

"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.: 2015-5005 Revision No.: 18 Date Of Last Revision: 07/01/2022

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>.

States: Iowa Nebraska

Area: Iowa Counties of Harrison Mills Pottawattamie
Nebraska Counties of Cass Douglas Sarpy Saunders Washington

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
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01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	16.05
01012 - Accounting Clerk II	18.03
01013 - Accounting Clerk III	20.16
01020 - Administrative Assistant	28.87
01035 - Court Reporter	26.10
01041 - Customer Service Representative I	14.77***
01042 - Customer Service Representative II	16.12
01043 - Customer Service Representative III	18.09
01051 - Data Entry Operator I	16.52
01052 - Data Entry Operator II	18.03
01060 - Dispatcher Motor Vehicle	25.59
01070 - Document Preparation Clerk	19.11
01090 - Duplicating Machine Operator	19.11
01111 - General Clerk I	14.56***
01112 - General Clerk II	15.89
01113 - General Clerk III	17.83
01120 - Housing Referral Assistant	22.11
01141 - Messenger Courier	13.90***
01191 - Order Clerk I	16.07
01192 - Order Clerk II	17.53
01261 - Personnel Assistant (Employment) I	17.27
01262 - Personnel Assistant (Employment) II	19.34
01263 - Personnel Assistant (Employment) III	21.54
01270 - Production Control Clerk	20.35
01290 - Rental Clerk	13.53***
01300 - Scheduler Maintenance	17.73
01311 - Secretary I	17.73
01312 - Secretary II	19.83
01313 - Secretary III	22.11
01320 - Service Order Dispatcher	22.87
01410 - Supply Technician	28.87
01420 - Survey Worker	14.40***
01460 - Switchboard Operator/Receptionist	15.04
01531 - Travel Clerk I	18.18
01532 - Travel Clerk II	19.34
01533 - Travel Clerk III	20.53
01611 - Word Processor I	14.85***
01612 - Word Processor II	16.67
01613 - Word Processor III	18.64
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.47
05010 - Automotive Electrician	22.24
05040 - Automotive Glass Installer	21.11
05070 - Automotive Worker	21.11
05110 - Mobile Equipment Servicer	18.74
05130 - Motor Equipment Metal Mechanic	23.15
05160 - Motor Equipment Metal Worker	21.11
05190 - Motor Vehicle Mechanic	23.15

05220 - Motor Vehicle Mechanic Helper	17.53
05250 - Motor Vehicle Upholstery Worker	19.92
05280 - Motor Vehicle Wrecker	21.11
05310 - Painter Automotive	22.24
05340 - Radiator Repair Specialist	21.11
05370 - Tire Repairer	13.97***
05400 - Transmission Repair Specialist	23.15
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.27***
07041 - Cook I	14.99***
07042 - Cook II	16.89
07070 - Dishwasher	11.82***
07130 - Food Service Worker	13.64***
07210 - Meat Cutter	18.01
07260 - Waiter/Waitress	10.30***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.41
09040 - Furniture Handler	14.61***
09080 - Furniture Refinisher	21.41
09090 - Furniture Refinisher Helper	16.87
09110 - Furniture Repairer Minor	19.18
09130 - Upholsterer	21.41
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.30***
11060 - Elevator Operator	14.06***
11090 - Gardener	22.42
11122 - Housekeeping Aide	14.06***
11150 - Janitor	14.06***
11210 - Laborer Grounds Maintenance	18.16
11240 - Maid or Houseman	13.17***
11260 - Pruner	16.72
11270 - Tractor Operator	20.98
11330 - Trail Maintenance Worker	18.16
11360 - Window Cleaner	15.27
12000 - Health Occupations	
12010 - Ambulance Driver	17.38
12011 - Breath Alcohol Technician	21.03
12012 - Certified Occupational Therapist Assistant	29.52
12015 - Certified Physical Therapist Assistant	27.73
12020 - Dental Assistant	19.75
12025 - Dental Hygienist	37.81
12030 - EKG Technician	27.48
12035 - Electroneurodiagnostic Technologist	27.48
12040 - Emergency Medical Technician	17.38
12071 - Licensed Practical Nurse I	18.79
12072 - Licensed Practical Nurse II	21.03
12073 - Licensed Practical Nurse III	23.44
12100 - Medical Assistant	18.37
12130 - Medical Laboratory Technician	28.03

