

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

Wage Determination No.: 2015-5563
Daniel W. Simms Division of | Revision No.: 19
Director Wage Determinations | Date Of Last Revision: 12/27/2022

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023.

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

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	18.20	
01012 - Accounting Clerk II	20.43	
01013 - Accounting Clerk III	22.85	
01020 - Administrative Assistant	30.46	

01035 - Court Reporter	20.65
01041 - Customer Service Representative I	15.49***
01042 - Customer Service Representative II	16.90
01043 - Customer Service Representative III	18.97
01051 - Data Entry Operator I	16.51
01052 - Data Entry Operator II	18.01
01060 - Dispatcher, Motor Vehicle	22.72
01070 - Document Preparation Clerk	19.14
01090 - Duplicating Machine Operator	19.14
01111 - General Clerk I	15.33***
01112 - General Clerk II	16.73
01113 - General Clerk III	18.78
01120 - Housing Referral Assistant	23.02
01141 - Messenger Courier	18.97
01191 - Order Clerk I	17.80
01192 - Order Clerk II	19.42
01261 - Personnel Assistant (Employment) I	18.23
01262 - Personnel Assistant (Employment) II	20.39
01263 - Personnel Assistant (Employment) III	22.73
01270 - Production Control Clerk	24.42
01290 - Rental Clerk	17.58
01300 - Scheduler, Maintenance	18.46
01311 - Secretary I	18.46
01312 - Secretary II	20.65
01313 - Secretary III	23.02
01320 - Service Order Dispatcher	20.31
01410 - Supply Technician	30.46
01420 - Survey Worker	22.58
01460 - Switchboard Operator/Receptionist	17.45
01531 - Travel Clerk I	17.88
01532 - Travel Clerk II	19.45
01533 - Travel Clerk III	20.93
01611 - Word Processor I	18.72
01612 - Word Processor II	21.02
01613 - Word Processor III	23.51
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.79
05010 - Automotive Electrician	22.54
05040 - Automotive Glass Installer	21.22
05070 - Automotive Worker	21.22
05110 - Mobile Equipment Servicer	18.76
05130 - Motor Equipment Metal Mechanic	23.83
05160 - Motor Equipment Metal Worker	21.22
05190 - Motor Vehicle Mechanic	23.83
05220 - Motor Vehicle Mechanic Helper	17.64
05250 - Motor Vehicle Upholstery Worker	19.97
05280 - Motor Vehicle Wrecker	21.22
05310 - Painter, Automotive	22.54
05340 - Radiator Repair Specialist	21.22
05370 - Tire Repairer	17.52
05400 - Transmission Repair Specialist	23.83
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.17***
07041 - Cook I	18.30

07042 - Cook II	20.80
07070 - Dishwasher	14.47***
07130 - Food Service Worker	15.29***
07210 - Meat Cutter	21.05
07260 - Waiter/Waitress	14.42***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.44
09040 - Furniture Handler	11.96***
09080 - Furniture Refinisher	18.18
09090 - Furniture Refinisher Helper	14.02***
09110 - Furniture Repairer, Minor	16.10***
09130 - Upholsterer	18.01
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.47***
11060 - Elevator Operator	15.96***
11090 - Gardener	23.20
11122 - Housekeeping Aide	15.96***
11150 - Janitor	15.96***
11210 - Laborer, Grounds Maintenance	18.30
11240 - Maid or Houseman	15.73***
11260 - Pruner	16.71
11270 - Tractor Operator	21.60
11330 - Trail Maintenance Worker	18.30
11360 - Window Cleaner	17.48
12000 - Health Occupations	
12010 - Ambulance Driver	24.16
12011 - Breath Alcohol Technician	26.37
12012 - Certified Occupational Therapist Assistant	30.67
12015 - Certified Physical Therapist Assistant	30.08
12020 - Dental Assistant	23.78
12025 - Dental Hygienist	47.75
12030 - EKG Technician	40.66
12035 - Electroneurodiagnostic Technologist	40.66
12040 - Emergency Medical Technician	24.16
12071 - Licensed Practical Nurse I	23.57
12072 - Licensed Practical Nurse II	26.37
12073 - Licensed Practical Nurse III	29.40
12100 - Medical Assistant	22.86
12130 - Medical Laboratory Technician	31.21
12160 - Medical Record Clerk	22.65
12190 - Medical Record Technician	25.34
12195 - Medical Transcriptionist	19.98
12210 - Nuclear Medicine Technologist	47.80
12221 - Nursing Assistant I	13.19***
12222 - Nursing Assistant II	14.82***
12223 - Nursing Assistant III	16.17***
12224 - Nursing Assistant IV	18.15
12235 - Optical Dispenser	24.64
12236 - Optical Technician	18.76
12250 - Pharmacy Technician	22.57
12280 - Phlebotomist	19.75
12305 - Radiologic Technologist	38.78
12311 - Registered Nurse I	29.04
12312 - Registered Nurse II	35.53

