

Service Contract Labor Standards (i.e., SCA) Wage Determination

Number 2015-5527, Rev. 21

Dated 12/26/2023

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In accordance with Contract Clause I.77 (FAR 52.222-41) the applicable Wage Determinations may be found in the matrix below:

C.A.1.1 SCA Wage Determination Revisions

Wage Determination Number	Wage Determination Date	Contract Effective Date	Contract Modification Number	PDF Location
2015-5527 (Rev. 21)	04/26/2024	06/10/2024	P00040	beta.sam.gov
2015-5527 (Rev 19)	12/27/2022	07/10/2023	P00030	beta.sam.gov
2015-5527 (Rev 15)	12/27/2021	03/07/2022	P00016	beta.sam.gov
2015-5527 (Rev 11)	12/21/2020	01/25/2021	Award	beta.sam.gov

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"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.: 2015-5527 Revision No.: 21 Date Of Last Revision: 12/26/2023	

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

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

State: Washington

Area: Washington Counties of Benton, Franklin

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.46
01012 - Accounting Clerk II		20.74
01013 - Accounting Clerk III		23.19
01020 - Administrative Assistant		34.36
01035 - Court Reporter		20.84
01041 - Customer Service Representative I		15.39***
01042 - Customer Service Representative II		17.30
01043 - Customer Service Representative III		18.87
01051 - Data Entry Operator I		18.58
01052 - Data Entry Operator II		20.27
01060 - Dispatcher, Motor Vehicle		24.15
01070 - Document Preparation Clerk		16.59***
01090 - Duplicating Machine Operator		16.59***
01111 - General Clerk I		16.60***
01112 - General Clerk II		18.12
01113 - General Clerk III		20.33

01120 - Housing Referral Assistant	23.23
01141 - Messenger Courier	15.95***
01191 - Order Clerk I	18.52
01192 - Order Clerk II	20.21
01261 - Personnel Assistant (Employment) I	19.59
01262 - Personnel Assistant (Employment) II	21.91
01263 - Personnel Assistant (Employment) III	24.43
01270 - Production Control Clerk	31.09
01290 - Rental Clerk	17.39
01300 - Scheduler, Maintenance	18.63
01311 - Secretary I	18.63
01312 - Secretary II	20.84
01313 - Secretary III	23.23
01320 - Service Order Dispatcher	21.58
01410 - Supply Technician	34.36
01420 - Survey Worker	18.61
01460 - Switchboard Operator/Receptionist	17.76
01531 - Travel Clerk I	17.95
01532 - Travel Clerk II	18.89
01533 - Travel Clerk III	20.47
01611 - Word Processor I	16.59***
01612 - Word Processor II	18.63
01613 - Word Processor III	20.84
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.64
05010 - Automotive Electrician	24.06
05040 - Automotive Glass Installer	22.49
05070 - Automotive Worker	22.49
05110 - Mobile Equipment Servicer	19.27
05130 - Motor Equipment Metal Mechanic	25.68
05160 - Motor Equipment Metal Worker	22.49
05190 - Motor Vehicle Mechanic	25.68
05220 - Motor Vehicle Mechanic Helper	17.66
05250 - Motor Vehicle Upholstery Worker	20.89
05280 - Motor Vehicle Wrecker	22.49
05310 - Painter, Automotive	24.06
05340 - Radiator Repair Specialist	22.49
05370 - Tire Repairer	16.32***
05400 - Transmission Repair Specialist	25.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.23
07041 - Cook I	19.34
07042 - Cook II	23.64
07070 - Dishwasher	16.27***
07130 - Food Service Worker	16.97***
07210 - Meat Cutter	18.46
07260 - Waiter/Waitress	16.88***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	30.07
09040 - Furniture Handler	18.75
09080 - Furniture Refinisher	30.07
09090 - Furniture Refinisher Helper	23.12
09110 - Furniture Repairer, Minor	27.35
09130 - Upholsterer	30.07
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.30***
11060 - Elevator Operator	17.07***
11090 - Gardener	23.68
11122 - Housekeeping Aide	17.81
11150 - Janitor	17.81
11210 - Laborer, Grounds Maintenance	18.51
11240 - Maid or Houseman	16.08***
11260 - Pruner	17.67
11270 - Tractor Operator	21.71
11330 - Trail Maintenance Worker	18.51

