

"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.: 2015-5477 Revision No.: 19 Date Of Last Revision: 03/15/2022

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 January 30 2022:	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 applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in 2022.
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:	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 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: Arizona

Area: Arizona Counties of Apache Gila Navajo

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.85***
01012 - Accounting Clerk II		16.68
01013 - Accounting Clerk III		18.65
01020 - Administrative Assistant		25.36
01035 - Court Reporter		18.01
01041 - Customer Service Representative I		13.74***
01042 - Customer Service Representative II		14.99***
01043 - Customer Service Representative III		16.84
01051 - Data Entry Operator I		13.08***
01052 - Data Entry Operator II		14.27***
01060 - Dispatcher Motor Vehicle		16.40
01070 - Document Preparation Clerk		14.34***
01090 - Duplicating Machine Operator		14.34***
01111 - General Clerk I		13.78***
01112 - General Clerk II		15.04
01113 - General Clerk III		16.87

01120 - Housing Referral Assistant	20.78
01141 - Messenger Courier	12.33***
01191 - Order Clerk I	13.42***
01192 - Order Clerk II	14.86***
01261 - Personnel Assistant (Employment) I	15.95
01262 - Personnel Assistant (Employment) II	17.84
01263 - Personnel Assistant (Employment) III	19.88
01270 - Production Control Clerk	26.97
01290 - Rental Clerk	14.97***
01300 - Scheduler Maintenance	16.66
01311 - Secretary I	16.66
01312 - Secretary II	18.64
01313 - Secretary III	20.78
01320 - Service Order Dispatcher	14.32***
01410 - Supply Technician	25.36
01420 - Survey Worker	16.63
01460 - Switchboard Operator/Receptionist	13.44***
01531 - Travel Clerk I	14.33***
01532 - Travel Clerk II	15.66
01533 - Travel Clerk III	16.88
01611 - Word Processor I	15.53
01612 - Word Processor II	17.44
01613 - Word Processor III	19.50
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.34
05010 - Automotive Electrician	20.30
05040 - Automotive Glass Installer	19.42
05070 - Automotive Worker	19.42
05110 - Mobile Equipment Servicer	16.62
05130 - Motor Equipment Metal Mechanic	22.69
05160 - Motor Equipment Metal Worker	19.62
05190 - Motor Vehicle Mechanic	21.59
05220 - Motor Vehicle Mechanic Helper	15.12
05250 - Motor Vehicle Upholstery Worker	18.14
05280 - Motor Vehicle Wrecker	19.62
05310 - Painter Automotive	22.12
05340 - Radiator Repair Specialist	19.58
05370 - Tire Repairer	14.37***
05400 - Transmission Repair Specialist	21.59
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.65***
07041 - Cook I	14.67***
07042 - Cook II	16.93
07070 - Dishwasher	12.18***
07130 - Food Service Worker	13.00***
07210 - Meat Cutter	16.58
07260 - Waiter/Waitress	12.72***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.66
09040 - Furniture Handler	16.10
09080 - Furniture Refinisher	25.66
09090 - Furniture Refinisher Helper	19.23
09110 - Furniture Repairer Minor	22.45
09130 - Upholsterer	25.66
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.33***
11060 - Elevator Operator	14.15***
11090 - Gardener	17.39
11122 - Housekeeping Aide	14.15***
11150 - Janitor	14.15***
11210 - Laborer Grounds Maintenance	13.43***
11240 - Maid or Houseman	12.38***
11260 - Pruner	12.46***
11270 - Tractor Operator	16.05
11330 - Trail Maintenance Worker	13.43***

