

"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 Division of
Director Wage Determinations

Wage Determination No.: 2015-5613
Revision No.: 15
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Note: Under Executive Order (EO) 13658 an hourly minimum

wage of \$10.80 for calendar year 2020 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 \$10.80 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 2020. 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.

State: California

Area: California County of Los Angeles

OCCUPATION NOTES:

Heating Air Conditioning and Refrigeration services: Occupational wage rates and fringe benefits may be found on WD 1986-0879.

Laundry services: Occupational wage rates and fringe benefits may be found on WD 1977-1297.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
18.09	
01012 - Accounting Clerk II	
20.32	
01013 - Accounting Clerk III	
22.73	
01020 - Administrative Assistant	
34.07	
01035 - Court Reporter	
32.09	
01041 - Customer Service Representative I	
15.01	
01042 - Customer Service Representative II	
16.87	
01043 - Customer Service Representative III	
18.41	
01051 - Data Entry Operator I	
15.62	
01052 - Data Entry Operator II	
17.04	
01060 - Dispatcher Motor Vehicle	22.41
01070 - Document Preparation Clerk	
17.26	
01090 - Duplicating Machine Operator	
17.26	
01111 - General Clerk I	
14.89	
01112 - General Clerk II	
16.25	
01113 - General Clerk III	
18.25	
01120 - Housing Referral Assistant	
23.44	
01141 - Messenger Courier	
15.43	
01191 - Order Clerk I	
16.98	
01192 - Order Clerk II	
18.53	
01261 - Personnel Assistant (Employment) I	
18.07	
01262 - Personnel Assistant (Employment) II	
20.20	

01263 - Personnel Assistant (Employment) III	
22.53	
01270 - Production Control Clerk	
23.73	
01290 - Rental Clerk	
16.83	
01300 - Scheduler Maintenance	18.80
01311 - Secretary I	
18.80	
01312 - Secretary II	
21.03	
01313 - Secretary III	
23.44	
01320 - Service Order Dispatcher	
19.54	
01410 - Supply Technician	
34.07	
01420 - Survey Worker	
19.93	
01460 - Switchboard Operator/Receptionist	
15.86	
01531 - Travel Clerk I	
18.20	
01532 - Travel Clerk II	
19.81	
01533 - Travel Clerk III	
21.28	
01611 - Word Processor I	
18.05	
01612 - Word Processor II	
20.27	
01613 - Word Processor III	
22.67	
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	25.70
05010 - Automotive Electrician	
22.18	
05040 - Automotive Glass Installer	
20.84	
05070 - Automotive Worker	
20.84	
05110 - Mobile Equipment Servicer	
19.16	
05130 - Motor Equipment Metal Mechanic	
23.56	
05160 - Motor Equipment Metal Worker	
20.84	
05190 - Motor Vehicle Mechanic	
23.56	
05220 - Motor Vehicle Mechanic Helper	

18.38	05250 - Motor Vehicle Upholstery Worker	
20.40	05280 - Motor Vehicle Wrecker	
20.84	05310 - Painter Automotive	22.18
	05340 - Radiator Repair Specialist	
20.84	05370 - Tire Repairer	
16.73	05400 - Transmission Repair Specialist	
23.56	07000 - Food Preparation And Service Occupations	
	07010 - Baker	
13.48	07041 - Cook I	
16.63	07042 - Cook II	
19.24	07070 - Dishwasher	
12.31	07130 - Food Service Worker	
12.62	07210 - Meat Cutter	
15.92	07260 - Waiter/Waitress	
12.85	09000 - Furniture Maintenance And Repair Occupations	
	09010 - Electrostatic Spray Painter	
20.45	09040 - Furniture Handler	
13.66	09080 - Furniture Refinisher	
20.45	09090 - Furniture Refinisher Helper	
16.30	09110 - Furniture Repairer Minor	18.74
	09130 - Upholsterer	
20.45	11000 - General Services And Support Occupations	
	11030 - Cleaner Vehicles	13.11
	11060 - Elevator Operator	
14.71	11090 - Gardener	
21.03	11122 - Housekeeping Aide	
14.71	11150 - Janitor	
14.71	11210 - Laborer Grounds Maintenance	15.77

