

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
 WASHINGTON D.C. 20210

Wage Determination No.: 2015-4935
 Daniel W. Simms Division of | Revision No.: 26
 Director Wage Determinations | 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.

State: Illinois

Area: Illinois County of Lake

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.14
01012 - Accounting Clerk II		21.48
01013 - Accounting Clerk III		24.03
01020 - Administrative Assistant		34.25
01035 - Court Reporter		30.28

01041 - Customer Service Representative I	17.22***
01042 - Customer Service Representative II	18.99
01043 - Customer Service Representative III	21.10
01051 - Data Entry Operator I	17.39***
01052 - Data Entry Operator II	18.98
01060 - Dispatcher, Motor Vehicle	25.76
01070 - Document Preparation Clerk	20.81
01090 - Duplicating Machine Operator	20.81
01111 - General Clerk I	17.30***
01112 - General Clerk II	18.89
01113 - General Clerk III	21.21
01120 - Housing Referral Assistant	25.52
01141 - Messenger Courier	18.27
01191 - Order Clerk I	18.33
01192 - Order Clerk II	20.00
01261 - Personnel Assistant (Employment) I	20.35
01262 - Personnel Assistant (Employment) II	22.77
01263 - Personnel Assistant (Employment) III	25.38
01270 - Production Control Clerk	28.86
01290 - Rental Clerk	18.16
01300 - Scheduler, Maintenance	20.46
01311 - Secretary I	20.46
01312 - Secretary II	22.88
01313 - Secretary III	25.52
01320 - Service Order Dispatcher	23.14
01410 - Supply Technician	34.25
01420 - Survey Worker	20.84
01460 - Switchboard Operator/Receptionist	17.68***
01531 - Travel Clerk I	19.76
01532 - Travel Clerk II	21.31
01533 - Travel Clerk III	23.09
01611 - Word Processor I	20.02
01612 - Word Processor II	22.47
01613 - Word Processor III	25.14
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.95
05010 - Automotive Electrician	24.16
05040 - Automotive Glass Installer	23.05
05070 - Automotive Worker	23.05
05110 - Mobile Equipment Servicer	20.85
05130 - Motor Equipment Metal Mechanic	27.79
05160 - Motor Equipment Metal Worker	23.05
05190 - Motor Vehicle Mechanic	27.79
05220 - Motor Vehicle Mechanic Helper	19.73
05250 - Motor Vehicle Upholstery Worker	21.96
05280 - Motor Vehicle Wrecker	23.09
05310 - Painter, Automotive	24.16
05340 - Radiator Repair Specialist	23.05
05370 - Tire Repairer	17.51***
05400 - Transmission Repair Specialist	27.79
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.08***
07041 - Cook I	17.83
07042 - Cook II	20.13

07070 - Dishwasher	15.73***
07130 - Food Service Worker	16.06***
07210 - Meat Cutter	17.81
07260 - Waiter/Waitress	13.27***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.42
09040 - Furniture Handler	14.96***
09080 - Furniture Refinisher	22.47
09090 - Furniture Refinisher Helper	17.61***
09110 - Furniture Repairer, Minor	20.08
09130 - Upholsterer	20.05
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.40***
11060 - Elevator Operator	17.71***
11090 - Gardener	24.89
11122 - Housekeeping Aide	17.71***
11150 - Janitor	17.71***
11210 - Laborer, Grounds Maintenance	19.75
11240 - Maid or Houseman	17.29***
11260 - Pruner	18.08
11270 - Tractor Operator	23.24
11330 - Trail Maintenance Worker	19.75
11360 - Window Cleaner	19.33
12000 - Health Occupations	
12010 - Ambulance Driver	20.85
12011 - Breath Alcohol Technician	28.44
12012 - Certified Occupational Therapist Assistant	32.81
12015 - Certified Physical Therapist Assistant	33.70
12020 - Dental Assistant	22.24
12025 - Dental Hygienist	42.72
12030 - EKG Technician	32.23
12035 - Electroneurodiagnostic Technologist	32.23
12040 - Emergency Medical Technician	20.85
12071 - Licensed Practical Nurse I	25.43
12072 - Licensed Practical Nurse II	28.44
12073 - Licensed Practical Nurse III	31.72
12100 - Medical Assistant	21.64
12130 - Medical Laboratory Technician	30.94
12160 - Medical Record Clerk	21.94
12190 - Medical Record Technician	24.54
12195 - Medical Transcriptionist	20.26
12210 - Nuclear Medicine Technologist	48.80
12221 - Nursing Assistant I	14.51***
12222 - Nursing Assistant II	16.33***
12223 - Nursing Assistant III	17.82
12224 - Nursing Assistant IV	20.00
12235 - Optical Dispenser	18.29
12236 - Optical Technician	18.45
12250 - Pharmacy Technician	20.81
12280 - Phlebotomist	22.03
12305 - Radiologic Technologist	37.42
12311 - Registered Nurse I	29.17
12312 - Registered Nurse II	33.84
12313 - Registered Nurse II, Specialist	33.84