12313 - Registered Nurse II, Specialist	35.53
12314 - Registered Nurse III	42.99
12315 - Registered Nurse III, Anesthetist	42.99
12316 - Registered Nurse IV	51.52
12317 - Scheduler (Drug and Alcohol Testing)	32.68
12320 - Substance Abuse Treatment Counselor	28.73
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	25.39
13012 - Exhibits Specialist II	31.45
13013 - Exhibits Specialist III	38.47
13041 - Illustrator I	21.16
13042 - Illustrator II	26.22
13043 - Illustrator III	32.06
13047 - Librarian	36.91
13050 - Library Aide/Clerk	19.45
13054 - Library Information Technology Systems Administrator	33.32
13058 - Library Technician	22.89
13061 - Media Specialist I	24.05
13062 - Media Specialist II	26.79
13063 - Media Specialist III	29.99
13071 - Photographer I	17.74
13072 - Photographer II	19.85
13073 - Photographer III	24.59
13074 - Photographer IV	30.08
13075 - Photographer V	36.39
13090 - Technical Order Library Clerk	24.42
13110 - Video Teleconference Technician	22.94
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.29
14042 - Computer Operator II	21.58
14043 - Computer Operator III	24.06
14044 - Computer Operator IV	26.74
14045 - Computer Operator V	29.61
14071 - Computer Programmer I	(see 1) 26.09
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	19.29
14160 - Personal Computer Support Technician	26.74
14170 - System Support Specialist	29.61
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.48
15020 - Aircrew Training Devices Instructor (Rated)	40.50
15030 - Air Crew Training Devices Instructor (Pilot)	48.55
15050 - Computer Based Training Specialist / Instructor	33.48
15060 - Educational Technologist	43.19
15070 - Flight Instructor (Pilot)	48.55
15080 - Graphic Artist	27.75
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	48.55
15086 - Maintenance Test Pilot, Rotary Wing	48.55

15088 - Non-Maintenance Test/Co-Pilot	48.55	
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	15.84***	
16030 - Counter Attendant	15.84***	
16040 - Dry Cleaner	18.09	
16070 - Finisher, Flatwork, Machine	15.84***	
16090 - Presser, Hand	15.84***	
16110 - Presser, Machine, Drycleaning	15.84***	
16130 - Presser, Machine, Shirts	15.84***	
16160 - Presser, Machine, Wearing Apparel, Laundry		15.84***
16190 - Sewing Machine Operator	18.84	
16220 - Tailor	19.59	
16250 - Washer, Machine	16.59	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		27.87
19040 - Tool And Die Maker	33.85	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	21.83	
21030 - Material Coordinator	24.42	
21040 - Material Expediter	24.42	
21050 - Material Handling Laborer	18.18	
21071 - Order Filler	17.70	
21080 - Production Line Worker (Food Processing)		21.83
21110 - Shipping Packer	18.42	
21130 - Shipping/Receiving Clerk	18.42	
21140 - Store Worker I	15.26***	
21150 - Stock Clerk	20.08	
21210 - Tools And Parts Attendant	21.83	
21410 - Warehouse Specialist	21.83	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	32.88	
23019 - Aircraft Logs and Records Technician		26.15
23021 - Aircraft Mechanic I	31.20	
23022 - Aircraft Mechanic II	32.88	
23023 - Aircraft Mechanic III	34.56	
23040 - Aircraft Mechanic Helper	22.76	
23050 - Aircraft, Painter	29.52	
23060 - Aircraft Servicer	26.15	
23070 - Aircraft Survival Flight Equipment Technician		29.52
23080 - Aircraft Worker	27.81	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		27.81
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		31.20
23110 - Appliance Mechanic	20.17	
23120 - Bicycle Repairer	16.63	
23125 - Cable Splicer	48.15	
23130 - Carpenter, Maintenance	28.45	
23140 - Carpet Layer	24.00	
23160 - Electrician, Maintenance	39.89	