11360 - Window Cleaner	15.19
12000 - Health Occupations	
12010 - Ambulance Driver	17.23
12011 - Breath Alcohol Technician	21.73
12012 - Certified Occupational Therapist Assistant	29.81
12015 - Certified Physical Therapist Assistant	25.20
12020 - Dental Assistant	19.02
12025 - Dental Hygienist	44.74
12030 - EKG Technician	32.93
12035 - Electroneurodiagnostic Technologist	32.93
12040 - Emergency Medical Technician	17.23
12071 - Licensed Practical Nurse I	19.43
12072 - Licensed Practical Nurse II	21.73
12073 - Licensed Practical Nurse III	24.22
12100 - Medical Assistant	16.49
12130 - Medical Laboratory Technician	24.72
12160 - Medical Record Clerk	17.52
12190 - Medical Record Technician	19.59
12195 - Medical Transcriptionist	19.43
12210 - Nuclear Medicine Technologist	47.75
12221 - Nursing Assistant I	12.26***
12222 - Nursing Assistant II	13.77***
12223 - Nursing Assistant III	15.03
12224 - Nursing Assistant IV	16.88
12235 - Optical Dispenser	18.17
12236 - Optical Technician	19.43
12250 - Pharmacy Technician	18.43
12280 - Phlebotomist	17.37
12305 - Radiologic Technologist	31.03
12311 - Registered Nurse I	26.93
12312 - Registered Nurse II	33.08
12313 - Registered Nurse II Specialist	33.08
12314 - Registered Nurse III	40.02
12315 - Registered Nurse III Anesthetist	40.02
12316 - Registered Nurse IV	47.96
12317 - Scheduler (Drug and Alcohol Testing)	26.92
12320 - Substance Abuse Treatment Counselor	21.74
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.08
13012 - Exhibits Specialist II	21.08
13013 - Exhibits Specialist III	25.71
13041 - Illustrator I	18.79
13042 - Illustrator II	23.18
13043 - Illustrator III	28.27
13047 - Librarian	23.06
13050 - Library Aide/Clerk	14.20***
13054 - Library Information Technology Systems Administrator	20.92
13058 - Library Technician	14.31***
13061 - Media Specialist I	15.03
13062 - Media Specialist II	16.81
13063 - Media Specialist III	18.75
13071 - Photographer I	14.99***
13072 - Photographer II	17.27
13073 - Photographer III	21.32
13074 - Photographer IV	26.01
13075 - Photographer V	31.55
13090 - Technical Order Library Clerk	17.22
13110 - Video Teleconference Technician	16.68
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.48
14042 - Computer Operator II	19.54
14043 - Computer Operator III	21.79
14044 - Computer Operator IV	24.22
14045 - Computer Operator V	26.82

14071 - Computer Programmer I	(see 1)	23.00
14072 - Computer Programmer II	(see 1)	26.05
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		17.48
14160 - Personal Computer Support Technician		25.03
14170 - System Support Specialist		26.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.83
15020 - Aircrew Training Devices Instructor (Rated)		37.31
15030 - Air Crew Training Devices Instructor (Pilot)		44.71
15050 - Computer Based Training Specialist / Instructor		30.83
15060 - Educational Technologist		29.16
15070 - Flight Instructor (Pilot)		44.71
15080 - Graphic Artist		21.86
15085 - Maintenance Test Pilot Fixed Jet/Prop		44.71
15086 - Maintenance Test Pilot Rotary Wing		44.71
15088 - Non-Maintenance Test/Co-Pilot		44.71
15090 - Technical Instructor		29.31
15095 - Technical Instructor/Course Developer		35.86
15110 - Test Proctor		23.66
15120 - Tutor		23.66
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		15.11
16030 - Counter Attendant		15.11
16040 - Dry Cleaner		17.89
16070 - Finisher Flatwork Machine		15.11
16090 - Presser Hand		15.11
16110 - Presser Machine Drycleaning		15.11
16130 - Presser Machine Shirts		15.11
16160 - Presser Machine Wearing Apparel Laundry		15.11
16190 - Sewing Machine Operator		18.63
16220 - Tailor		19.38
16250 - Washer Machine		16.39
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.66
19040 - Tool And Die Maker		31.55
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.88***
21030 - Material Coordinator		26.06
21040 - Material Expediter		26.06
21050 - Material Handling Laborer		13.51***
21071 - Order Filler		12.66***
21080 - Production Line Worker (Food Processing)		13.88***
21110 - Shipping Packer		16.79
21130 - Shipping/Receiving Clerk		16.79
21140 - Store Worker I		14.50***
21150 - Stock Clerk		18.19
21210 - Tools And Parts Attendant		13.88***
21410 - Warehouse Specialist		13.88***
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.45
23019 - Aircraft Logs and Records Technician		23.41
23021 - Aircraft Mechanic I		27.87
23022 - Aircraft Mechanic II		29.45
23023 - Aircraft Mechanic III		31.24
23040 - Aircraft Mechanic Helper		19.51
23050 - Aircraft Painter		26.48
23060 - Aircraft Servicer		23.41
23070 - Aircraft Survival Flight Equipment Technician		26.48
23080 - Aircraft Worker		25.08
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		25.08

