

"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.: 2015-4615 Revision No.: 25 Date Of Last Revision: 12/26/2023

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 \$17.20 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.
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 \$12.90 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.

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: Alabama

Area: Alabama Counties of Cherokee, Clay, Cleburne, De Kalb, Talladega

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.25***
01012 - Accounting Clerk II		17.13***
01013 - Accounting Clerk III		19.16
01020 - Administrative Assistant		31.08
01035 - Court Reporter		19.69
01041 - Customer Service Representative I		14.42***
01042 - Customer Service Representative II		15.73***
01043 - Customer Service Representative III		17.67
01051 - Data Entry Operator I		14.59***
01052 - Data Entry Operator II		15.92***
01060 - Dispatcher, Motor Vehicle		17.96
01070 - Document Preparation Clerk		15.68***
01090 - Duplicating Machine Operator		15.68***
01111 - General Clerk I		12.36***
01112 - General Clerk II		13.49***
01113 - General Clerk III		15.15***

01120 - Housing Referral Assistant	21.96
01141 - Messenger Courier	13.86***
01191 - Order Clerk I	14.37***
01192 - Order Clerk II	15.68***
01261 - Personnel Assistant (Employment) I	16.20***
01262 - Personnel Assistant (Employment) II	18.13
01263 - Personnel Assistant (Employment) III	20.20
01270 - Production Control Clerk	19.71
01290 - Rental Clerk	13.34***
01300 - Scheduler, Maintenance	17.61
01311 - Secretary I	17.61
01312 - Secretary II	19.69
01313 - Secretary III	21.96
01320 - Service Order Dispatcher	16.32***
01410 - Supply Technician	31.08
01420 - Survey Worker	15.60***
01460 - Switchboard Operator/Receptionist	13.67***
01531 - Travel Clerk I	12.49***
01532 - Travel Clerk II	13.27***
01533 - Travel Clerk III	15.00***
01611 - Word Processor I	15.68***
01612 - Word Processor II	17.61
01613 - Word Processor III	19.69
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.46
05010 - Automotive Electrician	17.59
05040 - Automotive Glass Installer	16.66***
05070 - Automotive Worker	16.66***
05110 - Mobile Equipment Servicer	14.73***
05130 - Motor Equipment Metal Mechanic	18.52
05160 - Motor Equipment Metal Worker	16.66***
05190 - Motor Vehicle Mechanic	18.52
05220 - Motor Vehicle Mechanic Helper	13.77***
05250 - Motor Vehicle Upholstery Worker	15.69***
05280 - Motor Vehicle Wrecker	16.66***
05310 - Painter, Automotive	17.59
05340 - Radiator Repair Specialist	16.66***
05370 - Tire Repairer	13.14***
05400 - Transmission Repair Specialist	18.52
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.42***
07041 - Cook I	12.03***
07042 - Cook II	13.55***
07070 - Dishwasher	10.45***
07130 - Food Service Worker	10.34***
07210 - Meat Cutter	14.78***
07260 - Waiter/Waitress	9.79***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.21
09040 - Furniture Handler	9.94***
09080 - Furniture Refinisher	14.19***
09090 - Furniture Refinisher Helper	11.22***
09110 - Furniture Repairer, Minor	12.67***
09130 - Upholsterer	15.21***
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.77***
11060 - Elevator Operator	12.18***
11090 - Gardener	16.10***
11122 - Housekeeping Aide	12.18***
11150 - Janitor	12.18***
11210 - Laborer, Grounds Maintenance	12.98***
11240 - Maid or Houseman	10.35***
11260 - Pruner	11.88***
11270 - Tractor Operator	15.05***
11330 - Trail Maintenance Worker	12.98***

