"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
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| Wage Determination No.: 2015-4571
Daniel W. Simms Division of | Revision No.: 27
Director Wage Determinations| Date Of Last Revision: 07/08/2025

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.

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|---|---|
| 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: Florida

Area: Florida Counties of Hernando, Hillsborough, Pasco, Pinellas

**Fringe Benefits Required Follow the Occupational Listing**

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|---|---|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 19.01 |
| 01012 - Accounting Clerk II | | 21.34 |
| 01013 - Accounting Clerk III | | 23.87 |
| 01020 - Administrative Assistant | | 30.40 |
| 01035 - Court Reporter | | 24.76 |

01041 - Customer Service Representative I 15.61***
01042 - Customer Service Representative II 17.03***
01043 - Customer Service Representative III 19.12
01051 - Data Entry Operator I 16.74***
01052 - Data Entry Operator II 18.27
01060 - Dispatcher, Motor Vehicle 20.55
01070 - Document Preparation Clerk 18.12
01090 - Duplicating Machine Operator 18.12
01111 - General Clerk I 17.28***
01112 - General Clerk II 18.86
01113 - General Clerk III 21.17
01120 - Housing Referral Assistant 23.72
01141 - Messenger Courier 18.14
01191 - Order Clerk I 19.61
01192 - Order Clerk II 21.40
01261 - Personnel Assistant (Employment) I 19.33
01262 - Personnel Assistant (Employment) II 21.62
01263 - Personnel Assistant (Employment) III 24.10
01270 - Production Control Clerk 23.71
01290 - Rental Clerk 17.87
01300 - Scheduler, Maintenance 19.02
01311 - Secretary I 19.02
01312 - Secretary II 21.28
01313 - Secretary III 23.72
01320 - Service Order Dispatcher 18.37
01410 - Supply Technician 30.40
01420 - Survey Worker 18.71
01460 - Switchboard Operator/Receptionist 17.13***
01531 - Travel Clerk I 18.23
01532 - Travel Clerk II 20.00
01533 - Travel Clerk III 22.37
01611 - Word Processor I 16.37***
01612 - Word Processor II 18.37
01613 - Word Processor III 20.55
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 24.00
05010 - Automotive Electrician 21.96
05040 - Automotive Glass Installer 20.65
05070 - Automotive Worker 20.65
05110 - Mobile Equipment Servicer 18.02
05130 - Motor Equipment Metal Mechanic 23.36
05160 - Motor Equipment Metal Worker 20.65
05190 - Motor Vehicle Mechanic 23.36
05220 - Motor Vehicle Mechanic Helper 17.00***
05250 - Motor Vehicle Upholstery Worker 19.26
05280 - Motor Vehicle Wrecker 20.65
05310 - Painter, Automotive 21.96
05340 - Radiator Repair Specialist 20.65
05370 - Tire Repairer 16.57***
05400 - Transmission Repair Specialist 23.36
07000 - Food Preparation And Service Occupations
07010 - Baker 16.59***
07041 - Cook I 16.35***
07042 - Cook II 18.97

07070 - Dishwasher 14.76***
07130 - Food Service Worker 17.12***
07210 - Meat Cutter 21.64
07260 - Waiter/Waitress 14.50***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.16
09040 - Furniture Handler 14.10***
09080 - Furniture Refinisher 22.46
09090 - Furniture Refinisher Helper 16.69***
09110 - Furniture Repairer, Minor 19.67
09130 - Upholsterer 18.09
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 15.34***
11060 - Elevator Operator 15.27***
11090 - Gardener 22.73
11122 - Housekeeping Aide 15.27***
11150 - Janitor 15.27***
11210 - Laborer, Grounds Maintenance 17.17***
11240 - Maid or Houseman 15.01***
11260 - Pruner 15.10***
11270 - Tractor Operator 20.88
11330 - Trail Maintenance Worker 17.17***
11360 - Window Cleaner 17.37***
12000 - Health Occupations
12010 - Ambulance Driver 19.71
12011 - Breath Alcohol Technician 25.90
12012 - Certified Occupational Therapist Assistant 34.88
12015 - Certified Physical Therapist Assistant 33.91
12020 - Dental Assistant 23.05
12025 - Dental Hygienist 43.41
12030 - EKG Technician 28.45
12035 - Electroneurodiagnostic Technologist 28.45
12040 - Emergency Medical Technician 19.71
12071 - Licensed Practical Nurse I 23.16
12072 - Licensed Practical Nurse II 25.90
12073 - Licensed Practical Nurse III 28.87
12100 - Medical Assistant 19.80
12130 - Medical Laboratory Technician 27.02
12160 - Medical Record Clerk 20.87
12190 - Medical Record Technician 23.35
12195 - Medical Transcriptionist 20.71
12210 - Nuclear Medicine Technologist 44.61
12221 - Nursing Assistant I 12.80***
12222 - Nursing Assistant II 14.40***
12223 - Nursing Assistant III 15.72***
12224 - Nursing Assistant IV 17.64***
12235 - Optical Dispenser 25.29
12236 - Optical Technician 17.53***
12250 - Pharmacy Technician 18.92
12280 - Phlebotomist 18.53
12305 - Radiologic Technologist 36.44
12311 - Registered Nurse I 27.39
12312 - Registered Nurse II 33.50
12313 - Registered Nurse II, Specialist 33.50

