"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director Division of Wage Determinations	Wage Determination No.: 2015-5315 Revision No.: 27 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.

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.

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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: Oklahoma

Area: Oklahoma Counties of Canadian, Cleveland, Grady, Lincoln, Logan, McClain, Oklahoma

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Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.46***
01012 - Accounting Clerk II		19.60
01013 - Accounting Clerk III		21.92
01020 - Administrative Assistant		27.32
01035 - Court Reporter		23.01
01041 - Customer Service Representative I		14.87***
01042 - Customer Service Representative II		16.23***
01043 - Customer Service Representative III		18.22
01051 - Data Entry Operator I		15.85***
01052 - Data Entry Operator II		17.29***
01060 - Dispatcher, Motor Vehicle		23.11
01070 - Document Preparation Clerk		17.19***
01090 - Duplicating Machine Operator		17.19***
01111 - General Clerk I		14.66***
01112 - General Clerk II		16.00***
01113 - General Clerk III		18.00
01120 - Housing Referral Assistant		23.33
01141 - Messenger Courier		18.07
01191 - Order Clerk I		19.44
01192 - Order Clerk II		21.21
01261 - Personnel Assistant (Employment) I		18.84
01262 - Personnel Assistant (Employment) II		21.07
01263 - Personnel Assistant (Employment) III		23.48
01270 - Production Control Clerk		26.63
01290 - Rental Clerk		15.44***
01300 - Scheduler, Maintenance		18.70
01311 - Secretary I		18.70
01312 - Secretary II		20.92
01313 - Secretary III		23.33
01320 - Service Order Dispatcher		20.67

01410 - Supply Technician	27.32
01420 - Survey Worker	18.93
01460 - Switchboard Operator/Receptionist	16.65***
01531 - Travel Clerk I	17.05***
01532 - Travel Clerk II	18.16
01533 - Travel Clerk III	19.75
01611 - Word Processor I	15.95***
01612 - Word Processor II	17.91
01613 - Word Processor III	20.03
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.89
05010 - Automotive Electrician	22.11
05040 - Automotive Glass Installer	21.00
05070 - Automotive Worker	21.00
05110 - Mobile Equipment Servicer	18.85
05130 - Motor Equipment Metal Mechanic	23.17
05160 - Motor Equipment Metal Worker	21.00
05190 - Motor Vehicle Mechanic	23.17
05220 - Motor Vehicle Mechanic Helper	17.73***
05250 - Motor Vehicle Upholstery Worker	20.01
05280 - Motor Vehicle Wrecker	21.00
05310 - Painter, Automotive	22.11
05340 - Radiator Repair Specialist	21.00
05370 - Tire Repairer	16.86***
05400 - Transmission Repair Specialist	23.17
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.84***
07041 - Cook I	14.10***
07042 - Cook II	15.70***
07070 - Dishwasher	12.72***
07130 - Food Service Worker	14.20***
07210 - Meat Cutter	17.13***
07260 - Waiter/Waitress	10.09***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.73
09040 - Furniture Handler	13.89***
09080 - Furniture Refinisher	19.37
09090 - Furniture Refinisher Helper	15.53***
09110 - Furniture Repairer, Minor	17.53***
09130 - Upholsterer	19.56
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.27***
11060 - Elevator Operator	14.89***
11090 - Gardener	20.24
11122 - Housekeeping Aide	14.89***
11150 - Janitor	14.89***
11210 - Laborer, Grounds Maintenance	17.02***
11240 - Maid or Houseman	13.30***
11260 - Pruner	16.05***
11270 - Tractor Operator	19.03

