

"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.: 2015-4265 Revision No.: 26 Date Of Last Revision: 04/04/2024

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](http://www.dol.gov/whd/govcontracts).

State: Maryland

Area: Maryland Counties of Anne Arundel, Baltimore, Baltimore City, Carroll, Harford, Howard, Queen Anne's

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
<b>01000 - Administrative Support And Clerical Occupations</b>		
01011 - Accounting Clerk I		19.36
01012 - Accounting Clerk II		21.72
01013 - Accounting Clerk III		24.30
01020 - Administrative Assistant		35.64
01035 - Court Reporter		27.48
01041 - Customer Service Representative I		17.65
01042 - Customer Service Representative II		19.26
01043 - Customer Service Representative III		21.61
01051 - Data Entry Operator I		17.75
01052 - Data Entry Operator II		19.37
01060 - Dispatcher, Motor Vehicle		23.15
01070 - Document Preparation Clerk		18.49
01090 - Duplicating Machine Operator		18.49
01111 - General Clerk I		17.49
01112 - General Clerk II		19.08

01113 - General Clerk III	21.41
01120 - Housing Referral Assistant	26.08
01141 - Messenger Courier	17.61
01191 - Order Clerk I	18.38
01192 - Order Clerk II	20.05
01261 - Personnel Assistant (Employment) I	21.01
01262 - Personnel Assistant (Employment) II	23.50
01263 - Personnel Assistant (Employment) III	26.21
01270 - Production Control Clerk	24.05
01290 - Rental Clerk	19.08
01300 - Scheduler, Maintenance	20.91
01311 - Secretary I	20.91
01312 - Secretary II	23.39
01313 - Secretary III	26.08
01320 - Service Order Dispatcher	20.70
01410 - Supply Technician	35.64
01420 - Survey Worker	20.03
01460 - Switchboard Operator/Receptionist	17.84
01531 - Travel Clerk I	19.07
01532 - Travel Clerk II	20.68
01533 - Travel Clerk III	22.26
01611 - Word Processor I	17.83
01612 - Word Processor II	20.01
01613 - Word Processor III	22.38
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.56
05010 - Automotive Electrician	24.60
05040 - Automotive Glass Installer	23.73
05070 - Automotive Worker	23.73
05110 - Mobile Equipment Servicer	21.77
05130 - Motor Equipment Metal Mechanic	25.51
05160 - Motor Equipment Metal Worker	23.73
05190 - Motor Vehicle Mechanic	25.51
05220 - Motor Vehicle Mechanic Helper	20.71
05250 - Motor Vehicle Upholstery Worker	22.81
05280 - Motor Vehicle Wrecker	23.73
05310 - Painter, Automotive	24.60
05340 - Radiator Repair Specialist	23.73
05370 - Tire Repairer	16.62***
05400 - Transmission Repair Specialist	25.51
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.95
07041 - Cook I	18.21
07042 - Cook II	19.84
07070 - Dishwasher	14.50***
07130 - Food Service Worker	15.95***
07210 - Meat Cutter	21.06
07260 - Waiter/Waitress	14.34***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.60
09040 - Furniture Handler	17.35
09080 - Furniture Refinisher	22.95
09090 - Furniture Refinisher Helper	19.33
09110 - Furniture Repairer, Minor	21.27
09130 - Upholsterer	24.79
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.94***
11060 - Elevator Operator	15.94***
11090 - Gardener	21.18
11122 - Housekeeping Aide	17.12***
11150 - Janitor	17.12***
11210 - Laborer, Grounds Maintenance	18.08
11240 - Maid or Houseman	15.24***
11260 - Pruner	17.08***
11270 - Tractor Operator	20.14

