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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.: 2015-5689
Revision No.: 28
Date Of Last Revision: 5/13/2026

OCCUPATION NOTE:

STEVEDORING AND LONGSHOREMEN: Wage rates and fringe benefits can be found on Wage Determination 2000-0085

State: Hawaii, American Samoa, Johnston Atoll

Area: Hawaii Counties of Honolulu

American Samoa Counties of Eastern, Manu'a, Rose Island, Swains Island and Western

Johnston Atoll Counties of Johnston Island

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.31
01012 - Accounting Clerk II		20.55
01013 - Accounting Clerk III		22.99
01020 - Administrative Assistant		37.26
01035 - Court Reporter		22.50
01041 - Customer Service Representative I		15.77
01042 - Customer Service Representative II		17.21
01043 - Customer Service Representative III		19.32
01051 - Data Entry Operator I		18.58
01052 - Data Entry Operator II		20.26
01060 - Dispatcher, Motor Vehicle		23.37
01070 - Document Preparation Clerk		20.59
01090 - Duplicating Machine Operator		20.59
01111 - General Clerk I		16.13
01112 - General Clerk II		17.60
01113 - General Clerk III		19.76
01120 - Housing Referral Assistant		24.92
01141 - Messenger Courier		18.08
01191 - Order Clerk I		18.25
01192 - Order Clerk II		19.91
01261 - Personnel Assistant (Employment) I		19.77
01262 - Personnel Assistant (Employment) II		22.11
01263 - Personnel Assistant (Employment) III		24.64
01270 - Production Control Clerk		31.44
01290 - Rental Clerk		21.24
01300 - Scheduler, Maintenance		19.98
01311 - Secretary I		19.98

01312 - Secretary II	22.36
01313 - Secretary III	24.92
01320 - Service Order Dispatcher	20.89
01410 - Supply Technician	37.26
01420 - Survey Worker	22.58
01460 - Switchboard Operator/Receptionist	18.41
01531 - Travel Clerk I	19.60
01532 - Travel Clerk II	21.18
01533 - Travel Clerk III	22.70
01611 - Word Processor I	16.44
01612 - Word Processor II	18.45
01613 - Word Processor III	20.64
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	28.75
05010 - Automotive Electrician	25.13
05040 - Automotive Glass Installer	23.51
05070 - Automotive Worker	23.51
05110 - Mobile Equipment Servicer	20.16
05130 - Motor Equipment Metal Mechanic	26.76
05160 - Motor Equipment Metal Worker	23.51
05190 - Motor Vehicle Mechanic	26.76
05220 - Motor Vehicle Mechanic Helper	18.46
05250 - Motor Vehicle Upholstery Worker	21.87
05280 - Motor Vehicle Wrecker	23.51
05310 - Painter, Automotive	25.13
05340 - Radiator Repair Specialist	23.51
05370 - Tire Repairer	22.96
05400 - Transmission Repair Specialist	26.76
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.14
07041 - Cook I	22.35
07042 - Cook II	26.05
07070 - Dishwasher	16.65
07130 - Food Service Worker	17.77
07210 - Meat Cutter	24.14
07260 - Waiter/Waitress	19.34
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.48
09040 - Furniture Handler	15.46
09080 - Furniture Refinisher	25.48
09090 - Furniture Refinisher Helper	18.72
09110 - Furniture Repairer, Minor	22.19
09130 - Upholsterer	25.48
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.09
11060 - Elevator Operator	17.08
11090 - Gardener	26.21
11122 - Housekeeping Aide	17.08
11150 - Janitor	17.08
11210 - Laborer, Grounds Maintenance	19.81
11240 - Maid or Houseman	26.83
11260 - Pruner	17.73
11270 - Tractor Operator	23.99
11330 - Trail Maintenance Worker	19.81
11360 - Window Cleaner	19.09
12000 - Health Occupations	
12010 - Ambulance Driver	30.78
12011 - Breath Alcohol Technician	28.55
12012 - Certified Occupational Therapist Assistant	31.99
12015 - Certified Physical Therapist Assistant	29.86
12020 - Dental Assistant	20.37
12025 - Dental Hygienist	46.37
12030 - EKG Technician	41.06
12035 - Electroneurodiagnostic Technologist	41.06
12040 - Emergency Medical Technician	30.78
12071 - Licensed Practical Nurse I	25.53
12072 - Licensed Practical Nurse II	28.55
12073 - Licensed Practical Nurse III	31.82
12100 - Medical Assistant	23.30