12160 - Medical Record Clerk	20.44
12190 - Medical Record Technician	22.86
12195 - Medical Transcriptionist	19.50
12210 - Nuclear Medicine Technologist	36.44
12221 - Nursing Assistant I	12.28***
12222 - Nursing Assistant II	13.80***
12223 - Nursing Assistant III	15.06
12224 - Nursing Assistant IV	16.92
12235 - Optical Dispenser	17.57
12236 - Optical Technician	18.23
12250 - Pharmacy Technician	17.90
12280 - Phlebotomist	18.03
12305 - Radiologic Technologist	29.26
12311 - Registered Nurse I	24.33
12312 - Registered Nurse II	29.76
12313 - Registered Nurse II Specialist	29.76
12314 - Registered Nurse III	36.00
12315 - Registered Nurse III Anesthetist	36.00
12316 - Registered Nurse IV	43.16
12317 - Scheduler (Drug and Alcohol Testing)	26.05
12320 - Substance Abuse Treatment Counselor	24.88
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.39
13012 - Exhibits Specialist II	27.73
13013 - Exhibits Specialist III	33.92
13041 - Illustrator I	20.94
13042 - Illustrator II	25.93
13043 - Illustrator III	31.73
13047 - Librarian	31.28
13050 - Library Aide/Clerk	11.64***
13054 - Library Information Technology Systems Administrator	28.24
13058 - Library Technician	16.37
13061 - Media Specialist I	20.39
13062 - Media Specialist II	22.80
13063 - Media Specialist III	25.41
13071 - Photographer I	15.70
13072 - Photographer II	17.56
13073 - Photographer III	21.76
13074 - Photographer IV	26.62
13075 - Photographer V	32.20
13090 - Technical Order Library Clerk	15.74
13110 - Video Teleconference Technician	19.91
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.13
14042 - Computer Operator II	21.40
14043 - Computer Operator III	23.86
14044 - Computer Operator IV	26.51
14045 - Computer Operator V	29.36

14071 - Computer Programmer I	(see 1)	24.18
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		19.13
14160 - Personal Computer Support Technician		26.51
14170 - System Support Specialist		29.36
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.60
15020 - Aircrew Training Devices Instructor (Rated)		34.46
15030 - Air Crew Training Devices Instructor (Pilot)		41.06
15050 - Computer Based Training Specialist / Instructor		30.60
15060 - Educational Technologist		36.46
15070 - Flight Instructor (Pilot)		41.06
15080 - Graphic Artist		24.10
15085 - Maintenance Test Pilot Fixed Jet/Prop		41.06
15086 - Maintenance Test Pilot Rotary Wing		41.06
15088 - Non-Maintenance Test/Co-Pilot		41.06
15090 - Technical Instructor		24.35
15095 - Technical Instructor/Course Developer		29.79
15110 - Test Proctor		19.66
15120 - Tutor		19.66
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		11.08***
16030 - Counter Attendant		11.08***
16040 - Dry Cleaner		12.66***
16070 - Finisher Flatwork Machine		11.08***
16090 - Presser Hand		11.08***
16110 - Presser Machine Drycleaning		11.08***
16130 - Presser Machine Shirts		11.08***
16160 - Presser Machine Wearing Apparel Laundry		11.08***
16190 - Sewing Machine Operator		13.38***
16220 - Tailor		14.17***
16250 - Washer Machine		11.61***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.56
19040 - Tool And Die Maker		27.23
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.41
21030 - Material Coordinator		20.35
21040 - Material Expediter		20.35
21050 - Material Handling Laborer		16.05
21071 - Order Filler		14.35***
21080 - Production Line Worker (Food Processing)		18.41
21110 - Shipping Packer		17.89
21130 - Shipping/Receiving Clerk		17.89

