"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

Daniel W. Simms
Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5635
Revision No.: 28
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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: California

Area: California County of San Diego

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		21.65
01012 - Accounting Clerk II		24.29
01013 - Accounting Clerk III		27.17
01020 - Administrative Assistant		39.73
01035 - Court Reporter		37.37
01041 - Customer Service Representative I		18.43
01042 - Customer Service Representative II		20.11
01043 - Customer Service Representative III		22.57
01051 - Data Entry Operator I		18.89
01052 - Data Entry Operator II		20.60
01060 - Dispatcher, Motor Vehicle		23.31
01070 - Document Preparation Clerk		22.21
01090 - Duplicating Machine Operator		22.21
01111 - General Clerk I		19.22
01112 - General Clerk II		20.97
01113 - General Clerk III		23.54

01120 - Housing Referral Assistant	26.34
01141 - Messenger Courier	20.08
01191 - Order Clerk I	20.46
01192 - Order Clerk II	22.32
01261 - Personnel Assistant (Employment) I	20.99
01262 - Personnel Assistant (Employment) II	23.48
01263 - Personnel Assistant (Employment) III	26.17
01270 - Production Control Clerk	31.24
01290 - Rental Clerk	18.83
01300 - Scheduler, Maintenance	21.12
01311 - Secretary I	21.12
01312 - Secretary II	23.62
01313 - Secretary III	26.34
01320 - Service Order Dispatcher	20.84
01410 - Supply Technician	39.73
01420 - Survey Worker	23.42
01460 - Switchboard Operator/Receptionist	20.00
01531 - Travel Clerk I	19.20
01532 - Travel Clerk II	20.96
01533 - Travel Clerk III	23.17
01611 - Word Processor I	19.33
01612 - Word Processor II	21.70
01613 - Word Processor III	24.27
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	29.70
05010 - Automotive Electrician	27.76
05040 - Automotive Glass Installer	26.17
05070 - Automotive Worker	26.17
05110 - Mobile Equipment Servicer	23.01
05130 - Motor Equipment Metal Mechanic	29.34
05160 - Motor Equipment Metal Worker	26.17
05190 - Motor Vehicle Mechanic	29.34
05220 - Motor Vehicle Mechanic Helper	21.43
05250 - Motor Vehicle Upholstery Worker	24.57
05280 - Motor Vehicle Wrecker	26.17
05310 - Painter, Automotive	27.76
05340 - Radiator Repair Specialist	26.17
05370 - Tire Repairer	18.34
05400 - Transmission Repair Specialist	29.34
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.78
07041 - Cook I	21.56
07042 - Cook II	24.53
07070 - Dishwasher	17.77
07130 - Food Service Worker	18.33
07210 - Meat Cutter	21.48
07260 - Waiter/Waitress	16.85***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	26.68
09040 - Furniture Handler	16.62***
09080 - Furniture Refinisher	24.12
09090 - Furniture Refinisher Helper	19.46
09110 - Furniture Repairer, Minor	22.32
09130 - Upholsterer	23.48
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.37***
11060 - Elevator Operator	17.79
11090 - Gardener	26.05
11122 - Housekeeping Aide	17.79
11150 - Janitor	17.79
11210 - Laborer, Grounds Maintenance	20.71
11240 - Maid or Houseman	18.71
11260 - Pruner	19.44
11270 - Tractor Operator	24.27
11330 - Trail Maintenance Worker	20.71

