

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
 WASHINGTON D.C. 20210

Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-5687 Revision No.: 25 Date Of Last Revision: 05/22/2025
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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 \$17.75 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 2025.
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 \$13.30 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 2025.

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.

State: Alaska

Area: Alaska Boroughs of Aleutian Island, Bethel, Bristol Bay, Dillingham, Kenai Peninsula, Kodiak Island, Nome, North Slope, Southeast Fairb, Valdez-Cordova, Wade Hampton, Yukon-Koyukuk

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	20.85	
01012 - Accounting Clerk II	23.41	
01013 - Accounting Clerk III	26.18	
01020 - Administrative Assistant	31.06	
01035 - Court Reporter	23.75	
01041 - Customer Service Representative I	19.23	
01042 - Customer Service Representative II	20.98	
01043 - Customer Service Representative III	23.55	
01051 - Data Entry Operator I	20.89	
01052 - Data Entry Operator II	22.78	
01060 - Dispatcher, Motor Vehicle	31.63	
01070 - Document Preparation Clerk	19.54	
01090 - Duplicating Machine Operator	19.54	
01111 - General Clerk I	18.84	

01112 - General Clerk II	20.56
01113 - General Clerk III	23.09
01120 - Housing Referral Assistant	26.48
01141 - Messenger Courier	15.92***
01191 - Order Clerk I	18.70
01192 - Order Clerk II	20.41
01261 - Personnel Assistant (Employment) I	22.20
01262 - Personnel Assistant (Employment) II	24.83
01263 - Personnel Assistant (Employment) III	27.67
01270 - Production Control Clerk	30.43
01290 - Rental Clerk	20.08
01300 - Scheduler, Maintenance	21.24
01311 - Secretary I	21.24
01312 - Secretary II	23.75
01313 - Secretary III	26.48
01320 - Service Order Dispatcher	28.26
01410 - Supply Technician	31.06
01420 - Survey Worker	23.75
01460 - Switchboard Operator/Receptionist	20.41
01531 - Travel Clerk I	21.00
01532 - Travel Clerk II	23.18
01533 - Travel Clerk III	25.60
01611 - Word Processor I	18.91
01612 - Word Processor II	21.24
01613 - Word Processor III	23.75
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	32.31
05010 - Automotive Electrician	31.20
05040 - Automotive Glass Installer	29.30
05070 - Automotive Worker	29.30
05110 - Mobile Equipment Servicer	25.46
05130 - Motor Equipment Metal Mechanic	33.12
05160 - Motor Equipment Metal Worker	29.30
05190 - Motor Vehicle Mechanic	33.12
05220 - Motor Vehicle Mechanic Helper	23.55
05250 - Motor Vehicle Upholstery Worker	27.37
05280 - Motor Vehicle Wrecker	29.30
05310 - Painter, Automotive	31.20
05340 - Radiator Repair Specialist	29.30
05370 - Tire Repairer	19.88
05400 - Transmission Repair Specialist	33.12
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.83
07041 - Cook I	23.12
07042 - Cook II	26.61
07070 - Dishwasher	15.62***
07130 - Food Service Worker	17.72***
07210 - Meat Cutter	25.12
07260 - Waiter/Waitress	12.55***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	37.51
09040 - Furniture Handler	23.73
09080 - Furniture Refinisher	37.51
09090 - Furniture Refinisher Helper	28.33
09110 - Furniture Repairer, Minor	32.91
09130 - Upholsterer	37.51
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.96
11060 - Elevator Operator	18.75
11090 - Gardener	29.83
11122 - Housekeeping Aide	18.75
11150 - Janitor	18.75
11210 - Laborer, Grounds Maintenance	23.12
11240 - Maid or Houseman	17.82
11260 - Pruner	20.88