11330 - Trail Maintenance Worker	18.08
11360 - Window Cleaner	18.12
12000 - Health Occupations	
12010 - Ambulance Driver	23.89
12011 - Breath Alcohol Technician	27.54
12012 - Certified Occupational Therapist Assistant	36.55
12015 - Certified Physical Therapist Assistant	35.39
12020 - Dental Assistant	23.15
12025 - Dental Hygienist	48.26
12030 - EKG Technician	38.60
12035 - Electroneurodiagnostic Technologist	38.60
12040 - Emergency Medical Technician	23.89
12071 - Licensed Practical Nurse I	24.62
12072 - Licensed Practical Nurse II	27.54
12073 - Licensed Practical Nurse III	30.71
12100 - Medical Assistant	21.02
12130 - Medical Laboratory Technician	24.68
12160 - Medical Record Clerk	26.15
12190 - Medical Record Technician	29.25
12195 - Medical Transcriptionist	21.97
12210 - Nuclear Medicine Technologist	40.53
12221 - Nursing Assistant I	15.03***
12222 - Nursing Assistant II	16.92***
12223 - Nursing Assistant III	18.46
12224 - Nursing Assistant IV	20.72
12235 - Optical Dispenser	20.09
12236 - Optical Technician	21.93
12250 - Pharmacy Technician	18.25
12280 - Phlebotomist	21.89
12305 - Radiologic Technologist	37.76
12311 - Registered Nurse I	29.02
12312 - Registered Nurse II	35.49
12313 - Registered Nurse II, Specialist	35.49
12314 - Registered Nurse III	42.94
12315 - Registered Nurse III, Anesthetist	42.94
12316 - Registered Nurse IV	51.47
12317 - Scheduler (Drug and Alcohol Testing)	34.14
12320 - Substance Abuse Treatment Counselor	27.42
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.28
13012 - Exhibits Specialist II	28.85
13013 - Exhibits Specialist III	35.29
13041 - Illustrator I	26.36
13042 - Illustrator II	32.66
13043 - Illustrator III	39.95
13047 - Librarian	36.17
13050 - Library Aide/Clerk	16.24***
13054 - Library Information Technology Systems Administrator	32.66
13058 - Library Technician	24.18
13061 - Media Specialist I	23.57
13062 - Media Specialist II	26.36
13063 - Media Specialist III	29.40
13071 - Photographer I	19.93
13072 - Photographer II	22.29
13073 - Photographer III	27.61
13074 - Photographer IV	33.78
13075 - Photographer V	40.88
13090 - Technical Order Library Clerk	20.38
13110 - Video Teleconference Technician	27.52
14000 - Information Technology Occupations	
14041 - Computer Operator I	27.70
14042 - Computer Operator II	31.01
14043 - Computer Operator III	34.56
14044 - Computer Operator IV	38.38

14045 - Computer Operator V	42.55
14071 - Computer Programmer I	(see 1) 27.28
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	27.70
14160 - Personal Computer Support Technician	38.38
14170 - System Support Specialist	44.45
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	37.08
15020 - Aircrew Training Devices Instructor (Rated)	44.86
15030 - Air Crew Training Devices Instructor (Pilot)	53.77
15050 - Computer Based Training Specialist / Instructor	37.08
15060 - Educational Technologist	39.37
15070 - Flight Instructor (Pilot)	53.77
15080 - Graphic Artist	29.53
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	53.77
15086 - Maintenance Test Pilot, Rotary Wing	53.77
15088 - Non-Maintenance Test/Co-Pilot	53.77
15090 - Technical Instructor	29.29
15095 - Technical Instructor/Course Developer	35.83
15110 - Test Proctor	23.64
15120 - Tutor	23.64
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	15.94***
16030 - Counter Attendant	15.94***
16040 - Dry Cleaner	18.52
16070 - Finisher, Flatwork, Machine	15.94***
16090 - Presser, Hand	15.94***
16110 - Presser, Machine, Drycleaning	15.94***
16130 - Presser, Machine, Shirts	15.94***
16160 - Presser, Machine, Wearing Apparel, Laundry	15.94***
16190 - Sewing Machine Operator	19.53
16220 - Tailor	20.49
16250 - Washer, Machine	16.70***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	30.93
19040 - Tool And Die Maker	35.38
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.59
21030 - Material Coordinator	24.05
21040 - Material Expediter	24.05
21050 - Material Handling Laborer	19.06
21071 - Order Filler	18.86
21080 - Production Line Worker (Food Processing)	21.59
21110 - Shipping Packer	21.02
21130 - Shipping/Receiving Clerk	21.02
21140 - Store Worker I	21.25
21150 - Stock Clerk	25.36
21210 - Tools And Parts Attendant	21.59
21410 - Warehouse Specialist	21.59
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	45.69
23019 - Aircraft Logs and Records Technician	39.46
23021 - Aircraft Mechanic I	44.13
23022 - Aircraft Mechanic II	45.69
23023 - Aircraft Mechanic III	47.03
23040 - Aircraft Mechanic Helper	35.83
23050 - Aircraft, Painter	42.56
23060 - Aircraft Servicer	39.46
23070 - Aircraft Survival Flight Equipment Technician	42.56
23080 - Aircraft Worker	41.05