11330 - Trail Maintenance Worker	17.02***
11360 - Window Cleaner	15.78***
12000 - Health Occupations	
12010 - Ambulance Driver	19.13
12011 - Breath Alcohol Technician	25.03
12012 - Certified Occupational Therapist Assistant	31.93
12015 - Certified Physical Therapist Assistant	30.80
12020 - Dental Assistant	22.19
12025 - Dental Hygienist	46.19
12030 - EKG Technician	23.05
12035 - Electroneurodiagnostic Technologist	23.05
12040 - Emergency Medical Technician	19.13
12071 - Licensed Practical Nurse I	22.37
12072 - Licensed Practical Nurse II	25.03
12073 - Licensed Practical Nurse III	27.91
12100 - Medical Assistant	18.36
12130 - Medical Laboratory Technician	26.36
12160 - Medical Record Clerk	22.17
12190 - Medical Record Technician	24.80
12195 - Medical Transcriptionist	20.96
12210 - Nuclear Medicine Technologist	42.86
12221 - Nursing Assistant I	14.03***
12222 - Nursing Assistant II	15.79***
12223 - Nursing Assistant III	17.23***
12224 - Nursing Assistant IV	19.34
12235 - Optical Dispenser	17.50***
12236 - Optical Technician	17.58***
12250 - Pharmacy Technician	18.58
12280 - Phlebotomist	19.34
12305 - Radiologic Technologist	36.71
12311 - Registered Nurse I	27.48
12312 - Registered Nurse II	31.97
12313 - Registered Nurse II, Specialist	31.97
12314 - Registered Nurse III	38.68
12315 - Registered Nurse III, Anesthetist	38.68
12316 - Registered Nurse IV	46.38
12317 - Scheduler (Drug and Alcohol Testing)	31.01
12320 - Substance Abuse Treatment Counselor	29.29
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.25
13012 - Exhibits Specialist II	27.17
13013 - Exhibits Specialist III	33.22
13041 - Illustrator I	20.86
13042 - Illustrator II	25.65
13043 - Illustrator III	31.38
13047 - Librarian	28.37
13050 - Library Aide/Clerk	15.62***
13054 - Library Information Technology Systems Administrator	25.61
13058 - Library Technician	17.35***

13061 - Media Specialist I		18.49
13062 - Media Specialist II		20.68
13063 - Media Specialist III		23.05
13071 - Photographer I		17.38***
13072 - Photographer II		19.44
13073 - Photographer III		24.08
13074 - Photographer IV		29.45
13075 - Photographer V		35.63
13090 - Technical Order Library Clerk		19.62
13110 - Video Teleconference Technician		24.03
14000 - Information Technology Occupations		
14041 - Computer Operator I		24.27
14042 - Computer Operator II		27.14
14043 - Computer Operator III		30.25
14044 - Computer Operator IV		33.62
14045 - Computer Operator V		37.24
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		24.27
14160 - Personal Computer Support Technician		33.62
14170 - System Support Specialist		37.24
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.98
15020 - Aircrew Training Devices Instructor (Rated)		41.11
15030 - Air Crew Training Devices Instructor (Pilot)		49.27
15050 - Computer Based Training Specialist / Instructor		33.98
15060 - Educational Technologist		30.08
15070 - Flight Instructor (Pilot)		49.27
15080 - Graphic Artist		24.08
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		49.27
15086 - Maintenance Test Pilot, Rotary Wing		49.27
15088 - Non-Maintenance Test/Co-Pilot		49.27
15090 - Technical Instructor		25.15
15095 - Technical Instructor/Course Developer		30.76
15110 - Test Proctor		20.31
15120 - Tutor		20.31
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		11.01***
16030 - Counter Attendant		11.01***
16040 - Dry Cleaner		14.03***
16070 - Finisher, Flatwork, Machine		11.01***
16090 - Presser, Hand		11.01***
16110 - Presser, Machine, Drycleaning		11.01***
16130 - Presser, Machine, Shirts		11.01***
16160 - Presser, Machine, Wearing Apparel, Laundry		11.01***

