"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.: 2015-5489
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.

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: Utah

Area: Utah Counties of Salt Lake, Tooele

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.04
01012 - Accounting Clerk II		21.37
01013 - Accounting Clerk III		23.90
01020 - Administrative Assistant		29.97
01035 - Court Reporter		20.88
01041 - Customer Service Representative I		16.87***
01042 - Customer Service Representative II		18.41
01043 - Customer Service Representative III		20.66
01051 - Data Entry Operator I		20.34
01052 - Data Entry Operator II		22.20
01060 - Dispatcher, Motor Vehicle		23.79
01070 - Document Preparation Clerk		18.81
01090 - Duplicating Machine Operator		18.81
01111 - General Clerk I		17.54***
01112 - General Clerk II		19.15
01113 - General Clerk III		21.49
01120 - Housing Referral Assistant		23.29
01141 - Messenger Courier		20.00
01191 - Order Clerk I		19.23
01192 - Order Clerk II		20.98
01261 - Personnel Assistant (Employment) I		18.40
01262 - Personnel Assistant (Employment) II		20.59
01263 - Personnel Assistant (Employment) III		22.94
01270 - Production Control Clerk		26.18
01290 - Rental Clerk		18.60
01300 - Scheduler, Maintenance		18.67
01311 - Secretary I		18.67
01312 - Secretary II		20.88
01313 - Secretary III		23.29
01320 - Service Order Dispatcher		21.27
01410 - Supply Technician		29.97
01420 - Survey Worker		20.17
01460 - Switchboard Operator/Receptionist		17.70***
01531 - Travel Clerk I		19.67
01532 - Travel Clerk II		20.94
01533 - Travel Clerk III		22.90
01611 - Word Processor I		15.86***
01612 - Word Processor II		17.80
01613 - Word Processor III		19.91
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		26.36
05010 - Automotive Electrician		22.01
05040 - Automotive Glass Installer		20.62
05070 - Automotive Worker		20.62
05110 - Mobile Equipment Servicer		17.79
05130 - Motor Equipment Metal Mechanic		23.41
05160 - Motor Equipment Metal Worker		20.62
05190 - Motor Vehicle Mechanic		23.41
05220 - Motor Vehicle Mechanic Helper		16.39***
05250 - Motor Vehicle Upholstery Worker		19.20
05280 - Motor Vehicle Wrecker		20.62
05310 - Painter, Automotive		22.01
05340 - Radiator Repair Specialist		20.62
05370 - Tire Repairer		17.54***
05400 - Transmission Repair Specialist		23.41
07000 - Food Preparation And Service Occupations		
07010 - Baker		17.84
07041 - Cook I		18.68
07042 - Cook II		21.65
07070 - Dishwasher		15.61***

