

"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.: 2015-5029 Revision No.: 24 Date Of Last Revision: 12/23/2024

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 \$17.75 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 2025.
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 \$13.30 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 2025.

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: Illinois

Area: Illinois Counties of Boone, Winnebago

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.88
01012 - Accounting Clerk II		20.06
01013 - Accounting Clerk III		22.44
01020 - Administrative Assistant		27.46
01035 - Court Reporter		22.37
01041 - Customer Service Representative I		15.57***
01042 - Customer Service Representative II		16.99***
01043 - Customer Service Representative III		19.07
01051 - Data Entry Operator I		17.12***
01052 - Data Entry Operator II		18.68
01060 - Dispatcher, Motor Vehicle		23.49
01070 - Document Preparation Clerk		17.82
01090 - Duplicating Machine Operator		17.82
01111 - General Clerk I		16.02***
01112 - General Clerk II		17.47***
01113 - General Clerk III		19.61

01120 - Housing Referral Assistant	24.95
01141 - Messenger Courier	15.75***
01191 - Order Clerk I	17.51***
01192 - Order Clerk II	19.11
01261 - Personnel Assistant (Employment) I	19.47
01262 - Personnel Assistant (Employment) II	22.04
01263 - Personnel Assistant (Employment) III	24.40
01270 - Production Control Clerk	26.94
01290 - Rental Clerk	16.07***
01300 - Scheduler, Maintenance	20.00
01311 - Secretary I	20.00
01312 - Secretary II	22.37
01313 - Secretary III	24.95
01320 - Service Order Dispatcher	21.00
01410 - Supply Technician	27.46
01420 - Survey Worker	18.70
01460 - Switchboard Operator/Receptionist	16.93***
01531 - Travel Clerk I	15.93***
01532 - Travel Clerk II	17.24***
01533 - Travel Clerk III	20.06
01611 - Word Processor I	17.82
01612 - Word Processor II	20.00
01613 - Word Processor III	22.37
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.66
05010 - Automotive Electrician	23.36
05040 - Automotive Glass Installer	21.99
05070 - Automotive Worker	21.99
05110 - Mobile Equipment Servicer	19.32
05130 - Motor Equipment Metal Mechanic	24.76
05160 - Motor Equipment Metal Worker	21.99
05190 - Motor Vehicle Mechanic	24.76
05220 - Motor Vehicle Mechanic Helper	17.98
05250 - Motor Vehicle Upholstery Worker	20.65
05280 - Motor Vehicle Wrecker	21.99
05310 - Painter, Automotive	23.36
05340 - Radiator Repair Specialist	21.99
05370 - Tire Repairer	17.33***
05400 - Transmission Repair Specialist	24.76
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.75***
07041 - Cook I	16.60***
07042 - Cook II	18.89
07070 - Dishwasher	13.79***
07130 - Food Service Worker	14.36***
07210 - Meat Cutter	15.82***
07260 - Waiter/Waitress	13.16***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.82
09040 - Furniture Handler	15.38***
09080 - Furniture Refinisher	21.82
09090 - Furniture Refinisher Helper	17.34***
09110 - Furniture Repairer, Minor	19.31
09130 - Upholsterer	21.82
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.87***
11060 - Elevator Operator	15.42***
11090 - Gardener	22.54
11122 - Housekeeping Aide	15.98***
11150 - Janitor	15.98***
11210 - Laborer, Grounds Maintenance	17.79
11240 - Maid or Houseman	14.70***
11260 - Pruner	16.18***
11270 - Tractor Operator	20.97
11330 - Trail Maintenance Worker	17.79

