WD 15-4281 (Rev.-3) was first posted on www.wdol.gov on 04/19/2016 *************************

REGISTER OF WAGE DETERMINATIONS UNDER

By direction of the Secretary of Labor |

U.S. DEPARTMENT OF LABOR THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

Daniel W. Simms Director

Division of Wage Determinations

| Wage Determination No.: 2015-4281

Revision No.: 3

Date Of Revision: 04/08/2016

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the 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 \$10.15 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 2016. 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.

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide Maryland Counties of Calvert, Charles, Prince George's Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, Loudoun, Prince William, Stafford

Fringe Benefits Required Follow the Occupational Listing	
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	IUILL
01011 - Accounting Clerk I	16.59
01012 - Accounting Clerk II	18.61
01013 - Accounting Clerk III	22.30
01020 - Administrative Assistant	31.41
01035 - Court Reporter	21.84
01041 - Customer Service Representative I	14.40
01042 - Customer Service Representative II	16.18
01043 - Customer Service Representative III	17.66
01051 - Data Entry Operator I	14.71
01052 - Data Entry Operator II	16.05
01060 - Dispatcher, Motor Vehicle	18.42
01070 - Document Preparation Clerk	14.70
01090 - Duplicating Machine Operator	14.70
01111 - General Clerk I	14.88
01112 - General Clerk II	16.24
01113 - General Clerk III	18.74
01120 - Housing Referral Assistant	25.29
01141 - Messenger Courier	14.98
01191 - Order Clerk I	15.12
01192 - Order Clerk II	16.50
01261 - Personnel Assistant (Employment) I	18.15
01262 - Personnel Assistant (Employment) II	20.32
01263 - Personnel Assistant (Employment) III	22.65
01270 - Production Control Clerk	24.23
01290 - Rental Clerk	16.55
01300 - Scheduler, Maintenance	18.07

