

"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

Daniel W. Simms Division of | Wage Determination No.: 2015-5009
 Director Wage Determinations | Revision No.: 19
 Date Of Last Revision: 03/15/2022

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022:	With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 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 2022.
If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022:	With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 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 2022.

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 <https://www.dol.gov/agencies/whd/government-contracts>.

State: South Dakota

Area: South Dakota County of Union

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.20
01012 - Accounting Clerk II		17.07
01013 - Accounting Clerk III		19.09
01020 - Administrative Assistant		22.37
01035 - Court Reporter		18.70
01041 - Customer Service Representative I		12.86***
01042 - Customer Service Representative II		14.03***
01043 - Customer Service Representative III		15.76
01051 - Data Entry Operator I		13.64***
01052 - Data Entry Operator II		14.89***
01060 - Dispatcher Motor Vehicle		23.23
01070 - Document Preparation Clerk		14.89***
01090 - Duplicating Machine Operator		14.89***
01111 - General Clerk I		14.12***
01112 - General Clerk II		15.40
01113 - General Clerk III		17.29

01120 - Housing Referral Assistant	20.84
01141 - Messenger Courier	12.14***
01191 - Order Clerk I	17.22
01192 - Order Clerk II	18.78
01261 - Personnel Assistant (Employment) I	16.13
01262 - Personnel Assistant (Employment) II	18.05
01263 - Personnel Assistant (Employment) III	20.12
01270 - Production Control Clerk	25.61
01290 - Rental Clerk	13.99***
01300 - Scheduler Maintenance	16.72
01311 - Secretary I	16.72
01312 - Secretary II	18.70
01313 - Secretary III	20.84
01320 - Service Order Dispatcher	20.06
01410 - Supply Technician	22.37
01420 - Survey Worker	16.38
01460 - Switchboard Operator/Receptionist	14.34***
01531 - Travel Clerk I	12.97***
01532 - Travel Clerk II	13.73***
01533 - Travel Clerk III	14.64***
01611 - Word Processor I	14.89***
01612 - Word Processor II	16.72
01613 - Word Processor III	18.70
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.72
05010 - Automotive Electrician	19.54
05040 - Automotive Glass Installer	18.56
05070 - Automotive Worker	18.56
05110 - Mobile Equipment Servicer	16.47
05130 - Motor Equipment Metal Mechanic	20.35
05160 - Motor Equipment Metal Worker	18.56
05190 - Motor Vehicle Mechanic	20.35
05220 - Motor Vehicle Mechanic Helper	15.41
05250 - Motor Vehicle Upholstery Worker	17.51
05280 - Motor Vehicle Wrecker	18.56
05310 - Painter Automotive	19.54
05340 - Radiator Repair Specialist	18.56
05370 - Tire Repairer	15.40
05400 - Transmission Repair Specialist	20.35
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.10
07041 - Cook I	12.89***
07042 - Cook II	14.52***
07070 - Dishwasher	10.13***
07130 - Food Service Worker	10.91***
07210 - Meat Cutter	13.28***
07260 - Waiter/Waitress	9.78***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.60
09040 - Furniture Handler	13.38***
09080 - Furniture Refinisher	19.60
09090 - Furniture Refinisher Helper	15.45
09110 - Furniture Repairer Minor	17.56
09130 - Upholsterer	19.60
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.80***
11060 - Elevator Operator	13.80***
11090 - Gardener	18.10
11122 - Housekeeping Aide	14.18***
11150 - Janitor	14.18***
11210 - Laborer Grounds Maintenance	14.66***
11240 - Maid or Houseman	12.16***
11260 - Pruner	13.50***
11270 - Tractor Operator	16.93
11330 - Trail Maintenance Worker	14.66***

