

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 Director Division of Wage
Determinations

Wage Determination No.: 2015-5761
Revision No.: 24
Date of Last Revision: 4/26/2024

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 <u>on or after January 30, 2022</u> , or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	<ul style="list-style-type: none">• 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.
If the contract was awarded <u>on or between January 1, 2015 and January 29, 2022</u> , and the contract is <u>not</u> renewed or extended on or after January 30, 2022:	<ul style="list-style-type: none">• 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.

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: Louisiana

Area: Louisiana Parish of Tangipahoa

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16 .46***
01012 - Accounting Clerk II		18 .47
01013 - Accounting Clerk III		20 .66
01020 - Administrative Assistant		24 .09
01035 - Court Reporter		20 .01
01041 - Customer Service Representative I		14 .55***

01042 - Customer Service Representative II	15 .88***
01043 - Customer Service Representative III	17 .82
01051 - Data Entry Operator I	13 .75***
01052 - Data Entry Operator II	15 .00***
01060 - Dispatcher, Motor Vehicle	17 .44
01070 - Document Preparation Clerk	14 .40***
01090 - Duplicating Machine Operator	14 .40***
01111 - General Clerk I	13 .43***
01112 - General Clerk II	14 .65***
01113 - General Clerk III	16 .44***
01120 - Housing Referral Assistant	20 .16
01141 - Messenger Courier	14 .95***
01191 - Order Clerk I	13 .51***
01192 - Order Clerk II	14 .74***
01261 - Personnel Assistant (Employment) I	16 .16***
01262 - Personnel Assistant (Employment) II	18 .08
01263 - Personnel Assistant (Employment) III	20 .16
01270 - Production Control Clerk	24 .35
01290 - Rental Clerk	13 .57***
01300 - Scheduler, Maintenance	16 .16***
01311 - Secretary I	16 .16***
01312 - Secretary II	18 .08
01313 - Secretary III	20 .16
01320 - Service Order Dispatcher	15 .59***
01410 - Supply Technician	24 .09
01420 - Survey Worker	15 .30***
01460 - Switchboard Operator/Receptionist	13 .96***
01531 - Travel Clerk I	14 .40***
01532 - Travel Clerk II	16 .16***
01533 - Travel Clerk III	17 .69
01611 - Word Processor I	14 .40***
01612 - Word Processor II	16 .16***
01613 - Word Processor III	18 .08

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass	23 .63
05010 - Automotive Electrician	19 .85
05040 - Automotive Glass Installer	18 .44
05070 - Automotive Worker	18 .44
05110 - Mobile Equipment Servicer	15 .68***
05130 - Motor Equipment Metal Mechanic	21 .25
05160 - Motor Equipment Metal Worker	18 .44
05190 - Motor Vehicle Mechanic	21 .25
05220 - Motor Vehicle Mechanic Helper	14 .50***

05250 - Motor Vehicle Upholstery Worker	17 .06***
05280 - Motor Vehicle Wrecker	18 .44
05310 - Painter, Automotive	19 .85
05340 - Radiator Repair Specialist	18 .44
05370 - Tire Repairer	15 .67***
05400 - Transmission Repair Specialist	21 .25

07000 - Food Preparation And Service Occupations

07010 - Baker	18 .89
07041 - Cook I	13 .43***
07042 - Cook II	15 .81***
07070 - Dishwasher	10 .80***
07130 - Food Service Worker	10 .36***
07210 - Meat Cutter	17 .01***
07260 - Waiter/Waitress	10 .80***

09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter	23 .86
09040 - Furniture Handler	13 .82***
09080 - Furniture Refinisher	23 .86
09090 - Furniture Refinisher Helper	17 .14***
09110 - Furniture Repairer, Minor	20 .51
09130 - Upholsterer	23 .86

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles	13 .62***
11060 - Elevator Operator	14 .11***
11090 - Gardener	19 .91
11122 - Housekeeping Aide	14 .11***
11150 - Janitor	14 .11***
11210 - Laborer, Grounds Maintenance	14 .61***
11240 - Maid or Houseman	10 .97***
11260 - Pruner	12 .85***
11270 - Tractor Operator	18 .11
11330 - Trail Maintenance Worker	14 .61***
11360 - Window Cleaner	16 .05***

12000 - Health Occupations

12010 - Ambulance Driver	21 .21
12011 - Breath Alcohol Technician	21 .21
12012 - Certified Occupational Therapist Assistant	29 .23
12015 - Certified Physical Therapist Assistant	29 .04
12020 - Dental Assistant	17 .31
12025 - Dental Hygienist	38 .03
12030 - EKG Technician	32 .13

