

"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 Division of
Director Wage Determinations

Wage Determination No.: 2015-4281
Revision No.: 23
Date Of Last Revision: 04/28/2022

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	With certain exceptions Executive Order
after January 30 2022 or the	14026 applies to the contract.
contract is renewed or extended (e.g.	The contractor must pay all covered workers
an option is exercised) on or after	at least \$15.00 per hour (or the
applicable	wage rate listed on this wage
January 30 2022:	if it is higher) for all hours spent
determination	performing on the contract in 2022.

If the contract was awarded on or	With certain exceptions Executive Order
between January 1 2015 and January 29	13658 applies to the contract.
2022 and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30	at least \$11.25 per hour (or the applicable
2022:	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>.

States: District of Columbia Maryland Virginia

Area: District of Columbia Statewide
Maryland Counties of Calvert Charles Prince George's
Virginia Counties of Alexandria Arlington Fairfax Falls Church Fauquier Loudoun Manassas Manassas Park Prince William Stafford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I 19.39	
01012 - Accounting Clerk II 21.79	
01013 - Accounting Clerk III 24.36	
01020 - Administrative Assistant 37.47	
01035 - Court Reporter 28.71	
01041 - Customer Service Representative I 16.73	
01042 - Customer Service Representative II 18.25	
01043 - Customer Service Representative III 20.48	
01051 - Data Entry Operator I 16.64	
01052 - Data Entry Operator II 18.16	
01060 - Dispatcher Motor Vehicle	23.00
01070 - Document Preparation Clerk 18.23	
01090 - Duplicating Machine Operator	

18.23
01111 - General Clerk I

17.51
01112 - General Clerk II

19.12
01113 - General Clerk III

21.47
01120 - Housing Referral Assistant

25.33
01141 - Messenger Courier

19.79
01191 - Order Clerk I

16.71
01192 - Order Clerk II

18.23
01261 - Personnel Assistant (Employment) I

19.76
01262 - Personnel Assistant (Employment) II

22.10
01263 - Personnel Assistant (Employment) III

24.63
01270 - Production Control Clerk

26.81
01290 - Rental Clerk

18.17
01300 - Scheduler Maintenance
01311 - Secretary I

20.31
01312 - Secretary II

22.72
01313 - Secretary III

25.33
01320 - Service Order Dispatcher

20.56
01410 - Supply Technician

37.47
01420 - Survey Worker

21.30
01460 - Switchboard Operator/Receptionist

17.45
01531 - Travel Clerk I

19.03
01532 - Travel Clerk II

20.71
01533 - Travel Clerk III

22.45
01611 - Word Processor I

18.62
01612 - Word Processor II

20.92

20.31

01613 - Word Processor III	
23.39	
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	28.60
05010 - Automotive Electrician	
26.35	
05040 - Automotive Glass Installer	
24.82	
05070 - Automotive Worker	
24.82	
05110 - Mobile Equipment Servicer	
21.35	
05130 - Motor Equipment Metal Mechanic	
27.74	
05160 - Motor Equipment Metal Worker	
24.82	
05190 - Motor Vehicle Mechanic	
27.74	
05220 - Motor Vehicle Mechanic Helper	
19.53	
05250 - Motor Vehicle Upholstery Worker	
23.17	
05280 - Motor Vehicle Wrecker	
24.82	
05310 - Painter Automotive	26.35
05340 - Radiator Repair Specialist	
24.82	
05370 - Tire Repairer	
15.88	
05400 - Transmission Repair Specialist	
27.74	
07000 - Food Preparation And Service Occupations	
07010 - Baker	
17.31	
07041 - Cook I	
17.78	
07042 - Cook II	
20.67	
07070 - Dishwasher	
14.59***	
07130 - Food Service Worker	
14.77***	
07210 - Meat Cutter	
20.41	
07260 - Waiter/Waitress	
14.12***	
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	
23.06	
09040 - Furniture Handler	