11270 - Tractor Operator	27.60
11330 - Trail Maintenance Worker	23.12
11360 - Window Cleaner	20.77
12000 - Health Occupations	
12010 - Ambulance Driver	31.15
12011 - Breath Alcohol Technician	35.07
12012 - Certified Occupational Therapist Assistant	48.12
12015 - Certified Physical Therapist Assistant	46.96
12020 - Dental Assistant	25.59
12025 - Dental Hygienist	62.12
12030 - EKG Technician	53.13
12035 - Electroneurodiagnostic Technologist	53.13
12040 - Emergency Medical Technician	31.15
12071 - Licensed Practical Nurse I	31.36
12072 - Licensed Practical Nurse II	35.07
12073 - Licensed Practical Nurse III	39.09
12100 - Medical Assistant	25.96
12130 - Medical Laboratory Technician	28.87
12160 - Medical Record Clerk	26.16
12190 - Medical Record Technician	32.95
12195 - Medical Transcriptionist	31.36
12210 - Nuclear Medicine Technologist	77.08
12221 - Nursing Assistant I	16.92***
12222 - Nursing Assistant II	19.04
12223 - Nursing Assistant III	20.78
12224 - Nursing Assistant IV	23.32
12235 - Optical Dispenser	34.06
12236 - Optical Technician	31.36
12250 - Pharmacy Technician	24.34
12280 - Phlebotomist	26.69
12305 - Radiologic Technologist	48.59
12311 - Registered Nurse I	29.40
12312 - Registered Nurse II	35.95
12313 - Registered Nurse II, Specialist	35.95
12314 - Registered Nurse III	43.50
12315 - Registered Nurse III, Anesthetist	43.50
12316 - Registered Nurse IV	52.15
12317 - Scheduler (Drug and Alcohol Testing)	43.45
12320 - Substance Abuse Treatment Counselor	38.69
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.40
13012 - Exhibits Specialist II	30.24
13013 - Exhibits Specialist III	36.98
13041 - Illustrator I	24.40
13042 - Illustrator II	30.24
13043 - Illustrator III	36.98
13047 - Librarian	33.48
13050 - Library Aide/Clerk	21.86
13054 - Library Information Technology Systems Administrator	30.24
13058 - Library Technician	24.95
13061 - Media Specialist I	21.81
13062 - Media Specialist II	24.40
13063 - Media Specialist III	27.21
13071 - Photographer I	21.81
13072 - Photographer II	24.82
13073 - Photographer III	30.24
13074 - Photographer IV	36.98
13075 - Photographer V	44.75
13090 - Technical Order Library Clerk	27.43
13110 - Video Teleconference Technician	21.81
14000 - Information Technology Occupations	
14041 - Computer Operator I	23.36
14042 - Computer Operator II	26.12
14043 - Computer Operator III	29.41

14044 - Computer Operator IV		32.69
14045 - Computer Operator V		36.20
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		23.59
14160 - Personal Computer Support Technician		32.69
14170 - System Support Specialist		36.20
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		37.70
15020 - Aircrew Training Devices Instructor (Rated)		45.61
15030 - Air Crew Training Devices Instructor (Pilot)		54.69
15050 - Computer Based Training Specialist / Instructor		37.70
15060 - Educational Technologist		32.56
15070 - Flight Instructor (Pilot)		54.69
15080 - Graphic Artist		36.98
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		54.69
15086 - Maintenance Test Pilot, Rotary Wing		54.69
15088 - Non-Maintenance Test/Co-Pilot		54.69
15090 - Technical Instructor		32.17
15095 - Technical Instructor/Course Developer		39.34
15110 - Test Proctor		25.97
15120 - Tutor		25.97
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		14.89***
16030 - Counter Attendant		14.89***
16040 - Dry Cleaner		18.95
16070 - Finisher, Flatwork, Machine		14.89***
16090 - Presser, Hand		14.89***
16110 - Presser, Machine, Drycleaning		14.89***
16130 - Presser, Machine, Shirts		14.89***
16160 - Presser, Machine, Wearing Apparel, Laundry		14.89***
16190 - Sewing Machine Operator		20.29
16220 - Tailor		21.67
16250 - Washer, Machine		16.27***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		37.82
19040 - Tool And Die Maker		47.13
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		30.88
21030 - Material Coordinator		30.43
21040 - Material Expediter		30.43
21050 - Material Handling Laborer		24.42
21071 - Order Filler		18.13
21080 - Production Line Worker (Food Processing)		30.88
21110 - Shipping Packer		22.41
21130 - Shipping/Receiving Clerk		22.41
21140 - Store Worker I		19.41
21150 - Stock Clerk		26.45
21210 - Tools And Parts Attendant		30.88
21410 - Warehouse Specialist		30.88
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		43.88
23019 - Aircraft Logs and Records Technician		34.31
23021 - Aircraft Mechanic I		41.51
23022 - Aircraft Mechanic II		43.88
23023 - Aircraft Mechanic III		46.31
23040 - Aircraft Mechanic Helper		29.52
23050 - Aircraft, Painter		39.10
23060 - Aircraft Servicer		34.31
23070 - Aircraft Survival Flight Equipment Technician		39.10