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	27.87
II		
23110	- Appliance Mechanic	25.66
23120	- Bicycle Repairer	20.85
23125	- Cable Splicer	36.85
23130	- Carpenter Maintenance	20.71
23140	- Carpet Layer	24.05
23160	- Electrician Maintenance	34.30
23181	- Electronics Technician Maintenance I	24.05
23182	- Electronics Technician Maintenance II	25.66
23183	- Electronics Technician Maintenance III	27.29
23260	- Fabric Worker	22.45
23290	- Fire Alarm System Mechanic	27.29
23310	- Fire Extinguisher Repairer	20.85
23311	- Fuel Distribution System Mechanic	29.33
23312	- Fuel Distribution System Operator	21.87
23370	- General Maintenance Worker	17.48
23380	- Ground Support Equipment Mechanic	27.87
23381	- Ground Support Equipment Servicer	23.41
23382	- Ground Support Equipment Worker	25.08
23391	- Gunsmith I	20.85
23392	- Gunsmith II	24.05
23393	- Gunsmith III	27.29
23410	- Heating Ventilation And Air-Conditioning Mechanic	19.83
23411	- Heating Ventilation And Air Contidioning Mechanic (Research Facility)	20.95
23430	- Heavy Equipment Mechanic	29.21
23440	- Heavy Equipment Operator	25.67
23460	- Instrument Mechanic	27.29
23465	- Laboratory/Shelter Mechanic	25.66
23470	- Laborer	13.51***
23510	- Locksmith	25.66
23530	- Machinery Maintenance Mechanic	29.35
23550	- Machinist Maintenance	25.37
23580	- Maintenance Trades Helper	18.26
23591	- Metrology Technician I	27.29
23592	- Metrology Technician II	28.69
23593	- Metrology Technician III	30.17
23640	- Millwright	27.29
23710	- Office Appliance Repairer	25.66
23760	- Painter Maintenance	20.20
23790	- Pipefitter Maintenance	24.40
23810	- Plumber Maintenance	22.95
23820	- Pneudraulic Systems Mechanic	27.29
23850	- Rigger	27.29
23870	- Scale Mechanic	24.05
23890	- Sheet-Metal Worker Maintenance	21.77
23910	- Small Engine Mechanic	24.05
23931	- Telecommunications Mechanic I	33.54
23932	- Telecommunications Mechanic II	35.26
23950	- Telephone Lineman	27.13
23960	- Welder Combination Maintenance	29.48
23965	- Well Driller	24.97
23970	- Woodcraft Worker	27.29
23980	- Woodworker	20.85
24000	- Personal Needs Occupations	
24550	- Case Manager	15.79
24570	- Child Care Attendant	12.23***
24580	- Child Care Center Clerk	16.79
24610	- Chore Aide	12.55***
24620	- Family Readiness And Support Services Coordinator	15.79
24630	- Homemaker	18.38