12314 - Registered Nurse III 40.53
12315 - Registered Nurse III, Anesthetist 40.53
12316 - Registered Nurse IV 48.59
12317 - Scheduler (Drug and Alcohol Testing) 32.09
12320 - Substance Abuse Treatment Counselor 24.97
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 22.03
13012 - Exhibits Specialist II 27.30
13013 - Exhibits Specialist III 33.39
13041 - Illustrator I 22.23
13042 - Illustrator II 27.54
13043 - Illustrator III 33.67
13047 - Librarian 30.23
13050 - Library Aide/Clerk 17.64***
13054 - Library Information Technology Systems Administrator 27.30
13058 - Library Technician 18.66
13061 - Media Specialist I 19.70
13062 - Media Specialist II 22.03
13063 - Media Specialist III 24.57
13071 - Photographer I 18.09
13072 - Photographer II 20.23
13073 - Photographer III 25.08
13074 - Photographer IV 30.28
13075 - Photographer V 36.64
13090 - Technical Order Library Clerk 22.15
13110 - Video Teleconference Technician 24.14
14000 - Information Technology Occupations
14041 - Computer Operator I 23.83
14042 - Computer Operator II 26.66
14043 - Computer Operator III 29.71
14044 - Computer Operator IV 33.02
14045 - Computer Operator V 36.57
14071 - Computer Programmer I (see 1) 25.48
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 23.83
14160 - Personal Computer Support Technician 33.02
14170 - System Support Specialist 36.77
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 33.85
15020 - Aircrew Training Devices Instructor (Rated) 40.95
15030 - Air Crew Training Devices Instructor (Pilot) 49.10
15050 - Computer Based Training Specialist / Instructor 33.85
15060 - Educational Technologist 32.65
15070 - Flight Instructor (Pilot) 49.10
15080 - Graphic Artist 27.23
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 49.10
15086 - Maintenance Test Pilot, Rotary Wing 49.10
15088 - Non-Maintenance Test/Co-Pilot 49.10

15090 - Technical Instructor 25.49
15095 - Technical Instructor/Course Developer 31.18
15110 - Test Proctor 20.57
15120 - Tutor 20.57
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 14.51***
16030 - Counter Attendant 14.51***
16040 - Dry Cleaner 16.59***
16070 - Finisher, Flatwork, Machine 14.51***
16090 - Presser, Hand 14.51***
16110 - Presser, Machine, Drycleaning 14.51***
16130 - Presser, Machine, Shirts 14.51***
16160 - Presser, Machine, Wearing Apparel, Laundry 14.51***
16190 - Sewing Machine Operator 17.28***
16220 - Tailor 17.97
16250 - Washer, Machine 15.20***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 24.13
19040 - Tool And Die Maker 29.44
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 21.98
21030 - Material Coordinator 23.71
21040 - Material Expediter 23.71
21050 - Material Handling Laborer 17.70***
21071 - Order Filler 17.37***
21080 - Production Line Worker (Food Processing) 21.98
21110 - Shipping Packer 18.63
21130 - Shipping/Receiving Clerk 18.63
21140 - Store Worker I 13.54***
21150 - Stock Clerk 18.54
21210 - Tools And Parts Attendant 21.98
21410 - Warehouse Specialist 21.98
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 38.93
23019 - Aircraft Logs and Records Technician 30.42
23021 - Aircraft Mechanic I 36.90
23022 - Aircraft Mechanic II 38.93
23023 - Aircraft Mechanic III 40.60
23040 - Aircraft Mechanic Helper 25.82
23050 - Aircraft, Painter 34.46
23060 - Aircraft Servicer 30.42
23070 - Aircraft Survival Flight Equipment Technician 34.46
23080 - Aircraft Worker 32.62
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 32.62
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 36.90
23110 - Appliance Mechanic 22.58
23120 - Bicycle Repairer 21.15
23125 - Cable Splicer 38.71
23130 - Carpenter, Maintenance 23.64
23140 - Carpet Layer 21.19
23160 - Electrician, Maintenance 25.86
23181 - Electronics Technician Maintenance I 25.50

