

Section J.9 - Wage Determination 2015-4282, Revision 20, dated 06/27/2022

The Contractor shall be bound by Wage Determination No. 2015-4282, Revision No. 20, **dated 06/27/2022**, issued by the U.S. Department of Labor in accordance with the Service Contract Act (41 U.S.C. 351 et seq.) and incorporated herein as Section J.9 of this solicitation.

The Contractor shall be bound by the wage rates for the term of the contract. If an option is exercised, the Contractor shall be bound by the applicable wage rate at the time of the option. If the option is exercised, and the Contracting Officer obtains a revised wage determination, the revised wage determination is applicable for the option periods and the Contractor may be entitled to an equitable adjustment.

"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.: 2015-4277 Revision No.: 20 Date Of Last Revision: 06/27/2022

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:	With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 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 2022.
If the contract is entered into on or after January 30 2022 or the 2022 and the contract is not renewed or extended on or after January 30 2022:	With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 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 2022.

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 <https://www.dol.gov/agencies/whd/government-contracts>.

State: Maryland

Area: Maryland County of Garrett

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		

01011 - Accounting Clerk I	16.89
01012 - Accounting Clerk II	18.97
01013 - Accounting Clerk III	22.30
01020 - Administrative Assistant	31.41
01035 - Court Reporter	21.84
01041 - Customer Service Representative I	15.47
01042 - Customer Service Representative II	16.89
01043 - Customer Service Representative III	18.96
01051 - Data Entry Operator I	14.61***
01052 - Data Entry Operator II	15.94
01060 - Dispatcher Motor Vehicle	23.60
01070 - Document Preparation Clerk	15.94
01090 - Duplicating Machine Operator	15.94
01111 - General Clerk I	15.59
01112 - General Clerk II	17.01
01113 - General Clerk III	19.09
01120 - Housing Referral Assistant	25.29
01141 - Messenger Courier	14.30***
01191 - Order Clerk I	15.12
01192 - Order Clerk II	16.50
01261 - Personnel Assistant (Employment) I	18.51
01262 - Personnel Assistant (Employment) II	20.70
01263 - Personnel Assistant (Employment) III	23.07
01270 - Production Control Clerk	24.23
01290 - Rental Clerk	18.42
01300 - Scheduler Maintenance	18.07
01311 - Secretary I	18.07
01312 - Secretary II	20.18
01313 - Secretary III	25.29
01320 - Service Order Dispatcher	21.09
01410 - Supply Technician	31.41
01420 - Survey Worker	21.09
01460 - Switchboard Operator/Receptionist	14.43***
01531 - Travel Clerk I	13.86***
01532 - Travel Clerk II	14.94***
01533 - Travel Clerk III	16.01
01611 - Word Processor I	15.94
01612 - Word Processor II	17.91
01613 - Word Processor III	20.03
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	26.24
05010 - Automotive Electrician	20.67
05040 - Automotive Glass Installer	19.66
05070 - Automotive Worker	19.66
05110 - Mobile Equipment Servicer	18.88
05130 - Motor Equipment Metal Mechanic	21.81
05160 - Motor Equipment Metal Worker	19.66
05190 - Motor Vehicle Mechanic	21.81
05220 - Motor Vehicle Mechanic Helper	18.12

05250 - Motor Vehicle Upholstery Worker	19.61
05280 - Motor Vehicle Wrecker	19.66
05310 - Painter Automotive	20.67
05340 - Radiator Repair Specialist	19.66
05370 - Tire Repairer	13.28***
05400 - Transmission Repair Specialist	21.81
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.58
07041 - Cook I	15.04
07042 - Cook II	16.67
07070 - Dishwasher	12.87***
07130 - Food Service Worker	12.96***
07210 - Meat Cutter	15.60
07260 - Waiter/Waitress	11.76***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.16
09040 - Furniture Handler	17.17
09080 - Furniture Refinisher	23.16
09090 - Furniture Refinisher Helper	19.83
09110 - Furniture Repairer Minor	21.41
09130 - Upholsterer	23.16
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.91***
11060 - Elevator Operator	13.61***
11090 - Gardener	20.81
11122 - Housekeeping Aide	13.66***
11150 - Janitor	13.66***
11210 - Laborer Grounds Maintenance	16.86
11240 - Maid or Houseman	13.23***
11260 - Pruner	15.61
11270 - Tractor Operator	19.49
11330 - Trail Maintenance Worker	16.86
11360 - Window Cleaner	14.76***
12000 - Health Occupations	
12010 - Ambulance Driver	23.03
12011 - Breath Alcohol Technician	23.03
12012 - Certified Occupational Therapist Assistant	31.60
12015 - Certified Physical Therapist Assistant	29.13
12020 - Dental Assistant	20.92
12025 - Dental Hygienist	50.20
12030 - EKG Technician	34.90
12035 - Electroneurodiagnostic Technologist	34.90
12040 - Emergency Medical Technician	23.03
12071 - Licensed Practical Nurse I	20.60
12072 - Licensed Practical Nurse II	23.03
12073 - Licensed Practical Nurse III	25.67
12100 - Medical Assistant	17.42
12130 - Medical Laboratory Technician	22.92
12160 - Medical Record Clerk	18.17