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	41.05
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	44.13
23110 - Appliance Mechanic	23.84
23120 - Bicycle Repairer	22.54
23125 - Cable Splicer	40.93
23130 - Carpenter, Maintenance	27.11
23140 - Carpet Layer	27.08
23160 - Electrician, Maintenance	29.65
23181 - Electronics Technician Maintenance I	35.32
23182 - Electronics Technician Maintenance II	36.62
23183 - Electronics Technician Maintenance III	37.97
23260 - Fabric Worker	28.68
23290 - Fire Alarm System Mechanic	30.70
23310 - Fire Extinguisher Repairer	27.37
23311 - Fuel Distribution System Mechanic	26.06
23312 - Fuel Distribution System Operator	22.23
23370 - General Maintenance Worker	23.26
23380 - Ground Support Equipment Mechanic	44.13
23381 - Ground Support Equipment Servicer	39.46
23382 - Ground Support Equipment Worker	41.05
23391 - Gunsmith I	27.37
23392 - Gunsmith II	29.83
23393 - Gunsmith III	32.07
23410 - Heating, Ventilation And Air-Conditioning Mechanic	33.15
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	34.32
23430 - Heavy Equipment Mechanic	32.94
23440 - Heavy Equipment Operator	28.63
23460 - Instrument Mechanic	33.82
23465 - Laboratory/Shelter Mechanic	30.93
23470 - Laborer	19.06
23510 - Locksmith	29.91
23530 - Machinery Maintenance Mechanic	30.50
23550 - Machinist, Maintenance	28.97
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	33.82
23592 - Metrology Technician II	35.01
23593 - Metrology Technician III	36.04
23640 - Millwright	32.07
23710 - Office Appliance Repairer	22.51
23760 - Painter, Maintenance	22.43
23790 - Pipefitter, Maintenance	29.95
23810 - Plumber, Maintenance	28.87
23820 - Pneudraulic Systems Mechanic	32.07
23850 - Rigger	29.49
23870 - Scale Mechanic	29.83
23890 - Sheet-Metal Worker, Maintenance	29.81
23910 - Small Engine Mechanic	22.00
23931 - Telecommunications Mechanic I	29.94
23932 - Telecommunications Mechanic II	31.26
23950 - Telephone Lineman	43.05
23960 - Welder, Combination, Maintenance	27.82
23965 - Well Driller	28.26
23970 - Woodcraft Worker	32.07
23980 - Woodworker	27.37
24000 - Personal Needs Occupations	
24550 - Case Manager	19.44
24570 - Child Care Attendant	15.40***
24580 - Child Care Center Clerk	19.20
24610 - Chore Aide	16.61***
24620 - Family Readiness And Support Services Coordinator	19.44

