

"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.: 2015-5029
Revision No.: 17
Date Of Last Revision: 03/15/2022

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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.

If the contract is entered into on or	With certain exceptions Executive Order
after January 30 2022 or the	14026 applies to the contract.
contract is renewed or extended (e.g.	The contractor must pay all covered workers
an option is exercised) on or after	at least \$15.00 per hour (or the
applicable	wage rate listed on this wage
January 30 2022:	if it is higher) for all hours spent
determination	performing on the contract in 2022.

If the contract was awarded on or	With certain exceptions Executive Order
between January 1 2015 and January 29	13658 applies to the contract.
2022 and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30	at least \$11.25 per hour (or the applicable
2022:	wage rate listed on this wage
determination	if it is higher) for all hours spent
	performing on the contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually.
Additional
information on contractor requirements and worker protections under the Executive
Orders
is available at <https://www.dol.gov/agencies/whd/government-contracts>.

State: Illinois

Area: Illinois Counties of Boone Winnebago

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
15.64	
01012 - Accounting Clerk II	
17.57	
01013 - Accounting Clerk III	
19.65	
01020 - Administrative Assistant	
22.42	
01035 - Court Reporter	
18.67	
01041 - Customer Service Representative I	
14.50***	
01042 - Customer Service Representative II	
16.20	
01043 - Customer Service Representative III	
17.78	
01051 - Data Entry Operator I	
14.19***	
01052 - Data Entry Operator II	
15.49	
01060 - Dispatcher Motor Vehicle	18.92
01070 - Document Preparation Clerk	
14.87***	
01090 - Duplicating Machine Operator	
14.87***	
01111 - General Clerk I	
13.47***	

01112 - General Clerk II	
14.70***	
01113 - General Clerk III	
16.85	
01120 - Housing Referral Assistant	
20.81	
01141 - Messenger Courier	
13.53***	
01191 - Order Clerk I	
15.14	
01192 - Order Clerk II	
17.83	
01261 - Personnel Assistant (Employment) I	
16.09	
01262 - Personnel Assistant (Employment) II	
18.63	
01263 - Personnel Assistant (Employment) III	
20.16	
01270 - Production Control Clerk	
24.48	
01290 - Rental Clerk	
13.56***	
01300 - Scheduler Maintenance	16.70
01311 - Secretary I	
16.70	
01312 - Secretary II	
18.67	
01313 - Secretary III	
20.81	
01320 - Service Order Dispatcher	
16.91	
01410 - Supply Technician	
22.42	
01420 - Survey Worker	
18.52	
01460 - Switchboard Operator/Receptionist	
14.90***	
01531 - Travel Clerk I	
14.02***	
01532 - Travel Clerk II	
15.16	
01533 - Travel Clerk III	
16.43	
01611 - Word Processor I	
14.87***	
01612 - Word Processor II	
16.70	
01613 - Word Processor III	
18.67	
05000 - Automotive Service Occupations	

05005 - Automobile Body Repairer Fiberglass	25.66
05010 - Automotive Electrician	
23.36	
05040 - Automotive Glass Installer	
21.99	
05070 - Automotive Worker	
21.99	
05110 - Mobile Equipment Servicer	
19.32	
05130 - Motor Equipment Metal Mechanic	
24.76	
05160 - Motor Equipment Metal Worker	
21.99	
05190 - Motor Vehicle Mechanic	
24.76	
05220 - Motor Vehicle Mechanic Helper	
17.98	
05250 - Motor Vehicle Upholstery Worker	
20.65	
05280 - Motor Vehicle Wrecker	
21.99	
05310 - Painter Automotive	23.36
05340 - Radiator Repair Specialist	
21.99	
05370 - Tire Repairer	
15.92	
05400 - Transmission Repair Specialist	
24.76	
07000 - Food Preparation And Service Occupations	
07010 - Baker	
13.12***	
07041 - Cook I	
12.47***	
07042 - Cook II	
14.19***	
07070 - Dishwasher	
11.14***	
07130 - Food Service Worker	
11.67***	
07210 - Meat Cutter	
14.81***	
07260 - Waiter/Waitress	
9.96***	
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	
19.10	
09040 - Furniture Handler	
15.38	
09080 - Furniture Refinisher	
21.24	

