

"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.: 2015-5741
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 after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after applicable January 30 2022: determination 	With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the wage rate listed on this wage if it is higher) for all hours spent performing on the contract in 2022.
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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: determination 	With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage if it is higher) for all hours spent performing on the contract in 2022.
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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 De Kalb Kane

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

OCCUPATION CODE - TITLE RATE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
17.25	
01012 - Accounting Clerk II	
19.37	
01013 - Accounting Clerk III	
21.66	
01020 - Administrative Assistant	
29.91	
01035 - Court Reporter	
24.51	
01041 - Customer Service Representative I	
15.18	
01042 - Customer Service Representative II	
16.57	
01043 - Customer Service Representative III	
18.61	
01051 - Data Entry Operator I	
17.39	
01052 - Data Entry Operator II	
18.98	
01060 - Dispatcher Motor Vehicle	25.22
01070 - Document Preparation Clerk	
18.54	
01090 - Duplicating Machine Operator	
18.54	
01111 - General Clerk I	
14.39***	

01112 - General Clerk II	
15.70	
01113 - General Clerk III	
17.64	
01120 - Housing Referral Assistant	
22.12	
01141 - Messenger Courier	
13.74***	
01191 - Order Clerk I	
16.00	
01192 - Order Clerk II	
17.58	
01261 - Personnel Assistant (Employment) I	
17.84	
01262 - Personnel Assistant (Employment) II	
19.95	
01263 - Personnel Assistant (Employment) III	
22.24	
01270 - Production Control Clerk	
24.79	
01290 - Rental Clerk	
17.41	
01300 - Scheduler Maintenance	18.36
01311 - Secretary I	
18.36	
01312 - Secretary II	
19.84	
01313 - Secretary III	
22.12	
01320 - Service Order Dispatcher	
22.94	
01410 - Supply Technician	
29.91	
01420 - Survey Worker	
19.19	
01460 - Switchboard Operator/Receptionist	
15.41	
01531 - Travel Clerk I	
17.93	
01532 - Travel Clerk II	
19.39	
01533 - Travel Clerk III	
20.98	
01611 - Word Processor I	
17.05	
01612 - Word Processor II	
19.15	
01613 - Word Processor III	
21.42	
05000 - Automotive Service Occupations	

05005 - Automobile Body Repairer Fiberglass	24.08
05010 - Automotive Electrician	
24.16	
05040 - Automotive Glass Installer	
23.05	
05070 - Automotive Worker	
23.05	
05110 - Mobile Equipment Servicer	
20.85	
05130 - Motor Equipment Metal Mechanic	
27.79	
05160 - Motor Equipment Metal Worker	
23.05	
05190 - Motor Vehicle Mechanic	
27.79	
05220 - Motor Vehicle Mechanic Helper	
19.73	
05250 - Motor Vehicle Upholstery Worker	
21.96	
05280 - Motor Vehicle Wrecker	
23.09	
05310 - Painter Automotive	24.16
05340 - Radiator Repair Specialist	
23.05	
05370 - Tire Repairer	
15.92	
05400 - Transmission Repair Specialist	
27.79	
07000 - Food Preparation And Service Occupations	
07010 - Baker	
13.76***	
07041 - Cook I	
14.29***	
07042 - Cook II	
16.13	
07070 - Dishwasher	
12.63***	
07130 - Food Service Worker	
13.54***	
07210 - Meat Cutter	
15.72	
07260 - Waiter/Waitress	
9.96***	
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	
20.06	
09040 - Furniture Handler	
14.52***	
09080 - Furniture Refinisher	
20.06	

09090 - Furniture Refinisher Helper	
16.37	
09110 - Furniture Repairer Minor	18.23
09130 - Upholsterer	
20.05	
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.77***
11060 - Elevator Operator	
14.91***	
11090 - Gardener	
20.62	
11122 - Housekeeping Aide	
14.91***	
11150 - Janitor	
14.91***	
11210 - Laborer Grounds Maintenance	16.39
11240 - Maid or Houseman	
13.33***	
11260 - Pruner	
15.01	
11270 - Tractor Operator	
19.26	
11330 - Trail Maintenance Worker	
16.39	
11360 - Window Cleaner	
16.28	
12000 - Health Occupations	
12010 - Ambulance Driver	
23.14	
12011 - Breath Alcohol Technician	
24.98	
12012 - Certified Occupational Therapist Assistant	
31.95	
12015 - Certified Physical Therapist Assistant	
30.38	
12020 - Dental Assistant	
20.22	
12025 - Dental Hygienist	
38.65	
12030 - EKG Technician	
32.72	
12035 - Electroneurodiagnostic Technologist	
32.72	
12040 - Emergency Medical Technician	
23.14	
12071 - Licensed Practical Nurse I	
22.34	
12072 - Licensed Practical Nurse II	
24.98	
12073 - Licensed Practical Nurse III	