14.06***		
09080	- Furniture Refinisher	
22.12		
09090	- Furniture Refinisher Helper	
16.39		
09110	- Furniture Repairer Minor	19.45
09130	- Upholsterer	
19.86		
11000	- General Services And Support Occupations	
11030	- Cleaner Vehicles	14.32***
11060	- Elevator Operator	
15.64		
11090	- Gardener	
23.36		
11122	- Housekeeping Aide	
15.64		
11150	- Janitor	
15.64		
11210	- Laborer Grounds Maintenance	17.44
11240	- Maid or Houseman	
14.58***		
11260	- Pruner	
16.35		
11270	- Tractor Operator	
21.37		
11330	- Trail Maintenance Worker	
17.44		
11360	- Window Cleaner	
16.64		
12000	- Health Occupations	
12010	- Ambulance Driver	
23.71		
12011	- Breath Alcohol Technician	
25.31		
12012	- Certified Occupational Therapist Assistant	
35.59		
12015	- Certified Physical Therapist Assistant	
30.02		
12020	- Dental Assistant	
23.78		
12025	- Dental Hygienist	
50.57		
12030	- EKG Technician	
37.13		
12035	- Electroneurodiagnostic Technologist	
37.13		
12040	- Emergency Medical Technician	
23.71		
12071	- Licensed Practical Nurse I	
22.63		

12072 - Licensed Practical Nurse II	
25.31	
12073 - Licensed Practical Nurse III	
28.22	
12100 - Medical Assistant	
18.95	
12130 - Medical Laboratory Technician	
28.82	
12160 - Medical Record Clerk	
22.95	
12190 - Medical Record Technician	
27.06	
12195 - Medical Transcriptionist	
20.72	
12210 - Nuclear Medicine Technologist	
43.13	
12221 - Nursing Assistant I	
13.87***	
12222 - Nursing Assistant II	
15.59	
12223 - Nursing Assistant III	
17.01	
12224 - Nursing Assistant IV	
19.11	
12235 - Optical Dispenser	
25.02	
12236 - Optical Technician	
21.36	
12250 - Pharmacy Technician	
18.40	
12280 - Phlebotomist	
21.37	
12305 - Radiologic Technologist	
37.13	
12311 - Registered Nurse I	
30.40	
12312 - Registered Nurse II	
36.78	
12313 - Registered Nurse II Specialist	36.78
12314 - Registered Nurse III	
44.14	
12315 - Registered Nurse III Anesthetist	44.14
12316 - Registered Nurse IV	
52.91	
12317 - Scheduler (Drug and Alcohol Testing)	
31.36	
12320 - Substance Abuse Treatment Counselor	
28.68	
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	

24.30
13012 - Exhibits Specialist II

30.10
13013 - Exhibits Specialist III

36.82
13041 - Illustrator I

22.26
13042 - Illustrator II

27.57
13043 - Illustrator III

33.73
13047 - Librarian

42.46
13050 - Library Aide/Clerk

17.98
13054 - Library Information Technology Systems

38.33
Administrator
13058 - Library Technician

23.37
13061 - Media Specialist I

27.67
13062 - Media Specialist II

30.94
13063 - Media Specialist III

34.50
13071 - Photographer I

20.30
13072 - Photographer II

22.87
13073 - Photographer III

28.64
13074 - Photographer IV

34.67
13075 - Photographer V

41.62
13090 - Technical Order Library Clerk

22.57
13110 - Video Teleconference Technician

30.04
14000 - Information Technology Occupations
14041 - Computer Operator I

22.89
14042 - Computer Operator II

25.63
14043 - Computer Operator III

28.56
14044 - Computer Operator IV

31.72
14045 - Computer Operator V

35.16		
14071	- Computer Programmer I	(see 1)
26.99		
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	
22.89		
14160	- Personal Computer Support Technician	
31.72		
14170	- System Support Specialist	
38.69		
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	
46.20		
15070	- Flight Instructor (Pilot)	
52.81		
15080	- Graphic Artist	
36.01		
15085	- Maintenance Test Pilot Fixed Jet/Prop	51.76
15086	- Maintenance Test Pilot Rotary Wing	51.76
15088	- Non-Maintenance Test/Co-Pilot	
51.76		
15090	- Technical Instructor	
31.61		
15095	- Technical Instructor/Course Developer	
38.67		
15110	- Test Proctor	
25.52		
15120	- Tutor	
25.52		
16000	- Laundry Dry-Cleaning Pressing And Related Occupations	
16010	- Assembler	