12314 - Registered Nurse III	40.94
12315 - Registered Nurse III, Anesthetist	40.94
12316 - Registered Nurse IV	49.07
12317 - Scheduler (Drug and Alcohol Testing)	35.24
12320 - Substance Abuse Treatment Counselor	25.64
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.88
13012 - Exhibits Specialist II	30.83
13013 - Exhibits Specialist III	37.71
13041 - Illustrator I	23.33
13042 - Illustrator II	28.92
13043 - Illustrator III	35.36
13047 - Librarian	35.08
13050 - Library Aide/Clerk	15.40***
13054 - Library Information Technology Systems Administrator	29.01
13058 - Library Technician	19.39
13061 - Media Specialist I	21.16
13062 - Media Specialist II	23.66
13063 - Media Specialist III	26.39
13071 - Photographer I	20.16
13072 - Photographer II	22.55
13073 - Photographer III	27.94
13074 - Photographer IV	34.18
13075 - Photographer V	41.34
13090 - Technical Order Library Clerk	19.33
13110 - Video Teleconference Technician	23.77
14000 - Information Technology Occupations	
14041 - Computer Operator I	23.06
14042 - Computer Operator II	25.79
14043 - Computer Operator III	28.76
14044 - Computer Operator IV	31.96
14045 - Computer Operator V	35.39
14071 - Computer Programmer I	(see 1) 26.76
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	23.06
14160 - Personal Computer Support Technician	31.96
14170 - System Support Specialist	35.39
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	36.22
15020 - Aircrew Training Devices Instructor (Rated)	41.82
15030 - Air Crew Training Devices Instructor (Pilot)	49.45
15050 - Computer Based Training Specialist / Instructor	36.22
15060 - Educational Technologist	38.58
15070 - Flight Instructor (Pilot)	49.45
15080 - Graphic Artist	28.44
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	49.45
15086 - Maintenance Test Pilot, Rotary Wing	49.45
15088 - Non-Maintenance Test/Co-Pilot	49.45

15090 - Technical Instructor	27.51	
15095 - Technical Instructor/Course Developer		33.65
15110 - Test Proctor	22.20	
15120 - Tutor	22.20	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	17.63***	
16030 - Counter Attendant	17.63***	
16040 - Dry Cleaner	20.15	
16070 - Finisher, Flatwork, Machine	17.63***	
16090 - Presser, Hand	17.63***	
16110 - Presser, Machine, Drycleaning	17.63***	
16130 - Presser, Machine, Shirts	17.63***	
16160 - Presser, Machine, Wearing Apparel, Laundry		17.63***
16190 - Sewing Machine Operator	20.99	
16220 - Tailor	21.82	
16250 - Washer, Machine	18.47	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.97
19040 - Tool And Die Maker	29.91	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	21.59	
21030 - Material Coordinator	28.86	
21040 - Material Expediter	28.86	
21050 - Material Handling Laborer	18.20	
21071 - Order Filler	17.69***	
21080 - Production Line Worker (Food Processing)		21.59
21110 - Shipping Packer	21.50	
21130 - Shipping/Receiving Clerk	21.50	
21140 - Store Worker I	17.91	
21150 - Stock Clerk	23.46	
21210 - Tools And Parts Attendant	21.59	
21410 - Warehouse Specialist	21.59	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	40.46	
23019 - Aircraft Logs and Records Technician		32.67
23021 - Aircraft Mechanic I	38.50	
23022 - Aircraft Mechanic II	40.46	
23023 - Aircraft Mechanic III	42.05	
23040 - Aircraft Mechanic Helper	28.65	
23050 - Aircraft, Painter	36.55	
23060 - Aircraft Servicer	32.67	
23070 - Aircraft Survival Flight Equipment Technician		36.55
23080 - Aircraft Worker	34.63	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		34.63
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		38.50
23110 - Appliance Mechanic	27.23	
23120 - Bicycle Repairer	23.31	
23125 - Cable Splicer	53.98	
23130 - Carpenter, Maintenance	40.43	
23140 - Carpet Layer	32.44	
23160 - Electrician, Maintenance	47.50	
23181 - Electronics Technician Maintenance I		31.99

