

"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 Division of
Director Wage Determinations

Wage Determination No.: 2015-5341
Revision No.: 25
Date Of Last Revision: 12/26/2023

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., workers an option is exercised) on or after applicable January 30, 2022: determination, 	Executive Order 14026 generally applies to the contract. The contractor must pay all covered at least \$17.20 per hour (or the wage rate listed on this wage if it is higher) for all hours spent performing on the contract in 2024.
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If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed workers or extended on or after January 30, applicable 2022: determination, 	Executive Order 13658 generally applies to the contract. The contractor must pay all covered at least \$12.90 per hour (or the wage rate listed on this wage if it is higher) for all hours spent performing on the contract in 2024.
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The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Kansas

Area: Kansas Counties of Butler, Harvey, Kingman, Sedgwick, Sumner

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE RATE	FOOTNOTE
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01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I

14.88***

01012 - Accounting Clerk II

16.71***

01013 - Accounting Clerk III

18.69

01020 - Administrative Assistant

25.29

01035 - Court Reporter

28.68

01041 - Customer Service Representative I

13.47***

01042 - Customer Service Representative II

14.71***

01043 - Customer Service Representative III

16.51***

01051 - Data Entry Operator I

13.80***

01052 - Data Entry Operator II

15.07***

01060 - Dispatcher, Motor Vehicle

19.39

01070 - Document Preparation Clerk

16.44***

01090 - Duplicating Machine Operator

16.44***

01111 - General Clerk I

13.14***
01112 - General Clerk II

14.34***
01113 - General Clerk III

16.10***
01120 - Housing Referral Assistant

21.73
01141 - Messenger Courier

14.09***
01191 - Order Clerk I

15.85***
01192 - Order Clerk II

17.29
01261 - Personnel Assistant (Employment) I

16.54***
01262 - Personnel Assistant (Employment) II

18.51
01263 - Personnel Assistant (Employment) III

20.63
01270 - Production Control Clerk

28.55
01290 - Rental Clerk

16.56***
01300 - Scheduler, Maintenance

17.43
01311 - Secretary I

17.43
01312 - Secretary II

19.49
01313 - Secretary III

21.73
01320 - Service Order Dispatcher

17.03***
01410 - Supply Technician

25.29
01420 - Survey Worker

15.77***
01460 - Switchboard Operator/Receptionist

14.35***
01531 - Travel Clerk I

16.39***
01532 - Travel Clerk II

17.26
01533 - Travel Clerk III

18.57
01611 - Word Processor I

15.52***
01612 - Word Processor II

17.43
01613 - Word Processor III

19.49
05000 - Automotive Service Occupations
 05005 - Automobile Body Repairer, Fiberglass
22.78
 05010 - Automotive Electrician
21.05
 05040 - Automotive Glass Installer
20.04
 05070 - Automotive Worker
20.04
 05110 - Mobile Equipment Servicer
17.85
 05130 - Motor Equipment Metal Mechanic
22.06
 05160 - Motor Equipment Metal Worker
20.04
 05190 - Motor Vehicle Mechanic
22.06
 05220 - Motor Vehicle Mechanic Helper
16.78***
 05250 - Motor Vehicle Upholstery Worker
18.95
 05280 - Motor Vehicle Wrecker
20.04
 05310 - Painter, Automotive
21.05
 05340 - Radiator Repair Specialist
20.04
 05370 - Tire Repairer
15.62***
 05400 - Transmission Repair Specialist
22.06
07000 - Food Preparation And Service Occupations
 07010 - Baker
11.71***
 07041 - Cook I
13.28***
 07042 - Cook II
14.91***
 07070 - Dishwasher
11.83***
 07130 - Food Service Worker
12.56***
 07210 - Meat Cutter
19.00
 07260 - Waiter/Waitress
10.01***
09000 - Furniture Maintenance And Repair Occupations
 09010 - Electrostatic Spray Painter
22.91

09040 - Furniture Handler
15.98***
09080 - Furniture Refinisher
22.84
09090 - Furniture Refinisher Helper
18.21
09110 - Furniture Repairer, Minor
20.55
09130 - Upholsterer
25.12
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles
13.42***
11060 - Elevator Operator
13.42***
11090 - Gardener
17.93
11122 - Housekeeping Aide
13.51***
11150 - Janitor
13.51***
11210 - Laborer, Grounds Maintenance
14.81***
11240 - Maid or Houseman
12.24***
11260 - Pruner
13.62***
11270 - Tractor Operator
16.87***
11330 - Trail Maintenance Worker
14.81***
11360 - Window Cleaner
14.69***
12000 - Health Occupations
12010 - Ambulance Driver
17.29
12011 - Breath Alcohol Technician
20.93
12012 - Certified Occupational Therapist Assistant
29.81
12015 - Certified Physical Therapist Assistant
30.17
12020 - Dental Assistant
18.23
12025 - Dental Hygienist
37.22
12030 - EKG Technician
25.32
12035 - Electroneurodiagnostic Technologist
25.32

