

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF

LABOR

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
 | WASHINGTON D.C. 20210  
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 |  
 | Wage Determination No.: 2015-5100  
 Daniel W. Simms Division of | Revision No.: 9  
 Director Wage Determinations | Date Of Last Revision: 05/09/2019

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 Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.60 for calendar year 2019 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 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 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 calendar year 2019. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Missouri

Area: Missouri Counties of St Francois Ste Genevieve Washington

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

OCCUPATION CODE - TITLE	FOOTNOTE
RATE	
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
14.16	
01012 - Accounting Clerk II	
15.89	
01013 - Accounting Clerk III	
18.57	
01020 - Administrative Assistant	
24.53	
01035 - Court Reporter	
20.96	
01041 - Customer Service Representative I	
10.32	
01042 - Customer Service Representative II	
11.60	
01043 - Customer Service Representative III	
12.66	
01051 - Data Entry Operator I	
13.54	
01052 - Data Entry Operator II	
14.78	
01060 - Dispatcher Motor Vehicle	
20.65	
01070 - Document Preparation Clerk	
14.53	
01090 - Duplicating Machine Operator	
14.53	
01111 - General Clerk I	
12.33	
01112 - General Clerk II	
15.00	

01113 - General Clerk III  
17.07  
01120 - Housing Referral Assistant  
20.96  
01141 - Messenger Courier  
13.53  
01191 - Order Clerk I  
14.29  
01192 - Order Clerk II  
15.60  
01261 - Personnel Assistant (Employment) I  
16.33  
01262 - Personnel Assistant (Employment) II  
19.05  
01263 - Personnel Assistant (Employment) III  
20.73  
01270 - Production Control Clerk  
22.97  
01290 - Rental Clerk  
16.06  
01300 - Scheduler Maintenance  
15.96  
01311 - Secretary I  
15.96  
01312 - Secretary II  
17.85  
01313 - Secretary III  
20.96  
01320 - Service Order Dispatcher  
18.46  
01410 - Supply Technician  
24.53  
01420 - Survey Worker  
19.05  
01460 - Switchboard Operator/Receptionist  
15.10  
01531 - Travel Clerk I

12.98  
01532 - Travel Clerk II

13.82  
01533 - Travel Clerk III

14.88  
01611 - Word Processor I

13.51  
01612 - Word Processor II

16.06  
01613 - Word Processor III

19.05  
05000 - Automotive Service Occupations  
05005 - Automobile Body Repairer Fiberglass

25.08  
05010 - Automotive Electrician

20.59  
05040 - Automotive Glass Installer

19.74  
05070 - Automotive Worker

19.74  
05110 - Mobile Equipment Servicer

18.01  
05130 - Motor Equipment Metal Mechanic

21.46  
05160 - Motor Equipment Metal Worker

19.74  
05190 - Motor Vehicle Mechanic

20.40  
05220 - Motor Vehicle Mechanic Helper

16.72  
05250 - Motor Vehicle Upholstery Worker

18.88  
05280 - Motor Vehicle Wrecker

19.74  
05310 - Painter Automotive

20.59  
05340 - Radiator Repair Specialist

19.74  
05370 - Tire Repairer

15.80  
05400 - Transmission Repair Specialist

21.46  
07000 - Food Preparation And Service Occupations  
07010 - Baker

12.77  
07041 - Cook I

11.02  
07042 - Cook II

12.07  
07070 - Dishwasher

8.99  
07130 - Food Service Worker

10.05  
07210 - Meat Cutter

16.34  
07260 - Waiter/Waitress

9.09  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter

20.56  
09040 - Furniture Handler

14.00  
09080 - Furniture Refinisher

20.56  
09090 - Furniture Refinisher Helper

16.55  
09110 - Furniture Repairer Minor

18.84  
09130 - Upholsterer

22.61  
11000 - General Services And Support Occupations  
11030 - Cleaner Vehicles