21140 - Store Worker I	13.91***
21150 - Stock Clerk	17.71
21210 - Tools And Parts Attendant	18.41
21410 - Warehouse Specialist	18.41
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.28
23019 - Aircraft Logs and Records Technician	23.30
23021 - Aircraft Mechanic I	27.08
23022 - Aircraft Mechanic II	28.28
23023 - Aircraft Mechanic III	29.16
23040 - Aircraft Mechanic Helper	20.66
23050 - Aircraft Painter	26.01
23060 - Aircraft Servicer	23.30
23070 - Aircraft Survival Flight Equipment Technician	26.01
23080 - Aircraft Worker	24.69
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.69
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.08
23110 - Appliance Mechanic	20.00
23120 - Bicycle Repairer	21.59
23125 - Cable Splicer	42.48
23130 - Carpenter Maintenance	21.63
23140 - Carpet Layer	23.37
23160 - Electrician Maintenance	28.05
23181 - Electronics Technician Maintenance I	24.06
23182 - Electronics Technician Maintenance II	25.34
23183 - Electronics Technician Maintenance III	26.38
23260 - Fabric Worker	22.95
23290 - Fire Alarm System Mechanic	23.57
23310 - Fire Extinguisher Repairer	21.59
23311 - Fuel Distribution System Mechanic	29.03
23312 - Fuel Distribution System Operator	24.44
23370 - General Maintenance Worker	22.40
23380 - Ground Support Equipment Mechanic	27.08
23381 - Ground Support Equipment Servicer	23.30
23382 - Ground Support Equipment Worker	24.69
23391 - Gunsmith I	21.59
23392 - Gunsmith II	24.32
23393 - Gunsmith III	26.67
23410 - Heating Ventilation And Air-Conditioning Mechanic	25.37
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.49
23430 - Heavy Equipment Mechanic	28.30
23440 - Heavy Equipment Operator	24.22
23460 - Instrument Mechanic	26.67
23465 - Laboratory/Shelter Mechanic	25.62
23470 - Laborer	16.05

23510 - Locksmith	23.45
23530 - Machinery Maintenance Mechanic	25.13
23550 - Machinist Maintenance	22.96
23580 - Maintenance Trades Helper	16.12
23591 - Metrology Technician I	26.67
23592 - Metrology Technician II	27.85
23593 - Metrology Technician III	28.72
23640 - Millwright	29.79
23710 - Office Appliance Repairer	22.26
23760 - Painter Maintenance	18.37
23790 - Pipefitter Maintenance	35.21
23810 - Plumber Maintenance	33.81
23820 - Pneudraulic Systems Mechanic	26.67
23850 - Rigger	26.67
23870 - Scale Mechanic	24.32
23890 - Sheet-Metal Worker Maintenance	28.88
23910 - Small Engine Mechanic	20.61
23931 - Telecommunications Mechanic I	29.09
23932 - Telecommunications Mechanic II	30.38
23950 - Telephone Lineman	25.15
23960 - Welder Combination Maintenance	22.60
23965 - Well Driller	23.23
23970 - Woodcraft Worker	26.67
23980 - Woodworker	21.59
24000 - Personal Needs Occupations	
24550 - Case Manager	16.46
24570 - Child Care Attendant	11.78***
24580 - Child Care Center Clerk	14.68***
24610 - Chore Aide	13.72***
24620 - Family Readiness And Support Services Coordinator	16.46
24630 - Homemaker	16.46
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.07
25040 - Sewage Plant Operator	26.33
25070 - Stationary Engineer	26.07
25190 - Ventilation Equipment Tender	19.74
25210 - Water Treatment Plant Operator	26.33
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.00
27007 - Baggage Inspector	16.47
27008 - Corrections Officer	22.85
27010 - Court Security Officer	27.29
27030 - Detection Dog Handler	18.42
27040 - Detention Officer	22.85
27070 - Firefighter	30.57
27101 - Guard I	16.47
27102 - Guard II	18.42
27131 - Police Officer I	32.88

