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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

Wage Determination No.: 2015-4945
Revision No.: 31
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Daniel W. Simms
Director
Division of Wage Determinations

State: Minnesota, Wisconsin

Area: Minnesota Counties of Anoka, Carver, Chisago, Dakota, Hennepin, Isanti, Ramsey, Scott, Washington and Wright

Wisconsin Counties of Pierce and St Croix

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		21.41
01012 - Accounting Clerk II		24.03

01013 - Accounting Clerk III
26.88
01020 - Administrative Assistant
37.96
01035 - Court Reporter
33.97
01041 - Customer Service Representative I
18.85
01042 - Customer Service Representative II
20.57
01043 - Customer Service Representative III
23.09
01051 - Data Entry Operator I
18.57
01052 - Data Entry Operator II
20.26
01060 - Dispatcher, Motor Vehicle
27.54
01070 - Document Preparation Clerk
21.72
01090 - Duplicating Machine Operator
21.72
01111 - General Clerk I
18.79
01112 - General Clerk II
20.50
01113 - General Clerk III
23.01
01120 - Housing Referral Assistant
26.51
01141 - Messenger Courier
21.67
01191 - Order Clerk I
21.11
01192 - Order Clerk II
23.04
01261 - Personnel Assistant (Employment) I
21.90
01262 - Personnel Assistant (Employment) II
24.50
01263 - Personnel Assistant (Employment) III
27.31
01270 - Production Control Clerk
30.06
01290 - Rental Clerk
19.00
01300 - Scheduler, Maintenance
21.23
01311 - Secretary I
21.23
01312 - Secretary II
23.78
01313 - Secretary III
26.51

01320 - Service Order Dispatcher
24.62
01410 - Supply Technician
37.96
01420 - Survey Worker
24.04
01460 - Switchboard Operator/Receptionist
18.06
01531 - Travel Clerk I
20.18
01532 - Travel Clerk II
21.69
01533 - Travel Clerk III
23.56
01611 - Word Processor I
20.44
01612 - Word Processor II
22.94
01613 - Word Processor III
25.66

05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass
29.87
05010 - Automotive Electrician
28.18
05040 - Automotive Glass Installer
26.99
05070 - Automotive Worker
26.99
05110 - Mobile Equipment Servicer
24.32
05130 - Motor Equipment Metal Mechanic
29.36
05160 - Motor Equipment Metal Worker
26.99
05190 - Motor Vehicle Mechanic
29.36
05220 - Motor Vehicle Mechanic Helper
22.72
05250 - Motor Vehicle Upholstery Worker
25.91
05280 - Motor Vehicle Wrecker
26.99
05310 - Painter, Automotive
28.18
05340 - Radiator Repair Specialist
26.99
05370 - Tire Repairer
19.51
05400 - Transmission Repair Specialist
29.36

07000 - Food Preparation And Service Occupations

07010 - Baker
18.94
07041 - Cook I
20.77
07042 - Cook II
23.05
07070 - Dishwasher
16.77
07130 - Food Service Worker
17.14
07210 - Meat Cutter
22.43
07260 - Waiter/Waitress
12.71

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter
25.83
09040 - Furniture Handler
16.83
09080 - Furniture Refinisher
23.91
09090 - Furniture Refinisher Helper
19.55
09110 - Furniture Repairer, Minor
21.98
09130 - Upholsterer
25.61

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles
17.72
11060 - Elevator Operator
18.91
11090 - Gardener
27.94
11122 - Housekeeping Aide
18.91
11150 - Janitor
18.91
11210 - Laborer, Grounds Maintenance
22.46
11240 - Maid or Houseman
18.10
11260 - Pruner
20.66
11270 - Tractor Operator
26.08
11330 - Trail Maintenance Worker
22.46
11360 - Window Cleaner
20.56