27.84		
12100 - Medical Assistant		
18.04		
12130 - Medical Laboratory Technician		
27.14		
12160 - Medical Record Clerk		
20.77		
12190 - Medical Record Technician		
23.27		
12195 - Medical Transcriptionist		
20.53		
12210 - Nuclear Medicine Technologist		
41.72		
12221 - Nursing Assistant I		
12.54***		
12222 - Nursing Assistant II		
14.10***		
12223 - Nursing Assistant III		
15.39		
12224 - Nursing Assistant IV		
17.28		
12235 - Optical Dispenser		
17.00		
12236 - Optical Technician		
19.77		
12250 - Pharmacy Technician		
17.14		
12280 - Phlebotomist		
17.63		
12305 - Radiologic Technologist		
32.46		
12311 - Registered Nurse I		
29.17		
12312 - Registered Nurse II		
32.57		
12313 - Registered Nurse II Specialist		32.57
12314 - Registered Nurse III		
38.43		
12315 - Registered Nurse III Anesthetist		38.43
12316 - Registered Nurse IV		
46.07		
12317 - Scheduler (Drug and Alcohol Testing)		
30.94		
12320 - Substance Abuse Treatment Counselor		
23.22		
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		
21.92		
13012 - Exhibits Specialist II		
27.16		

13013 - Exhibits Specialist III
33.22
13041 - Illustrator I
21.63
13042 - Illustrator II
26.80
13043 - Illustrator III
32.77
13047 - Librarian
35.08
13050 - Library Aide/Clerk
15.05
13054 - Library Information Technology Systems
29.01
Administrator
13058 - Library Technician
17.38
13061 - Media Specialist I
21.16
13062 - Media Specialist II
23.66
13063 - Media Specialist III
26.39
13071 - Photographer I
18.68
13072 - Photographer II
20.89
13073 - Photographer III
25.88
13074 - Photographer IV
31.66
13075 - Photographer V
38.31
13090 - Technical Order Library Clerk
18.91
13110 - Video Teleconference Technician
20.49
14000 - Information Technology Occupations
14041 - Computer Operator I
19.92
14042 - Computer Operator II
22.28
14043 - Computer Operator III
24.84
14044 - Computer Operator IV
27.60
14045 - Computer Operator V
30.57
14071 - Computer Programmer I
26.76

(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		
19.92		
14160 - Personal Computer Support Technician		
27.60		
14170 - System Support Specialist		
30.83		
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		
36.22		
15020 - Aircrew Training Devices Instructor (Rated)		
41.82		
15030 - Air Crew Training Devices Instructor (Pilot)		
46.94		
15050 - Computer Based Training Specialist / Instructor		
36.22		
15060 - Educational Technologist		
35.45		
15070 - Flight Instructor (Pilot)		
46.94		
15080 - Graphic Artist		
27.69		
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.98
15086 - Maintenance Test Pilot Rotary Wing		44.98
15088 - Non-Maintenance Test/Co-Pilot		
44.98		
15090 - Technical Instructor		
27.45		
15095 - Technical Instructor/Course Developer		
32.88		
15110 - Test Proctor		
21.70		
15120 - Tutor		
21.70		
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		
15.31		
16030 - Counter Attendant		
15.31		

16040 - Dry Cleaner	
17.50	
16070 - Finisher Flatwork Machine	15.31
16090 - Presser Hand	15.31
16110 - Presser Machine Drycleaning	15.31
16130 - Presser Machine Shirts	15.31
16160 - Presser Machine Wearing Apparel Laundry	15.31
16190 - Sewing Machine Operator	
18.23	
16220 - Tailor	
18.96	
16250 - Washer Machine	16.04
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	
23.40	
19040 - Tool And Die Maker	
28.57	
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	
18.38	
21030 - Material Coordinator	
24.79	
21040 - Material Expediter	
24.79	
21050 - Material Handling Laborer	
18.12	
21071 - Order Filler	
15.18	
21080 - Production Line Worker (Food Processing)	
18.38	
21110 - Shipping Packer	
17.72	
21130 - Shipping/Receiving Clerk	
17.72	
21140 - Store Worker I	
15.84	
21150 - Stock Clerk	
20.76	
21210 - Tools And Parts Attendant	
18.38	
21410 - Warehouse Specialist	
18.38	
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	
38.81	
23019 - Aircraft Logs and Records Technician	
31.33	
23021 - Aircraft Mechanic I	
36.92	
23022 - Aircraft Mechanic II	