24630 - Homemaker	19.44
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	37.02
25040 - Sewage Plant Operator	25.16
25070 - Stationary Engineer	37.02
25190 - Ventilation Equipment Tender	30.04
25210 - Water Treatment Plant Operator	25.16
27000 - Protective Service Occupations	
27004 - Alarm Monitor	26.35
27007 - Baggage Inspector	18.29
27008 - Corrections Officer	27.37
27010 - Court Security Officer	31.09
27030 - Detection Dog Handler	20.46
27040 - Detention Officer	27.37
27070 - Firefighter	34.80
27101 - Guard I	18.29
27102 - Guard II	20.46
27131 - Police Officer I	33.25
27132 - Police Officer II	36.96
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.13***
28042 - Carnival Equipment Repairer	16.95***
28043 - Carnival Worker	13.67***
28210 - Gate Attendant/Gate Tender	19.37
28310 - Lifeguard	14.53***
28350 - Park Attendant (Aide)	21.67
28510 - Recreation Aide/Health Facility Attendant	15.82***
28515 - Recreation Specialist	26.85
28630 - Sports Official	17.26
28690 - Swimming Pool Operator	18.47
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	36.27
29020 - Hatch Tender	36.27
29030 - Line Handler	36.27
29041 - Stevedore I	34.87
29042 - Stevedore II	37.61
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	51.58
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	35.56
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	39.16
30021 - Archeological Technician I	20.81
30022 - Archeological Technician II	23.28
30023 - Archeological Technician III	28.85
30030 - Cartographic Technician	28.85
30040 - Civil Engineering Technician	27.18
30051 - Cryogenic Technician I	31.94
30052 - Cryogenic Technician II	35.27
30061 - Drafter/CAD Operator I	20.81
30062 - Drafter/CAD Operator II	23.28
30063 - Drafter/CAD Operator III	25.95
30064 - Drafter/CAD Operator IV	31.94
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	28.74
30095 - Evidence Control Specialist	28.85
30210 - Laboratory Technician	27.40
30221 - Latent Fingerprint Technician I	32.51
30222 - Latent Fingerprint Technician II	35.91
30240 - Mathematical Technician	33.86
30361 - Paralegal/Legal Assistant I	23.41
30362 - Paralegal/Legal Assistant II	29.01

30363 - Paralegal/Legal Assistant III	35.47
30364 - Paralegal/Legal Assistant IV	42.92
30375 - Petroleum Supply Specialist	35.27
30390 - Photo-Optics Technician	28.85
30395 - Radiation Control Technician	35.27
30461 - Technical Writer I	30.41
30462 - Technical Writer II	37.20
30463 - Technical Writer III	45.00
30491 - Unexploded Ordnance (UXO) Technician I	32.78
30492 - Unexploded Ordnance (UXO) Technician II	39.66
30493 - Unexploded Ordnance (UXO) Technician III	47.53
30494 - Unexploded (UXO) Safety Escort	32.78
30495 - Unexploded (UXO) Sweep Personnel	32.78
30501 - Weather Forecaster I	31.94
30502 - Weather Forecaster II	38.85
30620 - Weather Observer, Combined Upper Air Or	(see 2) 25.95
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 28.85
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	39.66
31020 - Bus Aide	24.58
31030 - Bus Driver	30.16
31043 - Driver Courier	20.93
31260 - Parking and Lot Attendant	14.52***
31290 - Shuttle Bus Driver	18.59
31310 - Taxi Driver	15.07***
31361 - Truckdriver, Light	22.00
31362 - Truckdriver, Medium	23.05
31363 - Truckdriver, Heavy	26.59
31364 - Truckdriver, Tractor-Trailer	26.59
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	19.33
99030 - Cashier	14.31***
99050 - Desk Clerk	14.34***
99095 - Embalmer	35.87
99130 - Flight Follower	32.78
99251 - Laboratory Animal Caretaker I	18.42
99252 - Laboratory Animal Caretaker II	19.36
99260 - Marketing Analyst	31.68
99310 - Mortician	35.87
99410 - Pest Controller	26.18
99510 - Photofinishing Worker	17.22
99710 - Recycling Laborer	19.57
99711 - Recycling Specialist	21.79
99730 - Refuse Collector	18.47
99810 - Sales Clerk	15.04***
99820 - School Crossing Guard	15.70***
99830 - Survey Party Chief	36.15
99831 - Surveying Aide	20.39
99832 - Surveying Technician	30.04
99840 - Vending Machine Attendant	18.95
99841 - Vending Machine Repairer	21.71
99842 - Vending Machine Repairer Helper	18.95

\*\*\*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](http://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))."