"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.: 2015-4047
Revision No.: 32
Date Of Last Revision: 12/03/2025

This wage determination is applicable in the following cities and towns in the following counties in MASSACHUSETTS:

ESSEX COUNTY - Lynnfield

MIDDLESEX COUNTY - Acton, Arlington, Bedford, Belmont, Boxborough, Burlington, Cambridge, Carlisle, Concord, Everett, Lexington, Lincoln, Malden, Maynard, Medford, Melrose, Newton, North Reading, Reading, Sherborn, Somerville, Stoneham, Stow, Wakefield, Waltham, Watertown, Wayland, Weston, Wilmington, Winchester, Woburn

NORFOLK COUNTY - Braintree, Brookline, Canton, Cohasset, Dedham, Dover, Foxborough, Franklin, Holbrook, Medfield, Medway, Millis, Milton, Needham, Norfolk, Norwood, Quincy, Randolph, Sharon, Stoughton, Walpole, Wellesley, Westwood, Weymouth, Wrentham

PLYMOUTH COUNTY - Carver, Duxbury, Hanover, Hingham, Hull, Kingston, Marshfield, Norwell, Pembroke, Plymouth, Plympton, Rockland, Scituate

SUFFOLK COUNTY - Boston, Chelsea, Revere, Winthrop

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		22.37
01012 - Accounting Clerk II		25.10
01013 - Accounting Clerk III		28.08
01020 - Administrative Assistant		39.01
01035 - Court Reporter		33.62
01041 - Customer Service Representative I		19.26
01042 - Customer Service Representative II		21.02
01043 - Customer Service Representative III		23.59
01051 - Data Entry Operator I		21.02
01052 - Data Entry Operator II		22.94
01060 - Dispatcher, Motor Vehicle		27.13
01070 - Document Preparation Clerk		23.14
01090 - Duplicating Machine Operator		23.14
01111 - General Clerk I		19.50
01112 - General Clerk II		21.28
01113 - General Clerk III		23.88
01120 - Housing Referral Assistant		28.21
01141 - Messenger Courier		20.46
01191 - Order Clerk I		25.17
01192 - Order Clerk II		27.47
01261 - Personnel Assistant (Employment) I		22.63
01262 - Personnel Assistant (Employment) II		25.31
01263 - Personnel Assistant (Employment) III		28.22
01270 - Production Control Clerk		28.85
01290 - Rental Clerk		21.96

01300 - Scheduler, Maintenance	22.62
01311 - Secretary I	22.62
01312 - Secretary II	25.30
01313 - Secretary III	28.21
01320 - Service Order Dispatcher	24.25
01410 - Supply Technician	39.01
01420 - Survey Worker	24.15
01460 - Switchboard Operator/Receptionist	20.90
01531 - Travel Clerk I	21.53
01532 - Travel Clerk II	23.20
01533 - Travel Clerk III	24.99
01611 - Word Processor I	20.65
01612 - Word Processor II	23.17
01613 - Word Processor III	25.92
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	29.81
05010 - Automotive Electrician	25.36
05040 - Automotive Glass Installer	24.23
05070 - Automotive Worker	24.23
05110 - Mobile Equipment Servicer	21.96
05130 - Motor Equipment Metal Mechanic	26.47
05160 - Motor Equipment Metal Worker	24.23
05190 - Motor Vehicle Mechanic	26.47
05220 - Motor Vehicle Mechanic Helper	20.65
05250 - Motor Vehicle Upholstery Worker	23.11
05280 - Motor Vehicle Wrecker	24.23
05310 - Painter, Automotive	25.36
05340 - Radiator Repair Specialist	24.23
05370 - Tire Repairer	17.73
05400 - Transmission Repair Specialist	26.47
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.82
07041 - Cook I	22.81
07042 - Cook II	25.17
07070 - Dishwasher	18.15
07130 - Food Service Worker	18.31
07210 - Meat Cutter	23.47
07260 - Waiter/Waitress	17.81
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.91
09040 - Furniture Handler	22.00
09080 - Furniture Refinisher	30.58
09090 - Furniture Refinisher Helper	24.70
09110 - Furniture Repairer, Minor	27.80
09130 - Upholsterer	23.12
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	18.38
11060 - Elevator Operator	20.64
11090 - Gardener	28.14
11122 - Housekeeping Aide	21.12
11150 - Janitor	21.12
11210 - Laborer, Grounds Maintenance	22.77
11240 - Maid or Houseman	18.68
11260 - Pruner	21.11
11270 - Tractor Operator	26.45
11330 - Trail Maintenance Worker	22.77
11360 - Window Cleaner	22.78
12000 - Health Occupations	
12010 - Ambulance Driver	22.45
12011 - Breath Alcohol Technician	33.94
12012 - Certified Occupational Therapist Assistant	36.24
12015 - Certified Physical Therapist Assistant	37.80
12020 - Dental Assistant	29.22
12025 - Dental Hygienist	49.07
12030 - EKG Technician	49.07