12035 - Electroneurodiagnostic Technologist	32 .13
12040 - Emergency Medical Technician	21 .21
12071 - Licensed Practical Nurse I	18 .96
12072 - Licensed Practical Nurse II	21 .21
12073 - Licensed Practical Nurse III	23 .65
12100 - Medical Assistant	16 .86***
12130 - Medical Laboratory Technician	27 .89
12160 - Medical Record Clerk	21 .53
12190 - Medical Record Technician	24 .08
12195 - Medical Transcriptionist	18 .96
12210 - Nuclear Medicine Technologist	46 .61
12221 - Nursing Assistant I	12 .42***
12222 - Nursing Assistant II	13 .98***
12223 - Nursing Assistant III	15 .25***
12224 - Nursing Assistant IV	17 .12***
12235 - Optical Dispenser	21 .21
12236 - Optical Technician	18 .96
12250 - Pharmacy Technician	18 .30
12280 - Phlebotomist	15 .98***
12305 - Radiologic Technologist	30 .81
12311 - Registered Nurse I	27 .98
12312 - Registered Nurse II	34 .23
12313 - Registered Nurse II, Specialist	34 .23
12314 - Registered Nurse III	41 .41
12315 - Registered Nurse III, Anesthetist	41 .41
12316 - Registered Nurse IV	49 .63
12317 - Scheduler (Drug and Alcohol Testing)	26 .28
12320 - Substance Abuse Treatment Counselor	19 .95

13000 - Information And Arts Occupations

13011 - Exhibits Specialist I	19 .82
13012 - Exhibits Specialist II	24 .55
13013 - Exhibits Specialist III	30 .03
13041 - Illustrator I	19 .82
13042 - Illustrator II	24 .55
13043 - Illustrator III	30 .03
13047 - Librarian	27 .19
13050 - Library Aide/Clerk	15 .78***
13054 - Library Information Technology Systems Administrator	24 .55
13058 - Library Technician	19 .82
13061 - Media Specialist I	17 .72
13062 - Media Specialist II	19 .82
13063 - Media Specialist III	22 .09
13071 - Photographer I	17 .03***

13072 - Photographer II	19 .82
13073 - Photographer III	23 .58
13074 - Photographer IV	28 .86
13075 - Photographer V	34 .91
13090 - Technical Order Library Clerk	19 .82
13110 - Video Teleconference Technician	17 .99

14000 - Information Technology Occupations

14041 - Computer Operator I		15 .21***
14042 - Computer Operator II		17 .01***
14043 - Computer Operator III		19 .12
14044 - Computer Operator IV		21 .27
14045 - Computer Operator V		23 .54
14071 - Computer Programmer I	(see 1)	20 .45
14072 - Computer Programmer II	(see 1)	25 .34
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		15 .21***
14160 - Personal Computer Support Technician		21 .27
14170 - System Support Specialist		23 .54

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated)	27 .85
15020 - Aircrew Training Devices Instructor (Rated)	33 .70
15030 - Air Crew Training Devices Instructor (Pilot)	40 .40
15050 - Computer Based Training Specialist / Instructor	27 .85
15060 - Educational Technologist	29 .80
15070 - Flight Instructor (Pilot)	40 .40
15080 - Graphic Artist	26 .11
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	40 .40
15086 - Maintenance Test Pilot, Rotary Wing	40 .40
15088 - Non-Maintenance Test/Co-Pilot	40 .40
15090 - Technical Instructor	21 .64
15095 - Technical Instructor/Course Developer	26 .48
15110 - Test Proctor	18 .43
15120 - Tutor	18 .43

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations

16010 - Assembler	13 .74***
16030 - Counter Attendant	13 .74***
16040 - Dry Cleaner	15 .73***
16070 - Finisher, Flatwork, Machine	13 .74***

16090 - Presser, Hand	13 .74***
16110 - Presser, Machine, Drycleaning	13 .74***
16130 - Presser, Machine, Shirts	13 .74***
16160 - Presser, Machine, Wearing Apparel, Laundry	13 .74***
16190 - Sewing Machine Operator	16 .39***
16220 - Tailor	17 .05***
16250 - Washer, Machine	14 .34***

19000 - Machine Tool Operation And Repair Occupations

19010 - Machine-Tool Operator (Tool Room)	23 .86
19040 - Tool And Die Maker	30 .55