09090 - Furniture Refinisher Helper	
17.34	
09110 - Furniture Repairer Minor	19.31
09130 - Upholsterer	
21.24	
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.57***
11060 - Elevator Operator	
12.57***	
11090 - Gardener	
18.23	
11122 - Housekeeping Aide	
12.49***	
11150 - Janitor	
12.49***	
11210 - Laborer Grounds Maintenance	14.70***
11240 - Maid or Houseman	
11.18***	
11260 - Pruner	
13.37***	
11270 - Tractor Operator	
17.02	
11330 - Trail Maintenance Worker	
14.70***	
11360 - Window Cleaner	
13.73***	
12000 - Health Occupations	
12010 - Ambulance Driver	
16.48	
12011 - Breath Alcohol Technician	
22.55	
12012 - Certified Occupational Therapist Assistant	
30.95	
12015 - Certified Physical Therapist Assistant	
28.06	
12020 - Dental Assistant	
19.00	
12025 - Dental Hygienist	
37.00	
12030 - EKG Technician	
29.87	
12035 - Electroneurodiagnostic Technologist	
29.87	
12040 - Emergency Medical Technician	
16.48	
12071 - Licensed Practical Nurse I	
20.17	
12072 - Licensed Practical Nurse II	
22.55	
12073 - Licensed Practical Nurse III	

25.14		
12100 - Medical Assistant		
17.55		
12130 - Medical Laboratory Technician		
23.62		
12160 - Medical Record Clerk		
19.07		
12190 - Medical Record Technician		
21.32		
12195 - Medical Transcriptionist		
20.17		
12210 - Nuclear Medicine Technologist		
49.57		
12221 - Nursing Assistant I		
11.66***		
12222 - Nursing Assistant II		
13.10***		
12223 - Nursing Assistant III		
14.30***		
12224 - Nursing Assistant IV		
16.06		
12235 - Optical Dispenser		
16.42		
12236 - Optical Technician		
20.17		
12250 - Pharmacy Technician		
14.04***		
12280 - Phlebotomist		
17.14		
12305 - Radiologic Technologist		
28.55		
12311 - Registered Nurse I		
23.32		
12312 - Registered Nurse II		
28.56		
12313 - Registered Nurse II Specialist	28.56	
12314 - Registered Nurse III		
34.55		
12315 - Registered Nurse III Anesthetist	34.55	
12316 - Registered Nurse IV		
41.41		
12317 - Scheduler (Drug and Alcohol Testing)		
27.94		
12320 - Substance Abuse Treatment Counselor		
26.47		
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		
19.99		
13012 - Exhibits Specialist II		
24.75		

13013 - Exhibits Specialist III
 29.36
 13041 - Illustrator I
 19.93
 13042 - Illustrator II
 24.68
 13043 - Illustrator III
 29.36
 13047 - Librarian
 26.58
 13050 - Library Aide/Clerk
 13.90***
 13054 - Library Information Technology Systems
 24.00
 Administrator
 13058 - Library Technician
 16.42
 13061 - Media Specialist I
 17.33
 13062 - Media Specialist II
 19.37
 13063 - Media Specialist III
 21.59
 13071 - Photographer I
 15.62
 13072 - Photographer II
 17.47
 13073 - Photographer III
 21.64
 13074 - Photographer IV
 26.47
 13075 - Photographer V
 32.04
 13090 - Technical Order Library Clerk
 17.31
 13110 - Video Teleconference Technician
 20.26
 14000 - Information Technology Occupations
 14041 - Computer Operator I
 17.87
 14042 - Computer Operator II
 19.98
 14043 - Computer Operator III
 22.27
 14044 - Computer Operator IV
 24.75
 14045 - Computer Operator V
 27.41
 14071 - Computer Programmer I
 23.07

(see 1)

14072 - Computer Programmer II	(see 1)	
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		
17.87		
14160 - Personal Computer Support Technician		
24.75		
14170 - System Support Specialist		
28.57		
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		
30.38		
15020 - Aircrew Training Devices Instructor (Rated)		
36.73		
15030 - Air Crew Training Devices Instructor (Pilot)		
44.01		
15050 - Computer Based Training Specialist / Instructor		
30.38		
15060 - Educational Technologist		
29.73		
15070 - Flight Instructor (Pilot)		
44.01		
15080 - Graphic Artist		
21.84		
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.01
15086 - Maintenance Test Pilot Rotary Wing		44.01
15088 - Non-Maintenance Test/Co-Pilot		
44.01		
15090 - Technical Instructor		
20.36		
15095 - Technical Instructor/Course Developer		
25.20		
15110 - Test Proctor		
18.82		
15120 - Tutor		
18.82		
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		
16.09		
16030 - Counter Attendant		
16.09		