11360 - Window Cleaner	13.30***
12000 - Health Occupations	
12010 - Ambulance Driver	16.02***
12011 - Breath Alcohol Technician	20.16
12012 - Certified Occupational Therapist Assistant	28.71
12015 - Certified Physical Therapist Assistant	28.95
12020 - Dental Assistant	16.92***
12025 - Dental Hygienist	30.66
12030 - EKG Technician	29.60
12035 - Electroneurodiagnostic Technologist	29.60
12040 - Emergency Medical Technician	16.02***
12071 - Licensed Practical Nurse I	18.02
12072 - Licensed Practical Nurse II	20.16
12073 - Licensed Practical Nurse III	22.47
12100 - Medical Assistant	14.00***
12130 - Medical Laboratory Technician	19.70
12160 - Medical Record Clerk	15.03***
12190 - Medical Record Technician	17.24
12195 - Medical Transcriptionist	18.02
12210 - Nuclear Medicine Technologist	44.30
12221 - Nursing Assistant I	12.71***
12222 - Nursing Assistant II	14.28***
12223 - Nursing Assistant III	15.58***
12224 - Nursing Assistant IV	17.50
12235 - Optical Dispenser	16.80***
12236 - Optical Technician	18.02
12250 - Pharmacy Technician	14.42***
12280 - Phlebotomist	14.85***
12305 - Radiologic Technologist	23.56
12311 - Registered Nurse I	24.06
12312 - Registered Nurse II	29.42
12313 - Registered Nurse II, Specialist	29.42
12314 - Registered Nurse III	35.59
12315 - Registered Nurse III, Anesthetist	35.59
12316 - Registered Nurse IV	42.67
12317 - Scheduler (Drug and Alcohol Testing)	24.98
12320 - Substance Abuse Treatment Counselor	22.00
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.98
13012 - Exhibits Specialist II	26.00
13013 - Exhibits Specialist III	31.81
13041 - Illustrator I	20.98
13042 - Illustrator II	26.00
13043 - Illustrator III	31.81
13047 - Librarian	28.79
13050 - Library Aide/Clerk	10.94***
13054 - Library Information Technology Systems Administrator	26.00
13058 - Library Technician	19.21
13061 - Media Specialist I	18.76
13062 - Media Specialist II	20.98
13063 - Media Specialist III	23.39
13071 - Photographer I	18.76
13072 - Photographer II	20.98
13073 - Photographer III	26.00
13074 - Photographer IV	31.81
13075 - Photographer V	38.47
13090 - Technical Order Library Clerk	15.49***
13110 - Video Teleconference Technician	18.74
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.61***
14042 - Computer Operator II	16.35***
14043 - Computer Operator III	18.23
14044 - Computer Operator IV	20.25
14045 - Computer Operator V	22.43

14071 - Computer Programmer I	(see 1)	21.11
14072 - Computer Programmer II	(see 1)	26.15
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		14.61***
14160 - Personal Computer Support Technician		20.25
14170 - System Support Specialist		27.83
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.09
15020 - Aircrew Training Devices Instructor (Rated)		38.83
15030 - Air Crew Training Devices Instructor (Pilot)		46.55
15050 - Computer Based Training Specialist / Instructor		32.09
15060 - Educational Technologist		40.22
15070 - Flight Instructor (Pilot)		46.55
15080 - Graphic Artist		21.00
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		46.55
15086 - Maintenance Test Pilot, Rotary Wing		46.55
15088 - Non-Maintenance Test/Co-Pilot		46.55
15090 - Technical Instructor		21.81
15095 - Technical Instructor/Course Developer		26.67
15110 - Test Proctor		17.60
15120 - Tutor		17.60
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.32***
16030 - Counter Attendant		10.32***
16040 - Dry Cleaner		12.34***
16070 - Finisher, Flatwork, Machine		10.32***
16090 - Presser, Hand		10.32***
16110 - Presser, Machine, Drycleaning		10.32***
16130 - Presser, Machine, Shirts		10.32***
16160 - Presser, Machine, Wearing Apparel, Laundry		10.32***
16190 - Sewing Machine Operator		13.03***
16220 - Tailor		13.69***
16250 - Washer, Machine		11.01***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.06
19040 - Tool And Die Maker		29.03
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.15***
21030 - Material Coordinator		19.71
21040 - Material Expediter		19.71
21050 - Material Handling Laborer		14.64***
21071 - Order Filler		13.62***
21080 - Production Line Worker (Food Processing)		16.15***
21110 - Shipping Packer		16.93***
21130 - Shipping/Receiving Clerk		16.93***
21140 - Store Worker I		13.53***
21150 - Stock Clerk		17.62
21210 - Tools And Parts Attendant		16.15***
21410 - Warehouse Specialist		16.15***
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		23.42
23019 - Aircraft Logs and Records Technician		18.91
23021 - Aircraft Mechanic I		22.32
23022 - Aircraft Mechanic II		23.42
23023 - Aircraft Mechanic III		24.50
23040 - Aircraft Mechanic Helper		16.59***
23050 - Aircraft, Painter		21.20
23060 - Aircraft Servicer		18.91
23070 - Aircraft Survival Flight Equipment Technician		21.20
23080 - Aircraft Worker		20.08
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		20.08