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.29
25040 - Sewage Plant Operator	22.71
25070 - Stationary Engineer	27.29
25190 - Ventilation Equipment Tender	19.23
25210 - Water Treatment Plant Operator	22.71
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.73
27007 - Baggage Inspector	16.00
27008 - Corrections Officer	19.52
27010 - Court Security Officer	20.49
27030 - Detection Dog Handler	17.89
27040 - Detention Officer	19.52
27070 - Firefighter	21.80
27101 - Guard I	16.00
27102 - Guard II	17.89
27131 - Police Officer I	25.69
27132 - Police Officer II	28.53
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.94
28042 - Carnival Equipment Repairer	17.28
28043 - Carnival Worker	12.43***
28210 - Gate Attendant/Gate Tender	16.50
28310 - Lifeguard	13.21***
28350 - Park Attendant (Aide)	18.47
28510 - Recreation Aide/Health Facility Attendant	13.48***
28515 - Recreation Specialist	22.88
28630 - Sports Official	14.70***
28690 - Swimming Pool Operator	19.93
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.73
29020 - Hatch Tender	26.73
29030 - Line Handler	26.73
29041 - Stevedore I	24.94
29042 - Stevedore II	28.48
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.72
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.08
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.92
30021 - Archeological Technician I	17.95
30022 - Archeological Technician II	20.08
30023 - Archeological Technician III	24.88
30030 - Cartographic Technician	24.88
30040 - Civil Engineering Technician	25.89
30051 - Cryogenic Technician I	27.55
30052 - Cryogenic Technician II	30.42
30061 - Drafter/CAD Operator I	17.95
30062 - Drafter/CAD Operator II	20.08
30063 - Drafter/CAD Operator III	22.38
30064 - Drafter/CAD Operator IV	27.55
30081 - Engineering Technician I	16.02
30082 - Engineering Technician II	17.98
30083 - Engineering Technician III	21.48
30084 - Engineering Technician IV	25.33
30085 - Engineering Technician V	30.42
30086 - Engineering Technician VI	36.81
30090 - Environmental Technician	24.88
30095 - Evidence Control Specialist	24.88
30210 - Laboratory Technician	28.60
30221 - Latent Fingerprint Technician I	27.55
30222 - Latent Fingerprint Technician II	30.42
30240 - Mathematical Technician	24.88
30361 - Paralegal/Legal Assistant I	21.19
30362 - Paralegal/Legal Assistant II	25.62
30363 - Paralegal/Legal Assistant III	31.34

30364 - Paralegal/Legal Assistant IV	37.93
30375 - Petroleum Supply Specialist	30.42
30390 - Photo-Optics Technician	24.88
30395 - Radiation Control Technician	30.42
30461 - Technical Writer I	24.88
30462 - Technical Writer II	30.42
30463 - Technical Writer III	36.81
30491 - Unexploded Ordnance (UXO) Technician I	25.88
30492 - Unexploded Ordnance (UXO) Technician II	31.31
30493 - Unexploded Ordnance (UXO) Technician III	37.53
30494 - Unexploded (UXO) Safety Escort	25.88
30495 - Unexploded (UXO) Sweep Personnel	25.88
30501 - Weather Forecaster I	27.55
30502 - Weather Forecaster II	33.51
30620 - Weather Observer Combined Upper Air Or (see 2)	22.38
Surface Programs	
30621 - Weather Observer Senior (see 2)	24.88
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.31
31020 - Bus Aide	11.97***
31030 - Bus Driver	19.47
31043 - Driver Courier	18.01
31260 - Parking and Lot Attendant	14.04***
31290 - Shuttle Bus Driver	18.39
31310 - Taxi Driver	14.36***
31361 - Truckdriver Light	19.52
31362 - Truckdriver Medium	21.02
31363 - Truckdriver Heavy	21.40
31364 - Truckdriver Tractor-Trailer	21.40
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.26
99030 - Cashier	12.64***
99050 - Desk Clerk	12.80***
99095 - Embalmer	28.19
99130 - Flight Follower	25.88
99251 - Laboratory Animal Caretaker I	15.87
99252 - Laboratory Animal Caretaker II	17.35
99260 - Marketing Analyst	27.59
99310 - Mortician	28.19
99410 - Pest Controller	23.25
99510 - Photofinishing Worker	13.60***
99710 - Recycling Laborer	20.17
99711 - Recycling Specialist	24.28
99730 - Refuse Collector	18.16
99810 - Sales Clerk	12.68***
99820 - School Crossing Guard	13.48***
99830 - Survey Party Chief	32.05
99831 - Surveying Aide	19.30
99832 - Surveying Technician	27.21
99840 - Vending Machine Attendant	19.91
99841 - Vending Machine Repairer	24.89
99842 - Vending Machine Repairer Helper	19.91

***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))."