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator	24 .47
21030 - Material Coordinator	26 .79
21040 - Material Expediter	26 .79
21050 - Material Handling Laborer	14 .78***
21071 - Order Filler	16 .58***
21080 - Production Line Worker (Food Processing)	24 .47
21110 - Shipping Packer	17 .09***
21130 - Shipping/Receiving Clerk	17 .09***
21140 - Store Worker I	11 .63***
21150 - Stock Clerk	17 .22
21210 - Tools And Parts Attendant	24 .47
21410 - Warehouse Specialist	24 .47

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder	33 .42
23019 - Aircraft Logs and Records Technician	26 .51
23021 - Aircraft Mechanic I	31 .82
23022 - Aircraft Mechanic II	33 .42
23023 - Aircraft Mechanic III	35 .32
23040 - Aircraft Mechanic Helper	22 .54
23050 - Aircraft, Painter	30 .11
23060 - Aircraft Servicer	26 .51
23070 - Aircraft Survival Flight Equipment Technician	30 .11
23080 - Aircraft Worker	28 .45
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	28 .45
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31 .82
23110 - Appliance Mechanic	23 .86
23120 - Bicycle Repairer	18 .84
23125 - Cable Splicer	25 .55
23130 - Carpenter, Maintenance	18 .86
23140 - Carpet Layer	22 .16
23160 - Electrician, Maintenance	23 .97

23181 - Electronics Technician Maintenance I	22 .16
23182 - Electronics Technician Maintenance II	24 .31
23183 - Electronics Technician Maintenance III	26 .04
23260 - Fabric Worker	20 .51
23290 - Fire Alarm System Mechanic	25 .55
23310 - Fire Extinguisher Repairer	18 .84
23311 - Fuel Distribution System Mechanic	25 .55
23312 - Fuel Distribution System Operator	18 .84
23370 - General Maintenance Worker	18 .21
23380 - Ground Support Equipment Mechanic	31 .82
23381 - Ground Support Equipment Servicer	26 .51
23382 - Ground Support Equipment Worker	28 .45
23391 - Gunsmith I	18 .84
23392 - Gunsmith II	22 .16
23393 - Gunsmith III	25 .55
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22 .14
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23 .59
23430 - Heavy Equipment Mechanic	23 .17
23440 - Heavy Equipment Operator	22 .57
23460 - Instrument Mechanic	25 .55
23465 - Laboratory/Shelter Mechanic	23 .86
23470 - Laborer	14 .78***
23510 - Locksmith	23 .86
23530 - Machinery Maintenance Mechanic	28 .80
23550 - Machinist, Maintenance	28 .08
23580 - Maintenance Trades Helper	14 .64***
23591 - Metrology Technician I	25 .55
23592 - Metrology Technician II	27 .21
23593 - Metrology Technician III	28 .88
23640 - Millwright	25 .55
23710 - Office Appliance Repairer	23 .86
23760 - Painter, Maintenance	22 .28
23790 - Pipefitter, Maintenance	26 .08
23810 - Plumber, Maintenance	24 .36
23820 - Pneudraulic Systems Mechanic	25 .55
23850 - Rigger	25 .55
23870 - Scale Mechanic	22 .16
23890 - Sheet-Metal Worker, Maintenance	25 .55
23910 - Small Engine Mechanic	22 .16
23931 - Telecommunications Mechanic I	31 .13
23932 - Telecommunications Mechanic II	33 .15
23950 - Telephone Lineman	25 .55
23960 - Welder, Combination, Maintenance	24 .99
23965 - Well Driller	25 .55

23970 - Woodcraft Worker	25 .55
23980 - Woodworker	18 .84
24000 - Personal Needs Occupations	
24550 - Case Manager	15 .78***
24570 - Child Care Attendant	11 .04***
24580 - Child Care Center Clerk	14 .51***
24610 - Chore Aide	10 .07***
24620 - Family Readiness And Support Services Coordinator	15 .78***
24630 - Homemaker	17 .40
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22 .45
25040 - Sewage Plant Operator	20 .96
25070 - Stationary Engineer	22 .45
25190 - Ventilation Equipment Tender	15 .07***
25210 - Water Treatment Plant Operator	20 .96
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16 .97***
27007 - Baggage Inspector	12 .71***
27008 - Corrections Officer	16 .38***
27010 - Court Security Officer	16 .52***
27030 - Detection Dog Handler	14 .43***
27040 - Detention Officer	16 .38***
27070 - Firefighter	15 .17***
27101 - Guard I	12 .71***
27102 - Guard II	14 .43***
27131 - Police Officer I	19 .44
27132 - Police Officer II	21 .60
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10 .04***
28042 - Carnival Equipment Repairer	10 .94***
28043 - Carnival Worker	7 .42***
28210 - Gate Attendant/Gate Tender	16 .04***
28310 - Lifeguard	14 .28***
28350 - Park Attendant (Aide)	17 .94
28510 - Recreation Aide/Health Facility Attendant	13 .09***
28515 - Recreation Specialist	22 .23
28630 - Sports Official	14 .28***
28690 - Swimming Pool Operator	21 .58
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22 .16
29020 - Hatch Tender	22 .16

