

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION  
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

Wage Determination No.: 2015-5457  
Daniel W. Simms Division of | Revision No.: 21  
Director Wage Determinations| Date Of Last Revision: 12/27/2022

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: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.

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: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

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](http://www.dol.gov/whd/govcontracts).

State: New Mexico

Area: New Mexico Counties of Curry, Lea, Quay, Roosevelt, Union

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	14.38***	
01012 - Accounting Clerk II	16.14***	
01013 - Accounting Clerk III	18.06	
01020 - Administrative Assistant	27.93	
01035 - Court Reporter	17.69	

01041 - Customer Service Representative I	13.12***
01042 - Customer Service Representative II	14.32***
01043 - Customer Service Representative III	16.07***
01051 - Data Entry Operator I	12.70***
01052 - Data Entry Operator II	13.86***
01060 - Dispatcher, Motor Vehicle	20.77
01070 - Document Preparation Clerk	14.08***
01090 - Duplicating Machine Operator	14.08***
01111 - General Clerk I	12.65***
01112 - General Clerk II	16.25
01113 - General Clerk III	16.70
01120 - Housing Referral Assistant	19.72
01141 - Messenger Courier	11.49***
01191 - Order Clerk I	12.91***
01192 - Order Clerk II	14.08***
01261 - Personnel Assistant (Employment) I	16.77
01262 - Personnel Assistant (Employment) II	18.75
01263 - Personnel Assistant (Employment) III	20.90
01270 - Production Control Clerk	26.40
01290 - Rental Clerk	14.64***
01300 - Scheduler, Maintenance	15.82***
01311 - Secretary I	15.82***
01312 - Secretary II	17.77
01313 - Secretary III	19.72
01320 - Service Order Dispatcher	18.57
01410 - Supply Technician	27.93
01420 - Survey Worker	17.69
01460 - Switchboard Operator/Receptionist	13.82***
01531 - Travel Clerk I	12.30***
01532 - Travel Clerk II	13.31***
01533 - Travel Clerk III	14.26***
01611 - Word Processor I	14.03***
01612 - Word Processor II	15.75***
01613 - Word Processor III	17.62
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.06
05010 - Automotive Electrician	19.89
05040 - Automotive Glass Installer	18.62
05070 - Automotive Worker	18.62
05110 - Mobile Equipment Servicer	16.12***
05130 - Motor Equipment Metal Mechanic	21.12
05160 - Motor Equipment Metal Worker	18.62
05190 - Motor Vehicle Mechanic	21.40
05220 - Motor Vehicle Mechanic Helper	14.89***
05250 - Motor Vehicle Upholstery Worker	17.39
05280 - Motor Vehicle Wrecker	18.62
05310 - Painter, Automotive	19.89
05340 - Radiator Repair Specialist	18.62
05370 - Tire Repairer	14.25***
05400 - Transmission Repair Specialist	21.12
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.63***
07041 - Cook I	12.43***
07042 - Cook II	14.75***

07070 - Dishwasher	10.95***
07130 - Food Service Worker	10.52***
07210 - Meat Cutter	15.88***
07260 - Waiter/Waitress	10.44***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.01
09040 - Furniture Handler	13.01***
09080 - Furniture Refinisher	23.01
09090 - Furniture Refinisher Helper	16.40
09110 - Furniture Repairer, Minor	19.77
09130 - Upholsterer	23.01
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.10***
11060 - Elevator Operator	12.21***
11090 - Gardener	19.46
11122 - Housekeeping Aide	13.12***
11150 - Janitor	13.12***
11210 - Laborer, Grounds Maintenance	13.97***
11240 - Maid or Houseman	10.89***
11260 - Pruner	12.29***
11270 - Tractor Operator	17.63
11330 - Trail Maintenance Worker	13.97***
11360 - Window Cleaner	14.49***
12000 - Health Occupations	
12010 - Ambulance Driver	16.15***
12011 - Breath Alcohol Technician	24.91
12012 - Certified Occupational Therapist Assistant	29.50
12015 - Certified Physical Therapist Assistant	24.27
12020 - Dental Assistant	17.81
12025 - Dental Hygienist	42.01
12030 - EKG Technician	36.63
12035 - Electroneurodiagnostic Technologist	36.63
12040 - Emergency Medical Technician	16.15***
12071 - Licensed Practical Nurse I	22.67
12072 - Licensed Practical Nurse II	25.36
12073 - Licensed Practical Nurse III	28.27
12100 - Medical Assistant	14.42***
12130 - Medical Laboratory Technician	22.85
12160 - Medical Record Clerk	16.12***
12190 - Medical Record Technician	18.04
12195 - Medical Transcriptionist	22.67
12210 - Nuclear Medicine Technologist	54.74
12221 - Nursing Assistant I	11.82***
12222 - Nursing Assistant II	13.29***
12223 - Nursing Assistant III	14.50***
12224 - Nursing Assistant IV	16.27
12235 - Optical Dispenser	16.94
12236 - Optical Technician	22.26
12250 - Pharmacy Technician	17.48
12280 - Phlebotomist	14.76***
12305 - Radiologic Technologist	28.90
12311 - Registered Nurse I	24.71
12312 - Registered Nurse II	30.23
12313 - Registered Nurse II, Specialist	30.23

