

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.
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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.
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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 La Salle

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	17.73***	
01012 - Accounting Clerk II	19.91	
01013 - Accounting Clerk III	22.27	
01020 - Administrative Assistant	28.01	
01035 - Court Reporter	22.28	

01041 - Customer Service Representative I	16.25***
01042 - Customer Service Representative II	17.73***
01043 - Customer Service Representative III	19.90
01051 - Data Entry Operator I	16.29***
01052 - Data Entry Operator II	17.77
01060 - Dispatcher, Motor Vehicle	25.44
01070 - Document Preparation Clerk	16.39***
01090 - Duplicating Machine Operator	16.39***
01111 - General Clerk I	16.75***
01112 - General Clerk II	18.28
01113 - General Clerk III	20.51
01120 - Housing Referral Assistant	22.94
01141 - Messenger Courier	14.75***
01191 - Order Clerk I	17.59***
01192 - Order Clerk II	19.34
01261 - Personnel Assistant (Employment) I	20.35
01262 - Personnel Assistant (Employment) II	22.76
01263 - Personnel Assistant (Employment) III	25.38
01270 - Production Control Clerk	25.94
01290 - Rental Clerk	19.15
01300 - Scheduler, Maintenance	18.39
01311 - Secretary I	18.39
01312 - Secretary II	20.57
01313 - Secretary III	22.94
01320 - Service Order Dispatcher	22.74
01410 - Supply Technician	28.01
01420 - Survey Worker	19.29
01460 - Switchboard Operator/Receptionist	15.95***
01531 - Travel Clerk I	16.39***
01532 - Travel Clerk II	18.39
01533 - Travel Clerk III	20.55
01611 - Word Processor I	16.39***
01612 - Word Processor II	18.39
01613 - Word Processor III	20.57
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.91
05010 - Automotive Electrician	24.51
05040 - Automotive Glass Installer	23.47
05070 - Automotive Worker	23.47
05110 - Mobile Equipment Servicer	21.37
05130 - Motor Equipment Metal Mechanic	28.12
05160 - Motor Equipment Metal Worker	23.47
05190 - Motor Vehicle Mechanic	28.63
05220 - Motor Vehicle Mechanic Helper	20.28
05250 - Motor Vehicle Upholstery Worker	22.45
05280 - Motor Vehicle Wrecker	23.47
05310 - Painter, Automotive	23.47
05340 - Radiator Repair Specialist	23.47
05370 - Tire Repairer	18.19
05400 - Transmission Repair Specialist	28.12
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.77***
07041 - Cook I	14.62***
07042 - Cook II	16.37***

07070 - Dishwasher	13.52***
07130 - Food Service Worker	13.72***
07210 - Meat Cutter	16.36***
07260 - Waiter/Waitress	13.00***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.77
09040 - Furniture Handler	17.39***
09080 - Furniture Refinisher	23.95
09090 - Furniture Refinisher Helper	19.82
09110 - Furniture Repairer, Minor	21.93
09130 - Upholsterer	23.95
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.84***
11060 - Elevator Operator	16.13***
11090 - Gardener	19.59
11122 - Housekeeping Aide	16.13***
11150 - Janitor	16.13***
11210 - Laborer, Grounds Maintenance	16.30***
11240 - Maid or Houseman	14.21***
11260 - Pruner	15.22***
11270 - Tractor Operator	18.48
11330 - Trail Maintenance Worker	16.30***
11360 - Window Cleaner	17.29***
12000 - Health Occupations	
12010 - Ambulance Driver	20.24
12011 - Breath Alcohol Technician	25.51
12012 - Certified Occupational Therapist Assistant	35.00
12015 - Certified Physical Therapist Assistant	31.82
12020 - Dental Assistant	21.77
12025 - Dental Hygienist	36.16
12030 - EKG Technician	29.63
12035 - Electroneurodiagnostic Technologist	29.63
12040 - Emergency Medical Technician	20.24
12071 - Licensed Practical Nurse I	22.81
12072 - Licensed Practical Nurse II	25.51
12073 - Licensed Practical Nurse III	28.44
12100 - Medical Assistant	18.08
12130 - Medical Laboratory Technician	29.38
12160 - Medical Record Clerk	20.52
12190 - Medical Record Technician	22.95
12195 - Medical Transcriptionist	22.59
12210 - Nuclear Medicine Technologist	56.06
12221 - Nursing Assistant I	14.54***
12222 - Nursing Assistant II	16.36***
12223 - Nursing Assistant III	17.85
12224 - Nursing Assistant IV	20.03
12235 - Optical Dispenser	17.72***
12236 - Optical Technician	22.81
12250 - Pharmacy Technician	17.35***
12280 - Phlebotomist	18.27
12305 - Radiologic Technologist	31.44
12311 - Registered Nurse I	30.70
12312 - Registered Nurse II	37.55
12313 - Registered Nurse II, Specialist	37.55