11.90  
11060 - Elevator Operator

11.90  
11090 - Gardener

16.55  
11122 - Housekeeping Aide

11.46  
11150 - Janitor

11.46  
11210 - Laborer Grounds Maintenance

12.55  
11240 - Maid or Houseman

9.48  
11260 - Pruner

11.10  
11270 - Tractor Operator

15.15  
11330 - Trail Maintenance Worker

12.55  
11360 - Window Cleaner

13.02  
12000 - Health Occupations  
12010 - Ambulance Driver

19.90  
12011 - Breath Alcohol Technician

18.21  
12012 - Certified Occupational Therapist Assistant

27.34  
12015 - Certified Physical Therapist Assistant

27.70  
12020 - Dental Assistant

17.66  
12025 - Dental Hygienist

32.12  
12030 - EKG Technician

25.74  
12035 - Electroneurodiagnostic Technologist

25.74  
12040 - Emergency Medical Technician

19.90  
12071 - Licensed Practical Nurse I

15.81  
12072 - Licensed Practical Nurse II

17.70  
12073 - Licensed Practical Nurse III

19.72  
12100 - Medical Assistant

13.54  
12130 - Medical Laboratory Technician

21.74  
12160 - Medical Record Clerk

16.38  
12190 - Medical Record Technician

17.41  
12195 - Medical Transcriptionist

17.65  
12210 - Nuclear Medicine Technologist

38.52  
12221 - Nursing Assistant I

10.97  
12222 - Nursing Assistant II

12.33  
12223 - Nursing Assistant III

13.46  
12224 - Nursing Assistant IV

15.11  
12235 - Optical Dispenser

16.07  
12236 - Optical Technician

15.99  
12250 - Pharmacy Technician

15.52  
12280 - Phlebotomist

14.07  
12305 - Radiologic Technologist

25.09

12311 - Registered Nurse I  
26.36  
12312 - Registered Nurse II  
29.18  
12313 - Registered Nurse II Specialist  
29.18  
12314 - Registered Nurse III  
35.30  
12315 - Registered Nurse III Anesthetist  
35.30  
12316 - Registered Nurse IV  
42.33  
12317 - Scheduler (Drug and Alcohol Testing)  
21.91  
12320 - Substance Abuse Treatment Counselor  
18.51  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
20.14  
13012 - Exhibits Specialist II  
24.96  
13013 - Exhibits Specialist III  
30.54  
13041 - Illustrator I  
20.80  
13042 - Illustrator II  
25.56  
13043 - Illustrator III  
30.15  
13047 - Librarian  
26.36  
13050 - Library Aide/Clerk  
12.34  
13054 - Library Information Technology Systems  
23.81  
Administrator  
13058 - Library Technician



14.61

13061 - Media Specialist I

17.18

13062 - Media Specialist II

19.21

13063 - Media Specialist III

21.43

13071 - Photographer I

16.71

13072 - Photographer II

18.69

13073 - Photographer III

23.16

13074 - Photographer IV

27.91

13075 - Photographer V

33.77

13090 - Technical Order Library Clerk

15.84

13110 - Video Teleconference Technician

19.55

14000 - Information Technology Occupations

14041 - Computer Operator I

17.04

14042 - Computer Operator II

19.06

14043 - Computer Operator III

21.26

14044 - Computer Operator IV

23.61

14045 - Computer Operator V

26.16

14071 - Computer Programmer I (see 1)

24.21

14072 - Computer Programmer II (see 1)

26.17

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

18.26  
 14160 - Personal Computer Support Technician

26.16  
 14170 - System Support Specialist

31.59  
 15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated)

34.92  
 15020 - Aircrew Training Devices Instructor (Rated)

42.25  
 15030 - Air Crew Training Devices Instructor (Pilot)

50.64  
 15050 - Computer Based Training Specialist / Instructor

34.92  
 15060 - Educational Technologist

28.74  
 15070 - Flight Instructor (Pilot)

50.64  
 15080 - Graphic Artist

22.88  
 15085 - Maintenance Test Pilot Fixed Jet/Prop 41.04

15086 - Maintenance Test Pilot Rotary Wing

41.04  
 15088 - Non-Maintenance Test/Co-Pilot

41.04  
 15090 - Technical Instructor

22.63

15095 - Technical Instructor/Course Developer  
 27.68  
 15110 - Test Proctor  
 18.27  
 15120 - Tutor  
 18.27  
 16000 - Laundry Dry-Cleaning Pressing And Related Occupations  
 16010 - Assembler  
 10.20  
 16030 - Counter Attendant  
 10.20  
 16040 - Dry Cleaner  
 13.11  
 16070 - Finisher Flatwork Machine 10.20  
 16090 - Presser Hand  
 10.20  
 16110 - Presser Machine Drycleaning 10.20  
 16130 - Presser Machine Shirts 10.20  
 16160 - Presser Machine Wearing Apparel Laundry 10.20  
 16190 - Sewing Machine Operator  
 14.03  
 16220 - Tailor  
 14.95  
 16250 - Washer Machine  
 11.26  
 19000 - Machine Tool Operation And Repair Occupations  
 19010 - Machine-Tool Operator (Tool Room)  
 22.05  
 19040 - Tool And Die Maker  
 25.72  
 21000 - Materials Handling And Packing Occupations  
 21020 - Forklift Operator  
 19.14  
 21030 - Material Coordinator  
 22.97  
 21040 - Material Expediter  
 22.97