12314 - Registered Nurse III	36.56
12315 - Registered Nurse III, Anesthetist	36.56
12316 - Registered Nurse IV	43.83
12317 - Scheduler (Drug and Alcohol Testing)	30.86
12320 - Substance Abuse Treatment Counselor	26.71
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.20
13012 - Exhibits Specialist II	21.31
13013 - Exhibits Specialist III	26.07
13041 - Illustrator I	17.20
13042 - Illustrator II	21.31
13043 - Illustrator III	26.07
13047 - Librarian	23.60
13050 - Library Aide/Clerk	11.36***
13054 - Library Information Technology Systems Administrator	21.31
13058 - Library Technician	14.76***
13061 - Media Specialist I	15.38***
13062 - Media Specialist II	17.20
13063 - Media Specialist III	19.17
13071 - Photographer I	15.38***
13072 - Photographer II	17.20
13073 - Photographer III	21.31
13074 - Photographer IV	26.07
13075 - Photographer V	31.55
13090 - Technical Order Library Clerk	17.04
13110 - Video Teleconference Technician	16.92
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.60
14042 - Computer Operator II	20.80
14043 - Computer Operator III	23.46
14044 - Computer Operator IV	26.07
14045 - Computer Operator V	28.87
14071 - Computer Programmer I (see 1)	22.18
14072 - Computer Programmer II (see 1)	27.50
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	18.60
14160 - Personal Computer Support Technician	26.07
14170 - System Support Specialist	30.21
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.98
15020 - Aircrew Training Devices Instructor (Rated)	34.92
15030 - Air Crew Training Devices Instructor (Pilot)	41.21
15050 - Computer Based Training Specialist / Instructor	27.98
15060 - Educational Technologist	35.19
15070 - Flight Instructor (Pilot)	41.21
15080 - Graphic Artist	19.64
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	40.31
15086 - Maintenance Test Pilot, Rotary Wing	40.31
15088 - Non-Maintenance Test/Co-Pilot	40.31

15090 - Technical Instructor	24.97	
15095 - Technical Instructor/Course Developer		30.54
15110 - Test Proctor	20.15	
15120 - Tutor	20.15	
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler	12.58***	
16030 - Counter Attendant	12.58***	
16040 - Dry Cleaner	14.38***	
16070 - Finisher, Flatwork, Machine	12.58***	
16090 - Presser, Hand	12.58***	
16110 - Presser, Machine, Drycleaning	12.58***	
16130 - Presser, Machine, Shirts	12.58***	
16160 - Presser, Machine, Wearing Apparel, Laundry		12.58***
16190 - Sewing Machine Operator	14.98***	
16220 - Tailor	15.58***	
16250 - Washer, Machine	13.18***	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.32
19040 - Tool And Die Maker	33.69	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	17.48	
21030 - Material Coordinator	26.40	
21040 - Material Expediter	26.40	
21050 - Material Handling Laborer	14.19***	
21071 - Order Filler	13.99***	
21080 - Production Line Worker (Food Processing)		17.48
21110 - Shipping Packer	17.48	
21130 - Shipping/Receiving Clerk	17.48	
21140 - Store Worker I	12.06***	
21150 - Stock Clerk	15.81***	
21210 - Tools And Parts Attendant	17.48	
21410 - Warehouse Specialist	17.48	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	34.44	
23019 - Aircraft Logs and Records Technician		25.61
23021 - Aircraft Mechanic I	32.26	
23022 - Aircraft Mechanic II	34.44	
23023 - Aircraft Mechanic III	36.44	
23040 - Aircraft Mechanic Helper	21.24	
23050 - Aircraft, Painter	30.00	
23060 - Aircraft Servicer	25.61	
23070 - Aircraft Survival Flight Equipment Technician		30.00
23080 - Aircraft Worker	27.82	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		27.82
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		32.26
23110 - Appliance Mechanic	26.32	
23120 - Bicycle Repairer	20.56	
23125 - Cable Splicer	33.19	
23130 - Carpenter, Maintenance	21.32	
23140 - Carpet Layer	24.41	
23160 - Electrician, Maintenance	28.90	
23181 - Electronics Technician Maintenance I		27.23