11360 - Window Cleaner	17.58***
12000 - Health Occupations	
12010 - Ambulance Driver	18.46
12011 - Breath Alcohol Technician	26.11
12012 - Certified Occupational Therapist Assistant	35.83
12015 - Certified Physical Therapist Assistant	30.27
12020 - Dental Assistant	20.90
12025 - Dental Hygienist	39.95
12030 - EKG Technician	36.15
12035 - Electroneurodiagnostic Technologist	36.15
12040 - Emergency Medical Technician	18.46
12071 - Licensed Practical Nurse I	23.34
12072 - Licensed Practical Nurse II	26.11
12073 - Licensed Practical Nurse III	29.12
12100 - Medical Assistant	19.97
12130 - Medical Laboratory Technician	31.07
12160 - Medical Record Clerk	21.52
12190 - Medical Record Technician	24.07
12195 - Medical Transcriptionist	23.34
12210 - Nuclear Medicine Technologist	57.39
12221 - Nursing Assistant I	13.42***
12222 - Nursing Assistant II	15.09***
12223 - Nursing Assistant III	16.47***
12224 - Nursing Assistant IV	18.49
12235 - Optical Dispenser	17.35***
12236 - Optical Technician	23.34
12250 - Pharmacy Technician	18.68
12280 - Phlebotomist	18.85
12305 - Radiologic Technologist	30.53
12311 - Registered Nurse I	26.53
12312 - Registered Nurse II	32.45
12313 - Registered Nurse II, Specialist	32.45
12314 - Registered Nurse III	39.26
12315 - Registered Nurse III, Anesthetist	39.26
12316 - Registered Nurse IV	47.06
12317 - Scheduler (Drug and Alcohol Testing)	32.35
12320 - Substance Abuse Treatment Counselor	26.47
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.25
13012 - Exhibits Specialist II	25.09
13013 - Exhibits Specialist III	30.69
13041 - Illustrator I	20.25
13042 - Illustrator II	25.09
13043 - Illustrator III	30.69
13047 - Librarian	27.78
13050 - Library Aide/Clerk	15.29***
13054 - Library Information Technology Systems Administrator	25.09
13058 - Library Technician	17.54***
13061 - Media Specialist I	18.10
13062 - Media Specialist II	20.25
13063 - Media Specialist III	22.58
13071 - Photographer I	17.18***
13072 - Photographer II	19.22
13073 - Photographer III	23.80
13074 - Photographer IV	29.12
13075 - Photographer V	35.24
13090 - Technical Order Library Clerk	19.04
13110 - Video Teleconference Technician	20.26
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.25
14042 - Computer Operator II	21.53
14043 - Computer Operator III	24.01
14044 - Computer Operator IV	26.67
14045 - Computer Operator V	29.54

14071 - Computer Programmer I	(see 1)	23.07
14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		19.25
14160 - Personal Computer Support Technician		26.67
14170 - System Support Specialist		29.54
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.44
15020 - Aircrew Training Devices Instructor (Rated)		41.67
15030 - Air Crew Training Devices Instructor (Pilot)		49.95
15050 - Computer Based Training Specialist / Instructor		34.44
15060 - Educational Technologist		33.05
15070 - Flight Instructor (Pilot)		49.95
15080 - Graphic Artist		23.77
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		49.95
15086 - Maintenance Test Pilot, Rotary Wing		49.95
15088 - Non-Maintenance Test/Co-Pilot		49.95
15090 - Technical Instructor		21.43
15095 - Technical Instructor/Course Developer		26.20
15110 - Test Proctor		18.82
15120 - Tutor		18.82
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		17.58***
16030 - Counter Attendant		17.58***
16040 - Dry Cleaner		20.09
16070 - Finisher, Flatwork, Machine		17.58***
16090 - Presser, Hand		17.58***
16110 - Presser, Machine, Drycleaning		17.58***
16130 - Presser, Machine, Shirts		17.58***
16160 - Presser, Machine, Wearing Apparel, Laundry		17.58***
16190 - Sewing Machine Operator		20.92
16220 - Tailor		21.76
16250 - Washer, Machine		18.42
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		21.56
19040 - Tool And Die Maker		26.00
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.27
21030 - Material Coordinator		27.19
21040 - Material Expediter		27.19
21050 - Material Handling Laborer		17.36***
21071 - Order Filler		16.29***
21080 - Production Line Worker (Food Processing)		20.27
21110 - Shipping Packer		19.98
21130 - Shipping/Receiving Clerk		19.98
21140 - Store Worker I		17.59***
21150 - Stock Clerk		22.67
21210 - Tools And Parts Attendant		20.27
21410 - Warehouse Specialist		20.27
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		34.12
23019 - Aircraft Logs and Records Technician		27.09
23021 - Aircraft Mechanic I		32.48
23022 - Aircraft Mechanic II		34.12
23023 - Aircraft Mechanic III		35.58
23040 - Aircraft Mechanic Helper		23.58
23050 - Aircraft, Painter		30.65
23060 - Aircraft Servicer		27.09
23070 - Aircraft Survival Flight Equipment Technician		30.65
23080 - Aircraft Worker		28.86
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		28.86