01312 - Secretary III 20.11 10.1312 - Secretary III 25.21 10.1320 - Service Order Dispatcher 16.94		*	
01313 - Secretary III 01313 - Service Todar Dispatcher 01410 - Supply Technician 31.4 01410 - Surpey Worker 01460 - Swirce Morker 01660 - Swirce Morker 01661 - Swirce Morker 01631 - Crawel Clerk II 01532 - Travel Clerk II 01533 - Travel Clerk III 01533 - Travel Clerk III 01533 - Travel Clerk III 01611 - Word Frocessor II 01612 - Word Frocessor III 01612 - Word Frocessor III 01613 - Word Frocessor III 01613 - Word Frocessor III 0500 - Automotive Body Repairer, Fiberglass 05005 - Automotive Body Repairer, Fiberglass 05005 - Automotive Glass Installer 05010 - Automotive Glass Installer 05010 - Automotive Glass Installer 05010 - Automotive Morker 050110 - Automotive Glass Installer 050110 - Automotive Morker 05110 - Motic Equipment Servicer 19.00 05110 - Motic Equipment Metal Mechanic 05110 - Motor Vehicle Worker 05110 - Motor Vehicle Worker 05120 - Motor Vehicle Worker 05201 - Painter, Automotive 05202 - Motor Vehicle Worker 05310 - Painter, Automotive 07010 - Baker 07011 - Cook II 07070 - Dishwasher 07010 - Baker 07011 - Cook II 07070 - Dishwasher 07010 - Baker 07010 - Waiter/Kaitras 09000 - Furniture Maintenance And Repair Occupations 07010 - Baker 09000 - Furniture Maintenance And Repair Occupations 09000 - Furniture Maintenance And Repair Occupations 09000 - Furniture Refinisher Helper 09000 - Furnit	01311	- Secretary I	18.07
01310 - Service Order Dispatcher 16.91			20.18
01410 - Supply Technicisn 31,4 01420 - Survey Worker 20,00 01460 - Switchboard Operator/Receptionist 14,4 01531 - Travel Clerk II 13,4 01532 - Travel Clerk III 14,4 01533 - Travel Clerk III 15,5 01611 - Word Processor I 15,6 01612 - Word Processor II 17,6 01613 - Word Processor III 17,6 01613 - Word Processor III 17,6 01613 - Word Processor III 17,6 05000 - Automotive Service Occupations 19,9 05001 - Automotive Service Occupations 22,10 05005 - Automotive Service Occupations 22,10 05010 - Automotive Worker 22,11 05000 - Automotive Worker 22,10 05010 - Mobile Equipment Metal Machanic 24,7 05110 - Motor Equipment Metal Worker 22,10 05110 - Motor Vehicle Mechanic 24,7 05120 - Motor Vehicle Mechanic 24,7 05220 - Motor Vehicle Mechanic 24,7 05220 - Motor Vehicle Mechanic 24,7 05230 - Motor Vehicle Worker 21,6 05280 - Motor Vehicle Worker 22,10 05340 - Radiator Repair Specialist 24,7 07000 - Food Preparation And Service Occupations 14,14 07001 - Cook II 13,8 07002 - Dishwasher 10,11 07003 - Pounture Maintenance And Repair Occupations 19,8 09000 - Furniture Maintenance And Repair Occupations 19,8 09000 - Furniture Refinisher 19,9 09000 - Furniture Refinisher 19,9 09000 - Furniture Refinisher 19,10 09000 - Furniture Refinisher 19,10 09000 - Gardener 1,5 11000 - General Services And Support Occupations 1,5 11000 - General S			25.29
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14.42			31.41
01531 - Travel Clerk IT			20.03
1532 - Travel Clerk III			14.43
01533 - Travel Clerk III			13.46
1611 - Word Processor I			14.46
101612 - Word Processor II			15.53
01613 - Word Processor III			15.63
05000 - Automotive Service Occupations 25005 - Automotive Electrician 23.51			17.67
05005 - Automobile Body Repairer, Fiberglass 23.51			19.95