16190 - Sewing Machine Operator	15.05***
16220 - Tailor	16.06***
16250 - Washer, Machine	12.05***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	29.38
19040 - Tool And Die Maker	34.79
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.85
21030 - Material Coordinator	26.63
21040 - Material Expediter	26.63
21050 - Material Handling Laborer	17.43***
21071 - Order Filler	16.20***
21080 - Production Line Worker (Food Processing)	21.85
21110 - Shipping Packer	18.49
21130 - Shipping/Receiving Clerk	18.49
21140 - Store Worker I	18.03
21150 - Stock Clerk	21.83
21210 - Tools And Parts Attendant	21.85
21410 - Warehouse Specialist	21.85
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	32.32
23019 - Aircraft Logs and Records Technician	26.74
23021 - Aircraft Mechanic I	30.97
23022 - Aircraft Mechanic II	32.32
23023 - Aircraft Mechanic III	33.67
23040 - Aircraft Mechanic Helper	23.70
23050 - Aircraft, Painter	29.56
23060 - Aircraft Servicer	26.74
23070 - Aircraft Survival Flight Equipment Technician	29.56
23080 - Aircraft Worker	28.06
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	28.06
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	30.97
23110 - Appliance Mechanic	19.08
23120 - Bicycle Repairer	23.09
23125 - Cable Splicer	34.84
23130 - Carpenter, Maintenance	23.44
23140 - Carpet Layer	22.84
23160 - Electrician, Maintenance	29.08
23181 - Electronics Technician Maintenance I	30.40
23182 - Electronics Technician Maintenance II	32.02
23183 - Electronics Technician Maintenance III	33.55
23260 - Fabric Worker	24.49
23290 - Fire Alarm System Mechanic	24.56
23310 - Fire Extinguisher Repairer	23.09
23311 - Fuel Distribution System Mechanic	32.74
23312 - Fuel Distribution System Operator	26.65
23370 - General Maintenance Worker	20.28
23380 - Ground Support Equipment Mechanic	30.97

23381 - Ground Support Equipment Servicer	26.74
23382 - Ground Support Equipment Worker	28.06
23391 - Gunsmith I	23.09
23392 - Gunsmith II	25.70
23393 - Gunsmith III	28.37
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.43
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	27.58
23430 - Heavy Equipment Mechanic	28.80
23440 - Heavy Equipment Operator	22.94
23460 - Instrument Mechanic	30.27
23465 - Laboratory/Shelter Mechanic	27.07
23470 - Laborer	17.43***
23510 - Locksmith	24.54
23530 - Machinery Maintenance Mechanic	29.63
23550 - Machinist, Maintenance	27.52
23580 - Maintenance Trades Helper	16.93***
23591 - Metrology Technician I	30.27
23592 - Metrology Technician II	31.59
23593 - Metrology Technician III	32.91
23640 - Millwright	28.37
23710 - Office Appliance Repairer	21.86
23760 - Painter, Maintenance	23.74
23790 - Pipefitter, Maintenance	28.13
23810 - Plumber, Maintenance	26.85
23820 - Pneudraulic Systems Mechanic	28.37
23850 - Rigger	28.37
23870 - Scale Mechanic	25.70
23890 - Sheet-Metal Worker, Maintenance	30.97
23910 - Small Engine Mechanic	21.97
23931 - Telecommunications Mechanic I	27.56
23932 - Telecommunications Mechanic II	28.75
23950 - Telephone Lineman	31.64
23960 - Welder, Combination, Maintenance	22.85
23965 - Well Driller	28.13
23970 - Woodcraft Worker	28.37
23980 - Woodworker	23.09
24000 - Personal Needs Occupations	
24550 - Case Manager	18.05
24570 - Child Care Attendant	12.19***
24580 - Child Care Center Clerk	15.19***
24610 - Chore Aide	13.05***
24620 - Family Readiness And Support Services Coordinator	18.05
24630 - Homemaker	18.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	34.34
25040 - Sewage Plant Operator	23.55
25070 - Stationary Engineer	34.34