12314 - Registered Nurse III	45.43
12315 - Registered Nurse III, Anesthetist	45.43
12316 - Registered Nurse IV	54.45
12317 - Scheduler (Drug and Alcohol Testing)	31.60
12320 - Substance Abuse Treatment Counselor	23.68
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.51
13012 - Exhibits Specialist II	26.65
13013 - Exhibits Specialist III	32.46
13041 - Illustrator I	22.03
13042 - Illustrator II	27.53
13043 - Illustrator III	32.62
13047 - Librarian	33.74
13050 - Library Aide/Clerk	15.55***
13054 - Library Information Technology Systems Administrator	29.74
13058 - Library Technician	17.76
13061 - Media Specialist I	21.16
13062 - Media Specialist II	23.66
13063 - Media Specialist III	26.39
13071 - Photographer I	19.24
13072 - Photographer II	21.51
13073 - Photographer III	26.65
13074 - Photographer IV	32.46
13075 - Photographer V	35.76
13090 - Technical Order Library Clerk	18.72
13110 - Video Teleconference Technician	17.89
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.32
14042 - Computer Operator II	22.72
14043 - Computer Operator III	25.32
14044 - Computer Operator IV	28.16
14045 - Computer Operator V	31.17
14071 - Computer Programmer I	(see 1) 25.49
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	20.32
14160 - Personal Computer Support Technician	28.16
14170 - System Support Specialist	31.21
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	36.22
15020 - Aircrew Training Devices Instructor (Rated)	41.96
15030 - Air Crew Training Devices Instructor (Pilot)	50.29
15050 - Computer Based Training Specialist / Instructor	36.22
15060 - Educational Technologist	35.00
15070 - Flight Instructor (Pilot)	50.29
15080 - Graphic Artist	26.41
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	50.29
15086 - Maintenance Test Pilot, Rotary Wing	50.29
15088 - Non-Maintenance Test/Co-Pilot	50.29

15090 - Technical Instructor	28.57	
15095 - Technical Instructor/Course Developer		30.88
15110 - Test Proctor	20.38	
15120 - Tutor	20.38	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	13.95***	
16030 - Counter Attendant	13.95***	
16040 - Dry Cleaner	18.18	
16070 - Finisher, Flatwork, Machine	13.95***	
16090 - Presser, Hand	13.95***	
16110 - Presser, Machine, Drycleaning	13.95***	
16130 - Presser, Machine, Shirts	13.95***	
16160 - Presser, Machine, Wearing Apparel, Laundry		13.95***
16190 - Sewing Machine Operator	19.58	
16220 - Tailor	20.94	
16250 - Washer, Machine	15.43***	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.85
19040 - Tool And Die Maker	28.57	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	23.86	
21030 - Material Coordinator	25.94	
21040 - Material Expediter	25.94	
21050 - Material Handling Laborer	18.01	
21071 - Order Filler	16.97***	
21080 - Production Line Worker (Food Processing)		23.86
21110 - Shipping Packer	21.19	
21130 - Shipping/Receiving Clerk	21.19	
21140 - Store Worker I	19.55	
21150 - Stock Clerk	23.62	
21210 - Tools And Parts Attendant	23.86	
21410 - Warehouse Specialist	23.86	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	33.26	
23019 - Aircraft Logs and Records Technician		27.16
23021 - Aircraft Mechanic I	31.81	
23022 - Aircraft Mechanic II	33.26	
23023 - Aircraft Mechanic III	34.63	
23040 - Aircraft Mechanic Helper	24.19	
23050 - Aircraft, Painter	30.26	
23060 - Aircraft Servicer	27.16	
23070 - Aircraft Survival Flight Equipment Technician		30.26
23080 - Aircraft Worker	28.71	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		28.71
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		31.81
23110 - Appliance Mechanic	30.26	
23120 - Bicycle Repairer	25.64	
23125 - Cable Splicer	38.34	
23130 - Carpenter, Maintenance	31.86	
23140 - Carpet Layer	28.71	
23160 - Electrician, Maintenance	40.51	
23181 - Electronics Technician Maintenance I		28.71