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	22.32
II	
23110 - Appliance Mechanic	21.20
23120 - Bicycle Repairer	17.75
23125 - Cable Splicer	37.94
23130 - Carpenter, Maintenance	18.31
23140 - Carpet Layer	20.08
23160 - Electrician, Maintenance	23.40
23181 - Electronics Technician Maintenance I	25.24
23182 - Electronics Technician Maintenance II	26.62
23183 - Electronics Technician Maintenance III	28.03
23260 - Fabric Worker	18.91
23290 - Fire Alarm System Mechanic	21.56
23310 - Fire Extinguisher Repairer	17.75
23311 - Fuel Distribution System Mechanic	25.74
23312 - Fuel Distribution System Operator	20.47
23370 - General Maintenance Worker	17.48
23380 - Ground Support Equipment Mechanic	22.32
23381 - Ground Support Equipment Servicer	18.91
23382 - Ground Support Equipment Worker	20.08
23391 - Gunsmith I	17.75
23392 - Gunsmith II	20.08
23393 - Gunsmith III	22.32
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.10
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	22.13
23430 - Heavy Equipment Mechanic	22.86
23440 - Heavy Equipment Operator	17.68
23460 - Instrument Mechanic	22.32
23465 - Laboratory/Shelter Mechanic	21.20
23470 - Laborer	14.64***
23510 - Locksmith	21.20
23530 - Machinery Maintenance Mechanic	23.50
23550 - Machinist, Maintenance	22.97
23580 - Maintenance Trades Helper	13.76***
23591 - Metrology Technician I	22.32
23592 - Metrology Technician II	23.42
23593 - Metrology Technician III	24.50
23640 - Millwright	23.46
23710 - Office Appliance Repairer	21.20
23760 - Painter, Maintenance	20.47
23790 - Pipefitter, Maintenance	22.20
23810 - Plumber, Maintenance	21.08
23820 - Pneudraulic Systems Mechanic	22.32
23850 - Rigger	22.78
23870 - Scale Mechanic	20.08
23890 - Sheet-Metal Worker, Maintenance	21.37
23910 - Small Engine Mechanic	19.87
23931 - Telecommunications Mechanic I	28.17
23932 - Telecommunications Mechanic II	29.55
23950 - Telephone Lineman	26.50
23960 - Welder, Combination, Maintenance	18.94
23965 - Well Driller	22.32
23970 - Woodcraft Worker	22.32
23980 - Woodworker	17.75
24000 - Personal Needs Occupations	
24550 - Case Manager	13.98***
24570 - Child Care Attendant	11.28***
24580 - Child Care Center Clerk	14.05***
24610 - Chore Aide	10.63***
24620 - Family Readiness And Support Services Coordinator	13.98***
24630 - Homemaker	13.98***