05010 - Automotive Electrician 22.15 05070 - Automotive Glass Installer 22.16 05070 - Automotive Glass Installer 22.17 05110 - Mobile Equipment Servicer 22.17 05110 - Mobile Equipment Metal Mechanic 24.77 05120 - Motor Equipment Metal Mocker 22.17 05190 - Motor Equipment Metal Worker 22.17 05190 - Motor Vehicle Mechanic 24.77 05220 - Motor Vehicle Mechanic Helper 18.45 05280 - Motor Vehicle Wrecker 21.66 05280 - Motor Vehicle Wrecker 22.17 05310 - Painter, Automotive 23.55 05340 - Radiator Repair Specialist 22.16 05370 - Tire Repairer 14.47 05400 - Transmission Repair Specialist 22.17 07000 - Food Preparation And Service Occupations 24.77 07011 - Cook I 13.81 07041 - Cook I 13.81 07041 - Cook I 13.81 07042 - Cook II 13.81 07050 - Waiter/Waitress 19.16 07200 - Waiter/Waitress 9.70 09000 - Furniture Maintenance And Repair Occupations 09010 - Furniture Maintenance And Repair Occupations 09010 - Furniture Refinisher Helper 19.66 09080 - Furniture Refinisher Helper 19.69 09080 - Furniture Refinisher Helper 19.69 09080 - Furniture Refinisher Helper 19.60 09080 - Furniture Repairer, Minor 17.94 09130 - Cleaner, Vehicles 10.54 11000 - General Services And Support Occupations 11000 - General Services And Support Occupations 11000 - General Services And Support Occupations 1122 - Housekeeping Aide 12.23 1125 - Janitor 17.52 11240 - Maid or Houseman 11.60 11260 - Pruner 11.58 11270 - Tractor Operator 11.58 11281 - Tractor Operator 11.58 11290 - Maid or Houseman 11.40 11200 - Maid or Houseman 11.40 11210 - Tractor Operator 11.59 11211 - Breath Alcohol Pechnician 12.01 12011 - Ambulance Driver 12.01 12012 - Certified Occupational Therapist Assistant 25.42			00 00
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11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer, Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Occupational Therapist Assistant 12015 - Certified Occupational Therapist Assistant 12016 - Certified Occupational Therapist Assistant 12017 - Certified Occupational Therapist Assistant 12018 - Certified Occupational Therapist Assistant			
11150 - Janitor 11210 - Laborer, Grounds Maintenance 112.23 11210 - Maid or Houseman 11240 - Maid or Houseman 11.40 11260 - Pruner 11270 - Tractor Operator 11.58 11270 - Trail Maintenance Worker 11330 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Occupational Therapist Assistant 12015 - Certified Occupational Therapist Assistant 12016 - Certified Occupational Therapist Assistant 12017 - Certified Occupational Therapist Assistant 12018 - Certified Occupational Therapist Assistant 12019 - Certified Occupational Therapist Assistant			
11210 - Laborer, Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Occupational Therapist Assistant 12015 - Certified Occupational Therapist Assistant 12016 - Certified Occupational Therapist Assistant 12017 - Certified Occupational Therapist Assistant 12018 - Certified Occupational Therapist Assistant 12019 - Certified Occupational Therapist Assistant 12019 - Certified Occupational Therapist Assistant 12019 - Certified Occupational Therapist Assistant			
11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Description of the state of the second	11210	- Laborer, Grounds Maintenance	
11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Occupational Therapist Assistant 12016 - Certified Occupational Therapist Assistant 11.58 11.58 12.04			11.40
11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 25.42			11.58
11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Division 1 Therapist Assistant 12016 - Certified Division 1 Therapist Assistant 12017 - Certified Division 1 Therapist Assistant 13.07	11270	- Tractor Operator	16.04
11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Division 1 Therapist Assistant 13.80			13.07
12010 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 25.42			13.80
12011 - Breath Alcohol Technician 21.35 12012 - Certified Occupational Therapist Assistant 25.42			
12012 - Certified Occupational Therapist Assistant 25.42			21.63
12015 Comtification III			21.35
12013 - Certified Physical Therapist Assistant	12012	- Certified Occupational Therapist Assistant	25.42
25.57	12015	- Certified Physical Therapist Assistant	23.57