23182 - Electronics Technician Maintenance II	29.36
23183 - Electronics Technician Maintenance III	31.58
23260 - Fabric Worker	22.47
23290 - Fire Alarm System Mechanic	28.55
23310 - Fire Extinguisher Repairer	20.56
23311 - Fuel Distribution System Mechanic	35.49
23312 - Fuel Distribution System Operator	26.71
23370 - General Maintenance Worker	17.42
23380 - Ground Support Equipment Mechanic	32.26
23381 - Ground Support Equipment Servicer	25.61
23382 - Ground Support Equipment Worker	27.82
23391 - Gunsmith I	20.56
23392 - Gunsmith II	24.41
23393 - Gunsmith III	28.31
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.00
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.47
23430 - Heavy Equipment Mechanic	28.74
23440 - Heavy Equipment Operator	23.98
23460 - Instrument Mechanic	28.31
23465 - Laboratory/Shelter Mechanic	26.32
23470 - Laborer	14.19***
23510 - Locksmith	26.04
23530 - Machinery Maintenance Mechanic	29.06
23550 - Machinist, Maintenance	24.93
23580 - Maintenance Trades Helper	16.08***
23591 - Metrology Technician I	28.31
23592 - Metrology Technician II	30.22
23593 - Metrology Technician III	31.99
23640 - Millwright	28.31
23710 - Office Appliance Repairer	23.98
23760 - Painter, Maintenance	19.21
23790 - Pipefitter, Maintenance	24.40
23810 - Plumber, Maintenance	22.68
23820 - Pneudraulic Systems Mechanic	28.31
23850 - Rigger	28.31
23870 - Scale Mechanic	24.41
23890 - Sheet-Metal Worker, Maintenance	28.17
23910 - Small Engine Mechanic	19.70
23931 - Telecommunications Mechanic I	26.83
23932 - Telecommunications Mechanic II	28.63
23950 - Telephone Lineman	25.80
23960 - Welder, Combination, Maintenance	28.55
23965 - Well Driller	24.92
23970 - Woodcraft Worker	28.31
23980 - Woodworker	20.56
24000 - Personal Needs Occupations	
24550 - Case Manager	18.37
24570 - Child Care Attendant	10.67***
24580 - Child Care Center Clerk	13.47***
24610 - Chore Aide	10.96***
24620 - Family Readiness And Support Services Coordinator	18.37

