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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.: 2015-4021 Revision No.: 35 Date Of Last Revision: 6/25/2026

This wage determination is applicable to the following cities and towns in the following counties in NEW HAMPSHIRE:

CARROLL COUNTY: Albany, Bartlett, Chatham, Conway-intervale-kearsarge, Eaton, Effingham, Freedom, Hale's Location, Hart's Location, Jackson, Madison, Ossipee, Sandwich, Tamworth, Wakefield

COOS COUNTY: Atkinson and Gilmanton Academy, Beans grant, Beans purchase, Berlin, Cambridge, Carroll, Chandlers purchase, Clarksville, Colebrook, College, Columbia, Crawfords purchase, Cutts, Dalton, Dixs, Dixville, Dummer, Errol, Ervings Grant, Greens grant, Jefferson, Kilkenny, Lancaster, Low and Burbanks grant, Martins location, Milan, Millsfield, Northumberland-groveton, Odell, Pinkhams grant, Pittsburg, Randolph, Sargents purchase, Shelborne, Stark, Stewartstown, Stratford, Success, Thompson and Meserves purchase, Wentworth location, Whitefield

GRAFTON COUNTY: Bath, Benton, Bethlehem, Easton, Franconia, Haverhill, Landaff, Lisbon, Littleton, Livermore, Lyman, Monroe, Sugar Hill, Warren

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State: New Hampshire

Area: New Hampshire Counties of Carroll, Coos and Grafton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.72
01012 - Accounting Clerk II		22.13
01013 - Accounting Clerk III		24.76
01020 - Administrative Assistant		31.93
01035 - Court Reporter		23.43
01041 - Customer Service Representative I		17.67
01042 - Customer Service Representative II		19.27
01043 - Customer Service Representative III		21.64
01051 - Data Entry Operator I		17.75
01052 - Data Entry Operator II		19.38
01060 - Dispatcher, Motor Vehicle		23.47
01070 - Document Preparation Clerk		18.67
01090 - Duplicating Machine Operator		18.67
01111 - General Clerk I		18.97
01112 - General Clerk II		20.70
01113 - General Clerk III		23.22
01120 - Housing Referral Assistant		26.13
01141 - Messenger Courier		15.21
01191 - Order Clerk I		16.86
01192 - Order Clerk II		18.40
01261 - Personnel Assistant (Employment) I		20.37
01262 - Personnel Assistant (Employment) II		22.78
01263 - Personnel Assistant (Employment) III		25.40
01270 - Production Control Clerk		29.59
01290 - Rental Clerk		21.83
01300 - Scheduler, Maintenance		20.94
01311 - Secretary I		20.94
01312 - Secretary II		23.43
01313 - Secretary III		26.13
01320 - Service Order Dispatcher		20.98
01410 - Supply Technician		31.93
01420 - Survey Worker		21.85
01460 - Switchboard Operator/Receptionist		18.16
01531 - Travel Clerk I		18.67
01532 - Travel Clerk II		20.94
01533 - Travel Clerk III		23.43
01611 - Word Processor I		18.67
01612 - Word Processor II		20.94
01613 - Word Processor III		23.43
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.53
05010 - Automotive Electrician		26.64
05040 - Automotive Glass Installer		25.48
05070 - Automotive Worker		25.48
05110 - Mobile Equipment Servicer		22.77