0001		
12020 - Dental Assistant		17.98
12025 - Dental Hygienist		44.75
12030 - EKG Technician		30.44
12035 - Electroneurodiagnostic Technologist		30.44
12040 - Emergency Medical Technician		21.63
12071 - Licensed Practical Nurse I 12072 - Licensed Practical Nurse II		19.07
12072 - Licensed Practical Nurse II 12073 - Licensed Practical Nurse III		21.35
12100 - Medical Assistant		24.13
12130 - Medical Laboratory Technician		16.36
12160 - Medical Record Clerk		18.08
12190 - Medical Record Technician		18.80
12195 - Medical Transcriptionist		21.04
12210 - Nuclear Medicine Technologist		20.12
12221 - Nursing Assistant I		37.60
12222 - Nursing Assistant II		11.74
12223 - Nursing Assistant III		13.19
12224 - Nursing Assistant IV		14.40 16.16
12235 - Optical Dispenser		20.17
12236 - Optical Technician		17.38
12250 - Pharmacy Technician		18.12
12280 - Phlebotomist		17.18
12305 - Radiologic Technologist		32.31
12311 - Registered Nurse I		27.64
12312 - Registered Nurse II		33.44
12313 - Registered Nurse II, Specialist		33.44
12314 - Registered Nurse III		40.13
12315 - Registered Nurse III, Anesthetist		40.13
12316 - Registered Nurse IV		48.10
12317 - Scheduler (Drug and Alcohol Testing)		23.90
12320 - Substance Abuse Treatment Counselor		27.04
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		21.37
13012 - Exhibits Specialist II		26.46
13013 - Exhibits Specialist III 13041 - Illustrator I		32.37
13042 - Illustrator II		20.48
13043 - Illustrator III		25.38
13047 - Librarian	980	31.03
13050 - Library Aide/Clerk		36.09
13054 - Library Information Technology Systems		14.86
Administrator		32.58
13058 - Library Technician		00.00
13061 - Media Specialist I		20.09
13062 - Media Specialist II		20.60
13063 - Media Specialist III		23.05 25.70
13071 - Photographer I		16.65
13072 - Photographer II		18.90
13073 - Photographer III		23.67
13074 - Photographer IV		28.65
13075 - Photographer V		33.76
13090 - Technical Order Library Clerk		18.67
13110 - Video Teleconference Technician		21.25
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.92
14042 - Computer Operator II		21.18
14044 - Computer Operator III		23.60
14044 - Computer Operator IV		26.22
14045 - Computer Operator V 14071 - Computer Programmer I		29.05
14071 - Computer Programmer I 14072 - Computer Programmer II	(see 1)	26.36
compacer rrogrammer rr	(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		18.92
14160	- Personal Computer Support Technician		26.22
14170	- System Support Specialist		36.86
15000 -	Instructional Occupations		00.00
	- Aircrew Training Devices Instructor (Non-Rated)		36.47
15020	- Aircrew Training Devices Instructor (Rated)		44.06
15030	- Air Crew Training Devices Instructor (Pilot)		52.81
15050	- Computer Based Training Specialist / Instructor		36.47
15060	- Educational Technologist		35.31
15070	- Flight Instructor (Pilot)		52.81
15080	- Graphic Artist		
	- Maintenance Test Pilot, Fixed, Jet/Prop		29.48
15086	- Maintenance Test Pilot, Rotary Wing		48.72
15088	- Non-Maintenance Test/Co-Pilot		48.72
15090	- Technical Instructor		48.72
	- Technical Instructor/Course Developer		27.59
15110	- Test Proctor		33.74
	- Tutor		22.22
			22.22
16010	Laundry, Dry-Cleaning, Pressing And Related Occup - Assembler	ations	
	- Counter Attendant		10.37
			10.37
16070	- Dry Cleaner		13.33
16070	- Finisher, Flatwork, Machine		10.37
	- Presser, Hand		10.37
16110	- Presser, Machine, Drycleaning		10.37
16130	- Presser, Machine, Shirts		10.37
16160	- Presser, Machine, Wearing Apparel, Laundry		10.37
16190	- Sewing Machine Operator		14.28
	- Tailor		15.13
16250	- Washer, Machine		11.37
19000 -	Machine Tool Operation And Repair Occupations		
19010	- Machine-Tool Operator (Tool Room)		23.25
	- Tool And Die Maker		25.72
21000 -	Materials Handling And Packing Occupations		
21020	- Forklift Operator		18.02
	- Material Coordinator		24.23
21040	- Material Expediter		24.23
21050	- Material Handling Laborer		13.83
21071	- Order Filler		15.09
21080	- Production Line Worker (Food Processing)		18.02
21110	- Shipping Packer		16.20
21130	- Shipping/Receiving Clerk		16.20
	- Store Worker I		11.96
21150	- Stock Clerk		17.21
21210	- Tools And Parts Attendant		18.02
21410	- Warehouse Specialist		
23000 -	Mechanics And Maintenance And Repair Occupations		18.02
23010	- Aerospace Structural Welder		00 00
23019	- Aircraft Logs and Records Technician		29.93
23021	- Aircraft Mechanic I		21.74
	- Aircraft Mechanic II		28.41
	- Aircraft Mechanic III		29.93
23040	- Aircraft Mechanic Helper		31.38
23050	- Aircraft, Painter		19.29
23060	- Aircraft Servicer		27.20
			21.74
20010	- Aircraft Survival Flight Equipment Technician		27.20