11360 - Window Cleaner	18.96
12000 - Health Occupations	
12010 - Ambulance Driver	19.71
12011 - Breath Alcohol Technician	33.34
12012 - Certified Occupational Therapist Assistant	40.86
12015 - Certified Physical Therapist Assistant	40.24
12020 - Dental Assistant	23.45
12025 - Dental Hygienist	57.40
12030 - EKG Technician	38.32
12035 - Electroneurodiagnostic Technologist	38.32
12040 - Emergency Medical Technician	19.71
12071 - Licensed Practical Nurse I	29.81
12072 - Licensed Practical Nurse II	33.34
12073 - Licensed Practical Nurse III	37.16
12100 - Medical Assistant	22.97
12130 - Medical Laboratory Technician	33.77
12160 - Medical Record Clerk	24.07
12190 - Medical Record Technician	26.92
12195 - Medical Transcriptionist	26.28
12210 - Nuclear Medicine Technologist	75.09
12221 - Nursing Assistant I	16.26***
12222 - Nursing Assistant II	18.30
12223 - Nursing Assistant III	19.97
12224 - Nursing Assistant IV	22.41
12235 - Optical Dispenser	27.27
12236 - Optical Technician	25.44
12250 - Pharmacy Technician	23.82
12280 - Phlebotomist	25.75
12305 - Radiologic Technologist	51.31
12311 - Registered Nurse I	36.07
12312 - Registered Nurse II	44.11
12313 - Registered Nurse II, Specialist	44.11
12314 - Registered Nurse III	53.37
12315 - Registered Nurse III, Anesthetist	53.37
12316 - Registered Nurse IV	63.99
12317 - Scheduler (Drug and Alcohol Testing)	41.30
12320 - Substance Abuse Treatment Counselor	27.63
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	26.15
13012 - Exhibits Specialist II	32.39
13013 - Exhibits Specialist III	39.61
13041 - Illustrator I	28.11
13042 - Illustrator II	34.83
13043 - Illustrator III	42.59
13047 - Librarian	39.96
13050 - Library Aide/Clerk	21.66
13054 - Library Information Technology Systems Administrator	36.08
13058 - Library Technician	24.05
13061 - Media Specialist I	26.04
13062 - Media Specialist II	29.13
13063 - Media Specialist III	32.46
13071 - Photographer I	21.49
13072 - Photographer II	24.03
13073 - Photographer III	29.78
13074 - Photographer IV	36.42
13075 - Photographer V	44.06
13090 - Technical Order Library Clerk	27.20
13110 - Video Teleconference Technician	27.74
14000 - Information Technology Occupations	
14041 - Computer Operator I	24.25
14042 - Computer Operator II	27.12
14043 - Computer Operator III	30.23
14044 - Computer Operator IV	33.60
14045 - Computer Operator V	37.21

14071 - Computer Programmer I	(see 1)	
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		24.25
14160 - Personal Computer Support Technician		33.60
14170 - System Support Specialist		37.21
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		37.52
15020 - Aircrew Training Devices Instructor (Rated)		45.39
15030 - Air Crew Training Devices Instructor (Pilot)		54.42
15050 - Computer Based Training Specialist / Instructor		37.52
15060 - Educational Technologist		46.17
15070 - Flight Instructor (Pilot)		54.42
15080 - Graphic Artist		31.85
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		54.42
15086 - Maintenance Test Pilot, Rotary Wing		54.42
15088 - Non-Maintenance Test/Co-Pilot		54.42
15090 - Technical Instructor		30.06
15095 - Technical Instructor/Course Developer		36.77
15110 - Test Proctor		24.26
15120 - Tutor		24.26
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		19.24
16030 - Counter Attendant		19.24
16040 - Dry Cleaner		21.99
16070 - Finisher, Flatwork, Machine		19.24
16090 - Presser, Hand		19.24
16110 - Presser, Machine, Drycleaning		19.24
16130 - Presser, Machine, Shirts		19.24
16160 - Presser, Machine, Wearing Apparel, Laundry		19.24
16190 - Sewing Machine Operator		22.91
16220 - Tailor		23.82
16250 - Washer, Machine		20.16
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		35.69
19040 - Tool And Die Maker		41.79
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		21.98
21030 - Material Coordinator		31.24
21040 - Material Expediter		31.24
21050 - Material Handling Laborer		18.75
21071 - Order Filler		18.60
21080 - Production Line Worker (Food Processing)		21.98
21110 - Shipping Packer		21.19
21130 - Shipping/Receiving Clerk		21.19
21140 - Store Worker I		18.32
21150 - Stock Clerk		22.26
21210 - Tools And Parts Attendant		21.98
21410 - Warehouse Specialist		21.98
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		42.46
23019 - Aircraft Logs and Records Technician		34.26
23021 - Aircraft Mechanic I		40.92
23022 - Aircraft Mechanic II		42.46
23023 - Aircraft Mechanic III		43.97
23040 - Aircraft Mechanic Helper		29.88
23050 - Aircraft, Painter		38.72
23060 - Aircraft Servicer		34.26
23070 - Aircraft Survival Flight Equipment Technician		38.72
23080 - Aircraft Worker		36.50
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		36.50