12130 - Medical Laboratory Technician		31.80
12160 - Medical Record Clerk		27.37
12190 - Medical Record Technician		30.62
12195 - Medical Transcriptionist		25.53
12210 - Nuclear Medicine Technologist		59.80
12221 - Nursing Assistant I		15.64
12222 - Nursing Assistant II		17.59
12223 - Nursing Assistant III		19.20
12224 - Nursing Assistant IV		21.55
12235 - Optical Dispenser		29.21
12236 - Optical Technician		25.53
12250 - Pharmacy Technician		21.82
12280 - Phlebotomist		25.53
12305 - Radiologic Technologist		47.95
12311 - Registered Nurse I		37.59
12312 - Registered Nurse II		45.97
12313 - Registered Nurse II, Specialist		45.97
12314 - Registered Nurse III		55.62
12315 - Registered Nurse III, Anesthetist		55.62
12316 - Registered Nurse IV		66.68
12317 - Scheduler (Drug and Alcohol Testing)		35.37
12320 - Substance Abuse Treatment Counselor		27.68
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		25.41
13012 - Exhibits Specialist II		31.48
13013 - Exhibits Specialist III		38.50
13041 - Illustrator I		25.27
13042 - Illustrator II		31.29
13043 - Illustrator III		38.28
13047 - Librarian		34.86
13050 - Library Aide/Clerk		17.87
13054 - Library Information Technology Systems Administrator		31.48
13058 - Library Technician		23.21
13061 - Media Specialist I		22.72
13062 - Media Specialist II		25.41
13063 - Media Specialist III		28.32
13071 - Photographer I		20.39
13072 - Photographer II		22.80
13073 - Photographer III		28.26
13074 - Photographer IV		34.56
13075 - Photographer V		41.81
13090 - Technical Order Library Clerk		22.44
13110 - Video Teleconference Technician		34.31
14000 - Information Technology Occupations		
14041 - Computer Operator I		23.62
14042 - Computer Operator II		26.41
14043 - Computer Operator III		30.35
14044 - Computer Operator IV		33.02
14045 - Computer Operator V		36.54
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		23.62
14160 - Personal Computer Support Technician		33.02
14170 - System Support Specialist		39.40
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.99
15020 - Aircrew Training Devices Instructor (Rated)		42.33
15030 - Air Crew Training Devices Instructor (Pilot)		50.74
15050 - Computer Based Training Specialist / Instructor		34.99
15060 - Educational Technologist		36.40
15070 - Flight Instructor (Pilot)		50.74
15080 - Graphic Artist		27.59

15085 - Maintenance Test Pilot, Fixed, Jet/Prop 50.74
15086 - Maintenance Test Pilot, Rotary Wing 50.74
15088 - Non-Maintenance Test/Co-Pilot 50.74
15090 - Technical Instructor 28.94
15095 - Technical Instructor/Course Developer 35.39
15110 - Test Proctor 23.35
15120 - Tutor 23.35

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 16.12
16030 - Counter Attendant 16.12
16040 - Dry Cleaner 18.94
16070 - Finisher, Flatwork, Machine 16.12
16090 - Presser, Hand 16.12
16110 - Presser, Machine, Drycleaning 16.12
16130 - Presser, Machine, Shirts 16.12
16160 - Presser, Machine, Wearing Apparel, Laundry 16.12
16190 - Sewing Machine Operator 20.16
16220 - Tailor 21.23
16250 - Washer, Machine 16.89

19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 38.26
19040 - Tool And Die Maker 48.11

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 29.18
21030 - Material Coordinator 31.44
21040 - Material Expediter 31.44
21050 - Material Handling Laborer 20.83
21071 - Order Filler 18.18
21080 - Production Line Worker (Food Processing) 29.18
21110 - Shipping Packer 21.56
21130 - Shipping/Receiving Clerk 21.56
21140 - Store Worker I 17.46
21150 - Stock Clerk 24.56
21210 - Tools And Parts Attendant 29.18
21410 - Warehouse Specialist 29.18