23080 - Aircraft Worker	23.11
23091 - Aircrew Life Support Equipment (ALSE) Mechanic	23.11
I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	28.41
II	
23110 - Appliance Mechanic	21.75
23120 - Bicycle Repairer	14.43
23125 - Cable Splicer	28.62
23130 - Carpenter, Maintenance	21.66
23140 - Carpet Layer	20.49
23160 - Electrician, Maintenance	27.98
23181 - Electronics Technician Maintenance I	27.43
23182 - Electronics Technician Maintenance II	29.12
23183 - Electronics Technician Maintenance III	30.68
23260 - Fabric Worker	21.04
23290 - Fire Alarm System Mechanic	22.91
23310 - Fire Extinguisher Repairer	19.38
23311 - Fuel Distribution System Mechanic	25.09
23312 - Fuel Distribution System Operator	21.32
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechanic	28.41
23381 - Ground Support Equipment Servicer	21.74
23382 - Ground Support Equipment Worker	23.11
23391 - Gunsmith I	19.38
23392 - Gunsmith II	22.54
23393 - Gunsmith III	25.20
23410 - Heating, Ventilation And Air-Conditioning	26.28
Mechanic	
23411 - Heating, Ventilation And Air Contditioning	27.69
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	24.16
23440 - Heavy Equipment Operator	
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic	22.91
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic	22.91 24.85
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer	22.91 24.85 23.93
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith	22.91 24.85 23.93 14.98
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic	22.91 24.85 23.93 14.98 23.21
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance	22.91 24.85 23.93 14.98 23.21 25.43
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper	22.91 24.85 23.93 14.98 23.21 25.43 24.69
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I	22.91 24.85 23.93 14.98 23.21 25.43 24.69 18.27
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II	22.91 24.85 23.93 14.98 23.21 25.43 24.69 18.27 24.85
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III	22.91 24.85 23.93 14.98 23.21 25.43 24.69 18.27 24.85 26.18
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright	22.91 24.85 23.93 14.98 23.21 25.43 24.69 18.27 24.85 26.18 27.46
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer	22.91 24.85 23.93 14.98 23.21 25.43 24.69 18.27 24.85 26.18 27.46 28.19
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance	22.91 24.85 23.93 14.98 23.21 25.43 24.69 18.27 24.85 26.18 27.46 28.19 22.96
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance	22.91 24.85 23.93 14.98 23.21 25.43 24.69 18.27 24.85 26.18 27.46 28.19 22.96 21.75
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance	22.91 24.85 23.93 14.98 23.21 25.43 24.69 18.27 24.85 26.18 27.46 28.19 22.96 21.75 25.89
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic	22.91 24.85 23.93 14.98 23.21 25.43 24.69 18.27 24.85 26.18 27.46 28.19 22.96 21.75
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance 23580 - Machinist, Maintenance 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger	22.91 24.85 23.93 14.98 23.21 25.43 24.69 18.27 24.85 26.18 27.46 28.19 22.96 21.75 25.89 24.52
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic	22.91 24.85 23.93 14.98 23.21 25.43 24.69 18.27 24.85 26.18 27.46 28.19 22.96 21.75 25.89 24.52 25.20
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance	22.91 24.85 23.93 14.98 23.21 25.43 24.69 18.27 24.85 26.18 27.46 28.19 22.96 21.75 25.89 24.52 25.20 25.20
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance 23580 - Machinist, Maintenance 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic	22.91 24.85 23.93 14.98 23.21 25.43 24.69 18.27 24.85 26.18 27.46 28.19 22.96 21.75 25.89 24.52 25.20 25.20 22.54
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic I	22.91 24.85 23.93 14.98 23.21 25.43 24.69 18.27 24.85 26.18 27.46 28.19 22.96 21.75 25.89 24.52 25.20 25.20 22.54 22.91
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic II	22.91 24.85 23.93 14.98 23.21 25.43 24.69 18.27 24.85 26.18 27.46 28.19 22.96 21.75 25.89 24.52 25.20 25.20 22.54 22.91 20.49
23440 - Heavy Equipment Operator 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic I 23932 - Telecommunications Mechanic II 23950 - Telephone Lineman	22.91 24.85 23.93 14.98 23.21 25.43 24.69 18.27 24.85 26.18 27.46 28.19 22.96 21.75 25.89 24.52 25.20 25.20 22.54 22.91 20.49 29.95
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23470 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23911 - Telecommunications Mechanic I 23932 - Telecommunications Mechanic II 23932 - Telephone Lineman 23960 - Welder, Combination, Maintenance	22.91 24.85 23.93 14.98 23.21 25.43 24.69 18.27 24.85 26.18 27.46 28.19 22.96 21.75 25.89 24.52 25.20 25.20 22.54 22.91 20.49 29.95 31.55
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23460 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23820 - Pneudraulic Systems Mechanic 23820 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic I 23932 - Telecommunications Mechanic II 23950 - Welder, Combination, Maintenance 23965 - Well Driller	22.91 24.85 23.93 14.98 23.21 25.43 24.69 18.27 24.85 26.18 27.46 28.19 22.96 21.75 25.89 24.52 25.20 25.20 22.54 22.91 20.49 29.95 31.55 30.15
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23460 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic I 23932 - Telecommunications Mechanic II 23950 - Telephone Lineman 23960 - Welder, Combination, Maintenance 23965 - Well Driller 23970 - Woodcraft Worker	22.91 24.85 23.93 14.98 23.21 25.43 24.69 18.27 24.85 26.18 27.46 28.19 22.96 21.75 25.89 24.52 25.20 25.20 22.54 22.91 20.49 29.95 31.55 30.15 22.91
23440 - Heavy Equipment Operator 23465 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic I 23932 - Telecommunications Mechanic II 23950 - Welder, Combination, Maintenance 23965 - Well Driller 23970 - Woodcraft Worker 23980 - Woodworker	22.91 24.85 23.93 14.98 23.21 25.43 24.69 18.27 24.85 26.18 27.46 28.19 22.96 21.75 25.89 24.52 25.20 25.20 22.54 22.91 20.49 29.95 31.55 30.15 22.91 22.91
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic I 23932 - Telecommunications Mechanic II 23930 - Telephone Lineman 23960 - Welder, Combination, Maintenance 23965 - Well Driller 23970 - Woodcraft Worker 23980 - Woodworker	22.91 24.85 23.93 14.98 23.21 25.43 24.69 18.27 24.85 26.18 27.46 28.19 22.96 21.75 25.89 24.52 25.20 22.54 22.91 20.49 29.95 31.55 30.15 22.91 22.91 22.91 22.91 25.20
23440 - Heavy Equipment Operator 23465 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic 23470 - Laborer 23510 - Locksmith 23530 - Machinery Maintenance Mechanic 23550 - Machinist, Maintenance 23580 - Maintenance Trades Helper 23591 - Metrology Technician I 23592 - Metrology Technician II 23593 - Metrology Technician III 23640 - Millwright 23710 - Office Appliance Repairer 23760 - Painter, Maintenance 23790 - Pipefitter, Maintenance 23810 - Plumber, Maintenance 23820 - Pneudraulic Systems Mechanic 23850 - Rigger 23870 - Scale Mechanic 23890 - Sheet-Metal Worker, Maintenance 23910 - Small Engine Mechanic 23931 - Telecommunications Mechanic I 23932 - Telecommunications Mechanic II 23950 - Welder, Combination, Maintenance 23965 - Well Driller 23970 - Woodcraft Worker 23980 - Woodworker	22.91 24.85 23.93 14.98 23.21 25.43 24.69 18.27 24.85 26.18 27.46 28.19 22.96 21.75 25.89 24.52 25.20 22.54 22.91 20.49 29.95 31.55 30.15 22.91 22.91 22.91 22.91 25.20