12035 - Electroneurodiagnostic Technologist		49.07
12040 - Emergency Medical Technician		22.45
12071 - Licensed Practical Nurse I		30.34
12072 - Licensed Practical Nurse II		33.94
12073 - Licensed Practical Nurse III		37.82
12100 - Medical Assistant		23.63
12130 - Medical Laboratory Technician		33.83
12160 - Medical Record Clerk		25.23
12190 - Medical Record Technician		28.47
12195 - Medical Transcriptionist		23.14
12210 - Nuclear Medicine Technologist		53.24
12221 - Nursing Assistant I		16.09
12222 - Nursing Assistant II		18.10
12223 - Nursing Assistant III		19.75
12224 - Nursing Assistant IV		22.17
12235 - Optical Dispenser		30.70
12236 - Optical Technician		23.75
12250 - Pharmacy Technician		22.05
12280 - Phlebotomist		23.48
12305 - Radiologic Technologist		48.36
12311 - Registered Nurse I		31.18
12312 - Registered Nurse II		40.19
12313 - Registered Nurse II, Specialist		40.19
12314 - Registered Nurse III		48.63
12315 - Registered Nurse III, Anesthetist		48.63
12316 - Registered Nurse IV		58.29
12317 - Scheduler (Drug and Alcohol Testing)		42.03
12320 - Substance Abuse Treatment Counselor		29.22
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		23.32
13012 - Exhibits Specialist II		28.88
13013 - Exhibits Specialist III		35.32
13041 - Illustrator I		24.09
13042 - Illustrator II		29.83
13043 - Illustrator III		36.50
13047 - Librarian		37.64
13050 - Library Aide/Clerk		21.24
13054 - Library Information Technology Systems Administrator		33.99
13058 - Library Technician		26.73
13061 - Media Specialist I		24.53
13062 - Media Specialist II		27.43
13063 - Media Specialist III		30.58
13071 - Photographer I		21.98
13072 - Photographer II		24.58
13073 - Photographer III		30.45
13074 - Photographer IV		37.24
13075 - Photographer V		45.06
13090 - Technical Order Library Clerk		26.67
13110 - Video Teleconference Technician		30.23
14000 - Information Technology Occupations		
14041 - Computer Operator I		27.14
14042 - Computer Operator II		30.35
14043 - Computer Operator III		33.85
14044 - Computer Operator IV		37.61
14045 - Computer Operator V		41.65
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		27.14
14160 - Personal Computer Support Technician		37.61