17.13		
16030	- Counter Attendant	
17.13		
16040	- Dry Cleaner	
19.57		
16070	- Finisher Flatwork Machine	17.13
16090	- Presser Hand	17.13
16110	- Presser Machine Drycleaning	17.13
16130	- Presser Machine Shirts	17.13
16160	- Presser Machine Wearing Apparel Laundry	17.13
16190	- Sewing Machine Operator	
20.38		
16220	- Tailor	
21.20		
16250	- Washer Machine	17.94
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	
29.55		
19040	- Tool And Die Maker	
35.89		
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	
22.18		
21030	- Material Coordinator	
26.81		
21040	- Material Expediter	
26.81		
21050	- Material Handling Laborer	
15.98		
21071	- Order Filler	
16.60		
21080	- Production Line Worker (Food Processing)	
22.18		
21110	- Shipping Packer	
18.17		
21130	- Shipping/Receiving Clerk	
18.17		
21140	- Store Worker I	
16.31		
21150	- Stock Clerk	
20.29		
21210	- Tools And Parts Attendant	
22.18		
21410	- Warehouse Specialist	
22.18		
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	
40.71		
23019	- Aircraft Logs and Records Technician	
32.27		

23021 - Aircraft Mechanic I	
38.65	
23022 - Aircraft Mechanic II	
40.71	
23023 - Aircraft Mechanic III	
42.69	
23040 - Aircraft Mechanic Helper	
27.20	
23050 - Aircraft Painter	36.70
23060 - Aircraft Servicer	
32.27	
23070 - Aircraft Survival Flight Equipment Technician	
36.70	
23080 - Aircraft Worker	
34.57	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic	
34.57	
I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	
38.65	
II	
23110 - Appliance Mechanic	
22.74	
23120 - Bicycle Repairer	
17.40	
23125 - Cable Splicer	
36.39	
23130 - Carpenter Maintenance	27.29
23140 - Carpet Layer	
22.54	
23160 - Electrician Maintenance	29.95
23181 - Electronics Technician Maintenance I	
32.91	
23182 - Electronics Technician Maintenance II	
34.94	
23183 - Electronics Technician Maintenance III	
36.78	
23260 - Fabric Worker	
25.98	
23290 - Fire Alarm System Mechanic	
29.84	
23310 - Fire Extinguisher Repairer	
23.94	
23311 - Fuel Distribution System Mechanic	
37.07	
23312 - Fuel Distribution System Operator	
28.53	
23370 - General Maintenance Worker	
23.48	
23380 - Ground Support Equipment Mechanic	

38.65	23381 - Ground Support Equipment Servicer	
32.27	23382 - Ground Support Equipment Worker	
34.57	23391 - Gunsmith I	
23.94	23392 - Gunsmith II	
27.83	23393 - Gunsmith III	
31.11	23410 - Heating Ventilation And Air-Conditioning Mechanic	30.17
	23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	31.78
	23430 - Heavy Equipment Mechanic	
29.18	23440 - Heavy Equipment Operator	
26.20	23460 - Instrument Mechanic	
33.14	23465 - Laboratory/Shelter Mechanic	
29.55	23470 - Laborer	
16.48	23510 - Locksmith	
32.72	23530 - Machinery Maintenance Mechanic	
30.29	23550 - Machinist Maintenance	30.16
	23580 - Maintenance Trades Helper	
18.27	23591 - Metrology Technician I	
33.14	23592 - Metrology Technician II	
34.91	23593 - Metrology Technician III	
36.61	23640 - Millwright	
29.89	23710 - Office Appliance Repairer	
22.96	23760 - Painter Maintenance	22.38
	23790 - Pipefitter Maintenance	30.60
	23810 - Plumber Maintenance	29.07
	23820 - Pneudraulic Systems Mechanic	
31.11	23850 - Rigger	
31.05	23870 - Scale Mechanic	

27.83		
23890	- Sheet-Metal Worker Maintenance	29.04
23910	- Small Engine Mechanic	
22.69		
23931	- Telecommunications Mechanic I	
37.06		
23932	- Telecommunications Mechanic II	
39.03		
23950	- Telephone Lineman	
37.13		
23960	- Welder Combination Maintenance	27.58
23965	- Well Driller	
27.13		
23970	- Woodcraft Worker	
31.11		
23980	- Woodworker	
23.94		
24000	- Personal Needs Occupations	
24550	- Case Manager	
20.75		
24570	- Child Care Attendant	
15.17		
24580	- Child Care Center Clerk	
18.91		
24610	- Chore Aide	
14.42***		
24620	- Family Readiness And Support Services	
20.75		
	Coordinator	
24630	- Homemaker	
20.75		
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	
37.98		
25040	- Sewage Plant Operator	
28.29		
25070	- Stationary Engineer	
37.98		
25190	- Ventilation Equipment Tender	
26.74		
25210	- Water Treatment Plant Operator	
28.29		
27000	- Protective Service Occupations	
27004	- Alarm Monitor	
23.83		
27007	- Baggage Inspector	
19.39		
27008	- Corrections Officer	
29.35		
27010	- Court Security Officer	