07130 - Food Service Worker 15.43***
07210 - Meat Cutter 20.23
07260 - Waiter/Waitress 14.38***
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.23
09040 - Furniture Handler 13.90***
09080 - Furniture Refinisher 22.62
09090 - Furniture Refinisher Helper 16.85***
09110 - Furniture Repairer, Minor 19.73
09130 - Upholsterer 20.74
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 16.94***
11060 - Elevator Operator 14.90***
11090 - Gardener 24.79
11122 - Housekeeping Aide 14.81***
11150 - Janitor 14.81***
11210 - Laborer, Grounds Maintenance 18.84
11240 - Maid or Houseman 16.87***
11260 - Pruner 17.30***
11270 - Tractor Operator 22.83
11330 - Trail Maintenance Worker 18.84
11360 - Window Cleaner 16.16***
12000 - Health Occupations
12010 - Ambulance Driver 18.25
12011 - Breath Alcohol Technician 28.66
12012 - Certified Occupational Therapist Assistant 31.11
12015 - Certified Physical Therapist Assistant 30.47
12020 - Dental Assistant 18.96
12025 - Dental Hygienist 40.19
12030 - EKG Technician 43.41
12035 - Electroneurodiagnostic Technologist 43.41
12040 - Emergency Medical Technician 18.25
12071 - Licensed Practical Nurse I 25.62
12072 - Licensed Practical Nurse II 28.66
12073 - Licensed Practical Nurse III 31.94
12100 - Medical Assistant 21.33
12130 - Medical Laboratory Technician 22.71
12160 - Medical Record Clerk 23.76
12190 - Medical Record Technician 26.58
12195 - Medical Transcriptionist 19.62
12210 - Nuclear Medicine Technologist 49.02
12221 - Nursing Assistant I 13.73***
12222 - Nursing Assistant II 15.45***
12223 - Nursing Assistant III 16.86***
12224 - Nursing Assistant IV 18.92
12235 - Optical Dispenser 18.45
12236 - Optical Technician 24.79
12250 - Pharmacy Technician 22.94
12280 - Phlebotomist 18.82
12305 - Radiologic Technologist 37.84
12311 - Registered Nurse I 27.01
12312 - Registered Nurse II 33.04
12313 - Registered Nurse II, Specialist 33.04
12314 - Registered Nurse III 39.97
12315 - Registered Nurse III, Anesthetist 39.97
12316 - Registered Nurse IV 47.92
12317 - Scheduler (Drug and Alcohol Testing) 35.50
12320 - Substance Abuse Treatment Counselor 32.47
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 19.95
13012 - Exhibits Specialist II 24.73
13013 - Exhibits Specialist III 30.25
13041 - Illustrator I 21.22
13042 - Illustrator II 26.29
13043 - Illustrator III 32.16
13047 - Librarian 28.51
13050 - Library Aide/Clerk 17.88
13054 - Library Information Technology Systems Administrator 25.74
13058 - Library Technician 17.94
13061 - Media Specialist I 18.57
13062 - Media Specialist II 20.78
13063 - Media Specialist III 23.17
13071 - Photographer I 21.30
13072 - Photographer II 23.83
13073 - Photographer III 29.52
13074 - Photographer IV 36.10
13075 - Photographer V 43.68
13090 - Technical Order Library Clerk 22.45
13110 - Video Teleconference Technician 22.35
14000 - Information Technology Occupations
14041 - Computer Operator I 23.49
14042 - Computer Operator II 26.28
14043 - Computer Operator III 29.31
14044 - Computer Operator IV 32.56
14045 - Computer Operator V 36.06
14071 - Computer Programmer I (see 1) 25.78
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 23.49
14160 - Personal Computer Support Technician 32.56
14170 - System Support Specialist 36.06
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 31.89
15020 - Aircrew Training Devices Instructor (Rated) 38.58
15030 - Air Crew Training Devices Instructor (Pilot) 44.10
15050 - Computer Based Training Specialist / Instructor 35.08
15060 - Educational Technologist 29.28
15070 - Flight Instructor (Pilot) 43.83
15080 - Graphic Artist 29.16
15085 - Maintenance Test Pilot, Fixed, Jet/Prop 44.10
15086 - Maintenance Test Pilot, Rotary Wing 44.10
15088 - Non-Maintenance Test/Co-Pilot 44.10
15090 - Technical Instructor 26.10
15095 - Technical Instructor/Course Developer 31.92