12000 - Health Occupations

12010 - Ambulance Driver
23.27
12011 - Breath Alcohol Technician
26.88
12012 - Certified Occupational Therapist Assistant
29.82
12015 - Certified Physical Therapist Assistant
30.37
12020 - Dental Assistant
31.42
12025 - Dental Hygienist
48.35
12030 - EKG Technician
41.13
12035 - Electroneurodiagnostic Technologist
41.13
12040 - Emergency Medical Technician
23.27
12071 - Licensed Practical Nurse I
24.03
12072 - Licensed Practical Nurse II
26.88
12073 - Licensed Practical Nurse III
29.96
12100 - Medical Assistant
24.33
12130 - Medical Laboratory Technician
31.81
12160 - Medical Record Clerk
26.51
12190 - Medical Record Technician
29.65
12195 - Medical Transcriptionist
25.81
12210 - Nuclear Medicine Technologist
50.30
12221 - Nursing Assistant I
16.36
12222 - Nursing Assistant II
18.41
12223 - Nursing Assistant III
20.09
12224 - Nursing Assistant IV
22.55
12235 - Optical Dispenser
23.75
12236 - Optical Technician
19.84
12250 - Pharmacy Technician
23.64
12280 - Phlebotomist
21.85
12305 - Radiologic Technologist
40.09

12311 - Registered Nurse I
29.71
12312 - Registered Nurse II
36.35
12313 - Registered Nurse II, Specialist
36.35
12314 - Registered Nurse III
43.98
12315 - Registered Nurse III, Anesthetist
43.98
12316 - Registered Nurse IV
52.71
12317 - Scheduler (Drug and Alcohol Testing)
33.30
12320 - Substance Abuse Treatment Counselor
27.82

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I
21.29
13012 - Exhibits Specialist II
26.39
13013 - Exhibits Specialist III
32.27
13041 - Illustrator I
25.12
13042 - Illustrator II
31.12
13043 - Illustrator III
38.07
13047 - Librarian
38.08
13050 - Library Aide/Clerk
22.41
13054 - Library Information Technology Systems
Administrator
34.39
13058 - Library Technician
24.67
13061 - Media Specialist I
24.81
13062 - Media Specialist II
27.75
13063 - Media Specialist III
30.95
13071 - Photographer I
20.92
13072 - Photographer II
23.40
13073 - Photographer III
28.98
13074 - Photographer IV
35.44

13075 - Photographer V
42.88
13090 - Technical Order Library Clerk
28.13
13110 - Video Teleconference Technician
29.62

14000 - Information Technology Occupations
14041 - Computer Operator I
24.89
14042 - Computer Operator II
27.84
14043 - Computer Operator III
31.03
14044 - Computer Operator IV
34.49
14045 - Computer Operator V
38.20
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
24.89
14160 - Personal Computer Support Technician
34.49
14170 - System Support Specialist
38.20

15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor
(Non-Rated)
36.17
15020 - Aircrew Training Devices Instructor (Rated)
43.76
15030 - Air Crew Training Devices Instructor
(Pilot)
52.45
15050 - Computer Based Training Specialist /
Instructor
36.17
15060 - Educational Technologist
38.26
15070 - Flight Instructor (Pilot)
52.45
15080 - Graphic Artist
30.47
15085 - Maintenance Test Pilot, Fixed, Jet/Prop
52.45
15086 - Maintenance Test Pilot, Rotary Wing
52.45

15088 - Non-Maintenance Test/Co-Pilot
52.45
15090 - Technical Instructor
30.97
15095 - Technical Instructor/Course Developer
37.87
15110 - Test Proctor
25.00
15120 - Tutor
25.00

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler
17.94
16030 - Counter Attendant
17.94
16040 - Dry Cleaner
20.50
16070 - Finisher, Flatwork, Machine
17.94
16090 - Presser, Hand
17.94
16110 - Presser, Machine, Drycleaning
17.94
16130 - Presser, Machine, Shirts
17.94
16160 - Presser, Machine, Wearing Apparel, Laundry
17.94
16190 - Sewing Machine Operator
21.36
16220 - Tailor
22.21
16250 - Washer, Machine
18.80

19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room)
28.15
19040 - Tool And Die Maker
32.86

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator
23.49
21030 - Material Coordinator
30.06
21040 - Material Expediter
30.06
21050 - Material Handling Laborer
22.26
21071 - Order Filler
18.25
21080 - Production Line Worker (Food Processing)
23.49

21110 - Shipping Packer
22.62
21130 - Shipping/Receiving Clerk
22.62
21140 - Store Worker I
19.30
21150 - Stock Clerk
24.92
21210 - Tools And Parts Attendant
23.49
21410 - Warehouse Specialist
23.49