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 43.04
23019 - Aircraft Logs and Records Technician 33.09
23021 - Aircraft Mechanic I 40.47
23022 - Aircraft Mechanic II 43.04
23023 - Aircraft Mechanic III 45.57
23040 - Aircraft Mechanic Helper 27.91
23050 - Aircraft, Painter 38.00
23060 - Aircraft Servicer 33.09
23070 - Aircraft Survival Flight Equipment
Technician 38.00
23080 - Aircraft Worker 35.55
23091 - Aircrew Life Support Equipment (ALSE)
Mechanic I 35.55
23092 - Aircrew Life Support Equipment (ALSE)
Mechanic II 40.47
23110 - Appliance Mechanic 30.21
23120 - Bicycle Repairer 30.70
23125 - Cable Splicer 59.08
23130 - Carpenter, Maintenance 45.24
23140 - Carpet Layer 34.78
23160 - Electrician, Maintenance 45.88
23181 - Electronics Technician Maintenance I 35.13
23182 - Electronics Technician Maintenance II 37.56
23183 - Electronics Technician Maintenance III 40.00
23260 - Fabric Worker 33.30
23290 - Fire Alarm System Mechanic 29.19
23310 - Fire Extinguisher Repairer 30.70
23311 - Fuel Distribution System Mechanic 41.75
23312 - Fuel Distribution System Operator 31.46
23370 - General Maintenance Worker 25.55
23380 - Ground Support Equipment Mechanic 40.47
23381 - Ground Support Equipment Servicer 33.09
23382 - Ground Support Equipment Worker 35.55
23391 - Gunsmith I 30.70

23392 - Gunsmith II 35.78
23393 - Gunsmith III 40.74
23410 - Heating, Ventilation And Air-Conditioning Mechanic 33.76
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 35.91
23430 - Heavy Equipment Mechanic 39.60
23440 - Heavy Equipment Operator 52.76
23460 - Instrument Mechanic 40.98
23465 - Laboratory/Shelter Mechanic 38.26
23470 - Laborer 20.83
23510 - Locksmith 35.38
23530 - Machinery Maintenance Mechanic 40.73
23550 - Machinist, Maintenance 37.05
23580 - Maintenance Trades Helper 23.14
23591 - Metrology Technician I 40.98
23592 - Metrology Technician II 43.58
23593 - Metrology Technician III 46.15
23640 - Millwright 40.74
23710 - Office Appliance Repairer 23.11
23760 - Painter, Maintenance 32.02
23790 - Pipefitter, Maintenance 40.21
23810 - Plumber, Maintenance 37.76
23820 - Pneudraulic Systems Mechanic 40.74
23850 - Rigger 38.55
23870 - Scale Mechanic 35.78
23890 - Sheet-Metal Worker, Maintenance 43.67
23910 - Small Engine Mechanic 25.71
23931 - Telecommunications Mechanic I 37.80
23932 - Telecommunications Mechanic II 40.20
23950 - Telephone Lineman 42.53
23960 - Welder, Combination, Maintenance 37.19
23965 - Well Driller 40.74
23970 - Woodcraft Worker 40.74
23980 - Woodworker 30.70

24000 - Personal Needs Occupations
24550 - Case Manager 20.48
24570 - Child Care Attendant 17.48
24580 - Child Care Center Clerk 21.79
24610 - Chore Aide 17.64
24620 - Family Readiness And Support Services Coordinator 20.48
24630 - Homemaker 20.55

25000 - Plant And System Operations Occupations
25010 - Boiler Tender 38.69
25040 - Sewage Plant Operator 33.03
25070 - Stationary Engineer 38.69
25190 - Ventilation Equipment Tender 26.69
25210 - Water Treatment Plant Operator 33.03

27000 - Protective Service Occupations
27004 - Alarm Monitor 25.62
27007 - Baggage Inspector 20.08
27008 - Corrections Officer 32.24
27010 - Court Security Officer 32.24
27030 - Detection Dog Handler 22.46
27040 - Detention Officer 32.24
27070 - Firefighter 32.24
27101 - Guard I 20.08
27102 - Guard II 22.46
27131 - Police Officer I 38.67
27132 - Police Officer II 42.98

28000 - Recreation Occupations
28041 - Carnival Equipment Operator 21.88
28042 - Carnival Equipment Repairer 23.90
28043 - Carnival Worker 16.16
28210 - Gate Attendant/Gate Tender 20.27
28310 - Lifeguard 25.64
28350 - Park Attendant (Aide) 22.67
28510 - Recreation Aide/Health Facility Attendant 16.55
28515 - Recreation Specialist 28.09

28630 - Sports Official 18.06
28690 - Swimming Pool Operator 27.85

29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer
29020 - Hatch Tender
29030 - Line Handler
29041 - Stevedore I
29042 - Stevedore II