30.66		
	27030 - Detection Dog Handler	
21.69		
	27040 - Detention Officer	
29.35		
	27070 - Firefighter	
31.96		
	27101 - Guard I	
19.39		
	27102 - Guard II	
21.69		
	27131 - Police Officer I	
33.25		
	27132 - Police Officer II	
36.96		
28000 - Recreation Occupations		
	28041 - Carnival Equipment Operator	
16.91		
	28042 - Carnival Equipment Repairer	
18.48		
	28043 - Carnival Worker	
12.94***		
	28210 - Gate Attendant/Gate Tender	
18.07		
	28310 - Lifeguard	
12.75***		
	28350 - Park Attendant (Aide)	
20.22		
	28510 - Recreation Aide/Health Facility Attendant	
14.76***		
	28515 - Recreation Specialist	
25.05		
	28630 - Sports Official	
16.10		
	28690 - Swimming Pool Operator	
21.48		
29000 - Stevedoring/Longshoremen Occupational Services		
	29010 - Blocker And Bracer	
34.82		
	29020 - Hatch Tender	
34.82		
	29030 - Line Handler	
34.82		
	29041 - Stevedore I	
32.51		
	29042 - Stevedore II	
36.97		
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	
20.86	
30022 - Archeological Technician II	
23.34	
30023 - Archeological Technician III	
28.90	
30030 - Cartographic Technician	
28.90	
30040 - Civil Engineering Technician	
32.88	
30051 - Cryogenic Technician I	
32.01	
30052 - Cryogenic Technician II	
35.36	
30061 - Drafter/CAD Operator I	
20.86	
30062 - Drafter/CAD Operator II	
23.34	
30063 - Drafter/CAD Operator III	
26.01	
30064 - Drafter/CAD Operator IV	
32.01	
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	
28.90	
30095 - Evidence Control Specialist	
28.90	
30210 - Laboratory Technician	
28.21	
30221 - Latent Fingerprint Technician I	
37.63	
30222 - Latent Fingerprint Technician II	
41.56	
30240 - Mathematical Technician	
35.01	
30361 - Paralegal/Legal Assistant I	
23.32	
30362 - Paralegal/Legal Assistant II	

28.90	30363 - Paralegal/Legal Assistant III	
35.35	30364 - Paralegal/Legal Assistant IV	
42.76	30375 - Petroleum Supply Specialist	
35.36	30390 - Photo-Optics Technician	
28.90	30395 - Radiation Control Technician	
35.36	30461 - Technical Writer I	
28.83	30462 - Technical Writer II	
35.27	30463 - Technical Writer III	
42.68	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	
32.01	30502 - Weather Forecaster II	
38.93	30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 26.01
	30621 - Weather Observer Senior	(see 2) 28.90
31000	- Transportation/Mobile Equipment Operation Occupations	
	31010 - Airplane Pilot	
35.91	31020 - Bus Aide	
16.18	31030 - Bus Driver	
23.52	31043 - Driver Courier	
20.34	31260 - Parking and Lot Attendant	
15.09	31290 - Shuttle Bus Driver	
19.93	31310 - Taxi Driver	
17.71	31361 - Truckdriver Light	22.24

31362 - Truckdriver Medium	24.14
31363 - Truckdriver Heavy	23.78
31364 - Truckdriver Tractor-Trailer	23.78
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	
17.51	
99030 - Cashier	
13.79***	
99050 - Desk Clerk	
14.61***	
99095 - Embalmer	
34.10	
99130 - Flight Follower	
29.68	
99251 - Laboratory Animal Caretaker I	
16.35	
99252 - Laboratory Animal Caretaker II	
17.88	
99260 - Marketing Analyst	
37.55	
99310 - Mortician	
34.10	
99410 - Pest Controller	
21.91	
99510 - Photofinishing Worker	
18.65	
99710 - Recycling Laborer	
22.98	
99711 - Recycling Specialist	
28.16	
99730 - Refuse Collector	
20.81	
99810 - Sales Clerk	
14.24***	
99820 - School Crossing Guard	
18.02	
99830 - Survey Party Chief	
31.00	
99831 - Surveying Aide	
19.26	
99832 - Surveying Technician	
29.45	
99840 - Vending Machine Attendant	
17.03	
99841 - Vending Machine Repairer	
21.64	
99842 - Vending Machine Repairer Helper	
17.03	

***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: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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: Under the SCA at section 8(b) this wage determination does

not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For

example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty 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).

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))."