16040 - Dry Cleaner	
18.40	
16070 - Finisher Flatwork Machine	16.09
16090 - Presser Hand	16.09
16110 - Presser Machine Drycleaning	16.09
16130 - Presser Machine Shirts	16.09
16160 - Presser Machine Wearing Apparel Laundry	16.09
16190 - Sewing Machine Operator	
19.17	
16220 - Tailor	
19.94	
16250 - Washer Machine	16.86
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	
19.53	
19040 - Tool And Die Maker	
23.56	
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	
17.07	
21030 - Material Coordinator	
24.97	
21040 - Material Expediter	
24.97	
21050 - Material Handling Laborer	
14.68***	
21071 - Order Filler	
12.48***	
21080 - Production Line Worker (Food Processing)	
17.07	
21110 - Shipping Packer	
15.91	
21130 - Shipping/Receiving Clerk	
15.91	
21140 - Store Worker I	
15.63	
21150 - Stock Clerk	
20.07	
21210 - Tools And Parts Attendant	
17.07	
21410 - Warehouse Specialist	
17.07	
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	
29.34	
23019 - Aircraft Logs and Records Technician	
23.68	
23021 - Aircraft Mechanic I	
27.92	
23022 - Aircraft Mechanic II	

29.34	
23023 - Aircraft Mechanic III	
30.50	
23040 - Aircraft Mechanic Helper	
20.83	
23050 - Aircraft Painter	26.49
23060 - Aircraft Servicer	
23.68	
23070 - Aircraft Survival Flight Equipment Technician	
26.49	
23080 - Aircraft Worker	
25.10	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic	
25.10	
I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	
27.92	
II	
23110 - Appliance Mechanic	
27.06	
23120 - Bicycle Repairer	
24.59	
23125 - Cable Splicer	
31.50	
23130 - Carpenter Maintenance	32.01
23140 - Carpet Layer	
27.98	
23160 - Electrician Maintenance	39.77
23181 - Electronics Technician Maintenance I	
27.98	
23182 - Electronics Technician Maintenance II	
29.72	
23183 - Electronics Technician Maintenance III	
31.50	
23260 - Fabric Worker	
26.27	
23290 - Fire Alarm System Mechanic	
29.11	
23310 - Fire Extinguisher Repairer	
24.59	
23311 - Fuel Distribution System Mechanic	
31.50	
23312 - Fuel Distribution System Operator	
24.59	
23370 - General Maintenance Worker	
21.04	
23380 - Ground Support Equipment Mechanic	
27.92	
23381 - Ground Support Equipment Servicer	
23.68	

23382 - Ground Support Equipment Worker	
25.10	
23391 - Gunsmith I	
24.59	
23392 - Gunsmith II	
27.98	
23393 - Gunsmith III	
31.50	
23410 - Heating Ventilation And Air-Conditioning Mechanic	28.81
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	30.27
23430 - Heavy Equipment Mechanic	
33.98	
23440 - Heavy Equipment Operator	
38.72	
23460 - Instrument Mechanic	
31.50	
23465 - Laboratory/Shelter Mechanic	
29.72	
23470 - Laborer	
14.68***	
23510 - Locksmith	
29.72	
23530 - Machinery Maintenance Mechanic	
26.06	
23550 - Machinist Maintenance	21.27
23580 - Maintenance Trades Helper	
18.67	
23591 - Metrology Technician I	
31.50	
23592 - Metrology Technician II	
33.08	
23593 - Metrology Technician III	
34.51	
23640 - Millwright	
36.97	
23710 - Office Appliance Repairer	
23.69	
23760 - Painter Maintenance	24.17
23790 - Pipefitter Maintenance	42.85
23810 - Plumber Maintenance	40.44
23820 - Pneudraulic Systems Mechanic	
31.50	
23850 - Rigger	
31.50	
23870 - Scale Mechanic	
27.98	
23890 - Sheet-Metal Worker Maintenance	35.79
23910 - Small Engine Mechanic	

27.98		
23931	- Telecommunications Mechanic I	
30.22		
23932	- Telecommunications Mechanic II	
31.73		
23950	- Telephone Lineman	
33.67		
23960	- Welder Combination Maintenance	21.13
23965	- Well Driller	
31.50		
23970	- Woodcraft Worker	
31.50		
23980	- Woodworker	
24.59		
24000	- Personal Needs Occupations	
24550	- Case Manager	
15.22		
24570	- Child Care Attendant	
11.99***		
24580	- Child Care Center Clerk	
14.96***		
24610	- Chore Aide	
12.46***		
24620	- Family Readiness And Support Services	
15.22		
	Coordinator	
24630	- Homemaker	
16.60		
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	
31.50		
25040	- Sewage Plant Operator	
30.73		
25070	- Stationary Engineer	
31.50		
25190	- Ventilation Equipment Tender	
22.87		
25210	- Water Treatment Plant Operator	
30.73		
27000	- Protective Service Occupations	
27004	- Alarm Monitor	
24.30		
27007	- Baggage Inspector	
15.39		
27008	- Corrections Officer	
26.09		
27010	- Court Security Officer	
22.95		
27030	- Detection Dog Handler	
18.32		