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23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 40.92
23110 - Appliance Mechanic 25.85
23120 - Bicycle Repairer 25.00
23125 - Cable Splicer 51.31
23130 - Carpenter, Maintenance 33.21
23140 - Carpet Layer 26.77
23160 - Electrician, Maintenance 36.18
23181 - Electronics Technician Maintenance I 34.15
23182 - Electronics Technician Maintenance II 36.22
23183 - Electronics Technician Maintenance III 38.28
23260 - Fabric Worker 31.87
23290 - Fire Alarm System Mechanic 33.24
23310 - Fire Extinguisher Repairer 29.84
23311 - Fuel Distribution System Mechanic 44.52
23312 - Fuel Distribution System Operator 34.91
23370 - General Maintenance Worker 24.83
23380 - Ground Support Equipment Mechanic 40.92
23381 - Ground Support Equipment Servicer 34.26
23382 - Ground Support Equipment Worker 36.50
23391 - Gunsmith I 29.84
23392 - Gunsmith II 33.95
23393 - Gunsmith III 38.06
23410 - Heating, Ventilation And Air-Conditioning Mechanic 32.86
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 34.11
23430 - Heavy Equipment Mechanic 35.52
23440 - Heavy Equipment Operator 39.78
23460 - Instrument Mechanic 37.59
23465 - Laboratory/Shelter Mechanic 36.01
23470 - Laborer 18.75
23510 - Locksmith 28.33
23530 - Machinery Maintenance Mechanic 32.08
23550 - Machinist, Maintenance 30.60
23580 - Maintenance Trades Helper 20.58
23591 - Metrology Technician I 37.59
23592 - Metrology Technician II 39.03
23593 - Metrology Technician III 40.41
23640 - Millwright 38.06
23710 - Office Appliance Repairer 22.81
23760 - Painter, Maintenance 24.12
23790 - Pipefitter, Maintenance 33.60
23810 - Plumber, Maintenance 31.79
23820 - Pneudraulic Systems Mechanic 38.06
23850 - Rigger 34.60
23870 - Scale Mechanic 33.95
23890 - Sheet-Metal Worker, Maintenance 37.87
23910 - Small Engine Mechanic 22.99
23931 - Telecommunications Mechanic I 33.75
23932 - Telecommunications Mechanic II 35.02
23950 - Telephone Lineman 42.50
23960 - Welder, Combination, Maintenance 30.19
23965 - Well Driller 37.40
23970 - Woodcraft Worker 38.06
23980 - Woodworker 29.84

24000 - Personal Needs Occupations

24550 - Case Manager 25.44
24570 - Child Care Attendant 18.26
24580 - Child Care Center Clerk 22.76
24610 - Chore Aide 16.85***
24620 - Family Readiness And Support Services Coordinator 25.44
24630 - Homemaker 25.44