24570 - Child Care Attendant		12.79
24580 - Child Care Center Clerk		17.77
24610 - Chore Aide		10.86
24620 - Family Readiness And Support Services		17.64
Coordinator		
24630 - Homemaker		18.43
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		30.03
25040 - Sewage Plant Operator		22.92
25070 - Stationary Engineer		30.03
25190 - Ventilation Equipment Tender		21.44
25210 - Water Treatment Plant Operator		22.92
27000 - Protective Service Occupations		
27004 - Alarm Monitor		21.91
27007 - Baggage Inspector		13.98
27008 - Corrections Officer		25.08
27010 - Court Security Officer		26.37
27030 - Detection Dog Handler		20.57
27040 - Detention Officer		25.08
27070 - Firefighter		26.52
27101 - Guard I		13.98
27102 - Guard II		20.57
27131 - Police Officer I		28.19
27132 - Police Officer II		31.32
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.59
28042 - Carnival Equipment Repairer		14.63
28043 - Carnival Worker		9.24
28210 - Gate Attendant/Gate Tender		14.31
28310 - Lifeguard		11.59
28350 - Park Attendant (Aide)		16.02
28510 - Recreation Aide/Health Facility Attendant		11.68
28515 - Recreation Specialist		19.84
28630 - Sports Official		12.75
28690 - Swimming Pool Operator		18.21
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.44
29020 - Hatch Tender		25.44
29030 - Line Handler		25.44
29041 - Stevedore I		23.44
29042 - Stevedore II		26.66
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	39.92
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	27.38
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	30.16
30021 - Archeological Technician I 30022 - Archeological Technician II		20.19
30023 - Archeological Technician III		22.60
30030 - Cartographic Technician		27.98
30040 - Civil Engineering Technician		27.98
30051 - Cryogenic Technician I		26.41
30052 - Cryogenic Technician II		24.48
30061 - Drafter/CAD Operator I		27.04
30062 - Drafter/CAD Operator II		20.19
30063 - Drafter/CAD Operator III		22.60
30064 - Drafter/CAD Operator IV		25.19
30081 - Engineering Technician I		31.00
30082 - Engineering Technician II		22.92
30083 - Engineering Technician III		25.72
30084 - Engineering Technician IV		28.79 35.64
30085 - Engineering Technician V		43.61
		70.0T