12040 - Emergency Medical Technician
17.29
12071 - Licensed Practical Nurse I
18.71
12072 - Licensed Practical Nurse II
20.93
12073 - Licensed Practical Nurse III
23.33
12100 - Medical Assistant
16.46***
12130 - Medical Laboratory Technician
24.32
12160 - Medical Record Clerk
17.67
12190 - Medical Record Technician
19.76
12195 - Medical Transcriptionist
19.33
12210 - Nuclear Medicine Technologist
41.81
12221 - Nursing Assistant I
12.19***
12222 - Nursing Assistant II
13.70***
12223 - Nursing Assistant III
14.95***
12224 - Nursing Assistant IV
16.79***
12235 - Optical Dispenser
16.38***
12236 - Optical Technician
18.71
12250 - Pharmacy Technician
17.58
12280 - Phlebotomist
17.61
12305 - Radiologic Technologist
28.24
12311 - Registered Nurse I
24.83
12312 - Registered Nurse II
30.36
12313 - Registered Nurse II, Specialist
30.36
12314 - Registered Nurse III
36.73
12315 - Registered Nurse III, Anesthetist
36.73
12316 - Registered Nurse IV
44.03

12317 - Scheduler (Drug and Alcohol Testing)
25.94
12320 - Substance Abuse Treatment Counselor
23.92
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I
21.96
13012 - Exhibits Specialist II
27.21
13013 - Exhibits Specialist III
33.29
13041 - Illustrator I
21.96
13042 - Illustrator II
27.21
13043 - Illustrator III
33.29
13047 - Librarian
30.13
13050 - Library Aide/Clerk
15.29***
13054 - Library Information Technology Systems
27.21
Administrator
13058 - Library Technician
17.85
13061 - Media Specialist I
19.63
13062 - Media Specialist II
21.96
13063 - Media Specialist III
24.48
13071 - Photographer I
17.67
13072 - Photographer II
19.77
13073 - Photographer III
24.49
13074 - Photographer IV
29.95
13075 - Photographer V
36.25
13090 - Technical Order Library Clerk
19.21
13110 - Video Teleconference Technician
21.77
14000 - Information Technology Occupations
14041 - Computer Operator I
17.92
14042 - Computer Operator II

18.33
14043 - Computer Operator III
21.46
14044 - Computer Operator IV
23.01
14045 - Computer Operator V
25.46
14071 - Computer Programmer I (see 1)
22.75
14072 - Computer Programmer II (see 1)
26.43
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
17.92
14160 - Personal Computer Support Technician
24.04
14170 - System Support Specialist
26.08
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated)
30.90
15020 - Aircrew Training Devices Instructor (Rated)
37.38
15030 - Air Crew Training Devices Instructor (Pilot)
44.81
15050 - Computer Based Training Specialist / Instructor
30.90
15060 - Educational Technologist
30.63
15070 - Flight Instructor (Pilot)
44.81
15080 - Graphic Artist
22.28
15085 - Maintenance Test Pilot, Fixed, Jet/Prop
44.81
15086 - Maintenance Test Pilot, Rotary Wing
44.81
15088 - Non-Maintenance Test/Co-Pilot
44.81
15090 - Technical Instructor
23.63

15095 - Technical Instructor/Course Developer
28.89
15110 - Test Proctor
19.06
15120 - Tutor
19.06
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler
10.96***
16030 - Counter Attendant
10.96***
16040 - Dry Cleaner
13.84***
16070 - Finisher, Flatwork, Machine
10.96***
16090 - Presser, Hand
10.96***
16110 - Presser, Machine, Drycleaning
10.96***
16130 - Presser, Machine, Shirts
10.96***
16160 - Presser, Machine, Wearing Apparel, Laundry
10.96***
16190 - Sewing Machine Operator
14.71***
16220 - Tailor
15.59***
16250 - Washer, Machine
11.91***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room)
27.82
19040 - Tool And Die Maker
33.41
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator
18.03
21030 - Material Coordinator
28.55
21040 - Material Expediter
28.55
21050 - Material Handling Laborer
16.83***
21071 - Order Filler
14.82***
21080 - Production Line Worker (Food Processing)
18.03
21110 - Shipping Packer
17.48
21130 - Shipping/Receiving Clerk