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	38.26
25040 - Sewage Plant Operator	38.17
25070 - Stationary Engineer	38.26
25190 - Ventilation Equipment Tender	27.94
25210 - Water Treatment Plant Operator	38.17
27000 - Protective Service Occupations	
27004 - Alarm Monitor	35.43
27007 - Baggage Inspector	19.89
27008 - Corrections Officer	38.49
27010 - Court Security Officer	35.70
27030 - Detection Dog Handler	23.51
27040 - Detention Officer	38.49
27070 - Firefighter	34.73
27101 - Guard I	19.89
27102 - Guard II	23.51
27131 - Police Officer I	47.40
27132 - Police Officer II	52.66
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	21.14
28042 - Carnival Equipment Repairer	22.69
28043 - Carnival Worker	16.93***
28210 - Gate Attendant/Gate Tender	22.67
28310 - Lifeguard	19.94
28350 - Park Attendant (Aide)	25.36
28510 - Recreation Aide/Health Facility Attendant	18.51
28515 - Recreation Specialist	31.41
28630 - Sports Official	20.20
28690 - Swimming Pool Operator	25.82
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	35.11
29020 - Hatch Tender	35.11
29030 - Line Handler	35.11
29041 - Stevedore I	32.96
29042 - Stevedore II	37.26
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	52.63
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	36.29
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	39.96
30021 - Archeological Technician I	23.98
30022 - Archeological Technician II	26.82
30023 - Archeological Technician III	33.23
30030 - Cartographic Technician	33.23
30040 - Civil Engineering Technician	38.23
30051 - Cryogenic Technician I	36.80
30052 - Cryogenic Technician II	40.63
30061 - Drafter/CAD Operator I	23.98
30062 - Drafter/CAD Operator II	26.82
30063 - Drafter/CAD Operator III	29.89
30064 - Drafter/CAD Operator IV	36.80
30081 - Engineering Technician I	20.92
30082 - Engineering Technician II	23.48
30083 - Engineering Technician III	26.26
30084 - Engineering Technician IV	32.53
30085 - Engineering Technician V	39.78
30086 - Engineering Technician VI	48.13
30090 - Environmental Technician	26.64
30095 - Evidence Control Specialist	33.23
30210 - Laboratory Technician	26.99
30221 - Latent Fingerprint Technician I	41.51
30222 - Latent Fingerprint Technician II	45.86
30240 - Mathematical Technician	40.69
30361 - Paralegal/Legal Assistant I	24.61
30362 - Paralegal/Legal Assistant II	30.48
30363 - Paralegal/Legal Assistant III	37.28

30364 - Paralegal/Legal Assistant IV		45.11
30375 - Petroleum Supply Specialist		40.63
30390 - Photo-Optics Technician		33.23
30395 - Radiation Control Technician		40.63
30461 - Technical Writer I		33.28
30462 - Technical Writer II		40.70
30463 - Technical Writer III		49.24
30491 - Unexploded Ordnance (UXO) Technician I		33.45
30492 - Unexploded Ordnance (UXO) Technician II		40.47
30493 - Unexploded Ordnance (UXO) Technician III		48.51
30494 - Unexploded (UXO) Safety Escort		33.45
30495 - Unexploded (UXO) Sweep Personnel		33.45
30501 - Weather Forecaster I		36.80
30502 - Weather Forecaster II		44.76
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	29.89
30621 - Weather Observer, Senior	(see 2)	33.23
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		40.47
31020 - Bus Aide		19.49
31030 - Bus Driver		26.18
31043 - Driver Courier		19.62
31260 - Parking and Lot Attendant		17.37***
31290 - Shuttle Bus Driver		18.97
31310 - Taxi Driver		15.95***
31361 - Truckdriver, Light		21.07
31362 - Truckdriver, Medium		22.50
31363 - Truckdriver, Heavy		28.60
31364 - Truckdriver, Tractor-Trailer		28.60
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		19.73
99030 - Cashier		17.36***
99050 - Desk Clerk		18.35
99095 - Embalmer		26.87
99130 - Flight Follower		33.45
99251 - Laboratory Animal Caretaker I		20.24
99252 - Laboratory Animal Caretaker II		21.73
99260 - Marketing Analyst		38.20
99310 - Mortician		24.43
99410 - Pest Controller		21.92
99510 - Photofinishing Worker		21.35
99710 - Recycling Laborer		32.83
99711 - Recycling Specialist		38.45
99730 - Refuse Collector		30.80
99810 - Sales Clerk		17.59***
99820 - School Crossing Guard		23.84
99830 - Survey Party Chief		34.45
99831 - Surveying Aide		22.51
99832 - Surveying Technician		31.33
99840 - Vending Machine Attendant		18.56
99841 - Vending Machine Repairer		22.67
99842 - Vending Machine Repairer Helper		18.56

***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: $5.55 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, 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))."