14170 - System Support Specialist	43.21
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	40.95
15020 - Aircrew Training Devices Instructor (Rated)	49.54
15030 - Air Crew Training Devices Instructor (Pilot)	59.40
15050 - Computer Based Training Specialist / Instructor	40.95
15060 - Educational Technologist	45.19
15070 - Flight Instructor (Pilot)	59.40
15080 - Graphic Artist	37.50
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	59.40
15086 - Maintenance Test Pilot, Rotary Wing	59.40
15088 - Non-Maintenance Test/Co-Pilot	59.40
15090 - Technical Instructor	30.56
15095 - Technical Instructor/Course Developer	37.38
15110 - Test Proctor	24.68
15120 - Tutor	24.68
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	17.69
16030 - Counter Attendant	17.69
16040 - Dry Cleaner	20.20
16070 - Finisher, Flatwork, Machine	17.69
16090 - Presser, Hand	17.69
16110 - Presser, Machine, Drycleaning	17.69
16130 - Presser, Machine, Shirts	17.69
16160 - Presser, Machine, Wearing Apparel, Laundry	17.69
16190 - Sewing Machine Operator	21.05
16220 - Tailor	21.89
16250 - Washer, Machine	18.53
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	31.16
19040 - Tool And Die Maker	36.41
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	23.16
21030 - Material Coordinator	28.85
21040 - Material Expediter	28.85
21050 - Material Handling Laborer	21.91
21071 - Order Filler	18.40
21080 - Production Line Worker (Food Processing)	23.16
21110 - Shipping Packer	23.16
21130 - Shipping/Receiving Clerk	23.16
21140 - Store Worker I	17.51
21150 - Stock Clerk	21.99
21210 - Tools And Parts Attendant	23.16
21410 - Warehouse Specialist	23.16
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	46.26
23019 - Aircraft Logs and Records Technician	38.83
23021 - Aircraft Mechanic I	44.46
23022 - Aircraft Mechanic II	46.26
23023 - Aircraft Mechanic III	48.10
23040 - Aircraft Mechanic Helper	34.68
23050 - Aircraft, Painter	42.59
23060 - Aircraft Servicer	38.83
23070 - Aircraft Survival Flight Equipment Technician	42.59
23080 - Aircraft Worker	40.72
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	40.72
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	44.46
23110 - Appliance Mechanic	30.77
23120 - Bicycle Repairer	19.79
23125 - Cable Splicer	54.92
23130 - Carpenter, Maintenance	35.48
23140 - Carpet Layer	35.29
23160 - Electrician, Maintenance	40.12

23181 - Electronics Technician Maintenance I 34.79
23182 - Electronics Technician Maintenance II 36.39
23183 - Electronics Technician Maintenance III 37.99
23260 - Fabric Worker 34.04
23290 - Fire Alarm System Mechanic 38.59
23310 - Fire Extinguisher Repairer 32.34
23311 - Fuel Distribution System Mechanic 43.95
23312 - Fuel Distribution System Operator 36.47
23370 - General Maintenance Worker 27.87
23380 - Ground Support Equipment Mechanic 44.46
23381 - Ground Support Equipment Servicer 38.83
23382 - Ground Support Equipment Worker 40.72
23391 - Gunsmith I 32.34
23392 - Gunsmith II 35.69
23393 - Gunsmith III 38.97
23410 - Heating, Ventilation And Air-Conditioning Mechanic 37.31
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 38.81
23430 - Heavy Equipment Mechanic 39.34
23440 - Heavy Equipment Operator 35.42
23460 - Instrument Mechanic 34.53
23465 - Laboratory/Shelter Mechanic 37.33
23470 - Laborer 21.91
23510 - Locksmith 30.13
23530 - Machinery Maintenance Mechanic 35.18
23550 - Machinist, Maintenance 30.58
23580 - Maintenance Trades Helper 21.55
23591 - Metrology Technician I 34.53
23592 - Metrology Technician II 35.92
23593 - Metrology Technician III 37.35
23640 - Millwright 34.24
23710 - Office Appliance Repairer 26.96
23760 - Painter, Maintenance 27.67
23790 - Pipefitter, Maintenance 43.19
23810 - Plumber, Maintenance 41.37
23820 - Pneudraulic Systems Mechanic 38.97
23850 - Rigger 38.43
23870 - Scale Mechanic 35.69
23890 - Sheet-Metal Worker, Maintenance 35.54
23910 - Small Engine Mechanic 28.12
23931 - Telecommunications Mechanic I 37.51
23932 - Telecommunications Mechanic II 39.56
23950 - Telephone Lineman 49.85
23960 - Welder, Combination, Maintenance 29.92
23965 - Well Driller 40.44
23970 - Woodcraft Worker 38.97
23980 - Woodworker 32.34
24000 - Personal Needs Occupations
24550 - Case Manager 22.23
24570 - Child Care Attendant 18.89
24580 - Child Care Center Clerk 23.55
24610 - Chore Aide 19.13
24620 - Family Readiness And Support Services Coordinator 22.23
24630 - Homemaker 22.67
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 38.30
25040 - Sewage Plant Operator 31.91
25070 - Stationary Engineer 38.30
25190 - Ventilation Equipment Tender 29.87
25210 - Water Treatment Plant Operator 31.91
27000 - Protective Service Occupations
27004 - Alarm Monitor 29.13
27007 - Baggage Inspector 21.78