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder
43.43
23019 - Aircraft Logs and Records Technician
36.76
23021 - Aircraft Mechanic I
41.66
23022 - Aircraft Mechanic II
43.43
23023 - Aircraft Mechanic III
45.08
23040 - Aircraft Mechanic Helper
32.22
23050 - Aircraft, Painter
40.00
23060 - Aircraft Servicer
36.76
23070 - Aircraft Survival Flight Equipment
Technician
40.00
23080 - Aircraft Worker
38.31
23091 - Aircrew Life Support Equipment (ALSE)
Mechanic I
38.31
23092 - Aircrew Life Support Equipment (ALSE)
Mechanic II
41.66
23110 - Appliance Mechanic
29.43
23120 - Bicycle Repairer
25.06
23125 - Cable Splicer
52.69
23130 - Carpenter, Maintenance
35.73
23140 - Carpet Layer
34.25
23160 - Electrician, Maintenance
43.46

23181 - Electronics Technician Maintenance I
35.21
23182 - Electronics Technician Maintenance II
36.76
23183 - Electronics Technician Maintenance III
38.29
23260 - Fabric Worker
32.87
23290 - Fire Alarm System Mechanic
38.76
23310 - Fire Extinguisher Repairer
30.86
23311 - Fuel Distribution System Mechanic
39.87
23312 - Fuel Distribution System Operator
33.04
23370 - General Maintenance Worker
28.83
23380 - Ground Support Equipment Mechanic
41.66
23381 - Ground Support Equipment Servicer
36.76
23382 - Ground Support Equipment Worker
38.31
23391 - Gunsmith I
30.86
23392 - Gunsmith II
34.25
23393 - Gunsmith III
37.25
23410 - Heating, Ventilation And Air-Conditioning
Mechanic
36.73
23411 - Heating, Ventilation And Air Contidioning
Mechanic (Research Facility)
38.27
23430 - Heavy Equipment Mechanic
37.30
23440 - Heavy Equipment Operator
40.09
23460 - Instrument Mechanic
34.51
23465 - Laboratory/Shelter Mechanic
35.76
23470 - Laborer
22.26
23510 - Locksmith
29.53
23530 - Machinery Maintenance Mechanic
35.00
23550 - Machinist, Maintenance
29.30
23580 - Maintenance Trades Helper
20.09

23591 - Metrology Technician I
34.51
23592 - Metrology Technician II
35.97
23593 - Metrology Technician III
37.35
23640 - Millwright
35.64
23710 - Office Appliance Repairer
23.00
23760 - Painter, Maintenance
29.44
23790 - Pipefitter, Maintenance
46.65
23810 - Plumber, Maintenance
44.79
23820 - Pneudraulic Systems Mechanic
37.25
23850 - Rigger
42.57
23870 - Scale Mechanic
34.25
23890 - Sheet-Metal Worker, Maintenance
38.64
23910 - Small Engine Mechanic
24.56
23931 - Telecommunications Mechanic I
34.84
23932 - Telecommunications Mechanic II
36.32
23950 - Telephone Lineman
31.65
23960 - Welder, Combination, Maintenance
29.01
23965 - Well Driller
35.18
23970 - Woodcraft Worker
37.25
23980 - Woodworker
30.86

24000 - Personal Needs Occupations
24550 - Case Manager
23.50
24570 - Child Care Attendant
16.95
24580 - Child Care Center Clerk
21.13
24610 - Chore Aide
17.38
24620 - Family Readiness And Support Services
Coordinator
23.50

24630 - Homemaker
23.50

25000 - Plant And System Operations Occupations
25010 - Boiler Tender
35.65
25040 - Sewage Plant Operator
35.90
25070 - Stationary Engineer
35.65
25190 - Ventilation Equipment Tender
27.57
25210 - Water Treatment Plant Operator
35.90

27000 - Protective Service Occupations
27004 - Alarm Monitor
34.79
27007 - Baggage Inspector
19.80
27008 - Corrections Officer
32.65
27010 - Court Security Officer
26.61
27030 - Detection Dog Handler
22.15
27040 - Detention Officer
32.65
27070 - Firefighter
20.90
27101 - Guard I
19.80
27102 - Guard II
22.15
27131 - Police Officer I
41.50
27132 - Police Officer II
46.12

28000 - Recreation Occupations
28041 - Carnival Equipment Operator
19.46
28042 - Carnival Equipment Repairer
20.85
28043 - Carnival Worker
15.41
28210 - Gate Attendant/Gate Tender
22.49
28310 - Lifeguard
16.58
28350 - Park Attendant (Aide)
25.16
28510 - Recreation Aide/Health Facility Attendant
18.36