23182 - Electronics Technician Maintenance II	30.26
23183 - Electronics Technician Maintenance III	31.81
23260 - Fabric Worker	27.16
23290 - Fire Alarm System Mechanic	31.81
23310 - Fire Extinguisher Repairer	25.64
23311 - Fuel Distribution System Mechanic	31.81
23312 - Fuel Distribution System Operator	25.64
23370 - General Maintenance Worker	23.97
23380 - Ground Support Equipment Mechanic	31.81
23381 - Ground Support Equipment Servicer	27.16
23382 - Ground Support Equipment Worker	28.71
23391 - Gunsmith I	25.64
23392 - Gunsmith II	28.71
23393 - Gunsmith III	31.81
23410 - Heating, Ventilation And Air-Conditioning Mechanic	30.67
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	32.05
23430 - Heavy Equipment Mechanic	30.98
23440 - Heavy Equipment Operator	37.98
23460 - Instrument Mechanic	31.81
23465 - Laboratory/Shelter Mechanic	30.26
23470 - Laborer	18.01
23510 - Locksmith	30.26
23530 - Machinery Maintenance Mechanic	28.87
23550 - Machinist, Maintenance	27.64
23580 - Maintenance Trades Helper	24.19
23591 - Metrology Technician I	31.81
23592 - Metrology Technician II	33.26
23593 - Metrology Technician III	34.63
23640 - Millwright	34.31
23710 - Office Appliance Repairer	30.26
23760 - Painter, Maintenance	24.38
23790 - Pipefitter, Maintenance	39.50
23810 - Plumber, Maintenance	37.58
23820 - Pneudraulic Systems Mechanic	31.81
23850 - Rigger	31.81
23870 - Scale Mechanic	28.71
23890 - Sheet-Metal Worker, Maintenance	39.88
23910 - Small Engine Mechanic	28.71
23931 - Telecommunications Mechanic I	30.57
23932 - Telecommunications Mechanic II	31.96
23950 - Telephone Lineman	31.81
23960 - Welder, Combination, Maintenance	22.67
23965 - Well Driller	31.81
23970 - Woodcraft Worker	31.81
23980 - Woodworker	25.64
24000 - Personal Needs Occupations	
24550 - Case Manager	18.14
24570 - Child Care Attendant	13.72***
24580 - Child Care Center Clerk	17.11***
24610 - Chore Aide	15.63***
24620 - Family Readiness And Support Services Coordinator	18.14