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	32.48
II		
23110	- Appliance Mechanic	31.37
23120	- Bicycle Repairer	25.94
23125	- Cable Splicer	33.44
23130	- Carpenter, Maintenance	37.82
23140	- Carpet Layer	29.71
23160	- Electrician, Maintenance	39.77
23181	- Electronics Technician Maintenance I	29.71
23182	- Electronics Technician Maintenance II	31.56
23183	- Electronics Technician Maintenance III	33.44
23260	- Fabric Worker	27.89
23290	- Fire Alarm System Mechanic	33.25
23310	- Fire Extinguisher Repairer	26.10
23311	- Fuel Distribution System Mechanic	33.44
23312	- Fuel Distribution System Operator	26.10
23370	- General Maintenance Worker	22.63
23380	- Ground Support Equipment Mechanic	32.48
23381	- Ground Support Equipment Servicer	27.09
23382	- Ground Support Equipment Worker	28.86
23391	- Gunsmith I	26.10
23392	- Gunsmith II	29.71
23393	- Gunsmith III	33.44
23410	- Heating, Ventilation And Air-Conditioning Mechanic	32.34
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	33.97
23430	- Heavy Equipment Mechanic	33.98
23440	- Heavy Equipment Operator	44.13
23460	- Instrument Mechanic	33.44
23465	- Laboratory/Shelter Mechanic	31.56
23470	- Laborer	17.36***
23510	- Locksmith	31.56
23530	- Machinery Maintenance Mechanic	28.87
23550	- Machinist, Maintenance	23.49
23580	- Maintenance Trades Helper	24.14
23591	- Metrology Technician I	33.44
23592	- Metrology Technician II	35.13
23593	- Metrology Technician III	36.64
23640	- Millwright	37.93
23710	- Office Appliance Repairer	23.69
23760	- Painter, Maintenance	26.56
23790	- Pipefitter, Maintenance	47.14
23810	- Plumber, Maintenance	44.48
23820	- Pneudraulic Systems Mechanic	33.44
23850	- Rigger	33.44
23870	- Scale Mechanic	29.71
23890	- Sheet-Metal Worker, Maintenance	39.88
23910	- Small Engine Mechanic	29.71
23931	- Telecommunications Mechanic I	30.57
23932	- Telecommunications Mechanic II	32.11
23950	- Telephone Lineman	33.67
23960	- Welder, Combination, Maintenance	22.46
23965	- Well Driller	33.44
23970	- Woodcraft Worker	33.44
23980	- Woodworker	26.10
24000	- Personal Needs Occupations	
24550	- Case Manager	17.74***
24570	- Child Care Attendant	13.45***
24580	- Child Care Center Clerk	16.78***
24610	- Chore Aide	15.76***
24620	- Family Readiness And Support Services Coordinator	17.74***
24630	- Homemaker	18.00

