

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-5401  
Revision No.: 11  
Date Of Last Revision: 12/21/2020

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 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 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Montana

Area: Montana Counties of Flathead, Lake, Lincoln, Mineral, Ravalli, Sanders

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

OCCUPATION CODE - TITLE  
RATE

FOOTNOTE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I

13.52

01012 - Accounting Clerk II

15.18

01013 - Accounting Clerk III

16.98

01020 - Administrative Assistant

23.32

01035 - Court Reporter

17.39

01041 - Customer Service Representative I

12.37  
01042 - Customer Service Representative II

13.92  
01043 - Customer Service Representative III

15.18  
01051 - Data Entry Operator I

12.89  
01052 - Data Entry Operator II

14.06  
01060 - Dispatcher, Motor Vehicle

18.74  
01070 - Document Preparation Clerk

13.84  
01090 - Duplicating Machine Operator

13.84  
01111 - General Clerk I

12.63  
01112 - General Clerk II

13.78  
01113 - General Clerk III

15.47  
01120 - Housing Referral Assistant

19.38  
01141 - Messenger Courier

11.29  
01191 - Order Clerk I

12.69  
01192 - Order Clerk II

13.84  
01261 - Personnel Assistant (Employment) I

15.54  
01262 - Personnel Assistant (Employment) II

17.39  
01263 - Personnel Assistant (Employment) III

19.38  
01270 - Production Control Clerk

23.42  
01290 - Rental Clerk

12.68  
01300 - Scheduler, Maintenance

15.54  
01311 - Secretary I

15.54  
01312 - Secretary II

17.39  
01313 - Secretary III

19.38  
01320 - Service Order Dispatcher

16.75  
01410 - Supply Technician

23.32  
01420 - Survey Worker  
14.73  
01460 - Switchboard Operator/Receptionist  
13.62  
01531 - Travel Clerk I  
14.67  
01532 - Travel Clerk II  
15.73  
01533 - Travel Clerk III  
16.75  
01611 - Word Processor I  
13.84  
01612 - Word Processor II  
15.54  
01613 - Word Processor III  
17.39  
05000 - Automotive Service Occupations  
05005 - Automobile Body Repairer, Fiberglass  
20.69  
05010 - Automotive Electrician  
19.20  
05040 - Automotive Glass Installer  
17.88  
05070 - Automotive Worker  
17.88  
05110 - Mobile Equipment Servicer  
15.48  
05130 - Motor Equipment Metal Mechanic  
20.50  
05160 - Motor Equipment Metal Worker  
17.88  
05190 - Motor Vehicle Mechanic  
20.50  
05220 - Motor Vehicle Mechanic Helper  
14.24  
05250 - Motor Vehicle Upholstery Worker  
16.68  
05280 - Motor Vehicle Wrecker  
17.88  
05310 - Painter, Automotive  
19.20  
05340 - Radiator Repair Specialist  
17.88  
05370 - Tire Repairer  
14.84  
05400 - Transmission Repair Specialist  
20.50  
07000 - Food Preparation And Service Occupations  
07010 - Baker

11.90  
07041 - Cook I  
12.79  
07042 - Cook II  
14.77  
07070 - Dishwasher  
10.69  
07130 - Food Service Worker  
11.40  
07210 - Meat Cutter  
16.22  
07260 - Waiter/Waitress  
9.70  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
19.33  
09040 - Furniture Handler  
13.89  
09080 - Furniture Refinisher  
19.33  
09090 - Furniture Refinisher Helper  
16.82  
09110 - Furniture Repairer, Minor  
18.91  
09130 - Upholsterer  
19.33  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
13.95  
11060 - Elevator Operator  
12.83  
11090 - Gardener  
19.95  
11122 - Housekeeping Aide  
12.83  
11150 - Janitor  
12.83  
11210 - Laborer, Grounds Maintenance  
15.15  
11240 - Maid or Houseman  
11.17  
11260 - Pruner  
13.39  
11270 - Tractor Operator  
18.35  
11330 - Trail Maintenance Worker  
15.15  
11360 - Window Cleaner  
14.51  
12000 - Health Occupations