23181 - Electronics Technician Maintenance I	30.02
23182 - Electronics Technician Maintenance II	31.89
23183 - Electronics Technician Maintenance III	33.70
23260 - Fabric Worker	24.85
23290 - Fire Alarm System Mechanic	31.34
23310 - Fire Extinguisher Repairer	25.93
23311 - Fuel Distribution System Mechanic	34.94
23312 - Fuel Distribution System Operator	27.37
23370 - General Maintenance Worker	22.60
23380 - Ground Support Equipment Mechanic	31.20
23381 - Ground Support Equipment Servicerc	26.15
23382 - Ground Support Equipment Worker	27.81
23391 - Gunsmith I	25.93
23392 - Gunsmith II	29.46
23393 - Gunsmith III	33.09
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.72
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.27
23430 - Heavy Equipment Mechanic	30.36
23440 - Heavy Equipment Operator	30.93
23460 - Instrument Mechanic	30.39
23465 - Laboratory/Shelter Mechanic	31.31
23470 - Laborer	18.18
23510 - Locksmith	22.07
23530 - Machinery Maintenance Mechanic	30.05
23550 - Machinist, Maintenance	25.34
23580 - Maintenance Trades Helper	17.87
23591 - Metrology Technician I	30.39
23592 - Metrology Technician II	32.03
23593 - Metrology Technician III	33.66
23640 - Millwright	34.09
23710 - Office Appliance Repairer	22.44
23760 - Painter, Maintenance	22.04
23790 - Pipefitter, Maintenance	41.99
23810 - Plumber, Maintenance	39.73
23820 - Pneudraulic Systems Mechanic	33.09
23850 - Rigger	34.33
23870 - Scale Mechanic	29.46
23890 - Sheet-Metal Worker, Maintenance	32.94
23910 - Small Engine Mechanic	19.74
23931 - Telecommunications Mechanic I	30.86
23932 - Telecommunications Mechanic II	32.53
23950 - Telephone Lineman	29.18
23960 - Welder, Combination, Maintenance	24.02
23965 - Well Driller	29.77
23970 - Woodcraft Worker	33.09
23980 - Woodworker	25.93
24000 - Personal Needs Occupations	
24550 - Case Manager	19.09
24570 - Child Care Attendant	15.73***
24580 - Child Care Center Clerk	19.62
24610 - Chore Aide	14.72***
24620 - Family Readiness And Support Services	19.09