24630 - Homemaker	18.37
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.80
25040 - Sewage Plant Operator	19.40
25070 - Stationary Engineer	25.80
25190 - Ventilation Equipment Tender	16.97
25210 - Water Treatment Plant Operator	19.40
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.03***
27007 - Baggage Inspector	15.00***
27008 - Corrections Officer	17.94
27010 - Court Security Officer	19.57
27030 - Detection Dog Handler	16.78
27040 - Detention Officer	17.94
27070 - Firefighter	21.43
27101 - Guard I	15.00***
27102 - Guard II	16.78
27131 - Police Officer I	23.04
27132 - Police Officer II	25.57
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.27***
28042 - Carnival Equipment Repairer	16.86
28043 - Carnival Worker	11.18***
28210 - Gate Attendant/Gate Tender	15.36***
28310 - Lifeguard	11.92***
28350 - Park Attendant (Aide)	17.17
28510 - Recreation Aide/Health Facility Attendant	12.53***
28515 - Recreation Specialist	21.27
28630 - Sports Official	13.67***
28690 - Swimming Pool Operator	20.02
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	31.16
29020 - Hatch Tender	31.16
29030 - Line Handler	31.16
29041 - Stevedore I	28.68
29042 - Stevedore II	33.61
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	41.27
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	28.46
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.33
30021 - Archeological Technician I	18.11
30022 - Archeological Technician II	20.24
30023 - Archeological Technician III	25.08
30030 - Cartographic Technician	25.08
30040 - Civil Engineering Technician	22.65
30051 - Cryogenic Technician I	27.78
30052 - Cryogenic Technician II	30.68
30061 - Drafter/CAD Operator I	18.11
30062 - Drafter/CAD Operator II	20.24
30063 - Drafter/CAD Operator III	22.78
30064 - Drafter/CAD Operator IV	27.78
30081 - Engineering Technician I	15.89***
30082 - Engineering Technician II	17.85
30083 - Engineering Technician III	19.96

30084 - Engineering Technician IV	24.73	
30085 - Engineering Technician V	30.25	
30086 - Engineering Technician VI	36.61	
30090 - Environmental Technician	22.75	
30095 - Evidence Control Specialist	25.08	
30210 - Laboratory Technician	22.56	
30221 - Latent Fingerprint Technician I	27.78	
30222 - Latent Fingerprint Technician II	30.68	
30240 - Mathematical Technician	25.08	
30361 - Paralegal/Legal Assistant I	20.44	
30362 - Paralegal/Legal Assistant II	25.32	
30363 - Paralegal/Legal Assistant III	30.98	
30364 - Paralegal/Legal Assistant IV	37.48	
30375 - Petroleum Supply Specialist	30.68	
30390 - Photo-Optics Technician	25.08	
30395 - Radiation Control Technician	30.68	
30461 - Technical Writer I	25.08	
30462 - Technical Writer II	30.68	
30463 - Technical Writer III	37.12	
30491 - Unexploded Ordnance (UXO) Technician I		26.22
30492 - Unexploded Ordnance (UXO) Technician II		31.73
30493 - Unexploded Ordnance (UXO) Technician III		38.03
30494 - Unexploded (UXO) Safety Escort	26.22	
30495 - Unexploded (UXO) Sweep Personnel	26.22	
30501 - Weather Forecaster I	27.78	
30502 - Weather Forecaster II	33.79	
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	22.78
30621 - Weather Observer, Senior	(see 2)	25.08
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	31.73	
31020 - Bus Aide	12.01***	
31030 - Bus Driver	17.05	
31043 - Driver Courier	16.20	
31260 - Parking and Lot Attendant	11.86***	
31290 - Shuttle Bus Driver	17.16	
31310 - Taxi Driver	11.57***	
31361 - Truckdriver, Light	17.89	
31362 - Truckdriver, Medium	19.55	
31363 - Truckdriver, Heavy	23.04	
31364 - Truckdriver, Tractor-Trailer	23.04	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	15.47***	
99030 - Cashier	11.07***	
99050 - Desk Clerk	11.45***	
99095 - Embalmer	26.66	
99130 - Flight Follower	26.22	
99251 - Laboratory Animal Caretaker I	12.52***	
99252 - Laboratory Animal Caretaker II	13.56***	
99260 - Marketing Analyst	24.11	
99310 - Mortician	26.66	
99410 - Pest Controller	18.24	
99510 - Photofinishing Worker	13.78***	
99710 - Recycling Laborer	20.51	



99711 - Recycling Specialist	25.90
99730 - Refuse Collector	18.04
99810 - Sales Clerk	12.90***
99820 - School Crossing Guard	12.92***
99830 - Survey Party Chief	23.49
99831 - Surveying Aide	16.34
99832 - Surveying Technician	22.42
99840 - Vending Machine Attendant	17.65
99841 - Vending Machine Repairer	23.14
99842 - Vending Machine Repairer Helper	17.65

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 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.

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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](http://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 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 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))."