

"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.: 2015-5683 Revision No.: 15 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: Alaska

Area: Alaska Borough of Fairbanks North

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.89
01012 - Accounting Clerk II		21.22
01013 - Accounting Clerk III		23.73
01020 - Administrative Assistant		28.99
01035 - Court Reporter		20.45
01041 - Customer Service Representative I		14.64***
01042 - Customer Service Representative II		16.28
01043 - Customer Service Representative III		17.94
01051 - Data Entry Operator I		14.92***
01052 - Data Entry Operator II		17.86
01060 - Dispatcher Motor Vehicle		26.36
01070 - Document Preparation Clerk		16.29
01090 - Duplicating Machine Operator		16.29
01111 - General Clerk I		18.02
01112 - General Clerk II		19.65
01113 - General Clerk III		22.07

01120 - Housing Referral Assistant	22.80
01141 - Messenger Courier	15.60
01191 - Order Clerk I	17.00
01192 - Order Clerk II	18.55
01261 - Personnel Assistant (Employment) I	19.07
01262 - Personnel Assistant (Employment) II	21.33
01263 - Personnel Assistant (Employment) III	23.79
01270 - Production Control Clerk	29.72
01290 - Rental Clerk	19.11
01300 - Scheduler Maintenance	18.27
01311 - Secretary I	18.27
01312 - Secretary II	20.45
01313 - Secretary III	22.80
01320 - Service Order Dispatcher	23.57
01410 - Supply Technician	28.99
01420 - Survey Worker	20.45
01460 - Switchboard Operator/Receptionist	16.73
01531 - Travel Clerk I	16.73
01532 - Travel Clerk II	18.46
01533 - Travel Clerk III	20.41
01611 - Word Processor I	16.29
01612 - Word Processor II	18.27
01613 - Word Processor III	20.45
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	29.33
05010 - Automotive Electrician	30.22
05040 - Automotive Glass Installer	28.38
05070 - Automotive Worker	28.38
05110 - Mobile Equipment Servicer	24.66
05130 - Motor Equipment Metal Mechanic	32.08
05160 - Motor Equipment Metal Worker	28.38
05190 - Motor Vehicle Mechanic	32.08
05220 - Motor Vehicle Mechanic Helper	22.82
05250 - Motor Vehicle Upholstery Worker	26.51
05280 - Motor Vehicle Wrecker	28.38
05310 - Painter Automotive	30.22
05340 - Radiator Repair Specialist	28.38
05370 - Tire Repairer	17.78
05400 - Transmission Repair Specialist	32.08
07000 - Food Preparation And Service Occupations	
07010 - Baker	23.40
07041 - Cook I	20.03
07042 - Cook II	23.05
07070 - Dishwasher	13.33***
07130 - Food Service Worker	14.24***
07210 - Meat Cutter	23.34
07260 - Waiter/Waitress	11.91***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	35.41
09040 - Furniture Handler	22.40
09080 - Furniture Refinisher	35.41
09090 - Furniture Refinisher Helper	26.73
09110 - Furniture Repairer Minor	31.06
09130 - Upholsterer	35.41
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.22***
11060 - Elevator Operator	15.66
11090 - Gardener	27.74
11122 - Housekeeping Aide	15.66
11150 - Janitor	15.66
11210 - Laborer Grounds Maintenance	21.50
11240 - Maid or Houseman	15.31
11260 - Pruner	19.42
11270 - Tractor Operator	25.66
11330 - Trail Maintenance Worker	21.50