21050 - Material Handling Laborer  
19.18  
21071 - Order Filler  
12.91  
21080 - Production Line Worker (Food Processing)  
19.14  
21110 - Shipping Packer  
16.62  
21130 - Shipping/Receiving Clerk  
16.62  
21140 - Store Worker I  
12.02  
21150 - Stock Clerk  
17.63  
21210 - Tools And Parts Attendant  
19.14  
21410 - Warehouse Specialist  
19.14  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
26.51  
23019 - Aircraft Logs and Records Technician  
21.72  
23021 - Aircraft Mechanic I  
25.53  
23022 - Aircraft Mechanic II  
26.51  
23023 - Aircraft Mechanic III  
27.51  
23040 - Aircraft Mechanic Helper  
19.24  
23050 - Aircraft Painter  
24.46  
23060 - Aircraft Servicer  
21.72  
23070 - Aircraft Survival Flight Equipment Technician  
24.46

23080 - Aircraft Worker  
23.29  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
23.29  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
25.53  
II  
23110 - Appliance Mechanic  
22.59  
23120 - Bicycle Repairer  
18.23  
23125 - Cable Splicer  
33.97  
23130 - Carpenter Maintenance  
27.37  
23140 - Carpet Layer  
24.63  
23160 - Electrician Maintenance  
30.81  
23181 - Electronics Technician Maintenance I  
25.80  
23182 - Electronics Technician Maintenance II  
27.09  
23183 - Electronics Technician Maintenance III  
28.28  
23260 - Fabric Worker  
22.14  
23290 - Fire Alarm System Mechanic  
23.53  
23310 - Fire Extinguisher Repairer  
20.43  
23311 - Fuel Distribution System Mechanic  
27.30  
23312 - Fuel Distribution System Operator  
21.67  
23370 - General Maintenance Worker

20.67

23380 - Ground Support Equipment Mechanic

25.53

23381 - Ground Support Equipment Servicer

21.72

23382 - Ground Support Equipment Worker

23.29

23391 - Gunsmith I

20.43

23392 - Gunsmith II

23.67

23393 - Gunsmith III

25.94

23410 - Heating Ventilation And Air-Conditioning

24.36

Mechanic

23411 - Heating Ventilation And Air Contidioning

25.29

Mechanic (Research Facility)

23430 - Heavy Equipment Mechanic

26.23

23440 - Heavy Equipment Operator

27.93

23460 - Instrument Mechanic

23.53

23465 - Laboratory/Shelter Mechanic

24.85

23470 - Laborer

17.17

23510 - Locksmith

22.37

23530 - Machinery Maintenance Mechanic

27.80

23550 - Machinist Maintenance

24.17

23580 - Maintenance Trades Helper

18.37

23591 - Metrology Technician I  
23.53  
23592 - Metrology Technician II  
24.66  
23593 - Metrology Technician III  
25.81  
23640 - Millwright  
27.07  
23710 - Office Appliance Repairer  
22.37  
23760 - Painter Maintenance  
25.33  
23790 - Pipefitter Maintenance  
33.13  
23810 - Plumber Maintenance  
31.74  
23820 - Pneudraulic Systems Mechanic  
25.94  
23850 - Rigger  
25.94  
23870 - Scale Mechanic  
23.67  
23890 - Sheet-Metal Worker Maintenance  
29.21  
23910 - Small Engine Mechanic  
21.36  
23931 - Telecommunications Mechanic I  
28.78  
23932 - Telecommunications Mechanic II  
29.88  
23950 - Telephone Lineman  
30.81  
23960 - Welder Combination Maintenance 23.21  
23965 - Well Driller  
25.53  
23970 - Woodcraft Worker  
24.84

23980 - Woodworker  
20.43  
24000 - Personal Needs Occupations  
24550 - Case Manager  
14.52  
24570 - Child Care Attendant  
10.20  
24580 - Child Care Center Clerk  
13.54  
24610 - Chore Aide  
10.28  
24620 - Family Readiness And Support Services  
14.52  
Coordinator  
24630 - Homemaker  
14.52  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
28.27  
25040 - Sewage Plant Operator  
24.16  
25070 - Stationary Engineer  
28.27  
25190 - Ventilation Equipment Tender  
18.96  
25210 - Water Treatment Plant Operator  
24.16  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
17.59  
27007 - Baggage Inspector  
12.71  
27008 - Corrections Officer  
18.82  
27010 - Court Security Officer  
22.13  
27030 - Detection Dog Handler



16.66  
27040 - Detention Officer

18.82  
27070 - Firefighter

26.01  
27101 - Guard I

12.71  
27102 - Guard II

16.66  
27131 - Police Officer I

22.39  
27132 - Police Officer II

24.88  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator

12.65  
28042 - Carnival Equipment Repairer

13.83  
28043 - Carnival Worker

9.16  
28210 - Gate Attendant/Gate Tender

14.10  
28310 - Lifeguard

11.59  
28350 - Park Attendant (Aide)