28515 - Recreation Specialist
31.16
28630 - Sports Official
20.04
28690 - Swimming Pool Operator
23.14

29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer
34.46
29020 - Hatch Tender
34.46
29030 - Line Handler
34.46
29041 - Stevedore I
33.07
29042 - Stevedore II
35.98

30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center
(HFO) (see 2)
50.23
30011 - Air Traffic Control Specialist, Station
(HFO) (see 2)
34.64
30012 - Air Traffic Control Specialist, Terminal
(HFO) (see 2)
38.15
30021 - Archeological Technician I
21.86
30022 - Archeological Technician II
24.46
30023 - Archeological Technician III
30.29
30030 - Cartographic Technician
30.29
30040 - Civil Engineering Technician
37.88
30051 - Cryogenic Technician I
33.55
30052 - Cryogenic Technician II
37.05
30061 - Drafter/CAD Operator I
21.86
30062 - Drafter/CAD Operator II
24.46
30063 - Drafter/CAD Operator III
27.25
30064 - Drafter/CAD Operator IV
33.55
30081 - Engineering Technician I
19.71

30082 - Engineering Technician II
22.13
30083 - Engineering Technician III
24.75
30084 - Engineering Technician IV
30.65
30085 - Engineering Technician V
37.49
30086 - Engineering Technician VI
45.36
30090 - Environmental Technician
30.40
30095 - Evidence Control Specialist
30.29
30210 - Laboratory Technician
27.70
30221 - Latent Fingerprint Technician I
33.80
30222 - Latent Fingerprint Technician II
37.34
30240 - Mathematical Technician
31.10
30361 - Paralegal/Legal Assistant I
24.27
30362 - Paralegal/Legal Assistant II
30.04
30363 - Paralegal/Legal Assistant III
36.76
30364 - Paralegal/Legal Assistant IV
44.48
30375 - Petroleum Supply Specialist
37.05
30390 - Photo-Optics Technician
30.29
30395 - Radiation Control Technician
37.05
30461 - Technical Writer I
30.56
30462 - Technical Writer II
37.38
30463 - Technical Writer III
45.23
30491 - Unexploded Ordnance (UXO) Technician I
31.92
30492 - Unexploded Ordnance (UXO) Technician II
38.62
30493 - Unexploded Ordnance (UXO) Technician III
46.29
30494 - Unexploded (UXO) Safety Escort
31.92
30495 - Unexploded (UXO) Sweep Personnel
31.92
30501 - Weather Forecaster I
33.55

30502 - Weather Forecaster II
40.81
30620 - Weather Observer, Combined Upper Air Or
Surface Programs (see 2)
27.25
30621 - Weather Observer, Senior (see 2)
30.29

31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot
38.62
31020 - Bus Aide
20.64
31030 - Bus Driver
27.35
31043 - Driver Courier
21.50
31260 - Parking and Lot Attendant
17.66
31290 - Shuttle Bus Driver
20.08
31310 - Taxi Driver
17.09
31361 - Truckdriver, Light
23.03
31362 - Truckdriver, Medium
24.52
31363 - Truckdriver, Heavy
30.37
31364 - Truckdriver, Tractor-Trailer
30.37

99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist
18.83
99030 - Cashier
16.60
99050 - Desk Clerk
18.14
99095 - Embalmer
40.34
99130 - Flight Follower
31.92
99251 - Laboratory Animal Caretaker I
20.06
99252 - Laboratory Animal Caretaker II
21.49
99260 - Marketing Analyst
41.28
99310 - Mortician
40.34
99410 - Pest Controller
24.36

99510 - Photofinishing Worker
17.97
99710 - Recycling Laborer
30.97
99711 - Recycling Specialist
35.96
99730 - Refuse Collector
28.47
99810 - Sales Clerk
17.11
99820 - School Crossing Guard
22.46
99830 - Survey Party Chief
40.90
99831 - Surveying Aide
27.16
99832 - Surveying Technician
31.23
99840 - Vending Machine Attendant
21.80
99841 - Vending Machine Repairer
25.92
99842 - Vending Machine Repairer Helper
21.80

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. The
applicable Executive Order minimum wage rate will be adjusted annually.
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: $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))."""