

<p style="text-align: center;">"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT</p> <p>By direction of the Secretary of Labor</p> <p>Daniel W. Simms Director</p>	<p style="text-align: center;">U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210</p> <p>Wage Determination No.: 2015-5389 Revision No.: 21 Date Of Last Revision: 12/26/2023</p>
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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.

<p>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:</p>	<p>Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 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 2024.</p>
<p>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:</p>	<p>Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.</p>

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 www.dol.gov/whd/govcontracts.

State: Montana

Area: Montana Counties of Carbon, Golden Valley, Yellowstone

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.88***
01012 - Accounting Clerk II		17.83
01013 - Accounting Clerk III		19.28
01020 - Administrative Assistant		30.46
01035 - Court Reporter		21.07
01041 - Customer Service Representative I		14.70***
01042 - Customer Service Representative II		16.04***
01043 - Customer Service Representative III		18.02
01051 - Data Entry Operator I		14.57***
01052 - Data Entry Operator II		15.90***
01060 - Dispatcher, Motor Vehicle		22.16
01070 - Document Preparation Clerk		16.78***
01090 - Duplicating Machine Operator		16.78***

01111 - General Clerk I	14.77***
01112 - General Clerk II	16.12***
01113 - General Clerk III	18.10
01120 - Housing Referral Assistant	23.50
01141 - Messenger Courier	14.10***
01191 - Order Clerk I	14.65***
01192 - Order Clerk II	15.98***
01261 - Personnel Assistant (Employment) I	17.30
01262 - Personnel Assistant (Employment) II	19.35
01263 - Personnel Assistant (Employment) III	21.57
01270 - Production Control Clerk	28.53
01290 - Rental Clerk	18.28
01300 - Scheduler, Maintenance	18.83
01311 - Secretary I	18.83
01312 - Secretary II	21.07
01313 - Secretary III	23.50
01320 - Service Order Dispatcher	19.82
01410 - Supply Technician	30.46
01420 - Survey Worker	19.41
01460 - Switchboard Operator/Receptionist	14.60***
01531 - Travel Clerk I	13.33***
01532 - Travel Clerk II	14.28***
01533 - Travel Clerk III	15.22***
01611 - Word Processor I	16.80***
01612 - Word Processor II	18.83
01613 - Word Processor III	21.07
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.28
05010 - Automotive Electrician	22.04
05040 - Automotive Glass Installer	20.52
05070 - Automotive Worker	20.52
05110 - Mobile Equipment Servicer	17.76
05130 - Motor Equipment Metal Mechanic	23.53
05160 - Motor Equipment Metal Worker	20.52
05190 - Motor Vehicle Mechanic	23.53
05220 - Motor Vehicle Mechanic Helper	16.34***
05250 - Motor Vehicle Upholstery Worker	19.15
05280 - Motor Vehicle Wrecker	20.52
05310 - Painter, Automotive	22.04
05340 - Radiator Repair Specialist	20.52
05370 - Tire Repairer	16.26***
05400 - Transmission Repair Specialist	23.53
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.55***
07041 - Cook I	16.13***
07042 - Cook II	18.62
07070 - Dishwasher	12.36***
07130 - Food Service Worker	13.41***
07210 - Meat Cutter	16.53***
07260 - Waiter/Waitress	10.02***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.95
09040 - Furniture Handler	13.59***
09080 - Furniture Refinisher	20.95
09090 - Furniture Refinisher Helper	15.54***
09110 - Furniture Repairer, Minor	18.20
09130 - Upholsterer	20.95
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.80***
11060 - Elevator Operator	16.64***
11090 - Gardener	22.23
11122 - Housekeeping Aide	16.64***