05130 - Motor Equipment Metal Mechanic	27.81
05160 - Motor Equipment Metal Worker	25.48
05190 - Motor Vehicle Mechanic	27.81
05220 - Motor Vehicle Mechanic Helper	21.31
05250 - Motor Vehicle Upholstery Worker	24.12
05280 - Motor Vehicle Wrecker	25.48
05310 - Painter, Automotive	26.64
05340 - Radiator Repair Specialist	25.48
05370 - Tire Repairer	20.70
05400 - Transmission Repair Specialist	27.81
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.79
07041 - Cook I	22.28
07042 - Cook II	24.86
07070 - Dishwasher	15.76
07130 - Food Service Worker	17.78
07210 - Meat Cutter	22.99
07260 - Waiter/Waitress	17.29
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	28.90
09040 - Furniture Handler	20.14
09080 - Furniture Refinisher	28.90
09090 - Furniture Refinisher Helper	23.19
09110 - Furniture Repairer, Minor	26.21
09130 - Upholsterer	28.90
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.96
11060 - Elevator Operator	19.99
11090 - Gardener	26.38
11122 - Housekeeping Aide	19.99
11150 - Janitor	19.99
11210 - Laborer, Grounds Maintenance	20.86
11240 - Maid or Houseman	17.66
11260 - Pruner	18.95
11270 - Tractor Operator	24.60
11330 - Trail Maintenance Worker	20.86
11360 - Window Cleaner	22.01
12000 - Health Occupations	
12010 - Ambulance Driver	21.90
12011 - Breath Alcohol Technician	31.76
12012 - Certified Occupational Therapist Assistant	43.56
12015 - Certified Physical Therapist Assistant	37.54
12020 - Dental Assistant	27.81
12025 - Dental Hygienist	47.35
12030 - EKG Technician	45.62
12035 - Electroneurodiagnostic Technologist	45.62
12040 - Emergency Medical Technician	21.90
12071 - Licensed Practical Nurse I	28.39
12072 - Licensed Practical Nurse II	31.76
12073 - Licensed Practical Nurse III	35.39
12100 - Medical Assistant	23.01
12130 - Medical Laboratory Technician	39.35
12160 - Medical Record Clerk	20.35
12190 - Medical Record Technician	22.77
12195 - Medical Transcriptionist	28.39
12210 - Nuclear Medicine Technologist	69.77
12221 - Nursing Assistant I	16.45
12222 - Nursing Assistant II	18.50
12223 - Nursing Assistant III	20.19
12224 - Nursing Assistant IV	22.65
12235 - Optical Dispenser	27.36
12236 - Optical Technician	28.39
12250 - Pharmacy Technician	22.73
12280 - Phlebotomist	28.39
12305 - Radiologic Technologist	40.82
12311 - Registered Nurse I	28.41
12312 - Registered Nurse II	34.75
12313 - Registered Nurse II, Specialist	34.75
12314 - Registered Nurse III	42.06
12315 - Registered Nurse III, Anesthetist	42.06
12316 - Registered Nurse IV	50.41
12317 - Scheduler (Drug and Alcohol Testing)	39.33
12320 - Substance Abuse Treatment Counselor	27.51
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.48
13012 - Exhibits Specialist II	25.39
13013 - Exhibits Specialist III	31.05
13041 - Illustrator I	20.48
13042 - Illustrator II	25.39
13043 - Illustrator III	31.05
13047 - Librarian	28.11
13050 - Library Aide/Clerk	17.30
13054 - Library Information Technology Systems Administrator	25.39
13058 - Library Technician	19.28
13061 - Media Specialist I	18.30
13062 - Media Specialist II	20.48
13063 - Media Specialist III	22.85
13071 - Photographer I	18.30
13072 - Photographer II	20.48
13073 - Photographer III	25.39
13074 - Photographer IV	31.05
13075 - Photographer V	37.55

13090 - Technical Order Library Clerk		21.72
13110 - Video Teleconference Technician		21.82
14000 - Information Technology Occupations		
14041 - Computer Operator I		16.60
14042 - Computer Operator II		18.57
14043 - Computer Operator III		20.71
14044 - Computer Operator IV		23.00
14045 - Computer Operator V		25.48
14071 - Computer Programmer I	(see 1)	20.16
14072 - Computer Programmer II	(see 1)	24.47
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		16.60
14160 - Personal Computer Support Technician		23.03
14170 - System Support Specialist		25.48
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.83
15020 - Aircrew Training Devices Instructor (Rated)		43.34
15030 - Air Crew Training Devices Instructor (Pilot)		51.94
15050 - Computer Based Training Specialist / Instructor		35.83
15060 - Educational Technologist		37.68
15070 - Flight Instructor (Pilot)		51.94
15080 - Graphic Artist		27.50
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		51.94
15086 - Maintenance Test Pilot, Rotary Wing		51.94
15088 - Non-Maintenance Test/Co-Pilot		51.94
15090 - Technical Instructor		24.72
15095 - Technical Instructor/Course Developer		30.24
15110 - Test Proctor		19.94
15120 - Tutor		19.94
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		17.87
16030 - Counter Attendant		17.87
16040 - Dry Cleaner		20.41
16070 - Finisher, Flatwork, Machine		17.87
16090 - Presser, Hand		17.87
16110 - Presser, Machine, Drycleaning		17.87
16130 - Presser, Machine, Shirts		17.87
16160 - Presser, Machine, Wearing Apparel, Laundry		17.87
16190 - Sewing Machine Operator		21.27
16220 - Tailor		22.11
16250 - Washer, Machine		18.72
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		31.79
19040 - Tool And Die Maker		37.41
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		22.38
21030 - Material Coordinator		29.59
21040 - Material Expediter		29.59
21050 - Material Handling Laborer		18.42
21071 - Order Filler		17.51
21080 - Production Line Worker (Food Processing)		22.38
21110 - Shipping Packer		22.39
21130 - Shipping/Receiving Clerk		22.39
21140 - Store Worker I		17.45
21150 - Stock Clerk		23.18
21210 - Tools And Parts Attendant		22.38
21410 - Warehouse Specialist		22.38
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		31.63
23019 - Aircraft Logs and Records Technician		26.21
23021 - Aircraft Mechanic I		30.31
23022 - Aircraft Mechanic II		31.63
23023 - Aircraft Mechanic III		32.86
23040 - Aircraft Mechanic Helper		23.19
23050 - Aircraft, Painter		28.90
23060 - Aircraft Servicer		26.21
23070 - Aircraft Survival Flight Equipment Technician		28.90
23080 - Aircraft Worker		27.54
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		27.54
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		30.31
23110 - Appliance Mechanic		28.90
23120 - Bicycle Repairer		24.75
23125 - Cable Splicer		37.35
23130 - Carpenter, Maintenance		29.48
23140 - Carpet Layer		27.54
23160 - Electrician, Maintenance		29.70
23181 - Electronics Technician Maintenance I		27.54
23182 - Electronics Technician Maintenance II		28.90
23183 - Electronics Technician Maintenance III		30.31
23260 - Fabric Worker		26.21
23290 - Fire Alarm System Mechanic		30.31
23310 - Fire Extinguisher Repairer		24.75