11360 - Window Cleaner	17.34
12000 - Health Occupations	
12010 - Ambulance Driver	25.46
12011 - Breath Alcohol Technician	25.46
12012 - Certified Occupational Therapist Assistant	35.06
12015 - Certified Physical Therapist Assistant	35.06
12020 - Dental Assistant	23.78
12025 - Dental Hygienist	58.05
12030 - EKG Technician	38.72
12035 - Electroneurodiagnostic Technologist	38.72
12040 - Emergency Medical Technician	25.46
12071 - Licensed Practical Nurse I	22.85
12072 - Licensed Practical Nurse II	25.55
12073 - Licensed Practical Nurse III	28.48
12100 - Medical Assistant	21.40
12130 - Medical Laboratory Technician	33.84
12160 - Medical Record Clerk	22.08
12190 - Medical Record Technician	24.69
12195 - Medical Transcriptionist	22.85
12210 - Nuclear Medicine Technologist	56.15
12221 - Nursing Assistant I	15.55
12222 - Nursing Assistant II	17.49
12223 - Nursing Assistant III	19.09
12224 - Nursing Assistant IV	21.42
12235 - Optical Dispenser	25.55
12236 - Optical Technician	22.85
12250 - Pharmacy Technician	21.66
12280 - Phlebotomist	21.99
12305 - Radiologic Technologist	38.72
12311 - Registered Nurse I	31.65
12312 - Registered Nurse II	38.72
12313 - Registered Nurse II Specialist	38.72
12314 - Registered Nurse III	46.86
12315 - Registered Nurse III Anesthetist	46.86
12316 - Registered Nurse IV	56.15
12317 - Scheduler (Drug and Alcohol Testing)	31.54
12320 - Substance Abuse Treatment Counselor	29.86
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.00
13012 - Exhibits Specialist II	33.44
13013 - Exhibits Specialist III	40.90
13041 - Illustrator I	27.00
13042 - Illustrator II	33.44
13043 - Illustrator III	40.90
13047 - Librarian	36.07
13050 - Library Aide/Clerk	17.56
13054 - Library Information Technology Systems Administrator	32.56
13058 - Library Technician	24.59
13061 - Media Specialist I	23.50
13062 - Media Specialist II	26.29
13063 - Media Specialist III	29.31
13071 - Photographer I	24.13
13072 - Photographer II	27.00
13073 - Photographer III	33.44
13074 - Photographer IV	40.90
13075 - Photographer V	48.19
13090 - Technical Order Library Clerk	20.52
13110 - Video Teleconference Technician	24.13
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.67
14042 - Computer Operator II	19.77
14043 - Computer Operator III	24.42
14044 - Computer Operator IV	25.98
14045 - Computer Operator V	27.62

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		18.34
14160 - Personal Computer Support Technician		27.62
14170 - System Support Specialist		29.09
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.09
15020 - Aircrew Training Devices Instructor (Rated)		41.24
15030 - Air Crew Training Devices Instructor (Pilot)		49.42
15050 - Computer Based Training Specialist / Instructor		34.09
15060 - Educational Technologist		38.22
15070 - Flight Instructor (Pilot)		49.42
15080 - Graphic Artist		42.39
15085 - Maintenance Test Pilot Fixed Jet/Prop		49.42
15086 - Maintenance Test Pilot Rotary Wing		49.42
15088 - Non-Maintenance Test/Co-Pilot		49.42
15090 - Technical Instructor		34.65
15095 - Technical Instructor/Course Developer		42.39
15110 - Test Proctor		27.97
15120 - Tutor		27.97
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		12.98***
16030 - Counter Attendant		12.98***
16040 - Dry Cleaner		16.53
16070 - Finisher Flatwork Machine		12.98***
16090 - Presser Hand		12.98***
16110 - Presser Machine Drycleaning		12.98***
16130 - Presser Machine Shirts		12.98***
16160 - Presser Machine Wearing Apparel Laundry		12.98***
16190 - Sewing Machine Operator		17.70
16220 - Tailor		18.91
16250 - Washer Machine		14.18***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		35.41
19040 - Tool And Die Maker		44.12
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.56
21030 - Material Coordinator		29.72
21040 - Material Expediter		29.72
21050 - Material Handling Laborer		19.00
21071 - Order Filler		17.37
21080 - Production Line Worker (Food Processing)		19.56
21110 - Shipping Packer		26.34
21130 - Shipping/Receiving Clerk		26.34
21140 - Store Worker I		16.94
21150 - Stock Clerk		23.08
21210 - Tools And Parts Attendant		19.56
21410 - Warehouse Specialist		19.56
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		36.18
23019 - Aircraft Logs and Records Technician		28.28
23021 - Aircraft Mechanic I		34.22
23022 - Aircraft Mechanic II		36.18
23023 - Aircraft Mechanic III		38.18
23040 - Aircraft Mechanic Helper		24.34
23050 - Aircraft Painter		32.24
23060 - Aircraft Servicer		28.28
23070 - Aircraft Survival Flight Equipment Technician		32.24
23080 - Aircraft Worker		30.27
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		30.27