23182 - Electronics Technician Maintenance II	33.76
23183 - Electronics Technician Maintenance III	35.57
23260 - Fabric Worker	31.29
23290 - Fire Alarm System Mechanic	30.34
23310 - Fire Extinguisher Repairer	29.38
23311 - Fuel Distribution System Mechanic	40.04
23312 - Fuel Distribution System Operator	31.90
23370 - General Maintenance Worker	24.81
23380 - Ground Support Equipment Mechanic	38.50
23381 - Ground Support Equipment Servicer	32.67
23382 - Ground Support Equipment Worker	34.63
23391 - Gunsmith I	29.38
23392 - Gunsmith II	33.17
23393 - Gunsmith III	36.88
23410 - Heating, Ventilation And Air-Conditioning Mechanic	32.00
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	33.63
23430 - Heavy Equipment Mechanic	33.32
23440 - Heavy Equipment Operator	45.56
23460 - Instrument Mechanic	36.88
23465 - Laboratory/Shelter Mechanic	35.01
23470 - Laborer	17.86
23510 - Locksmith	28.62
23530 - Machinery Maintenance Mechanic	35.01
23550 - Machinist, Maintenance	27.46
23580 - Maintenance Trades Helper	17.75
23591 - Metrology Technician I	36.88
23592 - Metrology Technician II	38.76
23593 - Metrology Technician III	40.28
23640 - Millwright	36.83
23710 - Office Appliance Repairer	23.17
23760 - Painter, Maintenance	29.52
23790 - Pipefitter, Maintenance	48.83
23810 - Plumber, Maintenance	46.35
23820 - Pneudraulic Systems Mechanic	36.88
23850 - Rigger	34.76
23870 - Scale Mechanic	33.17
23890 - Sheet-Metal Worker, Maintenance	44.44
23910 - Small Engine Mechanic	22.50
23931 - Telecommunications Mechanic I	33.01
23932 - Telecommunications Mechanic II	34.69
23950 - Telephone Lineman	37.72
23960 - Welder, Combination, Maintenance	23.36
23965 - Well Driller	34.91
23970 - Woodcraft Worker	36.88
23980 - Woodworker	29.38
24000 - Personal Needs Occupations	
24550 - Case Manager	21.18
24570 - Child Care Attendant	15.61***
24580 - Child Care Center Clerk	19.46
24610 - Chore Aide	16.97***
24620 - Family Readiness And Support Services Coordinator	21.18