17.48
21140 - Store Worker I
17.82
21150 - Stock Clerk
22.83
21210 - Tools And Parts Attendant
18.03
21410 - Warehouse Specialist
18.03
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder
30.98
23019 - Aircraft Logs and Records Technician
25.31
23021 - Aircraft Mechanic I
29.47
23022 - Aircraft Mechanic II
30.98
23023 - Aircraft Mechanic III
32.35
23040 - Aircraft Mechanic Helper
22.42
23050 - Aircraft, Painter
28.12
23060 - Aircraft Servicer
25.31
23070 - Aircraft Survival Flight Equipment Technician
28.12
23080 - Aircraft Worker
26.78
23091 - Aircrew Life Support Equipment (ALSE) Mechanic
26.78
I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic
29.47
II
23110 - Appliance Mechanic
26.11
23120 - Bicycle Repairer
22.18
23125 - Cable Splicer
42.88
23130 - Carpenter, Maintenance
21.58
23140 - Carpet Layer
24.91
23160 - Electrician, Maintenance
28.27
23181 - Electronics Technician Maintenance I
29.88

23182 - Electronics Technician Maintenance II
31.38
23183 - Electronics Technician Maintenance III
32.89
23260 - Fabric Worker
23.55
23290 - Fire Alarm System Mechanic
26.90
23310 - Fire Extinguisher Repairer
22.18
23311 - Fuel Distribution System Mechanic
34.16
23312 - Fuel Distribution System Operator
28.11
23370 - General Maintenance Worker
18.83
23380 - Ground Support Equipment Mechanic
29.47
23381 - Ground Support Equipment Servicer
25.31
23382 - Ground Support Equipment Worker
26.78
23391 - Gunsmith I
22.18
23392 - Gunsmith II
24.91
23393 - Gunsmith III
27.42
23410 - Heating, Ventilation And Air-Conditioning
26.00
Mechanic
23411 - Heating, Ventilation And Air Contidioning
27.33
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic
26.81
23440 - Heavy Equipment Operator
22.61
23460 - Instrument Mechanic
27.42
23465 - Laboratory/Shelter Mechanic
26.17
23470 - Laborer
16.83***
23510 - Locksmith
26.17
23530 - Machinery Maintenance Mechanic
30.64
23550 - Machinist, Maintenance
22.48

23580 - Maintenance Trades Helper
15.77***
23591 - Metrology Technician I
27.42
23592 - Metrology Technician II
28.82
23593 - Metrology Technician III
30.10
23640 - Millwright
29.38
23710 - Office Appliance Repairer
20.79
23760 - Painter, Maintenance
18.96
23790 - Pipefitter, Maintenance
25.83
23810 - Plumber, Maintenance
24.65
23820 - Pneudraulic Systems Mechanic
27.42
23850 - Rigger
27.42
23870 - Scale Mechanic
24.91
23890 - Sheet-Metal Worker, Maintenance
23.59
23910 - Small Engine Mechanic
22.62
23931 - Telecommunications Mechanic I
27.91
23932 - Telecommunications Mechanic II
29.33
23950 - Telephone Lineman
34.13
23960 - Welder, Combination, Maintenance
23.33
23965 - Well Driller
27.42
23970 - Woodcraft Worker
27.42
23980 - Woodworker
22.18
24000 - Personal Needs Occupations
24550 - Case Manager
17.40
24570 - Child Care Attendant
11.78***
24580 - Child Care Center Clerk
14.69***
24610 - Chore Aide

11.34***
24620 - Family Readiness And Support Services
17.40
Coordinator
24630 - Homemaker
17.40
25000 - Plant And System Operations Occupations
25010 - Boiler Tender
27.95
25040 - Sewage Plant Operator
23.96
25070 - Stationary Engineer
27.95
25190 - Ventilation Equipment Tender
21.26
25210 - Water Treatment Plant Operator
20.86
27000 - Protective Service Occupations
27004 - Alarm Monitor
18.12
27007 - Baggage Inspector
14.11***
27008 - Corrections Officer
18.99
27010 - Court Security Officer
19.27
27030 - Detection Dog Handler
17.18***
27040 - Detention Officer
18.99
27070 - Firefighter
19.68
27101 - Guard I
14.11***
27102 - Guard II
17.18***
27131 - Police Officer I
22.96
27132 - Police Officer II
25.52
28000 - Recreation Occupations
28041 - Carnival Equipment Operator
13.15***
28042 - Carnival Equipment Repairer
13.98***
28043 - Carnival Worker
10.61***
28210 - Gate Attendant/Gate Tender
18.74
28310 - Lifeguard