11360 - Window Cleaner	19.36
12000 - Health Occupations	
12010 - Ambulance Driver	23.80
12011 - Breath Alcohol Technician	27.37
12012 - Certified Occupational Therapist Assistant	37.55
12015 - Certified Physical Therapist Assistant	30.63
12020 - Dental Assistant	22.80
12025 - Dental Hygienist	48.84
12030 - EKG Technician	41.47
12035 - Electroneurodiagnostic Technologist	41.47
12040 - Emergency Medical Technician	23.80
12071 - Licensed Practical Nurse I	24.47
12072 - Licensed Practical Nurse II	27.37
12073 - Licensed Practical Nurse III	30.51
12100 - Medical Assistant	20.25
12130 - Medical Laboratory Technician	25.48
12160 - Medical Record Clerk	20.21
12190 - Medical Record Technician	22.60
12195 - Medical Transcriptionist	24.47
12210 - Nuclear Medicine Technologist	60.15
12221 - Nursing Assistant I	12.85***
12222 - Nursing Assistant II	14.45***
12223 - Nursing Assistant III	15.77***
12224 - Nursing Assistant IV	17.71
12235 - Optical Dispenser	22.43
12236 - Optical Technician	24.47
12250 - Pharmacy Technician	22.07
12280 - Phlebotomist	19.76
12305 - Radiologic Technologist	35.34
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	36.10
12313 - Registered Nurse II, Specialist	36.10
12314 - Registered Nurse III	43.68
12315 - Registered Nurse III, Anesthetist	43.68
12316 - Registered Nurse IV	52.36
12317 - Scheduler (Drug and Alcohol Testing)	33.92
12320 - Substance Abuse Treatment Counselor	24.97
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	35.23
13012 - Exhibits Specialist II	43.67
13013 - Exhibits Specialist III	53.40
13041 - Illustrator I	35.23
13042 - Illustrator II	43.67
13043 - Illustrator III	53.40
13047 - Librarian	48.35
13050 - Library Aide/Clerk	23.31
13054 - Library Information Technology Systems Administrator	43.67
13058 - Library Technician	35.23
13061 - Media Specialist I	31.51
13062 - Media Specialist II	35.23
13063 - Media Specialist III	39.28
13071 - Photographer I	31.51
13072 - Photographer II	35.23
13073 - Photographer III	43.67
13074 - Photographer IV	53.40
13075 - Photographer V	64.60
13090 - Technical Order Library Clerk	27.06
13110 - Video Teleconference Technician	31.51
14000 - Information Technology Occupations	
14041 - Computer Operator I	23.54
14042 - Computer Operator II	26.33
14043 - Computer Operator III	29.38
14044 - Computer Operator IV	32.65
14045 - Computer Operator V	36.15

14071 - Computer Programmer I	(see 1)	22.85
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		23.54
14160 - Personal Computer Support Technician		32.65
14170 - System Support Specialist		38.15
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		32.87
15020 - Aircrew Training Devices Instructor (Rated)		39.75
15030 - Air Crew Training Devices Instructor (Pilot)		47.66
15050 - Computer Based Training Specialist / Instructor		32.87
15060 - Educational Technologist		48.93
15070 - Flight Instructor (Pilot)		47.66
15080 - Graphic Artist		28.33
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		47.66
15086 - Maintenance Test Pilot, Rotary Wing		47.66
15088 - Non-Maintenance Test/Co-Pilot		47.66
15090 - Technical Instructor		36.15
15095 - Technical Instructor/Course Developer		44.21
15110 - Test Proctor		29.17
15120 - Tutor		29.17
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		17.22
16030 - Counter Attendant		17.22
16040 - Dry Cleaner		19.68
16070 - Finisher, Flatwork, Machine		17.22
16090 - Presser, Hand		17.22
16110 - Presser, Machine, Drycleaning		17.22
16130 - Presser, Machine, Shirts		17.22
16160 - Presser, Machine, Wearing Apparel, Laundry		17.22
16190 - Sewing Machine Operator		20.50
16220 - Tailor		21.32
16250 - Washer, Machine		18.04
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		33.90
19040 - Tool And Die Maker		42.63
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.44
21030 - Material Coordinator		31.09
21040 - Material Expediter		31.09
21050 - Material Handling Laborer		17.35
21071 - Order Filler		16.36***
21080 - Production Line Worker (Food Processing)		20.44
21110 - Shipping Packer		18.47
21130 - Shipping/Receiving Clerk		18.47
21140 - Store Worker I		16.40***
21150 - Stock Clerk		19.07
21210 - Tools And Parts Attendant		20.44
21410 - Warehouse Specialist		20.44
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		38.08
23019 - Aircraft Logs and Records Technician		29.43
23021 - Aircraft Mechanic I		36.18
23022 - Aircraft Mechanic II		38.08
23023 - Aircraft Mechanic III		40.34
23040 - Aircraft Mechanic Helper		24.89
23050 - Aircraft, Painter		33.90
23060 - Aircraft Servicer		29.43
23070 - Aircraft Survival Flight Equipment Technician		33.90
23080 - Aircraft Worker		31.68
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		31.68