38.81	
23023 - Aircraft Mechanic III	
40.34	
23040 - Aircraft Mechanic Helper	
27.48	
23050 - Aircraft Painter	35.06
23060 - Aircraft Servicer	
31.33	
23070 - Aircraft Survival Flight Equipment Technician	
35.06	
23080 - Aircraft Worker	
33.20	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic	
33.20	
I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	
36.92	
II	
23110 - Appliance Mechanic	
28.79	
23120 - Bicycle Repairer	
21.19	
23125 - Cable Splicer	
44.61	
23130 - Carpenter Maintenance	40.43
23140 - Carpet Layer	
32.44	
23160 - Electrician Maintenance	42.13
23181 - Electronics Technician Maintenance I	
28.93	
23182 - Electronics Technician Maintenance II	
30.53	
23183 - Electronics Technician Maintenance III	
32.16	
23260 - Fabric Worker	
28.42	
23290 - Fire Alarm System Mechanic	
29.12	
23310 - Fire Extinguisher Repairer	
26.69	
23311 - Fuel Distribution System Mechanic	
38.14	
23312 - Fuel Distribution System Operator	
30.45	
23370 - General Maintenance Worker	
23.74	
23380 - Ground Support Equipment Mechanic	
36.92	
23381 - Ground Support Equipment Servicer	
31.33	

23382 - Ground Support Equipment Worker	
33.20	
23391 - Gunsmith I	
26.69	
23392 - Gunsmith II	
30.13	
23393 - Gunsmith III	
33.50	
23410 - Heating Ventilation And Air-Conditioning Mechanic	33.40
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	35.09
23430 - Heavy Equipment Mechanic	
33.32	
23440 - Heavy Equipment Operator	
42.62	
23460 - Instrument Mechanic	
31.91	
23465 - Laboratory/Shelter Mechanic	
31.80	
23470 - Laborer	
14.76***	
23510 - Locksmith	
28.62	
23530 - Machinery Maintenance Mechanic	
30.33	
23550 - Machinist Maintenance	27.46
23580 - Maintenance Trades Helper	
16.14	
23591 - Metrology Technician I	
31.91	
23592 - Metrology Technician II	
33.54	
23593 - Metrology Technician III	
34.86	
23640 - Millwright	
31.74	
23710 - Office Appliance Repairer	
23.17	
23760 - Painter Maintenance	28.08
23790 - Pipefitter Maintenance	46.59
23810 - Plumber Maintenance	44.24
23820 - Pneudraulic Systems Mechanic	
33.50	
23850 - Rigger	
34.76	
23870 - Scale Mechanic	
30.13	
23890 - Sheet-Metal Worker Maintenance	41.97
23910 - Small Engine Mechanic	

23.14		
23931	- Telecommunications Mechanic I	
33.01		
23932	- Telecommunications Mechanic II	
34.69		
23950	- Telephone Lineman	
33.50		
23960	- Welder Combination Maintenance	20.97
23965	- Well Driller	
33.50		
23970	- Woodcraft Worker	
33.50		
23980	- Woodworker	
26.69		
24000	- Personal Needs Occupations	
24550	- Case Manager	
18.32		
24570	- Child Care Attendant	
12.41***		
24580	- Child Care Center Clerk	
15.47		
24610	- Chore Aide	
13.24***		
24620	- Family Readiness And Support Services	
18.32		
	Coordinator	
24630	- Homemaker	
18.32		
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	
45.15		
25040	- Sewage Plant Operator	
30.98		
25070	- Stationary Engineer	
45.15		
25190	- Ventilation Equipment Tender	
33.60		
25210	- Water Treatment Plant Operator	
30.98		
27000	- Protective Service Occupations	
27004	- Alarm Monitor	
28.43		
27007	- Baggage Inspector	
15.37		
27008	- Corrections Officer	
35.82		
27010	- Court Security Officer	
31.83		
27030	- Detection Dog Handler	
17.20		