11240 - Maid or Houseman
14.34
11260 - Pruner
14.89
11270 - Tractor Operator
19.28
11330 - Trail Maintenance Worker
15.77
11360 - Window Cleaner
15.78
12000 - Health Occupations
12010 - Ambulance Driver
17.82
12011 - Breath Alcohol Technician
24.89
12012 - Certified Occupational Therapist Assistant
34.28
12015 - Certified Physical Therapist Assistant
34.47
12020 - Dental Assistant
18.66
12025 - Dental Hygienist
51.84
12030 - EKG Technician
36.47
12035 - Electroneurodiagnostic Technologist
36.47
12040 - Emergency Medical Technician
17.82
12071 - Licensed Practical Nurse I
22.24
12072 - Licensed Practical Nurse II
24.89
12073 - Licensed Practical Nurse III
27.74
12100 - Medical Assistant
17.43
12130 - Medical Laboratory Technician
26.64
12160 - Medical Record Clerk
19.83
12190 - Medical Record Technician
22.19
12195 - Medical Transcriptionist
23.42
12210 - Nuclear Medicine Technologist
53.87
12221 - Nursing Assistant I
13.17
12222 - Nursing Assistant II

14.81	12223 - Nursing Assistant III	
16.16	12224 - Nursing Assistant IV	
18.15	12235 - Optical Dispenser	
21.48	12236 - Optical Technician	
17.13	12250 - Pharmacy Technician	
20.86	12280 - Phlebotomist	
19.71	12305 - Radiologic Technologist	
39.48	12311 - Registered Nurse I	
31.47	12312 - Registered Nurse II	
38.49	12313 - Registered Nurse II Specialist	38.49
	12314 - Registered Nurse III	
48.20	12315 - Registered Nurse III Anesthetist	48.20
	12316 - Registered Nurse IV	
57.77	12317 - Scheduler (Drug and Alcohol Testing)	
30.83	12320 - Substance Abuse Treatment Counselor	
23.00	13000 - Information And Arts Occupations	
	13011 - Exhibits Specialist I	
24.83	13012 - Exhibits Specialist II	
30.76	13013 - Exhibits Specialist III	
37.63	13041 - Illustrator I	
27.84	13042 - Illustrator II	
34.51	13043 - Illustrator III	
42.16	13047 - Librarian	
38.46	13050 - Library Aide/Clerk	
17.17	13054 - Library Information Technology Systems	
34.73	Administrator	
	13058 - Library Technician	

22.40
 13061 - Media Specialist I
 25.07
 13062 - Media Specialist II
 28.04
 13063 - Media Specialist III
 31.26
 13071 - Photographer I
 17.95
 13072 - Photographer II
 20.08
 13073 - Photographer III
 26.61
 13074 - Photographer IV
 33.56
 13075 - Photographer V
 40.61
 13090 - Technical Order Library Clerk
 20.08
 13110 - Video Teleconference Technician
 25.49
 14000 - Information Technology Occupations
 14041 - Computer Operator I
 19.48
 14042 - Computer Operator II
 21.79
 14043 - Computer Operator III
 24.29
 14044 - Computer Operator IV
 26.99
 14045 - Computer Operator V
 29.89
 14071 - Computer Programmer I (see 1)
 27.42
 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
 19.48
 14160 - Personal Computer Support Technician
 26.99

14170 - System Support Specialist
 33.61
 15000 - Instructional Occupations
 15010 - Aircrew Training Devices Instructor (Non-Rated)
 34.73
 15020 - Aircrew Training Devices Instructor (Rated)
 42.03
 15030 - Air Crew Training Devices Instructor (Pilot)
 50.37
 15050 - Computer Based Training Specialist / Instructor
 34.73
 15060 - Educational Technologist
 40.84
 15070 - Flight Instructor (Pilot)
 50.37
 15080 - Graphic Artist
 28.55
 15085 - Maintenance Test Pilot Fixed Jet/Prop 49.01
 15086 - Maintenance Test Pilot Rotary Wing 49.01
 15088 - Non-Maintenance Test/Co-Pilot
 49.01
 15090 - Technical Instructor
 27.06
 15095 - Technical Instructor/Course Developer
 33.10
 15110 - Test Proctor
 21.85
 15120 - Tutor
 21.85
 16000 - Laundry Dry-Cleaning Pressing And Related Occupations
 16010 - Assembler

 16030 - Counter Attendant

 16040 - Dry Cleaner

 16070 - Finisher Flatwork Machine
 16090 - Presser Hand
 16110 - Presser Machine Drycleaning
 16130 - Presser Machine Shirts
 16160 - Presser Machine Wearing Apparel Laundry
 16190 - Sewing Machine Operator

 16220 - Tailor

 16250 - Washer Machine
 19000 - Machine Tool Operation And Repair Occupations
 19010 - Machine-Tool Operator (Tool Room)
 24.01
 19040 - Tool And Die Maker