23080 - Aircraft Worker	36.72
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	36.72
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	41.51
23110 - Appliance Mechanic	37.82
23120 - Bicycle Repairer	30.86
23125 - Cable Splicer	51.60
23130 - Carpenter, Maintenance	33.02
23140 - Carpet Layer	35.51
23160 - Electrician, Maintenance	40.58
23181 - Electronics Technician Maintenance I	39.64
23182 - Electronics Technician Maintenance II	42.21
23183 - Electronics Technician Maintenance III	44.81
23260 - Fabric Worker	33.18
23290 - Fire Alarm System Mechanic	40.15
23310 - Fire Extinguisher Repairer	30.86
23311 - Fuel Distribution System Mechanic	42.33
23312 - Fuel Distribution System Operator	32.54
23370 - General Maintenance Worker	27.62
23380 - Ground Support Equipment Mechanic	41.51
23381 - Ground Support Equipment Servicer	34.31
23382 - Ground Support Equipment Worker	36.72
23391 - Gunsmith I	30.86
23392 - Gunsmith II	35.51
23393 - Gunsmith III	40.15
23410 - Heating, Ventilation And Air-Conditioning Mechanic	36.53
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	38.62
23430 - Heavy Equipment Mechanic	38.42
23440 - Heavy Equipment Operator	37.16
23460 - Instrument Mechanic	45.69
23465 - Laboratory/Shelter Mechanic	37.82
23470 - Laborer	24.42
23510 - Locksmith	37.82
23530 - Machinery Maintenance Mechanic	42.99
23550 - Machinist, Maintenance	36.88
23580 - Maintenance Trades Helper	26.20
23591 - Metrology Technician I	45.69
23592 - Metrology Technician II	48.30
23593 - Metrology Technician III	50.96
23640 - Millwright	39.03
23710 - Office Appliance Repairer	37.82
23760 - Painter, Maintenance	32.46
23790 - Pipefitter, Maintenance	41.17
23810 - Plumber, Maintenance	38.78
23820 - Pneudraulic Systems Mechanic	40.15
23850 - Rigger	40.15
23870 - Scale Mechanic	35.51
23890 - Sheet-Metal Worker, Maintenance	41.54
23910 - Small Engine Mechanic	35.51
23931 - Telecommunications Mechanic I	36.38
23932 - Telecommunications Mechanic II	38.46
23950 - Telephone Lineman	47.95
23960 - Welder, Combination, Maintenance	37.83
23965 - Well Driller	36.90
23970 - Woodcraft Worker	40.15
23980 - Woodworker	30.86
24000 - Personal Needs Occupations	
24550 - Case Manager	22.57
24570 - Child Care Attendant	16.95***
24580 - Child Care Center Clerk	21.13
24610 - Chore Aide	20.38
24620 - Family Readiness And Support Services	22.57