11360 - Window Cleaner	15.40
12000 - Health Occupations	
12010 - Ambulance Driver	18.18
12011 - Breath Alcohol Technician	18.18
12012 - Certified Occupational Therapist Assistant	26.93
12015 - Certified Physical Therapist Assistant	25.80
12020 - Dental Assistant	21.60
12025 - Dental Hygienist	36.05
12030 - EKG Technician	26.78
12035 - Electroneurodiagnostic Technologist	26.78
12040 - Emergency Medical Technician	18.18
12071 - Licensed Practical Nurse I	17.56
12072 - Licensed Practical Nurse II	19.63
12073 - Licensed Practical Nurse III	21.88
12100 - Medical Assistant	16.81
12130 - Medical Laboratory Technician	22.19
12160 - Medical Record Clerk	15.52
12190 - Medical Record Technician	18.17
12195 - Medical Transcriptionist	18.01
12210 - Nuclear Medicine Technologist	43.14
12221 - Nursing Assistant I	12.01***
12222 - Nursing Assistant II	13.50***
12223 - Nursing Assistant III	14.73***
12224 - Nursing Assistant IV	16.55
12235 - Optical Dispenser	18.51
12236 - Optical Technician	17.56
12250 - Pharmacy Technician	16.03
12280 - Phlebotomist	15.16
12305 - Radiologic Technologist	24.32
12311 - Registered Nurse I	23.29
12312 - Registered Nurse II	28.49
12313 - Registered Nurse II Specialist	28.49
12314 - Registered Nurse III	34.47
12315 - Registered Nurse III Anesthetist	34.47
12316 - Registered Nurse IV	41.32
12317 - Scheduler (Drug and Alcohol Testing)	22.52
12320 - Substance Abuse Treatment Counselor	17.55
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.62
13012 - Exhibits Specialist II	20.55
13013 - Exhibits Specialist III	25.18
13041 - Illustrator I	16.39
13042 - Illustrator II	20.31
13043 - Illustrator III	24.85
13047 - Librarian	22.48
13050 - Library Aide/Clerk	13.06***
13054 - Library Information Technology Systems Administrator	20.31
13058 - Library Technician	17.15
13061 - Media Specialist I	14.83***
13062 - Media Specialist II	16.39
13063 - Media Specialist III	18.28
13071 - Photographer I	16.45
13072 - Photographer II	18.40
13073 - Photographer III	22.79
13074 - Photographer IV	27.89
13075 - Photographer V	33.74
13090 - Technical Order Library Clerk	16.65
13110 - Video Teleconference Technician	14.03***
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.51
14042 - Computer Operator II	17.44
14043 - Computer Operator III	19.35
14044 - Computer Operator IV	21.44
14045 - Computer Operator V	23.88

14071 - Computer Programmer I	(see 1)	19.46
14072 - Computer Programmer II	(see 1)	24.12
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		17.06
14160 - Personal Computer Support Technician		24.13
14170 - System Support Specialist		25.26
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.93
15020 - Aircrew Training Devices Instructor (Rated)		37.42
15030 - Air Crew Training Devices Instructor (Pilot)		43.93
15050 - Computer Based Training Specialist / Instructor		30.93
15060 - Educational Technologist		30.96
15070 - Flight Instructor (Pilot)		43.93
15080 - Graphic Artist		19.96
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.51
15086 - Maintenance Test Pilot Rotary Wing		41.51
15088 - Non-Maintenance Test/Co-Pilot		41.51
15090 - Technical Instructor		19.35
15095 - Technical Instructor/Course Developer		23.67
15110 - Test Proctor		15.62
15120 - Tutor		15.62
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		10.97***
16030 - Counter Attendant		10.97***
16040 - Dry Cleaner		12.53***
16070 - Finisher Flatwork Machine		10.97***
16090 - Presser Hand		10.97***
16110 - Presser Machine Drycleaning		10.97***
16130 - Presser Machine Shirts		10.97***
16160 - Presser Machine Wearing Apparel Laundry		10.97***
16190 - Sewing Machine Operator		13.24***
16220 - Tailor		14.02***
16250 - Washer Machine		11.49***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.54
19040 - Tool And Die Maker		29.52
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.16
21030 - Material Coordinator		25.61
21040 - Material Expediter		25.61
21050 - Material Handling Laborer		17.18
21071 - Order Filler		14.98***
21080 - Production Line Worker (Food Processing)		19.16
21110 - Shipping Packer		17.88
21130 - Shipping/Receiving Clerk		17.88
21140 - Store Worker I		13.54***
21150 - Stock Clerk		17.23
21210 - Tools And Parts Attendant		19.16
21410 - Warehouse Specialist		19.16
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		26.87
23019 - Aircraft Logs and Records Technician		22.15
23021 - Aircraft Mechanic I		25.73
23022 - Aircraft Mechanic II		26.87
23023 - Aircraft Mechanic III		27.72
23040 - Aircraft Mechanic Helper		19.49
23050 - Aircraft Painter		24.71
23060 - Aircraft Servicer		22.15
23070 - Aircraft Survival Flight Equipment Technician		24.71
23080 - Aircraft Worker		23.47
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		23.47