29.11
 21000 - Materials Handling And Packing Occupations
 21020 - Forklift Operator
 17.57
 21030 - Material Coordinator
 23.73
 21040 - Material Expediter
 23.73
 21050 - Material Handling Laborer
 14.08
 21071 - Order Filler
 14.12
 21080 - Production Line Worker (Food Processing)
 17.57
 21110 - Shipping Packer
 15.91
 21130 - Shipping/Receiving Clerk
 15.91
 21140 - Store Worker I
 15.34
 21150 - Stock Clerk
 18.85
 21210 - Tools And Parts Attendant
 17.57
 21410 - Warehouse Specialist
 17.57
 23000 - Mechanics And Maintenance And Repair Occupations
 23010 - Aerospace Structural Welder
 36.26
 23019 - Aircraft Logs and Records Technician
 28.30
 23021 - Aircraft Mechanic I
 34.24
 23022 - Aircraft Mechanic II
 36.26
 23023 - Aircraft Mechanic III
 37.67
 23040 - Aircraft Mechanic Helper
 24.01
 23050 - Aircraft Painter
 23060 - Aircraft Servicer 32.25
 28.30
 23070 - Aircraft Survival Flight Equipment Technician
 32.25
 23080 - Aircraft Worker
 30.30
 23091 - Aircrew Life Support Equipment (ALSE) Mechanic
 30.30
 I
 23092 - Aircrew Life Support Equipment (ALSE) Mechanic

34.24		
II		
23110	- Appliance Mechanic	
22.12		
23120	- Bicycle Repairer	
15.47		
23125	- Cable Splicer	
48.28		
23130	- Carpenter Maintenance	29.33
23140	- Carpet Layer	
23.23		
23160	- Electrician Maintenance	32.34
23181	- Electronics Technician Maintenance I	
27.21		
23182	- Electronics Technician Maintenance II	
28.97		
23183	- Electronics Technician Maintenance III	
30.75		
23260	- Fabric Worker	
27.33		
23290	- Fire Alarm System Mechanic	
26.03		
23310	- Fire Extinguisher Repairer	
23.06		
23311	- Fuel Distribution System Mechanic	
37.65		
23312	- Fuel Distribution System Operator	
28.79		
23370	- General Maintenance Worker	
23.26		
23380	- Ground Support Equipment Mechanic	
34.24		
23381	- Ground Support Equipment Servicer	
28.30		
23382	- Ground Support Equipment Worker	
30.30		
23391	- Gunsmith I	
23.06		
23392	- Gunsmith II	
26.68		
23393	- Gunsmith III	
30.16		
23410	- Heating Ventilation And Air-Conditioning Mechanic	
23411	- Heating Ventilation And Air Contidioning Mechanic (Research Facility)	
23430	- Heavy Equipment Mechanic	
34.55		
23440	- Heavy Equipment Operator	
41.01		

23460 - Instrument Mechanic	
32.82	
23465 - Laboratory/Shelter Mechanic	
28.42	
23470 - Laborer	
14.08	
23510 - Locksmith	
26.86	
23530 - Machinery Maintenance Mechanic	
28.51	
23550 - Machinist Maintenance	25.41
23580 - Maintenance Trades Helper	
15.48	
23591 - Metrology Technician I	
32.82	
23592 - Metrology Technician II	
34.76	
23593 - Metrology Technician III	
36.12	
23640 - Millwright	
30.03	
23710 - Office Appliance Repairer	
21.95	
23760 - Painter Maintenance	24.65
23790 - Pipefitter Maintenance	28.53
23810 - Plumber Maintenance	26.88
23820 - Pneudraulic Systems Mechanic	
30.16	
23850 - Rigger	
29.87	
23870 - Scale Mechanic	
26.68	
23890 - Sheet-Metal Worker Maintenance	28.02
23910 - Small Engine Mechanic	
20.48	
23931 - Telecommunications Mechanic I	
30.06	
23932 - Telecommunications Mechanic II	
31.84	
23950 - Telephone Lineman	
32.19	
23960 - Welder Combination Maintenance	19.75
23965 - Well Driller	
29.72	
23970 - Woodcraft Worker	
29.87	
23980 - Woodworker	
22.84	
24000 - Personal Needs Occupations	
24550 - Case Manager	

19.39
24570 - Child Care Attendant
13.05
24580 - Child Care Center Clerk
16.03
24610 - Chore Aide
12.49
24620 - Family Readiness And Support Services
19.39
Coordinator
24630 - Homemaker
19.39
25000 - Plant And System Operations Occupations
25010 - Boiler Tender
37.56
25040 - Sewage Plant Operator
38.29
25070 - Stationary Engineer
37.56
25190 - Ventilation Equipment Tender
26.33
25210 - Water Treatment Plant Operator
38.29
27000 - Protective Service Occupations
27004 - Alarm Monitor
33.25
27007 - Baggage Inspector
14.43
27008 - Corrections Officer
35.81
27010 - Court Security Officer
39.56
27030 - Detection Dog Handler
23.77
27040 - Detention Officer
35.81
27070 - Firefighter
43.31
27101 - Guard I
14.43
27102 - Guard II
23.77
27131 - Police Officer I
48.95
27132 - Police Officer II
54.40
28000 - Recreation Occupations
28041 - Carnival Equipment Operator
16.29
28042 - Carnival Equipment Repairer