11150 - Janitor	16.64***
11210 - Laborer, Grounds Maintenance	16.89***
11240 - Maid or Houseman	14.08***
11260 - Pruner	15.07***
11270 - Tractor Operator	20.45
11330 - Trail Maintenance Worker	16.89***
11360 - Window Cleaner	18.83
12000 - Health Occupations	
12010 - Ambulance Driver	22.43
12011 - Breath Alcohol Technician	22.43
12012 - Certified Occupational Therapist Assistant	30.78
12015 - Certified Physical Therapist Assistant	27.21
12020 - Dental Assistant	20.27
12025 - Dental Hygienist	40.10
12030 - EKG Technician	34.00
12035 - Electroneurodiagnostic Technologist	34.00
12040 - Emergency Medical Technician	22.43
12071 - Licensed Practical Nurse I	20.06
12072 - Licensed Practical Nurse II	22.43
12073 - Licensed Practical Nurse III	25.01
12100 - Medical Assistant	19.29
12130 - Medical Laboratory Technician	30.37
12160 - Medical Record Clerk	20.66
12190 - Medical Record Technician	23.11
12195 - Medical Transcriptionist	20.06
12210 - Nuclear Medicine Technologist	49.31
12221 - Nursing Assistant I	12.67***
12222 - Nursing Assistant II	14.24***
12223 - Nursing Assistant III	15.54***
12224 - Nursing Assistant IV	17.45
12235 - Optical Dispenser	21.31
12236 - Optical Technician	20.06
12250 - Pharmacy Technician	20.05
12280 - Phlebotomist	16.95***
12305 - Radiologic Technologist	31.49
12311 - Registered Nurse I	25.31
12312 - Registered Nurse II	30.95
12313 - Registered Nurse II, Specialist	30.95
12314 - Registered Nurse III	37.44
12315 - Registered Nurse III, Anesthetist	37.44
12316 - Registered Nurse IV	44.88
12317 - Scheduler (Drug and Alcohol Testing)	27.80
12320 - Substance Abuse Treatment Counselor	23.66
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.05
13012 - Exhibits Specialist II	28.56
13013 - Exhibits Specialist III	34.94
13041 - Illustrator I	23.05
13042 - Illustrator II	28.56
13043 - Illustrator III	34.94
13047 - Librarian	31.63
13050 - Library Aide/Clerk	18.35
13054 - Library Information Technology Systems Administrator	28.56
13058 - Library Technician	21.85
13061 - Media Specialist I	20.61
13062 - Media Specialist II	23.05
13063 - Media Specialist III	25.70
13071 - Photographer I	20.61
13072 - Photographer II	23.05
13073 - Photographer III	28.56
13074 - Photographer IV	34.94

13075 - Photographer V	42.27
13090 - Technical Order Library Clerk	23.05
13110 - Video Teleconference Technician	20.72
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.77
14042 - Computer Operator II	20.99
14043 - Computer Operator III	23.40
14044 - Computer Operator IV	26.01
14045 - Computer Operator V	28.80
14071 - Computer Programmer I	(see 1) 21.96
14072 - Computer Programmer II	(see 1) 27.22
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	18.77
14160 - Personal Computer Support Technician	26.01
14170 - System Support Specialist	32.29
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)	42.15
15050 - Computer Based Training Specialist / Instructor	29.19
15060 - Educational Technologist	29.07
15070 - Flight Instructor (Pilot)	42.15
15080 - Graphic Artist	22.22
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	42.15
15086 - Maintenance Test Pilot, Rotary Wing	42.15
15088 - Non-Maintenance Test/Co-Pilot	42.15
15090 - Technical Instructor	24.83
15095 - Technical Instructor/Course Developer	30.37
15110 - Test Proctor	20.04
15120 - Tutor	20.04
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.88***
16030 - Counter Attendant	10.88***
16040 - Dry Cleaner	12.44***
16070 - Finisher, Flatwork, Machine	10.88***
16090 - Presser, Hand	10.88***
16110 - Presser, Machine, Drycleaning	10.88***
16130 - Presser, Machine, Shirts	10.88***
16160 - Presser, Machine, Wearing Apparel, Laundry	10.88***
16190 - Sewing Machine Operator	13.04***
16220 - Tailor	13.89***
16250 - Washer, Machine	11.40***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	28.96
19040 - Tool And Die Maker	35.87
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.99
21030 - Material Coordinator	28.53
21040 - Material Expediter	28.53
21050 - Material Handling Laborer	16.27***
21071 - Order Filler	15.93***
21080 - Production Line Worker (Food Processing)	20.99
21110 - Shipping Packer	17.83
21130 - Shipping/Receiving Clerk	17.83
21140 - Store Worker I	13.39***
21150 - Stock Clerk	19.05
21210 - Tools And Parts Attendant	20.99
21410 - Warehouse Specialist	20.99