27040 - Detention Officer	
26.09	
27070 - Firefighter	
22.95	
27101 - Guard I	
15.39	
27102 - Guard II	
18.32	
27131 - Police Officer I	
32.13	
27132 - Police Officer II	
35.71	
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	
15.52	
28042 - Carnival Equipment Repairer	
16.62	
28043 - Carnival Worker	
11.20***	
28210 - Gate Attendant/Gate Tender	
13.45***	
28310 - Lifeguard	
11.90***	
28350 - Park Attendant (Aide)	
15.04	
28510 - Recreation Aide/Health Facility Attendant	
10.97***	
28515 - Recreation Specialist	
18.63	
28630 - Sports Official	
11.97***	
28690 - Swimming Pool Operator	
19.07	
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	
27.98	
29020 - Hatch Tender	
27.98	
29030 - Line Handler	
27.98	
29041 - Stevedore I	
26.27	
29042 - Stevedore II	
29.72	
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59
30021 - Archeological Technician I	
18.49	

30022 - Archeological Technician II
20.69
30023 - Archeological Technician III
25.62
30030 - Cartographic Technician
25.62
30040 - Civil Engineering Technician
25.96
30051 - Cryogenic Technician I
28.38
30052 - Cryogenic Technician II
31.35
30061 - Drafter/CAD Operator I
18.49
30062 - Drafter/CAD Operator II
20.69
30063 - Drafter/CAD Operator III
23.06
30064 - Drafter/CAD Operator IV
28.38
30081 - Engineering Technician I
15.93
30082 - Engineering Technician II
17.88
30083 - Engineering Technician III
20.00
30084 - Engineering Technician IV
24.77
30085 - Engineering Technician V
30.31
30086 - Engineering Technician VI
36.67
30090 - Environmental Technician
25.62
30095 - Evidence Control Specialist
25.62
30210 - Laboratory Technician
27.85
30221 - Latent Fingerprint Technician I
28.38
30222 - Latent Fingerprint Technician II
31.35
30240 - Mathematical Technician
25.62
30361 - Paralegal/Legal Assistant I
20.12
30362 - Paralegal/Legal Assistant II
24.92
30363 - Paralegal/Legal Assistant III
30.48

30364 - Paralegal/Legal Assistant IV		
36.89		
30375 - Petroleum Supply Specialist		
31.35		
30390 - Photo-Optics Technician		
25.62		
30395 - Radiation Control Technician		
31.35		
30461 - Technical Writer I		
25.18		
30462 - Technical Writer II		
30.80		
30463 - Technical Writer III		
37.26		
30491 - Unexploded Ordnance (UXO) Technician I		
25.60		
30492 - Unexploded Ordnance (UXO) Technician II		
30.98		
30493 - Unexploded Ordnance (UXO) Technician III		
37.13		
30494 - Unexploded (UXO) Safety Escort		
25.60		
30495 - Unexploded (UXO) Sweep Personnel		
25.60		
30501 - Weather Forecaster I		
28.38		
30502 - Weather Forecaster II		
34.52		
30620 - Weather Observer Combined Upper Air Or	(see 2)	23.06
Surface Programs		
30621 - Weather Observer Senior	(see 2)	25.62
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		
30.98		
31020 - Bus Aide		
17.18		
31030 - Bus Driver		
22.95		
31043 - Driver Courier		
18.08		
31260 - Parking and Lot Attendant		
13.85***		
31290 - Shuttle Bus Driver		
18.08		
31310 - Taxi Driver		
16.70		
31361 - Truckdriver Light		18.77
31362 - Truckdriver Medium		20.06
31363 - Truckdriver Heavy		22.78
31364 - Truckdriver Tractor-Trailer		22.78

99000 - Miscellaneous Occupations
 99020 - Cabin Safety Specialist
15.10
 99030 - Cashier
10.90***
 99050 - Desk Clerk
11.06***
 99095 - Embalmer
25.60
 99130 - Flight Follower
25.60
 99251 - Laboratory Animal Caretaker I
14.20***
 99252 - Laboratory Animal Caretaker II
14.92***
 99260 - Marketing Analyst
25.18
 99310 - Mortician
25.60
 99410 - Pest Controller
18.35
 99510 - Photofinishing Worker
13.45***
 99710 - Recycling Laborer
19.64
 99711 - Recycling Specialist
21.74
 99730 - Refuse Collector
18.71
 99810 - Sales Clerk
11.56***
 99820 - School Crossing Guard
16.68
 99830 - Survey Party Chief
22.57
 99831 - Surveying Aide
13.31***
 99832 - Surveying Technician
18.25
 99840 - Vending Machine Attendant
21.74
 99841 - Vending Machine Repairer
26.60
 99842 - Vending Machine Repairer Helper
21.74

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 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: 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))."