12010 - Ambulance Driver  
14.30  
12011 - Breath Alcohol Technician  
17.89  
12012 - Certified Occupational Therapist Assistant  
24.54  
12015 - Certified Physical Therapist Assistant  
23.72  
12020 - Dental Assistant  
16.94  
12025 - Dental Hygienist  
39.12  
12030 - EKG Technician  
32.45  
12035 - Electroneurodiagnostic Technologist  
32.45  
12040 - Emergency Medical Technician  
14.30  
12071 - Licensed Practical Nurse I  
15.98  
12072 - Licensed Practical Nurse II  
17.89  
12073 - Licensed Practical Nurse III  
19.94  
12100 - Medical Assistant  
17.13  
12130 - Medical Laboratory Technician  
29.32  
12160 - Medical Record Clerk  
15.66  
12190 - Medical Record Technician  
17.53  
12195 - Medical Transcriptionist  
16.91  
12210 - Nuclear Medicine Technologist  
39.30  
12221 - Nursing Assistant I  
11.39  
12222 - Nursing Assistant II  
12.81  
12223 - Nursing Assistant III  
13.97  
12224 - Nursing Assistant IV  
15.68  
12235 - Optical Dispenser  
16.67  
12236 - Optical Technician  
15.98  
12250 - Pharmacy Technician  
17.57

12280 - Phlebotomist  
15.26  
12305 - Radiologic Technologist  
27.98  
12311 - Registered Nurse I  
21.74  
12312 - Registered Nurse II  
26.60  
12313 - Registered Nurse II, Specialist  
26.60  
12314 - Registered Nurse III  
32.18  
12315 - Registered Nurse III, Anesthetist  
32.18  
12316 - Registered Nurse IV  
38.57  
12317 - Scheduler (Drug and Alcohol Testing)  
22.15  
12320 - Substance Abuse Treatment Counselor  
21.66  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
20.17  
13012 - Exhibits Specialist II  
24.99  
13013 - Exhibits Specialist III  
30.57  
13041 - Illustrator I  
20.35  
13042 - Illustrator II  
25.20  
13043 - Illustrator III  
30.57  
13047 - Librarian  
27.68  
13050 - Library Aide/Clerk  
16.05  
13054 - Library Information Technology Systems  
24.98  
Administrator  
13058 - Library Technician  
15.49  
13061 - Media Specialist I  
18.03  
13062 - Media Specialist II  
20.17  
13063 - Media Specialist III  
22.48  
13071 - Photographer I  
15.46

13072 - Photographer II  
17.98  
13073 - Photographer III  
22.28  
13074 - Photographer IV  
26.63  
13075 - Photographer V  
32.98  
13090 - Technical Order Library Clerk  
20.16  
13110 - Video Teleconference Technician  
18.03  
14000 - Information Technology Occupations  
14041 - Computer Operator I  
14.20  
14042 - Computer Operator II  
15.88  
14043 - Computer Operator III  
17.71  
14044 - Computer Operator IV  
19.72  
14045 - Computer Operator V  
21.80  
14071 - Computer Programmer I (see 1)  
21.01  
14072 - Computer Programmer II (see 1)  
26.04  
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  
14.20  
14160 - Personal Computer Support Technician  
19.72  
14170 - System Support Specialist  
27.21  
15000 - Instructional Occupations  
15010 - Aircrew Training Devices Instructor (Non-Rated)  
29.19  
15020 - Aircrew Training Devices Instructor (Rated)  
35.31  
15030 - Air Crew Training Devices Instructor (Pilot)  
41.49

15050 - Computer Based Training Specialist / Instructor  
29.19  
15060 - Educational Technologist  
28.21  
15070 - Flight Instructor (Pilot)  
41.49  
15080 - Graphic Artist  
18.83  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
40.91  
15086 - Maintenance Test Pilot, Rotary Wing  
40.91  
15088 - Non-Maintenance Test/Co-Pilot  
40.91  
15090 - Technical Instructor  
25.80  
15095 - Technical Instructor/Course Developer  
31.57  
15110 - Test Proctor  
20.83  
15120 - Tutor  
20.83  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
9.61  
16030 - Counter Attendant  
9.61  
16040 - Dry Cleaner  
11.40  
16070 - Finisher, Flatwork, Machine  
9.61  
16090 - Presser, Hand  
9.61  
16110 - Presser, Machine, Drycleaning  
9.61  
16130 - Presser, Machine, Shirts  
9.61  
16160 - Presser, Machine, Wearing Apparel, Laundry  
9.61  
16190 - Sewing Machine Operator  
12.16  
16220 - Tailor  
12.94  
16250 - Washer, Machine  
10.07  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
22.90  
19040 - Tool And Die Maker  
28.37



21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
16.91  
21030 - Material Coordinator  
23.42  
21040 - Material Expediter  
23.42  
21050 - Material Handling Laborer  
14.36  
21071 - Order Filler  
13.39  
21080 - Production Line Worker (Food Processing)  
16.91  
21110 - Shipping Packer  
14.54  
21130 - Shipping/Receiving Clerk  
14.54  
21140 - Store Worker I  
12.53  
21150 - Stock Clerk  
17.82  
21210 - Tools And Parts Attendant  
16.91  
21410 - Warehouse Specialist  
16.91  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
26.15  
23019 - Aircraft Logs and Records Technician  
21.13  
23021 - Aircraft Mechanic I  
24.77  
23022 - Aircraft Mechanic II  
26.15  
23023 - Aircraft Mechanic III  
27.65  
23040 - Aircraft Mechanic Helper  
18.97  
23050 - Aircraft, Painter  
23.94  
23060 - Aircraft Servicer  
21.13  
23070 - Aircraft Survival Flight Equipment Technician  
23.94  
23080 - Aircraft Worker  
22.13  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
22.13  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic

24.77  
II  
23110 - Appliance Mechanic  
22.90  
23120 - Bicycle Repairer  
18.46  
23125 - Cable Splicer  
45.04  
23130 - Carpenter, Maintenance  
20.93  
23140 - Carpet Layer  
23.17  
23160 - Electrician, Maintenance  
28.77  
23181 - Electronics Technician Maintenance I  
26.11  
23182 - Electronics Technician Maintenance II  
28.77  
23183 - Electronics Technician Maintenance III  
30.71  
23260 - Fabric Worker  
19.90  
23290 - Fire Alarm System Mechanic  
24.45  
23310 - Fire Extinguisher Repairer  
18.46  
23311 - Fuel Distribution System Mechanic  
24.70  
23312 - Fuel Distribution System Operator  
18.71  
23370 - General Maintenance Worker  
17.59  
23380 - Ground Support Equipment Mechanic  
24.77  
23381 - Ground Support Equipment Servicer  
21.13  
23382 - Ground Support Equipment Worker  
22.13  
23391 - Gunsmith I  
18.46  
23392 - Gunsmith II  
21.33  
23393 - Gunsmith III  
24.45  
23410 - Heating, Ventilation And Air-Conditioning  
20.01  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
20.97  
Mechanic (Research Facility)

23430 - Heavy Equipment Mechanic  
23.25  
23440 - Heavy Equipment Operator  
22.07  
23460 - Instrument Mechanic  
24.45  
23465 - Laboratory/Shelter Mechanic  
22.90  
23470 - Laborer  
14.02  
23510 - Locksmith  
22.90  
23530 - Machinery Maintenance Mechanic  
27.09  
23550 - Machinist, Maintenance  
19.28  
23580 - Maintenance Trades Helper  
16.82  
23591 - Metrology Technician I  
24.45  
23592 - Metrology Technician II  
25.89  
23593 - Metrology Technician III  
27.39  
23640 - Millwright  
25.01  
23710 - Office Appliance Repairer  
21.41  
23760 - Painter, Maintenance  
19.96  
23790 - Pipefitter, Maintenance  
28.81  
23810 - Plumber, Maintenance  
25.16  
23820 - Pneudraulic Systems Mechanic  
24.45  
23850 - Rigger  
24.45  
23870 - Scale Mechanic  
21.33  
23890 - Sheet-Metal Worker, Maintenance  
24.45  
23910 - Small Engine Mechanic  
21.33  
23931 - Telecommunications Mechanic I  
29.41  
23932 - Telecommunications Mechanic II  
31.14  
23950 - Telephone Lineman  
24.12

23960 - Welder, Combination, Maintenance  
21.91  
23965 - Well Driller  
24.45  
23970 - Woodcraft Worker  
24.45  
23980 - Woodworker  
18.46  
24000 - Personal Needs Occupations  
24550 - Case Manager  
15.17  
24570 - Child Care Attendant  
11.17  
24580 - Child Care Center Clerk  
13.94  
24610 - Chore Aide  
12.41  
24620 - Family Readiness And Support Services  
15.17  
Coordinator  
24630 - Homemaker  
15.17  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
24.70  
25040 - Sewage Plant Operator  
21.45  
25070 - Stationary Engineer  
24.70  
25190 - Ventilation Equipment Tender  
17.16  
25210 - Water Treatment Plant Operator  
21.45  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
19.71  
27007 - Baggage Inspector  
14.09  
27008 - Corrections Officer  
18.58  
27010 - Court Security Officer  
20.47  
27030 - Detection Dog Handler  
15.77  
27040 - Detention Officer  
18.58  
27070 - Firefighter  
22.57  
27101 - Guard I  
14.09

27102 - Guard II  
15.77  
27131 - Police Officer I  
23.76  
27132 - Police Officer II  
26.41  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
16.39  
28042 - Carnival Equipment Repairer  
17.81  
28043 - Carnival Worker  
11.96  
28210 - Gate Attendant/Gate Tender  
16.05  
28310 - Lifeguard  
12.49  
28350 - Park Attendant (Aide)  
17.95  
28510 - Recreation Aide/Health Facility Attendant  
13.10  
28515 - Recreation Specialist  
20.45  
28630 - Sports Official  
14.29  
28690 - Swimming Pool Operator  
20.58  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer  
21.33  
29020 - Hatch Tender  
21.33  
29030 - Line Handler  
21.33  
29041 - Stevedore I  
20.13  
29042 - Stevedore II  
23.17  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)  
39.89  
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)  
27.50  
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)  
30.29  
30021 - Archeological Technician I  
18.32  
30022 - Archeological Technician II  
20.51  
30023 - Archeological Technician III