17.76	28043 - Carnival Worker	
12.63	28210 - Gate Attendant/Gate Tender	
17.89	28310 - Lifeguard	
17.03	28350 - Park Attendant (Aide)	
20.01	28510 - Recreation Aide/Health Facility Attendant	
14.60	28515 - Recreation Specialist	
24.79	28630 - Sports Official	
15.93	28690 - Swimming Pool Operator	
20.55	29000 - Stevedoring/Longshoremen Occupational Services	
	29010 - Blocker And Bracer	
32.18	29020 - Hatch Tender	
32.18	29030 - Line Handler	
32.18	29041 - Stevedore I	
30.05	29042 - Stevedore II	
34.25	30000 - Technical Occupations	
	30010 - Air Traffic Control Specialist Center (HFO) (see 2)	45.55
	30011 - Air Traffic Control Specialist Station (HFO) (see 2)	31.41
	30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	34.59
	30021 - Archeological Technician I	
24.86	30022 - Archeological Technician II	
27.81	30023 - Archeological Technician III	
34.46	30030 - Cartographic Technician	
34.46	30040 - Civil Engineering Technician	
37.25	30051 - Cryogenic Technician I	
30.15	30052 - Cryogenic Technician II	
33.30	30061 - Drafter/CAD Operator I	
24.86	30062 - Drafter/CAD Operator II	
27.81		

30063 - Drafter/CAD Operator III
31.00
30064 - Drafter/CAD Operator IV
38.15
30081 - Engineering Technician I
19.68
30082 - Engineering Technician II
22.09
30083 - Engineering Technician III
24.70
30084 - Engineering Technician IV
30.60
30085 - Engineering Technician V
37.43
30086 - Engineering Technician VI
45.29
30090 - Environmental Technician
29.33
30095 - Evidence Control Specialist
27.23
30210 - Laboratory Technician
23.13
30221 - Latent Fingerprint Technician I
41.17
30222 - Latent Fingerprint Technician II
45.48
30240 - Mathematical Technician
37.31
30361 - Paralegal/Legal Assistant I
21.83
30362 - Paralegal/Legal Assistant II
27.04
30363 - Paralegal/Legal Assistant III
33.08
30364 - Paralegal/Legal Assistant IV
40.03
30375 - Petroleum Supply Specialist
33.30
30390 - Photo-Optics Technician
33.92
30395 - Radiation Control Technician
33.30
30461 - Technical Writer I
27.70
30462 - Technical Writer II
33.89
30463 - Technical Writer III
41.00
30491 - Unexploded Ordnance (UXO) Technician I
28.95

30492 - Unexploded Ordnance (UXO) Technician II	
35.02	
30493 - Unexploded Ordnance (UXO) Technician III	
41.98	
30494 - Unexploded (UXO) Safety Escort	
28.95	
30495 - Unexploded (UXO) Sweep Personnel	
28.95	
30501 - Weather Forecaster I	
31.36	
30502 - Weather Forecaster II	
38.17	
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)
	31.00
30621 - Weather Observer Senior	(see 2)
	33.79
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	
35.02	
31020 - Bus Aide	
15.86	
31030 - Bus Driver	
22.85	
31043 - Driver Courier	
16.24	
31260 - Parking and Lot Attendant	
13.31	
31290 - Shuttle Bus Driver	
17.71	
31310 - Taxi Driver	
15.81	
31361 - Truckdriver Light	17.71
31362 - Truckdriver Medium	20.63
31363 - Truckdriver Heavy	22.68
31364 - Truckdriver Tractor-Trailer	22.68
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	
17.08	
99030 - Cashier	
12.78	
99050 - Desk Clerk	
14.02	
99095 - Embalmer	
29.77	
99130 - Flight Follower	
28.95	
99251 - Laboratory Animal Caretaker I	
14.74	
99252 - Laboratory Animal Caretaker II	
16.07	
99260 - Marketing Analyst	

31.48
99310 - Mortician
34.35
99410 - Pest Controller
19.10
99510 - Photofinishing Worker
18.97
99710 - Recycling Laborer
29.07
99711 - Recycling Specialist
35.54
99730 - Refuse Collector
27.56
99810 - Sales Clerk
17.13
99820 - School Crossing Guard
15.32
99830 - Survey Party Chief
54.57
99831 - Surveying Aide
30.56
99832 - Surveying Technician
40.17
99840 - Vending Machine Attendant
13.35
99841 - Vending Machine Repairer
16.83
99842 - Vending Machine Repairer Helper
13.35

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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 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 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))."