23311 - Fuel Distribution System Mechanic 30.31
23312 - Fuel Distribution System Operator 24.75
23370 - General Maintenance Worker 23.30
23380 - Ground Support Equipment Mechanic 30.31
23381 - Ground Support Equipment Servicer 26.21
23382 - Ground Support Equipment Worker 27.54
23391 - Gunsmith I 24.75
23392 - Gunsmith II 27.54
23393 - Gunsmith III 30.31
23410 - Heating, Ventilation And Air-Conditioning Mechanic 33.94
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 35.40
23430 - Heavy Equipment Mechanic 28.90
23440 - Heavy Equipment Operator 28.41
23460 - Instrument Mechanic 30.31
23465 - Laboratory/Shelter Mechanic 28.90
23470 - Laborer 18.42
23510 - Locksmith 28.90
23530 - Machinery Maintenance Mechanic 29.77
23550 - Machinist, Maintenance 25.19
23580 - Maintenance Trades Helper 20.10
23591 - Metrology Technician I 30.31
23592 - Metrology Technician II 31.63
23593 - Metrology Technician III 32.86
23640 - Millwright 30.33
23710 - Office Appliance Repairer 28.90
23760 - Painter, Maintenance 23.62
23790 - Pipefitter, Maintenance 32.26
23810 - Plumber, Maintenance 30.91
23820 - Pneudraulic Systems Mechanic 30.31
23850 - Rigger 30.31
23870 - Scale Mechanic 27.54
23890 - Sheet-Metal Worker, Maintenance 28.44
23910 - Small Engine Mechanic 26.79
23931 - Telecommunications Mechanic I 38.35
23932 - Telecommunications Mechanic II 39.77
23950 - Telephone Lineman 34.27
23960 - Welder, Combination, Maintenance 26.41
23965 - Well Driller 30.31
23970 - Woodcraft Worker 30.31
23980 - Woodworker 24.75

24000 - Personal Needs Occupations
24550 - Case Manager 20.25
24570 - Child Care Attendant 16.67
24580 - Child Care Center Clerk 20.55
24610 - Chore Aide 18.58
24620 - Family Readiness And Support Services Coordinator 20.25
24630 - Homemaker 20.25

25000 - Plant And System Operations Occupations
25010 - Boiler Tender 30.80
25040 - Sewage Plant Operator 28.71
25070 - Stationary Engineer 30.80
25190 - Ventilation Equipment Tender 22.87
25210 - Water Treatment Plant Operator 28.71

27000 - Protective Service Occupations
27004 - Alarm Monitor 24.85
27007 - Baggage Inspector 20.89
27008 - Corrections Officer 31.91
27010 - Court Security Officer 27.22
27030 - Detection Dog Handler 23.36
27040 - Detention Officer 31.91
27070 - Firefighter 22.85
27101 - Guard I 20.89
27102 - Guard II 23.36
27131 - Police Officer I 27.24
27132 - Police Officer II 30.27