Coordinator		
24630 - Homemaker	19.09	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	37.16	
25040 - Sewage Plant Operator	33.02	
25070 - Stationary Engineer	37.16	
25190 - Ventilation Equipment Tender	27.11	
25210 - Water Treatment Plant Operator	33.02	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	31.43	
27007 - Baggage Inspector	15.11***	
27008 - Corrections Officer	37.79	
27010 - Court Security Officer	39.06	
27030 - Detection Dog Handler	16.90	
27040 - Detention Officer	37.79	
27070 - Firefighter	41.34	
27101 - Guard I	15.11***	
27102 - Guard II	16.90	
27131 - Police Officer I	35.94	
27132 - Police Officer II	39.94	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	18.66	
28042 - Carnival Equipment Repairer	20.04	
28043 - Carnival Worker	14.44***	
28210 - Gate Attendant/Gate Tender	21.23	
28310 - Lifeguard	13.93***	
28350 - Park Attendant (Aide)	23.75	
28510 - Recreation Aide/Health Facility Attendant	17.34	
28515 - Recreation Specialist	29.43	
28630 - Sports Official	18.92	
28690 - Swimming Pool Operator	22.78	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	32.38	
29020 - Hatch Tender	32.38	
29030 - Line Handler	32.38	
29041 - Stevedore I	30.48	
29042 - Stevedore II	34.41	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	44.15	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	30.45	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	33.53	
30021 - Archeological Technician I	19.07	
30022 - Archeological Technician II	21.33	
30023 - Archeological Technician III	26.43	
30030 - Cartographic Technician	26.43	
30040 - Civil Engineering Technician	35.94	
30051 - Cryogenic Technician I	29.27	
30052 - Cryogenic Technician II	32.34	
30061 - Drafter/CAD Operator I	19.07	
30062 - Drafter/CAD Operator II	21.33	
30063 - Drafter/CAD Operator III	23.78	
30064 - Drafter/CAD Operator IV	29.27	
30081 - Engineering Technician I	16.52	
30082 - Engineering Technician II	18.54	

30083 - Engineering Technician III	20.74	
30084 - Engineering Technician IV	25.76	
30085 - Engineering Technician V	31.76	
30086 - Engineering Technician VI	38.03	
30090 - Environmental Technician	30.04	
30095 - Evidence Control Specialist	26.43	
30210 - Laboratory Technician	23.36	
30221 - Latent Fingerprint Technician I	36.01	
30222 - Latent Fingerprint Technician II	39.78	
30240 - Mathematical Technician	34.09	
30361 - Paralegal/Legal Assistant I	19.38	
30362 - Paralegal/Legal Assistant II	24.01	
30363 - Paralegal/Legal Assistant III	29.37	
30364 - Paralegal/Legal Assistant IV	35.53	
30375 - Petroleum Supply Specialist	32.34	
30390 - Photo-Optics Technician	26.43	
30395 - Radiation Control Technician	32.34	
30461 - Technical Writer I	26.02	
30462 - Technical Writer II	31.83	
30463 - Technical Writer III	38.50	
30491 - Unexploded Ordnance (UXO) Technician I		28.06
30492 - Unexploded Ordnance (UXO) Technician II		33.95
30493 - Unexploded Ordnance (UXO) Technician III		40.69
30494 - Unexploded (UXO) Safety Escort		28.06
30495 - Unexploded (UXO) Sweep Personnel		28.06
30501 - Weather Forecaster I	29.27	
30502 - Weather Forecaster II	35.60	
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.78
30621 - Weather Observer, Senior	(see 2)	26.43
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	33.95	
31020 - Bus Aide	19.98	
31030 - Bus Driver	27.10	
31043 - Driver Courier	17.41	
31260 - Parking and Lot Attendant	14.58***	
31290 - Shuttle Bus Driver	18.94	
31310 - Taxi Driver	16.50	
31361 - Truckdriver, Light	18.70	
31362 - Truckdriver, Medium	20.00	
31363 - Truckdriver, Heavy	25.99	
31364 - Truckdriver, Tractor-Trailer	25.99	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	16.55	
99030 - Cashier	14.36***	
99050 - Desk Clerk	14.79***	
99095 - Embalmer	29.76	
99130 - Flight Follower	28.06	
99251 - Laboratory Animal Caretaker I	17.06	
99252 - Laboratory Animal Caretaker II	18.32	
99260 - Marketing Analyst	36.18	
99310 - Mortician	29.76	
99410 - Pest Controller	21.98	
99510 - Photofinishing Worker	24.28	

99710 - Recycling Laborer	30.18
99711 - Recycling Specialist	35.63
99730 - Refuse Collector	27.57
99810 - Sales Clerk	14.76***
99820 - School Crossing Guard	16.85
99830 - Survey Party Chief	35.75
99831 - Surveying Aide	21.08
99832 - Surveying Technician	28.86
99840 - Vending Machine Attendant	18.30
99841 - Vending Machine Repairer	22.24
99842 - Vending Machine Repairer Helper	18.44

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, 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)).