15110 - Test Proctor	21.07
15120 - Tutor	21.07
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.81***
16030 - Counter Attendant	11.81***
16040 - Dry Cleaner	15.70***
16070 - Finisher, Flatwork, Machine	11.81***
16090 - Presser, Hand	11.81***
16110 - Presser, Machine, Drycleaning	11.81***
16130 - Presser, Machine, Shirts	11.81***
16160 - Presser, Machine, Wearing Apparel, Laundry	11.81***
16190 - Sewing Machine Operator	16.85***
16220 - Tailor	17.84
16250 - Washer, Machine	13.17***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.84
19040 - Tool And Die Maker	30.92
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	23.41
21030 - Material Coordinator	26.18
21040 - Material Expediter	26.18
21050 - Material Handling Laborer	19.90
21071 - Order Filler	18.24
21080 - Production Line Worker (Food Processing)	23.41
21110 - Shipping Packer	18.32
21130 - Shipping/Receiving Clerk	18.32
21140 - Store Worker I	15.77***
21150 - Stock Clerk	20.04
21210 - Tools And Parts Attendant	23.41
21410 - Warehouse Specialist	23.41
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	37.64
23019 - Aircraft Logs and Records Technician	29.12
23021 - Aircraft Mechanic I	35.51
23022 - Aircraft Mechanic II	37.64
23023 - Aircraft Mechanic III	39.51
23040 - Aircraft Mechanic Helper	24.86
23050 - Aircraft, Painter	33.38
23060 - Aircraft Servicer	29.12
23070 - Aircraft Survival Flight Equipment Technician	33.38
23080 - Aircraft Worker	31.28
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	31.28
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	35.51
23110 - Appliance Mechanic	23.06
23120 - Bicycle Repairer	19.69
23125 - Cable Splicer	46.23
23130 - Carpenter, Maintenance	28.56
23140 - Carpet Layer	21.58
23160 - Electrician, Maintenance	30.49
23181 - Electronics Technician Maintenance I	27.73
23182 - Electronics Technician Maintenance II	29.59
23183 - Electronics Technician Maintenance III	31.48
23260 - Fabric Worker	26.36
23290 - Fire Alarm System Mechanic	28.86
23310 - Fire Extinguisher Repairer	24.43
23311 - Fuel Distribution System Mechanic	36.09
23312 - Fuel Distribution System Operator	27.43
23370 - General Maintenance Worker	24.16
23380 - Ground Support Equipment Mechanic	35.51
23381 - Ground Support Equipment Servicer	29.12
23382 - Ground Support Equipment Worker	31.28
23391 - Gunsmith I	24.43
23392 - Gunsmith II	28.31
23393 - Gunsmith III	32.15
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.84
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.51
23430 - Heavy Equipment Mechanic	31.61
23440 - Heavy Equipment Operator	29.06
23460 - Instrument Mechanic	32.56
23465 - Laboratory/Shelter Mechanic	30.23
23470 - Laborer	19.90
23510 - Locksmith	27.71
23530 - Machinery Maintenance Mechanic	34.27
23550 - Machinist, Maintenance	29.35
23580 - Maintenance Trades Helper	20.43
23591 - Metrology Technician I	32.56
23592 - Metrology Technician II	34.52
23593 - Metrology Technician III	36.23
23640 - Millwright	33.39
23710 - Office Appliance Repairer	24.37
23760 - Painter, Maintenance	22.70
23790 - Pipefitter, Maintenance	31.78
23810 - Plumber, Maintenance	29.87
23820 - Pneudraulic Systems Mechanic	32.15
23850 - Rigger	30.70
23870 - Scale Mechanic	28.31
23890 - Sheet-Metal Worker, Maintenance	29.29
23910 - Small Engine Mechanic	22.51
23931 - Telecommunications Mechanic I	31.75
23932 - Telecommunications Mechanic II	33.65
23950 - Telephone Lineman	28.18
23960 - Welder, Combination, Maintenance	28.33
23965 - Well Driller	30.84
23970 - Woodcraft Worker	32.15
23980 - Woodworker	24.43
24000 - Personal Needs Occupations	
24550 - Case Manager	20.31
24570 - Child Care Attendant	15.19***
24580 - Child Care Center Clerk	18.94
24610 - Chore Aide	17.80
24620 - Family Readiness And Support Services Coordinator	20.31
24630 - Homemaker	20.31
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.32