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	34.22
II		
23110	- Appliance Mechanic	32.19
23120	- Bicycle Repairer	28.72
23125	- Cable Splicer	37.59
23130	- Carpenter Maintenance	33.22
23140	- Carpet Layer	33.25
23160	- Electrician Maintenance	38.30
23181	- Electronics Technician Maintenance I	34.16
23182	- Electronics Technician Maintenance II	37.13
23183	- Electronics Technician Maintenance III	39.40
23260	- Fabric Worker	31.06
23290	- Fire Alarm System Mechanic	37.59
23310	- Fire Extinguisher Repairer	28.90
23311	- Fuel Distribution System Mechanic	37.59
23312	- Fuel Distribution System Operator	29.43
23370	- General Maintenance Worker	26.75
23380	- Ground Support Equipment Mechanic	34.22
23381	- Ground Support Equipment Servicer	28.28
23382	- Ground Support Equipment Worker	30.27
23391	- Gunsmith I	28.90
23392	- Gunsmith II	33.25
23393	- Gunsmith III	37.59
23410	- Heating Ventilation And Air-Conditioning Mechanic	35.04
23411	- Heating Ventilation And Air Contidioning Mechanic (Research Facility)	38.09
23430	- Heavy Equipment Mechanic	39.37
23440	- Heavy Equipment Operator	36.05
23460	- Instrument Mechanic	37.59
23465	- Laboratory/Shelter Mechanic	35.41
23470	- Laborer	19.00
23510	- Locksmith	35.41
23530	- Machinery Maintenance Mechanic	35.68
23550	- Machinist Maintenance	35.65
23580	- Maintenance Trades Helper	19.42
23591	- Metrology Technician I	37.59
23592	- Metrology Technician II	39.74
23593	- Metrology Technician III	41.93
23640	- Millwright	37.59
23710	- Office Appliance Repairer	35.19
23760	- Painter Maintenance	33.19
23790	- Pipefitter Maintenance	41.75
23810	- Plumber Maintenance	39.32
23820	- Pneudraulic Systems Mechanic	37.59
23850	- Rigger	37.59
23870	- Scale Mechanic	33.25
23890	- Sheet-Metal Worker Maintenance	39.34
23910	- Small Engine Mechanic	33.25
23931	- Telecommunications Mechanic I	39.23
23932	- Telecommunications Mechanic II	41.77
23950	- Telephone Lineman	39.59
23960	- Welder Combination Maintenance	36.98
23965	- Well Driller	34.17
23970	- Woodcraft Worker	37.59
23980	- Woodworker	28.72
24000	- Personal Needs Occupations	
24550	- Case Manager	21.25
24570	- Child Care Attendant	17.74
24580	- Child Care Center Clerk	22.13
24610	- Chore Aide	17.27
24620	- Family Readiness And Support Services Coordinator	21.25
24630	- Homemaker	21.25