15.77  
28510 - Recreation Aide/Health Facility Attendant

11.51  
28515 - Recreation Specialist

19.54  
28630 - Sports Official

12.56  
28690 - Swimming Pool Operator

16.53  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer

24.68

29020 - Hatch Tender  
24.68  
29030 - Line Handler  
24.68  
29041 - Stevedore I  
22.99  
29042 - Stevedore II  
25.98  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist Center (HFO) (see 2)  
39.25  
30011 - Air Traffic Control Specialist Station (HFO) (see 2)  
27.06  
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)  
29.80  
30021 - Archeological Technician I  
19.36  
30022 - Archeological Technician II  
21.56  
30023 - Archeological Technician III  
25.04  
30030 - Cartographic Technician  
27.52  
30040 - Civil Engineering Technician  
22.72  
30051 - Cryogenic Technician I  
23.78  
30052 - Cryogenic Technician II  
26.26  
30061 - Drafter/CAD Operator I  
19.36  
30062 - Drafter/CAD Operator II  
21.56  
30063 - Drafter/CAD Operator III  
24.15  
30064 - Drafter/CAD Operator IV  
29.71

30081 - Engineering Technician I  
17.67

30082 - Engineering Technician II  
19.83

30083 - Engineering Technician III  
22.18

30084 - Engineering Technician IV  
27.48

30085 - Engineering Technician V  
33.62

30086 - Engineering Technician VI  
40.68

30090 - Environmental Technician  
22.06

30095 - Evidence Control Specialist  
21.47

30210 - Laboratory Technician  
20.55

30221 - Latent Fingerprint Technician I  
23.78

30222 - Latent Fingerprint Technician II  
26.26

30240 - Mathematical Technician  
26.82

30361 - Paralegal/Legal Assistant I  
20.04

30362 - Paralegal/Legal Assistant II  
24.86

30363 - Paralegal/Legal Assistant III  
30.37

30364 - Paralegal/Legal Assistant IV  
36.75

30375 - Petroleum Supply Specialist  
26.26

30390 - Photo-Optics Technician  
26.82

30395 - Radiation Control Technician

26.26

30461 - Technical Writer I

23.51

30462 - Technical Writer II

28.76

30463 - Technical Writer III

34.79

30491 - Unexploded Ordnance (UXO) Technician I

24.94

30492 - Unexploded Ordnance (UXO) Technician II

30.18

30493 - Unexploded Ordnance (UXO) Technician III

36.17

30494 - Unexploded (UXO) Safety Escort

24.94

30495 - Unexploded (UXO) Sweep Personnel

24.94

30501 - Weather Forecaster I

29.71

30502 - Weather Forecaster II

36.15

30620 - Weather Observer Combined Upper Air Or (see 2)

24.15

Surface Programs

30621 - Weather Observer Senior (see 2)

26.82

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot

30.18

31020 - Bus Aide

12.28

31030 - Bus Driver

16.52

31043 - Driver Courier

15.57

31260 - Parking and Lot Attendant

11.29

31290 - Shuttle Bus Driver  
16.99  
31310 - Taxi Driver  
11.23  
31361 - Truckdriver Light  
16.99  
31362 - Truckdriver Medium  
18.36  
31363 - Truckdriver Heavy  
20.79  
31364 - Truckdriver Tractor-Trailer  
20.79  
99000 - Miscellaneous Occupations  
99020 - Cabin Safety Specialist  
14.71  
99030 - Cashier  
9.23  
99050 - Desk Clerk  
9.98  
99095 - Embalmer  
30.54  
99130 - Flight Follower  
24.94  
99251 - Laboratory Animal Caretaker I  
10.84  
99252 - Laboratory Animal Caretaker II  
11.89  
99260 - Marketing Analyst  
29.13  
99310 - Mortician  
30.54  
99410 - Pest Controller  
19.37  
99510 - Photofinishing Worker  
13.11  
99710 - Recycling Laborer  
18.66

99711 - Recycling Specialist  
23.12  
99730 - Refuse Collector  
16.42  
99810 - Sales Clerk  
12.95  
99820 - School Crossing Guard  
13.76  
99830 - Survey Party Chief  
22.43  
99831 - Surveying Aide  
14.88  
99832 - Surveying Technician  
20.39  
99840 - Vending Machine Attendant  
14.25  
99841 - Vending Machine Repairer  
16.65  
99842 - Vending Machine Repairer Helper  
14.25

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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](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of \$4.48 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of \$4.18 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. \*

\*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 8 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial 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: Under the SCA at section 8(b) this wage determination does



not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541.

Because

most Computer System Analysts and Computer Programmers who are compensated at a rate

not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per

week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.

400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey

data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees.

For

example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty 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).

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))."