27008 - Corrections Officer	39.37
27010 - Court Security Officer	37.39
27030 - Detection Dog Handler	24.36
27040 - Detention Officer	39.37
27070 - Firefighter	35.43
27101 - Guard I	21.78
27102 - Guard II	24.36
27131 - Police Officer I	34.01
27132 - Police Officer II	37.80
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	20.41
28042 - Carnival Equipment Repairer	21.72
28043 - Carnival Worker	16.29
28210 - Gate Attendant/Gate Tender	21.92
28310 - Lifeguard	17.94
28350 - Park Attendant (Aide)	24.52
28510 - Recreation Aide/Health Facility Attendant	17.90
28515 - Recreation Specialist	30.38
28630 - Sports Official	19.53
28690 - Swimming Pool Operator	23.97
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	36.09
29020 - Hatch Tender	36.09
29030 - Line Handler	36.09
29041 - Stevedore I	34.41
29042 - Stevedore II	37.75
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	52.19
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	35.98
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	39.63
30021 - Archeological Technician I	24.14
30022 - Archeological Technician II	27.00
30023 - Archeological Technician III	33.44
30030 - Cartographic Technician	33.44
30040 - Civil Engineering Technician	34.24
30051 - Cryogenic Technician I	37.04
30052 - Cryogenic Technician II	40.90
30061 - Drafter/CAD Operator I	24.14
30062 - Drafter/CAD Operator II	27.00
30063 - Drafter/CAD Operator III	30.09
30064 - Drafter/CAD Operator IV	37.04
30081 - Engineering Technician I	20.27
30082 - Engineering Technician II	22.74
30083 - Engineering Technician III	25.44
30084 - Engineering Technician IV	31.52
30085 - Engineering Technician V	38.56
30086 - Engineering Technician VI	46.65
30090 - Environmental Technician	29.28
30095 - Evidence Control Specialist	33.44
30210 - Laboratory Technician	31.25
30221 - Latent Fingerprint Technician I	37.06
30222 - Latent Fingerprint Technician II	40.94
30240 - Mathematical Technician	42.86
30361 - Paralegal/Legal Assistant I	24.59
30362 - Paralegal/Legal Assistant II	30.46
30363 - Paralegal/Legal Assistant III	37.25
30364 - Paralegal/Legal Assistant IV	45.07
30375 - Petroleum Supply Specialist	40.90
30390 - Photo-Optics Technician	33.44
30395 - Radiation Control Technician	40.90
30461 - Technical Writer I	33.78
30462 - Technical Writer II	41.31
30463 - Technical Writer III	49.98
30491 - Unexploded Ordnance (UXO) Technician I	33.16
30492 - Unexploded Ordnance (UXO) Technician II	40.13

30493 - Unexploded Ordnance (UXO) Technician III		48.09
30494 - Unexploded (UXO) Safety Escort		33.16
30495 - Unexploded (UXO) Sweep Personnel		33.16
30501 - Weather Forecaster I		37.04
30502 - Weather Forecaster II		45.05
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	30.09
30621 - Weather Observer, Senior	(see 2)	33.44
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		40.13
31020 - Bus Aide		23.29
31030 - Bus Driver		30.29
31043 - Driver Courier		21.77
31260 - Parking and Lot Attendant		17.71
31290 - Shuttle Bus Driver		20.48
31310 - Taxi Driver		16.57
31361 - Truckdriver, Light		23.16
31362 - Truckdriver, Medium		24.38
31363 - Truckdriver, Heavy		29.58
31364 - Truckdriver, Tractor-Trailer		29.58
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		19.56
99030 - Cashier		16.90
99050 - Desk Clerk		18.67
99095 - Embalmer		40.21
99130 - Flight Follower		33.16
99251 - Laboratory Animal Caretaker I		21.81
99252 - Laboratory Animal Caretaker II		23.20
99260 - Marketing Analyst		43.70
99310 - Mortician		40.21
99410 - Pest Controller		23.66
99510 - Photofinishing Worker		20.42
99710 - Recycling Laborer		31.56
99711 - Recycling Specialist		36.65
99730 - Refuse Collector		29.11
99810 - Sales Clerk		17.58
99820 - School Crossing Guard		19.83
99830 - Survey Party Chief		31.86
99831 - Surveying Aide		21.08
99832 - Surveying Technician		28.97
99840 - Vending Machine Attendant		21.15
99841 - Vending Machine Repairer		24.87
99842 - Vending Machine Repairer Helper		21.15

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 $13.30 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 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))."