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	37.59
25040 - Sewage Plant Operator	37.27
25070 - Stationary Engineer	37.59
25190 - Ventilation Equipment Tender	26.73
25210 - Water Treatment Plant Operator	37.27
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.38
27007 - Baggage Inspector	20.01
27008 - Corrections Officer	27.17
27010 - Court Security Officer	27.13
27030 - Detection Dog Handler	22.38
27040 - Detention Officer	27.17
27070 - Firefighter	27.13
27101 - Guard I	20.01
27102 - Guard II	22.38
27131 - Police Officer I	38.74
27132 - Police Officer II	43.06
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.66
28042 - Carnival Equipment Repairer	18.72
28043 - Carnival Worker	13.54***
28210 - Gate Attendant/Gate Tender	26.51
28310 - Lifeguard	22.10
28350 - Park Attendant (Aide)	30.52
28510 - Recreation Aide/Health Facility Attendant	21.64
28515 - Recreation Specialist	43.96
28630 - Sports Official	24.31
28690 - Swimming Pool Operator	26.94
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	33.25
29020 - Hatch Tender	33.25
29030 - Line Handler	33.25
29041 - Stevedore I	31.06
29042 - Stevedore II	35.41
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	45.06
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	31.07
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	34.21
30021 - Archeological Technician I	23.41
30022 - Archeological Technician II	27.28
30023 - Archeological Technician III	29.46
30030 - Cartographic Technician	31.78
30040 - Civil Engineering Technician	32.97
30051 - Cryogenic Technician I	28.14
30052 - Cryogenic Technician II	31.08
30061 - Drafter/CAD Operator I	23.41
30062 - Drafter/CAD Operator II	27.28
30063 - Drafter/CAD Operator III	29.19
30064 - Drafter/CAD Operator IV	34.79
30081 - Engineering Technician I	22.72
30082 - Engineering Technician II	26.56
30083 - Engineering Technician III	29.74
30084 - Engineering Technician IV	33.02
30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	45.77
30090 - Environmental Technician	26.77
30095 - Evidence Control Specialist	25.41
30210 - Laboratory Technician	26.61
30221 - Latent Fingerprint Technician I	28.14
30222 - Latent Fingerprint Technician II	31.08
30240 - Mathematical Technician	32.95
30361 - Paralegal/Legal Assistant I	22.94
30362 - Paralegal/Legal Assistant II	28.42
30363 - Paralegal/Legal Assistant III	34.77

30364 - Paralegal/Legal Assistant IV	42.07
30375 - Petroleum Supply Specialist	31.08
30390 - Photo-Optics Technician	32.95
30395 - Radiation Control Technician	31.08
30461 - Technical Writer I	25.37
30462 - Technical Writer II	31.03
30463 - Technical Writer III	41.12
30491 - Unexploded Ordnance (UXO) Technician I	28.63
30492 - Unexploded Ordnance (UXO) Technician II	34.64
30493 - Unexploded Ordnance (UXO) Technician III	41.52
30494 - Unexploded (UXO) Safety Escort	28.63
30495 - Unexploded (UXO) Sweep Personnel	28.63
30501 - Weather Forecaster I	34.79
30502 - Weather Forecaster II	42.32
30620 - Weather Observer Combined Upper Air Or (see 2)	29.19
Surface Programs	
30621 - Weather Observer Senior (see 2)	32.42
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	34.64
31020 - Bus Aide	19.37
31030 - Bus Driver	28.00
31043 - Driver Courier	21.23
31260 - Parking and Lot Attendant	17.49
31290 - Shuttle Bus Driver	21.91
31310 - Taxi Driver	20.94
31361 - Truckdriver Light	22.95
31362 - Truckdriver Medium	24.67
31363 - Truckdriver Heavy	29.61
31364 - Truckdriver Tractor-Trailer	29.61
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.89
99030 - Cashier	14.75***
99050 - Desk Clerk	15.59
99095 - Embalmer	28.63
99130 - Flight Follower	28.63
99251 - Laboratory Animal Caretaker I	18.06
99252 - Laboratory Animal Caretaker II	25.74
99260 - Marketing Analyst	28.00
99310 - Mortician	28.63
99410 - Pest Controller	29.16
99510 - Photofinishing Worker	15.05
99710 - Recycling Laborer	25.38
99711 - Recycling Specialist	30.29
99730 - Refuse Collector	22.92
99810 - Sales Clerk	13.82***
99820 - School Crossing Guard	19.00
99830 - Survey Party Chief	34.96
99831 - Surveying Aide	23.28
99832 - Surveying Technician	31.78
99840 - Vending Machine Attendant	25.10
99841 - Vending Machine Repairer	31.22
99842 - Vending Machine Repairer Helper	25.10

\*\*\*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](http://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 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 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: 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))."

Wage Determination downloaded on 13 July 2022 by Cleville Yarbrough