12190 - Medical Record Technician	24.21
12195 - Medical Transcriptionist	20.60
12210 - Nuclear Medicine Technologist	50.61
12221 - Nursing Assistant I	14.07***
12222 - Nursing Assistant II	15.82
12223 - Nursing Assistant III	17.26
12224 - Nursing Assistant IV	19.37
12235 - Optical Dispenser	23.03
12236 - Optical Technician	20.60
12250 - Pharmacy Technician	26.05
12280 - Phlebotomist	20.60
12305 - Radiologic Technologist	34.90
12311 - Registered Nurse I	28.38
12312 - Registered Nurse II	34.72
12313 - Registered Nurse II Specialist	34.72
12314 - Registered Nurse III	42.02
12315 - Registered Nurse III Anesthetist	42.02
12316 - Registered Nurse IV	50.35
12317 - Scheduler (Drug and Alcohol Testing)	28.53
12320 - Substance Abuse Treatment Counselor	24.05
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.61
13012 - Exhibits Specialist II	26.78
13013 - Exhibits Specialist III	32.76
13041 - Illustrator I	21.61
13042 - Illustrator II	26.78
13043 - Illustrator III	32.76
13047 - Librarian	33.88
13050 - Library Aide/Clerk	14.35***
13054 - Library Information Technology Systems Administrator	30.60
13058 - Library Technician	19.89
13061 - Media Specialist I	19.32
13062 - Media Specialist II	21.61
13063 - Media Specialist III	24.09
13071 - Photographer I	19.32
13072 - Photographer II	21.61
13073 - Photographer III	26.78
13074 - Photographer IV	32.76
13075 - Photographer V	39.62
13090 - Technical Order Library Clerk	18.02
13110 - Video Teleconference Technician	20.39
14000 - Information Technology Occupations	
14041 - Computer Operator I	22.74
14042 - Computer Operator II	25.42
14043 - Computer Operator III	28.34
14044 - Computer Operator IV	31.49
14045 - Computer Operator V	34.88
14071 - Computer Programmer I	26.36

(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		22.74
14160 - Personal Computer Support Technician		31.49
14170 - System Support Specialist		34.88
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.47
15020 - Aircrew Training Devices Instructor (Rated)		44.06
15030 - Air Crew Training Devices Instructor (Pilot)		52.81
15050 - Computer Based Training Specialist / Instructor		36.47
15060 - Educational Technologist		34.22
15070 - Flight Instructor (Pilot)		52.81
15080 - Graphic Artist		25.95
15085 - Maintenance Test Pilot Fixed Jet/Prop		52.81
15086 - Maintenance Test Pilot Rotary Wing		52.81
15088 - Non-Maintenance Test/Co-Pilot		52.81
15090 - Technical Instructor		24.51
15095 - Technical Instructor/Course Developer		29.99
15110 - Test Proctor		20.94
15120 - Tutor		20.94
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		13.67***
16030 - Counter Attendant		13.67***
16040 - Dry Cleaner		15.62
16070 - Finisher Flatwork Machine		13.67***
16090 - Presser Hand		13.67***
16110 - Presser Machine Drycleaning		13.67***
16130 - Presser Machine Shirts		13.67***
16160 - Presser Machine Wearing Apparel Laundry		13.67***
16190 - Sewing Machine Operator		16.27
16220 - Tailor		16.92
16250 - Washer Machine		14.32***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.16
19040 - Tool And Die Maker		29.76
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.00
21030 - Material Coordinator		26.65
21040 - Material Expediter		26.65
21050 - Material Handling Laborer		14.39***
21071 - Order Filler		14.93***
21080 - Production Line Worker (Food Processing)		22.00
21110 - Shipping Packer		20.09
21130 - Shipping/Receiving Clerk		20.09
21140 - Store Worker I		16.37