28000 - Recreation Occupations
28041 - Carnival Equipment Operator 18.72
28042 - Carnival Equipment Repairer 20.00
28043 - Carnival Worker 15.11
28210 - Gate Attendant/Gate Tender 21.64
28310 - Lifeguard 20.26
28350 - Park Attendant (Aide) 24.19
28510 - Recreation Aide/Health Facility Attendant 17.67
28515 - Recreation Specialist 29.40
28630 - Sports Official 19.27
28690 - Swimming Pool Operator 25.82

29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.54
29020 - Hatch Tender 27.54
29030 - Line Handler 27.54
29041 - Stevedore I 26.21
29042 - Stevedore II 28.90

30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 52.70
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 36.34
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 40.03

30021 - Archeological Technician I		21.43
30022 - Archeological Technician II		23.97
30023 - Archeological Technician III		29.71
30030 - Cartographic Technician		29.71
30040 - Civil Engineering Technician		30.51
30051 - Cryogenic Technician I		28.27
30052 - Cryogenic Technician II		31.23
30061 - Drafter/CAD Operator I		21.43
30062 - Drafter/CAD Operator II		23.97
30063 - Drafter/CAD Operator III		26.73
30064 - Drafter/CAD Operator IV		32.88
30081 - Engineering Technician I		18.29
30082 - Engineering Technician II		20.54
30083 - Engineering Technician III		25.96
30084 - Engineering Technician IV		28.46
30085 - Engineering Technician V		34.82
30086 - Engineering Technician VI		42.12
30090 - Environmental Technician		22.24
30095 - Evidence Control Specialist		23.21
30210 - Laboratory Technician		26.73
30221 - Latent Fingerprint Technician I		28.27
30222 - Latent Fingerprint Technician II		31.23
30240 - Mathematical Technician		29.71
30361 - Paralegal/Legal Assistant I		23.96
30362 - Paralegal/Legal Assistant II		29.68
30363 - Paralegal/Legal Assistant III		36.30
30364 - Paralegal/Legal Assistant IV		43.91
30375 - Petroleum Supply Specialist		28.39
30390 - Photo-Optics Technician		29.71
30395 - Radiation Control Technician		28.39
30461 - Technical Writer I		28.58
30462 - Technical Writer II		34.97
30463 - Technical Writer III		42.31
30491 - Unexploded Ordnance (UXO) Technician I		33.50
30492 - Unexploded Ordnance (UXO) Technician II		40.53
30493 - Unexploded Ordnance (UXO) Technician III		48.57
30494 - Unexploded (UXO) Safety Escort		33.50
30495 - Unexploded (UXO) Sweep Personnel		33.50
30501 - Weather Forecaster I		32.88
30502 - Weather Forecaster II		40.00
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.73
30621 - Weather Observer, Senior	(see 2)	29.71
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		40.53
31020 - Bus Aide		17.57
31030 - Bus Driver		23.33
31043 - Driver Courier		20.72
31260 - Parking and Lot Attendant		15.96
31290 - Shuttle Bus Driver		16.04
31310 - Taxi Driver		14.86
31361 - Truckdriver, Light		22.22
31362 - Truckdriver, Medium		23.33
31363 - Truckdriver, Heavy		27.32
31364 - Truckdriver, Tractor-Trailer		27.32
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		19.76
99030 - Cashier		16.00
99050 - Desk Clerk		17.90
99095 - Embalmer		33.50
99130 - Flight Follower		33.50
99251 - Laboratory Animal Caretaker I		22.26
99252 - Laboratory Animal Caretaker II		23.79
99260 - Marketing Analyst		30.64
99310 - Mortician		33.50
99410 - Pest Controller		28.23
99510 - Photofinishing Worker		17.60
99710 - Recycling Laborer		23.10
99711 - Recycling Specialist		26.59
99730 - Refuse Collector		21.44
99810 - Sales Clerk		17.30
99820 - School Crossing Guard		20.00
99830 - Survey Party Chief		26.45
99831 - Surveying Aide		16.07
99832 - Surveying Technician		24.05
99840 - Vending Machine Attendant		25.07
99841 - Vending Machine Repairer		29.70
99842 - Vending Machine Repairer Helper		25.07

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a

contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the cor
Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month

HEALTH & WELFARE EO 13706: $5.09 per hour, up to 40 hours per week, or $203.60 per week, or $882.27 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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 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))."""