25040 - Sewage Plant Operator		29.44
25070 - Stationary Engineer		31.32
25190 - Ventilation Equipment Tender		21.93
25210 - Water Treatment Plant Operator		29.44
27000 - Protective Service Occupations		
27004 - Alarm Monitor		24.58
27007 - Baggage Inspector		18.55
27008 - Corrections Officer		27.09
27010 - Court Security Officer		28.16
27030 - Detection Dog Handler		21.29
27040 - Detention Officer		27.09
27070 - Firefighter		28.74
27101 - Guard I		18.55
27102 - Guard II		21.29
27131 - Police Officer I		35.05
27132 - Police Officer II		38.95
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		18.33
28042 - Carnival Equipment Repairer		19.89
28043 - Carnival Worker		13.86***
28210 - Gate Attendant/Gate Tender		18.57
28310 - Lifeguard		13.35***
28350 - Park Attendant (Aide)		20.77
28510 - Recreation Aide/Health Facility Attendant		15.16***
28515 - Recreation Specialist		25.73
28630 - Sports Official		16.54***
28690 - Swimming Pool Operator		23.06
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		35.30
29020 - Hatch Tender		35.30
29030 - Line Handler		35.30
29041 - Stevedore I		32.87
29042 - Stevedore II		37.67
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		20.06
30022 - Archeological Technician II		22.44
30023 - Archeological Technician III		27.79
30030 - Cartographic Technician		27.79
30040 - Civil Engineering Technician		30.28
30051 - Cryogenic Technician I		30.78
30052 - Cryogenic Technician II		33.99
30061 - Drafter/CAD Operator I		20.06
30062 - Drafter/CAD Operator II		22.44
30063 - Drafter/CAD Operator III		25.00
30064 - Drafter/CAD Operator IV		30.78
30081 - Engineering Technician I		16.11***
30082 - Engineering Technician II		18.08
30083 - Engineering Technician III		20.23
30084 - Engineering Technician IV		25.05
30085 - Engineering Technician V		31.46
30086 - Engineering Technician VI		37.07
30090 - Environmental Technician		25.51
30095 - Evidence Control Specialist		27.79
30210 - Laboratory Technician		27.37
30221 - Latent Fingerprint Technician I		29.88
30222 - Latent Fingerprint Technician II		33.00
30240 - Mathematical Technician		27.79
30361 - Paralegal/Legal Assistant I		22.20
30362 - Paralegal/Legal Assistant II		27.50
30363 - Paralegal/Legal Assistant III		33.63
30364 - Paralegal/Legal Assistant IV		40.69
30375 - Petroleum Supply Specialist		33.99
30390 - Photo-Optics Technician		27.79
30395 - Radiation Control Technician		33.99
30461 - Technical Writer I		24.88
30462 - Technical Writer II		30.43
30463 - Technical Writer III		36.81
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		30.78
30502 - Weather Forecaster II		37.44
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.00
30621 - Weather Observer, Senior	(see 2)	27.79
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		16.77***
31030 - Bus Driver		23.80
31043 - Driver Courier		19.38
31260 - Parking and Lot Attendant		16.83***
31290 - Shuttle Bus Driver		20.13
31310 - Taxi Driver		15.58***
31361 - Truckdriver, Light		21.04
31362 - Truckdriver, Medium		22.70
31363 - Truckdriver, Heavy		29.89
31364 - Truckdriver, Tractor-Trailer		29.89
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.27***
99030 - Cashier		15.02***
99050 - Desk Clerk		16.26***
99095 - Embalmer		36.75
99130 - Flight Follower		29.28
99251 - Laboratory Animal Caretaker I		17.02***
99252 - Laboratory Animal Caretaker II		18.48
99260 - Marketing Analyst		33.03
99310 - Mortician		36.75
99410 - Pest Controller		18.73
99510 - Photofinishing Worker		16.54***
99710 - Recycling Laborer		29.18
99711 - Recycling Specialist		35.38
99730 - Refuse Collector		26.10
99810 - Sales Clerk		16.82***
99820 - School Crossing Guard		17.29***

99830 - Survey Party Chief	30.00
99831 - Surveying Aide	21.38
99832 - Surveying Technician	27.26
99840 - Vending Machine Attendant	19.52
99841 - Vending Machine Repairer	24.55
99842 - Vending Machine Repairer Helper	19.52

***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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, 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))."