25190 - Ventilation Equipment Tender	26.28
25210 - Water Treatment Plant Operator	23.55
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.56
27007 - Baggage Inspector	17.08***
27008 - Corrections Officer	23.46
27010 - Court Security Officer	27.20
27030 - Detection Dog Handler	19.43
27040 - Detention Officer	23.46
27070 - Firefighter	33.46
27101 - Guard I	17.08***
27102 - Guard II	19.43
27131 - Police Officer I	33.01
27132 - Police Officer II	36.67
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.73***
28042 - Carnival Equipment Repairer	13.54***
28043 - Carnival Worker	10.74***
28210 - Gate Attendant/Gate Tender	18.37
28310 - Lifeguard	12.47***
28350 - Park Attendant (Aide)	20.54
28510 - Recreation Aide/Health Facility Attendant	15.00***
28515 - Recreation Specialist	25.46
28630 - Sports Official	16.37***
28690 - Swimming Pool Operator	16.74***
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	32.70
29020 - Hatch Tender	32.70
29030 - Line Handler	32.70
29041 - Stevedore I	31.17
29042 - Stevedore II	34.44
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	19.75
30022 - Archeological Technician II	22.09
30023 - Archeological Technician III	27.37
30030 - Cartographic Technician	27.37
30040 - Civil Engineering Technician	32.42
30051 - Cryogenic Technician I	30.31
30052 - Cryogenic Technician II	33.47
30061 - Drafter/CAD Operator I	19.75
30062 - Drafter/CAD Operator II	22.09
30063 - Drafter/CAD Operator III	24.62
30064 - Drafter/CAD Operator IV	30.31
30081 - Engineering Technician I	19.05
30082 - Engineering Technician II	21.83
30083 - Engineering Technician III	23.92
30084 - Engineering Technician IV	29.64

30085 - Engineering Technician V		36.26
30086 - Engineering Technician VI		43.86
30090 - Environmental Technician		27.05
30095 - Evidence Control Specialist		27.37
30210 - Laboratory Technician		25.44
30221 - Latent Fingerprint Technician I		29.86
30222 - Latent Fingerprint Technician II		32.97
30240 - Mathematical Technician		28.87
30361 - Paralegal/Legal Assistant I		21.56
30362 - Paralegal/Legal Assistant II		26.71
30363 - Paralegal/Legal Assistant III		32.67
30364 - Paralegal/Legal Assistant IV		39.53
30375 - Petroleum Supply Specialist		33.47
30390 - Photo-Optics Technician		27.37
30395 - Radiation Control Technician		33.47
30461 - Technical Writer I		27.76
30462 - Technical Writer II		33.96
30463 - Technical Writer III		41.09
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		30.31
30502 - Weather Forecaster II		36.87
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	24.62
30621 - Weather Observer, Senior	(see 2)	27.37
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		19.47
31030 - Bus Driver		24.57
31043 - Driver Courier		17.32***
31260 - Parking and Lot Attendant		14.06***
31290 - Shuttle Bus Driver		16.24***
31310 - Taxi Driver		12.36***
31361 - Truckdriver, Light		18.42
31362 - Truckdriver, Medium		19.55
31363 - Truckdriver, Heavy		24.95
31364 - Truckdriver, Tractor-Trailer		24.95
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27***
99030 - Cashier		13.34***
99050 - Desk Clerk		13.30***
99095 - Embalmer		29.54
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		16.52***
99252 - Laboratory Animal Caretaker II		17.57***
99260 - Marketing Analyst		28.39
99310 - Mortician		29.54

99410 - Pest Controller	17.98
99510 - Photofinishing Worker	15.39***
99710 - Recycling Laborer	22.88
99711 - Recycling Specialist	25.59
99730 - Refuse Collector	21.59
99810 - Sales Clerk	14.34***
99820 - School Crossing Guard	17.53***
99830 - Survey Party Chief	25.32
99831 - Surveying Aide	14.24***
99832 - Surveying Technician	22.42
99840 - Vending Machine Attendant	17.45***
99841 - Vending Machine Repairer	20.66
99842 - Vending Machine Repairer Helper	17.45***

***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 10 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. (See 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))."