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.31
25040 - Sewage Plant Operator	22.85
25070 - Stationary Engineer	24.31
25190 - Ventilation Equipment Tender	18.08
25210 - Water Treatment Plant Operator	22.85
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.01***
27007 - Baggage Inspector	11.90***
27008 - Corrections Officer	16.56***
27010 - Court Security Officer	16.57***
27030 - Detection Dog Handler	13.31***
27040 - Detention Officer	16.56***
27070 - Firefighter	17.59
27101 - Guard I	11.90***
27102 - Guard II	13.31***
27131 - Police Officer I	19.10
27132 - Police Officer II	21.22
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.71***
28042 - Carnival Equipment Repairer	13.59***
28043 - Carnival Worker	10.03***
28210 - Gate Attendant/Gate Tender	15.75***
28310 - Lifeguard	11.71***
28350 - Park Attendant (Aide)	17.61
28510 - Recreation Aide/Health Facility Attendant	12.85***
28515 - Recreation Specialist	21.78
28630 - Sports Official	14.03***
28690 - Swimming Pool Operator	19.14
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.49
29020 - Hatch Tender	23.49
29030 - Line Handler	23.49
29041 - Stevedore I	22.12
29042 - Stevedore II	24.77
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	43.40
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.92
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.96
30021 - Archeological Technician I	18.63
30022 - Archeological Technician II	20.83
30023 - Archeological Technician III	25.81
30030 - Cartographic Technician	25.81
30040 - Civil Engineering Technician	22.88
30051 - Cryogenic Technician I	28.58
30052 - Cryogenic Technician II	31.57
30061 - Drafter/CAD Operator I	18.63
30062 - Drafter/CAD Operator II	20.83
30063 - Drafter/CAD Operator III	23.22
30064 - Drafter/CAD Operator IV	28.58
30081 - Engineering Technician I	16.64***
30082 - Engineering Technician II	17.81
30083 - Engineering Technician III	20.90
30084 - Engineering Technician IV	25.89
30085 - Engineering Technician V	31.67
30086 - Engineering Technician VI	35.70
30090 - Environmental Technician	25.81
30095 - Evidence Control Specialist	25.81
30210 - Laboratory Technician	26.88
30221 - Latent Fingerprint Technician I	28.58
30222 - Latent Fingerprint Technician II	31.57
30240 - Mathematical Technician	25.81
30361 - Paralegal/Legal Assistant I	17.67
30362 - Paralegal/Legal Assistant II	21.89
30363 - Paralegal/Legal Assistant III	27.11

30364 - Paralegal/Legal Assistant IV	32.20
30375 - Petroleum Supply Specialist	31.57
30390 - Photo-Optics Technician	25.81
30395 - Radiation Control Technician	31.57
30461 - Technical Writer I	25.81
30462 - Technical Writer II	31.57
30463 - Technical Writer III	38.20
30491 - Unexploded Ordnance (UXO) Technician I	27.58
30492 - Unexploded Ordnance (UXO) Technician II	33.37
30493 - Unexploded Ordnance (UXO) Technician III	40.00
30494 - Unexploded (UXO) Safety Escort	27.58
30495 - Unexploded (UXO) Sweep Personnel	27.58
30501 - Weather Forecaster I	28.58
30502 - Weather Forecaster II	34.77
30620 - Weather Observer, Combined Upper Air Or	(see 2) 23.22
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 25.81
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.37
31020 - Bus Aide	13.37***
31030 - Bus Driver	17.57
31043 - Driver Courier	14.15***
31260 - Parking and Lot Attendant	12.20***
31290 - Shuttle Bus Driver	14.45***
31310 - Taxi Driver	15.28***
31361 - Truckdriver, Light	15.14***
31362 - Truckdriver, Medium	16.13***
31363 - Truckdriver, Heavy	21.41
31364 - Truckdriver, Tractor-Trailer	21.41
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.27***
99030 - Cashier	10.60***
99050 - Desk Clerk	10.59***
99095 - Embalmer	25.67
99130 - Flight Follower	27.58
99251 - Laboratory Animal Caretaker I	13.09***
99252 - Laboratory Animal Caretaker II	14.00***
99260 - Marketing Analyst	23.64
99310 - Mortician	25.67
99410 - Pest Controller	16.13***
99510 - Photofinishing Worker	14.49***
99710 - Recycling Laborer	15.99***
99711 - Recycling Specialist	18.56
99730 - Refuse Collector	14.47***
99810 - Sales Clerk	11.72***
99820 - School Crossing Guard	14.89***
99830 - Survey Party Chief	21.54
99831 - Surveying Aide	14.09***
99832 - Surveying Technician	19.32
99840 - Vending Machine Attendant	18.86
99841 - Vending Machine Repairer	22.82
99842 - Vending Machine Repairer Helper	18.86

***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 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of 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))."