30086 - Engineering Technician VI	52.76
30090 - Environmental Technician	27.41
30095 - Evidence Control Specialist	22.10
30210 - Laboratory Technician	23.38
30221 - Latent Fingerprint Technician I	31.51
30222 - Latent Fingerprint Technician II	34.81
30240 - Mathematical Technician	28.94
30361 - Paralegal/Legal Assistant I	21.36
30362 - Paralegal/Legal Assistant II	26.47
30363 - Paralegal/Legal Assistant III	32.36
30364 - Paralegal/Legal Assistant IV	39.16
30375 - Petroleum Supply Specialist 30390 - Photo-Optics Technician	27.04
30395 - Radiation Control Technician	27.98
30461 - Technical Writer I	27.04
30462 - Technical Writer II	24.12 29.52
30463 - Technical Writer III	35.72
30491 - Unexploded Ordnance (UXO) Technician I	25.24
30492 - Unexploded Ordnance (UXO) Technician II	30.53
30493 - Unexploded Ordnance (UXO) Technician III	36.60
30494 - Unexploded (UXO) Safety Escort	25.24
30495 - Unexploded (UXO) Sweep Personnel	25.24
30501 - Weather Forecaster I	24.48
30502 - Weather Forecaster II	29.77
30620 - Weather Observer, Combined Upper Air Or (see 2)	25.19
Surface Programs	
30621 - Weather Observer, Senior (see 2)	27.98
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.53
31020 - Bus Aide	14.32
31030 - Bus Driver 31043 - Driver Courier	20.85
31260 - Parking and Lot Attendant	15.38
31290 - Shuttle Bus Driver	10.07
31310 - Taxi Driver	16.83
31361 - Truckdriver, Light	13.98
31362 - Truckdriver, Medium	16.83 18.28
31363 - Truckdriver, Heavy	19.96
31364 - Truckdriver, Tractor-Trailer	19.96
99000 - Miscellaneous Occupations	10.00
99020 - Cabin Safety Specialist	14.89
99030 - Cashier	10.03
99050 - Desk Clerk	12.08
99095 - Embalmer	25.36
99130 - Flight Follower	25.24
99251 - Laboratory Animal Caretaker I	12.43
99252 - Laboratory Animal Caretaker II 99260 - Marketing Analyst	13.59
99310 - Mortician	33.51
99410 - Pest Controller	34.10
99510 - Photofinishing Worker	17.69
99710 - Recycling Laborer	13.20 19.20
99711 - Recycling Specialist	23.54
99730 - Refuse Collector	17.01
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	14.77
99830 - Survey Party Chief	23.14
99831 - Surveying Aide	14.38
99832 - Surveying Technician	21.99
99840 - Vending Machine Attendant	15.48
99841 - Vending Machine Repairer	19.67

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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 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 $29 \ \text{CFR} \ 4.6(b)(2)(iii)$).

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)).