23182 - Electronics Technician Maintenance II 27.12
23183 - Electronics Technician Maintenance III 28.85
23260 - Fabric Worker 22.89
23290 - Fire Alarm System Mechanic 26.79
23310 - Fire Extinguisher Repairer 21.15
23311 - Fuel Distribution System Mechanic 24.57
23312 - Fuel Distribution System Operator 18.72
23370 - General Maintenance Worker 20.80
23380 - Ground Support Equipment Mechanic 36.90
23381 - Ground Support Equipment Servicer 30.42
23382 - Ground Support Equipment Worker 32.62
23391 - Gunsmith I 21.15
23392 - Gunsmith II 24.54
23393 - Gunsmith III 27.76
23410 - Heating, Ventilation And Air-Conditioning Mechanic 24.04
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 25.36
23430 - Heavy Equipment Mechanic 29.11
23440 - Heavy Equipment Operator 23.36
23460 - Instrument Mechanic 27.90
23465 - Laboratory/Shelter Mechanic 26.10
23470 - Laborer 17.70***
23510 - Locksmith 21.74
23530 - Machinery Maintenance Mechanic 29.13
23550 - Machinist, Maintenance 24.44
23580 - Maintenance Trades Helper 18.49
23591 - Metrology Technician I 27.90
23592 - Metrology Technician II 29.44
23593 - Metrology Technician III 30.69
23640 - Millwright 25.89
23710 - Office Appliance Repairer 22.69
23760 - Painter, Maintenance 21.88
23790 - Pipefitter, Maintenance 26.74
23810 - Plumber, Maintenance 25.14
23820 - Pneudraulic Systems Mechanic 27.76
23850 - Rigger 26.20
23870 - Scale Mechanic 24.54
23890 - Sheet-Metal Worker, Maintenance 23.45
23910 - Small Engine Mechanic 21.81
23931 - Telecommunications Mechanic I 29.18
23932 - Telecommunications Mechanic II 30.79
23950 - Telephone Lineman 25.97
23960 - Welder, Combination, Maintenance 23.46
23965 - Well Driller 26.36
23970 - Woodcraft Worker 27.76
23980 - Woodworker 21.15
24000 - Personal Needs Occupations
24550 - Case Manager 20.27
24570 - Child Care Attendant 14.37***
24580 - Child Care Center Clerk 17.91
24610 - Chore Aide 15.21***
24620 - Family Readiness And Support Services Coordinator 20.27