24630 - Homemaker	21.18
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	51.34
25040 - Sewage Plant Operator	36.21
25070 - Stationary Engineer	51.34
25190 - Ventilation Equipment Tender	38.20
25210 - Water Treatment Plant Operator	36.21
27000 - Protective Service Occupations	
27004 - Alarm Monitor	30.66
27007 - Baggage Inspector	17.90
27008 - Corrections Officer	36.14
27010 - Court Security Officer	36.92
27030 - Detection Dog Handler	20.02
27040 - Detention Officer	36.14
27070 - Firefighter	38.02
27101 - Guard I	17.90
27102 - Guard II	20.02
27131 - Police Officer I	42.25
27132 - Police Officer II	46.95
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	18.15
28042 - Carnival Equipment Repairer	19.45
28043 - Carnival Worker	14.15***
28210 - Gate Attendant/Gate Tender	20.46
28310 - Lifeguard	14.65***
28350 - Park Attendant (Aide)	22.89
28510 - Recreation Aide/Health Facility Attendant	16.71***
28515 - Recreation Specialist	28.36
28630 - Sports Official	18.23
28690 - Swimming Pool Operator	22.42
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.81
29020 - Hatch Tender	29.81
29030 - Line Handler	29.81
29041 - Stevedore I	28.12
29042 - Stevedore II	31.46
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	50.47
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	34.80
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	38.33
30021 - Archeological Technician I	20.03
30022 - Archeological Technician II	22.41
30023 - Archeological Technician III	27.76
30030 - Cartographic Technician	27.76
30040 - Civil Engineering Technician	34.59
30051 - Cryogenic Technician I	30.74
30052 - Cryogenic Technician II	33.95
30061 - Drafter/CAD Operator I	20.03
30062 - Drafter/CAD Operator II	22.41
30063 - Drafter/CAD Operator III	24.98
30064 - Drafter/CAD Operator IV	30.74
30081 - Engineering Technician I	19.56
30082 - Engineering Technician II	21.95
30083 - Engineering Technician III	24.55

30084 - Engineering Technician IV	30.42	
30085 - Engineering Technician V	37.21	
30086 - Engineering Technician VI	45.66	
30090 - Environmental Technician	25.74	
30095 - Evidence Control Specialist	27.76	
30210 - Laboratory Technician	28.99	
30221 - Latent Fingerprint Technician I	41.60	
30222 - Latent Fingerprint Technician II	45.94	
30240 - Mathematical Technician	37.09	
30361 - Paralegal/Legal Assistant I	24.38	
30362 - Paralegal/Legal Assistant II	30.21	
30363 - Paralegal/Legal Assistant III	36.94	
30364 - Paralegal/Legal Assistant IV	44.69	
30375 - Petroleum Supply Specialist	33.95	
30390 - Photo-Optics Technician	27.76	
30395 - Radiation Control Technician	33.95	
30461 - Technical Writer I	28.10	
30462 - Technical Writer II	34.37	
30463 - Technical Writer III	41.57	
30491 - Unexploded Ordnance (UXO) Technician I		32.08
30492 - Unexploded Ordnance (UXO) Technician II		38.81
30493 - Unexploded Ordnance (UXO) Technician III		46.52
30494 - Unexploded (UXO) Safety Escort		32.08
30495 - Unexploded (UXO) Sweep Personnel		32.08
30501 - Weather Forecaster I	30.74	
30502 - Weather Forecaster II	37.40	
30620 - Weather Observer, Combined Upper Air Or	(see 2)	24.98
Surface Programs		
30621 - Weather Observer, Senior	(see 2)	27.76
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	38.81	
31020 - Bus Aide	22.99	
31030 - Bus Driver	30.51	
31043 - Driver Courier	21.38	
31260 - Parking and Lot Attendant	17.45***	
31290 - Shuttle Bus Driver	21.43	
31310 - Taxi Driver	17.88	
31361 - Truckdriver, Light	22.89	
31362 - Truckdriver, Medium	24.38	
31363 - Truckdriver, Heavy	29.36	
31364 - Truckdriver, Tractor-Trailer	29.36	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	18.92	
99030 - Cashier	14.97***	
99050 - Desk Clerk	15.16***	
99095 - Embalmer	35.46	
99130 - Flight Follower	32.08	
99251 - Laboratory Animal Caretaker I	17.68***	
99252 - Laboratory Animal Caretaker II	18.93	
99260 - Marketing Analyst	36.38	
99310 - Mortician	35.46	
99410 - Pest Controller	20.92	
99510 - Photofinishing Worker	19.20	
99710 - Recycling Laborer	40.51	

99711 - Recycling Specialist	47.60
99730 - Refuse Collector	37.09
99810 - Sales Clerk	16.59***
99820 - School Crossing Guard	18.98
99830 - Survey Party Chief	32.59
99831 - Surveying Aide	20.46
99832 - Surveying Technician	28.02
99840 - Vending Machine Attendant	16.44***
99841 - Vending Machine Repairer	19.87
99842 - Vending Machine Repairer Helper	16.44***

***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.

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))."