23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.03
23019 - Aircraft Logs and Records Technician	23.86
23021 - Aircraft Mechanic I	29.31
23022 - Aircraft Mechanic II	31.03
23023 - Aircraft Mechanic III	32.82
23040 - Aircraft Mechanic Helper	20.36
23050 - Aircraft, Painter	27.45
23060 - Aircraft Servicer	23.86
23070 - Aircraft Survival Flight Equipment Technician	27.45
23080 - Aircraft Worker	25.56
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.56
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.31
23110 - Appliance Mechanic	28.96
23120 - Bicycle Repairer	23.34
23125 - Cable Splicer	50.15
23130 - Carpenter, Maintenance	23.00
23140 - Carpet Layer	26.96
23160 - Electrician, Maintenance	32.55
23181 - Electronics Technician Maintenance I	26.96
23182 - Electronics Technician Maintenance II	28.96
23183 - Electronics Technician Maintenance III	30.92
23260 - Fabric Worker	25.16
23290 - Fire Alarm System Mechanic	28.52
23310 - Fire Extinguisher Repairer	23.34
23311 - Fuel Distribution System Mechanic	31.25
23312 - Fuel Distribution System Operator	23.60
23370 - General Maintenance Worker	19.64
23380 - Ground Support Equipment Mechanic	29.31
23381 - Ground Support Equipment Servicer	23.86
23382 - Ground Support Equipment Worker	25.56
23391 - Gunsmith I	23.34
23392 - Gunsmith II	26.96
23393 - Gunsmith III	30.92
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.20
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.85
23430 - Heavy Equipment Mechanic	30.91
23440 - Heavy Equipment Operator	27.11
23460 - Instrument Mechanic	30.92
23465 - Laboratory/Shelter Mechanic	28.96
23470 - Laborer	16.27***
23510 - Locksmith	28.96
23530 - Machinery Maintenance Mechanic	31.58
23550 - Machinist, Maintenance	24.21
23580 - Maintenance Trades Helper	16.99***
23591 - Metrology Technician I	30.92
23592 - Metrology Technician II	32.73
23593 - Metrology Technician III	34.62
23640 - Millwright	30.92
23710 - Office Appliance Repairer	20.51
23760 - Painter, Maintenance	19.96
23790 - Pipefitter, Maintenance	36.69
23810 - Plumber, Maintenance	33.75
23820 - Pneudraulic Systems Mechanic	30.92
23850 - Rigger	30.92
23870 - Scale Mechanic	26.96
23890 - Sheet-Metal Worker, Maintenance	32.00
23910 - Small Engine Mechanic	24.60

23931 - Telecommunications Mechanic I	29.28
23932 - Telecommunications Mechanic II	31.00
23950 - Telephone Lineman	29.71
23960 - Welder, Combination, Maintenance	22.95
23965 - Well Driller	30.92
23970 - Woodcraft Worker	30.92
23980 - Woodworker	23.34
24000 - Personal Needs Occupations	
24550 - Case Manager	15.73***
24570 - Child Care Attendant	12.46***
24580 - Child Care Center Clerk	15.54***
24610 - Chore Aide	14.26***
24620 - Family Readiness And Support Services Coordinator	15.73***
24630 - Homemaker	15.73***
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	33.98
25040 - Sewage Plant Operator	28.30
25070 - Stationary Engineer	33.98
25190 - Ventilation Equipment Tender	23.60
25210 - Water Treatment Plant Operator	28.30
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.24
27007 - Baggage Inspector	15.47***
27008 - Corrections Officer	26.36
27010 - Court Security Officer	28.03
27030 - Detection Dog Handler	17.31
27040 - Detention Officer	26.36
27070 - Firefighter	31.50
27101 - Guard I	15.47***
27102 - Guard II	17.31
27131 - Police Officer I	28.80
27132 - Police Officer II	32.02
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.16***
28042 - Carnival Equipment Repairer	16.47***
28043 - Carnival Worker	11.06***
28210 - Gate Attendant/Gate Tender	16.38***
28310 - Lifeguard	14.59***
28350 - Park Attendant (Aide)	18.32
28510 - Recreation Aide/Health Facility Attendant	13.37***
28515 - Recreation Specialist	22.71
28630 - Sports Official	14.59***
28690 - Swimming Pool Operator	19.03
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	34.21
29020 - Hatch Tender	34.21
29030 - Line Handler	34.21
29041 - Stevedore I	32.58
29042 - Stevedore II	37.51
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	43.06
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.69
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.70
30021 - Archeological Technician I	18.35
30022 - Archeological Technician II	20.52
30023 - Archeological Technician III	25.42
30030 - Cartographic Technician	25.42
30040 - Civil Engineering Technician	23.36
30051 - Cryogenic Technician I	28.15
30052 - Cryogenic Technician II	31.10
30061 - Drafter/CAD Operator I	18.35