21150 - Stock Clerk	20.43
21210 - Tools And Parts Attendant	22.00
21410 - Warehouse Specialist	22.00
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.69
23019 - Aircraft Logs and Records Technician	22.86
23021 - Aircraft Mechanic I	26.54
23022 - Aircraft Mechanic II	27.69
23023 - Aircraft Mechanic III	28.74
23040 - Aircraft Mechanic Helper	20.22
23050 - Aircraft Painter	25.16
23060 - Aircraft Servicer	22.86
23070 - Aircraft Survival Flight Equipment Technician	25.16
23080 - Aircraft Worker	23.92
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.92
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.54
23110 - Appliance Mechanic	25.16
23120 - Bicycle Repairer	21.59
23125 - Cable Splicer	38.09
23130 - Carpenter Maintenance	21.40
23140 - Carpet Layer	23.92
23160 - Electrician Maintenance	27.98
23181 - Electronics Technician Maintenance I	23.92
23182 - Electronics Technician Maintenance II	25.16
23183 - Electronics Technician Maintenance III	26.54
23260 - Fabric Worker	22.86
23290 - Fire Alarm System Mechanic	26.03
23310 - Fire Extinguisher Repairer	21.59
23311 - Fuel Distribution System Mechanic	27.53
23312 - Fuel Distribution System Operator	22.39
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechanic	26.54
23381 - Ground Support Equipment Servicer	22.86
23382 - Ground Support Equipment Worker	23.92
23391 - Gunsmith I	21.59
23392 - Gunsmith II	23.92
23393 - Gunsmith III	26.54
23410 - Heating Ventilation And Air-Conditioning Mechanic	24.59
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.66
23430 - Heavy Equipment Mechanic	26.50
23440 - Heavy Equipment Operator	22.91
23460 - Instrument Mechanic	26.54
23465 - Laboratory/Shelter Mechanic	25.16
23470 - Laborer	14.98***
23510 - Locksmith	25.16

23530 - Machinery Maintenance Mechanic	24.03
23550 - Machinist Maintenance	24.60
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	26.54
23592 - Metrology Technician II	27.69
23593 - Metrology Technician III	28.74
23640 - Millwright	26.54
23710 - Office Appliance Repairer	25.16
23760 - Painter Maintenance	21.75
23790 - Pipefitter Maintenance	25.24
23810 - Plumber Maintenance	23.93
23820 - Pneudraulic Systems Mechanic	26.54
23850 - Rigger	26.54
23870 - Scale Mechanic	23.92
23890 - Sheet-Metal Worker Maintenance	26.54
23910 - Small Engine Mechanic	23.92
23931 - Telecommunications Mechanic I	28.17
23932 - Telecommunications Mechanic II	29.10
23950 - Telephone Lineman	35.91
23960 - Welder Combination Maintenance	22.91
23965 - Well Driller	26.54
23970 - Woodcraft Worker	26.54
23980 - Woodworker	21.59
24000 - Personal Needs Occupations	
24550 - Case Manager	15.93
24570 - Child Care Attendant	13.41***
24580 - Child Care Center Clerk	16.26
24610 - Chore Aide	13.28***
24620 - Family Readiness And Support Services Coordinator	15.93
24630 - Homemaker	16.90
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.54
25040 - Sewage Plant Operator	21.81
25070 - Stationary Engineer	26.54
25190 - Ventilation Equipment Tender	20.22
25210 - Water Treatment Plant Operator	21.81
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.74
27007 - Baggage Inspector	15.19
27008 - Corrections Officer	22.81
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	16.99
27040 - Detention Officer	22.81
27070 - Firefighter	24.63
27101 - Guard I	15.19
27102 - Guard II	16.99
27131 - Police Officer I	26.67
27132 - Police Officer II	29.67