30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center
(HFO) (see 2) 48.10
30011 - Air Traffic Control Specialist, Station
(HFO) (see 2) 33.17
30012 - Air Traffic Control Specialist, Terminal
(HFO) (see 2) 36.53
30021 - Archeological Technician I 20.10
30022 - Archeological Technician II 22.49
30023 - Archeological Technician III 27.85
30030 - Cartographic Technician 27.85
30040 - Civil Engineering Technician 32.53
30051 - Cryogenic Technician I 30.85
30052 - Cryogenic Technician II 34.06
30061 - Drafter/CAD Operator I 20.10
30062 - Drafter/CAD Operator II 22.49
30063 - Drafter/CAD Operator III 25.06
30064 - Drafter/CAD Operator IV 30.85
30081 - Engineering Technician I 18.13
30082 - Engineering Technician II 20.35
30083 - Engineering Technician III 22.77
30084 - Engineering Technician IV 29.74
30085 - Engineering Technician V 34.49
30086 - Engineering Technician VI 41.73
30090 - Environmental Technician 28.13
30095 - Evidence Control Specialist 27.85
30210 - Laboratory Technician 29.24
30221 - Latent Fingerprint Technician I 30.85
30222 - Latent Fingerprint Technician II 34.06
30240 - Mathematical Technician 28.36
30361 - Paralegal/Legal Assistant I 23.64
30362 - Paralegal/Legal Assistant II 29.28
30363 - Paralegal/Legal Assistant III 35.81
30364 - Paralegal/Legal Assistant IV 43.33
30375 - Petroleum Supply Specialist 34.06
30390 - Photo-Optics Technician 27.85
30395 - Radiation Control Technician 34.06
30461 - Technical Writer I 27.85
30462 - Technical Writer II 34.06
30463 - Technical Writer III 41.22
30491 - Unexploded Ordnance (UXO) Technician I 30.57
30492 - Unexploded Ordnance (UXO) Technician II 36.99
30493 - Unexploded Ordnance (UXO) Technician III 44.33
30494 - Unexploded (UXO) Safety Escort 30.57
30495 - Unexploded (UXO) Sweep Personnel 30.57
30501 - Weather Forecaster I 30.85
30502 - Weather Forecaster II 37.52
30620 - Weather Observer, Combined Upper Air Or
Surface Programs (see 2) 25.06
30621 - Weather Observer, Senior (see 2) 27.85

31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 36.99
31020 - Bus Aide 23.40
31030 - Bus Driver 33.59
31043 - Driver Courier 19.31
31260 - Parking and Lot Attendant 14.91
31290 - Shuttle Bus Driver 18.10
31310 - Taxi Driver 15.59
31361 - Truckdriver, Light 21.10
31362 - Truckdriver, Medium 22.89
31363 - Truckdriver, Heavy 27.66
31364 - Truckdriver, Tractor-Trailer 27.66

99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.03
99030 - Cashier	16.47
99050 - Desk Clerk	29.33
99095 - Embalmer	24.89
99130 - Flight Follower	30.57
99251 - Laboratory Animal Caretaker I	19.86
99252 - Laboratory Animal Caretaker II	21.69
99260 - Marketing Analyst	31.12
99310 - Mortician	24.89
99410 - Pest Controller	20.94
99510 - Photofinishing Worker	16.06
99710 - Recycling Laborer	29.24
99711 - Recycling Specialist	35.42
99730 - Refuse Collector	26.17
99810 - Sales Clerk	17.09
99820 - School Crossing Guard	21.12
99830 - Survey Party Chief	33.13
99831 - Surveying Aide	18.11
99832 - Surveying Technician	24.82
99840 - Vending Machine Attendant	18.58
99841 - Vending Machine Repairer	23.61
99842 - Vending Machine Repairer Helper	18.58

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract from May 11, 2026, through December 31, 2026 Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: (Hawaii): $2.42 per hour, up to 40 hours per week, or $96.80 per week, or $419.47 per month for all employees on whose behalf the contractor provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act, the new health and welfare benefit rate will be $5.55 per hour, up to 40 hours per week.

HEALTH & WELFARE (Hawaii) EO 13706: $1.96 per hour up to 40 hours per week, or $78.40 per week, or $339.73 per month for all employees on whose behalf the contractor provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act, the new health and welfare benefit rate will be $5.09 per hour, up to 40 hours per week. *

*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))."""
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