I	
23092	- Aircrew Life Support Equipment (ALSE) Mechanic 36.18
II	
23110	- Appliance Mechanic 33.90
23120	- Bicycle Repairer 27.15
23125	- Cable Splicer 52.15
23130	- Carpenter, Maintenance 30.05
23140	- Carpet Layer 25.89
23160	- Electrician, Maintenance 46.38
23181	- Electronics Technician Maintenance I 33.15
23182	- Electronics Technician Maintenance II 35.50
23183	- Electronics Technician Maintenance III 37.87
23260	- Fabric Worker 29.43
23290	- Fire Alarm System Mechanic 33.62
23310	- Fire Extinguisher Repairer 27.15
23311	- Fuel Distribution System Mechanic 36.18
23312	- Fuel Distribution System Operator 27.15
23370	- General Maintenance Worker 23.50
23380	- Ground Support Equipment Mechanic 36.18
23381	- Ground Support Equipment Servicer 29.43
23382	- Ground Support Equipment Worker 31.68
23391	- Gunsmith I 27.15
23392	- Gunsmith II 31.68
23393	- Gunsmith III 36.18
23410	- Heating, Ventilation And Air-Conditioning Mechanic 29.43
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 30.97
23430	- Heavy Equipment Mechanic 29.25
23440	- Heavy Equipment Operator 32.47
23460	- Instrument Mechanic 46.19
23465	- Laboratory/Shelter Mechanic 33.90
23470	- Laborer 17.35
23510	- Locksmith 33.90
23530	- Machinery Maintenance Mechanic 29.91
23550	- Machinist, Maintenance 30.05
23580	- Maintenance Trades Helper 23.12
23591	- Metrology Technician I 46.19
23592	- Metrology Technician II 48.62
23593	- Metrology Technician III 51.49
23640	- Millwright 45.68
23710	- Office Appliance Repairer 22.32
23760	- Painter, Maintenance 23.15
23790	- Pipefitter, Maintenance 45.46
23810	- Plumber, Maintenance 42.60
23820	- Pneudraulic Systems Mechanic 36.18
23850	- Rigger 36.98
23870	- Scale Mechanic 31.68
23890	- Sheet-Metal Worker, Maintenance 41.83
23910	- Small Engine Mechanic 28.32
23931	- Telecommunications Mechanic I 33.10
23932	- Telecommunications Mechanic II 34.85
23950	- Telephone Lineman 35.05
23960	- Welder, Combination, Maintenance 28.14
23965	- Well Driller 36.18
23970	- Woodcraft Worker 36.18
23980	- Woodworker 27.15
24000	- Personal Needs Occupations
24550	- Case Manager 20.36
24570	- Child Care Attendant 15.87***
24580	- Child Care Center Clerk 19.80
24610	- Chore Aide 16.45***
24620	- Family Readiness And Support Services Coordinator 20.36
24630	- Homemaker 20.36