24630 - Homemaker	18.14
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	42.14
25040 - Sewage Plant Operator	28.42
25070 - Stationary Engineer	42.14
25190 - Ventilation Equipment Tender	30.66
25210 - Water Treatment Plant Operator	28.42
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.70
27007 - Baggage Inspector	16.10***
27008 - Corrections Officer	30.92
27010 - Court Security Officer	28.69
27030 - Detection Dog Handler	19.60
27040 - Detention Officer	30.92
27070 - Firefighter	28.49
27101 - Guard I	16.10***
27102 - Guard II	19.60
27131 - Police Officer I	30.33
27132 - Police Officer II	33.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.80***
28042 - Carnival Equipment Repairer	16.75***
28043 - Carnival Worker	13.00***
28210 - Gate Attendant/Gate Tender	17.64***
28310 - Lifeguard	13.10***
28350 - Park Attendant (Aide)	19.74
28510 - Recreation Aide/Health Facility Attendant	14.41***
28515 - Recreation Specialist	24.45
28630 - Sports Official	15.72***
28690 - Swimming Pool Operator	22.03
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.13
29020 - Hatch Tender	26.13
29030 - Line Handler	26.13
29041 - Stevedore I	24.64
29042 - Stevedore II	27.58
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	21.91
30022 - Archeological Technician II	24.51
30023 - Archeological Technician III	30.36
30030 - Cartographic Technician	30.36
30040 - Civil Engineering Technician	35.24
30051 - Cryogenic Technician I	33.63
30052 - Cryogenic Technician II	37.14
30061 - Drafter/CAD Operator I	21.91
30062 - Drafter/CAD Operator II	24.51
30063 - Drafter/CAD Operator III	27.33
30064 - Drafter/CAD Operator IV	33.63
30081 - Engineering Technician I	19.54
30082 - Engineering Technician II	21.93
30083 - Engineering Technician III	24.53

30084 - Engineering Technician IV	30.39	
30085 - Engineering Technician V	37.18	
30086 - Engineering Technician VI	44.97	
30090 - Environmental Technician	30.36	
30095 - Evidence Control Specialist	30.36	
30210 - Laboratory Technician	32.78	
30221 - Latent Fingerprint Technician I	33.63	
30222 - Latent Fingerprint Technician II	37.14	
30240 - Mathematical Technician	30.36	
30361 - Paralegal/Legal Assistant I	22.51	
30362 - Paralegal/Legal Assistant II	27.89	
30363 - Paralegal/Legal Assistant III	34.12	
30364 - Paralegal/Legal Assistant IV	41.27	
30375 - Petroleum Supply Specialist	37.14	
30390 - Photo-Optics Technician	30.36	
30395 - Radiation Control Technician	37.14	
30461 - Technical Writer I	30.36	
30462 - Technical Writer II	37.14	
30463 - Technical Writer III	44.94	
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	33.63	
30502 - Weather Forecaster II	40.90	
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	27.33
30621 - Weather Observer, Senior	(see 2)	30.36
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	38.81	
31020 - Bus Aide	18.06	
31030 - Bus Driver	22.99	
31043 - Driver Courier	19.14	
31260 - Parking and Lot Attendant	14.67***	
31290 - Shuttle Bus Driver	19.03	
31310 - Taxi Driver	15.41***	
31361 - Truckdriver, Light	19.45	
31362 - Truckdriver, Medium	22.78	
31363 - Truckdriver, Heavy	25.04	
31364 - Truckdriver, Tractor-Trailer	25.04	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	18.92	
99030 - Cashier	13.59***	
99050 - Desk Clerk	13.48***	
99095 - Embalmer	30.13	
99130 - Flight Follower	32.08	
99251 - Laboratory Animal Caretaker I	19.18	
99252 - Laboratory Animal Caretaker II	20.46	
99260 - Marketing Analyst	26.06	
99310 - Mortician	30.13	
99410 - Pest Controller	28.18	
99510 - Photofinishing Worker	16.86***	
99710 - Recycling Laborer	22.14	

99711 - Recycling Specialist	25.10
99730 - Refuse Collector	20.65
99810 - Sales Clerk	15.18***
99820 - School Crossing Guard	19.44
99830 - Survey Party Chief	26.89
99831 - Surveying Aide	16.40***
99832 - Surveying Technician	21.17
99840 - Vending Machine Attendant	25.10
99841 - Vending Machine Repairer	29.79
99842 - Vending Machine Repairer Helper	25.10

***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, 4 weeks after 15 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 fourteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, 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

laundrying 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))."