28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.19
28042 - Carnival Equipment Repairer	15.97
28043 - Carnival Worker	12.18***
28210 - Gate Attendant/Gate Tender	16.41
28310 - Lifeguard	12.75***
28350 - Park Attendant (Aide)	18.36
28510 - Recreation Aide/Health Facility Attendant	13.40***
28515 - Recreation Specialist	22.74
28630 - Sports Official	14.62***
28690 - Swimming Pool Operator	18.88
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.92
29020 - Hatch Tender	23.92
29030 - Line Handler	23.92
29041 - Stevedore I	22.86
29042 - Stevedore II	25.16
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	46.70
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	32.20
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	35.47
30021 - Archeological Technician I	21.29
30022 - Archeological Technician II	23.82
30023 - Archeological Technician III	29.51
30030 - Cartographic Technician	29.51
30040 - Civil Engineering Technician	29.51
30051 - Cryogenic Technician I	28.12
30052 - Cryogenic Technician II	31.06
30061 - Drafter/CAD Operator I	21.29
30062 - Drafter/CAD Operator II	23.82
30063 - Drafter/CAD Operator III	26.55
30064 - Drafter/CAD Operator IV	32.68
30081 - Engineering Technician I	22.92
30082 - Engineering Technician II	25.72
30083 - Engineering Technician III	28.79
30084 - Engineering Technician IV	35.64
30085 - Engineering Technician V	43.61
30086 - Engineering Technician VI	52.76
30090 - Environmental Technician	29.51
30095 - Evidence Control Specialist	25.40
30210 - Laboratory Technician	26.55
30221 - Latent Fingerprint Technician I	28.12
30222 - Latent Fingerprint Technician II	31.06
30240 - Mathematical Technician	29.51
30361 - Paralegal/Legal Assistant I	23.63
30362 - Paralegal/Legal Assistant II	29.40
30363 - Paralegal/Legal Assistant III	35.97
30364 - Paralegal/Legal Assistant IV	43.51
30375 - Petroleum Supply Specialist	31.06

30390 - Photo-Optics Technician	29.51
30395 - Radiation Control Technician	31.06
30461 - Technical Writer I	26.53
30462 - Technical Writer II	32.47
30463 - Technical Writer III	39.29
30491 - Unexploded Ordnance (UXO) Technician I	29.68
30492 - Unexploded Ordnance (UXO) Technician II	35.91
30493 - Unexploded Ordnance (UXO) Technician III	43.04
30494 - Unexploded (UXO) Safety Escort	29.68
30495 - Unexploded (UXO) Sweep Personnel	29.68
30501 - Weather Forecaster I	32.68
30502 - Weather Forecaster II	39.75
30620 - Weather Observer Combined Upper Air Or (see 2)	26.55
Surface Programs	
30621 - Weather Observer Senior (see 2)	29.51
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.91
31020 - Bus Aide	16.58
31030 - Bus Driver	21.65
31043 - Driver Courier	16.57
31260 - Parking and Lot Attendant	15.22
31290 - Shuttle Bus Driver	15.95
31310 - Taxi Driver	17.56
31361 - Truckdriver Light	17.69
31362 - Truckdriver Medium	19.69
31363 - Truckdriver Heavy	22.48
31364 - Truckdriver Tractor-Trailer	22.48
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.51
99030 - Cashier	12.58***
99050 - Desk Clerk	13.53***
99095 - Embalmer	29.68
99130 - Flight Follower	29.68
99251 - Laboratory Animal Caretaker I	14.96***
99252 - Laboratory Animal Caretaker II	15.74
99260 - Marketing Analyst	31.58
99310 - Mortician	29.68
99410 - Pest Controller	24.81
99510 - Photofinishing Worker	15.60
99710 - Recycling Laborer	18.29
99711 - Recycling Specialist	20.94
99730 - Refuse Collector	16.93
99810 - Sales Clerk	13.68***
99820 - School Crossing Guard	17.14
99830 - Survey Party Chief	25.74
99831 - Surveying Aide	16.07
99832 - Surveying Technician	22.01
99840 - Vending Machine Attendant	21.95
99841 - Vending Machine Repairer	25.97

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 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 8 years and 4 weeks after 20 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))."