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	25.73
II		
23110	- Appliance Mechanic	25.54
23120	- Bicycle Repairer	18.36
23125	- Cable Splicer	43.77
23130	- Carpenter Maintenance	20.55
23140	- Carpet Layer	24.26
23160	- Electrician Maintenance	25.30
23181	- Electronics Technician Maintenance I	24.26
23182	- Electronics Technician Maintenance II	25.54
23183	- Electronics Technician Maintenance III	26.60
23260	- Fabric Worker	22.88
23290	- Fire Alarm System Mechanic	26.60
23310	- Fire Extinguisher Repairer	21.53
23311	- Fuel Distribution System Mechanic	30.72
23312	- Fuel Distribution System Operator	24.46
23370	- General Maintenance Worker	20.82
23380	- Ground Support Equipment Mechanic	25.73
23381	- Ground Support Equipment Servicer	22.15
23382	- Ground Support Equipment Worker	23.47
23391	- Gunsmith I	21.53
23392	- Gunsmith II	24.26
23393	- Gunsmith III	26.60
23410	- Heating Ventilation And Air-Conditioning Mechanic	27.03
23411	- Heating Ventilation And Air Contidioning Mechanic (Research Facility)	28.23
23430	- Heavy Equipment Mechanic	24.20
23440	- Heavy Equipment Operator	22.11
23460	- Instrument Mechanic	26.60
23465	- Laboratory/Shelter Mechanic	25.54
23470	- Laborer	17.18
23510	- Locksmith	25.54
23530	- Machinery Maintenance Mechanic	27.45
23550	- Machinist Maintenance	21.77
23580	- Maintenance Trades Helper	20.14
23591	- Metrology Technician I	26.60
23592	- Metrology Technician II	27.77
23593	- Metrology Technician III	28.65
23640	- Millwright	26.60
23710	- Office Appliance Repairer	21.14
23760	- Painter Maintenance	18.02
23790	- Pipefitter Maintenance	28.65
23810	- Plumber Maintenance	27.51
23820	- Pneudraulic Systems Mechanic	26.60
23850	- Rigger	26.60
23870	- Scale Mechanic	24.26
23890	- Sheet-Metal Worker Maintenance	26.84
23910	- Small Engine Mechanic	23.96
23931	- Telecommunications Mechanic I	26.68
23932	- Telecommunications Mechanic II	27.86
23950	- Telephone Lineman	24.49
23960	- Welder Combination Maintenance	21.05
23965	- Well Driller	26.60
23970	- Woodcraft Worker	26.60
23980	- Woodworker	21.53
24000	- Personal Needs Occupations	
24550	- Case Manager	16.08
24570	- Child Care Attendant	10.58***
24580	- Child Care Center Clerk	13.19***
24610	- Chore Aide	13.57***
24620	- Family Readiness And Support Services Coordinator	16.08
24630	- Homemaker	16.08