27132 - Police Officer II	36.54
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.31***
28042 - Carnival Equipment Repairer	14.22***
28043 - Carnival Worker	10.61***
28210 - Gate Attendant/Gate Tender	15.37
28310 - Lifeguard	11.34***
28350 - Park Attendant (Aide)	17.19
28510 - Recreation Aide/Health Facility Attendant	12.54***
28515 - Recreation Specialist	21.29
28630 - Sports Official	13.68***
28690 - Swimming Pool Operator	17.03
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.83
29020 - Hatch Tender	26.83
29030 - Line Handler	26.83
29041 - Stevedore I	25.32
29042 - Stevedore II	28.25
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.52
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.63
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.53
30021 - Archeological Technician I	18.80
30022 - Archeological Technician II	21.03
30023 - Archeological Technician III	26.06
30030 - Cartographic Technician	26.06
30040 - Civil Engineering Technician	23.75
30051 - Cryogenic Technician I	28.86
30052 - Cryogenic Technician II	31.88
30061 - Drafter/CAD Operator I	18.80
30062 - Drafter/CAD Operator II	21.03
30063 - Drafter/CAD Operator III	23.45
30064 - Drafter/CAD Operator IV	28.86
30081 - Engineering Technician I	16.00
30082 - Engineering Technician II	17.95
30083 - Engineering Technician III	20.08
30084 - Engineering Technician IV	24.89
30085 - Engineering Technician V	30.45
30086 - Engineering Technician VI	36.83
30090 - Environmental Technician	26.06
30095 - Evidence Control Specialist	26.06
30210 - Laboratory Technician	28.62
30221 - Latent Fingerprint Technician I	25.75
30222 - Latent Fingerprint Technician II	28.44
30240 - Mathematical Technician	27.28
30361 - Paralegal/Legal Assistant I	19.64
30362 - Paralegal/Legal Assistant II	24.32
30363 - Paralegal/Legal Assistant III	29.75
30364 - Paralegal/Legal Assistant IV	35.99

30375 - Petroleum Supply Specialist	31.88
30390 - Photo-Optics Technician	26.06
30395 - Radiation Control Technician	31.88
30461 - Technical Writer I	24.88
30462 - Technical Writer II	30.44
30463 - Technical Writer III	36.81
30491 - Unexploded Ordnance (UXO) Technician I	26.39
30492 - Unexploded Ordnance (UXO) Technician II	31.93
30493 - Unexploded Ordnance (UXO) Technician III	38.27
30494 - Unexploded (UXO) Safety Escort	26.39
30495 - Unexploded (UXO) Sweep Personnel	26.39
30501 - Weather Forecaster I	28.86
30502 - Weather Forecaster II	35.10
30620 - Weather Observer Combined Upper Air Or (see 2)	23.45
Surface Programs	
30621 - Weather Observer Senior (see 2)	26.06
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.93
31020 - Bus Aide	18.04
31030 - Bus Driver	23.67
31043 - Driver Courier	17.19
31260 - Parking and Lot Attendant	13.75***
31290 - Shuttle Bus Driver	16.03
31310 - Taxi Driver	13.68***
31361 - Truckdriver Light	18.38
31362 - Truckdriver Medium	21.01
31363 - Truckdriver Heavy	24.40
31364 - Truckdriver Tractor-Trailer	24.40
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.57
99030 - Cashier	11.85***
99050 - Desk Clerk	12.75***
99095 - Embalmer	34.13
99130 - Flight Follower	26.39
99251 - Laboratory Animal Caretaker I	14.20***
99252 - Laboratory Animal Caretaker II	15.18
99260 - Marketing Analyst	28.90
99310 - Mortician	34.13
99410 - Pest Controller	20.15
99510 - Photofinishing Worker	17.82
99710 - Recycling Laborer	19.67
99711 - Recycling Specialist	22.70
99730 - Refuse Collector	18.11
99810 - Sales Clerk	14.04***
99820 - School Crossing Guard	14.96***
99830 - Survey Party Chief	34.88
99831 - Surveying Aide	18.88
99832 - Surveying Technician	23.95
99840 - Vending Machine Attendant	16.37

99841 - Vending Machine Repairer	19.57
99842 - Vending Machine Repairer Helper	16.37

***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: \$4.80 per hour up to 40 hours per week or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour up to 40 hours per week or \$176.40 per week or \$764.40 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 8 years 4 weeks after 15 years and 5 weeks after 20 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))."