10.82***
28350 - Park Attendant (Aide)
20.97
28510 - Recreation Aide/Health Facility Attendant
15.31***
28515 - Recreation Specialist
25.98
28630 - Sports Official
16.70***
28690 - Swimming Pool Operator
17.33
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer
28.01
29020 - Hatch Tender
28.01
29030 - Line Handler
28.01
29041 - Stevedore I
26.48
29042 - Stevedore II
29.41
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)
43.06
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)
29.69
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)
32.70
30021 - Archeological Technician I
19.07
30022 - Archeological Technician II
21.33
30023 - Archeological Technician III
26.44
30030 - Cartographic Technician
26.44
30040 - Civil Engineering Technician
23.34
30051 - Cryogenic Technician I
29.27
30052 - Cryogenic Technician II
32.33
30061 - Drafter/CAD Operator I
19.07
30062 - Drafter/CAD Operator II
21.33
30063 - Drafter/CAD Operator III
23.78
30064 - Drafter/CAD Operator IV

29.27
30081 - Engineering Technician I
16.72***
30082 - Engineering Technician II
18.78
30083 - Engineering Technician III
22.54
30084 - Engineering Technician IV
26.03
30085 - Engineering Technician V
33.08
30086 - Engineering Technician VI
40.00
30090 - Environmental Technician
23.27
30095 - Evidence Control Specialist
26.44
30210 - Laboratory Technician
23.78
30221 - Latent Fingerprint Technician I
28.35
30222 - Latent Fingerprint Technician II
31.31
30240 - Mathematical Technician
26.44
30361 - Paralegal/Legal Assistant I
19.11
30362 - Paralegal/Legal Assistant II
23.69
30363 - Paralegal/Legal Assistant III
28.97
30364 - Paralegal/Legal Assistant IV
35.05
30375 - Petroleum Supply Specialist
32.33
30390 - Photo-Optics Technician
26.44
30395 - Radiation Control Technician
32.33
30461 - Technical Writer I
23.75
30462 - Technical Writer II
29.05
30463 - Technical Writer III
35.14
30491 - Unexploded Ordnance (UXO) Technician I
27.37
30492 - Unexploded Ordnance (UXO) Technician II
33.11
30493 - Unexploded Ordnance (UXO) Technician III

39.69
30494 - Unexploded (UX0) Safety Escort
27.37
30495 - Unexploded (UX0) Sweep Personnel
27.37
30501 - Weather Forecaster I
29.27
30502 - Weather Forecaster II
35.60
30620 - Weather Observer, Combined Upper Air Or (see 2)
23.78
Surface Programs
30621 - Weather Observer, Senior (see 2)
26.44
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot
33.11
31020 - Bus Aide
12.97***
31030 - Bus Driver
16.68***
31043 - Driver Courier
17.05***
31260 - Parking and Lot Attendant
11.67***
31290 - Shuttle Bus Driver
16.24***
31310 - Taxi Driver
13.43***
31361 - Truckdriver, Light
18.13
31362 - Truckdriver, Medium
19.25
31363 - Truckdriver, Heavy
22.80
31364 - Truckdriver, Tractor-Trailer
22.80
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist
16.14***
99030 - Cashier
12.07***
99050 - Desk Clerk
12.21***
99095 - Embalmer
29.20
99130 - Flight Follower
27.37
99251 - Laboratory Animal Caretaker I
14.44***

99252 - Laboratory Animal Caretaker II
 15.28***
 99260 - Marketing Analyst
 28.38
 99310 - Mortician
 29.26
 99410 - Pest Controller
 18.68
 99510 - Photofinishing Worker
 14.38***
 99710 - Recycling Laborer
 21.64
 99711 - Recycling Specialist
 24.64
 99730 - Refuse Collector
 19.89
 99810 - Sales Clerk
 13.53***
 99820 - School Crossing Guard
 19.61
 99830 - Survey Party Chief
 26.18
 99831 - Surveying Aide
 16.15***
 99832 - Surveying Technician
 22.16
 99840 - Vending Machine Attendant
 16.74***
 99841 - Vending Machine Repairer
 20.00
 99842 - Vending Machine Repairer Helper
 16.74***

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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: \$4.98 per hour, up to 40 hours per week, or \$199.20 per week or \$863.20 per month

HEALTH & WELFARE EO 13706: \$4.57 per hour, up to 40 hours per week, or \$182.80 per week, or \$792.13 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 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))."