Coordinator		
24630 - Homemaker		22.57
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		47.14
25040 - Sewage Plant Operator		34.30
25070 - Stationary Engineer		47.14
25190 - Ventilation Equipment Tender		34.88
25210 - Water Treatment Plant Operator		34.30
27000 - Protective Service Occupations		
27004 - Alarm Monitor		27.41
27007 - Baggage Inspector		21.23
27008 - Corrections Officer		35.54
27010 - Court Security Officer		33.84
27030 - Detection Dog Handler		23.75
27040 - Detention Officer		35.54
27070 - Firefighter		32.14
27101 - Guard I		21.23
27102 - Guard II		23.75
27131 - Police Officer I		38.71
27132 - Police Officer II		43.00
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		23.02
28042 - Carnival Equipment Repairer		24.89
28043 - Carnival Worker		17.56***
28210 - Gate Attendant/Gate Tender		26.90
28310 - Lifeguard		18.79
28350 - Park Attendant (Aide)		30.07
28510 - Recreation Aide/Health Facility Attendant		21.95
28515 - Recreation Specialist		37.28
28630 - Sports Official		23.95
28690 - Swimming Pool Operator		29.70
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		36.52
29020 - Hatch Tender		36.52
29030 - Line Handler		36.52
29041 - Stevedore I		34.13
29042 - Stevedore II		38.89
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)		52.09
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)		35.92
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)		39.56
30021 - Archeological Technician I		23.41
30022 - Archeological Technician II		27.28
30023 - Archeological Technician III		30.85
30030 - Cartographic Technician		31.78
30040 - Civil Engineering Technician		37.42
30051 - Cryogenic Technician I		33.85
30052 - Cryogenic Technician II		37.38
30061 - Drafter/CAD Operator I		23.41
30062 - Drafter/CAD Operator II		27.28
30063 - Drafter/CAD Operator III		29.19
30064 - Drafter/CAD Operator IV		34.79
30081 - Engineering Technician I		22.72
30082 - Engineering Technician II		26.56
30083 - Engineering Technician III		29.74
30084 - Engineering Technician IV		33.02
30085 - Engineering Technician V		38.08
30086 - Engineering Technician VI		45.77
30090 - Environmental Technician		28.18
30095 - Evidence Control Specialist		30.57
30210 - Laboratory Technician		37.27
30221 - Latent Fingerprint Technician I		33.85
30222 - Latent Fingerprint Technician II		37.38
30240 - Mathematical Technician		35.75
30361 - Paralegal/Legal Assistant I		26.16

30362 - Paralegal/Legal Assistant II		32.40
30363 - Paralegal/Legal Assistant III		39.62
30364 - Paralegal/Legal Assistant IV		47.94
30375 - Petroleum Supply Specialist		37.38
30390 - Photo-Optics Technician		32.95
30395 - Radiation Control Technician		37.38
30461 - Technical Writer I		31.31
30462 - Technical Writer II		38.28
30463 - Technical Writer III		46.32
30491 - Unexploded Ordnance (UXO) Technician I		33.11
30492 - Unexploded Ordnance (UXO) Technician II		40.06
30493 - Unexploded Ordnance (UXO) Technician III		48.01
30494 - Unexploded (UXO) Safety Escort		33.11
30495 - Unexploded (UXO) Sweep Personnel		33.11
30501 - Weather Forecaster I		34.79
30502 - Weather Forecaster II		42.32
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	29.19
30621 - Weather Observer, Senior	(see 2)	32.42
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		40.06
31020 - Bus Aide		22.34
31030 - Bus Driver		31.00
31043 - Driver Courier		24.77
31260 - Parking and Lot Attendant		18.74
31290 - Shuttle Bus Driver		23.12
31310 - Taxi Driver		21.60
31361 - Truckdriver, Light		26.77
31362 - Truckdriver, Medium		28.79
31363 - Truckdriver, Heavy		31.07
31364 - Truckdriver, Tractor-Trailer		31.07
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		19.53
99030 - Cashier		16.89***
99050 - Desk Clerk		17.71***
99095 - Embalmer		33.11
99130 - Flight Follower		33.11
99251 - Laboratory Animal Caretaker I		17.98
99252 - Laboratory Animal Caretaker II		25.20
99260 - Marketing Analyst		29.85
99310 - Mortician		33.11
99410 - Pest Controller		33.45
99510 - Photofinishing Worker		17.40***
99710 - Recycling Laborer		27.92
99711 - Recycling Specialist		33.32
99730 - Refuse Collector		25.21
99810 - Sales Clerk		17.60***
99820 - School Crossing Guard		21.77
99830 - Survey Party Chief		37.25
99831 - Surveying Aide		24.79
99832 - Surveying Technician		33.87
99840 - Vending Machine Attendant		28.78
99841 - Vending Machine Repairer		35.80
99842 - Vending Machine Repairer Helper		28.78

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month

HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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))."