30062 - Drafter/CAD Operator II	20.52
30063 - Drafter/CAD Operator III	22.87
30064 - Drafter/CAD Operator IV	28.15
30081 - Engineering Technician I	16.34***
30082 - Engineering Technician II	18.35
30083 - Engineering Technician III	20.52
30084 - Engineering Technician IV	25.42
30085 - Engineering Technician V	31.10
30086 - Engineering Technician VI	37.63
30090 - Environmental Technician	26.38
30095 - Evidence Control Specialist	25.42
30210 - Laboratory Technician	24.75
30221 - Latent Fingerprint Technician I	28.15
30222 - Latent Fingerprint Technician II	31.10
30240 - Mathematical Technician	25.42
30361 - Paralegal/Legal Assistant I	21.44
30362 - Paralegal/Legal Assistant II	26.57
30363 - Paralegal/Legal Assistant III	32.49
30364 - Paralegal/Legal Assistant IV	39.31
30375 - Petroleum Supply Specialist	31.10
30390 - Photo-Optics Technician	25.42
30395 - Radiation Control Technician	31.10
30461 - Technical Writer I	25.42
30462 - Technical Writer II	31.10
30463 - Technical Writer III	37.63
30491 - Unexploded Ordnance (UXO) Technician I	27.37
30492 - Unexploded Ordnance (UXO) Technician II	33.11
30493 - Unexploded Ordnance (UXO) Technician III	39.69
30494 - Unexploded (UXO) Safety Escort	27.37
30495 - Unexploded (UXO) Sweep Personnel	27.37
30501 - Weather Forecaster I	28.15
30502 - Weather Forecaster II	34.24
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 22.87
30621 - Weather Observer, Senior	(see 2) 25.42
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.11
31020 - Bus Aide	17.05***
31030 - Bus Driver	24.20
31043 - Driver Courier	17.62
31260 - Parking and Lot Attendant	15.07***
31290 - Shuttle Bus Driver	15.81***
31310 - Taxi Driver	12.98***
31361 - Truckdriver, Light	19.15
31362 - Truckdriver, Medium	22.46
31363 - Truckdriver, Heavy	25.74
31364 - Truckdriver, Tractor-Trailer	25.74
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.14***
99030 - Cashier	12.66***
99050 - Desk Clerk	13.83***
99095 - Embalmer	27.37
99130 - Flight Follower	27.37
99251 - Laboratory Animal Caretaker I	14.47***
99252 - Laboratory Animal Caretaker II	15.73***
99260 - Marketing Analyst	29.31
99310 - Mortician	27.37
99410 - Pest Controller	24.44
99510 - Photofinishing Worker	14.38***
99710 - Recycling Laborer	23.10
99711 - Recycling Specialist	27.97
99730 - Refuse Collector	20.42

99810 - Sales Clerk	14.64***
99820 - School Crossing Guard	16.94***
99830 - Survey Party Chief	29.85
99831 - Surveying Aide	18.54
99832 - Surveying Technician	25.20
99840 - Vending Machine Attendant	20.86
99841 - Vending Machine Repairer	26.19
99842 - Vending Machine Repairer Helper	20.86

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.98 per hour, up to 40 hours per week, or \$199.20 per week or \$863.20 per month

HEALTH & WELFARE EO 13706: \$4.57 per hour, up to 40 hours per week, or \$182.80 per week, or \$792.13 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated

to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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))."