24630 - Homemaker 20.27
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 32.08
25040 - Sewage Plant Operator 27.57
25070 - Stationary Engineer 32.08
25190 - Ventilation Equipment Tender 22.41
25210 - Water Treatment Plant Operator 27.57
27000 - Protective Service Occupations
27004 - Alarm Monitor 24.07
27007 - Baggage Inspector 16.74***
27008 - Corrections Officer 31.39
27010 - Court Security Officer 30.21
27030 - Detection Dog Handler 19.36
27040 - Detention Officer 31.39
27070 - Firefighter 29.02
27101 - Guard I 16.74***
27102 - Guard II 19.36
27131 - Police Officer I 32.43
27132 - Police Officer II 36.04
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 19.07
28042 - Carnival Equipment Repairer 20.76
28043 - Carnival Worker 13.79***
28210 - Gate Attendant/Gate Tender 20.19
28310 - Lifeguard 14.59***
28350 - Park Attendant (Aide) 22.58
28510 - Recreation Aide/Health Facility Attendant 16.48***
28515 - Recreation Specialist 27.97
28630 - Sports Official 17.98
28690 - Swimming Pool Operator 24.09
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 34.25
29020 - Hatch Tender 34.25
29030 - Line Handler 34.25
29041 - Stevedore I 31.94
29042 - Stevedore II 36.42
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 46.07
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 31.77
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 34.99
30021 - Archeological Technician I 19.47
30022 - Archeological Technician II 21.78
30023 - Archeological Technician III 26.98
30030 - Cartographic Technician 26.98
30040 - Civil Engineering Technician 32.38
30051 - Cryogenic Technician I 29.88
30052 - Cryogenic Technician II 32.99
30061 - Drafter/CAD Operator I 19.47
30062 - Drafter/CAD Operator II 21.78
30063 - Drafter/CAD Operator III 24.27
30064 - Drafter/CAD Operator IV 29.88
30081 - Engineering Technician I 16.69***
30082 - Engineering Technician II 18.74
30083 - Engineering Technician III 21.23

30084 - Engineering Technician IV 25.55
30085 - Engineering Technician V 31.25
30086 - Engineering Technician VI 37.81
30090 - Environmental Technician 23.08
30095 - Evidence Control Specialist 26.98
30210 - Laboratory Technician 23.36
30221 - Latent Fingerprint Technician I 27.86
30222 - Latent Fingerprint Technician II 30.76
30240 - Mathematical Technician 28.52
30361 - Paralegal/Legal Assistant I 20.39
30362 - Paralegal/Legal Assistant II 25.26
30363 - Paralegal/Legal Assistant III 30.90
30364 - Paralegal/Legal Assistant IV 37.38
30375 - Petroleum Supply Specialist 32.99
30390 - Photo-Optics Technician 26.98
30395 - Radiation Control Technician 32.99
30461 - Technical Writer I 26.32
30462 - Technical Writer II 32.19
30463 - Technical Writer III 38.95
30491 - Unexploded Ordnance (UXO) Technician I 29.28
30492 - Unexploded Ordnance (UXO) Technician II 35.43
30493 - Unexploded Ordnance (UXO) Technician III 42.46
30494 - Unexploded (UXO) Safety Escort 29.28
30495 - Unexploded (UXO) Sweep Personnel 29.28
30501 - Weather Forecaster I 29.88
30502 - Weather Forecaster II 36.34
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2) 24.27
30621 - Weather Observer, Senior (see 2) 26.98
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 35.43
31020 - Bus Aide 15.87***
31030 - Bus Driver 22.73
31043 - Driver Courier 17.37***
31260 - Parking and Lot Attendant 13.70***
31290 - Shuttle Bus Driver 15.45***
31310 - Taxi Driver 13.29***
31361 - Truckdriver, Light 18.91
31362 - Truckdriver, Medium 20.47
31363 - Truckdriver, Heavy 23.92
31364 - Truckdriver, Tractor-Trailer 23.92
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 17.27***
99030 - Cashier 14.04***
99050 - Desk Clerk 15.80***
99095 - Embalmer 29.06
99130 - Flight Follower 29.28
99251 - Laboratory Animal Caretaker I 18.02
99252 - Laboratory Animal Caretaker II 19.62
99260 - Marketing Analyst 36.75
99310 - Mortician 29.06
99410 - Pest Controller 22.27
99510 - Photofinishing Worker 15.39***
99710 - Recycling Laborer 26.29

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|---|---|
| 99711 - Recycling Specialist | 31.96 |
| 99730 - Refuse Collector | 23.11 |
| 99810 - Sales Clerk | 14.84*** |
| 99820 - School Crossing Guard | 17.35*** |
| 99830 - Survey Party Chief | 23.35 |
| 99831 - Surveying Aide | 14.37*** |
| 99832 - Surveying Technician | 21.93 |
| 99840 - Vending Machine Attendant | 17.27*** |
| 99841 - Vending Machine Repairer | 21.02 |
| 99842 - Vending Machine Repairer Helper | 17.27*** |

***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.

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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: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month

HEALTH & WELFARE EO 13706: $5.09 per hour, up to 40 hours per week, or $203.60 per week, or $882.27 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; and 3 weeks after 5 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))."