27040 - Detention Officer	
35.82	
27070 - Firefighter	
31.42	
27101 - Guard I	
15.37	
27102 - Guard II	
17.20	
27131 - Police Officer I	
38.41	
27132 - Police Officer II	
42.68	
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	
14.71***	
28042 - Carnival Equipment Repairer	
15.74	
28043 - Carnival Worker	
11.02***	
28210 - Gate Attendant/Gate Tender	
16.44	
28310 - Lifeguard	
13.10***	
28350 - Park Attendant (Aide)	
18.37	
28510 - Recreation Aide/Health Facility Attendant	
12.62***	
28515 - Recreation Specialist	
21.43	
28630 - Sports Official	
14.64***	
28690 - Swimming Pool Operator	
20.03	
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	
27.28	
29020 - Hatch Tender	
27.28	
29030 - Line Handler	
27.28	
29041 - Stevedore I	
25.73	
29042 - Stevedore II	
28.79	
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	44.68
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	30.81
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	33.93
30021 - Archeological Technician I	
20.03	

30022 - Archeological Technician II
22.41
30023 - Archeological Technician III
27.76
30030 - Cartographic Technician
27.76
30040 - Civil Engineering Technician
32.45
30051 - Cryogenic Technician I
30.74
30052 - Cryogenic Technician II
33.95
30061 - Drafter/CAD Operator I
20.03
30062 - Drafter/CAD Operator II
22.41
30063 - Drafter/CAD Operator III
24.98
30064 - Drafter/CAD Operator IV
30.74
30081 - Engineering Technician I
18.16
30082 - Engineering Technician II
20.39
30083 - Engineering Technician III
22.81
30084 - Engineering Technician IV
28.26
30085 - Engineering Technician V
34.56
30086 - Engineering Technician VI
45.66
30090 - Environmental Technician
27.06
30095 - Evidence Control Specialist
27.76
30210 - Laboratory Technician
24.34
30221 - Latent Fingerprint Technician I
37.71
30222 - Latent Fingerprint Technician II
41.65
30240 - Mathematical Technician
30.54
30361 - Paralegal/Legal Assistant I
22.52
30362 - Paralegal/Legal Assistant II
27.90
30363 - Paralegal/Legal Assistant III
34.13

30364 - Paralegal/Legal Assistant IV		
41.29		
30375 - Petroleum Supply Specialist		
33.95		
30390 - Photo-Optics Technician		
27.76		
30395 - Radiation Control Technician		
33.95		
30461 - Technical Writer I		
26.76		
30462 - Technical Writer II		
32.65		
30463 - Technical Writer III		
39.34		
30491 - Unexploded Ordnance (UXO) Technician I		
28.39		
30492 - Unexploded Ordnance (UXO) Technician II		
34.35		
30493 - Unexploded Ordnance (UXO) Technician III		
41.18		
30494 - Unexploded (UXO) Safety Escort		
28.39		
30495 - Unexploded (UXO) Sweep Personnel		
28.39		
30501 - Weather Forecaster I		
30.74		
30502 - Weather Forecaster II		
37.40		
30620 - Weather Observer Combined Upper Air Or	(see 2)	24.98
Surface Programs		
30621 - Weather Observer Senior	(see 2)	27.76
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		
34.35		
31020 - Bus Aide		
20.90		
31030 - Bus Driver		
27.74		
31043 - Driver Courier		
21.38		
31260 - Parking and Lot Attendant		
13.39***		
31290 - Shuttle Bus Driver		
21.43		
31310 - Taxi Driver		
17.88		
31361 - Truckdriver Light		22.89
31362 - Truckdriver Medium		24.38
31363 - Truckdriver Heavy		25.69
31364 - Truckdriver Tractor-Trailer		25.69

99000 - Miscellaneous Occupations
 99020 - Cabin Safety Specialist
16.75
 99030 - Cashier
12.18***
 99050 - Desk Clerk
12.53***
 99095 - Embalmer
35.46
 99130 - Flight Follower
28.39
 99251 - Laboratory Animal Caretaker I
16.97
 99252 - Laboratory Animal Caretaker II
18.67
 99260 - Marketing Analyst
31.34
 99310 - Mortician
35.46
 99410 - Pest Controller
23.36
 99510 - Photofinishing Worker
19.20
 99710 - Recycling Laborer
31.05
 99711 - Recycling Specialist
36.38
 99730 - Refuse Collector
28.44
 99810 - Sales Clerk
13.81***
 99820 - School Crossing Guard
15.68
 99830 - Survey Party Chief
27.41
 99831 - Surveying Aide
17.20
 99832 - Surveying Technician
23.57
 99840 - Vending Machine Attendant
17.70
 99841 - Vending Machine Repairer
20.32
 99842 - Vending Machine Repairer Helper
17.70

***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))."