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	38.12
25040 - Sewage Plant Operator	35.97
25070 - Stationary Engineer	38.12
25190 - Ventilation Equipment Tender	27.68
25210 - Water Treatment Plant Operator	35.97
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.35
27007 - Baggage Inspector	17.11***
27008 - Corrections Officer	31.02
27010 - Court Security Officer	30.56
27030 - Detection Dog Handler	19.14
27040 - Detention Officer	31.02
27070 - Firefighter	30.56
27101 - Guard I	17.11***
27102 - Guard II	19.14
27131 - Police Officer I	34.53
27132 - Police Officer II	38.36
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.20***
28042 - Carnival Equipment Repairer	18.49
28043 - Carnival Worker	13.20***
28210 - Gate Attendant/Gate Tender	17.91
28310 - Lifeguard	14.12***
28350 - Park Attendant (Aide)	20.01
28510 - Recreation Aide/Health Facility Attendant	14.61***
28515 - Recreation Specialist	24.79
28630 - Sports Official	15.94***
28690 - Swimming Pool Operator	21.05
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.98
29020 - Hatch Tender	27.98
29030 - Line Handler	27.98
29041 - Stevedore I	26.27
29042 - Stevedore II	29.72
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	47.37
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	32.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.97
30021 - Archeological Technician I	19.57
30022 - Archeological Technician II	21.89
30023 - Archeological Technician III	27.13
30030 - Cartographic Technician	27.13
30040 - Civil Engineering Technician	29.91
30051 - Cryogenic Technician I	30.04
30052 - Cryogenic Technician II	33.18
30061 - Drafter/CAD Operator I	19.57
30062 - Drafter/CAD Operator II	21.89
30063 - Drafter/CAD Operator III	24.42
30064 - Drafter/CAD Operator IV	30.04
30081 - Engineering Technician I	17.52***
30082 - Engineering Technician II	19.67
30083 - Engineering Technician III	22.00
30084 - Engineering Technician IV	27.25
30085 - Engineering Technician V	33.34
30086 - Engineering Technician VI	40.34
30090 - Environmental Technician	27.13
30095 - Evidence Control Specialist	27.13
30210 - Laboratory Technician	27.85
30221 - Latent Fingerprint Technician I	30.04
30222 - Latent Fingerprint Technician II	33.18
30240 - Mathematical Technician	27.13
30361 - Paralegal/Legal Assistant I	22.13
30362 - Paralegal/Legal Assistant II	27.41
30363 - Paralegal/Legal Assistant III	33.53

30364 - Paralegal/Legal Assistant IV	40.58
30375 - Petroleum Supply Specialist	33.18
30390 - Photo-Optics Technician	27.13
30395 - Radiation Control Technician	33.18
30461 - Technical Writer I	27.70
30462 - Technical Writer II	33.88
30463 - Technical Writer III	40.99
30491 - Unexploded Ordnance (UXO) Technician I	30.11
30492 - Unexploded Ordnance (UXO) Technician II	36.42
30493 - Unexploded Ordnance (UXO) Technician III	43.66
30494 - Unexploded (UXO) Safety Escort	30.11
30495 - Unexploded (UXO) Sweep Personnel	30.11
30501 - Weather Forecaster I	30.04
30502 - Weather Forecaster II	36.54
30620 - Weather Observer, Combined Upper Air Or (see 2)	24.42
Surface Programs	
30621 - Weather Observer, Senior (see 2)	27.13
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	36.42
31020 - Bus Aide	18.55
31030 - Bus Driver	25.25
31043 - Driver Courier	21.88
31260 - Parking and Lot Attendant	16.76***
31290 - Shuttle Bus Driver	18.08
31310 - Taxi Driver	16.70***
31361 - Truckdriver, Light	23.00
31362 - Truckdriver, Medium	24.57
31363 - Truckdriver, Heavy	27.40
31364 - Truckdriver, Tractor-Trailer	27.40
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.75
99030 - Cashier	13.77***
99050 - Desk Clerk	13.79***
99095 - Embalmer	30.11
99130 - Flight Follower	30.11
99251 - Laboratory Animal Caretaker I	16.83***
99252 - Laboratory Animal Caretaker II	18.06
99260 - Marketing Analyst	28.36
99310 - Mortician	30.11
99410 - Pest Controller	22.21
99510 - Photofinishing Worker	15.82***
99710 - Recycling Laborer	20.72
99711 - Recycling Specialist	24.55
99730 - Refuse Collector	18.80
99810 - Sales Clerk	15.22***
99820 - School Crossing Guard	17.90
99830 - Survey Party Chief	24.83
99831 - Surveying Aide	14.64***
99832 - Surveying Technician	20.08
99840 - Vending Machine Attendant	23.33
99841 - Vending Machine Repairer	28.55
99842 - Vending Machine Repairer Helper	23.33

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month

HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;



(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."