordnance (UXO) Technician I	30.91
30492 - Unexploded Ordnance (UXO) Technician II	37.40
30493 - Unexploded Ordnance (UXO) Technician III	44.82
30494 - Unexploded (UXO) Safety Escort	30.91
30495 - Unexploded (UXO) Sweep Personnel	30.91
30501 - Weather Forecaster I	31.76
30502 - Weather Forecaster II	38.63
30620 - Weather Observer, Combined Upper Air Or	(see 2) 25.81
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 28.68
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	37.40
31020 - Bus Aide	21.99
31030 - Bus Driver	29.82
31043 - Driver Courier	20.13
31260 - Parking and Lot Attendant	17.58
31290 - Shuttle Bus Driver	18.94
31310 - Taxi Driver	16.50***
31361 - Truckdriver, Light	21.62
31362 - Truckdriver, Medium	23.12
31363 - Truckdriver, Heavy	29.61
31364 - Truckdriver, Tractor-Trailer	29.61
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.23
99030 - Cashier	16.61***
99050 - Desk Clerk	17.37
99095 - Embalmer	29.76
99130 - Flight Follower	30.91
99251 - Laboratory Animal Caretaker I	18.59
99252 - Laboratory Animal Caretaker II	19.97
99260 - Marketing Analyst	37.84
99310 - Mortician	29.76
99410 - Pest Controller	22.84
99510 - Photofinishing Worker	24.28
99710 - Recycling Laborer	33.12
99711 - Recycling Specialist	39.11
99730 - Refuse Collector	30.26
99810 - Sales Clerk	17.22
99820 - School Crossing Guard	19.92
99830 - Survey Party Chief	36.65
99831 - Surveying Aide	21.61
99832 - Surveying Technician	29.59
99840 - Vending Machine Attendant	18.94
99841 - Vending Machine Repairer	23.11
99842 - Vending Machine Repairer Helper	18.94

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The

minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

HEALTH & WELFARE EO 13706: \$4.57 per hour, up to 40 hours per week, or \$182.80 per week, or \$792.13 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 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: 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))."