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	40.67
25040 - Sewage Plant Operator	38.10
25070 - Stationary Engineer	40.67
25190 - Ventilation Equipment Tender	27.97
25210 - Water Treatment Plant Operator	34.64
27000 - Protective Service Occupations	
27004 - Alarm Monitor	30.21
27007 - Baggage Inspector	23.08
27008 - Corrections Officer	29.71
27010 - Court Security Officer	33.26
27030 - Detection Dog Handler	26.63
27040 - Detention Officer	29.71
27070 - Firefighter	36.82
27101 - Guard I	23.08
27102 - Guard II	26.63
27131 - Police Officer I	39.45
27132 - Police Officer II	43.83
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	19.28
28042 - Carnival Equipment Repairer	21.03
28043 - Carnival Worker	15.78***
28210 - Gate Attendant/Gate Tender	20.15
28310 - Lifeguard	15.16***
28350 - Park Attendant (Aide)	22.54
28510 - Recreation Aide/Health Facility Attendant	16.46***
28515 - Recreation Specialist	27.93
28630 - Sports Official	17.95
28690 - Swimming Pool Operator	24.54
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	37.02
29020 - Hatch Tender	37.02
29030 - Line Handler	37.02
29041 - Stevedore I	34.36
29042 - Stevedore II	39.64
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	43.06
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.69
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.70
30021 - Archeological Technician I	20.44
30022 - Archeological Technician II	22.87
30023 - Archeological Technician III	28.33
30030 - Cartographic Technician	28.33
30040 - Civil Engineering Technician	31.57
30051 - Cryogenic Technician I	31.38
30052 - Cryogenic Technician II	34.65
30061 - Drafter/CAD Operator I	20.44
30062 - Drafter/CAD Operator II	22.87
30063 - Drafter/CAD Operator III	25.49
30064 - Drafter/CAD Operator IV	31.38
30081 - Engineering Technician I	18.20
30082 - Engineering Technician II	20.44
30083 - Engineering Technician III	22.87
30084 - Engineering Technician IV	28.33
30085 - Engineering Technician V	34.65
30086 - Engineering Technician VI	41.92
30090 - Environmental Technician	40.65
30095 - Evidence Control Specialist	28.33
30210 - Laboratory Technician	34.99
30221 - Latent Fingerprint Technician I	31.38
30222 - Latent Fingerprint Technician II	34.65
30240 - Mathematical Technician	28.33
30361 - Paralegal/Legal Assistant I	19.55
30362 - Paralegal/Legal Assistant II	24.21
30363 - Paralegal/Legal Assistant III	29.61

30364 - Paralegal/Legal Assistant IV	35.84
30375 - Petroleum Supply Specialist	34.65
30390 - Photo-Optics Technician	28.33
30395 - Radiation Control Technician	34.65
30461 - Technical Writer I	32.17
30462 - Technical Writer II	39.33
30463 - Technical Writer III	47.59
30491 - Unexploded Ordnance (UXO) Technician I	27.37
30492 - Unexploded Ordnance (UXO) Technician II	33.11
30493 - Unexploded Ordnance (UXO) Technician III	39.69
30494 - Unexploded (UXO) Safety Escort	27.37
30495 - Unexploded (UXO) Sweep Personnel	27.37
30501 - Weather Forecaster I	31.38
30502 - Weather Forecaster II	38.15
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 25.49
30621 - Weather Observer, Senior	(see 2) 28.33
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.11
31020 - Bus Aide	19.04
31030 - Bus Driver	28.29
31043 - Driver Courier	19.50
31260 - Parking and Lot Attendant	14.98***
31290 - Shuttle Bus Driver	21.19
31310 - Taxi Driver	19.14
31361 - Truckdriver, Light	21.27
31362 - Truckdriver, Medium	23.07
31363 - Truckdriver, Heavy	27.57
31364 - Truckdriver, Tractor-Trailer	27.57
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.14***
99030 - Cashier	15.33***
99050 - Desk Clerk	15.80***
99095 - Embalmer	27.37
99130 - Flight Follower	27.37
99251 - Laboratory Animal Caretaker I	17.73
99252 - Laboratory Animal Caretaker II	19.34
99260 - Marketing Analyst	29.24
99310 - Mortician	27.37
99410 - Pest Controller	23.19
99510 - Photofinishing Worker	14.38***
99710 - Recycling Laborer	31.29
99711 - Recycling Specialist	37.50
99730 - Refuse Collector	29.87
99810 - Sales Clerk	15.97***
99820 - School Crossing Guard	17.22
99830 - Survey Party Chief	29.32
99831 - Surveying Aide	18.43
99832 - Surveying Technician	25.21
99840 - Vending Machine Attendant	21.04
99841 - Vending Machine Repairer	26.78
99842 - Vending Machine Repairer Helper	21.04

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being

enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.98 per hour, up to 40 hours per week, or \$199.20 per week or \$863.20 per month

HEALTH & WELFARE EO 13706: \$4.57 per hour, up to 40 hours per week, or \$182.80 per week, or \$792.13 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 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))."