29030 - Line Handler	22 .16
29041 - Stevedore I	20 .51
29042 - Stevedore II	23 .86

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	45 .21
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	31 .17
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	34 .34
30021 - Archeological Technician I		15 .11***
30022 - Archeological Technician II		16 .90***
30023 - Archeological Technician III		20 .95
30030 - Cartographic Technician		20 .95
30040 - Civil Engineering Technician		20 .65
30051 - Cryogenic Technician I		21 .59
30052 - Cryogenic Technician II		23 .85
30061 - Drafter/CAD Operator I		15 .11***
30062 - Drafter/CAD Operator II		16 .90***
30063 - Drafter/CAD Operator III		18 .85
30064 - Drafter/CAD Operator IV		23 .19
30081 - Engineering Technician I		14 .22***
30082 - Engineering Technician II		15 .96***
30083 - Engineering Technician III		17 .85
30084 - Engineering Technician IV		22 .12
30085 - Engineering Technician V		25 .27
30086 - Engineering Technician VI		32 .74
30090 - Environmental Technician		18 .19
30095 - Evidence Control Specialist		19 .49
30210 - Laboratory Technician		25 .38
30221 - Latent Fingerprint Technician I		21 .59
30222 - Latent Fingerprint Technician II		23 .85
30240 - Mathematical Technician		20 .95
30361 - Paralegal/Legal Assistant I		20 .40
30362 - Paralegal/Legal Assistant II		25 .28
30363 - Paralegal/Legal Assistant III		30 .92
30364 - Paralegal/Legal Assistant IV		37 .41
30375 - Petroleum Supply Specialist		23 .85
30390 - Photo-Optics Technician		20 .95
30395 - Radiation Control Technician		23 .85
30461 - Technical Writer I		20 .95
30462 - Technical Writer II		25 .62
30463 - Technical Writer III		31 .00
30491 - Unexploded Ordnance (UXO) Technician I		28 .73
30492 - Unexploded Ordnance (UXO) Technician II		34 .76
30493 - Unexploded Ordnance (UXO) Technician III		41 .67

30494 - Unexploded (UXO) Safety Escort		28 .73
30495 - Unexploded (UXO) Sweep Personnel		28 .73
30501 - Weather Forecaster I		21 .59
30502 - Weather Forecaster II		26 .26
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	18 .85
30621 - Weather Observer, Senior	(see 2)	20 .95

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot		34 .76
31020 - Bus Aide		12 .92***
31030 - Bus Driver		19 .16
31043 - Driver Courier		16 .02***
31260 - Parking and Lot Attendant		11 .36***
31290 - Shuttle Bus Driver		17 .60
31310 - Taxi Driver		14 .46***
31361 - Truckdriver, Light		17 .60
31362 - Truckdriver, Medium		19 .16
31363 - Truckdriver, Heavy		22 .68
31364 - Truckdriver, Tractor-Trailer		22 .68

99000 - Miscellaneous Occupations

99020 - Cabin Safety Specialist		16 .95***
99030 - Cashier		10 .76***
99050 - Desk Clerk		10 .94***
99095 - Embalmer		28 .73
99130 - Flight Follower		28 .73
99251 - Laboratory Animal Caretaker I		13 .40***
99252 - Laboratory Animal Caretaker II		14 .73***
99260 - Marketing Analyst		25 .12
99310 - Mortician		28 .73
99410 - Pest Controller		22 .77
99510 - Photofinishing Worker		15 .10***
99710 - Recycling Laborer		15 .35***
99711 - Recycling Specialist		19 .04
99730 - Refuse Collector		13 .50***
99810 - Sales Clerk		13 .41***
99820 - School Crossing Guard		15 .67***
99830 - Survey Party Chief		22 .09
99831 - Surveying Aide		13 .85***
99832 - Surveying Technician		18 .96
99840 - Vending Machine Attendant		19 .04
99841 - Vending Machine Repairer		24 .62
99842 - Vending Machine Repairer Helper		19 .04

***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 employee (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)).