25.40  
30030 - Cartographic Technician  
25.40  
30040 - Civil Engineering Technician  
24.37  
30051 - Cryogenic Technician I  
28.13  
30052 - Cryogenic Technician II  
31.07  
30061 - Drafter/CAD Operator I  
18.32  
30062 - Drafter/CAD Operator II  
20.51  
30063 - Drafter/CAD Operator III  
22.86  
30064 - Drafter/CAD Operator IV  
28.13  
30081 - Engineering Technician I  
15.66  
30082 - Engineering Technician II  
17.58  
30083 - Engineering Technician III  
19.68  
30084 - Engineering Technician IV  
24.37  
30085 - Engineering Technician V  
29.81  
30086 - Engineering Technician VI  
36.06  
30090 - Environmental Technician  
24.37  
30095 - Evidence Control Specialist  
25.40  
30210 - Laboratory Technician  
21.92  
30221 - Latent Fingerprint Technician I  
28.13  
30222 - Latent Fingerprint Technician II  
31.07  
30240 - Mathematical Technician  
25.40  
30361 - Paralegal/Legal Assistant I  
18.05  
30362 - Paralegal/Legal Assistant II  
22.35  
30363 - Paralegal/Legal Assistant III  
27.35  
30364 - Paralegal/Legal Assistant IV  
33.09  
30375 - Petroleum Supply Specialist

31.07  
   30390 - Photo-Optics Technician  
 21.89  
   30395 - Radiation Control Technician  
 31.07  
   30461 - Technical Writer I  
 24.37  
   30462 - Technical Writer II  
 29.81  
   30463 - Technical Writer III  
 36.06  
   30491 - Unexploded Ordnance (UXO) Technician I  
 25.35  
   30492 - Unexploded Ordnance (UXO) Technician II  
 30.67  
   30493 - Unexploded Ordnance (UXO) Technician III  
 36.76  
   30494 - Unexploded (UXO) Safety Escort  
 25.35  
   30495 - Unexploded (UXO) Sweep Personnel  
 25.35  
   30501 - Weather Forecaster I  
 28.13  
   30502 - Weather Forecaster II  
 34.22  
   30620 - Weather Observer, Combined Upper Air Or                    (see 2)  
 22.86  
   Surface Programs  
   30621 - Weather Observer, Senior                                        (see 2)  
 25.40  
 31000 - Transportation/Mobile Equipment Operation Occupations  
   31010 - Airplane Pilot  
 30.67  
   31020 - Bus Aide  
 13.30  
   31030 - Bus Driver  
 18.92  
   31043 - Driver Courier  
 14.46  
   31260 - Parking and Lot Attendant  
 11.97  
   31290 - Shuttle Bus Driver  
 15.72  
   31310 - Taxi Driver  
 12.76  
   31361 - Truckdriver, Light  
 15.72  
   31362 - Truckdriver, Medium  
 18.56  
   31363 - Truckdriver, Heavy

20.60  
31364 - Truckdriver, Tractor-Trailer  
20.60  
99000 - Miscellaneous Occupations  
99020 - Cabin Safety Specialist  
14.95  
99030 - Cashier  
11.03  
99050 - Desk Clerk  
12.76  
99095 - Embalmer  
25.35  
99130 - Flight Follower  
25.35  
99251 - Laboratory Animal Caretaker I  
14.82  
99252 - Laboratory Animal Caretaker II  
16.11  
99260 - Marketing Analyst  
26.48  
99310 - Mortician  
25.35  
99410 - Pest Controller  
18.50  
99510 - Photofinishing Worker  
13.32  
99710 - Recycling Laborer  
22.50  
99711 - Recycling Specialist  
28.10  
99730 - Refuse Collector  
20.51  
99810 - Sales Clerk  
12.21  
99820 - School Crossing Guard  
14.24  
99830 - Survey Party Chief  
24.67  
99831 - Surveying Aide  
15.32  
99832 - Surveying Technician  
20.83  
99840 - Vending Machine Attendant  
13.74  
99841 - Vending Machine Repairer  
17.25  
99842 - Vending Machine Repairer Helper  
13.74



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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour, up to 40 hours per week, or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week, or \$168.80 per week, or \$731.47 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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage

determination.

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

who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as

screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning

and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\*

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\*

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to

be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure

to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the

date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).