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.60
25040 - Sewage Plant Operator	24.04
25070 - Stationary Engineer	26.60
25190 - Ventilation Equipment Tender	20.14
25210 - Water Treatment Plant Operator	24.04
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.09
27007 - Baggage Inspector	13.98***
27008 - Corrections Officer	20.22
27010 - Court Security Officer	22.78
27030 - Detection Dog Handler	15.63
27040 - Detention Officer	20.22
27070 - Firefighter	23.34
27101 - Guard I	13.98***
27102 - Guard II	15.63
27131 - Police Officer I	26.05
27132 - Police Officer II	28.94
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.54***
28042 - Carnival Equipment Repairer	13.41***
28043 - Carnival Worker	10.00***
28210 - Gate Attendant/Gate Tender	15.15
28310 - Lifeguard	12.17***
28350 - Park Attendant (Aide)	16.94
28510 - Recreation Aide/Health Facility Attendant	12.36***
28515 - Recreation Specialist	20.82
28630 - Sports Official	13.50***
28690 - Swimming Pool Operator	16.52
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.26
29020 - Hatch Tender	24.26
29030 - Line Handler	24.26
29041 - Stevedore I	22.88
29042 - Stevedore II	25.54
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59
30021 - Archeological Technician I	17.72
30022 - Archeological Technician II	19.83
30023 - Archeological Technician III	24.56
30030 - Cartographic Technician	24.56
30040 - Civil Engineering Technician	23.86
30051 - Cryogenic Technician I	25.70
30052 - Cryogenic Technician II	28.39
30061 - Drafter/CAD Operator I	17.72
30062 - Drafter/CAD Operator II	19.83
30063 - Drafter/CAD Operator III	22.10
30064 - Drafter/CAD Operator IV	27.20
30081 - Engineering Technician I	16.02
30082 - Engineering Technician II	17.99
30083 - Engineering Technician III	20.12
30084 - Engineering Technician IV	24.93
30085 - Engineering Technician V	30.49
30086 - Engineering Technician VI	36.90
30090 - Environmental Technician	24.56
30095 - Evidence Control Specialist	23.21
30210 - Laboratory Technician	22.10
30221 - Latent Fingerprint Technician I	25.70
30222 - Latent Fingerprint Technician II	28.39
30240 - Mathematical Technician	24.56
30361 - Paralegal/Legal Assistant I	19.49
30362 - Paralegal/Legal Assistant II	24.15
30363 - Paralegal/Legal Assistant III	29.54

30364 - Paralegal/Legal Assistant IV	35.74
30375 - Petroleum Supply Specialist	28.39
30390 - Photo-Optics Technician	24.56
30395 - Radiation Control Technician	28.39
30461 - Technical Writer I	24.56
30462 - Technical Writer II	30.04
30463 - Technical Writer III	36.35
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	27.20
30502 - Weather Forecaster II	33.09
30620 - Weather Observer Combined Upper Air Or (see 2)	22.10
Surface Programs	
30621 - Weather Observer Senior (see 2)	24.56
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	15.22
31030 - Bus Driver	19.97
31043 - Driver Courier	15.82
31260 - Parking and Lot Attendant	14.01***
31290 - Shuttle Bus Driver	16.85
31310 - Taxi Driver	15.22
31361 - Truckdriver Light	16.91
31362 - Truckdriver Medium	17.97
31363 - Truckdriver Heavy	21.16
31364 - Truckdriver Tractor-Trailer	21.16
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	11.28***
99050 - Desk Clerk	11.15***
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	18.49
99252 - Laboratory Animal Caretaker II	19.77
99260 - Marketing Analyst	25.07
99310 - Mortician	25.60
99410 - Pest Controller	21.01
99510 - Photofinishing Worker	13.45***
99710 - Recycling Laborer	21.57
99711 - Recycling Specialist	24.91
99730 - Refuse Collector	19.88
99810 - Sales Clerk	11.92***
99820 - School Crossing Guard	14.74***
99830 - Survey Party Chief	18.73
99831 - Surveying Aide	12.34***
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	18.49
99841 - Vending Machine Repairer	22.27
99842 - Vending Machine Repairer Helper	18.49

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 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.

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: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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 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 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: 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))."